

The College Team play the British Lions on site in 1971 following the Lion's success against New Zealand

# **ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2022**

## Contents

	Page
Reference and administrative details	2
Strategic Report	3
Statement of Corporate Governance and Internal Control	21
Statement of Regularity, Propriety and Compliance	29
Statement of Responsibilities of the Board of Governors	30
Independent Auditors' Report on the Financial Statements	32
Independent Reporting Accountant's Report on Regularity	35
Statement of Comprehensive Income and Expenditure	37
Statement of Changes in Reserves	38
Balance Sheets	39
Statement of Cash Flows	40
Notes to the Financial Statements I – 25	41

## Reference and administrative details

### Board of Governors

Mrs Alison Ashman  
Ms Antonia Corrigan  
Ms Marian Curran  
Professor James Devenney (Chair)  
Mr Mark Eastaugh  
Mr Nkumbe Ekaney KC  
Sr Margaret Harlock MBE  
Mrs Marie-Claire Harper  
Mr James Creamer  
Mr Richard Hanks  
Mr Charlie Hiscox  
Mrs Beckie Hooper  
Mr Harry Keaveney  
Mr Micah Larson  
Mr Tony McNally  
Mrs Ann Morgan  
Mr Mark O'Sullivan  
Mr Paul Ryan  
Miss Thirowshie Srijeayaram  
Ms Lucinda Trott  
Mr Iain Turri  
Mrs Clare Williamson

Clerk to the Board of Governors  
Mr P J Harrison

### Senior Management Team

Marian Curran	- Principal
Svetlana Bajic-Raymond	- Interim Vice Principal
Stephen Clayson	- Vice Principal
Phillip Berry	- Assistant Principal Finance and Resources

**Principal and Registered Office** Broomhill Road, Brislington, Bristol

### Professional advisers

External auditors	Moore, Bath
Internal auditors	Mazars LLP until September 2022 Haines Watts Controls & Assurance Limited from September 2022

Bankers	Barclays Bank plc, Bristol Allica Bank
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Solicitors	Bevan Brittan, Bristol
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## **Strategic report**

### **Objectives and strategies**

The Board of Governors present their report together with the financial statements and auditor's report for St Brendan's Sixth Form College for the year ended 31 July 2022.

### **Legal Status and Governance**

In 1992, Parliament passed the Further and Higher Education Act, as a result of which, St Brendan's Sixth Form College, as a former Voluntary-aided sixth form college, was given 'designated' status within the Further Education sector in April 1993. The Board of Governors became incorporated under section 143 of the Learning and Skills Act 2000. Under the 2009 Apprenticeships, Skills, Children and Learning (ASCL) Act, sixth form colleges became a separate legal entity for the first time and thus St Brendan's is now a corporate sixth form college with its 'voluntary aided' nature accepted and maintained. The College is an exempt charity for the purposes of the Charities Act 2011.

As a designated institution, St Brendan's Sixth Form College operates under a Trust Deed established by the Roman Catholic Diocese of Clifton. Under the terms of the Trust, the Trustee (the Bishop) owns, with absolute discretion, the buildings and land curtilage. On 1 April 1993, all other buildings, property and land previously owned by the local education authority were transferred on trust to the Diocese. The deed of transfer was conditional on the land and property being used in the interests of the College. In September 2007, the Diocesan Trustees confirmed their intention that the site should continue to be used for its present purpose and that, subject to this, the College's use of the premises was secure for the next forty years.

The Board of Governors of the College acts for all practical purposes, for and on behalf of the Trustee, but it does not, unlike most other Corporations in the sector, own in itself any of the Trust assets. This ownership lies exclusively with the Trustee of the Diocese.

The Board of Governors has considered the requirements of the F&HE SORP 2019 and does not think it is practicable to attribute a value to this benefit. Therefore, so as not to misrepresent the financial position of the College, both buildings and land held by the Trust on 1 April 1993 and the transferred building and land assets are excluded from the balance sheet. Any additions to the fixed assets since that date are included and have been depreciated according to agreed schedules.

Under the terms of the Act, the Board of Governors retains full responsibility for the maintenance and improvement of all assets and receives funding from the Education and Skills Funding Agency (ESFA) for that purpose under identical terms to other fully incorporated colleges.

### **Mission Statement**

St Brendan's Mission is to serve the Catholic and wider community by providing Sixth Form education of the highest quality and to act in the spirit of the Gospel believing that every person is loved by God and has a unique value.

St Brendan's Vision is: guided by our mission and values, we aim to be a welcoming and transformative sixth form college where every member of our community flourishes and achieves their full potential.

The College's values are: integrity; dignity; truth; justice; forgiveness; compassion; and service.

## **Implementation of the Strategic Plan**

The College's strategic Plan and Budget and Financial Plan were adopted by the Board of Governors in July 2022. The targets set against each of the 6 key objectives are reviewed by the Senior Leadership Team on a yearly basis and monitored regularly. The Board of Governors will continue to monitor the performance of the College against the objectives, which are reviewed and updated each year.

The College's strategic objectives are that:

- the environment and ethos reflects Catholic values and supports students and staff so that they thrive and flourish;
- the curriculum meets local and national needs and priorities, is expertly delivered and delivers outstanding outcomes;
- students benefit from high quality pastoral support, have a range of opportunities to develop their skills and make outstanding progress;
- strong leadership, fit for purpose staffing structures and innovative professional development ensure all members of staff are supported and valued;
- productive relationships are established with a range of stakeholders, and the College has a good local, regional and national reputation;
- financial security is secured; the estate meets curriculum and community needs and services are highly efficient.

## **Resources**

### **Reputation**

The College has a good reputation locally and nationally. Evidence for this is shown by the number of applications received and student recruitment in spite of growing competition. Maintaining quality is essential for the College's success and if it is to attract students and further develop stakeholder relationships.

St Brendan's has been shortlisted in the School/College of the year category in the sixth annual UK Social Mobility Awards (SOMOs). The UK Social Mobility Awards recognise and celebrate UK organisations in their efforts to improve social mobility, both within their workforce and beyond it. Organised by societal change charity, Making The Leap, the SOMOs were the first national awards dedicated to social mobility, which aims to raise awareness of social mobility by sharing the innovative work of forward-thinking organisations working to improve it.

A group of thirteen Year 12 students from St Brendan's Sixth Form College delivered a pioneering 10 week mentoring programme to Year 7 pupils at a South Bristol secondary school.

This was a pilot scheme being run by Bristol Achieve and the University of the West of England which has been set up to try to increase social mobility by giving children in areas with fewer opportunities the tools to become future leaders. The programme connects the expertise of the business community in Bristol, with sixth form students, who in turn link to younger mentees. The aim of the programme is to boost life skills such as oracy, communication and team work and also to foster a love of reading for pleasure. Over the 10 weeks St Brendan's students worked closely with their mentees to build up their confidence. The programme culminated in a challenge event, in which the Year 7s were interviewed by their Head Teacher about the book that they had been reading and discussing with their mentor.

## **Stakeholder Relationships**

In line with other colleges, St Brendan's Sixth Form College has many stakeholders. These include:

- Governors
- Students
- Staff
- Parents/carers
- Education Sector Funding Bodies
- Roman Catholic Diocese of Clifton
- Post 16 groups and City-wide groups
- Local Universities
- Local employers
- Local authorities
- Government Offices
- The local community
- Other educational institutions (schools & colleges)
- Trade unions
- Professional bodies

## **Financial**

The College has Total Net Assets of £1,935 (2021: Net Liabilities £1,685k) after adjusting for £2,318k (2021: £5,717k) pension liability. Cash and short-term deposit reserves held are £2,082k (2021: £1,843k) and long term debt is £196k (2021: £327k).

## **People**

The College employs 180 people (expressed as a full time equivalent), of whom 86 are teaching staff.

We celebrate with Sister Margaret Harlock who has been recognised in the New Year's Honours List with an MBE for her services to Further Education. The Member of the Order of the British Empire (MBE) is awarded for an outstanding achievement or service to the community, which will have had a long-term, significant impact and stand out as an example to others. Sister Margaret was nominated for a variety of reasons. Her life has been, and continues to be an exemplar of public and community service. This includes her work as a former Headteacher at La Retraite (now Leehurst Swan School) and her role as a Governor and Chair of Governors at St Brendan's. She is a highly respected member of the Association of Catholic Sixth Form Colleges (ACVIC) and is very supportive of work in the Clifton Diocese. Sister Margaret has been part of the Board of Governors at St Brendan's since April 2013 and has played a pivotal role in the growth and development of the Sixth Form College to one that now provides post-16 education to over 2000 students from across the Bristol, Bath and South Gloucestershire region.

## **Development and performance**

### **Financial Results**

The College generated a deficit in the year of £486k after £707k of FRS102 pension charges and before actuarial gains of £4,106k. The underlying performance (before pension charges) was appropriate and continued to support the increase in cash reserves and liquidity. The improvement came in a year still impacted by Covid-19 and latterly by the Ukrainian war. The impact of Covid-

19 on operations included additional income and expenditure for tuition activities directed at students most impacted, and reduced educational trips. Examination costs returned to normal levels because student progress assessment has returned to the normal examination method.

Lettings continued to be low with income at £18k for the year, below budget by £22k. This is the result of Covid, although business picked up in the last Quarter.

Energy costs rose to £20k above budget as supply contracts came to an end and were superseded with new pricing reflecting the hikes in global energy prices.

The College's catering service, taken in-house in 2020, developed during the year, growing income after the difficult pandemic period. Overall income was below budget by just £10k and pay costs were £29k higher than budget. The subsidised cost for the year was £86k and £39k more than budget.

Funding body programme income was on budget, including Top-up funding from local authorities for SEN provision. ESFA programme funding was based on 2,079 students (on a lagged basis), whereas actual numbers were 89 below this at 1,990. This more than reverses the lower payment received in the 2020-2021 year of £313k because of the lag. In addition to programme funding the College received £108k from the ESFA from its Tuition Fund. The latter was fully spent in the year.

Other income in the year was circa £280k below budget, some of this is due to Covid (e.g. educational trips down £168k, lettings down £42k), but income was also down because the College was unsuccessful at attracting grants in support of the Sports Facilities project and there were only modest receipts from the Landfill operation (phase 1 of the Sports Facilities project in which the College is paid for material delivered to site).

Expenditure on staff costs in the year increased by £643k driven by: increased staffing in catering; technician support; High Needs support; exams; Tuition Fund provision; and the Senior Leadership Team. Increases in staffing were necessary to address new responsibilities and demands such as examinations for Applied General qualifications and delivery of additional tuition to students impacted by Covid. The appointment of a new Vice Principal was required to add capacity to management, which had been too thinly spread. A 2% pay award was actioned with effect from 1 January 2022. Contracted-in support for the MIS function during an organisational change also added to costs during the year. The impact of FRS102 pension charges was £605k, £100k higher than the previous year.

Non-pay expenditure is higher than the previous year by £69k, this is the net of increased cleaning and energy costs, high software support cost, the introduction of catering operations offset by lower student trip expenditure.

The College has accumulated positive reserves of £1,935k (2021: £1,685k negative reserves).

### **Cashflow and Liquidity**

Cashflow from operating activities was £612k positive and after financing and capital expenditure cash reserves improved by £232k in the year. Tangible fixed asset additions during the year amounted to £244k comprised mainly of consultant costs for our sports facilities project and computer equipment.

## **Changes of Senior Post Holders**

During the year Mrs Svetlana Bajic-Raymond, Interim Vice-Principal, finished a 15 month fixed-term contract in December 2021. Ms Alexandra Moruzzi was appointed to the position of Vice Principal for Student Experience & Progression in January 2022. Alexandra comes to us with a wealth of knowledge and experience. Alexandra is a former solicitor, a qualified teacher and more recently was Assistant Principal for Further & Higher Education at City of Bristol College.

## **Developments**

### **Estates**

The landfill element of the Sports Facilities project was completed in September 2022. This element involved importing 33,000 cubic metres of material to re-profile the area to the south of the site ready for the installation of new grass playing areas as well as a MUGA, artificial pitch for rugby and football, a sports pavilion and civils work to provide a safe coach access area, car parking and new vehicular egress. Tendering for the construction phase was completed in September 2022. The development will be funded from the College's cash reserves, a generous donation from Clifton Diocese, and an unsecured term loan from Allica Bank.

### **Student Numbers**

Student recruitment in September 2022 was higher than the previous year. Overall student numbers at the census date were circa 15 below the same time last year. Higher numbers on the Access to Level 3 programmes and first year of Level 3 programmes was counter balanced by smaller numbers in the second year of a Level 3 programme. Allowing for attrition via withdrawals after the census date, and assuming a similar recruitment in 2023 student numbers are expected to grow in 2023-2024 by over 200 or 10%. As consolidated growth over both year groups takes effect. The reduced numbers in year two are attributed to fears around Covid transmission during the 2021 enrolment.

Early signs such as attendance at the College's Open Day and applications received, suggest that student numbers in September 2023 will be as strong as in 2022.

### **Sources of income**

By its nature the College has significant reliance on the education sector funding bodies for its principal funding source. In 2021-22 the Education and Skills Funding Agency provided 96% of the College's total income.

## **Curriculum Developments**

### **Tuition Fund**

Grant fund receipts were £108k in the year and there was a further £21k carried forward from the previous year, making a total spend in-year of £129k. The programme has been hugely successful with very positive engagement from students. In the early days students were reluctant to engage with a perception of a certain stigma around needing to accelerate their progress, but by the end of the year Academic Coaches were actively sought out by students eager to benefit from the programme.

In terms of impact the total number of students benefitting from the programme in 2021-2022 was 821 and assessment of progress is put as an average of between 1 and 1.4 grades per subject.



The programme included the use of Tutor2U to support students in their studies in subjects they were most at risk in, as a result of COVID disrupting their learning.

Eligible students that engaged with the programme demonstrated improved attendance and there was a positive impact on retention.

Student feedback included:

- 100% of students agree that the sessions have benefitted the progress of their work
- 90.5% of students can report the impact of these sessions on their grade compared to the start of the intervention.
- 95.5% of students would strongly recommend the support and intervention to other students

### **T Levels**

T-Levels remain in the planning stages, and any offer would be restricted to a transfer from the College's current Applied General provision. Anecdotal information suggests that take-up of T-Levels within FE is very patchy and if that is the case then provision may not be financially viable. Potentially, the College could be offering T Levels from September 2024, this would give the College more time to plan for an orderly transition as well as reviewing the success of provision nationally.

### **Wave intervention**

The College runs a two tier programme of support to support its main teaching delivery (Wave 1). The first of these, Wave 2, is a 45 minute session per subject, per week that helps address misconceptions/issues identified in class and/or key assessment. This is a flexible programme, which provides bespoke support designed to correct weaknesses in learning identified through assessment, analysis and feedback from students. These timetabled periods can also be used for one to one support if appropriate.

The second Tier (Wave 3) utilises teaching staff who may have spare capacity within their teaching timetables. Their time and skills are focused to support students identified as in most need. Typically these students are of concern because of poor engagement or because they lack numeracy and or communication skills, or simply that their personal circumstances have been adversely affected by factors such as: COVID; health; and domestic issues.

### **Safeguarding, SEND and Learning Development**

During 2021-22 the Safeguarding Team received 441 safeguarding referrals. The majority of these were in relation to mental health, domestic abuse and police investigations.

To manage this increased level of demand the College has invested further in mental health services by increasing the availability of Welfare Officers, making them full time and obtaining extra support from the Anna Freud and Mind charity. The latter will provide additional support for staff, students and parents. The College engages with external agencies to increase knowledge of local area issues and to learn from the experience that these agencies have so that there is an informed contextual safeguarding knowledge within the College.

All staff are required to complete safeguarding and Prevent training provided by The National College.

The year saw significant increases in students with category 'K' SEN and High Needs without an EHCP, whilst the level of students with an EHCP or care leavers remained fairly static. In total there were 10 in care/care leavers, 161 category 'K' SEN, 19 EHCP and 37 High Needs students (227 all categories). If current trends continue this number would increase by 16% to 264 in 2022-2023.

### **Employability**

The College's Careers Advisers are highly qualified and experienced, and two of the team are currently working towards a level 6 guidance qualification. The Team regularly attend professional development courses and access wider reading through the CEC and CDI to keep knowledge and skills up to date.

Students have opportunities to meet with employers through careers fairs, subject careers days and Future Progression Days, which include networking and mock interview opportunities. Provision includes visits from guest speakers on a range of career opportunities from practicing professionals.

The College runs a Career Ready programme where students are matched with an employer mentor; of the cohort engaged on the programme six have been offered a paid 4-week internship.

Students are taught about the full range of post 18 opportunities through both the Futures and tutorial programmes, but also through events such as careers fairs and Future Progression Day. Students are encouraged to access MOOCS, create a LinkedIn account and manage their personal brand. Currently, the college is meeting 7 of the 8 Gatsby Benchmarks.

There is a weekly publication called 'Careers News', which is sent electronically to all parents/carers, staff and students. This has information about the latest opportunities in jobs, apprenticeships, gap year programmes, work experience and educational opportunities.

Future plans include the development of Work Experience Strategy to allow for work experience to be imbedded within the timetable to enhance the high level of support already offered for teachers to embed careers within the curriculum.

### **Future prospects**

#### **Financial Plan**

The Board of Governors approved a Financial Plan in June 2022 which sets objectives for the period to 2023.

St Brendan's campus comprises five buildings of recent construction which are well appointed and appropriately equipped. Teaching rooms are well lit and ventilated and are of a good quality. Furniture is appropriate and of a good standard. There is one small temporary building of a poor standard due for removal in 2024.

#### **Developments**

Demand for additional student places at St Brendan's is kept under constant review and it is likely to increase over the next few years given the local demographic. The College has identified, through its Accommodation Strategy, options to expand capacity to cater for up to 3,000 students

and will be working with the local authorities to agree an overall strategy for Post 16 provision in the area.

Although student recruitment fell in September 2021 this is seen as an anomaly due to Covid19 and a reluctance by some students to travel on public transport to college. Recruitment in September 2022 was such that the figure of 3,000 students is a realistic aspiration, with anticipated numbers in 2023-2024 set to be 2,200. The new sports facilities to be developed during 2023 are expected to have a significant positive impact on student recruitment particularly since sport programmes are currently under-represented at St Brendan's. In addition the newly commissioned SB2 bus service from First South West has been hugely popular and over-subscribed. There are also new housing developments agreed and or suggested close by, which will provide further growth in student numbers.

### **Staff and Student Involvement**

The College considers good communication with its staff to be very important and, to this end, publishes regular bulletins, newsletters and notices, which are available to all staff and students. There are also regular staff briefings and meetings. Digital signage is an effective tool used by the College to reach both staff and students. Formal representation of staff is through the recognised trade unions whose representatives meet with senior staff on a termly basis. In addition, staff can elect two Staff Governors.

A staff 'pulse survey' is conducted termly, findings of which are shared with staff through a Wellbeing Group and also with governors. The Wellbeing Group was set up during the year.

During the year a Communications Working Group was set up with a number of staff from across all disciplines to look at ways that communications can be improved across the College. The group made its recommendations to senior management, which has accepted them and is working towards their implementation.

All students have the option to stand for election to the Student Union Executive, which consists of eight members. There are also 'Tutor Reps' elected by the student body. Tutor Group representatives meet with the Executive periodically and this joint group meets senior staff on a regular basis. There are also two elected Student Governors on the Board of Governors. An induction pack and a set of standard behaviours are available to all students on the Virtual Learning Environment (VLE), which set out students' rights and responsibilities. Each year students are invited to give feedback to the College through enrolment, induction and satisfaction surveys.

Volunteer Student Ambassadors are recruited annually to represent the College at certain events and activities including open evenings, career fairs and visits to partner schools.

### **Planned Maintenance Programme**

A Planned Maintenance Programme was in place for 2021-22 covering routine and statutory maintenance as well as budgeted improvements for the year. A rolling programme of improvements will be continued into 2022-23 alongside provision for reactive maintenance requirements. The College believes that sufficient resource has been allocated to maintain or improve the physical environment of the College.

### **Treasury Policies and Objectives**

Treasury management is the management of the College's cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.

The College has a separate treasury management policy in place.

Short term borrowing for temporary revenue purposes is authorised by the Principal. All other borrowing requires the authorisation of the Board of Governors and shall comply with the requirements of the Funding Agreement. An overdraft facility of £200,000 with the College's bankers Barclays, was arranged in February 2020.

At their 29 September 2022 meeting Governors approved a new loan facility of £1.5m on an unsecured basis with Allica Bank. The loan will be drawn down during the 2022-2023 year in support of the Sports Facilities project. The loan will be repayable over 10 years with interest charges at 5.2 percentage points above Bank Base Rate.

## **Principal risks and uncertainties**

### **Risk management**

Whilst the risks managed in 2021 were largely Covid related, a whole new set emerged in 2022. The cost of energy of itself does not pose an existential risk to the College, but the implications of cost-push inflation caused by energy along with the Ukraine crisis will have a significant impact on the general cost of supplies and particularly wage costs.

The Department for Education has taken 'soundings' from the sector and will no doubt continue to monitor the financial pressures of the sector, but a new era of austerity looms and a squeeze on Public Expenditure will be difficult to manage.

## **Streamlined Energy and Carbon Reporting**

A full strategy on sustainability is being developed by the College's Sustainability Officer for approval by Governors in early 2023. The College's 2021-2022 Carbon Footprint is calculated at 260tCo2e excluding refrigerant leakage.

### **Sustainability**

Two of the five permanent buildings on site have ground source heating, and two have photovoltaic arrays on their roofs. The main building, which accounts for just over half of the total Gross Internal Area (GIA), has a sedum roof and rainwater harvesting.

A recent application to Salix for a feasibility study grant was successful, and the College is working with consultants to determine further heat and power saving opportunities including air source heating.

Staff training has begun to facilitate the roll-out of student training on Carbon Literacy, which will be a certificated qualification.

Out of 54 schools and youth groups, our very own eco club - EcoTastic won the Groundbreakers Reach & Impact Award. The Groundbreakers Awards are given to local young people for their ideas to help the city of Bristol reach the United Nations Sustainable Development Goals. The Awards ceremony celebrated young people aged 7-25 who have developed impressive projects that positively impact the environment and the people within their schools, colleges, or neighbourhoods. It took place in the summer at the Bristol Beacon. Councillor Asher Craig and Simi Pam from Bristol Bears recognised eight projects for innovation, impact, and reach.

EcoTastic won due to their positive direct action through the transformation of our college grounds to promote biodiversity and well-being. As award winners, EcoTastic will be given additional professional help to increase their impact across the city, as well as having their ideas on posters across the city. The club already has more plans to improve our environmental impact across the College for the new academic year, which includes ECO week, which we will be taking part in at the end of September.

### Key Performance Indicators

The College is committed to observing the importance of sector measures and indicators and uses the FE Choices data available on the GOV.UK website which looks at measures such as success rates. The College is required to complete the annual Finance Record for the Education and Skills Funding Agency (“ESFA”). The College is assessed by the ESFA as having an “Outstanding” financial health grading based on the ESFA’s formula applied to the Financial Statements 2020-2021.

The specific financial targets set for 2021-2022, and actual performances, were as follows.

Performance indicator	Target	Actual 2021-2
Statement of Comprehensive Income will a surplus of at least £250k (excluding FRS102 charges)	£250k+	£221k
To maximise grant support for sports facilities development		Nil
To deliver the sports facilities to budget and on time*		No
To grow lettings income to £70k*	£70k	£11k

\* Covid-19 had a significant impact on operations during the year rendering these targets very difficult.

### Financial Objectives and Targets

The College’s financial objectives during 2021-22 were:

- To deliver outstanding value for money – cost per positive student outcome
- To invest resources to deliver an outstanding learner experience
- To invest to meet the College’s strategic priorities
- To maintain strong liquidity
- To maintain assets in good condition
- To grow business to strengthen financial resilience
- To implement the strategy to address the deficiencies in sports facilities

### Student Achievements

Results Day at St Brendan's Sixth Form College was such an exciting and positive day. We enjoyed every minute of hearing about the grades our students have achieved along with finding out about their next steps. There was a record number of students going on to study Medicine, Mental Health Nursing, Children and Adult Nursing, Radiography and Physiotherapy, at university.

Even with the disruption to education over the last couple of years, students here have managed to achieve a pass rate of 97% including 857 high grade passes.

59% of grades achieved by students taking Level 3 BTEC and Applied General courses achieved either Distinction or Distinction\* (Star) which is the highest grade possible; and over 20% of this year's cohort achieved high grades across all of their subjects (A-levels &/or BTECs).

Against the last examined set of results in 2019 there has been a significant improvement in the higher grades awarded for A levels with a 7.6 percentage point increase in A\* to A grades. Of note too is the change from 2021 when Teacher Assessed Grades (TAG) were used to award student achievement. It had been anticipated that the use of TAG nationally would tend to inflate grades and whilst in 2021 A\* to B grades increased by 3.3 percentage points from 2019, 2022 examined results were better. This suggests that the College's TAG process in 2021 was realistic and robust, and that there has been real and significant improvement in 2022.

#### A Level Results in the context of historical performance

	2022	2021	2020	2019
<b>Entries</b>	1781	1693	1619	1611
<b>%A*</b>	5.1 (14.6)	5.3 (19.1)	3.5 (7.8)	2.9 (8.1)
<b>%A*-A</b>	21.2 (36.4)	17.9 (44.8)	13.2 (25.5)	13.6 (26.4)
<b>%A*-B</b>	48.6 (62.8)	42.2 (70.3)	34.1 (51.6)	38.9 (53)
<b>%A*-E</b>	97.2 (98.4)	97.5 (99.5)	95.9 (97.6)	97.5 (97.6)

#### Diploma / Certificate (equivalent to 1 A Level) results in the context of historical performance

	2022	2021	2020	2019
<b>Entries</b>	390	404	352	266
<b>%DS*</b>	24	71	74	73
<b>%DS* - DS</b>	53	85	95	90
<b>%DS* - ME</b>	84	96	99	97
<b>%DS*-PA</b>	99	100	99	100

At first sight it would appear that performance of Applied General qualifications fell in 2022, however the move to the new RQF qualifications has depressed outcomes in line with national trends. The underlying performance adjusted for the RQF effect remains solid.

Diploma (equivalent to 2 or more A Levels): Results in the context of historical performance

	2022	2021	2020	2019
Entries	126	75	51	64
%D*D*	33	56	45	67
%D*D*-DD	58	83	80	92
%D*D*-MM	92	96	100	98
%D*D*-PP	98	100	100	100

## A level results by Course

Subject	Entries	%A*	%A*-A	%A*-B	%A*-E	Total A*	Total A	Total B	Total C	Total D	Total E	Total U
Accounting	37	5.4	8.1	43.2	100.0	2	1	13	12	6	3	
Art and Design	184	4.3	21.7	59.2	100.0	8	32	69	52	18	5	
Biology	78	11.5	29.5	51.3	98.7	9	14	17	20	11	6	1
Business	93	3.2	11.8	37.6	97.8	3	8	24	31	16	9	2
Chemistry	63	9.5	36.5	58.7	98.4	6	17	14	14	8	3	1
Computer Science	36	2.8	19.4	30.6	97.2	1	6	4	9	11	4	1
Dance	6	0.0	0.0	50.0	100.0			3	2	1		
Design Engineering	34	8.8	29.4	67.6	100.0	3	7	13	7	3	1	
Drama and Theatre	12	0.0	16.7	41.7	100.0		2	3	7			
Economics	30	0.0	30.0	66.7	96.7		9	11	6	3		1
English Lang & Lit	27	3.7	25.9	66.7	100.0	1	6	11	5	4		
English Language	49	4.1	22.4	63.3	98.0	2	9	20	9	6	2	1
English Literature	42	11.9	31.0	69.0	100.0	5	8	16	9	2	2	
Film Studies	51	5.9	11.8	49.0	100.0	3	3	19	15	9	2	
French	11	18.2	54.5	72.7	90.9	2	4	2	2			1
Further Mathematics	24	8.3	16.7	45.8	95.8	2	2	7	3	4	5	1
Geography	81	6.2	24.7	55.6	98.8	5	15	25	17	15	3	1
German	4	75.0	75.0	75.0	100.0	3			1			
History (Britain & USA)	58	3.4	15.5	60.3	98.3	2	7	26	12	5	5	1
History (Early OCR)	27	0.0	25.9	55.6	96.3		7	8	8	2	1	1
Law	83	8.4	33.7	56.6	97.6	7	21	19	19	12	3	2
Mathematics	147	5.4	24.5	36.1	92.5	8	28	17	31	28	24	11
Media Studies	58	1.7	12.1	44.8	100.0	1	6	19	21	9	2	
Music	10	0.0	10.0	40.0	100.0		1	3	4	2		
Music Technology	20	0.0	15.0	25.0	100.0		3	2	6	5	4	
Physics	57	1.8	14.0	31.6	94.7	1	7	10	14	10	12	3
Politics	43	2.3	25.6	51.2	100.0	1	10	11	13	5	3	
Product Design	27	11.1	18.5	25.9	85.2	3	2	2	8	5	3	4
Psychology	219	1.4	15.5	42.0	94.1	3	31	58	49	43	22	13
Religious Studies	30	6.7	20.0	50.0	100.0	2	4	9	8	7		
Russian	1	100.0	100.0	100.0	100.0	1						
Sociology	124	2.4	13.7	37.1	96.8	3	14	29	31	25	18	4
Spanish	15	20.0	46.7	66.7	100.0	3	4	3	1	1	3	
<b>Grand Total</b>	<b>1781</b>	<b>5.1</b>	<b>21.2</b>	<b>48.6</b>	<b>97.2</b>	<b>90</b>	<b>288</b>	<b>487</b>	<b>446</b>	<b>276</b>	<b>145</b>	<b>49</b>



## Diploma / Certificate Results (equivalent to I A Level) by Course

Subject	Entries	%DS*	%DS*-DS	%DS*-ME	%DS*-PA	Total DS*	Total DS	Total ME	Total PA	Total FL
Applied Human Biology	76	7.9	35.5	75.0	96.1	6	21	30	16	3
Applied Law	52	69.2	84.6	98.1	100.0	36	8	7	1	
Business	45	37.8	84.4	100.0	100.0	17	21	7		
Health and Social Care	71	15.5	45.1	81.7	100.0	11	21	26	13	
IT	35	14.3	42.9	74.3	100.0	5	10	11	9	
Music	10	0.0	30.0	80.0	100.0		3	5	2	
Performing Arts	20	0.0	45.0	95.0	100.0		9	10	1	
Sport	42	16.7	47.6	81.0	100.0	7	13	14	8	
Uniformed Protective Services	39	28.2	43.6	79.5	100.0	11	6	14	8	
<b>Grand Total</b>	<b>390</b>	<b>23.8</b>	<b>52.6</b>	<b>84.4</b>	<b>99.2</b>	<b>93</b>	<b>112</b>	<b>124</b>	<b>58</b>	<b>3</b>

## Diploma (equivalent to 2 or more A Levels) by Course

Subject	Entries	D*D*D*	D*D*D	D*D*	D*D	D*DD	DD	DDD	DDM	DM	MM	MP	PA	PP	U
Business	3			21	4		2			4					
Health and Social Care	4			5	3		8			16	8	3		1	
Performing Arts	7				3		2				2				
Uniformed Protective	2			8	4		1			3	4	1	1		3
Sport - Extended Diploma	1	1	6			1		2	2						
Sport Diploma	7				2					2	2	1			
<b>Grand Total</b>	<b>12</b>	<b>1</b>	<b>6</b>	<b>34</b>	<b>16</b>	<b>1</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>25</b>	<b>16</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>3</b>

## GCSE results by subject

Title	Achieved enrolments	Grade										%						National % 9-4
		9	8	7	6	5	4	3	2	1		9	9-8	9-7	9-6	9-5	9-4	
English Lang	60	1	0	0	2	14	30	11	2	0		1.6	1.6	1.6	5.0	28.3	78	31.8
Maths	112	0	0	0	0	7	37	36	26	6		-	-	-	-	6.3	39.3	22.7
Biology	5	0	0	0	1	1	2	1	0	0		-	-	-	20.0	40.0	80.0	65.9
Chemistry	4	0	0	0	0	1	0	3	0	0		-	-	-	-	25.0	25.0	
Sociology	9	0	0	0	0	4	0	2	2	1		-	-	-	-	44.4	44.4	
	190	1	0	0	3	27	69	53	30	7		0.5	0.5	0.5	2.1	16.3	52.6	27.4

GCSE results were above national in all subjects and Grades 9-5 are 16% (2019 11%), and Grades 9-4 are 53% (2019 50%).

### Achievement, retention and pass rates

A Level	2021/22	2020/21	2019/20	2018/19
Achievement %	78.4	81.2	76.9	79.2
Retention %	80.9	83.8	79.0	82.6
Pass %	96.8	97.0	97.4	95.9

Applied General	2021/22	2020/21	2019/20	2018/19
Achievement	77.9	78.9	73.5	76.4
Retention	83.1	81.2	75.0	77.5
Pass	93.8	97.2	97.6	98.5

### Profile of 2021/22 Year 13 Students in the context of historical data

	2021/22 Y13	2020/21 Y13	2019/20 Y13
Total Students	966	843	787
Male	385 (39.9%)	344 (40.8%)	305 (38.8%)
Female	581 (60.1%)	499 (59.2%)	482 (61.2%)
BME	204 (21.1%)	200 (23.7%)	212 (26.9%)
White	762 (78.9%)	743 (88.1%)	575 (73.1%)
PP	152 (15.7%)	148 (17.6%)	150 (19.1%)
SEND	82 (8.5%)	164 (19.5%)	167 (21.2%)
HHAP	53 (5.5%)	14 (1.7%)	14 (1.8%)
LHAP	210 (21.7%)	116 (13.8%)	153 (19.4%)
HMAP	357 (37.0%)	314 (37.2%)	318 (40.4%)
LMAP	246 (25.5%)	346 (41%)	230 (29.2%)
LAP	45 (4.7%)	53 (6.3%)	63 (8%)

BME– Black Asian Minority Ethnic  
 PP – Pupil Premium (students who have had free school meals at school)  
 SEND – Special Education Needs Disabilities  
 HHAP – High Grades Higher Achieving Pupils (Grade A\*on entry)  
 LHAP – Lower Grades Higher Achieving Pupils (Grade A on entry)  
 HMAP – Higher Middle Achieving Pupils (Grade B on entry)  
 LMAP – Lower Middle Achieving Pupils (Grade C on entry)  
 LAP– Lower Achieving Pupils (Grade D and below on entry)

## **OTHER INFORMATION**

### **Public Benefit**

St Brendan's Sixth Form College is an exempt charity under the Part 3 of the Charities Act 2011 and following the Machinery of Government changes in July 2016 is regulated by the Secretary of State for Education.

In setting and reviewing the College's strategic objectives, the Governing Body has had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education. The guidance sets out the requirement that all organisations wishing to be recognised as charities must demonstrate, explicitly, that their aims are for the public benefit.

In delivering its 190s mission, the College provides the following identifiable public benefits through the advancement of education:

- High-quality teaching by subject experts
- Widening participation and tackling social exclusion
- Excellent employment record for students
- Strong student support systems
- Links with employers, industry and commerce
- Links with Local Enterprise Partnerships (LEPs).

### **Equal Opportunities and Employment of Disabled Persons**

The College is committed to ensuring equality of opportunity for all who learn and work here. We believe that each person is a unique creation of God and, therefore, we respect and value positively aspects of diversity. We aim to implement the public sector duties in the Equality Act in relation to all protected characteristics i.e. race, gender, sexual orientation, disability, religion and belief, age, gender re-assignment, marriage and civil partnership and will also take particular action in relation to socio-economic background. We strive vigorously to remove conditions, that may place people at a disadvantage and we will actively combat all discrimination including stereotyping, bullying and harassment. The College's Equal Opportunities Policy and annual Equality Scheme are published on the College's website and will be resourced, implemented and monitored on a planned basis.

The College, in full keeping with its mission, recognises its duty to treat fairly all applications for employment from disabled persons. Where an existing employee becomes disabled, every effort is made to ensure that 'reasonable adjustments' are made as required by the Equality Act so that their employment with the College continues. The College's policy is to provide training, career development and opportunities for promotion, which are, as far as possible, identical to those for other employees, but also to take positive action where justified.

### **Disability Statement**

The College seeks to achieve the objectives set down in the Equality Act. The College:

- has a Learning Support Manager, who provides information, advice and arranges support, where necessary, for disabled students and others with additional needs;
- will support disabled students to be able to take a full part in the curriculum as well as extra-curricular and social aspects of college life;

- has put in place systems to identify students who need learning support prior to enrolment in order to help them to identify their barriers to learning and agree strategies for inclusion and support;
- has a range of specialist equipment, such as an induction loop in the Theatre, a portable induction loop and a range of assistive technology is available in the Learning Resources Centre to enable students to access programmes of study;
- prioritises applicants with 'special educational needs' for admission;
- maintains and trains staff to support students with learning needs and has intervention strategies for disabled students;
- offers psychotherapy, drugs counselling and other welfare services as appropriate;
- monitors the outcomes for disabled students and those receiving additional support and addresses any anomalies.

### **Trade union facility time**

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the college to publish information on facility time arrangements for trade union officials at the college.

Numbers of employees in the relevant period	241
FTE employee number	180
Percentage of time from 1% -50%	2 employees FTE
Total cost of facility time	£3,951
Total pay bill	£8,753,000
Percentage of total bill spent on facility time	0.045%
Time spent on paid trade union activities as a percentage of total paid facility time	100%

### **Payment Performance**

The Late Payment and Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95 per cent. During the accounting period 1 August 2021 - 31 July 2022, the College paid 100% of its invoices within 30 days (100% 2020-21).

### **Going concern**

The Education and Skills Funding Agency had previously assessed the College's Financial Health as 'Outstanding' and after making appropriate enquiries, the Board of Governors considers that the College has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

### **Events after the reporting period**

Following a tendering exercise a contractor was appointed to deliver the new sporting facilities at a cost of £3.1m, this will be financed from the College's cash reserves, a £500k donation from the

Catholic Diocese of Clifton, and a £1.5m unsecured loan from Allica Bank. Work commenced in November 2022, and is anticipated to be completed by October 2023.

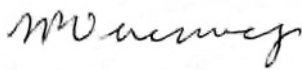
On 29 November 2022 the Office for National Statistics (ONS) announced that it had reclassified colleges into the central government sector. This decision had immediate effect. The ONS decision encompasses providers that operate within the statutory further education sector as defined under section 91(3) of the Further and Higher Education Act 1992, i.e. Further Education Colleges, Sixth Form Colleges, and Designated Institutions.

Following this reclassification, colleges (and their subsidiaries) are now part of central government. They continue to be self-governing charities regulated by the Secretary of State for Education but are now subject to the framework for financial management set out in Managing Public Money (MPM).

#### **Disclosure of information to Auditors**

The members who held office at the date of approval of this report confirm that, so far as they are each aware, there is no relevant audit information of which the College's auditors are unaware; and each member has taken all the steps that he or she ought to have taken to be aware of any relevant audit information and to establish that the College's auditors are aware of that information.

Approved by order of the members of the Board of Governors on 8 December 2022 and signed on its behalf by:



James Devenney  
Chair of Governors

## Statement of Corporate Governance and Internal Control

The College is committed to exhibiting best practice in all aspects of corporate governance. This summary describes the manner in which the College has applied the principles set out in the UK Corporate Governance Code (“the Code”) issued by the Financial Reporting Council (FRC) in April 2016. Its purpose is to help the reader of the accounts understand how the principles have been applied.

The college endeavours to conduct its business:

1. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
2. in full accordance with the Corporate Governance Code (“the Code”).

In the opinion of the Governors, the College complies with all the provisions of the Code, and it has complied throughout the year ended 31 July 2022. This opinion is based on an internal review of compliance with the Code reported to the board on 8 December 2022. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times.

The College is an exempt charity within the meaning of Part 3 of the Charities Act 2011. The Governors, who are also the Trustees for the purposes of the Charities Act 2011, confirm that they have had due regard for the Charity Commission’s guidance on public benefit and that the required statements appear elsewhere in these financial statements.

### The Board of Governors

During 2021-2022 the Board of Governors met 5 times and average attendance was 76%; all meetings were quorate.

It is the Board of Governors’ responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct.

The Board of Governors is provided with regular and timely information on the overall financial performance of the College, together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel related matters such as health and safety and environmental issues. The Board of Governors meets at least once each term.

The Board of Governors conducts its business through a number of Governors’ Committees. The Board of Governors renamed and reallocated the responsibilities and roles of these Committees as set out in the *Framework of Governance* adopted in December 2016. Each Committee has terms of reference, which have been approved by the Board of Governors. These committees are:

- Governors’ Audit Committee
- Governors’ Ethos, Safeguarding Welfare Committee
- Governors’ Resources, Premises Human Resources Committee
- Governors’ Strategy, Search Remuneration Committee
- Governors’ Teaching & Curriculum Quality Committee

The members who served on the Board of Governors during the year and up to the date of signature of this report were as listed below:

Name	Date Appointed	Term of Office	Date Resigned	Status of appointment	Committee	Attendance 2021/22
Mrs Alison Ashman	Oct 2020	4 years	Oct 2021	Staff Governor		50%
Ms Antonia Corrigan	May 2022	4 years		Foundation Governor		
Ms Marian Curran	Apr 2020	Ex officio		Principal	RPHR/ESW/TCQ/SSR	100%
Professor James Devenney	Reappointed October 2019	4 years		Foundation Governor Chair	TCQ/ESW/SSR	68%
Mr Mark Eastaugh	Jul 2016	4 years		Co-opted Governor	A	56%
Mr Nkumbe Ekane QC	June 2018	4 years	June 2022	Foundation Governor	ESW	14%
Sr Margaret Harlock MBE	April 2017	4 years		Foundation Governor	ESW/SSR/TCQ	94%
Mr Charlie Hiscox	July 2021	1 year	Apr 2022	Student Governor	ESW	100%
Mrs Marie-Claire Harper	May 2016	4 years		Foundation Governor Vice Chair Sept 2017	SSR/A	93%
Mr Richard Hanks	Oct 2019	2 years	Aug 2021	Parent Governor	TCQ	88%
Ms Beckie Hooper	Nov 2018	4 years	Oct 2022	Foundation Governor	RPHR/ESW	90%
Mr Harry Keaveney	July 2022	1 year		Student Governor	ESW	
Mr Micah Larson	Jul 2018	4 years	July 2022	Foundation Governor	ESW/SSR	86%
Mr Tony McNally	Jan 2018	4 years	Dec 2021	Foundation Governor	SSR/RPHR	57%
Mrs Ann Morgan	March 2021	4 years	Sep 2022	Staff Governor		67%
Mr Mark O'Sullivan	Jan 2017	4 years		Foundation Governor	SSR/Chair TCQ	79%
Mr Paul Ryan	April 2022	4 years		Staff Governor	TCQ	100%
Miss Thirrowshie Sriyeyaram	July 2021	1 Year	Apr 2022	Student Governor	ESW	100%
Ms Lucinda Trott	July 2022	1 year		Student Governor	ESW	
Mr Ian Turri	Mar 2019	4 Years		Co-opted Governor	RPHR/A	86%
Mrs Clare Williamson	Jan 2020	4 years		Foundation Governor	TCQ/RPHR	100%

Committees key: A – Audit; ESW – Ethos Safeguarding Welfare; RPHR – Resources Premises Human Resources; SSR – Strategy Search Remuneration; TCQ – Teaching Curriculum Quality

The following have been serving as Co-opted and voting members of the Governors' Committees:

- Mr Richard Powell – December 2014 – Governors' Audit Committee.

The full signed Minutes of meetings, except those deemed to be confidential by the Board of Governors, are available on the website or from the Clerk to the Governors at:

St Brendan's Sixth Form College  
Broomhill Road  
Brislington  
Bristol BS4 5RQ

The Clerk to the Governors maintains a register of financial and personal interests of the governors. The register is available for inspection, on application, at the above address.

All Governors are able to take independent professional advice in furtherance of their duties at the College's expense and have access to the Clerk to the Governors, who is responsible to the Board of Governors for ensuring compliance with all applicable procedures and regulations. The appointment, evaluation and removal of the Clerk are matters for the Board of Governors as a whole.

Formal agendas, papers and reports are supplied to governors in a timely manner, prior to Board

meetings. Briefings are provided on an ad hoc basis.

The Board of Governors has a strong and independent non-executive element and no individual or group dominates its decision making progress. The Board of Governors considers that each of its non-executive members is independent of management and free from any business or other relationship, which could materially interfere with the exercise of their independent judgement.

There is a clear division of responsibility in that the roles of the Chair of the Governors and Principal are separate.

### **Covid-19**

From the 23 March 2020 special arrangements were put in place so that the Board and its committees could continue to meet remotely. A new sub group of governors, the Emergency Committee, was convened to consider urgent matters on behalf of the full Board.

### **Appointments to the Board of Governors**

The Bishop of Clifton appoints Foundation Governors, who form a majority of the members of the Board of Governors as required by the Instrument and Articles of Government. Other new appointments to the Board of Governors are a matter for the consideration of the Board of Governors as a whole.

### **Board of Governors performance**

The Board of Governors assesses their performance annually and for the year ended 31<sup>st</sup> July 2022 graded itself as 'Good'. They have ensured that robust targets are set and that these are monitored on a termly basis. The Board of Governors challenge the Senior Leadership Team appropriately as evidenced by the minutes of the Full Governing Body.

The College held its annual Governors Day on 18 February 2022, which was a valuable day, despite plans for personal attendance being disrupted at the last moment by Storm Eunice. The topics provided by the presenters were both stimulating and interesting. Self-evaluation covered how Governors can be more supportive, how they can provide better informed challenge, and how they can be confident when facing an Ofsted inspection. Other issues considered were the mix and balance of skills and the difficulties experienced recruiting governors.

The governing body has considered DfE guidance on board reviews and has plans to commission an external reviewer in future but did not carry out a formal review in 2021-2022.

### **Governors' Strategy, Search and Remuneration Committee**

This Committee comprises the Chair of Governors, the Vice-Chair of Governors and four other Governors drawn from each of the Governors' Committees. The Committee is responsible for agreeing the key strategic objectives of the College as set by the Principal and the selection and nomination of any new members for the consideration of the Board of Governors, (the Board of Governors is responsible for ensuring that appropriate training is provided). Once a year the Governors' Strategy Search and Remuneration Committee makes decisions, reported to the Board of Governors, on the remuneration and benefits of the Principal and other Senior Post Holders.

Details of remuneration for the year ended 31 July 2022 are set out in Note 6 of the financial statements.



### **Governors' Teaching Curriculum and Quality Committee**

The Committee comprises five Governors, appointed by the Board of Governors that also sets the terms of Reference for the Committee business. The TCQ Committee meets three times each academic year to determine and review the strategic direction of the curriculum provision, the academic results and monitor Student development, the quality of teaching and learning. The Vice Principal Quality Curriculum & Innovation facilitates this Committee.

### **Governors' Resources Premises and Human Resources Committee**

The Committee comprises six Governors, appointed by the Board of Governors that also sets the terms of Reference for the Committee business. The Committee meets three times each academic year to review the premises and resources available to the College, the security and any Health & Safety issues. The Committee scrutinises regular updates to the College accounts through the year, and recommends the College budget for adoption by the Board of Governors annually. The Committee is particularly concerned with the efficiency and use of College resources, the details of the funding income, planned expenditure, and the management of the cash flow. The Committee scrutinises the proposed College budget for the following year, including the planned Capital expenditure. The Governors' Resources Premises and Human Resources Committee reviews the College Financial Regulations and policies and procedures relevant to its area of responsibility. The Committee is also tasked with the oversight of the Human Resources strategy of the college and the recruitment, professional development and well-being of Staff, and the College policies and procedures relating to this area of operations. The Assistant Principal Finance & Resources facilitates the Committee.

### **Governors' Ethos, Safeguarding & Welfare Committee**

The Committee comprises six Governors appointed by the Board of Governors that also sets the terms of Reference for the Committee business. The Committee sets the strategic direction for the College in relation to Student experience and support, *Equality Diversity Inclusion* [EDI] and *Safeguarding*, and receives regular reports to enable it to monitor progress in these areas. The College Admission Policy is received annually and recommendation is made to the full Board of Governors to adopt any changes required. The Committee received regular reports relating to Student applications, enrolment and retention and through the *Learner Involvement Strategy* reviews the feedback from the Student body. The Committee monitors the Student Behaviour and any disciplinary procedures, and in addition receives reports on the spiritual life and Christian ethos of the College, including the *Religion, Philosophy and Ethics* [RPE] curriculum in relation to Students. The Committee considers for action reports on the welfare of Students, with a particular emphasis on support for those with additional needs. The Student Union, through the Student Governor submits regular reports about its activities and the annual accounts of the Student Union are audited annually and scrutinised by this Committee. The Vice Principal Student Experience & Progression facilitates this Committee.

### **Governors' Audit Committee**

The Audit Committee comprises three governors (excludes the Accounting Officer and Chair) and one co-opted member. The Committee operates in accordance with written terms of reference approved by the corporation.

The Audit Committee meets on a termly basis and provides a forum for reporting by the college's internal auditors, reporting accountants and financial statements auditors, who have access to the Committee for independent discussion without the presence of college management. The Committee also receives and considers reports from the main FE funding bodies as they affect the college's business.

The college's internal auditors review the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input and report their findings to management and the Audit Committee.

Management is responsible for the implementation of agreed audit recommendations and internal audit undertakes periodic follow-up reviews to ensure such recommendations have been implemented.

The Audit Committee also advises the corporation on the appointment of internal auditors, reporting accountants and financial statements auditors and their remuneration for audit and non-audit work as well as reporting annually to the corporation.

The audit committee met three times in the year to 31 July 2022. The members of the committee and their attendance records are shown below:

Committee member	Meetings attended
Mr M Eastaugh	3
Ms M-C Harper	3
Mr R Powell	2
Mr I Turri	3

## **Internal Control**

### **Scope of Responsibility**

The Board of Governors is ultimately responsible for the College's system of internal control and for reviewing its effectiveness. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Board of Governors has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the College's policies, aims and objectives, whilst safeguarding the public funds and assets for which he is personally responsible, in accordance with the responsibilities assigned to him in the Funding Agreement between the College and the Education and Skills Funding Agency. He is also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

### **The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can, therefore, only provide reasonable, and not absolute, assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact, should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place at St Brendan's Sixth Form College for the year ended 31 July 2022 and up to the date of approval of the annual report and accounts.

### **Capacity to Handle Risk**

The Board of Governors has reviewed the key risks to which the College is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Governors is of the view that there is a formal ongoing process for identifying,

evaluating and managing the College's significant risks that has been in place for the period ended 31 July 2022 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Governors.

### **The Risk and Control Framework**

The system of internal control is based on a framework of regular management information, administrative procedures including the segregation of duties, and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting systems with an annual budget, which is reviewed and agreed by the Board of Governors
- regular reviews by the Board of Governors of periodic and annual financial reports which indicate financial performance against forecasts
- setting targets to measure financial and other performance
- clearly defined capital investment control guidelines
- the adoption of formal project management disciplines.

The College has an internal audit service, which operates in accordance with the requirements of the ESFA's *Post 16 Audit Code of Practice*. The work of the audit service is informed by an analysis of the risks to which the College is exposed and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Board of Governors on the recommendation of the Audit Committee. At minimum annually, the Chair of the Governors' Audit Committee provides the Board of Governors with a report on internal audit activity in the College.

### **Control weaknesses identified**

As a result of the work covered during the year, management accepted the following recommendations from its Internal Audit Service:

- The College should formalise the process for reporting the application of the Principles within the UK Corporate Governance Code and include signposting and cross-referencing to those parts of the Annual Report that describe how the Principles have been applied;
- To complete a skills audit for Governors and establish a training plan for the Board as a collective and for individual members to address weaknesses of the Board;
- The College should implement refresher cyber security training for all staff on a period basis, and track completion of this training;
- The College should ensure that the Cyber Security Policy includes who has responsibility for cyber security, as well as the College's password requirements;
- Review its processes to ensure that evidence is held to show that all staff are aware of their responsibilities under KCSIE and are appropriately trained;
- The College should modify its records to comply with the Single Central Record requirements stated in Keeping Children Safe in Education guidance;
- Update its training records to ensure all staff have covered the most recent training on Prevent and Safeguarding.

No recommendations were made in regard to Core Financial Systems.

## **Responsibilities under funding agreements**

The College receives its funding from the ESFA under a contract (Funding Agreement) between the ESFA and the College.

This provides that the College shall comply with a range of normal legal obligations such as those covered under Health and Safety legislation, employment law (such as Transfer of Undertakings [Protection of Employment]), the Equality Act 2010, the Further and Higher Education Act 1992, and UK GDPR to name but a few. In addition to these normal requirements the ESFA requires that the College has good governance arrangements including an audit committee to advise the Governing Body's governance, risk management, internal control and assurance frameworks, in line with the detail set out in the post-16 audit code of practice. It also requires that, where appropriate, an Internal Audit Service is functioning.

The College ensures compliance with its contractual obligations through its systems of Internal Control and Risk Management, using both the independent Internal Audit Service, which works through a cyclical plan over a number of years, and an External Audit Service. The latter conducts an audit into the propriety of the College to ensure that public funds are used appropriately and for the purpose for which they are given.

In addition, management provide a range of reports to the Board of Governors, which cover legal duties as well as contractual responsibilities. These will include actions taken under the Government's Prevent Strategy, British Values, Safeguarding, and Special Educational Needs.

A recent addition to the list of requirements from the ESFA is that the College should endeavour to reach the standard of *Cyber Essentials*. The College is pleased to announce that it has now achieved this standard.

## **Statement from the Audit Committee**

The audit committee has advised the board of governors that the corporation has an effective framework for governance and risk management in place. The audit committee believes the corporation has effective internal controls in place.

The specific areas of work undertaken by the audit committee in 2021/22 and up to the date of the approval of the financial statements include: General Data Protection Regulations; Cyber Security; Governance; Safeguarding; and Core Financials. The Committee notes the College's award of *Cyber Essentials* accreditation.

## **Review of Effectiveness**

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. Her review of the effectiveness of the system of internal control is informed by:

- the work of the internal auditors
- the work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework
- comments made by the College's financial statements auditors and the regularity auditors in their management letters and other reports.

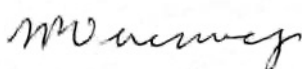
The Principal has been advised on the implications of the result of her review of the effectiveness

of the system of internal control by the Governors' Audit Committee, which oversees the work of the internal auditor and other sources of assurance and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Senior Leadership Team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The Senior Leadership Team and the Governors' Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement. The Governors' Audit Committee's role in this area is confined to a high level review of the arrangements for internal control. Each of the Governors' Committees has a standing item on Risk Management and significant and strategic risks are assigned to individual committees for monitoring. The Board of Governors' agenda includes a regular item for consideration of risk and control and receives reports thereon from the Senior Leadership Team and the Governors' Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its December 2022 meeting, the Board of Governors carried out an annual assessment for the year ended 31 July 2022 by considering documentation from the Senior Leadership Team, the College's Risk Register and it has taken account of events since 31 July 2022.

Based on the advice of the Audit Committee and the Principal, the Board of Governors is of the opinion that the College has an adequate and effective framework for governance, risk management and control, and has fulfilled its statutory responsibility for *"the effective and efficient use of resources, the solvency of the institution and the body and the safeguarding of their assets"*.

Approved by order of the members of the Board of Governors on 8 December 2022 and signed on its behalf by:



Professor James Devenney  
Chair of Governors



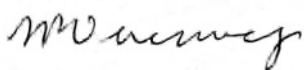
Ms M Curran  
Principal

## Statement of Regularity, Propriety and Compliance

The Board of Governors has considered its responsibility to notify the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of funding, under the College's grant funding agreement and contracts with the ESFA. As part of our consideration we have had due regard to the requirements of the funding agreements and contracts with ESFA.

We confirm, on behalf of the Board of Governors, that after due enquiry, and to the best of our knowledge, we are able to identify any material irregular or improper use of funds by the College, or material non-compliance with the Education and Skills Funding Agency's terms and conditions of funding under the College's grant funding agreements and contracts with ESFA.

We confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Education and Skills Funding Agency.



Professor James Devenney  
Chair of Governors



Ms M Curran  
Principal

## **Statement of Responsibilities of the Board of Governors**

The Board of Governors of the College is required to present audited financial statements for each financial year.

Within the terms and conditions of the grant funding agreements and contracts with the ESFA, the Board of Governors, through its Principal, is required to prepare financial statements for each financial year in accordance with the Statement of Recommended Practice – Accounting for Further and Higher Education, ESFA's college accounts direction and the UK's Generally Accepted Accounting Practice, and which give a true and fair view of the state of affairs of the College and its surplus / deficit of income over expenditure for that period..

In preparing the financial statements, the Board of Governors is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess whether the corporation is a going concern, noting the key supporting assumptions qualifications or mitigating actions as appropriate
- prepare financial statements on the going concern basis, unless it is inappropriate to assume that the college will continue in operation.

The Board of Governors is also required to prepare a Members' Report, which describes what it is trying to do and how it is going about it, including the legal and administrative status of the College.

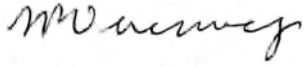
The Board of Governors is responsible for keeping proper accounting records, which disclose with reasonable accuracy, at any time, the financial position of the College and to enable it to ensure that the financial statements are prepared in accordance with relevant legislation including the Further and Higher Education Act 1992 and Charities Act 2011, and relevant accounting standards. It is responsible for taking steps that are reasonably open to it to safeguard assets of the College and to prevent and detect fraud and other irregularities.

The maintenance and integrity of the College website is the responsibility of the Board of Governors of the College; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Board of Governors are responsible for ensuring that expenditure and income are applied for the purposes intended by Parliament and that the financial transactions conform to the authorities that govern them. In addition they are responsible for ensuring that funds from the ESFA are only used in accordance with the ESFA's grant funding agreements and contracts and any other conditions that may be prescribed from time to time. The Board of Governors must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure that they are used properly. In addition, members of the Board of Governors are responsible for securing economical, efficient and effective management of the College's resources and expenditure, so that the benefits that should be derived from the application of

public funds from the ESFA are not put at risk.

Approved by Order of the Board of Governors on 8<sup>th</sup> December 2022 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'J. Devenney', written in a cursive style.

Professor James Devenney



## **Independent Auditors' Report to the Board of Governors of St Brendan's Sixth Form College**

### **Opinion**

We have audited the financial statements of St Brendan's Sixth Form College (the 'College') for the year ended 31 July 2022 which comprise the College Statement of Comprehensive Income, the College Statement of Changes in Reserves, The College Balance Sheet, the College Statement of Cash Flows 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, 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), and the College Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the College's affairs as at 31 July 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Statement of Recommended Practice – Accounting for Further and Higher Education and the College Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

### **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 College 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 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 audit 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 College'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 Governors with respect to going concern are described in the relevant sections of this report.

### **Other information**

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

## **Independent Auditor's Report (continued)**

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

We have nothing to report in this regard.

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

We have nothing to report in respect of the following matters where the Post-16 Audit Code of Practice issued by the Education & Skills Funding Agency requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of Board of Governors**

As explained more fully in the Board of Governors responsibilities statement set out on page 30, 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 the Board of Governors 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 College'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 the College or to cease operations, or have no realistic alternative but to do so.

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

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

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

## **Independent Auditor's Report (continued)**

### **Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud**

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

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the company and considered that the most significant are the Companies Act 2006, UK Financial Reporting Standards, UK taxation legislation, FE & HE SORP 2019, and the College Accounts Directive 2021-2022.
- We obtained an understanding of how the company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

### **Use of our report**

This report is made solely to the College's Board of Governors, as a body, in accordance with the College's Articles of Government. Our audit work has been undertaken so that we might state to the College's Board of Governors 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 College and the College's Board of Governors as a body, for our audit work, for this report, or for the opinions we have formed.



Moore, Statutory Auditor  
30 Gay Street,  
Bath,  
BA1 2PA

Date: 9/12/2022

## **Reporting accountant's assurance report on regularity**

To: The Corporation of St Brendan's Sixth Form College and Secretary of State for Education acting through Education and Skills Funding Agency (ESFA)

In accordance with the terms of our engagement letter dated 5 November 2021 and further to the requirements of funding in ESFA's grant funding agreements and contracts, or those of any other public funder, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by St Brendan's Sixth Form College during the period 1<sup>st</sup> August 2021 to 31 July 2022 have not been applied to the purposes identified by Parliament and the financial transactions do not conform to the authorities which govern them.

The framework that has been applied is set out in the Post 16 Audit Code of Practice ("the Code") issued by ESFA. In line with this framework, our work has specifically not considered income received from the main funding grants generated through the Individualised Learner Record data returns, for which ESFA has other assurance arrangements in place.

This report is made solely to the Corporation of St Brendan's Sixth Form College and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Corporation of St Brendan's Sixth Form College and ESFA those matters we are required to state in a 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 Corporation of St Brendan's Sixth Form College and ESFA for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of St Brendan's Sixth Form College and the reporting accountant**

The Corporation of St Brendan's Sixth Form College is responsible, under the requirements of the Further & Higher Education Act 1992, subsequent legislation and related regulations and guidance, for ensuring that expenditure disbursed and income received are applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Code. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1<sup>st</sup> August 2021 to 31 July 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

We conducted our engagement in accordance with the Code issued jointly by ESFA. We performed a limited assurance engagement as defined in that framework.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

### **Reporting accountant's assurance report on regularity (continued)**

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity of the college's income and expenditure.

The work undertaken to draw to our conclusion includes but not limited to:

- Reviewing minutes of meetings, management accounts and making enquiries of management;
- Performing sample testing of expenditure ensuring items are for the College's purposes and are appropriately authorised;
- Sample testing on purchase card expenditure, review for any indication of purchase for personal use by Staff or Governors;
- Reviewing the procedures for identifying and declaring related parties and other business interests;
- Obtaining formal representation from the Governing Body and Accounting Officer acknowledging their responsibilities;
- Scrutinising journals, and other adjustments posted during the year for evidence of unusual entries and making further enquiries into any such items where relevant;
- Performing an evaluation of the general control environment of the College;
- Reviewing nominal ledger accounts for any large or unusual entries, obtaining supporting documentation and making further enquiries into any such items where relevant.

### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1<sup>st</sup> August 2021 to 31 July 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Moore, Statutory Auditor  
30 Gay Street,  
Bath,  
BA1 2PA

Date: 9/12/2022

## Statement of Comprehensive Income

<b>Income</b>	Notes	<b>2022 £'000</b>	<b>2021 £'000</b>
Funding body grants	2	<b>10,745</b>	10,253
Other grants and contracts	3	-	59
Other income	4	<b>481</b>	216
Investment income	5	<b>8</b>	9
<b>Total income</b>		<b>11,234</b>	10,537
<b>Expenditure</b>			
Staff costs	6	<b>8,753</b>	8,110
Other operating expenses	7	<b>2,180</b>	1,662
Depreciation	10-11	<b>693</b>	702
Interest and other finance costs	8	<b>94</b>	89
<b>Total expenditure</b>		<b>11,720</b>	10,563
(Deficit)/surplus before other gains and losses		<b>(486)</b>	(26)
(Deficit)/Surplus before tax		<b>(486)</b>	(26)
Taxation		-	-
(Deficit)/surplus for the year		<b>(486)</b>	(26)
Actuarial gain/(loss) in respect of pensions schemes		<b>4,106</b>	344
Total Comprehensive Income for the year		<b>3,620</b>	318
<b>Represented by:</b>			
<b>Unrestricted comprehensive income</b>		<b>3,620</b>	318

The income and expenditure account is in respect of continuing activities.

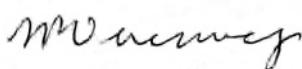
## Statement of Changes in Reserves

	Income and expenditure account
	£'000
<b>Balance at 1st August 2020</b>	<b>(2003)</b>
(Deficit) from the income and expenditure account	(26)
Other comprehensive income	344
Total comprehensive income for the year	318
<b>Balance at 31 July 2021</b>	<b>(1,685)</b>
(Deficit) from the income and expenditure account	(486)
Other comprehensive income	4,106
Total comprehensive income for the year	3,620
<b>Balance at 31 July 2022</b>	<b>1,935</b>

## BALANCE SHEET AT 31 JULY 2022

	Notes	2022 £'000	2021 £'000
<b>Non-current assets</b>			
Intangible assets	10	9	13
Tangible fixed assets	11	<u>16,850</u>	<u>17,295</u>
Total non-current assets		<b>16,859</b>	17,308
<b>Current assets</b>			
Trade & other receivables	12	226	289
Investments	13	800	793
Cash & cash equivalents	18	1,282	1,050
Stock		2	4
Total current assets		<u>2,310</u>	<u>2,136</u>
<b>Creditors - amounts falling due within one year</b>	14	<u>1,714</u>	<u>1,595</u>
<b>Net current assets</b>		<u><b>596</b></u>	<u>541</u>
<b>Total assets less current liabilities</b>		<b>17,455</b>	17,849
Creditors - amounts falling due after more than one year	15	13,202	13,817
<b>Net assets (before pension obligations)</b>		<u><b>4,253</b></u>	<u>4,032</u>
Provisions			
Defined benefit obligations	17	<u>(2,318)</u>	<u>(5,717)</u>
<b>Total Net Assets/(Liabilities)</b>		<u><b>1,935</b></u>	<u>(1,685)</u>
<b>Unrestricted Reserves</b>			
Income and expenditure account		1,935	(1,685)
<b>Total unrestricted Reserves</b>		<u><b>1,935</b></u>	<u>(1,685)</u>

The financial statements on pages 37 to 58 were approved by the Governing Board on 8 December 2022 and were signed on its behalf by:



Professor James Devenney  
Chair of Governors



M Curran  
Principal & Accounting Officer



## Statement of Cash Flows

	Notes	2022 £'000	2021 £'000
<b>Cash flow from operating activities</b> (Deficit)/surplus for the year		<b>(486)</b>	(26)
<b>Adjustment for non-cash items</b>			
Depreciation		693	702
Decrease/(increase) in debtors		63	(22)
Decrease/(increase) in stock		2	(4)
Increase/(decrease) in creditors due within one year		119	113
(Decrease)/increase in creditors due after one year		(483)	(483)
Increase/(decrease) in provisions		-	-
Pensions costs less contributions payable		707	602
<b>Adjustment for investing or financing activities</b>			
Investment income		(8)	(9)
Interest payable		5	4
Taxation paid		-	-
Profit on sale of fixed assets		-	-
<b>Net cash flow from operating activities</b>		<b>612</b>	877
<b>Cash flows from investing activities</b>			
Proceeds from sale of fixed assets		-	-
Investment income		8	9
Withdrawal of deposits		-	-
New deposits		(8)	(7)
Payments made to acquire fixed assets		(244)	(144)
		<b>368</b>	735
<b>Cash flows from financing activities</b>			
Interest paid		(5)	(4)
Repayments of amounts borrowed		(131)	(131)
		<b>(136)</b>	(135)
<b>Increase / (decrease) in cash and cash equivalents in the year</b>		<b>232</b>	600
Cash and cash equivalents at beginning of the year	18	1,050	450
Cash and cash equivalents at end of the year	18	1,282	1,050

## **Notes to the Accounts**

### **I: Accounting Policies**

#### **Statement of Accounting Policies**

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

#### **Basis of Preparation**

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (the 2019 FE HE SORP), the College Accounts Direction for 2021 to 2022 and in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the College's accounting policies.

Intangible assets, which have been relatively small in value, were previously included within tangible fixed assets and are now shown separately. Other income has been restated for receipts for trips and transport which were formerly netted off expenditure in previous years. There is no impact on surpluses, and or deficits nor on reserves as a result of these adjustments.

#### **Basis of accounting**

The financial statements are prepared in accordance with the historical cost convention as modified by the use of previous valuations as deemed cost at transition for certain non-current assets.

#### **Going Concern**

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Members Report. The financial position of the College, its cashflow, liquidity and borrowings are presented in the Financial Statements and accompanying Notes.

The College currently has £327k of loans outstanding with bankers on terms negotiated in 2007, see note 16 for further information.

The College's forecasts and financial projections indicate that it will be able to operate within this existing facility for the foreseeable future.

Accordingly the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

#### **Recognition of Income**

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved. Any under achievement for the Adult Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body following the year end, and the results of any funding audits. 16-18 funding is not subject to reconciliation and is therefore not subject to contract adjustments.

The recurrent grant from OFS represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income.

Where part of a government grant is deferred, the deferred element is recognised as deferred income within creditors and allocated between creditors due within one year and creditors due after more than

one year as appropriate.

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

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual method as permitted by FRS 102. Other non-governmental capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the Balance Sheet and released to income as conditions are met.

#### *Fee income*

Income from tuition fees is stated gross of any expenditure which is not a discount and is recognised in the period for which it is received.

#### *Investment income*

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned on a receivable basis.

#### *Catering activities*

Income from catering activities is recognised in the period for which it is received.

#### *Transport income*

Income from transport activities is recognised in the period for which it is received.

### **Accounting for post-employment benefits**

Post-employment benefits to employees of the College are principally provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). These are defined benefit plans, which are externally funded and contracted out of the State Second Pension.

#### *Teachers' Pension Scheme (TPS)*

The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a prospective benefit method.

The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

#### *Avon Local Government Pension Scheme (LGPS)*

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred.

Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in interest and other finance costs.

Actuarial gains and losses are recognised immediately in actuarial gains and losses.

### **Short term Employment benefits**

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

### **Enhanced Pensions**

The actual cost of any enhanced ongoing pension to a former member of staff is paid by a college annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the College's income in the year that the member of staff retires.

### **Non-current Assets - Tangible fixed assets**

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the 2019 FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

#### *Land and Buildings*

The Trust held land and buildings in place on 1 April 1993 are not stated in the balance sheet. Buildings and improvements made since designation are stated in the balance sheet at cost less depreciation. Freehold buildings are depreciated over their expected useful economic life to the College of 40 years in the case of new buildings. The College has a policy depreciating major adaptations to the buildings over the period of their useful economic life, usually 20 years.

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated as above. The related grants are credited to a deferred capital grant account and are released to the income and expenditure account over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

Finance costs, which are directly attributable to the construction of land and buildings, are not capitalised as part of the cost of those assets.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of any fixed asset may not be recoverable.

On adoption of FRS 102, the College followed the transitional provision to retain the book value of land and buildings and not to adopt a policy of revaluation of these properties in the future.

#### *Assets under construction*

Assets under construction are accounted for at cost, based on the value of independent certification and other direct costs, incurred to 31 July. They are not depreciated until they are brought into use.

#### *Subsequent expenditure on existing fixed assets*

Where significant expenditure is incurred on tangible fixed assets, it is charged to the income and expenditure account in the period it is incurred, unless it meets one of the following criteria, in which case it is capitalised and depreciated on the relevant basis:

- Market value of the fixed asset has subsequently improved

- Asset capacity increases
- Substantial improvement in the quality of output or reduction in operating costs
- Significant extension of the asset's life beyond that conferred by repairs and maintenance

### *Equipment*

Equipment costing less than £1,500 per individual item is written off to the income and expenditure account in the period of acquisition. All other equipment is capitalised at cost.

All equipment is depreciated over their useful economic life as follows:

Furniture, fittings and equipment	-	5 years on a straight-line basis
Motor vehicles	-	5 years on a straight-line basis
Computer equipment	-	5 years on a straight-line basis
Building improvements	-	20 years on a straight-line basis

Where equipment is acquired with the aid of specific grants, it is capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred capital grant account and released to the income and expenditure account over the expected useful economic life of the related equipment.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Comprehensive Income and Expenditure.

### **Intangible assets**

Intangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses.

Software development costs above £1,500 per individual item is capitalised at cost.

All software is depreciated over 5 years on a straight-line basis.

### **Inventories**

Inventories are stated at the lower of their cost (using the first in first out method) and net realisable value, being selling price less costs to complete and sell. Where necessary, provision is made for obsolete, slow-moving and defective items.

### **Borrowing costs**

Borrowing costs are recognised as expenditure in the period in which they are incurred.

### **Investments**

Investments held as non-current assets and current asset investments, which may include listed investments and cash deposits on notice, are stated at fair value, with movements recognised in Comprehensive Income. Investments comprising unquoted equity instruments are measured at fair value, estimated using a valuation technique.

### **Leased assets**

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any lease premiums or incentives relating to leases signed after 1st August 2014 are spread over the minimum lease term. The College has taken advantage of the transitional exemptions in FRS 102 and has retained the policy of spreading lease premiums and incentives to the date of the first market rent review for leases signed before 1st August 2014.

Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as finance leases.

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the balance sheet as a finance lease obligation. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charges are allocated over the period of the lease in proportion to the capital element outstanding.

### **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. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition.

### **Financial liabilities and equity**

Financial liabilities and equity are classified according to the substance of the financial instrument's contractual obligations, rather than the financial instrument's legal form.

All loans, investments and short term deposits held by the College are classified as basic financial instruments in accordance with FRS 102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are subsequently measured at amortised cost, however the College has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the balance sheet at historical cost. Loans and investments that are payable or receivable within one year are not discounted.

### **Foreign Currency Translation**

Transactions denominated in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the end of the financial period with all resulting exchange differences being taken to income in the period in which they arise.

### **Taxation**

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within categories covered by sections 478-488 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The College is exempt in respect of Value Added Tax. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

### **Provisions and contingent liabilities**

Provisions are recognised when the College has a present legal or constructive obligation as a result of a past event, it is probable that a transfer of economic benefit will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the statement of comprehensive income in the period it arises.

Restructuring costs, including pension charges, identified as at 31 July but which are not payable until the following year are recognised within the Balance Sheet at the estimated value.

A contingent liability arises from a past event that gives the College a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the College. 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.

Contingent liabilities are not recognised in the balance sheet but are disclosed in the notes to the financial statements.

### **Agency Arrangements**

The College acts as an agent in the collection and payment of discretionary support funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the income and expenditure of the College where the College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

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

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

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

#### *Other key sources of estimation uncertainty*

- *Tangible fixed assets*
- Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.
- *Local Government Pension Scheme*
- The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. The actuary has used a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 to value the pensions liability at 31 July 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability

**2: Funding body grants**

	2022 £'000	2021 £'000
<b>Recurrent grants</b>		
Education and Skills Funding Agency 16-18	9,840	9,194
<b>Specific grants</b>		
Releases of government capital grants	483	483
ESFA Coronavirus 19 Mass Testing	-	19
ESFA Tuition Fund	130	33
Other Grants	292	524
<b>Total</b>	<b>10,745</b>	<b>10,253</b>

**3: Other grants and contracts**

	2022 £'000	2021 £'000
DfE Coronavirus laptop supply	-	53
Coronavirus Job Retention Scheme	-	6
	<b>-</b>	<b>59</b>

**4: Other income**

	2022 £'000	2021 £'000
Receipts for student trips	17	-
Receipts for student transport	148	69
Catering income	246	73
Miscellaneous income	70	74
<b>Total</b>	<b>481</b>	<b>216</b>

**5: Investment income**

	2022 £'000	2021 £'000
Other interest receivable	8	9
<b>Total</b>	<b>8</b>	<b>9</b>



## 6: Staff costs

The average number of persons (including senior post holders) employed by the College during the year expressed as full-time equivalents, was:

	2022 No.	2021 No.
Teaching staff	86	90
Non-teaching staff	94	84
	<b>180</b>	<b>174</b>

### Staff costs for the above persons:

	2022 £'000	2021 £'000
Wages and salaries	5,930	5,620
Social security costs	561	517
Other pension costs	1,814	1,673
Payroll sub total	<b>8,305</b>	<b>7,810</b>
Apprenticeship levy	16	13
Contracted out staffing services	420	274
	<b>8,741</b>	<b>8,097</b>
Fundamental restructuring costs – Contractual	12	13
- Non-contractual		
Total staff costs	<b>8,753</b>	<b>8,110</b>

### Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the Senior Leadership Team which comprises the Principal, Vice Principal and Assistant Principal.

Emoluments of Key management personnel, Accounting Officer and other higher paid staff

	2022 No.	2021 No.
The number of key management personnel including the Accounting Officer was:	4	4

The number of key management personnel and other staff who received annual emoluments, excluding pension contributions and employer's national insurance but including benefits in kind, in the following ranges was

	<b>Key management personnel</b>		<b>Other Staff</b>	
	<b>2022 No.</b>	<b>2021 No.</b>	<b>2022 No.</b>	<b>2021 No.</b>
£60,001 to £70,000	1	1	-	-
£70,001 to £80,000	2	2	-	-
£90,001 to £100,000	-	1	-	-
£100,001 to £110,000	1	-	-	-
	<b>4</b>	<b>4</b>	<b>-</b>	<b>-</b>

**Key management personnel compensation is made up as follows:**

	<b>2022 £'000</b>	<b>2021 £'000</b>
Salaries – gross of salary sacrifice and waived emoluments	<b>314</b>	255
Employers National Insurance	<b>39</b>	31
Benefits in kind	-	-
	<b>353</b>	286
Pension contributions	<b>69</b>	56
<b>Total key management personnel compensation</b>	<b>422</b>	342

There were no amounts due to key management personnel that were waived in the year.

The above emoluments include amounts payable to the Accounting Officer (who is also the highest paid officer) of:

	<b>2022 £'000</b>	<b>2021 £'000</b>
Salary	<b>102</b>	97
Benefits in kind	-	-
	<b>102</b>	97
Pension contributions	24	23
<b>Total emoluments</b>	<b>126</b>	120

The governing body has adopted AoC's Senior Staff Remuneration Code in July 2019 and will assess pay in line with its principles in future. The remuneration package of key management staff, including the Principal, is subject to annual review by the Remuneration Committee of the governing body who use benchmarking information to provide objective guidance.

The Principal reports to the Chair of Governors, who undertakes an annual review of their performance against the college's overall objectives using both qualitative and quantitative measures of performance.

	<b>2022</b>	<b>2021</b>
Principal's basic salary as a multiple of the median of all staff	3.62	3.33

**7: Other operating expenses**

	2022 £'000	2021 £'000
Teaching departments	248	175
Non-teaching costs	1,343	969
Premises costs	589	518
<b>Total</b>	<b>2,180</b>	<b>1,662</b>

**Other operating expenses include:**

	2022 £'000	2021 £'000
Auditor's Remuneration- external audit	14	13
Auditor's Remuneration- internal audit	18	13
Depreciation and amortisation	693	702
Hire of assets under operating leases	11	10

**8: Interest and other finance costs**

	2022 £'000	2021 £'000
On bank loans, overdrafts and other loans:	5	4
	<u>5</u>	<u>4</u>
Net interest on defined pension liability (Note 23)	89	85
<b>Total</b>	<b>94</b>	<b>89</b>

**9: Taxation**

The College was not liable for any corporation tax arising out of its activities during the year.

**10: Intangible assets (Software)**

	£'000
<b>Cost or valuation</b>	
At 1 August 2021	350
Additions	-
Disposals	(88)
<b>At 31 July 2022</b>	<u>262</u>
<b>Amortisation</b>	
At 1 August 2021	337
Charge for year	4
Elimination in respect of disposals	(88)
<b>At 31 July 2022</b>	<u>253</u>
<b>Net book value at 31 July 2022</b>	<u>9</u>
Net book value at 31 July 2021	<u>13</u>

## 11: Tangible fixed assets

	Land and Buildings	Equipment	Total
	£'000	£'000	£'000
<b>Cost or valuation</b>			
At 1 August 2021	23,651	3,055	26,706
Additions	53	191	244
Disposals	-	(325)	(325)
<b>At 31 July 2022</b>	<b>23,704</b>	<b>2,921</b>	<b>26,625</b>
<b>Depreciation</b>			
At 1 August 2021	6,681	2,730	9,411
Charge for year	589	100	689
Elimination in respect of disposals	-	(325)	(325)
<b>At 31 July 2022</b>	<b>7,270</b>	<b>2,505</b>	<b>9,775</b>
<b>Net book value at 31 July 2022</b>	<b>16,434</b>	<b>416</b>	<b>16,850</b>
Net book value at 31 July 2021	16,970	325	17,295

Land and Buildings as at 31 July 2022 include work in progress of £179k in respect of sports facilities development costs.

As a designated institution, St Brendan's Sixth Form College operates under a Trust Deed established by the Roman Catholic Diocese of Clifton. Under the terms of the Trust, the Trustee (the Bishop) owns with absolute discretion the land curtilage. On 1 April 1993, all other buildings, property and land previously owned by the local education authority were transferred on trust to the Diocese. The deed of transfer was conditional on the land and property being used in the interests of the College. In September 2007 the Diocesan Trustees confirmed their intention that the site should continue to be used for its present purpose and that, subject to this, the College's use of the premises was secure for the next forty years.

The Board of Governors has considered the requirements of the F&HE SORP 2019 and do not think it is practicable to attribute a value to this benefit. Therefore, so as not to misrepresent the financial position of the College, the land and buildings held by the trust on 1 April 1993 and the transferred building and land assets are excluded from the balance sheet. Any additions to the fixed assets since that date are included and have been depreciated according to agreed schedules.

## 12: Trade and other receivables

	2022 £'000	2021 £'000
Amounts falling due within one year:		
Trade receivables	11	28
Prepayments and accrued income	215	261
<b>Total</b>	<b>226</b>	<b>289</b>

**I3: Current investments**

	<b>2022</b> <b>£'000</b>	2021 £'000
Short term deposits	<b>800</b>	793
<b>Total</b>	<b>800</b>	793

Deposits are held with banks and building societies operating in the London market and licensed by the Financial Conduct Authority with more than three months maturity at the balance sheet date. The interest rates for these deposits are fixed for the duration of the deposit at time of placement.

**I4: Creditors: amounts falling due within one year**

	<b>2022</b> <b>£'000</b>	2021 £'000
Bank loans and overdrafts (Note I6)	<b>131</b>	131
Deferred income - government capital grants	<b>483</b>	483
Trade payables	<b>411</b>	289
Other taxation and social security	<b>136</b>	124
Holiday pay accrual	<b>220</b>	212
Accruals and deferred income	<b>333</b>	356
<b>Total</b>	<b>1,714</b>	1,595

**I5: Creditors: amounts falling due after more than one year**

	<b>2022</b> <b>£'000</b>	2021 £'000
Bank loans (Note I6)	<b>196</b>	327
Deferred income - government capital grants	<b>13,006</b>	13,490
<b>Total</b>	<b>13,202</b>	13,817

**I6: Maturity of debt**

	<b>£'000</b> <b>2022</b>	£'000 2021
Bank loans and overdrafts are repayable as follows:		
In one year or less	<b>131</b>	131
Between one and two years	<b>131</b>	131
Between two and five years	<b>65</b>	196
In 5 years or more	<b>-</b>	-
<b>Total</b>	<b>327</b>	458

The bank loan is with Allied Irish Bank and was initially repayable by 21 December 2024, in quarterly instalments, interest is charged at 0.75% over SONIA. The loan is unsecured.

## 17: Provisions

	Defined benefit obligations £'000
At 1 August 2021	5,717
Expenditure in the period	(372)
Movement in period	(3,027)
<b>At 31 July 2022</b>	<b>2,318</b>

Further details on the defined benefit obligations can be found on Note 23.

## 18: Cash and cash equivalents

	At 1 August 2021 £'000	Cash flows £'000	Other Movements £'000	At 31 July 2022 £'000
Cash and cash equivalents	1,050	232	-	1,282
<b>Total</b>	<b>1,050</b>	<b>232</b>	<b>-</b>	<b>1,282</b>

## 19: Capital commitments

	2022 £'000	2021 £'000
Commitments contracted for at 31 July	<b>423</b>	<b>112</b>

## 20: Lease obligations

At 31 July the College had annual commitments under non-cancellable operating leases as follows:

	2022 £'000	2021 £'000
<b>Other</b>		
Expiring within one year	11	7
Expiring within two and five years inclusive	31	10
Expiring in over five years	-	-
Total lease payments due	<b>42</b>	<b>17</b>

## 21: Contingencies

There are no contingencies included within these Financial Statements, neither is the College aware of any potential event or claim under which a material liability may arise in respect of the year to 31 July 2022 as at 8 December 2022.

## 22: Events after the reporting period

An unsecured loan of £1.5m was agreed with Allica Bank, and a £500k donation from Clifton Diocese authorised in support of a £3.1m new sports facility development. A contractor has been appointed and a commitment entered into for delivery in 2023.

On 29 November 2022 the Office for National Statistics (ONS) announced that it had reclassified colleges into the central government sector. This decision had immediate effect. The ONS decision encompasses providers that operate within the statutory further education sector as defined under section 91(3) of the Further and Higher Education Act 1992, i.e. Further Education Colleges, Sixth Form Colleges, and Designated Institutions.

Following this reclassification, colleges (and their subsidiaries) are now part of central government. They continue to be self-governing charities regulated by the Secretary of State for Education but are now subject to the framework for financial management set out in Managing Public Money (MPM).

### 23: Defined benefit obligations

The College's employees belong to two principal post-employment benefit plans: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Avon Local Government Pension Scheme (LGPS) for non-teaching staff. Both are multi-employer defined-benefit plans.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest formal actuarial valuation of the TPS was as at 31 March 2016 and of the LGPS 31 March 2019.

<b>Total Pension Cost for the Year</b>	<b>2022 £'000</b>	<b>2021 £'000</b>
Teachers' Pension contributions paid	<b>837</b>	820
Local Government Pensions Scheme:		
Contributions paid	<b>372</b>	348
FRS 102 (28) charge	<b>605</b>	505
Charge to the Income and Expenditure		
Accounts (staff costs)	<b>977</b>	853
Enhanced pension charge to Income and Expenditure		
Accounts (staff costs)	-	-
<b>Total Pension Cost for Year</b>	<b><u>1,814</u></b>	<u>1,673</u>

### Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools, colleges and other educational establishments. Membership is automatic for teachers and lecturers at eligible institutions. Teachers and lecturers are able to opt out of the TPS.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act. Retirement and other pension benefits are paid by public funds provided by Parliament.

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The College is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the College has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The College has set out above the information available on the plan and the implications for the College in terms of the anticipated contribution rates.

The valuation of the TPS is carried out in line with regulations made under the Public Service Pension Act 2013. Valuations credit the teachers' pension account with a real rate of return assuming funds are invested in notional investments that produce that real rate of return.

The latest actuarial review of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education (the Department) in April 2019. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £198 billion giving a notional past service deficit of £22 billion.

As a result of the valuation, new employer contribution rates were set at 23.68% of pensionable pay from September 2019 onwards (compared to 16.48% during 2018/9. DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2021-22 academic year. A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website.

The pension costs paid to TPS in the year amounted to £1,153,000 (2021: £1,325,000).

## Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate funds administered by Bath and North East Somerset Council. The total contribution made for the year ended 31 July 2022 was £507,000, of which employer's contributions totalled £372,000 and employees' contributions totalled £135,000. The agreed contribution rates for future years are 17.2% for employers and range from 5.5% to 12.5% for employees, depending on salary.

## Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2019 updated to 31 July 2022 by a qualified independent actuary.

	At 31 July 2022	At 31 July 2021
Rate of increase in salaries	4.2%	4.1%
Rate of increase for pensions in payment	2.8%	2.7%
Inflation assumption (CPI)	2.7%	2.6%
Discount rate	3.5%	1.6%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 July 2022	At 31 July 2021
<i>Retiring today</i>		
Males	23.1	23.3
Females	25.3	25.4
<i>Retiring in 20 years</i>		
Males	24.6	24.8
Females	27.3	27.4



The assets and liabilities in the scheme (of which the College's share is estimated at 0.12%) were

	<b>Fair value at 31-Jul-22 £'000</b>	<b>Fair value at 31-Jul-21 £'000</b>
Equities	3,504	3,360
Bonds	840	764
Other bonds	619	638
Property	619	496
Cash/liquidity	25	142
Other	2,875	2,472
<b>Total fair value of plan assets</b>	<b>8,482</b>	<b>7,872</b>
	<b>2022 £'000</b>	<b>2021 £'000</b>
<b>Actual return on plan assets</b>	<b>184</b>	<b>1,020</b>

The amount included in the Balance Sheet in respect of the plan are as follows:

	<b>2022 £'000</b>	<b>2021 £'000</b>
Fair value of plan assets	8,482	7,872
Present value of plan liabilities	(10,800)	(13,589)
<b>Net pension (liability)</b>	<b>(2,318)</b>	<b>(5,717)</b>

Amounts recognised in the Statement of Comprehensive Income in respect of the plan are as follows:

	<b>2022 £'000</b>	<b>2021 £'000</b>
<b>Amounts included in staff costs</b>		
Current service cost	977	853
Past service cost and curtailments	-	-
<b>Total</b>	<b>977</b>	<b>853</b>
<b>Amounts included in interest costs</b>	<b>89</b>	<b>85</b>
<b>Amounts included in administration</b>	<b>13</b>	<b>12</b>
<b>Amount recognised in Other Comprehensive Income</b>	<b>2022 £'000</b>	<b>2021 £'000</b>
Remeasurements of plan assets	55	913
Experience (loss)/gains arising on defined benefit obligations	(950)	264
Changes in assumptions	5,001	(833)
<b>Amount recognised in Other Comprehensive Income</b>	<b>4,106</b>	<b>344</b>

<b>Movement in net defined benefit (liability)/asset during the year</b>	<b>2022</b>	<b>2021</b>
	<b>£'000</b>	<b>£'000</b>
Net defined benefit (liability)/asset in scheme at 1 August	<b>(5,717)</b>	(5,459)
Movement in year:		
Current employee service cost	<b>(977)</b>	(853)
Past service cost	-	-
Employer Contributions	<b>372</b>	348
Administration expenses	<b>(13)</b>	(12)
Curtailments	-	-
Net interest/return on assets	<b>(89)</b>	(85)
Actuarial gain or (loss)	<b>4,106</b>	344
<b>Deficit in the scheme at 31 July</b>	<b>(2,318)</b>	(5,717)

#### **Asset and Liability Reconciliation**

	<b>2022</b>	<b>2021</b>
	<b>£'000</b>	<b>£'000</b>
<b>Changes in the present value of defined benefit obligations</b>		
<b>Defined benefit obligations at start of period</b>	<b>13,589</b>	12,022
Current service cost	<b>977</b>	853
Interest cost	<b>218</b>	192
Contributions by Scheme participants	<b>135</b>	125
Experience (gains) and losses on defined benefit obligations	<b>950</b>	(264)
Changes in financial assumptions	<b>(5,001)</b>	833
Estimated benefits/transfers paid	<b>(68)</b>	(172)
Past service cost	-	-
Curtailments and settlements	-	-
<b>Defined benefit obligations at end of period</b>	<b>10,800</b>	13,589

	<b>2022</b>	<b>2021</b>
	<b>£'000</b>	<b>£'000</b>
<b>Changes in fair value of plan assets</b>		
<b>Fair value of plan assets at start of period</b>	<b>7,872</b>	6,563
Interest on plan assets	<b>129</b>	107
Remeasurements of plan assets	<b>55</b>	913
Administration expenses	<b>(13)</b>	(12)
Employer contributions	<b>372</b>	348
Contributions by Scheme participants	<b>135</b>	125
Estimated benefits/transfers paid	<b>(68)</b>	(172)
<b>Fair value of plan assets at end of period</b>	<b>8,482</b>	7,872

These accounts include a provision of £162k recognised in 2019 in respect of the McCloud / Sergeant judgment which ruled that the transitional protection for some members of public service schemes implemented when they were reformed constituted age discrimination. This provision is just over 1% of

the total scheme liability as at 31 July 2022. The calculation of adjustment to past service costs, £7 billion, arising from the outcome of the Court of Appeal judgment is based on a number of key assumptions including:

- the form of remedy adopted
- how the remedy will be implemented
- which members will be affected by the remedy
- the earning assumptions
- the withdrawal assumption

The other financial and demographic assumptions adopted to calculate the past service cost are the same as those used to calculate the overall scheme liability. Adopting different assumptions, or making other adjustments to reflect behavioural changes stemming from the judgment, would be expected to change the disclosed past service cost. Similarly, allowing for variations in individual members' future service or salary progression is expected to produce higher costs. The past service cost is particularly sensitive to the difference between assumed long term general pay growth and the CPI. If the long term salary growth assumptions were 0.5% p.a. lower, then the past service cost disclosed here would be expected to reduce by 50% and conversely a 0.5% p.a. increase would increase the estimated cost by 65%.

#### **24: Related party transactions**

Owing to the nature of the College's operations and the composition of the Board of Governors, being drawn from local public and private sector organisations, it is inevitable that transactions could take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures.

The Principal, is a director of ASDAN, however all transactions with ASDAN were conducted under normal market conditions.

Expenses of £767 were paid to or on behalf of the Governors during the year (2021: £nil). Expenses paid usually relate to travel and subsistence expenses and other out of pocket expenses incurred in attending Governor's meetings and charity events in their official capacity.

No governor has received any remuneration or waived payments from the College during the year (2021: None).

#### **25: Amounts disbursed as agent**

	<b>2022</b>	<b>2021</b>
	<b>£'000</b>	<b>£'000</b>
Funding body grants – bursary	<b>14</b>	18
Funding body grants – discretionary learner support/free school meals	<b>423</b>	364
Interest earned	-	-
Returned unspent	-	(83)
Disbursed to students	<b>(218)</b>	(132)
Administration costs	<b>(11)</b>	(13)
Balance unspent at 31 July, included in creditors	<b>208</b>	154

Funding body grants are available solely for students. In the majority of instances, the College only acts as a paying agent. In these circumstances, the grants and related disbursements are therefore excluded from the Statement of Comprehensive Income.