

CITY COLLEGE PLYMOUTH

ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDED 31 JULY 2024

Reference and administrative details

Key Management Personnel

Key management personnel are defined as members of the Executive Leadership Team and its advisors and were represented by the following in 2023/24:

Jackie Grubb – Chief Executive and Principal (Accounting Officer)
Lorraine Hill - Chief Financial Operations Officer
Ben Manning - Executive of Curriculum, Quality & Student Experience
Lance Chatfield - Executive of Technical Innovation
Pauline Hands - Executive of Health, Leisure and Public Services
Paul Fanshawe - Executive of Business Intelligence, Growth and Skills

Board of Governors

A full list of Governors is given on pages 21-22 of these financial statements.

Laura Sadler, Director of Governance, acted as Clerk to the Governors during the year.

Principal and registered office

Kings Road
Plymouth
PL1 5QG

Financial statements auditor and reporting accountant

PKF Francis Clark
Chartered Accountants and Statutory Auditors
Unit 18, 23 Melville Building East
Royal William Yard
Stonehouse
Plymouth
PL1 3GW

Internal auditor

Bishop Fleming
Salt Quay House
4 North East Quay
Sutton Harbour
Plymouth
Devon
PL4 0BN

Banker

Barclays Bank PLC
4th Floor
Bridgwater House
Counterslip
Finzels Reach
Bristol
BS1 6BX

Solicitor

Wolferstans Deptford Chambers
60-66 North Hill
Plymouth
PL4 8EP

CONTENTS

	Page number
Strategic Report	4-20
Statement of Corporate Governance and Internal Control	21-28
Statement of Regularity, Propriety and Compliance	29
Statement of Responsibilities of the Members of the Corporation	30
Independent Auditor’s Report to the Corporation of City College Plymouth	31-34
Reporting Accountant’s Assurance Report on Regularity to the Corporation of City College Plymouth	35-36
Consolidated Statement of Comprehensive Income and Expenditure	37
Consolidated and College Statement of Changes in Reserves	38
Balance Sheets as at 31 July	39
Consolidated Statement of Cash Flows	40
Notes to the Financial Statements	41-69

City College Plymouth
Financial Statements for the Year Ended 31 July 2024

Strategic Report**OBJECTIVES AND STRATEGIES**

The governing body present their report and the audited consolidated financial statements for the year ended 31 July 2024.

Legal status

The Corporation was established under the Further and Higher Education Act 1992 and the College is an exempt charity for the purposes of Part 3 of the Charities Act 2011.

Mission, Vision, Strategy and Objectives

Governors reviewed the College's vision and purpose during 2020/21 and adopted a revised statement in July 2021 as follows:

Our vision and purpose - The learning destination of choice.

Our values

- Respect
- Ownership
- Integrity

Our priorities

- Staff - Our most important investment
- Students - Our purpose
- Community - Making a difference
- Achievement - Reputation for success
- Wellbeing - Infusing health into everyday

8 Strategic Actions

We have identified the following Strategic Actions.

1. Curriculum Strategy
2. Assets and Estates
3. Finance
4. People
5. Digital
6. Health and Wellbeing
7. Manufacturing, Maritime and Construction
8. Opportunities

Each Strategic Action has been allocated an owner who is responsible for preparing strategic action plans in support of the delivery of the operational elements of the Strategic Action.

Financial objectives

The Finance Strategic Action will support the creation of our College vision (The Learning Destination of Choice), ensuring financial resilience for security and driving growth and innovation for the future. Supporting the delivery of the other strategic actions by generating and reallocating funding to invest into resources. We will develop financial agility by leading, identifying and prioritising actions supported by timely and accurate information to inform decision making.

Recognition of the importance that good financial health has on our ability to achieve our vision. It continues to form the foundation for the success of the seven other Strategic Actions.

Good financial health has never been more crucial, that is why we have a clear plan for the future.

One key aspect of this plan is being able to quickly identify new streams of revenue through funding opportunities, projects and partnerships. This can only happen with the right people with the right skills in the right place.

A series of indicators have been agreed to monitor the successful implementation of the policies. The financial objectives are reviewed as part of the Finance Strategic Action plan.

RESOURCES (see page 8 College highlights)

The College has various resources that it can deploy in pursuit of its strategic objectives.

Tangible

Tangible resources include the main College site.

Financial

The College Group (being the College and its subsidiary) has £18,760,000 (2022/23: £18,246,000) of net assets, excluding the defined benefit pension surplus of £3,473,000 which was not recognised (see note 22) (2022/23: Surplus £1,586,000). There is an outstanding loan of £2,468,000 (2022/23: £2,707,000). This loan is a loan from the local council.

People

The College Group employs 745 people of whom 541 (72.62%) are teaching staff.

Students

The College Group enrolled approximately 9,880 students. The College's student population includes 3,287 16-to-18-year-old students, 1,733 apprentices, 414 higher education students, 134 international students, and 3,726 adult learners (of which 259 were on Advanced learner loans).

STAKEHOLDER RELATIONSHIPS

City College Plymouth has many stakeholders. These include:

- Students;
- Staff;
- Governors;
- Education sector funding bodies;
- FE Commissioner;
- Local employers (with specific links);
- Local Authorities;
- Local Enterprise Partnerships;
- The local community;
- Other FE and HE institutions;
- Trade unions;
- Professional bodies; and
- Parents/Carers.

The College recognises the importance of these relationships and engages in regular communication with them.

The Chief Executive/Principal (Accounting Officer), two student Governors and two staff Governors are members of the Corporation.

The College carries out regular surveys on both student and employer perceptions of the College and student and staff feedback on particular issues is encouraged by the focus groups. A staff satisfaction survey is conducted annually.

The College's internal survey, which took place in November 2023 and June 2024, reflected these high levels of satisfaction, with learners' overall satisfaction with the College 86%, exceeding the College target. Across the survey, student feedback remains good, with the vast majority of questions scoring 90%, or above, good or better. The questions related to respect received from staff, equality and diversity, and feeling safe scored highly at 97% and 98% respectively.

In addition to our internal surveys, the College sought the opinion of External Consultants on our curriculum, hosting an **External Curriculum Review** between the 29 January – 2 February 2024. The Reviewers worked collaboratively with the College as well as students and industry links to review provision under the Education Inspection Framework (EIF). The impact of the review provided extensive and constructive feedback and support to the curriculum area with improved outcomes for students. The review provided staff with coaching to support their development and the opportunity to work with leading educational experts. The review highlighted several strengths from student and staff voice:

- Staff are passionate and have relevant industry knowledge and experience, they inspire students. They are experts throughout and highly knowledgeable. They provide clear explanations to the students, and students understand what they are doing;
- Great relationships - Students feel part of a community and very supported - "our students are batting for us";
- Student behaviour and attitudes are very good with students feeling valued, positive and engaged with learning activities;
- Students feel supported and enjoy the course they are on, they speak highly of their tutors and the College, they rate their experience highly;
- High Needs, SEND students, are supported well and are making the same progress as peers;
- The College has created a calm, positive and purposeful environment, where students feel comfortable and safe. The College has a culture with an ethos of mutual respect;

- Students have a good understanding of Fundamental British Values/Prevent. Confidence is very good;
- Safeguarding is effective; and
- Enrichment is very strong with the Student Union and Lighthouse highlighted as exceptional strengths and described as having parity with Higher Education providers and unusual for a College.

PUBLIC BENEFIT

City College Plymouth 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. The members of the Governing Body, who are trustees of the charity, are disclosed on pages 21-22.

In setting and reviewing the College's vision and purpose, 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 mission, the College provides identifiable public benefits through the advancement of education to 9,880 students, including approximately 369 students with an EHCP/SEN. The College Group provides courses without charge to young people, to those who are unemployed, and adults taking English and Maths courses. The College Group adjusts its courses to meet the needs of local employers and provides training to 1,733 apprentices. The College Group is committed to providing information, advice, and guidance to the students it enrolls, and to finding suitable courses for as many students as possible, regardless of their educational background.

The College Group provides high-quality teaching and has strong student support systems. Activities are undertaken to engage with hard-to-reach students and those from disadvantaged backgrounds. Bursary funding is used to support students with travel to the College and help towards meal costs and costs such as childcare. Contributions towards equipment and personal protection equipment (PPE) are available. The College Group wishes to ensure that no student is excluded from learning and reaching their full potential.

The College has an excellent employment record for students through its strong links with employers, industry and commerce, and links with the local authority and Local Enterprise partnerships (LEPs).

The College has a high-quality careers system that helps young people have the best start to their working lives and provides high quality careers advice, free to all, in line with the Government's Careers Strategy.

DEVELOPMENT AND PERFORMANCE FINANCIAL RESULTS

The Group generated a surplus, before adjusting for actuarial gains, in the year of £628,000 (2022/23: deficit of £1,433,000). Excluding other FRS102 defined benefit pension scheme adjustments (and other non-cash items), the Group's operating performance was a surplus of £514k (2022/23: Deficit £56k).

The College proactively manages its cost base whilst aligning to delivery requirements to maintain high quality teaching, learning and assessment, and student outcomes. The College carefully monitors cashflow through weekly cashflow forecasts and reports against loan covenants within the monthly management accounts. Plans and financial performance are monitored regularly by the Board.

Cash flows and liquidity

Net cash inflow is at £116,000 from operating activities (2022/23: £1,628,000 inflow). The decrease from the prior year is due predominantly to capital grants received in 22/23 which were not expenses until 23/24 alongside match funding.

Cash in hand at the end of July 2024 at £9,005,000 was lower than the previous year (2022/23: £10,593,000). The 2023/24 figure includes grant funding (Energy Efficiency, FE reclassification and the Capital Transformation Fund) received in the previous year and spent during 2023/24.

The size of the College's total borrowing, and its approach to interest rate management, is monitored to ensure there is a cushion between the total cost of servicing debt and operating cash flow. During 2023/24 the interest paid of £90,000 was exceeded by the operating cashflow of £116,000.

Sources of income

The College Group relies on the various funding bodies for its principal funding source, largely from recurrent grants. In 2023/24, the various funding bodies provided 83.52% of the College Group's total income.

Group companies

The College has a subsidiary company, Achievement Training Limited (ATL), a private training provider operating in Plymouth. Any taxable profits generated by the subsidiary are transferred to the College under deed of covenant (gift aid). In the current year, the surplus transferred via gift aid was £185,000 (2022/23: £46,000).

CURRENT PERFORMANCE AND HIGHLIGHTS

The College is committed to observing the importance of sector measures and indicators and use the FE Choices data available on the GOV.UK website which looks at measures such as achievement rates. The College is required to complete annual financial returns for the Education and Skills Funding Agency (ESFA). The financial health score for 2022/23 was calculated as 'Good'. For 2023/24, the calculation is returning a score of 220 points which equates to 'Good'. This is in line with the monthly management account forecasts.

College highlights

We are bold, ambitious and driven - not just for our College and for our students, but for the whole of the city and there is much to celebrate. Ultimately, colleges like ours are judged by the achievements of our students. Our success is reflected in the exceptional achievements of our students, whose feedback speaks for itself. We know that students rate their experience very highly with us, as do our valued employer partners with whom we work.

The College is actively embedded within its communities, providing the highest quality education and training and creating life-changing opportunities not just for the young people of Plymouth, but for adults returning to learn, people seeking to enhance their career opportunities and those looking for employment.

Since achieving Google Reference College status, our digital journey continues at pace, and we continue to seek wider uses of digital technology for the benefit of our College community.

Ultimately, the College's vision *"the learning destination of choice"* is driving our commitment and engagement both with internal and external stakeholders.

Some specific achievements include:

- The creation of Caerus. Caerus has been developed in collaboration with leading employers, education institutions and community members. The platform incorporates interactive future thinking, enabling users to explore evolving career landscapes and anticipate industry trends, ensuring they are equipped for the jobs of tomorrow.
- 100% Pass rate for T Level students in Education and Childcare, Healthcare, Construction and Engineering.
- Overall pass rate of 98% for GCSE English and Maths for students of all ages.
- Bronze Carbon Literacy Accreditation.
- Neurodiversity Festival.
- Signed the Association of Colleges Equity, Diversity and Inclusion Charter.
- Preparing for the pilot of TeacherMatic. TeacherMatic is an AI teaching and learning generator and a platform that supports and helps to reduce teaching and learning workloads. In July 2024, the College was awarded the Gold TeacherMatic Organisation Award, highlighting our effective onboarding and engagement with AI tools within FE.
- Inclusion on Maritime UK Southwest board, winning tender to become Educational partner for newly established Naval Base Commander Devonport Apprenticeship scheme;
- Full accreditation from National College for Nuclear.
- Skilfully speaking podcasts.
- Launch of innovative Careers Hub working together with University Hospitals Plymouth NHS Trust (UHP) and Livewell Southwest.
- Gold Award in national Teaching Excellence Framework.

In the past year, the College has made significant progress on three grant funded major refurbishment projects creating an enhanced learning experience in line with industry standards and employer feedback.

The College welcomed the Rt Hon Maria Eagle MP, Minister of State for Defence Procurement and Industry, to join us and officially open the newly refurbished Engineering and Nuclear Skills building.

Health and Childhood Education – An anatomage table has been installed within the Health and Childhood education area. This cutting-edge technology allows students to engage with highly detailed, 3D scans of cadavers, with real-time simulations of biological processes such as a beating heart and blood flow. By offering this interactive, immersive learning experience, students and staff can explore complex scientific concepts in a more accessible and sustainable approach to education in health and childhood studies.

FUTURE PROSPECTS**Financial plan**

The College Governors approved a financial plan in July 2024 which sets objectives for the period to July 2025. The College aims to maintain its health rating of 'Good' and reports a Group operating deficit (excluding the FRS102 pension calculation) of £14k in the year to 31 July 2025.

The financial strategy of the College is to ensure that it remains sustainable and financially viable in the long term whilst meeting the objectives set out in the Strategic Plan. The budget and forecast have been developed with the aim of maintaining a sustainable level of financial performance, consistent with that of a Good financial health rating, whilst seeking out growth opportunities which may in themselves require investment. A small group deficit of £59k is forecast throughout the financial plan period, after any inter-company adjustments on consolidation with ATL. All surpluses are before FRS102 pension adjustments.

It is also possible that some areas of delivery (for example, training for the unemployed) will increase and new funding income will be available to support this. This potential income opportunity has not been modelled in the budget, as it is still speculative at this stage. Equally, no changes in funding policy have been assumed.

If the forecast is achieved, impact on cash and solvency will be manageable, which is the overriding driver for the immediate financial objectives.

Future developments

Future developments include the continued investments in the College as part of the Local Skills Improvement Fund. The College has been allocated circa £670,000 from Jan 24 to Mar 25. This fund will help support the College to continue to implement digitisation of its curriculum and meet emerging employer needs.

The College's initiative is to launch a Blue-Green Skills Hub in the heart of the city within the next few years, reinforcing the College's commitment to equipping Plymouth's workforce with the skills needed for the high value jobs of today and tomorrow. This endeavour was borne out of two strategic drivers - to position the College at the heart of the city and secondly to provide the additional accommodation required to meet the increased enrolment numbers and growth the College is experiencing in line with its strategic growth targets.

Curriculum developments

We have been responding to a changing economy with education that connects learning and our learners to the real world, working with students, employers and other stakeholders to shape a flexible, agile skills provision, supporting employment, innovation and productivity through our curriculum strategic action. Over the last academic year our Strategic Action for our curriculum has reflected the College's passion to transform futures through high-quality teaching and learning. It is building a vibrant and exciting curriculum that is distinctive, flexible, employer-led and truly responsive, which embraces opportunities and exceeds stakeholder expectations.

We are therefore continuing to create a curriculum that surpasses the requirements of both students and employers of today and tomorrow.

The College has an excellent reputation for curriculum innovation and change. In line with our Strategic Actions, Accountability Statement, regional LSIP requirements, and then following an enhanced skills planning phase with extensive stakeholder engagement and utilising vector software we provide a skills offer designed to local, regional and national demand. Both the Lightcast (Labour Market Intelligence) software tool and the vector market intelligence tool have been invaluable resources in setting the strategic direction of the College; we undertake a detailed analysis of the College's market share and recruitment trends on an annual basis which is then utilised during the skills planning process to ensure areas of demand are addressed and gaps in skills delivery having remedial action put in place. In addition, both Lightcast and Vector software also allows us to map this to emerging population trends to allow us to build capacity and therefore understand future skills requirements along with projected numbers and the introduction of new curricula. To develop these curriculum opportunities the College has worked closely with key stakeholders to ensure our offer reflects the skills needs of the current national, regional and local picture, as well as to fully meet student and employer needs. An example of direct curriculum outputs from this activity is the development of the new Cyber Security provision and facilities undertaken with extensive with stakeholder engagement.

The College is taking a leading role in the city in extending the available foundation learning curriculum that is innovative and meets the needs of students. A key theme is the enhancement of our students' employability skills: literacy, numeracy, and digital skills; positive attitude; thinking and solving problems; working together and communicating; and understanding business. The curriculum will continue to be enhanced through close working with our local authority partner and utilising associated guidance to ensure that our learners have opportunities for developing, demonstrating, and recording these skills.

To enhance our student experience even further and the developments of our offer, the College continues to increase the types of devices that support staff and students at the College. To realise the College's ambition of being a college of the future, the resource specification has had to change to support a truly agile and dynamic way of working for both staff and students. We have a target to achieve a 1:1 student on site to device ratio. Since September 2020, the College has invested in and rolled out a significant number of digital devices.

For instance: additional Chromebooks for classrooms and for students to borrow from the library and turning classrooms into agile teaching and learning spaces where students and teachers can use technology in a flexible way, creating a dynamic space that supports a greater range of activity. We have also invested in 800 Chromebooks to allocate on an individual basis to learners with EHCPs and those needing support in accessing IT equipment due to financial hardship. As a result, technology loans have increased exponentially due to the quality of the devices and the use of our Google Workspace tools. The College's vision is to continue flipping static resources with agile and appropriate technology to realise vision and values and continue its digital journey. As a Google Reference College, we are proactively modifying our current provision and/or developing new courses to address gaps in our provision.

Upon the release of each set of Higher Technical Standards, we continue to map them against our provision and have/will be submitting applications to the Institute for Apprenticeships and Technical Education for the Kitemark, where appropriate. So far, all HTQ applications that have been submitted to date have been successful thereby providing us with the opportunity to now schedule and deliver these qualifications.

The apprenticeship levy and changes to rules around apprentice qualifications has enabled the College to embrace changes to apprenticeship delivery, working with our partner organisations to develop bespoke apprenticeship 'standards' qualifications, and as we monitor the introduction of the new Growth and Skills Levy we will adapt our offer to meet stakeholder demand.

Many of our students have low levels of prior educational achievement. The College is growing the range of courses aimed at students who are returning to education. These include the Personalised Learning Programme and Skills for Life programmes.

Other courses prepare students for university, including both our Access to HE courses for adults and, through close liaison with the University of Plymouth and Plymouth Marjon University, the delivery of a wide range of Foundation Degree programmes.

The College is working on different methods of delivery, including a greater element of online learning, linked very much to our digital agenda where all our courses now have an element of online delivery. In addition, we have specific online courses for Care, Business and Maths GCSEs and are looking to expand this provision even further.

In addition, the College is now offering a suite of T Level qualifications. These qualifications are designed to bring together classroom and work placement on courses designed with employers and businesses. As such, the College has been working to source high quality, occupationally relevant industry placements that are aligned to a learner's T Level course and the pathway therein. The College is in the process of ensuring it has a sufficient and ever increasing number of industry placements in place to support T Level delivery by securing a substantial number of official agreements with employers that take the form of a Memorandum of Understanding (MoU) in order to detail the scope of the partnership (including the area of collaboration, number of industry placements per annum, roles, etc.) roles and responsibilities, with a number of industry placement opportunities Capacity and Delivery Funds (CDF) have allowed the College to incorporate the Grofar industry placement software to support the recording, tracking, reviews and all related documentation across College as well as ongoing quality assurance.

We remain an active participant on the Board, SMT and EMT of the Southwest Institute of Technology (SWIoT) and the creation of our Maritime Centre of Excellence at Oceansgate has opened new doors into curriculum enhancement in areas such as Autonomy and 5G usage for mobile control centres. The College is now leading the way in Marine Autonomy and alternative fuels with significant expansions taking place in our Maritime, Manufacturing, Construction and the Built Environment.

Higher Education

The College is working with three awarding organisations (University of Plymouth, Plymouth Marjon University and Pearson) with the majority of the courses under University of Plymouth.

The College promotes development and delivery of a greater breadth of Higher Education courses to meet internal progression demand, and local/ regional higher-level skills gaps.

The College delivers HTQ courses as well as SWIoT approved. The College also delivers higher apprenticeship for the Engineering sector and is looking to expand its higher and degree apprenticeship provisions.

The strategy is underpinned by the Quality of Education Policy (QoE). This Policy provides an overview of the expectations for all staff at the College regarding the delivery of an outstanding educational experience for all students within the scope of this submission. The expectations articulated are applied to all academic and support staff and include the celebration of good practice, the provision of excellent learning environments, clear structure and delivery and the importance of utilising an individualised approach to student's academic experience, providing opportunities for recap and review, and that students are clear on the intent of each academic experience. The impact of our QoE strategy and policy is that our curriculum teams are delivering a broad and rich curriculum. This curriculum equips students with the appropriate skills, supports successful outcomes regarding completion of studies and enables and encourages progression to further study and employment.

The College has developed bespoke HE provision in line with employer driven demand. This has created opportunities to diversify income and move to full cost recovery working with employers and working more closely with sector skills councils to identify specific skills gaps. A range of progression activities also encourage greater take up of HE from level 3 courses at the College via our Next Steps South West workings across the city.

Higher Technical Qualifications (HTQ's) continue to be a priority area of development for us moving forward. The College is now working to realign its strategy for HE providing a wider scope of HN and HTQ off the shelf provision and reevaluating our domestic and international offers.

Digital transformation

The College has been going through a period of transformation with digital being a primary focus with investment from College funds and grant funds, including:

- New wireless technology investments (both controllers and access points) to increase agile study and working;
- Investment in new online College IT infrastructure to modernise existing architecture and move to a more resilient and supportable position;
- Investment in the latest Health EdTec (a state of the art virtual anatomy and dissection table providing students with amazing virtualised lessons on real cadavers);
- Creation of a connected immersive classroom to allow seamless delivery to multiple sites both nationally and internationally;
- Investment in new accessibility software to remove barriers for students with learning difficulties;
- Investment in new Chromebooks for staff and students to allow flexible working and flexible study. This includes the licensing for these devices. These investments increase room capacity by moving away from larger traditional desktop PCs as the standard set up;
- Investment in new Smart Boards to improve learner experiences in the classroom, replacing both old devices and short throw projectors;
- Investment in new smart mobile phones to replace older models and tablets;
- Investment in Navigate work experience and enrichment system;
- Investment in new AI tools for Teachers to reduce workload and automate essential tasks; and
- New investment in Google Data Studio analytics.

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.

Short-term borrowing for temporary revenue purposes is authorised by the Chief Financial Operations Officer, in liaison with the Head of Finance, although this has not been required in recent years. All other borrowing requires the authorisation of the Corporation and shall comply with the requirements of the Financial Memorandum/Funding Agreement. Following the FE reclassification of Colleges, new finance arrangements or drawdown of funds post-reclassification under existing finance arrangements are subject to Managing Public Money (MPM) rules and colleges are required to obtain the written consent of the Department for Education (DfE) in advance of committing to any new financing arrangements or actioning any new drawdowns of overdrafts, Revolving Credit Facilities (RCFs) or loans.

Reserves

The College has no formal Reserves Policy but recognises the importance of reserves in the financial stability of any organisation and ensures that there are adequate reserves to support the College's core activities. The College Group reserves include £44,000 held as restricted reserves. As at the balance sheet date, the Income and Expenditure reserve, excluding pension provision, stands at £14,857,000 (2023: £14,059,000). It is the Corporation's intention to increase the life of the strategic plan to invest back into supporting the vision, through the generation of annual operating surpluses.

PRINCIPAL RISKS AND UNCERTAINTIES

The College continues to further develop and embed the system of internal control, including financial, operational and risk management which is designed to protect the College's assets and reputation.

The College has a comprehensive risk register which is reviewed and updated by the Risk Management group. The risk register is reviewed at each Audit Committee, and specific high-risk areas are also monitored by individual committees. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

Cost of Living Crisis

In recent years, we have seen an unstable political environment and a cost of living crisis. 2023/24 has seen inflation rates fall, however, pressure remains on College finances and its expectation to support staff and students through this time.

Climate Change

The UK Government committed to achieve net zero emissions by 2050, with an environment plan that set out their goals for improving the environment within a generation and leave it in a better state than they found it. The Department of Education's policy paper, "The Sustainability and climate change" – a strategy for the education and children's services systems, supports the governments net zero targets and the role of education to support net zero through skills, decarbonisation and its role in nature's recovery.

City College Plymouth has acknowledged that there is a climate crisis by declaring a Climate Emergency in October 2021 and continues to take actions and remains mindful that the impact of our actions could fall disproportionately on the poor and vulnerable, particularly as the cost of living crisis continues and the country transitions to a low carbon economy. Therefore, we remain committed to adaptation and change together as a whole community - staff and students.

We have played catch up on this action as a result of the pandemic of 2020 in ensuring we can support the costs associated with becoming carbon neutral

Outlined below is a description of the principal risk factors that may affect the College. Not all the factors are within the College's control. Other factors besides those listed below may also adversely affect the College.

1. Government funding

The College has considerable reliance on continued government funding through the further education sector funding bodies. There can be no assurance that government policy or practice will remain the same or that public funding will continue at the same levels nor on the same terms. With the recent change in Government, it is inevitable that there will be further changes ahead.

The College is aware of several issues which may impact on future funding, including any further reforms to apprenticeships, the provision of 'T' levels and the devolution of the Adult Education Budget. The College, in conjunction with its key stakeholders has developed a financial strategy.

This risk is mitigated in a number of ways:

- Funding is derived through a number of direct and indirect contractual arrangements;
- By ensuring the College is rigorous in delivering high quality education and training;
- Considerable focus and investment are placed on maintaining and managing key relationships with the various funding bodies;
- Ensuring the College is focused on those priority sectors which will continue to benefit from public funding; and
- Continuing dialogue with the funding bodies.

2. Tuition fee policy

The current fee assumption remains at 50%, although a Government review of FE funding is expected in the future. In line with the majority of other colleges, City College Plymouth reviewed tuition fees in accordance with the fee assumptions. In recent years, the removal of funding from many traditional L3 courses towards more technical qualifications would arguably have forced more students down the loan route until the College moved to the new qualifications. Arguably, offsetting some of this was the introduction of The National Skills Fund – Free Courses for jobs. Evidently, there is risk across AEB as provisions change and demand falls as fees increase. This will impact on the growth strategy of the College.

This risk is mitigated in a number of ways:

- By ensuring the College is rigorous in delivering high quality education and training, thus ensuring value for money for students;
- Close monitoring of the demand for courses as prices change; and
- Review of the fees policy annually.

3. Failure to maintain the financial viability of the College

As referred to in 'Performance indicators' within the Members' Report, based on forecast accounts for the 2023/24 year, the College's current financial health grade is being calculated as 'Good'. The continuing challenge to the College's financial position remains to outturn in line with the 24/25 budget and deliver against its short to medium term business plan.

This risk is mitigated in a number of ways:

- By rigorous budget setting procedures and sensitivity analysis;
- Regular in year budget monitoring;
- Robust financial controls;
- Exploring ongoing procurement efficiencies; and
- Keeping the cash flow under constant review and taking appropriate action to remain within agreed limits, including negotiating short term overdraft facilities if appropriate.

4. Increasing cost pressures

- Utility price pressures and cost of living increases; and
- These are being monitored and risks mitigated where known.

LGPS surplus position

As at 31 July 2024, the actuarial valuation for the College includes a surplus totalling £3,473,000 (2022/23: £1,586,000). This surplus has not been recognised within the financial statements.

High UK corporate bond yields have resulted in high accounting discount rates which contributed to the closing surplus position. There is no specific guidance in FRS 102 in relation to surplus balances, therefore reference has been made to IAS 19. This requires any surplus recognition to be limited to the present value of economic benefits available in the form of either refunds or reduced future contributions (the asset ceiling).

The right to a refund would occur in the form of a credit payable to the College, for example on exiting the pension fund. Whether any refund is provided is governed by Regulation 64 of the 2013 Local Government Pension Scheme Regulations and set out in the specific local authority funding strategy statement. The payment of this credit is at the discretion of the local authority based on a variety of pre-determined factors. Given there are no circumstances to suggest an exit from the fund and the determination of any credit is outside the control of the College, there is no basis to recognise any surplus.

With regards to reduced contributions, IAS 19 references minimum funding requirements used by certain schemes, which limit the scope for contribution reductions. The LGPS administering authority must obtain a rates and adjustments certificate every three years that shows the contributions to be paid by each employer to the pension fund for the following three years, thereby limiting the availability of any contribution reductions. Additionally, the local authority funding strategy statement provides for potential reductions in future contributions, but these would be at the discretion of the local authority with, in the majority of cases, Colleges being part of a stabilisation approach which sets a limit on any change to contributions e.g. to 1% of pay per year. This suggests minimum funding requirements are applicable to the College as determined by IAS19. When actuary asset ceiling calculations assume that minimum funding requirements exist, they provide an asset ceiling value of £Nil.

Based on the above, it cannot be determined that a flow of future benefits is probable, therefore no asset has been recognised.

KEY PERFORMANCE INDICATORS

The College's key performance indicators, targets and results are set out below:

Financial indicators

Key Financial Health Indicators (Group)	Year End
Adjusted current ratio	1.78
EBITDA as a % of income - education specific	3.97%
Total borrowing as a % of income	6.17%
Calculation of Grade	
Adjusted current ratio points	80
EBITDA as a % of income points	30
Borrowing as a % of income points	90
Total points	200
Overall Financial Health (Group)	Good

College

Key Financial Health Indicators (College)	Year End
Adjusted current ratio	1.67
EBITDA as a % of income - education specific	3.58%
Total borrowing as a % of income	6.30%
Calculation of Grade	
Adjusted current ratio points	80
EBITDA as a % of income points	30
Borrowing as a % of income points	90
Total points	200
Overall Financial Health (College)	Good

Student numbers

In 2023/24, the College Group has delivered activity that has produced £34,034,000 in funding body main allocation funding (2022/23: £28,622,000). The College had approximately 9,071 funded and 809 non-funded (paying) students.

Student achievements

Students continue to prosper at the College. Overall achievement rates in 2023/24 were 86%.

Payment performance

The Late Payment of 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 2023 to 31 July 2024 the College paid 91.82% per cent of its invoices within 30 days (2022/23: 90.48%). This represents an average for the year. Payment of creditors is monitored as part of the monthly management accounts. The College incurred no interest charges in respect of late payment for this period.

Streamlined Energy and Carbon Reporting

The College is committed to reducing its carbon emissions and has taken the following measures in the year to improve energy efficiency:

- Replacement of some cat 2 lighting with LED;
- Turn off the light campaign;
- Reducing ambient temperature by 1 degree in winter and raising 1 degree in summer;
- Replacement of single glazed windows with double glazed windows; and
- Reduced use of paper by promoting the use of the virtual learning environment and other technology as far as practicable.

The College's greenhouse gas emissions and energy use for the period calculated in line with the 2019 HM Government Environmental Reporting Guidelines, the GHG Reporting Protocol – Corporate Standard and the 2021 UK Government's Conversion Factors for Company Reporting are as follows:

UK Greenhouse gas emissions and energy use data for the period	2023/24	2022/23
Energy consumption used to calculate emissions (kWh)	4,270,843	5,284,558
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	403.39	497.88
Owned transport	6.67	-
Total	410.06	497.88
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	427.68	494.48
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Waste, WEE, water, staff and student commute	2,899.21	2,962.18
Total gross emissions in metric tonnes CO2e	3,736.95	3,954.54
<u>Intensity ratio</u>		
Metric tonnes CO2e per FTE staff member, the recommended ratio for the sector	6.388	7.604

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 who were relevant trade union officials during the relevant period	FTE employee number
11	10.59
Percentage of time spent on facility time	Number of employees
0%	-
1-50%	11
51-99%	-
100%	-
Total cost of facility time	£16,986
Total pay bill	£22,400,654
Percentage of total bill spent on facility time	0.08%

EQUALITY, DIVERSITY and INCLUSION

Equality

City College Plymouth is committed to ensuring equality of opportunity for all who learn and work here. We respect and value positively differences in race, gender, sexual orientation, ability, religion or belief and age. We strive vigorously to remove conditions which place people at a disadvantage, and we will actively combat bigotry. The College's Equity, Equality, Diversity and

Inclusion Policy is published on the College's internet site and is resourced, implemented and monitored on a planned basis.

The College publishes an Annual Equity, Equality, Diversity, and Inclusion (EEDI) Report, available on its website, to ensure compliance with all relevant equality legislation, including the Equality Act 2010. The College undertakes equality impact assessments on all new policies and procedures and publishes the results. Equality impact assessments are also conducted on existing policies and procedures based on priority.

The College is a 'Disability Confident' employer and has committed to the principles of the Positive About Disabled People standards. It considers all employment applications from disabled persons, taking into account the aptitudes of the individuals concerned, and guarantees an interview for any disabled applicant who meets the essential criteria for the post. Where an existing employee becomes disabled, every effort is made to ensure continued employment. The College provides training, career development, and promotion opportunities that are, as far as possible, identical to those for other employees.

As a Mindful Employer, the College prioritises staff wellbeing through multiple initiatives. We run "Mindfulness for Wellbeing" sessions to support staff mental health, along with yoga and Pilates sessions twice a week. Additionally, we have two dedicated wellbeing gardens (indoor and outdoor) for staff use and work with the NHS to provide monthly on-site healthcare checks. We have 30 fully trained Wellbeing Champions available to meet with staff. This initiative is supported by Livewell, and we meet with them monthly to discuss training opportunities to ensure our Champions are fully equipped to provide support, leading to the College recently winning the Wellbeing at Work Bronze Award.

The College has also committed to the AoC Mental Health Charter, with a working action plan to ensure we meet all requirements. Recently, we introduced Mental Health First Aiders to the College, with 12 fully trained staff available to support colleagues in mental health or wellbeing emergencies. These specialists can professionally signpost staff to helpline numbers and resources such as NHS talking therapies and the 24-hour AVIVA helpline.

The College recognises that bringing together all strands of health and wellbeing enhances the environment for both staff and students. Wellbeing is a core value, and we believe our staff are our greatest investment.

The College's EEDI Committee meets monthly, ensuring that both strategic and operational matters are addressed in a timely and robust manner.

The College also has an updated EEDI training package. Refresher training and training for starters is carried out on an on-going basis. This comprehensive training initiative aims to empower all staff members with the knowledge and skills essential for cultivating an inclusive and supportive educational environment for all staff and students. At College, we prioritise Equity, Equality, Diversity, and Inclusion, therefore, all of our staff have a mandatory requirement on our training system TES, to complete Equity, Equality, Diversity, and Inclusion training. Courses on the EEDI package are as follows and not limited to:

- 'An Induction to Speech, Language and Communication Needs' is an online training course on TES. The aim of this two-module course is to help all staff understand what is meant by speech, language and communication needs, the difficulties that students may have and how we can create an inclusive and supportive environment for them.
- 'Working with LGBTQ+ pupils in an educational environment' is an online training course on TES. This course looks at how organisations can provide an inclusive environment for students and staff. It provides information and understanding on LGBTQ+ within an education setting and stresses the importance of addressing LGBTQ+ issues including homophobic, biphobic and transphobic bullying.
- 'Extremism and Radicalisation' an online training course on TES. This course is for those who want to improve their understanding and approach to extremism and radicalisation. It outlines key definitions and specific issues relating to the radicalisation of young people, including warning signs, risk factors, protective factors, and grooming. It also includes guidance on distinguishing hate speech from acceptable speech and dealing with online hate speech. The course also provides insights into promoting good general practice in your own College.
- One of the valuable connections we've made through our EEDI working group is with the Black Leadership Group. We offer a range of impactful training sessions as part of our EEDI Package, in partnership with them. These sessions aim to promote anti-racism and empower individuals across various roles:

- o The Anti-racist Leader
- o The Anti-racist Teacher/Trainer
- o The Anti-racist Governor/Trustee
- o Anti-racism for HR Professionals
- o How to Become an Active Upstander
- o How to Become an Anti-racist Ally

Disability statement

As a college, we are committed to supporting all of our students to succeed. We recognise the importance of providing high quality teaching, learning and assessments, alongside the specific support needed to achieve goals.

The College seeks to achieve the objectives set down in the Equality Act 2010:

- a) The College has a Special Educational Needs and Disability (SEND) Policy written by the Head of SEND & Inclusion, which sets out its commitment to providing a rich, challenging and differentiated curriculum in which students' who have SEND can achieve their maximum potential and equip students with the skills needed for their successful life beyond College.
- b) The College provides a wide range of Chromebooks and specialist equipment which supports the students' learning journey through the Digital Learning Quarter.
- c) The Admissions policy for all students is described in the College Charter. Appeals against a decision not to offer a place are dealt with under the complaints policy.
- d) Our Learning Support Team provides support across College for all students and those with SEND or an Education Health Care Plan (EHCP). Supporting students transitions, offering meet and greets, fluid support throughout the day and within classes. Dedicated exam assessment staff are available and risk management strategies can be put in place.
- e) There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.
- f) Within the Skills Development department, the College has specialist lecturers to support students with complex learning difficulties and/or disabilities. Specialist programmes are described in College prospectuses, and achievements and destinations are recorded and published in the standard College format.
- g) We encourage students to discuss their needs and goals and make sure we support them as effectively as possible. The counselling and wellbeing team, based in the College's Pastoral Suite and Lighthouse Wellbeing Centre, houses the College's vital pastoral support, mental health and counselling teams, providing a secure space for students who struggle with emotions or anxieties. Students can also access 24-hour support via Health assured.
- h) Welfare services are described in the College Student Guide, which is issued to students together with the Complaints and Disciplinary Procedure leaflets at induction.
- i) The College publishes its Accessibility Statement annually on its website, outlining information about the accessibility and the support available to its students with disabilities or difficulties.
- j) The College has a Multi-Faith Prayer & Contemplation Room designed to be a welcoming and accessible space for people of all faiths and traditions. The room offers a quiet, inclusive space where students from diverse religious backgrounds or those seeking reflection can find peace and focus.

Staff Satisfaction

The College has implemented a number of staff wellbeing initiatives including wellbeing break out areas across the College sites, this has been received well by staff and feedback is positive.

People

The College Group employs 745 people of whom 541 (72.62%) are teaching or teaching support staff.

GOING CONCERN

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

The College has £2,468,000 of loan outstanding to Plymouth City Council on terms negotiated in 2016. The College's forecasts and financial projections indicate that it will be able to operate within existing facilities for the foreseeable future.

Despite the challenges faced, the College group delivered an underlying operational performance above budget. On a day-to-day basis, the College proactively manages its cost base and has aligned staffing levels to delivery requirements whilst maintaining high quality teaching, learning and assessment, and student outcomes. The College carefully monitors cashflow and other variables through the monthly management accounts. Plans are monitored regularly by the Board.

Assuming no adverse change to funding levels in Further Education, the Financial Plan which underpins the Strategic Plan indicates a small operational deficit will be the outturn result in 2024/25 and this will be transformed into an operational surplus in 2025/26. There may be challenges in delivering this plan, however these will be closely monitored to mitigate any risks.

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.

EVENTS AFTER THE REPORTING PERIOD

None.

DISCLOSURE OF INFORMATION TO AUDITOR

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 auditor 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 Corporation on 16/12/2024 and signed on its behalf by

.....


Richard Stevens
CHAIR

Statement of Corporate Governance and Internal Control

GOVERNANCE STATEMENT

The following statement is provided to enable readers of the financial statements of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1 August 2023 to 31 July 2024 and up to the date of approval of the annual report and financial statements.

Governance Code

The College endeavours to conduct its business:

- a) In accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership); and
- b) In full accordance with the guidance to colleges from the Association of Colleges in The Code of Good Governance for English Colleges ('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 2024 and up to the date of signing of the accounts. This opinion is based on both an internal review of compliance with the auditors in March 2024 and an external review of compliance with the Code in February 2024, which was reported to the Board on 20 May 2024. This external review was undertaken by Simon Perryman of the Association of Colleges (AoC).

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. In carrying out its responsibilities, it takes full account of the updated Code of Good Governance for English Colleges issued by the Association of Colleges in 2023, which it formally adopted on 2 October 2023.

THE CORPORATION

Members of the Corporation

The members who served on the Corporation during the year and up to the date of signature of this report are listed in the table below:

Name	Date of Appointment / Reappointment	Term of Office	End of Term/ Resignation	Status of Appointment	Committees Served	Attendance at Board and Committees
Jackie Grubb	03/06/2019	N/A	N/A	Principal & CEO/ Accounting Officer		100%
Richard Stevens	22/03/2021	4 years	31/03/2025	Chair of the Corporation (initial term as Chair to 31/03/2023. Re-elected as Chair on 27/03/2023)	Remuneration	100%
Adam Croney	Reappointed 03/02/2023	4 years	05/02/2027	General Governor Elected as Vice Chair of the Corporation on 17/07/2023	Audit (Chair) Remuneration	91%
Rebecca Archer	15/10/2021	4 years	05/10/2024	General Governor	Audit	80%
Dickon Court	01/05/2020	4 years	30/04/2024	General Governor	Audit	43%

Name	Date of Appointment / Reappointment	Term of Office	End of Term/ Resignation	Status of Appointment	Committees Served	Attendance at Board and Committees
Justine Hardie	15/07/2024	4 years	14/07/2028	General Governor		-
Nadine Mashingaidze	01/05/2022	4 years	08/12/2023	General Governor		-
Sam Peach	27/03/2023	4 years	26/03/2027	General Governor	Audit Remuneration	91%
Victoria Pomery	28/03/2022	4 years	28/03/2026	General Governor	Remuneration (Chair)	75%
Amanda Ratsey	01/05/2022	4 years	01/05/2026	General Governor		57%
Sam Samuel	15/10/2020	4 years	15/10/2024	General Governor		57%
Sam Shattock	15/07/2024	4 years	14/07/2028	General Governor		-
Brian Wood	01/07/2020	4 years	18/09/2023	General Governor		-
Jonathan Griffiths	10/11/2022	2 academic years	31/07/2024	Student Governor		86%
Catherine Jacobs-Eke	12/10/2023	1 academic year	31/07/2024	Student Governor		83%
Martin Boulter	15/02/2022	4 years	15/02/2026	Staff Governor		71%
Chaz Talbot	28/03/2022	4 years	28/03/2026	Staff Governor		100%

In year, two Governors resigned: Brian Wood on 18 September 2023 following a period of ill health and Nadine Mashingaidze on 8 December 2023 due to time constraints related to work commitments. Dickon Court stepped down from being a governor at the end of his term of office on 30 April 2024.

Victoria Pomery joined the Remuneration Committee on 1 September 2023 and was later elected Chair of the Remuneration Committee for a 2-year term on 25 September 2023.

Sam Peach joined the Audit Committee and Remuneration Committee on 1 September 2023.

The appointment of Student Governor, Catherine Jacobs-Eke, was formally ratified by the Board on 12 October 2023 and attended their first Board meeting in December 2023.

A recruitment campaign took place earlier this year to recruit new Governors. Three new Governors were recruited in June 2024. The appointments of Justine Hardie and Gary (Sam) Shattock were ratified by the Board on 15 July 2024.

Since year end, two Governors have been reappointed by the Board for a further 4-year term of office: Rebecca Archer and Sam Samuel.

The Governance Framework

It is the Corporation's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct.

The Corporation 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, including health and safety and environmental issues. The Corporation meets five to six times each academic year, including any special meetings when required. The Board also attends scheduled governance days.

The Corporation has continued to operate a carver model and conduct its business through the Corporation Board and supporting committees: the Audit Committee; and Remuneration Committee. Each committee has terms of reference, which are updated annually and approved by the Corporation.

Full minutes of all Corporation meetings, except those deemed to be confidential by the Corporation, are available on the College's website (www.cityplym.ac.uk) or from the Director of Governance at the College's registered address:

City College Plymouth
Kings Road
Devonport
Plymouth
PL1 5QG

The Director of Governance maintains a register of financial and personal interests of the Governors. The register is available for inspection 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 Director of Governance, who is responsible to the Corporation for ensuring that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Director of Governance are matters for the Corporation as a whole.

Formal agendas, papers and reports are supplied to Governors in a timely manner, prior to Corporation meetings. Briefings are also provided on an ad hoc basis.

All new Governors take part in induction training, offered both internally and externally in the South West region. Most Corporation meetings also include a session for Governors to develop their knowledge of the College through presentations from different departments.

The College subscribes to the Education and Training Foundation (ETF) Governor Development Programme and all Governors are encouraged to undertake any of the training this provides. The Director of Governance has undertaken a number of developmental activities during the year, including attendance at the quarterly Association of Colleges (AoC) South West Governance Professionals' Network meetings, ETF Governance Professionals' Leadership Programme, as well as a number of governance webinars and workshops, including training opportunities provided by the College to aid self-development. The Director of Governance is currently working towards gaining a recognised qualification.

The Corporation has a strong and independent non-executive element and no individual or group dominates its decision-making process. The Corporation 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 and Accounting Officer are separate.

Appointments to the Corporation

Any new member appointments to the Corporation are a matter for the consideration of the Corporation as a whole. Members of the Corporation are appointed for a term of office not exceeding four years, except where the Corporation has determined that a shorter period is appropriate, for example, in the case of student Governors. Governors may be appointed for a second term after due consideration.

Corporation performance

The Corporation's governance is regularly reviewed by an independent external reviewer and the annual self-assessment of governance is also supported by our auditors, Bishop Fleming, as part of the Internal Audit Programme. The External Review of Governance was undertaken in Spring 2024 and in line with DfE guidance, will be externally reviewed every 3 years. The next External Review of Governance is due in Spring 2027.

Three new Governors attended Association of Colleges induction training, and two new student Governors attended Association of Colleges student governor induction training. They are also booked onto the new upcoming Unloc Student Governor Changemaker Programme, which is new for the 2024/2025 year.

Governors have continued to focus on developing the College's strategy and giving support and appropriate challenge to managers and the targets relating to the Strategic Intents set for the Executive Team. The targets set within the 10-year plan for growth to better meet the needs of Plymouth and its surrounding areas, were reported to be on track and up to date with milestones and progress.

Remuneration Committee

Throughout the year ending 31 July 2024, the College's Remuneration Committee comprised four members of the Corporation. The Committee's responsibilities are to make recommendations to the Corporation on the remuneration and benefits of the Accounting Officer and other senior post holders. The Principal/CEO is not present when her remuneration is discussed, and decisions of the Committee are based on comparative data and performance assessments. The Committee reports to the full Corporation Board and details of remuneration for the year ended 31 July 2024 are set out in note 7 to the financial statements.

The College has due regard to the AoC Senior Post Holder Remuneration Code, which forms part of the AoC Code of Good Governance in England, adopted by the Corporation in October 2023.

Audit Committee

The Audit Committee comprised four members of the Corporation (excluding the Accounting Officer and Chair), which reduced to three members for part of the year. The Committee operates in accordance with written terms of reference, which are reviewed annually and approved by the Corporation, in accordance with the Post-16 Audit Code of Practice.

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, as required. 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 and reports 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 both audit and non-audit work as well as reporting annually to the Corporation.

The Audit Committee met on three occasions in the year to 31 July 2024. It considered the Risk Management framework, including the College's risk appetite statement, Data Protection, People Management and core financial controls. A comprehensive review of the External Audit Plan for the 2023/2024 year was also undertaken with due consideration given to the impact of the reclassification of FE Colleges in November 2022 and the additional work required to ensure internal controls had been expanded to comply with the requirements for Managing Public Money (MPM).

During the year, no instances of fraud, irregularity or whistleblowing were reported to the Committee.

The members of the Committee and their attendance records are shown below:

Committee member	Meetings attended
Adam Croney	3/3
Rebecca Archer	2/3
Dickon Court	1/2
Sam Peach	3/3

During the year Dickon Court resigned from the Corporation Board and Audit Committee.

INTERNAL CONTROL

Scope of responsibility

The Corporation 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 Corporation has delegated the day-to-day responsibility to the Chief Executive/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 she is personally responsible, in accordance with the responsibilities assigned to her in the Funding Agreement between City College Plymouth and the funding bodies. She is also responsible for reporting to the Corporation any material weaknesses or breakdowns in internal control.

The purpose of the system of internal control

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 City College Plymouth for the year ended 31 July 2024 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The Corporation 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 Corporation is of the view that there is a formal on-going process for identifying, evaluating and managing the College's significant risks that has been in place for the year ending 31 July 2024 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Corporation.

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 governing body;
- regular reviews by the governing body 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; and
- the adoption of formal project management disciplines, where appropriate.

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 internal 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 Corporation on the recommendation of the Audit Committee. At minimum annually, the Head of Internal Audit (HIA) provides the governing body with a report on internal audit activity in the College. The report includes the HIA's independent opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

Risks faced by the Corporation

The College has a comprehensive risk register which is reviewed and updated by the Risk Management group monthly. Risk management processes are designed to protect its assets, reputation and financial stability. The Risk Register is reviewed at each Audit Committee with any specific high risk areas escalated to the Corporation. The Corporation has overall responsibility for risk management and its approach to managing risks and internal controls is explained in the Risks Appetite Statement, which defines the level of risk the College is prepared to accept in pursuit of its strategic vision before action is deemed necessary to mitigate the risk.

The Risk Register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

The risks included in the Risk Register are outlined below. Not all the risk are within the College's control and other risks besides those listed may also adversely affect the College.

- Failure to be financially viable;
- Failure to develop a curriculum which meets stakeholder needs;
- Failure to recruit and retain a high-quality team, including Governors;
- Failure to maintain a good reputation, student experience and outcomes; and
- Failure to implement the Estates Strategy.

Control weaknesses identified

No significant internal control weaknesses were identified in year and up to the date of signing these accounts.

Responsibilities under accountability agreements

The Department for Education and Education and Skills Funding Agency introduced new controls for the College on 29 November 2022 on the day that the Office for National Statistics reclassified colleges as public sector organisations in the national accounts. The ESFA Chief Executive communicated these changes to all college Accounting Officers and explained plans to introduce a college financial handbook in 2024. The College has reviewed its policies, procedures and approval processes in line with these new requirements to ensure there are systems in place to identify and handle any transactions for which DfE approval is required.

The College Governors confirm that they have met all conditions under the accountability agreements.

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. Any recommendations for the further development of governance following the external report were addressed in an action plan and the Audit Committee considered the plan. The Audit Committee believes the Corporation has effective internal controls in place.

All audit reports outline the level of assurance, and an action plan is put in place for any risk areas outlined. The overall action plan is monitored by the Audit Committee via regular progress reports from the internal auditor.

The specific areas of work undertaken by the Audit Committee in 2023/24 and up to the date of the approval of the financial statements are:

- Review of Internal Audits on Funding Assurance and Fraud;
- Review of the Estates Management to ensure alignment with growth strategies and evolving academic offerings;
- Core financial controls to ensure effective Safety and Safeguarding;
- Annual Accounts – Governance Statement and Management Letter;
- Update on College Accounts Direction 2023 to 2024 and Post-16 Audit Code of Practice 2023/2024;
- Review of the Strategic Risk Register; and
- Horizon scanning and future outlook.

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; and
- Comments made by the College's financial statements auditors, the reporting accountant for regularity assurance, the appointed funding auditors in their management letters and other reports.

The Accounting Officer has been advised on the implications of the result of her review of the effectiveness of the system of internal control by the 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 Executive 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 Executive Leadership Team and the Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement.

The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior management team and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its October 2024 meeting, the Corporation carried out the annual assessment for the year ended 31 July 2024 by considering documentation from the senior management team and internal audit and taking account of events since 31 July 2024.

Achievement Training Limited

The College has a subsidiary company Achievement Training Limited (ATL). The Corporation is represented on the Subsidiary Board by the Executive of Curriculum, Quality and Student Experience. The second director is the Chief Financial Operations Officer. The Head of Finance undertook company secretarial duties.

Day to day management of the Company is undertaken by a Managing Director, who reports to the College Chief Financial Operations Officer. The Directors hold regular Board meetings and provide at least annual written reports to the College Corporation on performance. The subsidiary is included in the College's internal audit plan and reviewed cyclically based on risk. Regular reporting of performance to the Corporation is affected through monthly management accounts.


Conclusions

Based on the advice of the Audit Committee and the Accounting Officer, the Corporation 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 Corporation on 16/2/2024..... and signed on its behalf by:


.....

Richard Stevens
CHAIR OF GOVERNORS


.....


Jackie Grubb
ACCOUNTING OFFICER

Statement of Regularity, Propriety and Compliance

As Accounting Officer, I confirm that the Corporation has had due regard to the framework of authorities governing regularity, propriety and compliance and the requirements of grant funding agreements and contracts with ESFA and has considered its responsibility to notify ESFA of material irregularity, impropriety and non-compliance with those authorities and terms and conditions of funding.

I confirm on behalf of the Corporation that after due enquiry and to the best of my knowledge, I am able to identify any material irregular or improper use of funds by the Corporation, or material non-compliance with the framework of authorities and the terms and conditions of funding under the Corporation's grant funding agreements and contracts with ESFA, or any other public funder. This includes the elements outlined in the "Dear accounting officer" letter of 29 November 2022 and ESFA's bite size guides.

I confirm that no instances of material irregularity, impropriety, funding noncompliance, or non-compliance with the framework of authorities have been discovered to date. If any instances are identified after the date of this statement, these will be notified to ESFA.

Signed: 

Jackie Grubb
Accounting Officer

16 December 2024

Statement of the Chair of Governors

On behalf of the corporation, I confirm that the Accounting Officer has discussed their statement of regularity, propriety and compliance with the board and that I am content that it is materially accurate.

Signed: 

Richard Stevens
Chair of Governors

16 December 2024

Statement of Responsibilities of the Members of the Corporation

The members of the Corporation, as charity trustees, are required to present audited financial statements for each financial year.

Within the terms and conditions of the Corporation's grant funding agreements and contracts with ESFA, the Corporation, through its Accounting Officer, is required to prepare financial statements and an operating and financial review 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 corporation and its surplus / deficit of income over expenditure for that period.

In preparing the financial statements, the corporation 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; and
- prepare financial statements on the going concern basis, unless it is inappropriate to assume that the College will continue in operation.

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

The Corporation is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the College and which 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 its assets and to prevent and detect fraud and other irregularities.

The Corporation is responsible for the maintenance and integrity of its website; the work carried out by 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 United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Corporation are responsible for ensuring that expenditure and income are applied for the purposes intended and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from ESFA, and any other public funds, are used only in accordance with ESFA's grant funding agreements and contracts and any other conditions, that may be prescribed from time to time by ESFA, or any other public funder, including that any transactions entered into by the Corporation are within the delegated authorities set out in the "Dear accounting officer" letter of 29 November 2022 and ESFA's bite size guides. Members of the Corporation must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure they are used properly. In addition, Members of the Corporation are responsible for securing economic, efficient and effective management of the Corporation's resources and expenditure so that the benefits that should be derived from the application of public funds from ESFA and other public bodies are not put at risk.

Approved by order of the Members of the Corporation on 16/12/2024 and signed on its behalf by:

Signed: 

Richard Stevens
Chair of Governors
16 December 2024

Independent Auditor's Report to the Corporation of City College Plymouth

Opinion

We have audited the financial statements of City College Plymouth (the 'College') and its subsidiary (the 'group') for the year ended 31 July 2024, which comprise the Consolidated and College Statement of Comprehensive Income, the Consolidated and College Statement of Changes in Reserves, the Consolidated and College Balance Sheets, the Consolidated Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom accounting standards including Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the Group's and of the College's affairs as at 31 July 2024 and of the Group's surplus of income over expenditure for the year then ended;
- Have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice;
- Have been properly prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education;
- Meet the requirements of the current College Accounts Direction issued by the Office for Students; and
- Meet the requirements in HM Treasury's document, 'Managing Public Money', and other related obligations.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs UK) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Corporation's 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 original financial statements were authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

Report on other legal and regulatory requirements

We are required to report on the following matters by the Post 16 Audit Code of Practice issued by the Education and Skills Funding Agency.

We have nothing to report in respect of the following matters in our opinion:

- Proper accounting records have not been kept;
- The financial statements are not in agreement with the accounting records and returns; and
- All information and explanations required for the audit were not received.

We are required to report on the following matters by the current College Accounts Direction issued by the Office for Students:

We have nothing to report in respect of the following matters in our opinion:

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

Responsibilities of the Members of the Corporation of City College Plymouth

As explained more fully in the Statement of Responsibilities of the Members of the Corporation set out on page 30, the College's Corporation is responsible for the preparation of the financial statements which give a true and fair view and for such internal control as the Members of the Corporation 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 Members of the Corporation 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 members 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:

As part of our audit planning, we obtained an understanding of the legal and regulatory framework that is applicable to the College. We gained an understanding of the industry in which the College operates as part of this assessment to identify the key laws and regulations affecting the College. As part of this, we reviewed the College's website for indication of any regulations and certification in place and discussed these with the relevant individuals responsible for compliance.

The key regulations we identified were the regulations of the Department for Education, the Education & Skills Funding Agency (ESFA), the Office for Students (OfS) and Ofsted, as well as health and safety regulations, employment law, and breaches of The General Data Protection Regulation (GDPR). We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the College Accounts Direction for 2023 to 2024, the Post-16 Audit Code of Practice issued by the ESFA and HM Treasury's 'Managing Public Money' document.

We discussed with management how the compliance with these laws and regulations is monitored and discussed policies and procedures in place. As part of our planning procedures, we assessed the risk of any non-compliance with laws and regulations on the College's ability to continue operating and the risk of material misstatement to the accounts. We also evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements. Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Our procedures involved the following:

- Enquiries of management regarding their knowledge of any non-compliance with laws and regulations that could affect the financial statements;
- Review of the College's risk register and minutes of Board and Audit Committee meetings for any potential or actual instances of non-compliance;
- Review of the College's GDPR policy and enquiries of the College's compliance officer as to the occurrence and outcome of any reportable breaches;
- Review of Ofsted reports, and inquiries of management of points raised and action plans developed; and
- Reviewed legal and professional costs to identify any possible non-compliance or legal costs in respect of non-compliance.

We assessed the susceptibility of the financial statements to material misstatement through management override or fraud and obtained an understanding of the controls in place to mitigate the risk of fraud. We also discussed with management whether there had been any instances of known or alleged fraud, of which there were none. Based upon our understanding we designed and conducted audit procedures including:

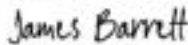
- Audited the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business; and
- Reviewed estimates and judgements made in the accounts for any indication of bias and challenged assumptions used by management in making the estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements. This risk increases the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements as we are less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the Corporation as a body in accordance with statutory requirements. Our audit work has been undertaken so that we might state to the Corporation as a body those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Corporation, as a body, for our audit work, for this report, or the opinions we have formed.

Signed by:

TC5283F6004247F...

PKF Francis Clark, Statutory Auditor
Unit 18, 23 Melville Building East
Royal William Yard
Stonehouse
Plymouth
PL1 3GW

Date 17 December 2024

Reporting Accountant's Assurance Report on Regularity for the Year Ended 31 July 2024 to the Corporation of City College Plymouth and Secretary of State for Education acting through the Education and Skills Funding Agency (ESFA)

In accordance with the terms of our engagement letter dated 1 October 2024 and further to the requirements and conditions 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 City College Plymouth during the period 1 August 2023 to 31 July 2024 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 the ESFA and in any relevant conditions of funding concerning adult education notified by a relevant funder. 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 the ESFA or devolved authority has other assurance arrangements in place.

This report is made solely to the Corporation of City College Plymouth 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 City College Plymouth and the 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 City College Plymouth and the ESFA for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of City College Plymouth and the reporting accountant

The Corporation of City College Plymouth 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 August 2023 to 31 July 2024 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 by the 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.

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.

City College Plymouth

Financial Statements for the Year Ended 31 July 2024

The work undertaken to draw to our conclusion includes:

- Inspection and review of documentation providing evidence of governance procedures, including the self-assessment questionnaire prepared by City College Plymouth;
- Evaluation of the system of internal controls for authorisation and approval; and
- Performing substantive tests on relevant transactions.

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 August 2023 to 31 July 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Signed by:

7C5283F8D04247F...

PKF Francis Clark
Registered Auditors
Chartered Accountants and Statutory Auditors
Unit 18, 23 Melville Building East
Royal William Yard
Stonehouse
Plymouth
PL1 3GW

17 December 2024
Date

Consolidated Statement of Comprehensive Income and Expenditure

	Notes	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
INCOME					
Funding body grants	2	34,034	33,440	28,622	27,368
Tuition fees and education contracts	3	3,685	3,411	4,265	3,902
Other grants and contracts	4	1,140	1,140	1,556	1,553
Other income	5	1,631	1,684	1,135	1,195
Investment income	6	259	444	124	170
Total income		40,749	40,119	35,702	34,188
EXPENDITURE					
Staff costs	7	26,406	24,992	23,838	22,429
Other operating expenses	8	11,358	12,139	10,546	10,470
Depreciation	10,11	2,302	2,204	2,213	2,101
Interest and other finance costs	9	55	55	539	539
Total expenditure		40,121	39,390	37,136	35,539
Surplus/(deficit) before other gains and losses		628	729	(1,433)	(1,351)
Loss on disposal of fixed assets		-	-	-	-
Surplus/(deficit) for the year		628	729	(1,433)	(1,351)
Actuarial (loss)/gain in respect of pension schemes	22	(114)	(114)	14,736	14,736
Total comprehensive income for the year		516	615	13,303	13,385
Represented by:					
Restricted comprehensive income		-	-	-	-
Unrestricted comprehensive income		516	615	13,303	13,385
		516	615	13,303	13,385

The statement of comprehensive income and expenditure is in respect of continuing activities.

The Group's activities relate solely to the provision of education and training services in the United Kingdom.

Consolidated and College Statement of Changes in Reserves

	Income and Expenditure Account	Revaluation Reserve	Capital Reserve	Total
	£'000	£'000	£'000	£'000
Group				
Balance at 1 August 2022	472	4,427	44	4,943
Deficit from the income and expenditure account	(1,433)	-	-	(1,433)
Other comprehensive income	14,736	-	-	14,736
Transfers between revaluation and income and expenditure reserves	284	(284)	-	-
	13,587	(284)	-	13,303
Balance 31 July 2023	14,059	4,143	44	18,246
Surplus from the income and expenditure account	628	-	-	628
Other comprehensive income	(114)	-	-	(114)
Transfers between revaluation and income and expenditure reserves	284	(284)	-	-
Total comprehensive income for the year	798	(284)	-	514
Balance at 31 July 2024	14,857	3,859	44	18,760
College				
Balance at 1 August 2022	1,352	4,427	44	5,823
Deficit from the income and expenditure account	(1,351)	-	-	(1,351)
Other comprehensive income	14,736	-	-	14,736
Transfers between revaluation and income and expenditure reserves	284	(284)	-	-
	13,669	(284)	-	13,385
Balance 31 July 2023	15,021	4,143	44	19,208
Surplus from the income and expenditure account	729	-	-	729
Other comprehensive income	(114)	-	-	(114)
Transfers between revaluation and income and expenditure reserves	284	(284)	-	-
Total comprehensive income for the year	899	(284)	-	615
Balance at 31 July 2024	15,920	3,859	44	19,823

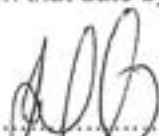
Balance Sheets as at 31 July 2024

	Notes	Group 2024 £'000	College 2024 £'000	Group 2023 £'000	College 2023 £'000
Non-current assets					
Intangible assets	10	441	114	598	205
Tangible assets	11	30,667	30,628	29,969	29,899
Investments	12	-	1,587	-	1,587
Total non-current assets		31,108	32,329	30,567	31,691
Current assets					
Stock		74	74	61	61
Trade and other receivables	13	1,621	1,641	1,217	957
Cash and cash equivalents	18	9,005	8,964	10,593	10,494
Total current assets		10,700	10,679	11,871	11,512
Creditors - amounts falling due within one year	14	(7,972)	(8,109)	(8,921)	(8,724)
Net current assets		2,728	2,570	2,950	2,788
Total assets less current liabilities		33,836	34,899	33,517	34,479
Creditors - amounts falling due after more than one year	15	(14,685)	(14,685)	(14,843)	(14,843)
Provisions:					
Defined benefit obligation	22	-	-	-	-
Other provisions	17	(391)	(391)	(428)	(428)
Total net assets		18,760	19,823	18,246	19,208
Unrestricted reserves					
Income and expenditure account		14,857	15,920	14,059	15,021
Revaluation reserve		3,859	3,859	4,143	4,143
Total unrestricted reserves		18,716	19,779	18,202	19,164
Restricted reserves:					
Capital reserve		44	44	44	44
Total reserves		18,760	19,823	18,246	19,208

The financial statements on pages 37 to 69 were approved and authorised for issue by the Corporation on 10/12/2024..... and were signed on its behalf on that date by:



Richard Stevens
CHAIR



Jackie Grubb
ACCOUNTING OFFICER

Consolidated Statement of Cash Flows

	Notes	2024 £'000	2023 £'000
Cashflow from operating activities			
Surplus/(Deficit) for the year		628	(1,433)
Adjustment for non-cash items			
Depreciation		2,097	2,018
Amortisation		205	195
(Increase)/Decrease in stocks		(13)	(24)
(Increase)/Decrease in debtors		(404)	195
Increase/(Decrease) in creditors due within one year		(2,173)	(928)
Increase/(Decrease) in creditors due after one year		96	377
Increase/(Decrease) in provisions		(37)	(128)
Pension cost less contributions payable		(114)	1,377
Adjustment for investment or financing activities			
Investment income		(259)	(124)
Interest payable		90	103
Loss on disposal of fixed assets		-	-
Net cash flow from operating activities		116	1,628
Cash flows from investing activities			
Investment income		259	124
Capital grants received		1,209	1,305
Payments made to acquire intangible assets		(77)	(48)
Payments made to acquire tangible assets		(2,766)	(2,124)
		(1,375)	(743)
Cash flows from financing activities			
Interest paid		(90)	(103)
Repayments of amounts borrowed		(239)	(496)
		(329)	(599)
(Decrease)/increase in cash and cash equivalents in the year		(1,588)	286
Cash and cash equivalents at the beginning of the year	18	10,593	10,307
Cash and cash equivalents at the end of the year	18	9,005	10,593

Notes to the Accounts

Statement of accounting policies and estimation techniques

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 2023 to 2024 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.

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.

Basis of consolidation

The consolidated financial statements include the College and its subsidiary, Achievement Training Limited, controlled by the Group. Control is achieved where the Group has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

Uniform accounting policies are adopted across the Group. Under the purchase method of accounting, the results of subsidiary and associate undertakings acquired or disposed of during the year are included in the consolidated income and expenditure account from or up to the date on which control of the undertaking passes. Intra-group sales and profits are eliminated fully on consolidation.

In accordance with FRS 102, the activities of the student union have not been consolidated because the College does not control those activities. All financial statements are made up to 31 July 2024.

Going concern

The activities of the College Group (being the College and its subsidiary), together with the factors likely to affect its future development and performance are set out in the Strategic Report. The financial position of the College Group, its cash flow, liquidity and borrowings are presented in the Financial Statements and accompanying Notes.

The College has £2,468,000 of loan outstanding to Plymouth City Council on terms negotiated in 2016. The College's forecasts and financial projections indicate that it will be able to operate within existing facilities for the foreseeable future.

Despite the challenges faced, the College group delivered an underlying operational performance above budget. On a day-to-day basis, the College proactively manages its cost base and has

aligned staffing levels to delivery requirements whilst maintaining high quality teaching, learning and assessment, and student outcomes. The College carefully monitors cashflow and other variables through the monthly management accounts. Plans are monitored regularly by the Board.

Assuming no adverse change to funding levels in Further Education, the Financial Plan which underpins the Strategic Plan indicates a small operational deficit will be the outturn result in 2024/25 and this will be transformed into an operational surplus in 2025/26. There may be challenges in delivering this plan, however these will be closely monitored to mitigate any risks.

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

Revenue grant funding

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.

The recurrent grant from Office for Students (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.

Capital grant funding

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual model 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 the 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 an accruals basis. Income from ATL is donated via Gift Aid and then eliminated on consolidation. A deed of covenant is in place which states that the company's total taxable profits are distributed to its parent, City College Plymouth, in the form of a gift aid payment.

Agency arrangements

The College acts as an agent in the collection and payment of discretionary support funds and any other arrangements. 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.

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.

Devon 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 on-going pension to a former member of staff is paid by the College annually. An estimate of the expected future cost of any enhancement to the on-going 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. In subsequent years a charge is made to provisions in the balance sheet using the enhanced pension spreadsheet provided by the funding bodies.

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 FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Where parts of a fixed asset have different useful lives, they are accounted for as separate items of fixed assets.

Land and buildings

Freehold buildings are depreciated on a straight-line basis over their expected useful economic life to the College of 35-40 years. The College has a policy of depreciating major adaptations to buildings over the period of their useful economic life of between 20 and 40 years.

Freehold land is not depreciated as it is considered to have an indefinite useful life.

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, which were revalued in 1996, as deemed cost but not to adopt a policy of revaluations of these properties in the future.

Assets under construction

Assets under construction are accounted for at cost, based on the value of architects' certificates 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 after initial purchase it is charged to income in the period it is incurred, unless it increases the future benefits to the College, in which case it is capitalised and depreciated on the relevant basis.

Equipment

Equipment costing less than £1,000 per individual item is recognised as expenditure in the period of acquisition. All other equipment is capitalised at cost.

Capitalised equipment is depreciated on a straight-line basis over its remaining useful economic life as follows:

- General equipment – 15% per annum (6.67 years)
- Furniture, Fixtures and Fittings – 15% per annum (6.67 years)
- Computer equipment/technical equipment – 25% per annum (4 years)
- Vehicles – 25% per annum (4 years)

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.

Goodwill

When the cost of an acquisition exceeds the fair value of the net assets acquired, the difference is treated as purchased goodwill, and is capitalised and amortised through the Statement of Comprehensive Income and Expenditure over its useful economic life. The estimated economic life of goodwill is 20 years, as retained on transition, being the period over which the College Group expects to benefit from the subsidiaries' reputation and skills. Goodwill is amortised using the straight-line method. Impairment reviews are carried out to ensure that goodwill is not carried above the recoverable amount. Any impairment write down will be charged to the Income and Expenditure account.

Intangible assets

Intangible assets, such as software, are measured at cost less accumulated amortisation and any accumulated impairment losses. Amortisation is charged so as to allocate the cost of intangibles less their residual values over their estimated useful lives of 4 years, using the straight-line method. If there is an indication that there has been a significant change in amortisation rate or residual value of an asset, the amortisation of that asset is revised prospectively to reflect the new expectations.

Borrowing costs

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

Leased assets

Costs in respect of operating leases are charged on a straight-line basis over the lease term to the Statement of Comprehensive Income and Expenditure. Any lease premiums or incentives relating to leases signed after 1 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 1 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.

Investments

Investments in subsidiaries

Investments in subsidiaries are accounted for at cost less impairment in the individual financial statements.

Other investments

Listed investments held as non-current assets and current asset investments, which may include listed investments, 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.

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.

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 Group 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 Group 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 partially exempt in respect of Value Added Tax, so that it can only recover around 1.2% of the VAT charged on its inputs. 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.

The College's subsidiary company, Achievement Training Limited (ATL), is subject to corporation tax and VAT in the same way as any commercial organisation.

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.

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.

Judgements in applying accounting policies and key sources of estimation uncertainty

Judgements in applying accounting policies

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 or surplus 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 22, 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 2022 to value the pensions liability at 31 July 2024. 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

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
<u>Recurrent grants</u>				
Education and Skills Funding Agency - Adult Education budget	10,665	10,071	9,481	8,287
Education and Skills Funding Agency - 16-18	19,336	19,336	15,468	15,408
Office for Students	513	513	502	502
<u>Specific grants</u>				
Capacity Development Fund	55	55	240	240
Teacher Pension Scheme Contribution Grant	853	853	680	680
Multiplex	303	303	-	-
Maths Centre of Excellence	13	13	218	218
Releases of Government Capital Grants	968	968	906	906
Local Authority Element 3 Funding	1,328	1,328	1,127	1,127
Total	34,034	33,440	28,622	27,368

2a Office for Students (OfS)

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Grant Income from OfS (direct)	513	513	502	502
Fee income for taught awards (exclusive of VAT)	1,850	1,850	2,411	2,411
Total	2,363	2,363	2,913	2,913

The OfS regulates higher education in colleges. The information in the table above relates to courses at Level 4 and above. The College undertakes HE delivery in partnership with the University of Plymouth and Marjon University. In order to meet the requirements of the OfS Accounts Direction a separate note showing the analysis of HE income is required in the accounts.

3 Tuition fees and education contracts

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Adult education fees	261	249	301	242
Apprenticeship contracts	57	57	104	104
Fees for FE loan supported courses	771	594	832	622
Fees for HE loan supported courses	1,850	1,850	2,411	2,411
International students fees	623	623	502	502
Total tuition fees	3,562	3,373	4,150	3,881
Education contracts	123	38	115	21
Total	3,685	3,411	4,265	3,902

4 Other grants and contracts

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
European Commission	135	135	585	585
Other UK grants and contracts	993	993	960	957
Non-government capital grants	12	12	11	11
Total	1,140	1,140	1,556	1,553

5 Other income

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Training income	76	76	77	77
Lettings/hire	79	79	21	21
Exam fees	15	15	14	14
Bus passes	175	175	180	180
Consultancy and other services income	22	99	18	98
Other	1,264	1,240	825	805
Total	1,631	1,684	1,135	1,195

6 Investment income

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Other interest receivable	259	259	124	124
Investment income - Gift Aid	-	185	-	46
Total	259	444	124	170

7 Staff costs

The average number of persons (including key management personnel) employed by the Group and College during the year was:

	2024 Group No.	2024 College No.	2023 Group No.	2023 College No.
Teaching staff	470	426	462	417
Non-teaching staff	289	267	261	235
Total	759	693	723	652

Staff costs for the above persons

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Wages and salaries	19,464	18,178	17,026	15,743
Social security costs	1,832	1,735	1,628	1,533
Other pension costs	3,689	3,658	3,997	3,966
Payroll sub total	24,985	23,571	22,651	21,242
Contracted out staffing services	1,421	1,421	1,109	1,109
	26,406	24,992	23,760	22,351
Staff restructuring - contractual	-	-	78	78
Total staff costs	26,406	24,992	23,838	22,429

The Corporation does not have any salary sacrifice arrangements in place.

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 Executive Leadership Team, which comprises the Chief Executive and Principal, Executive of Curriculum, Quality & Student Experience, the Chief Financial Operations Officer, Director of Business Intelligence, Growth and Skills, Executive of Technical Innovation and Executive of Health, Leisure and Public Services.

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

	2024 No.	2023 No.
The number of key management personnel including the Accounting Officer was:	6	8

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

	Key management personnel		Other staff	
	2024 No.	2023 No.	2024 No.	2023 No.
£50,001 to £55,000	-	-	4	5
£55,001 to £60,000	-	3	4	2
£60,001 to £65,000	-	1	2	-
£65,001 to £70,000	1	1	-	-
£70,001 to £75,000	2	-	-	-
£75,001 to £80,000	-	1	-	-
£80,001 to £85,000	-	-	-	-
£85,001 to £90,000	1	1	-	-
£90,001 to £95,000	1	-	-	-
£95,001 to £100,000	-	-	-	-
£100,001 to £105,000	-	-	-	-
£105,001 to £110,000	-	-	-	-
£110,001 to £115,000	-	-	-	-
£115,001 to £120,000	-	-	-	-
£120,001 to £125,000	-	-	-	-
£125,001 to £130,000	-	-	-	-
£130,001 to £135,000	-	-	-	-
£135,001 to £140,000	-	-	-	-
£140,001 to £145,000	-	1	-	-
£145,001 to £150,000	-	-	-	-
£150,001 to £155,000	1	-	-	-
£155,001 to £160,000	-	-	-	-
	6	8	10	7

Other Staff includes staff who left part way through the year at their usual rate of pay.

Key management personnel compensation is made up as follows:

	2024 £'000	2023 £'000
Basic salary	541	516
Other benefits in kind	2	2
Pension contributions	121	107
Total key management personnel compensation	664	625

The above compensation includes amounts payable to the Principal and Chief Executive who is the Accounting Officer and who is also the highest paid member of staff. Their pay and remuneration is as follows:

Principal and Chief Executive

	2024	2023
	£'000	£'000
Basic salary	153	140
Other benefits in kind	1	1
Pension contributions	37	33
	<u>191</u>	<u>174</u>

The governing body has adopted Association of Colleges (AoC) Senior Staff Remuneration Code in July 2019 and will assess pay in line with its principles.

The remuneration package of the Principal and Chief Executive is subject to annual review by the Remuneration Committee of the governing body who use benchmarking information to provide objective guidance, including an assessment of value and performance delivered.

The Principal and Chief Executive reports to the Chair of Board of Governors, who undertakes an annual review of her performance against the College's overall objectives using both qualitative and quantitative measures of performance.

Relationship of Chief Executive/Principal pay and remuneration expressed as a multiple

	2024	2023
Principal and CEO's basic salary as a multiple of the median of all staff	5.14	5.02
Principal and CEO's total remuneration as a multiple of the median of all staff	5.18	5.07

The members of the Corporation other than the Accounting Officer and the staff members did not receive any payment from the institution other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

Overseas activities

The following costs were incurred during 2023/24 in respect of overseas activities which were carried out in accordance with the strategy approved by the Governing Body.

	Total cost	Contribution received	Net cost to College
	£'000	£'000	£'000
2023/24			
Members	-	-	-
Senior postholders	-	-	-
Other staff	68	-	68
Total	68	-	68

	Total cost	Contribution received	Net cost to College
	£'000	£'000	£'000
2022/23			
Members	-	-	-
Senior postholders	2	-	2
Other staff	180	-	180
Total	182	-	182

8 Other operating expenses

	2024 Group	2024 College	2023 Group	2023 College
	£'000	£'000	£'000	£'000
Teaching costs	2,300	2,202	2,555	2,475
Non-teaching costs	5,850	5,577	4,973	4,625
Premises costs	2,991	2,721	2,694	2,398
Franchised provision	217	1,639	324	972
Total	11,358	12,139	10,546	10,470

Other operating expenses include:

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Auditor's remuneration:				
Financial statements audit	49	37	42	31
Other services provided by financial statements auditor	23	21	13	11
Internal audit fees	32	27	26	21
Hire of plant and machinery - operating leases	185	176	413	176
Hire of other assets - operating leases	149	149	149	149

8a Access and participation spending – Group and College

	2024 £'000	2023 £'000
Access investment	42	37
Financial support to students (bursaries)	21	41
Support for disabled students	101	75
Research and evaluation	16	13
	180	166

9 Interest and other finance costs – Group and College

	2024 £'000	2023 £'000
On bank loans, overdrafts and other loans	90	103
Net interest on defined pension liability (note 22)	(35)	436
Total	55	539

10 Intangible assets (Group)

	Goodwill	Software	Total
	£'000	£'000	£'000
Cost or valuation			
At 1 August 2023	1,371	952	2,323
Additions	-	77	77
Disposals	-	(40)	(40)
At 31 July 2024	<u>1,371</u>	<u>989</u>	<u>2,360</u>
Accumulated amortisation			
At 1 August 2023	978	747	1,725
Charge for year	66	139	205
Elimination in respect of disposals	-	(11)	(11)
At 31 July 2024	<u>1,044</u>	<u>875</u>	<u>1,919</u>
Net book value at 31 July 2024	<u>327</u>	<u>114</u>	<u>441</u>
Net book value at 31 July 2023	<u>393</u>	<u>205</u>	<u>598</u>

Intangible assets (College)

	Goodwill	Software	Total
	£'000	£'000	£'000
Cost or valuation			
At 1 August 2023	54	952	1,006
Additions	-	77	77
Disposals	-	(40)	(40)
At 31 July 2024	<u>54</u>	<u>989</u>	<u>1,043</u>
Accumulated amortization			
At 1 August 2023	54	747	801
Charge for year	-	139	139
Elimination in respect of disposals	-	(11)	(11)
At 31 July 2024	<u>54</u>	<u>875</u>	<u>929</u>
Net book value at 31 July 2024	<u>-</u>	<u>114</u>	<u>114</u>
Net book value at 31 July 2023	<u>-</u>	<u>205</u>	<u>205</u>

11 Tangible assets (Group)

	Land and Buildings				
	Freehold	Long Leasehold	Equipment	Assets in the course of construction	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
At 1 August 2023	42,037	1,041	10,728	9	53,815
Additions	851	-	854	1,089	2,794
Disposals	-	-	(18)	-	(18)
At 31 July 2024	42,888	1,041	11,564	1,098	56,591
Accumulated depreciation					
At 1 August 2023	15,055	250	8,540	-	23,845
Charge for year	1,113	48	936	-	2,097
Elimination in respect of disposals	-	-	(18)	-	(18)
At 31 July 2024	16,168	298	9,458	-	25,924
Net book value at 31 July 2024	26,720	743	2,106	1,098	30,667
Net book value at 31 July 2023	26,982	791	2,188	9	29,970

Tangible assets (College)

	Land and Buildings				
	Freehold	Long Leasehold	Equipment	Assets in the course of construction	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
At 1 August 2023	42,037	1,041	10,328	9	53,415
Additions	851	-	854	1,089	2,794
Disposals	-	-	(18)	-	(18)
At 31 July 2024	42,888	1,041	11,164	1,098	56,191
Accumulated depreciation					
At 1 August 2023	15,055	250	8,211	-	23,516
Charge for year	1,113	48	904	-	2,065
Elimination in respect of disposals	-	-	(18)	-	(18)
At 31 July 2024	16,168	298	9,097	-	25,563
Net book value at 31 July 2024	26,720	743	2,067	1,098	30,628
Net book value at 31 July 2023	26,982	791	2,117	9	29,899

Land and buildings were valued at depreciated replacement cost on 31 July 1998 by N.J. Holman F.R.I.C.S. of Vickery Holman Limited.

If inherited land and buildings had not been revalued before being deemed as cost on transition they would have been included at nil value.

Land and buildings with a net book value of £3,858,000 (2022/23: £4,142,000) have been funded from Local Education Authority sources. Should these assets be sold, the College would either have to surrender the sale proceeds to the Education and Skills Funding Agency (ESFA) or use them in accordance with the financial memorandum with the ESFA.

The College acquired the Head lease of PTCI House at a market value of £209,000. The lease term is for a period of 99 years from 29 September 1961.

12 Non-current investments

	2024	2023
	College	College
	£'000	£'000
Investments in subsidiary company	1,587	1,587

The College owns 100 per cent of the issued ordinary £1 shares of Achievement Training Limited, a company incorporated in England and Wales. The principal business activity of Achievement Training Limited is carrying out education and training in the Plymouth travel to work area.

The Corporation believes that the carrying value of the investments is supported by their underlying net assets.

13 Trade and other receivables

	2024	2024	2023	2023
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Trade receivables	132	130	172	158
Amounts owed by group undertakings:				
Subsidiary undertakings	-	224	-	54
Prepayments and accrued income	864	662	628	328
Amounts owed by EFSA	625	625	417	417
Total	1,621	1,641	1,217	957

14 Creditors – amounts falling due within one year

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Bank loans and overdraft	255	255	240	240
Payments received in advance	865	865	3,145	3,145
Trade payables	800	707	388	326
Amounts owed to group undertakings:				
Subsidiary undertakings	-	361	-	17
Other taxation and social security	947	911	852	820
Accruals	1,980	1,927	1,739	1,660
Holiday pay accrual	870	835	793	756
Other creditors	7		4	-
Deferred income - government capital grants	968	968	835	835
Deferred income - revenue grants	4	4	9	9
Amounts owed to ESFA	1,276	1,276	916	916
Total	7,972	8,109	8,921	8,724

15 Creditors – amounts falling due after more than one year

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Bank loans and overdrafts	2,213	2,213	2,467	2,467
Deferred income - government capital grants	12,472	12,472	12,376	12,376
Total	14,685	14,685	14,843	14,843

16 Maturity of debt

Bank loans and overdrafts are repayable as follows:

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
In one year or less	255	255	240	240
Between one and two years	256	256	247	247
Between two and five years	824	824	796	796
In more than five years	1,133	1,133	1,424	1,424
Total	2,468	2,468	2,707	2,707

The Group and the College have a Term Loan of £2,468,000 outstanding with Plymouth City Council, repayable by instalments between 30 April 2018 and 31 March 2033. The loan is secured on the freehold land and buildings of the College's Kings Road site. Interest on the term loan is charged at a fixed rate of 3.5%.

The table showing the maturity of debt also includes accrued interest on the loan named above.

17 Provisions and liabilities (Group and College)

	Defined benefit obligations £'000	Restructuring £'000	Enhanced pensions £'000	Total £'000
At 1 August 2023	-	92	336	428
Expenditure in the year	(1,365)	(3)	(37)	(1,405)
(Reductions)/additions in period	(440)	-	3	(437)
Asset ceiling movement	1,805	-	-	1,805
At 31 July 2024	-	89	302	391

Defined benefit obligations

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government Pension Scheme. Further details are given in Note 22.

Restructuring

None.

Enhanced pensions

The enhanced pension provision relates to the cost of staff who have already left the College's employ and commitments for re-organisation costs from which the College cannot reasonably withdraw at the balance sheet date. This provision has been recalculated in accordance with guidance issued by the funding bodies.

The principal assumptions for this calculation are:

	2024 %	2023 %
Interest rate	4.8	5.0
Inflation rate (CPI)	2.8	2.8

18 Cash and cash equivalents (Group)

	At 1 August 2023 £'000	Cash flows £'000	At 31 July 2024 £'000
Cash and cash equivalents	10,593	(1,588)	9,005
Total	10,593	(1,588)	9,005

19 Capital and other commitments

	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Commitments contracted for at 31 July	1,678	1,663	89	89

20 Contingent liability

The College is not aware of any significant contingent liabilities.

21 Lease obligations

At 31 July the Group had minimum lease payments under non-cancellable operating leases as follows:

Future minimum lease payments due	2024 Group £'000	2024 College £'000	2023 Group £'000	2023 College £'000
Land and buildings				
Not later than one year	115	60	118	60
Later than one year and not later than five years	242	242	242	242
Later than five years	741	741	862	862
	1,098	1,043	1,222	1,164
Other				
Not later than one year	168	159	137	128
Later than one year and not later than five years	240	220	210	181
Later than five years	-	-	-	-
	408	379	347	309
Total lease payments due	1,506	1,422	1,569	1,473

22 Defined benefit obligations

The College's employees belong to two principal post-employment schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Devon County Council. 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 31 March 2020 and of the LGPS 31 March 2022.

Total pension cost for the year	2024	2024	2023	2023
	£'000	£'000	£'000	£'000
Teachers' Pension Scheme: contributions paid		2,398		1,940
Local Government Pension Scheme:				
Contributions paid (inc. strain)	1,365		1,213	
FRS 102 (28) charge	<u>(112)</u>		<u>913</u>	
Charge to the Statement of Comprehensive Income (note 17)		1,253		2,126
Achievement Training Limited Defined Contribution scheme: contributions paid		31		31
Strain accrual		(37)		(39)
Enhanced pension credit to Statement of Comprehensive Income (note 17)		<u>3</u>		<u>(57)</u>
Total pension cost for year within staff costs		<u>3,648</u>		<u>4,001</u>

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

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 and other educational establishments, including colleges. 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 Regulations. 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.

Valuation of the Teachers' Pension Scheme

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 2020. The valuation report was published by the Department for Education (the Department) in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222 billion giving a notional past service deficit of £40 billion (compared to £22 billion in the 2016 valuation).

As a result of the valuation, new employer contribution rates will rise to 28.68% from April 2024 (compared to 23.68% during 2022/23).

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 £2,398,000 (2023: £1,940,000).

Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by Devon County Council. The total contribution made for the year ended 31 July 2024 was £1,810,000, of which employer's contributions totalled £1,365,000 (including strain payments) and employees' contributions totalled £445,000. The agreed contribution rates for future years are 18.8% plus an annual fee for employers, £130,000 in 2024/25 (£130,000 2022/23) and range from 5.5% to 12.5% for employees depending on salary according to a national scale.

LGPS surplus position

As at 31 July 2024, the actuarial valuation for the College includes a surplus totalling £3,473,000 (PY: £1,586,000). This surplus has not been recognised within the financial statements.

High UK corporate bond yields have resulted in high accounting discount rates which contributed to the closing surplus position. There is no specific guidance in FRS 102 in relation to surplus balances, therefore reference has been made to IAS 19. This requires any surplus recognition to be limited to the present value of economic benefits available in the form of either refunds or reduced future contributions (the asset ceiling).

The right to a refund would occur in the form of a credit payable to the College, for example on exiting the pension fund. Whether any refund is provided is governed by Regulation 64 of the 2013 Local Government Pension Scheme Regulations and set out in the specific local authority funding strategy statement. The payment of this credit is at the discretion of the local authority based on a variety of pre-determined factors. Given there are no circumstances to suggest an exit from the fund and the determination of any credit is outside the control of the College, there is no basis to recognise any surplus.

With regards to reduced contributions, IAS 19 references minimum funding requirements used by certain schemes which limit the scope for contribution reductions. The LGPS administering authority must obtain a rates and adjustments certificate every three years that shows the contributions to be paid by each employer to the pension fund for the following three years, thereby limiting the availability of any contribution reductions. Additionally, the local authority funding strategy statement provides for potential reductions in future contributions, but these would be at the discretion of the local authority with, in the majority of cases, academies being part of a stabilisation approach which sets a limit on any change to contributions e.g. to 1% of pay per year. This suggests minimum funding requirements are applicable to the College as determined by IAS19. When actuary asset ceiling calculations assume that minimum funding requirements exist, they provide an asset ceiling value of £Nil.

Based on the above, it cannot be determined that a flow of future benefits is probable therefore no asset has been recognised.

Principal actuarial assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2023 updated to 31 July 2024 by a qualified independent actuary.

	At 31 July 2024	At 31 July 2023
	%	%
Rate of increase in salaries	3.90	3.85
Rate of increase for pensions in payment	2.90	2.85
Discount rate for scheme liabilities	5.05	5.15
Commutation of pensions to lump sums	50	50
50/50 option	10	10

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 2024	At 31 July 2023
	Years	Years
Retiring today		
Males	21.4	21.4
Females	22.6	22.6
Retiring in 20 years		
Males	22.7	22.7
Females	24.1	24.0

	£'000	£'000
Sensitivity analysis		
Projected service cost:		
Discount rate +0.5%	1,137	883
Discount rate +0.1%	1,311	1,018
Discount rate -0.1%	1,407	1,093
Discount rate -0.1%	1,621	1,260
Mortality assumption – 1 year increase	1,404	1,091
Mortality assumption – 1 year decrease	1,313	1,020
Long term salary increases +0.5%	1,358	1,059
Long term salary increases +0.1%	1,358	1,056
Long term salary increases -0.1%	1,358	1,054
Long term salary increases -0.5%	1,358	1,052
Pension increases and deferred revaluation +0.5%	1,629	1,266
Pension increases and deferred revaluation +0.1%	1,409	1,094
Pension increases and deferred revaluation -0.1%	1,309	1,018
Pension increases and deferred revaluation -0.5%	1,129	877

The College's share of the assets in the plan at the balance sheet date and the expected rates of return were:

	Fair Value at 31 July 2024 £'000	Fair Value at 31 July 2023 £'000
Gilts	(2)	-
UK equities	822	3,697
Overseas equities	27,424	21,516
Property	3,874	3,910
Infrastructure	5,380	4,253
Target return portfolio	1,200	2,838
Cash	1,274	655
Other bonds	11,998	10,129
Alternative assets	8	(2)
Total fair value of plan assets	51,978	46,996
Weighted average expected long term rate of return	10.63%	2.97%
Actual return on plan assets	4,996	1,396

The amount included in the balance sheet in respect of the defined benefit pension plan is as follows:

	2024 £'000	2023 £'000
Fair value of plan assets	51,978	46,996
Present value of plan liabilities	(48,505)	(45,410)
Net defined benefit liability	3,473	1,586
Impact of asset ceiling	(3,473)	(1,586)
Net defined benefit liability (Note 17)	-	-

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

	2024 £'000	2023 £'000
Amount included in staff costs		
Service cost	1,253	2,126
Amount included in operating expenses		
Administrative expenses	33	28
Amount included in interest payable		
Net interest on defined liabilities	(35)	436

Amount recognised in Other Comprehensive Income	2024	2023
	£'000	£'000
Return on pension plan assets	2,575	(199)
Other actuarial (losses)/gains on assets	-	(399)
Change in financial assumptions	(1,231)	16,939
Change in demographic assumptions	107	4,278
Experience (loss)/gain on defined benefit obligations	240	(4,297)
Amount recognised in Other Comprehensive Income	1,691	16,322
Impact of asset ceiling	(1,805)	(1,586)
Amount recognised in Other Comprehensive Income	(114)	14,736

Movement in net defined benefit asset/(liability) during year

	2024	2023
	£'000	£'000
Net defined benefit asset/(liability) in scheme at 1 August	1,586	(13,359)
Movement in year:		
Service cost	(1,253)	(2,126)
Administrative expenses	(33)	(28)
Employer contributions	1,365	1,213
Net interest on the defined liability	35	(436)
Actuarial gain	1,773	16,322
Net defined benefit asset/(liability) at 31 July	3,473	1,586

Asset and liability reconciliation**Changes in the present value of defined benefit obligations**

	2024	2023
	£'000	£'000
Defined benefit obligations at start of period	45,410	59,513
Current service cost	1,253	2,070
Interest cost	2,304	2,004
Contributions by scheme participants	445	373
Change in financial and demographic assumptions	1,231	(16,939)
Change in demographic assumptions	(107)	(4,278)
Experience losses arising on defined benefit obligations	(240)	4,297
Estimated benefits paid net of transfers in	(1,791)	(1,686)
Past services costs, including curtailments	-	56
Defined benefit obligations at end of period	48,505	45,410

Changes in fair value of plan assets

	2024	2023
	£'000	£'000
Fair value of plan assets at start of period	46,996	46,154
Interest on plan assets	2,421	1,568
Return on plan assets	2,575	(199)
Administration expenses	(33)	(28)
Contributions by employer	1,365	1,213
Contributions by scheme participants	445	373
Estimated benefits paid net of transfers in	(1,791)	(1,686)
Other actuarial losses	-	(399)
Fair value of plan assets at end of period	51,978	46,996

The estimated value of employer contributions for the year ended 31 July 2025 is £1,398,000.

23 Related party transactions

Due to the nature of the College's operations and the composition of the Corporation being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Corporation 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 total expenses paid to or on behalf of the Governors (including specialist non-Governors serving on the Audit Committee) during the year 2023/24 was £1,119; 1 governor (2022/23: no expenses). Governor expenses represent travel and subsistence expenses and other out of pocket expenses incurred in attending Governor Meetings (including regional meetings by the chair) and charity events in their official capacity.

No Governor has received any remuneration or waived payment from College subsidiaries during the year (2023: none).

Transactions with the funding bodies and HEFCE are detailed in notes 2, 3 and 14.

Achievement Training Limited – Ben Manning is a Director, Lorraine Hill is a Director. Expenditure totalling £1,458,000 (2023: £732,000) was incurred in year, relating to the AEB contract, 16-18 study programmes and cross charges. At the year end, there was £224,000 (2023: £54,000) debtor balance outstanding. Income of £185,000 (2023: £121,000) was received in respect of gift aid and cross charges. At the year end, there was £361,000 (2023: £17,000) creditor balance outstanding.

Devon and Plymouth Chamber of Commerce – Richard Stevens, Chair of Corporation, is the Chair for the Devon and Plymouth Chamber of Commerce and Paul James is a Director and Treasurer of Devon and Plymouth Chamber of Commerce

Expenditure totalling £12,644 (2023: £10,620) relating to patronage, partnership event and an awards dinner was incurred in year. There was £Nil outstanding at year end (2023: £Nil). Income totalling £2,704 (2023: £2,170) was received in year.

Plymouth City Council – Amanda Ratsey is Head of Economy Enterprise & Employment.

Transactions routinely occur between the College and the local council. As such, we review, consider and report on non-routine transactions only. There have been no non-routine transactions in the year requiring disclosure.

Plymouth Citybus Ltd – Richard Stevens, Chair of Corporation, is also Managing Director of Plymouth Citybus Ltd.

Expenditure totalling £364,966 (2023: £319,241) was incurred in year. At the year end there was £450 outstanding (2023: £591). Income totalling £Nil (2023: £1,100) was received in year.

Bailey Partnership – Charles Talbot has a related party interest in Bailey Partnership.

Expenditure totalling £500 (2023: £2,640) was incurred in year. At the year end there were no outstanding payments. Income totalling £6,283 (2022: £3,800) was received in year.

Destination Plymouth - Richard Stevens, Chair of Corporation, is also Director of Destination Plymouth.

Expenditure totalling £1,200 (2023: £3,130) was incurred in year. At the year end there were no outstanding payments.

Plymouth Area Business Council – Jackie Grubb, Principal and CEO, has a related party interest in Plymouth Area Business Council.

Expenditure totalling £144 (2023: £120) was incurred in year. At the year end there were no outstanding payments.

Foot Anstey LLP – Dickon Court is a partner at Foot Anstey LLP.

Expenditure totalling £4,604 (2023: £Nil) was incurred in year. At the year end there were no outstanding payments. Income totalling £Nil (2023: £1,250) was received in year.

Livewell – Sam Peach has a related party interest with Livewell.

Expenditure totalling £1,195 (2023: £Nil) was incurred in year. At the year end there were no outstanding payments. Income totalling £2,050 (2023: £1,845) was received in year. There was £Nil (2023: £1,845) outstanding income at year end.

CIPD – Nadine Mashingaidze and Laura Sadler both have a related party interest with CIPD.

Expenditure totalling £6,033 (2023: £7,908) was incurred in year. There was £1,874 (2023: £1,350) outstanding at year end.

Mount Batten Centre Charity Trust – Richard Stevens, Chair of Corporation, is the Chair of the charity.

Expenditure totalling £3,100 (2023: £Nil) was incurred in year. At year end there were no outstanding payments.

Millbay Academy – Gary Shattock has a related party interest with Millbay Academy.

Income totalling £1,312 (2023: £Nil) was received in year.

24 Amounts disbursed as agent – learner support fund

	2024	2023
	£'000	£'000
16-18 bursary grants	1,239	873
Other funding body grants - adult loans bursary	416	395
	<hr/> 1,655	<hr/> 1,268
Disbursed to students	(807)	(688)
Administration costs	(34)	(30)
	<hr/> (841)	<hr/> (718)
Balance unspent as at 31 July 2023 and not clawed back	-	-
	<hr/>	<hr/>
Balance unspent as at 31 July 2024 included in creditors	814	550
	<hr/>	<hr/>

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.

25 Corporation Tax

The members do not believe that the College was liable for any corporation tax arising out of its activities during either year. There was £Nil tax charge in its trading subsidiary company (2023: £Nil).

26 Events after the reporting period

There are no events after the reporting period.