

ANNUAL REPORT 2021–2022



91%

91% of our graduates are
in **work or further study**
15 months after graduation.

Source: Graduate Outcome Survey 2019–20, published 2022



VICE-CHANCELLOR'S AND CHAIR OF BOARD OF GOVERNORS' STATEMENT

It has been great to see the full vibrancy of our campuses return following the lifting of the final Covid-19 restrictions. UWE Bristol is a people organisation and we thrive on the energy, passion and innovation of our university community.

Throughout the year we have seen huge success and ambition across our research, knowledge exchange and teaching and learning. Our results in the Research Excellence Framework, the national assessment of the quality of research, show that 84% of our research output is world-leading or internationally excellent for its impact on the wider economy and society.

As a university we are very proud to be transforming futures for the better. Whether that is through our work to tackle head-on the impact of the aging population crisis; boosting the development and expansion of the booming screen industry in Bristol; or setting out the steps needed from Government to accelerate consumer education and behaviour change to achieve net zero. Our work is changing the futures of individuals, communities and our planet for the better.

We have led a ground-breaking green skills programme for minoritised young people, empowering them to pursue careers in the growing green sector. Our planetarium show designed for the next generation of engineers, "We Make Our Future", was chosen to showcase sustainability solutions at COP26 in Glasgow.

As a university we have strengthened our commitment to becoming carbon net zero by 2030 by signing a declaration pledging to hold no investments in fossil fuel extractor companies now and in the future. We are also leading the way on conforming to Passivhaus standards on our new student accommodation development, one of the largest low-carbon certified developments of its kind in the world.

We are working closely with businesses, industry and schools to generate the skills needed for a sustainable future across critical areas such as cyber security, engineering and health. As a university community we have delivered one of our most ambitious major incident simulation training exercises to date, staging a commercial airliner disaster. This involved students from areas such as paramedic science, adult nursing, physician associates, forensic science, filmmaking and drama, with a simulated public enquiry into the disaster later held in our Bristol Law School. It is with great pride that we celebrate and showcase the talent of our students, including through our annual graduate degree shows for the Creative Industries and Environment and Technology. Through the innovation and collaboration of our university community we are ensuring future workforces are ready and equipped to thrive, flourish and succeed.

This year we officially opened our new state-of-the-art School of Engineering building, furthering our ambition to become one of the leading engineering schools in the country. We also officially launched our new School of Health and Social Wellbeing, reflecting the changing health and social care landscape and dedicated to meeting the workforce ambitions of the University's partners and the career aspirations of our learners.

A new study by Frontier Economics revealed in September that universities in the South West of England contribute £9.2 billion to the economy and support 85,000 jobs across the region. At UWE Bristol we are exceptionally proud of the positive impact we have achieved for individuals, families and their communities.

As a university we will continue to diversify and grow our income streams to further increase our impact, working with the UK Government to build a sustainable funding system that delivers value for money both for the tax payer and the individual, and that supports continued investment in our people, estate and digital infrastructure.

We are very ambitious for the future, with Strategy 2030 based on the talent and passion of our university community to transform futures and create positive change.



Professor Steve West
Vice-Chancellor



David Lamb
Chair of
Board of Governors

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4TH

UWE Bristol is
ranked 4th amongst
South West institutions.

Source: Guardian League Table 2023



STRATEGIC OPERATION AND FINANCIAL REVIEW 2021–22

Business operation and strategy

As the country and the world learn to live with Covid-19, the University has reflected on its experiences and enhanced its operating processes by embracing a blended hybrid working environment where they best deliver the student experience. 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.

During the year, 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 next 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 2022

Overall, Covid-19 has cost us c.£30.0m in the preceding couple of years, mainly through cancelling, refunding, or compensating private providers student accommodation fees, and increased financial support to students for their digital access needs through hardship and bursary funds. During the year to 31 July 2022, we worked to mitigate and manage rising fuel prices and other price increases due to supply chain issues. We also faced unprecedented staff recruitment challenges.

However, student recruitment remained robust and we assessed that the University finances were strong, with good cash reserves and liquidity. This gives us confidence in embarking on the delivery of our Strategy 2030, continuing to invest in our future.

On final analysis, good cost control together with strong student recruitment numbers, have enabled the University to remain financially robust, delivering an operating surplus for the year of £9.9m (2021: £21.2m).

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.

Our continuation in expanding our international recruitment activities in South Asia have increased our international applications for the coming year, curtailed only by the accommodation shortages in the Bristol region. With our continuing successes in the recruitment of UK students, 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 (2021: over 7 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, nearly £200m over the last 3 years.

We performed well against our financial targets. Our five-year forecasts to 2026–27 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 more than £30m annually.

External key performance parameters confirmed our achievements:

- Reached 24th in the 2023 Guardian league table.
- Ranked in the top 30 of UK universities for graduate employability according to Graduate Outcomes Survey with:
 - 91% 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 Strategic Plan.
- 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.

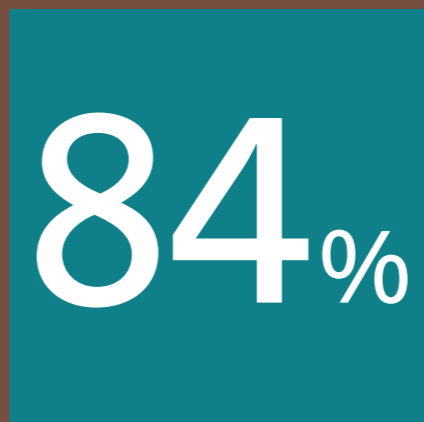
In short, our financial strategy is to maintain an operating surplus that generates sufficient operating cash flow. This, together with commercial income from excess properties, donations and the astute use of borrowing facilities to finance our strategic programmes, will enable the long-term sustainability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

Prospects

Like the rest of the country, the university community is facing a number of challenges ahead. The UK is still navigating its position post-Brexit and now have a new Prime Minister and a new Cabinet. The UK is facing an economic crisis, driven in large part by huge increases in inflation, and universities are not immune to the issues this causes. A Savanta poll for Universities UK (UUK) recently found that two thirds of students are worried about managing their living costs. Professor Steve West as President at the Universities UK (UUK) 2022 annual conference, called for the government to take action, specifically for additional government money for hardship funding and to reinstate maintenance grants for those most in need.

The University recognises that the coming year is going to be a difficult time for many of our colleagues as well. We all need to continue to support each other, be kind and be considerate as we enter a period of some uncertainty with cost-of-living pressures, energy and food price increases and possible further disruption, nationally and globally. The University is working with the Students' Union on additional support to be provided for both students and staff.

The current economic situation is also impacting universities. The UK Tuition fee, started off in 2012 of £9,000 and increased and frozen at £9,250 in 2017 has been progressively eroded by inflationary pressure. With inflation rate hitting 9.9% in August 2022 (Office for National Statistics), currently the tuition is worth less than £5,500 in 2012–13 prices.

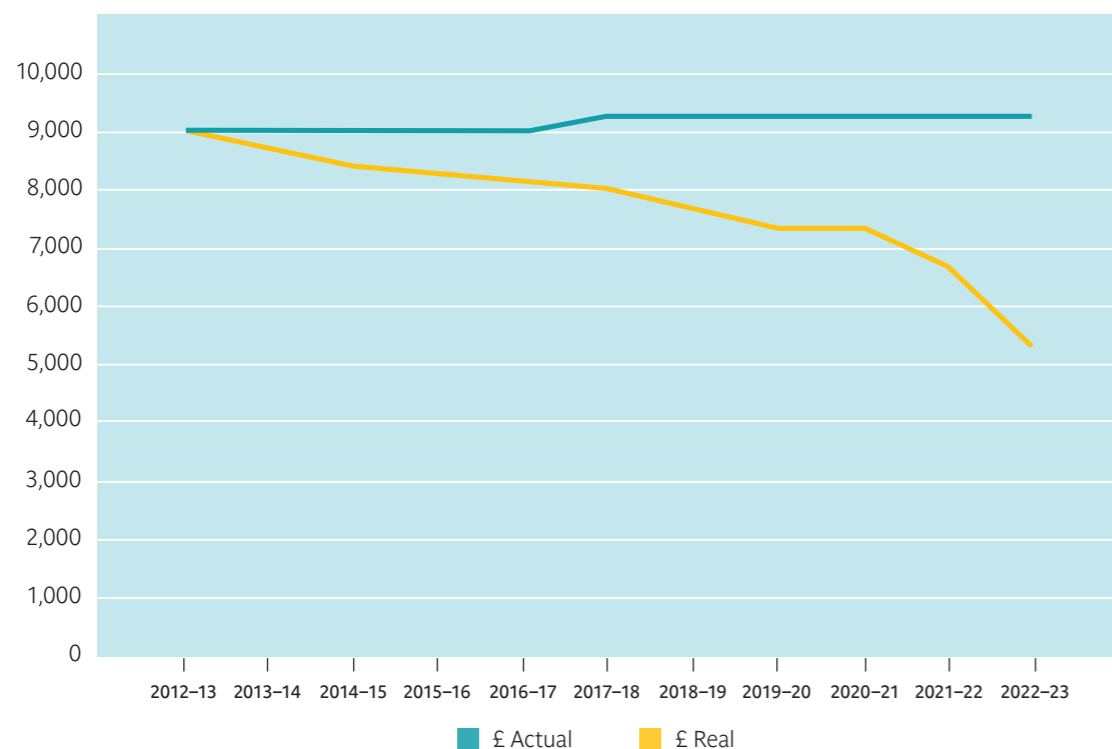


84% of our research is reported as **world leading** or internationally excellent for its impact on the wider economy and society.

Source: Research Excellence Framework (REF) 2022



UK tuition fees



Universities are already doing more with less. We have invested significantly in rising pay and pensions costs, digital innovations to enhance learning and modernised facilities to meet student demand. We have also invested significantly in support for student mental health and wellbeing to keep pace with demand.

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 and the geo-global politics on capital markets.

The University's Pensions and Financial Sustainability Sub-Committee maintains a continuous review and assessment of financial models, strategies and tactics in ensuring the long term financial viability of the University. As well as 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, 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 Strategic Plan 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.

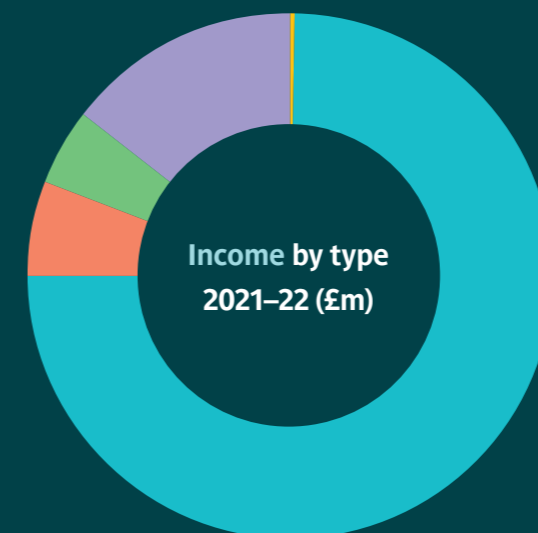
Key financial ratios – as a % of income	2021–22	2020–21	2019–20
EBITDA (Earnings before Interest, Taxes, Depreciation and Amortisation)	15.9%	20.1%	15.4%
Cash flow generation (net of financing activities)	18.9%	23.5%	15.9%
Staff costs	55.1%	56.1%	59.1%
Key financial values (£m)			
Total income	377.6	333.8	303.1
Total expenditure	368.7	312.9	300.5
Surplus for the Year	9.9	21.2	2.1
Cash flow generated from operations	71.2	78.4	48.3
Borrowings, cash and net assets at year end			
Gross debt	87.4	94.2	101.0
Cash, deposits and short term investments	210.9	169.3	118.8
Net cash	123.5	75.1	17.8
Net assets at year end	591.4	420.7	373.5

38,830

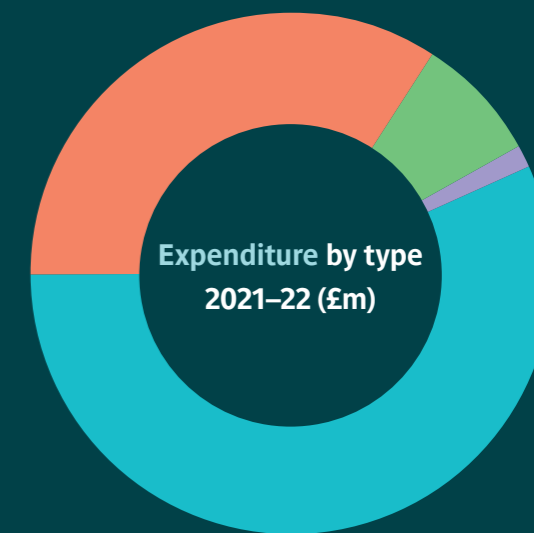
UWE Bristol currently has a total of **38,830 students** from over **160 countries**.



Financial statistics: income and expenditure in 2021–22

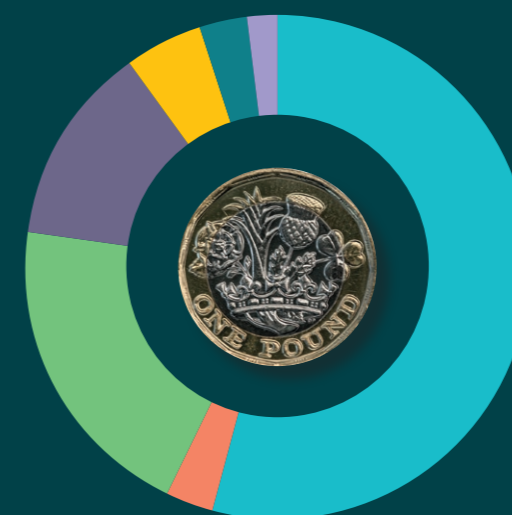


£281.5m	Tuition fees and education contracts
£22.9m	Funding body grants
£17.5m	Research grants and contracts
£54.8m	Other income
£0.9m	Investment income



£208.2m	Staff costs
£126.1m	Other operating expenses
£28.9m	Depreciation
£5.5m	Interest and other finance costs

Financial statistics: What we spent our money on in 2021–22



54p	Academic and student experience
3p	Research grants and contracts
20p	Administration and central services
13p	Premises
5p	Residences and catering
3p	Other income generating activities
2p	For investments in our future

FINANCIAL PERFORMANCE 2021–22

Cash generated from operations (£m)



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 £9.9m (2021: £21.2m) before actuarial gains in respect of pension schemes.

Total income for the year was £377.6m (2021: £333.8m) – a £43.8m increase (13.1%); mainly due to an increase of £33.2m (13.4%) from tuition fees and education contracts as a result of successes in recruiting additional international undergraduates, as well as from the University’s hugely successful degree apprenticeship programmes.

Total expenditure was £368.7m (2021: £312.9m) – a £55.8m (17.8%) increase due to:

- Staff costs increasing by £21.1m (11.3%), which reflected incremental pay awards, increasing staff numbers and additional employer’s pension service costs.
- Additional costs due to the pandemic including hardship funds and digital capability grants to students, enhancement of digital learning environment.

Capital investment

During the year we embarked on the delivery of our Strategy 2030 Masterplan, commencing with the construction of a 900 beds student resident based on Passivhaus principles and the continuation of developing our digital campus.

Total capital investment in the year amounted to £20.1m (2021: £19.0m).

Cashflow and treasury management

Cashflow generated from operations for the year was £71.2m (2021: £78.4m). After cash outflows in respect of capital expenditure of £20.1m and debt servicing £8.4m, as well as other items, net cash inflow for the year was £35.9m (2021: outflow of £6.7m). The University currently holds substantial cash and bank deposits; at the year end, the University had cash/money market and financial instrument balances totalling £210.9m (2021: £169.3m). As well as day-to-day operational working capital, much of the cash are earmarked for investment into our people and estate infrastructure under Strategy 2030.

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. To manage risk, cash deposits are spread amongst a range of counterparties and UK treasury gilts. 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 £87.4m (2021: £94.2m),. These are fully repayable by September 2036 and March 2034.

Cares
for home
students who are:
member



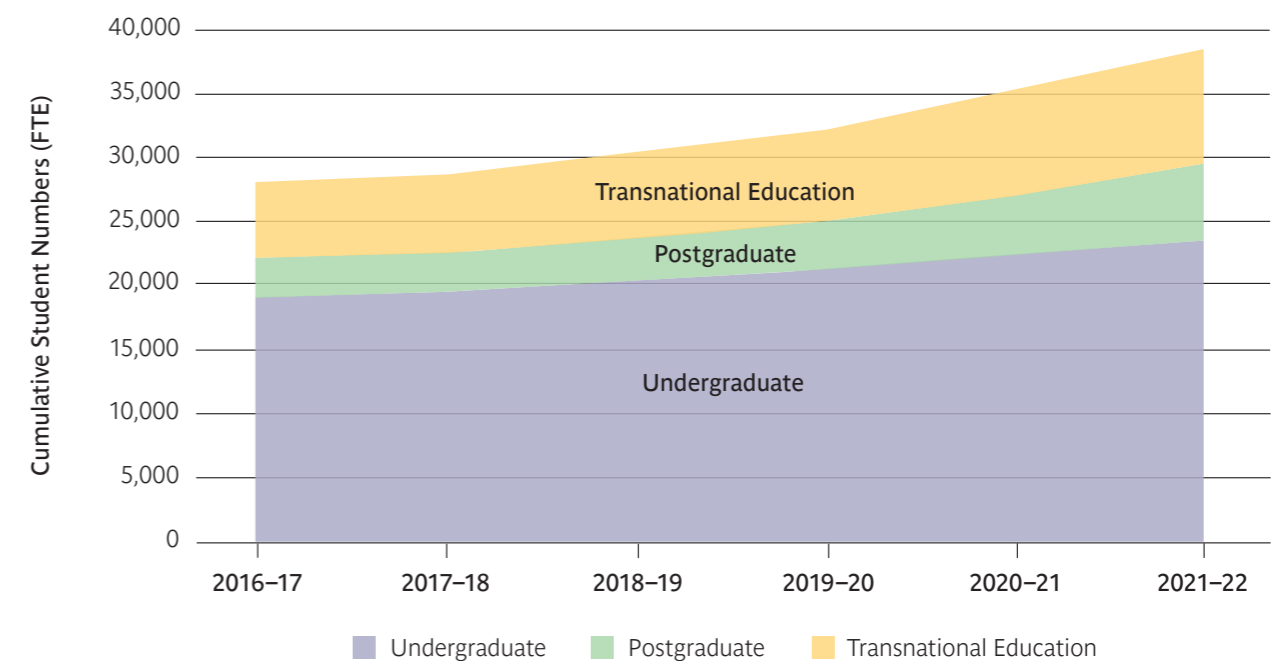
Student numbers

The total number of student enrolments (based on a head count) during the 2021–22 academic year was in excess of 49,000 of which approximately 80% are full-time students and 20% are part-time students. Included in the headcount are 9,000+ transnational students who are students studying overseas under partnership arrangements. This count also includes continuing professional development (CPD) students, apprenticeship students, postgraduate research students and those studying at UK partner colleges and other institutions.

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

	2021–22	2020–21	2019–20
Undergraduate			
Home	20,190	19,665	18,455
International	3,520	3,225	3,085
Trans National Education	8,095	7,690	6,805
Total Undergraduate	31,805	30,580	28,345
Postgraduate			
Home	3,070	2,710	2,580
International	3,045	1,580	985
Trans National Education	910	855	550
Total Postgraduate	7,025	5,145	4,115
Total student numbers	38,830	35,725	32,460

Student numbers (FTE) from 2017 to 2022



Within the above graph there are increasing number of Degree Apprenticeship students with their headcount moving from 839 in 2018–19 to 2,535 in 2021–22.

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).

During the year, the University launched the UWE Retirement and Savings Plan (UWERSP). A defined contribution scheme, designed to provide any staff who have opted out of their respective main pension funds for whatever reasons, a safety net of retirement savings. The University contributes 9% of pensionable salary for free into a retirement savings account, members do not have to pay anything, and free life assurances. Should the members choose to contribute, the University will increase its contribution.

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 £361.7m (2021: £341.6m) and liabilities of £467.70m (2021: £591.1m) giving a deficit of £110.5m (2021: £249.5m). A summary of the increase in the FRS102 deficit since July 2021 for Avon Pension Fund shows:

	£m
July 2021 deficit	249.5
Actuarial gain – increasing inflation rate offset by investment returns in excess of as expected	(159.4)
Shortfall of actual contributions to current services costs	16.5
Other net finance changes	3.9
July 2022 deficit	110.5

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.

APF is current concluding its triannual valuation as at 31 March 2022. Early indication showed the Fund has improved its funding position.

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 UWE Bristol 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 raise attainment, develop appropriate educational opportunities and tackle patterns of inequality and disadvantage in order to 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 and use data to target and monitor actions to address differential outcomes.

- Support all of our graduates into successful and appropriate graduate outcomes; to ensure that under-represented 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 3–5 year plan across the whole student journey. 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 other local providers (including 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 our regular analysis is enabling us to focus our efforts in order to make faster progress.

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.

TOP
50

UWE Bristol is ranked amongst the world's **top 50** universities for its commitment to the United Nations' Sustainability Goal of tackling climate change.

Source: Times Higher Education Impact Rankings 2022



Sustainability

The University is proud to be investing in the estate with a focus on quality, with no compromise to low-carbon living and studying spaces, leading the way in balancing campus developments with sustainable solutions.

We continue to embed education for sustainable development (ESD) in its taught provision to help students to understand the sustainability challenge facing society and to prepare them to contribute to the green and low-carbon economy.

Reducing greenhouse gas emissions and the journey to net zero

Since declaring a climate and ecological emergency and committing to net zero carbon emissions by 2030, the University has reinforced efforts to ensure developments on the estate are to the highest sustainability criteria. We are currently building the next phase of 900-bed student accommodation to the highest sustainability criteria, the Passivhaus standard. This will be one of the largest low-carbon certified developments of its kind anywhere in the world, and a first for the university sector in the UK.

We are proud that our new Engineering Building on Frenchay Campus, in addition to receiving a BREEAM “Excellent” rating for its green credentials from, achieved the prestigious Social Infrastructure Project of the Year Award at the 2021 British Construction Industry Awards.

Our pathway to net zero is becoming clearer, with plans to remove gas boilers from our sites, replacing heating and hot water requirements with heat pumps and connections to local heat networks. We are getting a clearer understanding of our wider carbon footprint and working closely with the Environmental Association of Universities and Colleges (EAUC) to ensure alignment of calculation methodologies to ensure transparency and benchmarking within the sector.

We have more visibility and detail on our utility use than ever before and are identifying changes in consumption patterns quickly to reduce consumption, saving waste, money and reducing carbon emissions.

Sustainable place building

As well as investing in and reimagining our campus buildings, the University's grounds continue to offer an outstanding setting for living, teaching and working. The Building with Nature standard, which UWE Bristol researchers developed in partnership with Gloucestershire Wildlife Trust, has been adopted as a means of informing campus development that benefits people and local wildlife.

Our vision is for high quality external spaces where people and nature can happily coexist in a connected, inclusive and thriving multifunctional network fitting for a modern and progressive university. Plans for the regeneration of the

disused walled garden next to Frenchay farmhouse into a tranquil restoration garden were approved and work started in summer 2022. This nature-friendly space will offer an outstanding environment for staff and students to relax and unwind.

The University's efforts to support local wildlife was recognised through successfully achieving Gold status in the hedgehog-friendly campus award.

Developing a sustainability literate culture

UWE Bristol recognises the need to strengthen commitment and action across the whole university community. Staff and students will increasingly require an understanding of the carbon and sustainability impacts of their actions and behaviours. Only with this knowledge will people be able to consider how to reduce these impacts over time towards a net zero future.

We have therefore developed an online Carbon Literacy training module, available for all staff and students. This complements a programme of Climate Action Cafes designed to deepen staff understanding of how they can influence carbon reduction through their work. We plan to develop further carbon literacy and sustainability training modules, standards and toolkits all with the aim of facilitating good choices and decisions that are harmonious with a net zero trajectory.

We have continued to map the curricula and research offer against the UN sustainable development goals, and have resolved to adopt the new Quality Assurance Agency for Higher Education ESD guidance in our taught provision design going forward.

Benchmarking our impact

Recognising UWE Bristol's global reach, in November 2021, the University submitted to the Times Higher Impact ranking—an international holistic assessment against the United Nations Sustainable Development Goals (UN SDGs).

We were ranked in the top 200 universities of over 1,400 across the globe for successfully delivering against the UN SDGs, with a score of 82.8% in our first submission to the rankings. This puts us in the top 15% globally for our work in support of the UN SDGs.

The University was ranked among the world's top 50 universities for its commitments and actions towards SDG 13 (climate action).

The real-world impact of UWE Bristol Research

UWE Bristol's research activity covers the full range of SDGs, helping to shape real-world responses and solutions to the interconnected complex issues facing society. We have now started to map and document this activity against the UN SDGs in a similar way to the taught provision SDG mapping.

A university-wide Changing Climate Network has been established, consolidating real-world impact through research addressing the interconnecting issues around climate change, biodiversity loss and other environmental challenges. Research on climate policy, science, communication and behaviour change are present in all four faculties.

The research supports the Climate Commission for HE and FE, the South Gloucestershire Council Climate Emergency Action Plan and the Bristol Advisory Committee on Climate Change.

UWE Bristol's contribution to a sustainable West of England

Along with regional partners, UWE Bristol is supporting the West of England economy and community in its transition to a net zero future via the collaborative Skills for Clean Growth and Green Skills programmes. The former programme launched in January 2022 is a University-led skills development programme for small to medium-sized enterprises in the West of England. The free business support will be offered through to May 2023.

The Green Skills programme is a UWE Bristol programme, in collaboration with NatWest and the Black South West Network (BSWN). Green Skills is funded by the UK's Community Renewal Fund, which is managed by the West of England Combined Authority.

The programme aims to provide access to green jobs, training and business opportunities to Black, Asian and minoritised young people (aged 18–28) and recent graduates living in the local region. It has been designed to provide them with the skills, knowledge, insights and industry contacts to assist them in pursuing careers in the growing green sector.

The University continues to develop and deepen relationships with a range of local, regional and global partners, testing understanding and refining strategies and plans aimed at bringing about a future that is healthy and sustainable for all.

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.

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 identity, marriage or civil partnership status, 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.
- UWE Bristol community strand of induction for all students focusing on active bystander training and awareness raising work to tackle racism and other forms of discrimination.
- EDI Champions scheme launched enabling broad engagement in our EDI strategy and created a space for colleagues to foster good relations between people.
- Award-winning support for care leavers and estranged students recognised, focusing on creating a university-wide approach.
- Award-winning Strive Black internship scheme and West of England Black Interns providing an innovative positive action scheme for the West of England region in collaboration with Hargreaves Lansdown, the Bristol Mayor's office, and Bristol City Council.
- 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 in 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 Student 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 Health, Safety and Workplace Wellbeing Roadmap 2030 continues to ensure Health and Safety remains integral in all that the University does as it implements Strategy 2030: Transforming Futures. The Roadmap underpins the Strategy through a 'commitments' statement and is implemented through an annual Health and Safety Action Plan. There is much that has been achieved during 2021–22:

- The Covid-19 pandemic remained ever-present, and Health and Safety continued to support the decisions and plans that were implemented. As the University embarked upon the new academic year there was retention of a range of Covid-19 measures to support the full return of staff and students to its campuses and to help control the risk of transmission. Measures that were built upon ensuring personal and collective responsibility. In Early 2022 the Government announced the removal of all Covid measures by 1st April. The University developed its 'Living with Covid Action Plan' which was successfully implemented. The University remains prepared for any further outbreaks through its Notifiable Infectious Diseases Protocol.
- Faculties and Professional Services continue to embed their Health and Safety Action Plans, with focus on risk assessment and local Health and Wellbeing activity.
- There has been the introduction of a new international travel process which ensures a proportional risk-based approach to application and approval.
- The University's internal auditors undertook an audit of the fire safety management system. The risk level was found to be medium. Many of the actions aligned with those already identified in the Roadmap and have been either been completed or there is further improvement planned.

- The e-Accident reporting system has been updated making it easier to report accidents and near misses, and also ensures more accountability with regards accident investigations.
- The Staff Health and Wellbeing Group has commenced the implementation of the initial seven staff Health and Wellbeing priorities. A key area of work has been the launch of the 'Health and Wellbeing Hub' which brings together all that the University has relating to Health and Wellbeing for staff.
- 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 that there are reasonable management processes in place to ensure compliance with all relevant legislation.

For the most visible indicators of Health and Safety management, results for the year are as follows:

- The number of accidents causing personal injury and work-related ill health has increased by 26%, from 58 to 73.
- For the more serious accidents (RIDDOR) the numbers have increased from 3 to 4.
- Fire alarm activations increased by 8.6% (752 compared with 692), 8 required attendance of the Avon Fire and Rescue Service, a substantial increase from 2020–21 (3).
- For the limited number of Fire Drills completed 78% of buildings achieved the 4-minute evacuation time. This is lower than the previous academic year (86%). There are planned reminders of fire safety training for all staff and students in early 2022–23.

There is an increase in the statistics at the University which indicates the return to the 'baseline' of pre-Covid-19 statistics. However, when comparing data for 2019–2020, 2020–2021 and for a significant part of 2021–2022 there must still be the caveat in relation to the pandemic.

Overall there continues to be a good embedding of Health and Safety management throughout the University. There is also opportunity through the new Colleges and Schools structures to further review and improve Health and Safety governance and management. The Health and Safety Team, with the University's Health and Safety Executive Committee will ensure that there is facilitation of work to seize this opportunity and progress this improvement.

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

In 2021–22 the University was organised into four faculties, each led by a Pro Vice-Chancellor and Executive Dean. They were:

- 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 and in 2021-22 was supported by a senior team which included 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 2022

Independent Members

David Lamb

Chair of the Board of Governors
Chair of Nominations and Governance Committee
Chair of Emergency Committee

Richard Bacon

Chair of Audit, Risk and Assurance Committee

Jenny Body, CBE

Deputy Chair of the Board of Governors
(from 21 September 2021)
Chair of People, Culture, Quality and Standards Committee

Laura Claydon

Chair of Remuneration Committee

Carolyn Donoghue

Domini Harewood (from 22 March 2022)

Clive Lewis (resigned 1 August 2021)

Deputy Chair of the Board of Governors
Chair of Remuneration Committee

Ian MacKenzie

Chair of Finance, Estates and IT Committee

Grant Mansfield

Tim Simmonds

Margaret Simmons-Bird MBE (from 22 March 2022)

Dave Tansley

Kalpna Woolf

Andrea Young

Academic Board Nominees

Professor Marc Griffiths

Dr Chris Moore

Student Nominee

Rania Regaieg (from 1 July 2022)

Evan Botwood (until 27 June 2022)

Co-opted Member

Professor John Craven, CBE (until 31 July 2022)

Associate Board Member

Priya Kaur (from 22 March 2022)

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. During 2021–2022 the Board introduced a new role – Associate Board Member – to introduce early-career individuals to University corporate governance. The role has no voting rights and does not carry the same accountability as other Board member roles.

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; People, Culture, Quality and Standards Committee; 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 2022 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. During 2021–22 the Vice-Chancellor was supported and advised by the Directorate.

During the year to 31 July 2022 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 Pro Vice-Chancellor and Executive Dean Faculty of Health 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. The latter role was replaced in December 2021 when a Pro Vice-Chancellor and Executive Dean for that Faculty was appointed. This group was the senior leadership and executive decision-making group for the University; overseeing the University's long-term academic and financial sustainability and the implementation of medium and short-term strategies. The Directorate also managed corporate risk, made business decisions on University development – including commercial and global – and progressed 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 assessed 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.

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 senior team. 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 12 (2020–21: 9) internal audit reviews and reported to the Audit, Risk and Assurance Committee. These reviews included:

- Treasury and Cash Management
- Fire Safety
- Use and Quality of EDI Data
- International Agents: International Student Recruitment
- Academic Quality
- Cloud Governance
- Data Quality (HESA)
- ESFA Compliance Follow-Up
- Cyber Security Strategy and Governance
- Emergency Response Preparedness
- Staff Recruitment and Retention
- Apprenticeship Learner Support.

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.

All policies, procedures for corporate governance and systems for internal controls during the year have remained in place until the date of this report.

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 2021–22 a total of £2,690 (£2,840 in 2020–21) for expenses were paid to or on behalf of 7 Trustees. This covered: travel and related expenses for formal and informal meetings and other University events, 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 Strategy 2030 is focused on transforming futures – from powering the future workforce to helping local economies thrive, shaping the health and sustainability of our communities and creating solutions to global challenges.

The role of the Vice-Chancellor is to lead this 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 2021–22 over 9,000 students were studying with the University through its TNE provision, representing a ten-fold increase in the last decade.

UWE Bristol currently has a total of 38,830 students from over 160 countries and is consistently rated highly for student satisfaction, achieving 77% 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. 84% of the University's 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 15.9% and cash generation at 18.9% of total income and is approved on the Office for Students Register of Providers with no ongoing conditions of registration. In terms of financial size and performance, UWE Bristol is one of the larger British universities.

The University employs over 4,100 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 is driving forward a £600m 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.

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.

Professor West has also established a sector-leading role for mental health and held a number of non-executive positions in 2021–22 including President of Universities UK. 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 expense 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 6,600 international students study degree programmes at the University, at our campuses in Bristol and further 9,000 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 £75m or 20% of the University's total income for 2021–22.

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. For the first time this year, REMCO also received benchmark information on the remuneration of university leaders in a number of overseas countries.

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

REMCO also monitors 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 also be 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 or to work on numerous other University projects.

Under Professor West's leadership and against the backdrop of continued uncertainty within the higher education sector 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 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 progress the University's Strategy 2030.



17,000

As part of efforts to help students onto the career ladder, UWE Bristol's careers systems host **17,000 employer contracts** across more than 10,000 organisations.

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 2022. This is our seventh statement under the Act and provides an overview of our continuing progress in this area.

About the University

UWE Bristol (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 38,800 students registered on courses in the UK and at partner organisations across the world. We employ over 4,100 people and have a turnover in excess of £377m. We continue to progress an ambitious investment programme, with £600m committed to delivery of our Strategy 2030 across our people, estate and infrastructure, and in 2021/22 we engaged with over 3500 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.

More information about UWE Bristol is available here: www.uwe.ac.uk

Our commitment

UWE Bristol has adopted a zero-tolerance approach to modern slavery and human trafficking and we are committed to ensuring our policies and procedures combat the risks of this occurring throughout our activities and in our supply chain.

We continue to take both an informed and risk-based approach to improve our understanding of 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.
- Responsible 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.

In 2021–22, the University's zero-tolerance approach was added to the Agency Worker, Fixed Term Contract and Recruitment Policies.

The University also has a Modern Slavery and Human Trafficking Policy included in its annual statements 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. This was reviewed through the University's Sustainability Board, ensuring student engagement.

In 2022–23 we will be undertaking a review of our corporate ethics policy and ensuring our Modern Slavery and Human Trafficking commitments are included appropriately.

The University has held Fairtrade status since 2006, with reaccreditation achieved in July 2022, and has shared good practice and gained external recognition. The University achieved 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 we are 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 3500 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

Notably, the University is progressing a large-scale student accommodation project, the largest Passivhaus student accommodation in the world. The University is aware that a project of this size introduces risk in the supply chain and has worked with the contractor on their supplier day held at the University, where modern slavery was referenced as part of the presentation of the University Sustainable Procurement Policy.

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 UWE Bristol'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.

The University proactively engages with its suppliers and hosted its Annual SME Supplier Event online in 2021–22, reaching over 200 suppliers.

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.

Anti-Modern Slavery and Human Trafficking commitments are also included in the employment contracts of the international agents who recruit students to UWE Bristol, and in 2022–23 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, noting new partnership delivery commencing in China in 2022–23.

The University is also aware of recent media reports of suspected victims of human trafficking being brought to the UK on student visas at other universities. The University continues to monitor the attendance of students and will raise staff awareness of the importance of doing so for the reasons of preventing modern slavery and human trafficking at the start of the 2022–23 academic year.

Promoting awareness and training

Raising staff awareness of the problem of modern slavery and human trafficking remains a priority in 2022–23. 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. The Statement is also considered through the University's Sustainability Board ensuring student engagement.

Online training is available to all staff and signposted through the University's safeguarding training. The training module has also been made accessible to senior staff in the University's Malaysia Office.

The University is progressing a KPI of a 100% completion rate for staff with purchasing authority to undertake the training. Performance in 2021–22 was 49%.

The University's approach to refresher training will be considered in 2022–23.

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.



The University is progressing a large-scale student accommodation project, the largest Passivhaus student accommodation in the world.

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 and subsidiary undertakings ('the University') and its subsidiary ('the Group') for the year ended 31 July 2022 which comprise the Consolidated and University Statement of Comprehensive Income and Expenditure, the Consolidated and University Statement of Changes in Reserves, the Consolidated and University Statement of Financial Position, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 2022 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 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.

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.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Based on our understanding of the University Group and its operations, we considered that non-compliance with the following laws and regulations might have a material effect on the financial statements: OfS requirements, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering and non-compliance with implementation of government support schemes relating to COVID-19.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the University Group is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the 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.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as pensions legislation and the OfS Accounts Direction

In addition, we evaluated the Board of Governors' and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of management override of controls, and determined that the principal risks 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 defined benefit pension obligations, revenue recognition (which we pinpointed to the cut-off assertion, and significant one-off or unusual transactions).

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

In light of the knowledge and understanding of the group and University and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the Board of Governors' Report.

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 University's members as a body in accordance with paragraph 4(2) of the University's articles and section 124B of the Education Reform Act 1988. Our audit work has been undertaken so that we might state to the University's members 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 University and the University's members, 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 2022

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES FOR THE YEAR ENDED 31 JULY 2022

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 2022.

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 funding council 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 Avon PF, 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 Avon PF 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 calculation results in a net asset, recognition of the asset 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 Avon PF. 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 **485 jobs** cumulatively over a period of 6 years.



LAUNCH SPACE

Launch Space has supported **90 graduate businesses** and created **161 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 2020 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 underdevelopment 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.



24TH

UWE Bristol has risen 12 places to 24th place in the 2023 Guardian League Table.

Source: Guardian League Table 2023



CONSOLIDATED AND UNIVERSITY STATEMENT OF COMPREHENSIVE INCOME
YEAR ENDED 31 JULY 2022

	Note	Year ended 31 July 2022		Year ended 31 July 2021	
		Consolidated £m	University £m	Consolidated £m	University £m
Income					
Tuition fees and education contracts	1	281.5	281.5	248.3	248.3
Funding body grants	2	22.9	22.9	27.3	27.3
Research grants and contracts	4	17.5	17.5	15.4	15.4
Other income	5	54.8	53.0	42.5	40.9
Investment income	6	0.9	0.8	0.3	0.2
Total income		377.6	375.7	333.8	332.1
Expenditure					
Staff costs	7	(208.2)	(206.3)	(187.1)	(185.5)
Other operating expenses		(126.1)	(126.5)	(93.5)	(93.8)
Depreciation and amortisation charges	11, 12	(28.9)	(28.6)	(26.5)	(26.2)
Interest and other finance costs	8	(5.5)	(5.5)	(5.8)	(5.8)
Total expenditure	9	(368.7)	(366.9)	(312.9)	(311.3)
Surplus before other gains		8.9	8.8	20.9	20.8
Gain on investments	13	1.0	1.2	0.3	-
Surplus before tax		9.9	10.0	21.2	20.8
Taxation	10	-	-	-	-
Surplus for the year		9.9	10.0	21.2	20.8
Other comprehensive income					
Actuarial gains in respect of pension schemes	24	159.4	159.4	26.0	26.0
Total comprehensive income for the year		169.3	169.4	47.2	46.8
Represented by:					
Endowment income/(expenditure) for the year		0.1	-	0.2	(0.1)
Unrestricted comprehensive income for the year		169.2	169.4	47.0	46.9
Surplus for the year attributable to University		169.3	169.4	47.2	46.8

All items of income and expenditure relate to continuing activities.

CONSOLIDATED AND UNIVERSITY STATEMENT OF CHANGES IN RESERVES
YEAR ENDED 31 JULY 2022

	Restricted reserves	Unrestricted reserves		Total
	Endowment and prize fund	Income and expenditure	Revaluation reserve	
	£m	£m	£m	£m
Consolidated				
Balance at 1 August 2020	3.6	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 spent in year	0.2	(0.2)	-	-
Total comprehensive income/(expenditure) for the year	0.2	47.3	(0.3)	47.2
Balance at 1 August 2021	3.8	139.1	277.8	420.7
Surplus for the year	-	9.9	-	9.9
Other comprehensive expenditure	-	159.4	-	159.4
Subsidiary Investment adjustment	-	1.4	-	1.4
Transfers between revaluation and income and expenditure reserves	-	3.5	(3.5)	-
Release of endowment and prize fund	(0.1)	0.1	-	-
Total comprehensive income/(expenditure) for the year	(0.1)	174.3	(3.5)	170.7
Balance at 31 July 2022	3.7	313.4	274.3	591.4
University				
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 1 August 2021	1.1	135.7	277.8	414.6
Surplus for the year	-	10.0	-	10.0
Other comprehensive expenditure	-	159.4	-	159.4
Transfers between revaluation and income and expenditure reserves	-	3.5	(3.5)	-
Release of endowment and prize fund spent	-	-	-	-
Total comprehensive income/(expenditure) for the year	-	172.9	(3.5)	169.4
Balance at 31 July 2022	1.1	308.6	274.3	584.0

CONSOLIDATED AND UNIVERSITY STATEMENT OF FINANCIAL POSITION YEAR ENDED 31 JULY 2022

	Note	As at 31 July 2022		As at 31 July 2021	
		Consolidated £m	University £m	Consolidated £m	University £m
Non-current assets					
Intangible assets	11	7.1	7.1	11.6	11.6
Tangible assets	12	620.8	617.2	622.6	611.3
Investments	13	26.2	23.7	25.2	35.1
		654.1	648.0	659.4	658.0
Current assets					
Stock		1.0	0.9	0.5	0.5
Trade and other receivables	14	30.7	30.6	23.7	23.6
Investments	15	128.3	128.3	122.6	122.6
Cash and cash equivalents		82.6	81.2	46.7	41.8
		242.6	241.0	193.5	188.5
Less:					
Creditors: amounts falling due within one year	16	(109.3)	(109.0)	(93.6)	(93.3)
Net current assets		133.3	132.0	99.9	95.2
Total assets less current liabilities		787.4	780.0	759.3	753.2
Creditors: amounts falling due after more than one year	17	(80.6)	(80.6)	(87.4)	(87.4)
Provision for liabilities and charges					
Other provisions	20	(4.9)	(4.9)	(1.7)	(1.7)
Pension liability	24	(110.5)	(110.5)	(249.5)	(249.5)
Total net assets		591.4	584.0	420.7	414.6
Restricted reserves					
Endowment and prize fund		3.7	1.1	3.8	1.1
Unrestricted reserves					
Income and expenditure reserve		313.4	308.6	139.1	135.7
Revaluation reserve		274.3	274.3	277.8	277.8
		587.7	582.9	416.9	413.5
Total reserves		591.4	584.0	420.7	414.6

The financial statements were approved by the Governing Body on 29 November 2022 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 2022

	Note	Year ended 31 July 2022 £m	Year ended 31 July 2021 £m
Cash flow from operating activities			
Surplus for the year before tax		9.9	21.2
Adjustment for non-cash items			
Depreciation and impairment charges	12	21.9	21.0
Amortisation of intangible asset	11	7.0	5.5
Gain on investments	13	(1.0)	(0.3)
Increase in stocks		(0.5)	(0.1)
Increase in debtors	14	(7.0)	(3.0)
Increase in creditors	16	15.7	18.7
Increase/(decrease) in pension provision	20	3.2	(0.1)
FRS 102 pension accounting charge	24	20.4	17.9
Subsidiary investment adjustment		1.4	-
Adjustment for investing or financing activities			
Investment income	6	(0.9)	(0.3)
Interest payable	8	1.6	1.7
Endowment income		-	(0.3)
Capital grant income	2	(0.5)	(3.5)
Cash flows from operating activities		71.2	78.4
Taxation		-	-
Net cash inflow from operating activities		71.2	78.4
Cash flows from investing activities			
Capital grant receipts	2	0.5	3.5
Withdrawal of deposits	15	(5.7)	(57.2)
Payments made to acquire fixed assets	12	(20.1)	(19.0)
Payments made to acquire intangible assets	11	(2.5)	(4.5)
Investment income	6	0.9	0.3
		(26.9)	(76.9)
Cash flows from financing activities			
Repayments of amounts borrowed	19	(6.8)	(6.8)
Endowment cash received		-	0.3
Interest paid	8	(1.6)	(1.7)
		(8.4)	(8.2)
Increase/(decrease) in cash and cash equivalents in the year		35.9	(6.7)
Cash and cash equivalents at beginning of the year		46.7	53.4
Cash and cash equivalents at end of the year		82.6	46.7
		35.9	(6.7)

NOTES TO THE FINANCIAL STATEMENTS

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated £m	University £m	Consolidated £m	University £m
1 Tuition fees and education contracts				
Full-time home and Eu students	179.4	179.4	180.2	180.2
Full-time international students	70.5	70.5	44.1	44.1
Part-time students	20.3	20.3	16.1	16.1
Health education contracts	0.8	0.8	0.8	0.8
Short courses	10.5	10.5	7.1	7.1
	281.5	281.5	248.3	248.3
2 Funding body grants				
Office for Students	13.5	13.5	14.0	14.0
Grant income from other bodies	8.9	8.9	9.8	9.8
Capital grant	0.5	0.5	3.5	3.5
	22.9	22.9	27.3	27.3
3 Details of grant and fee income				
Grant income from Office for Students	13.5	13.5	15.9	15.9
Grant income from other bodies	9.4	9.4	11.4	11.4
Fee income for taught awards	259.1	259.1	231.6	231.6
Fee income for research awards	1.7	1.7	1.6	1.6
Fee income from non-qualifying courses	10.5	10.5	7.2	7.2
Degree Apprenticeship income	10.2	10.2	7.9	7.9
	304.4	304.4	275.6	275.6
4 Research grants and contracts				
Research councils	4.9	4.9	3.9	3.9
Research charities	1.1	1.1	1.1	1.1
Government(UK and overseas)	1.3	1.3	1.4	1.4
Other research grants and contracts	10.2	10.2	9.0	9.0
	17.5	17.5	15.4	15.4
5 Other income				
Residences, catering and conferences	22.1	22.1	16.2	16.2
Other services rendered	2.7	2.2	2.5	2.3
Franchise income	5.8	5.8	4.5	4.5
Commercial rent	3.6	3.6	3.4	3.4
Other grants	0.7	-	1.8	0.9
Other income	19.9	19.3	14.1	13.6
	54.8	53.0	42.5	40.9
6 Investment income				
Interest receivable	0.9	0.8	0.3	0.2

NOTES TO THE FINANCIAL STATEMENTS

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated £m	University £m	Consolidated £m	University £m
7 Staff costs				
Salaries	165.8	163.9	147.7	146.1
Social security costs	14.1	14.1	13.0	13.0
Employers' pension costs	28.3	28.3	26.4	26.4
	208.2	206.3	187.1	185.5

	2021/22 £	2020/21 £
Emoluments of the Vice-Chancellor		
Salary	272,379	267,382
Benefits	762	734
Employers' pension costs	22,699	39,141
	295,840	307,257

The Vice Chancellor's basic salary is 7.9 times (2020/21: 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.

On a total remuneration basis (including performance bonus and benefits in kind), the multiple is 8.8 times (2020/21: 10.5 times) the total remuneration of staff, where the median total remuneration is calculated on a full time equivalent basis for all staff. For further details see Report of the Remuneration Committee.

Average staff numbers (fte) by major category :	2021/22	2020/21
Academic faculties	1,740	1,676
Staff & student facilities and academic services	792	743
Central admin services and premises	904	888
	3,436	3,307

Remuneration of higher paid staff	2021/22 Numbers	2020/21 Numbers
£100,000 to £104,999	6	2
£105,000 to £109,999	4	3
£110,000 to £114,999	-	2
£115,000 to £119,999	2	1
£120,000 to £124,999	-	1
£125,000 to £129,999	1	-
£135,000 to £139,999	4	4
£145,000 to £149,999	1	1
£155,000 to £159,999	-	1
£160,000 to £164,999	1	-
£265,000 to £269,999	-	1
£270,000 to £274,999	1	-
	20	16

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	2021/22	2020/21
		£	£
Remuneration paid to key management personnel	11 (2021: 12)	1,572,565	1,560,952
Compensation for loss of office (to staff earning over £100,000)	0 (2021: 1)	0	61,784
Compensation for loss of office (to all staff)	61 (2021: 53)	518,044	570,657

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 £740 (2020/21: £2,840) was paid to or on behalf of 2 trustees (2020/21: 11). This covered travel expenses.

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 2021/22. During the year 0.14% of the pay bill was spent on facility time (2020/21: 0.15%) with 0.25% of these hours related to national union duties (2020/21: 1.35%).

The number of employees in 2021/22 who were relevant union officials was 48 (2020/21: 51) with an FTE of 43.8 (2020/21: 47.8)

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	8
1-50%	39
51-99%	1
100%	0

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	University	Consolidated	University
	£m	£m	£m	£m
8 Interest and other finance costs				
Loan interest	1.6	1.6	1.7	1.7
Net finance charge on pension scheme deficit	3.9	3.9	4.1	4.1
	5.5	5.5	5.8	5.8

9 Analysis of total expenditure by activity

Academic and related expenditure	182.9	184.6	163.0	164.2
Administration and central services	95.4	94.6	68.4	67.8
Premises	45.2	45.0	35.0	34.8
Residences, catering and conferences	19.1	19.1	19.4	19.4
Research grants and contracts	13.0	13.0	11.1	11.1
Other expenses	13.1	10.6	16.0	14.0
	368.7	366.9	312.9	311.3

Other operating expenses include:

	Year ended 31 July 2022	Year ended 31 July 2021
	£000	£000
Consolidated and University		
External auditors – audit services	101	68
External auditors – company secretarial and tax advisory services	5	5
Internal auditors	181	126
Operating lease rentals	885	920

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 2022	Year ended 31 July 2021
	£m	£m
Access investment	7.0	6.9
Financial support	4.3	4.6
Disability support	2.8	3.2
Research and evaluation	0.8	0.8
	14.9	15.5

These costs included £5.9m (2020/21: £5.5m) 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 2021/22 Access and Participation Plan was attributed as follows:

	Year ended 31 July 2022	Year ended 31 July 2021
	£m	£m
Outreach/Progression to HE	3.0	4.0
Student success	4.4	1.8
Progression	3.1	1.8
Student financial package	4.1	3.9
	14.6	11.5
Additional expenditure for the year	0.3	4.0
	14.9	15.5

10 Taxation

Recognised in the statement of comprehensive income

Current tax expense

	Year ended 31 July 2022	Year ended 31 July 2021
	Consolidated	University
	£m	£m
	-	-

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:

	Year ended 31 July 2022	Year ended 31 July 2021
	Consolidated	University
	£m	£m
Surplus before taxation	9.9	10.0
	21.2	20.8
UK corporation tax at 19%	1.9	1.9
	4.0	4.0
Effect of:		
Surplus falling within charitable exemption	(1.9)	(1.9)
Property development	-	-
Total tax expense	-	-

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

	Year ended 31 July 2022	Year ended 31 July 2021
	Consolidated	University
	£m	£m
Balance at 1 August 2021	11.6	11.6
Additions	2.5	2.5
Amortisation charge for the year	(1.0)	(0.7)
Impairments	(6.0)	(4.8)
Balance at 31 July 2022	7.1	7.1

Intangible Assets include the development of HR and student systems.

NOTES TO THE FINANCIAL STATEMENTS

12 Tangible assets

	Freehold land and buildings £m	Equipment £m	Assets in the course of construction £m	Total £m
Consolidated				
Cost or valuation				
At 1 August 2021	709.5	37.2	4.3	751.0
Additions	2.9	1.4	15.8	20.1
Transfers	1.8	0.2	(2.0)	-
Elimination & Disposals	(7.6)	(1.4)	-	(9.0)
At 31 July 2022	706.6	37.4	18.1	762.1
Depreciation				
At 1 August 2021	100.1	28.3	-	128.4
Charge for the year	16.5	4.7	-	21.2
Impairments	0.7	-	-	0.7
Elimination and Disposals	(7.6)	(1.4)	-	(9.0)
At 31 July 2022	109.7	31.6	-	141.3
Net book value				
At 31 July 2022	596.9	5.8	18.1	620.8
At 31 July 2021	609.4	8.9	4.3	622.6
University				
Cost or valuation				
At 1 August 2021	694.0	35.8	4.4	734.2
Additions	10.3	1.4	15.8	27.5
Transfers	1.8	0.2	(2.0)	-
Elimination and Disposals	(7.6)	(0.2)	-	(7.8)
At 31 July 2022	698.5	37.2	18.2	753.9
Depreciation				
At 1 August 2021	95.9	27.0	-	122.9
Charge for the year	16.3	4.6	-	20.9
Impairments	0.7	-	-	0.7
Elimination and Disposals	(7.6)	(0.2)	-	(7.8)
At 31 July 2022	105.3	31.4	-	136.7
Net book value				
At 31 July 2022	593.2	5.8	18.2	617.2
At 31 July 2021	598.1	8.8	4.4	611.3

The historic cost of property and equipment held at the year end was £485.3m (2021: £445.0m).

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	Other Investments £m	Total £m
Consolidated			
At 1 August 2021	-	25.2	25.2
Gain on valuation	-	1.0	1.0
At 31 July 2022	-	26.2	26.2
University			
At 1 August 2021	12.6	22.5	35.1
Gain on valuation	-	1.2	1.2
Reduction in BPE Limited investment	(12.6)	-	(12.6)
At 31 July 2022	-	23.7	23.7

Other investments including investment properties which are valued annually by an independent valuer.

Subsidiary undertakings and other controlling interest

Company	Principal Activity	Area	Status
<u>Registered in England and Wales:</u>			
Bristol Polytechnic Enterprises (BPE) Limited	Property management	UK	100% owned
Bristol UWE Commercial Services Limited	Commercial services	UK	100% owned
Arnolfini Gallery Limited	Contemporary art gallery	UK	Controlling interest
Arnolfini Trading Limited	Bookshop, catering and conference	UK	Controlling interest
Bush House Building Services Limited	Property management	UK	Controlling interest
<u>Registered in Malaysia:</u>			
UWE International Educational Services Sdn Bhd	Recruitment of students and education services	Asia-Pacific	100% owned

NOTES TO THE FINANCIAL STATEMENTS

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated £m	University £m	Consolidated £m	University £m
14 Trade and other receivables				
Amounts falling due within one year				
Debtors	22.7	22.6	2.9	2.9
Prepayments and accrued income	8.0	8.0	20.8	20.7
	30.7	30.6	23.7	23.6
15 Investments				
Short term bank investments (maturing one year or less)	128.3	128.3	122.6	122.6
16 Creditors: amounts falling due within one year				
Bank and other loans	6.8	6.8	6.8	6.8
Social security and other taxation payable	6.6	6.6	7.0	7.0
Research grants received in advance	15.3	15.3	17.6	17.6
Other receipts in advance	8.8	8.8	11.0	11.0
Accruals and deferred income	71.8	71.5	51.2	50.9
	109.3	109.0	93.6	93.3
17 Creditors: amounts falling due after more than one year				
Unsecured loans	80.6	80.6	87.4	87.4
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	46.6	46.6	53.4	53.4
Due after more than one year (Note 17)	80.6	80.6	87.4	87.4
Total unsecured loans	87.4	87.4	94.2	94.2

In 2009, the University contracted a long term bank loan, with Lloyds Bank, of £95m on a repayment basis. The loan carries an all-in interest rate of 1.807% and is repayable by March 2034

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

NOTES TO THE FINANCIAL STATEMENTS

	Year ended 31 July 2022	Year ended 31 July 2021
	£m	£m
19 Consolidated reconciliation of net debt		
Net debt at 1 August 2021	(47.5)	(47.6)
Movement in cash and cash equivalents	35.9	(6.7)
Repayments of amounts borrowed	6.8	6.8
Net debt at 1 August 2022	(4.8)	(47.5)
Change in net debt	42.7	0.1
Analysis of net debt:		
Cash and cash equivalents	82.6	46.7
Loans falling due within one year	(6.8)	(6.8)
Loans falling due after one year	(80.6)	(87.4)
Net debt	(4.8)	(47.5)
Statement of Financial Position – Net cash/(debt)		
Net debt	(4.8)	(47.5)
Investments (short term deposits)	128.3	122.6
Net cash	123.5	75.1

20 Other provisions

	Obligation to fund deficit on USS Pension
	£m
Consolidated and University	
At 1 August 2021	1.7
Movement in the year	3.2
At 31 July 2022	4.9

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 2020 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 6.2% of salaries from 1 April 2022 to 31 March 2024 and then payments of 6.3% of salaries from 1 April 2024.

The major assumptions used to calculate the obligation are:

	31 July 2022	31 July 2021
Consolidated and University		
Discount rate	3.31%	0.87%
Salary Inflation	4.00%	3.60%

NOTES TO THE FINANCIAL STATEMENTS

	31 July 2022		31 July 2021	
	Consolidated	University	Consolidated	University
	£m	£m	£m	£m
21 Capital and other commitments				
Provision has not been made for the following capital commitments:				
Commitments contracted by the University	73.1	73.1	8.1	8.1

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.

In July 2022, the Supreme Court's conclusion in the Harpur Trust v Brazel has confirmed that workers who only work part of the year, but on permanent contracts, are effectively entitled to the same holiday allowance as workers who work all the year. The Working Time Regulations entitle workers to 5.6 weeks paid annual leave. The University understands that it potentially impacts only a limited group, and not those employed on a part time contract. The University, at the date of this report, is still awaiting final legal interpretation and advice, and so is unable to estimate if there is any financial impact.

23 Lease obligations

	31 July 2022	31 July 2021
	£m	£m
Future minimum lease payments due:		
Not later than 1 year	0.7	0.6
Later than 1 year and not later than 5 years	2.0	1.8
Later than 5 years	1.5	1.7
Total lease payments due	4.2	4.1

NOTES TO THE FINANCIAL STATEMENTS

24 Pension schemes

Retirement benefits for employees of the University are provided by in the main 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.

In addition, the University introduced a defined contribution scheme, UWE Retirement and Savings Plan (UWERSP) for staff who have opted out of the main University schemes.

	2021/22	2020/21
Statement of comprehensive income – net pension cost in year		
Contributions for the year:	£m	£m
Teachers' Pension Scheme	15.5	14.7
Avon Pension Fund	11.8	10.6
USS	0.9	1.1
UWERSP	0.1	
	28.3	26.4
FRS102 Pension movements:		
Avon Pension Fund	20.4	17.9
USS	3.2	(0.1)
	51.9	44.2

Other comprehensive income – actuarial gains in respect of pension schemes

Avon Pension Fund	159.4	26.0
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Statement of Financial Position – Pension scheme liability

Avon Pension Fund	(110.5)	(249.5)
USS	(4.9)	(1.7)
	(115.4)	(251.2)

(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 2022 was £20.5m of which employers' contribution totalled £16.4m (made up of £11.8m for 2021/22 and prepayment of £4.6m towards 2022/23) and employer's contribution totalled £4.1m. Included in the employer's contribution, is the deficit recovery payment made by the University of £2.0m (2021: £1.9m).

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, was £2.0m in 2021/22.

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, based on 31 March 2022, is currently in progress and the results of which have yet to be finalised as at the date of this report.

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 2022	31 July 2021
	% pa	% pa
Price inflation (CPI)	2.7	2.6
Rate of increase in salaries	4.2	3.6
Rate of increase of pensions	2.8	2.7
Discount rate	3.5	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 2022	31 July 2021
	Years	Years
Retiring today at age 65; male (female)	23.1 (25.3)	23.3 (25.4)
Retiring in 20 years at age 65; male (female)	24.6 (27.3)	24.8 (27.4)

Scheme assets and expected rate of return for APF

The assets in the scheme were:

	Fair value as at		
	31 July 2022	31 July 2021	31 July 2020
	£m	£m	£m
Equities	149.4	145.9	128.4
Government bonds	35.8	33.1	20.9
Corporate bonds	26.4	27.7	7.8
Property	26.4	21.5	25.6
Cash	1.1	6.1	8.7
Other	122.6	107.3	99.0
Total	361.7	341.6	290.4

Analysis of the amount shown in Balance Sheet for APF:

Scheme assets	361.7	341.6	290.4
Scheme liabilities	(467.7)	(591.1)	(548.0)
Prepayment of Employers contributions	(4.5)	-	-
Deficit in the scheme – net pension liability	(110.5)	(249.5)	(257.6)

24 Pension schemes (continued)	At 31 July 2022 £m	At 31 July 2021 £m
Amount recorded within other comprehensive income:		
Current service cost	(27.8)	(24.2)
Curtailments	(0.2)	(0.1)
Total operating charge:	(28.0)	(24.3)
Analysis of the amount charged to interest and other finance costs:		
Interest on pension liabilities	9.4	8.7
Interest on plan assets	(5.6)	(4.7)
Net finance charge	3.8	4.0
Cumulative actuarial gains/(losses) recognised as other comprehensive income		
Cumulative actuarial gains/(losses) recognised at the end of the year	33.2	(126.3)
Deficit at beginning of year		
Contributions or benefits paid by the University	11.8	10.6
Current service cost	(27.8)	(24.2)
Curtailments or settlements	(0.2)	(0.1)
Administration expenses and other finance charge	(4.2)	(4.2)
Gains recognised in other comprehensive income	159.4	26.0
Deficit at end of year	(110.5)	(249.5)
Analysis of movement in the present value of Scheme liabilities		
Present value of Scheme liabilities at the start of the year		
Current service cost (net of member contributions)	27.8	24.2
Interest on pension liabilities	9.4	8.7
Actual member contributions (including notional contributions)	4.1	3.9
Actuarial Gain	(157.1)	13.9
Curtailments	0.2	0.1
Actual benefit payments	(7.8)	(7.7)
Present value of Scheme liabilities at the end of the year	467.7	591.1
Analysis of movement in the fair value of Scheme assets		
Fair value of Scheme assets at the start of the year		
Interest on plan assets	5.6	4.7
Remeasurements/(assets)	2.3	40.0
Administration expenses	(0.4)	(0.3)
Actual contributions paid by University	11.8	10.6
Prepayment of contributions paid by the University for next year	4.5	-
Actual member contributions (including notional contributions)	4.1	3.9
Actual benefit payments	(7.8)	(7.7)
Fair value of Scheme assets at the end of the year	361.7	341.6
Actual return on Scheme assets	7.9	44.7

24 Pension schemes (continued)	31 July 2022	31 July 2021	31 July 2020	31 July 2019	31 July 2018
History of experience gains and losses					
Difference between actual and expected return on Scheme assets:					
Amount (£m)	2.3	40.0	(12.2)	11.0	10.7
Percentage of Scheme assets	0.6%	11.7%	-4.2%	3.8%	4.0%
Experience losses/(gains) on Scheme liabilities:					
Amount (£m)	33.3	(9.6)	18.7	-	-
% of liabilities at end of year	7.1%	-1.6%	3.4%	-	-

(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 £0.9m (2020/21: £1.1m), excluding the impact of the change in the deficit recovery plan, as shown in Note 20. There was an accrual as at 31 July 2022 in respect of these contributions of £0.1m (2020/21: £0.1m), which was fully paid in August 2022.

Deficit recovery contributions due within one year for the University are £0.3m (2020/21: £0.2m).

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

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

As at 31 March 2022, USS has 212,306 (2021: 203,995) active members.

Further disclosure on USS valuation methodology is not made in these financial statements as there are only a small number of 90 (2021: 90) University employees in the scheme.

(d) UWE Retirement and Savings Plan (UWESRP)

In November 2021, the University introduced UWESRP, a defined contribution scheme for staff who have opted out of their main pension schemes. UWESRP has a non-contributory element for members and the University increases the contribution as members elect to contribute more to the scheme.

In addition UWESRP members have a lump sum Death in Service benefit of 3 times basic salary. UWESRP is managed by Smart Pension Limited. On 31 July 2022, there are a total of 30 members.

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
Approvals and Accreditation Board, College of Radiographers	UWE Bristol Governor is a Board Member	Student training fees	15	-
Avon & Wiltshire NHS Mental Health Partnership	Pro Vice Chancellor and Executive Dean is a Non-Executive Director	Placement costs/course fees and bespoke development	(142)	-
Bristol Cathedral Choral Foundation	UWE Bristol Governor is a Chairman	Trainee costs	27	-
Bristol Diocesan Board of Finance	UWE Bristol Governor is an Independent Member, Finance Committee	Contribution to Chaplaincy Service	20	-
Bristol Zoo	UWE Bristol Governor is a Trustee	Payments relating to Academic year – Wildlife Conservation	880	-
Cabot Learning Federation	Pro Vice-Chancellor and Executive Dean is a Chair Pro Vice-Chancellor and Executive Dean is a Trustee	Partnership income, Student placements costs	(130)	-
Cardiff University	UWE Bristol Governor is a Honorary Senior Professional Fellow	Partnership involvement	23	-
City of Bristol College	UWE Bristol Governor is a Member of Corporation Board	Collaborative partnership teaching fees, provision of courses. Franchise income	483	(67)
Council of Deans of Health	UWE Bristol Governor is a Trustee	Annual membership subscription	10	-

25 Related party transactions (continued)

Name of organisation	Nature of interest	Detail	(Income)/ Expenditure £000	Debtor/ (Creditor) £000
North Bristol NHS Trust, Bristol	UWE Bristol Governor is an Executive Coach	Provision Online courses, CPD Courses, Vaccine Centre	(1,628)	(151)
Osborne Clarke LLP	UWE Bristol Governor is a Partner	Provision of legal services	9	-
The Students' Union at UWE	Union President acts as a Governor	Rent and other charges. Annual block grants and sponsorships	1,492	-
Universities UK	UWE Bristol Governor is President	Annual subscription fee, project pay costs	82	-
University Alliance	UWE Bristol Governor is a Director	Annual subscription fee	48	-
University Hospitals Bristol NHS Foundation Trust	UWE Bristol Governor is a Non-Executive Director	Occupational health services, Clinical Lecturer Course fees Project costs	243 (816) (80)	(45) 4 (1)
Wallscourt Foundation	UWE Bristol Governor is a Director and Trustee	Provision of grants and donations, lease rental payments	413	-
Weston College	Pro Vice-Chancellor (Student Experience) is a Governor	IoT Match funding	(620)	(483)

26 Financial responsibility US Supplemental Schedule

In satisfaction of its obligations to facilitate students' access to US federal financial aid, the University is required, by the US Department of Education, to present the following Supplemental Schedule in a prescribed format.

The amounts presented within the schedule have been:

- Prepared under the historical cost convention, subject to the revaluation of certain fixed assets;
- Prepared using United Kingdom generally accepted accounting practice, in accordance with Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice: Accounting for Further and Higher Education (2019 edition);
- Presented in pounds sterling.

The schedule sets out how each amount disclosed has been extracted from the financial statements. As set out above, the accounting policies used in determining the amounts disclosed are not intended to and do not comply with the requirements of accounting principles generally accepted in the United States of America.

NOTES TO THE FINANCIAL STATEMENTS

Primary Reserve Ratio			Year ended 31 July 2022	Year ended 31 July 2022	Year ended 31 July 2021	Year ended 31 July 2021
Statement/ Note	Line item/related disclosure	Expendable net assets	£m	£m	£m	£m
SOFP	Statement of financial position – Unrestricted reserves	Net assets without donor restrictions		587.7		416.9
SOFP	Statement of financial position – Restricted reserves	Net assets with donor restrictions		3.7		3.8
n/a	Not applicable	Secured and Unsecured related party receivable	-		-	
n/a	Not applicable	Unsecured related party receivable		-		-
12	Notes to the financial statements – Note 12: Fixed assets (Consolidated total net book value)	Property, plant and equipment, net (includes Construction in progress)	620.8		622.6	
n/a	Schedule analysing property, plant and equipment and long-term debt for long term purposes (see page 70)	Property, plant and equipment – pre-implementation		537.4		558.5
n/a	Schedule analysing property, plant and equipment and long-term debt for long term purposes (see page 70)	Property, plant and equipment – post-implementation with outstanding debt for original purchase		-		-
n/a	Schedule analysing property, plant and equipment and long-term debt for long term purposes (see page 70)	Property, plant and equipment – post-implementation without outstanding debt for original purchase		65.3		59.8
12	Notes to the financial statements – Note 12: Fixed assets (Consolidated asset under construction net book value)	Construction in progress		18.1		4.3
n/a	Not applicable	Lease right-of-use asset, net	-		-	
n/a	Not applicable	Lease right-of-use asset pre-implementation		-		-
n/a	Not applicable	Lease right-of-use asset post-implementation		-		-
11	Note to the financial statements – Note 11 Intangible assets	Intangible assets		7.1		11.6

NOTES TO THE FINANCIAL STATEMENTS

			Year ended 31 July 2022	Year ended 31 July 2022	Year ended 31 July 2021	Year ended 31 July 2021
Statement/ Note	Line item/related disclosure	Expendable net assets	£m	£m	£m	£m
20, 24	Notes to the financial statements – Note 20: Other provisions (obligation to fund deficit on USS pension plus Note 24: Avon Pension fund (Obligation to fund Avon Pension Fund deficit))	Post-employment and pension liabilities		115.4		251.2
18	Notes to the financial statements – Note 18: Loans	Long-term debt – for long term purposes	87.4		94.2	
n/a	Schedule analysing property, plant and equipment and long-term debt for long term purposes (see page 70)	Long-term debt – for long term purposes pre-implementation		87.4		94.2
n/a	Schedule analysing property, plant and equipment and long-term debt for long term purposes (see page 70)	Long-term debt – for long term purposes post-implementation		-		-
n/a	Not applicable	Line of credit for construction in process		-		-
n/a	Not applicable	Lease right-of-use asset liability	-		-	
n/a	Not applicable	Pre-implementation right-of-use leases		-		-
n/a	Not applicable	Post-implementation right-of-use leases		-		-
n/a	Not applicable	Annuities with donor restrictions		-		-
n/a	Not applicable	Term endowments with donor restrictions		-		-
n/a	Not applicable	Life income funds with donor restrictions		-		-
SOFP	Statement of financial position – Restricted reserves	Net assets with donor restrictions: restricted in perpetuity		3.7		3.8

NOTES TO THE FINANCIAL STATEMENTS

Statement/ Note	Line item/related disclosure	Total expenses and losses	Year ended 31 July 2022	Year ended 31 July 2022	Year ended 31 July 2021	Year ended 31 July 2021
			£m	£m	£m	£m
SOCIE	Statement of comprehensive income and expenditure: Total expenditure less gain on pension provision, less Endowment reserves (Expenditure)	Total expenses without donor restrictions - taken directly from Statement of Activities		368.7		312.9
SOCIE	Statement of comprehensive income and expenditure: Investment income plus gain on investments	Non-operating and Net investment gains		1.9		0.6
SOCIE	Statement of comprehensive income and expenditure: Investment income plus gain on investments	Net investment gains		1.9		0.6
n/a	Not applicable	Pension-related changes other than net periodic costs		-		-

Equity Ratio			Year ended 31 July 2022	Year ended 31 July 2022	Year ended 31 July 2021	Year ended 31 July 2021
Statement/ Note	Line item/related disclosure	Modified net assets	£m	£m	£m	£m
SOFP	Statement of financial position – Unrestricted reserves	Net assets without donor restrictions		587.7		416.9
SOFP	Statement of financial position – Restricted reserves	Net assets with donor restrictions		3.7		3.8
11	Note to the financial statements – Note 11: Intangible assets	Intangible assets		7.1		11.6
n/a	Not applicable	Secured and Unsecured related party receivable		-		-
n/a	Not applicable	Unsecured related party receivable		-		-

NOTES TO THE FINANCIAL STATEMENTS

Equity Ratio			Year ended 31 July 2022	Year ended 31 July 2022	Year ended 31 July 2021	Year ended 31 July 2021
Statement/ Note	Line item/related disclosure	Modified assets	£m	£m	£m	£m
SOFP	Statement of financial position: Total of Non-current assets plus Total of Current assets	Total assets		896.7		852.9
n/a	Not applicable	Lease right-of-use asset pre-implementation		-		-
n/a	Not applicable	Pre-implementation right-of-use leases		-		-
11	Note to the financial statements – Note 11: Intangible assets	Intangible assets		7.1		11.6
n/a	Not applicable	Secured and Unsecured related party receivable		-		-
n/a	Not applicable	Unsecured related party receivable		-		-


Net Income Ratio			Year ended 31 July 2022	Year ended 31 July 2022	Year ended 31 July 2021	Year ended 31 July 2021
Statement/ Note	Line item/related disclosure		£m	£m	£m	£m
SOCIE	Statement of comprehensive income and expenditure: Unrestricted comprehensive income for the year	Change in net assets without donor restrictions		169.2		47.0
SOCIE	Statement of comprehensive income and expenditure: Total income plus non-operating and net investment gains less net endowment income (restricted reserves). These totals exclude gains on any pension provisions.	Total revenue and gains		378.5		333.9

NOTES TO THE FINANCIAL STATEMENTS

The implementation date for determining pre-/post-implementation amounts for property, plant and equipment, net and long-term debt – for long term purposes is 31 July 2019.

	Year ended 31 July 2022 £m	Year ended 31 July 2021 £m
Schedule analysing property, plant and equipment and long-term debt for long term purposes		
Property, plant and equipment – pre-implementation	537.4	558.5
Property, plant and equipment – post-implementation with outstanding debt for original purchase	-	-
Property, plant and equipment – post-implementation without outstanding debt for original purchase	65.3	59.8
Construction in process	18.1	4.3
Property, plant and equipment, net (includes construction in progress)	620.8	622.6
Long-term debt for long term purposes – pre-implementation	87.4	94.2
Long-term debt for long term purposes – post-implementation	-	-
Long-term debt – for long term purposes	87.4	94.2





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