

University of
HUDDERSFIELD
Inspiring global professionals

Report and Financial Statements 2022/23



Table of Contents

Professional Advisors	4
Introduction from our Vice-Chancellor	5
Statement from our Chair of Council	7
Review of the Year.....	9
Strategic Report.....	17
Constitution and Powers, and Public Benefit and Responsibility.....	17
Vision and Strategy	17
Inspiring	19
Innovative.....	22
International	25
Growth and Efficiency.....	27
Environmental Sustainability.....	31
People First.....	33
Financial Sustainability and Performance	35
Risks and Uncertainties	39
Corporate Governance Statement	41
University Council.....	41
Committees	43
Statement of Internal Control	45
Statement of the University Council's Responsibilities in Respect of the Report and the Financial Statements.....	47
Independent Auditor's Report to the Council of University of Huddersfield	49
Report on the Audit of the Financial Statements.....	49
Statement of Accounting Policies.....	54
Group and University Statement of Comprehensive Income	63
Group and University Statement of Changes in Reserves.....	64
Group and University Statement of Financial Position.....	66
Group Statement of Cash Flows	67
Notes to the Financial Statements	68

Professional Advisors

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Internal auditor	UNIAC 4 th Floor, St James' Building Oxford Street Manchester M1 6FQ
Bank	Lloyds TSB Group plc 1 Westgate Huddersfield HD1 2DN
Legal advisors	Eversheds-Sutherland 70-76 Great Bridgewater Street Manchester M1 5ES Pinsent Masons 1 Park Row Leeds LS1 5AB Mills & Reeve 1 City Square Leeds LS1 2ES

Introduction from our Vice-Chancellor

Every year at Huddersfield brings successes to celebrate. This year was no exception. As always this is due to the hard work and dedication of everyone on Team Huddersfield as we deliver the objectives in our strategy. This document will report on our three strategic priorities, to be *an inspiring innovative University of international renown*. As an introduction, I am proud to share some highlights of our activity.

I am extremely proud that the University was rated Gold in all three elements of the Teaching Excellence Framework (TEF). We were the only university in Yorkshire and the Humber, and in the North West to achieve this in the September announcement. In fact, only 13 universities, out of the 96 that were announced in September 2023, were Gold in all three elements.

I am absolutely delighted with this result and want to thank all the staff and students who were involved in our submission and all our colleagues who work so hard to deliver excellence in everything we do.

As we go to press, we have also had the results of the OFSTED inspection of our Apprenticeship provision, which I am delighted to report is Outstanding in all areas. Another testament to the professionalism and expertise of our staff.

There are many more examples of this excellence. The latest figures from the Higher Education Statistics Agency show that we have maintained our outstanding reputation for investing in the quality and qualifications of our staff. I am proud to say that our colleagues are now arguably the best qualified of any university in the country. We take immense pride in being first in the country for National Teaching Fellowships since 2008, winning 22, and our investment in leadership development led us to being awarded the *Chartered Management Institute Higher Education Partner of the Year* in recognition of the training of the whole University leadership team to Chartered Manager status. We are the only organisation in the UK where all the senior leaders are Chartered Managers.

In the 2023 QS World University Rankings by subject the University of Huddersfield was named as one of the world's top universities in 11 subjects and in the top 300 for five of those subjects. We won the *Outstanding Contribution to Equality, Diversity and Inclusion award* at the Times Higher Education Awards for the *Huddersfield Attainment Project*, which uses data analysis to ensure our students achieve their best, whatever their background.

Our continued commitment to reducing inequalities was recognised with an exceptional 5th in the world rank in the Times Higher Education Global Impact Rankings. We also achieved a prestigious silver award and have been ranked within the top 100 Employers for the Stonewall Workplace Equality Index.



Vice-Chancellor Professor Bob Cryan

We celebrated special anniversaries with both the Institute of Railway Research and the 3M Buckley Innovation Centre (3M BIC) achieving their ten-year anniversaries.

The 3M BIC is named after Sir George Buckley, our Chancellor. His illustrious career has taken him all over the world with world-leading businesses including 3M, General Motors, the Brunswick Corporation, Stanley Black & Decker and Hitachi. His commitment to the University of Huddersfield continues to inspire our enterprising students who will go on to be the future leaders of industry.

We have seen exciting developments on campus which will further enhance our students' experience and our research

facilities, enabling us to continue to deliver our strategy.

We began construction on the National Health Innovation Campus, with the first building, the Daphne Steele Building, now well under way. This transformative project will help to improve the health outcomes and lead innovation in healthcare for the North of England and will enable us to increase courses in nursing, midwifery, allied health and human sciences, inspiring the health care professionals of tomorrow.

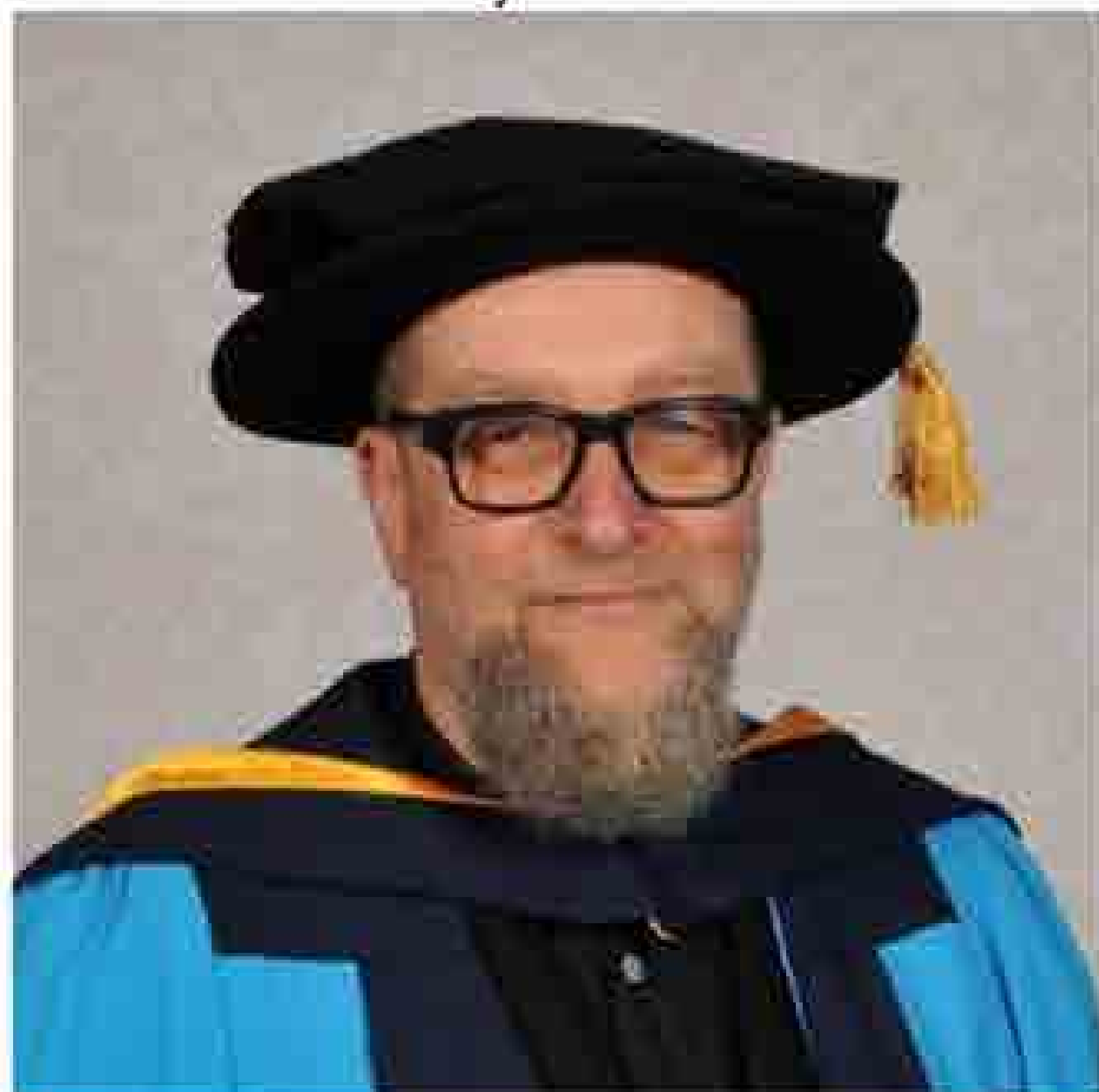
We were delighted to open the Jo Cox More in Common Centre. It was a privilege to welcome Jo Cox's family to the opening of the centre, and our students and staff can now enjoy this fantastic new space.

Statement from our Chair of Council

Our approach to achieving the goals in our strategy is encapsulated in our University values – *we will work as a team to provide an excellent service to all of the communities we support*. I believe that this is demonstrated through those with whom we choose to work and celebrate. Those individuals that are awarded Honorary Doctorates at our graduation ceremonies highlight the breadth of our connections. This year we welcomed four new members of our community, and I am pleased to be able to introduce them here.

Graham McKenzie

As Artistic Director & Chief Executive for the Huddersfield Contemporary Music Festival since 2006 and Honorary Research Fellow at the University of Huddersfield since 2008, Graham's contribution has been instrumental to both the University and Huddersfield.



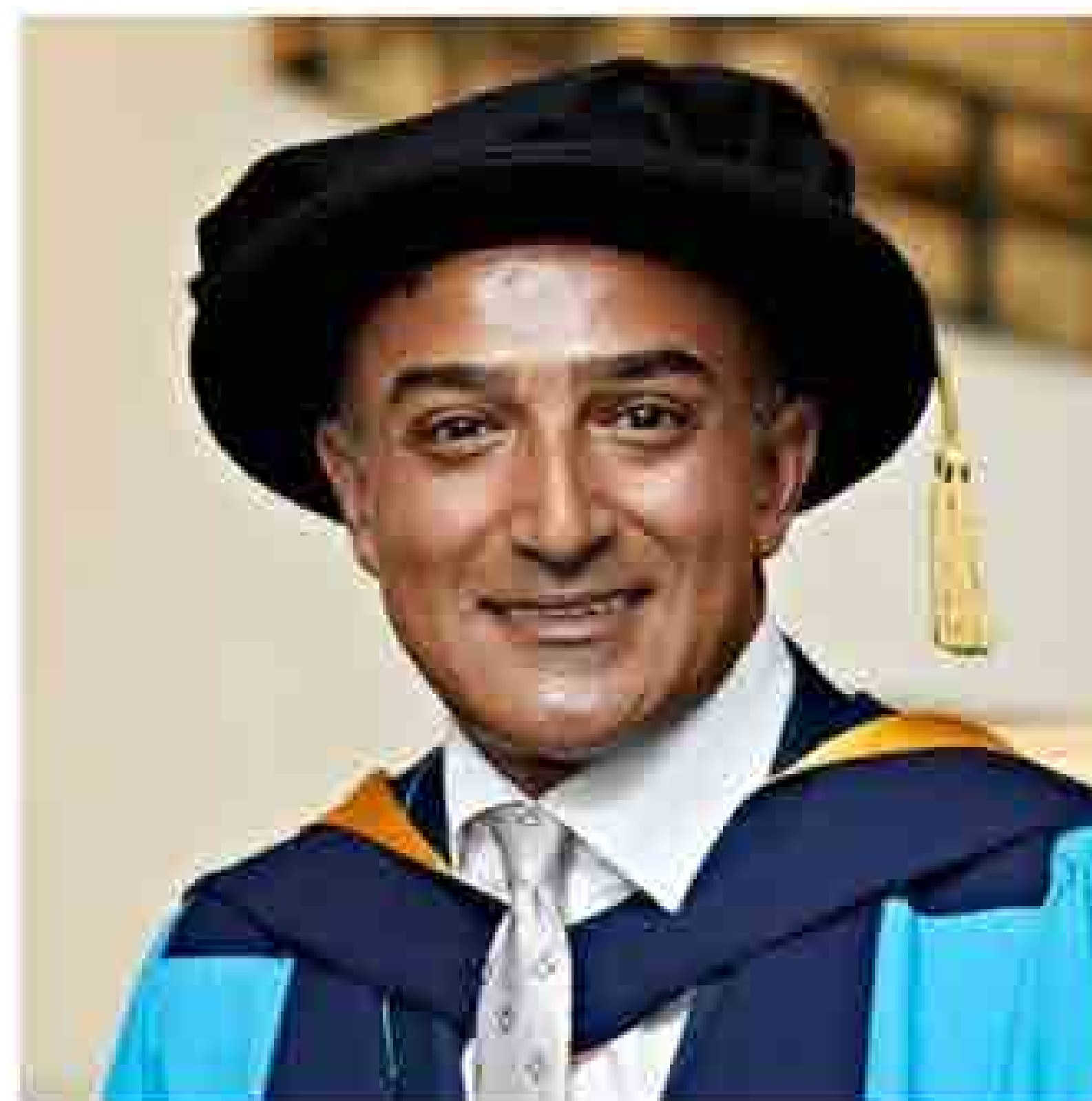
As a curator and writer in the field of experimental and new music, Graham has worked with everyone from the European Jazz Network to the Glasgow Jazz Festival, and our own Centre for Research in New Music (CeReNeM).

Graham has been generous in sharing his expertise in the professional development and mentoring of composers and artists across many cultural organisations, universities and conservatoires, throughout the UK and Europe.

Adil Ray OBE

A familiar face on our televisions Adil Ray's achievements have been acknowledged with five Royal Television Society Awards. It is easy to see why Adil has received so many awards with his impressive breadth of work in the media.

He was the star and creator of the much-loved *Citizen Khan*, starred in *Ackley Bridge*, *Beecham House* and alongside Dame Judi Dench in the feature film *Blithe Spirit*.



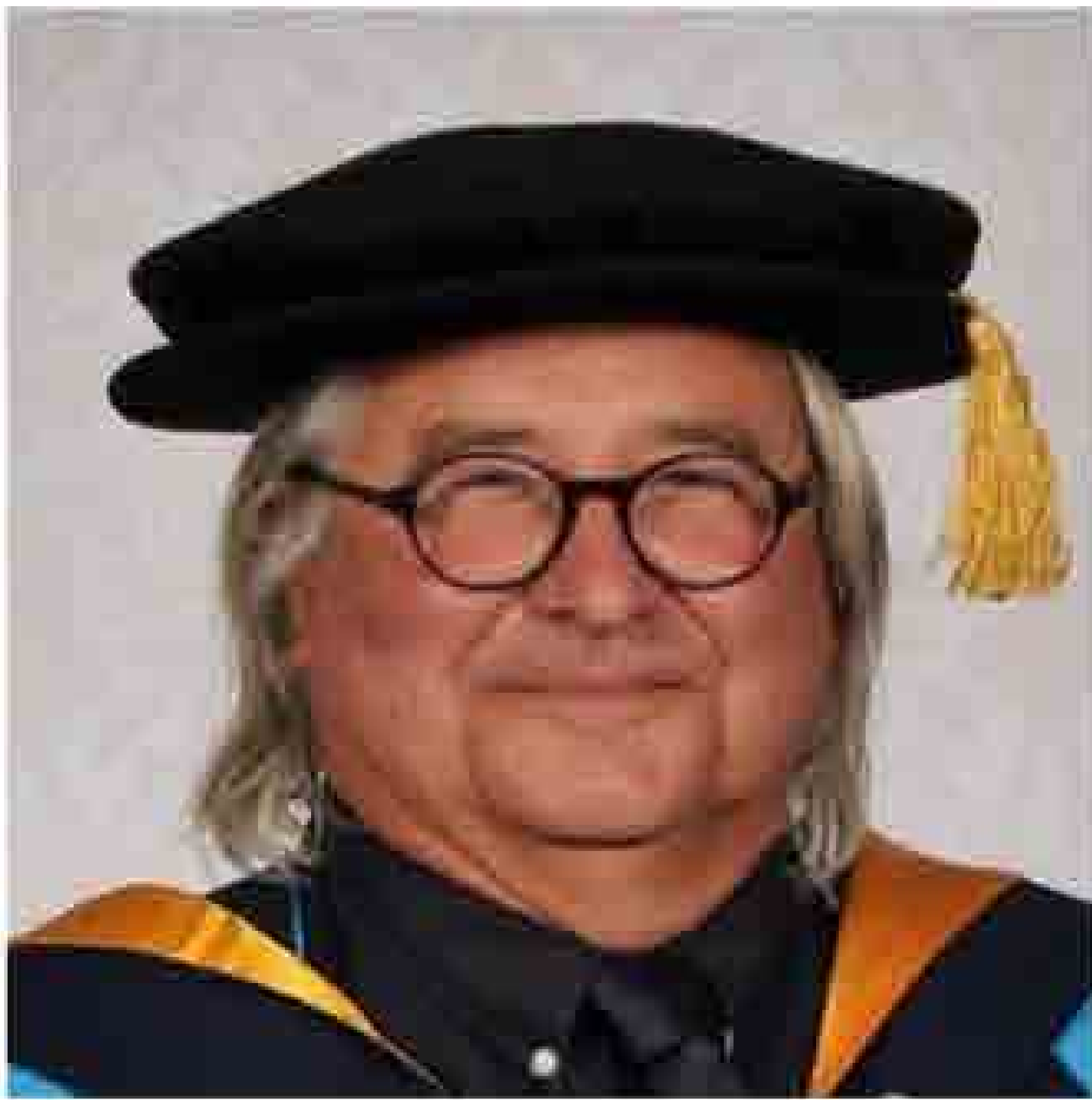
Adil can be seen presenting *Good Morning Britain* regularly, and the quiz *Lingo* for ITV. Adil also presented the BBC3 documentary *Exposed: Groomed for Sex*, which scooped a Royal Television Society award for Best Current Affairs.

As well as television, Adil has also presented across all major BBC Radio Networks and was again recognised with an award for *Best Radio Show* at the Asian Music Awards for his work at the BBC Asian Network. He launched his own production company, *Cornered Tiger*, in 2021.

Aonghus Gordon OBE

Aonghus has a distinguished track record of development and leadership of several ground-breaking charities for people with disabilities. He is passionate about the need for people to break out of dependency and

marginalisation, believing that everyone has the potential to shape their own future.



Aonghus started the Ruskin Mill Trust in 1981 as a centre for cultural development, a small project linked to a nearby specialist school in Gloucestershire. It is now one of the UK's leading educational charities working with learning disabilities, with twelve centres across England, Wales and Scotland.

His pioneering work has benefited thousands of young people and the Ruskin Mill Trust continues to go from strength to strength, acquiring and restoring redundant buildings and land and transforming them into educational and cultural centres, all looked after using biodynamic principles, a strong area of interest for Aonghus who has championed biodynamic food ecology for children and students.

Zenebu Hailu Dubale

The University of Huddersfield is very close to Zenebu's heart - it was the first place she visited when she arrived as a refugee from Ethiopia. Zenebu went on to make an outstanding difference to the lives of refugees in the town of Huddersfield.

Dedicated to building on the benefits that migration brings to the area, she creates opportunities to ensure that Huddersfield continues to be a welcoming community.

Most recently Zenebu has been part of the rapid response to the war in Ukraine, supporting women and child refugees from

their arrival in Kirklees. During the pandemic she was recruited as a local leader as part of the 'Every Vaccination Matters' programme to combat COVID-19, which resulted in her receiving a Community Champion award.

For more than 10 years, Zenebu has worked in Huddersfield town centre as a mental health and wellbeing worker for Women Centre Kirklees and Zenebu's national role as Chairperson for the Ethiopian Orthodox Church has resulted in the trustees purchasing a church in Huddersfield which will be used for community worship and wider community activities for people from across the UK.



We were delighted to welcome each of our new Honoraries into the Huddersfield community at our graduation ceremonies in July.

Review of the Year

Teaching Excellence Framework (TEF) 2023 GOLD award

The University has achieved the pinnacle of recognition with an outstanding Gold rating, the highest accolade attainable, in the Office for Students' latest Teaching Excellence Framework (TEF). This accolade reflects the University's unwavering commitment to providing an exceptional student experience and fostering excellent student outcomes.

Notably, the University secured a Gold rating in both critical categories of student experience and student outcomes, solidifying its position as an institution dedicated to excellence. This remarkable accomplishment marks a continuation of the Gold status awarded in the 2017 evaluation. We were the only University in Yorkshire and the Humber, and the North West, to achieve this in the September announcement. In fact, only 13 universities, out of the 96 that were announced in September 2023, were Gold in all three ratings.

The TEF, overseen by the Office for Students (OfS), serves as a catalyst for higher education institutions to excel in teaching, learning, and nurturing students towards successful educational journeys. It assigns overall ratings of gold, silver, or bronze, along with evaluating student experience and student outcomes. The University of Huddersfield's triumphant achievement lies in its attainment of the coveted Gold rating across all three dimensions.

The TEF panel's evaluation commended the University for its "*outstanding teaching, feedback, and assessment practices*,"

In assessing the University's approach to learning resources, the panel found "*compelling evidence of outstanding physical and virtual learning resources*" tailored to support exceptional teaching and learning. Additionally, it acknowledged the University's commitment to student engagement across diverse demographics and its continuous pursuit of enhancing student experiences and outcomes.

Under the category of Student Outcomes, the University's data-driven strategies received accolades for their role in fostering educational gains throughout students' Huddersfield journeys. Initiatives such as the Global Professional Award, the Huddersfield University Differential Attainment Project (HuDAP), extensive placement opportunities, and course-level employer engagement all contribute to students achieving excellent degree outcomes, regardless of their backgrounds.

This outstanding recognition builds on the Global Teaching Excellence Award and solidifies the University of Huddersfield's position as a beacon of educational excellence, dedicated to empowering its students with the tools and opportunities they need to succeed in both their academic pursuits and future careers.

HRH The Princess Royal addresses 92nd Textile Institute World Conference

The University was honoured to be the venue for the 92nd Textile Institute World Conference, and to welcome visitors from around the globe. We share our commitment to "*inspiring global professionals*" with the Textiles Institute and were delighted to see so many important figures from the world of fashion and textiles, and the wider ecosystem related to fashion and textiles at the Conference.



The theme of this conference "*Sustainability of the Textile and Fashion Supply Chain – transitioning to Zero Carbon and Zero Waste*" addressed the biggest contemporary challenge that we face in the world today. Delegates were joined by HRH the Princess Royal, President of the UK Fashion and

Textile Association (UKFT), who addressed the Conference as part of the proceedings on the final day. She also met staff and students from our fashion and textile courses.

Harold Wilson Memorial Lecture

Former Prime Minister Sir John Major declared that young people becoming involved in politics is vital for the future of democracy in a fascinating and timely lecture.

The annual lecture commemorates Harold Wilson, the Huddersfield-born Labour MP, who won four general elections and spent over eight years in office in the 1960s and 1970s.

Sir John's appearance at the University came just two days after Rishi Sunak became the UK's third Prime Minister (PM) in a matter of weeks, following the resignations of Boris Johnson and Liz Truss.

Sir John served as Prime Minister for six-and-a-half years after succeeding Margaret Thatcher in November 1990. Knighted in 2005, he has been in-demand as a speaker and commentator on politics and particularly the UK's relationship with Europe, and has also written books on his lifelong love of cricket and music hall.



In a wide-ranging and topical speech entitled '*Why democracy matters*', followed by a lively question and answer session, Sir John spoke of his admiration for and friendship with his predecessor, Lord Wilson.

Looking at democracy around the world, Sir John warned about taking democracy for granted in the face of divisive political rhetoric.

President of the European Society for Precision Engineering and Nanotechnology

The distinguished career of a Huddersfield professor who is revered in the fields of surface metrology and precision manufacturing processes has been acclaimed by his peers after they nominated him for the presidency of the prestigious European Society for Precision Engineering and Nanotechnology (euspen).

Professor Liam Blunt is a Director of the Centre for Precision Technologies (CPT) within the University of Huddersfield's School of Computing and Engineering and was officially inaugurated as euspen's President at the Society's international conference, held this year in Copenhagen.



Euspen is one of just four societies in the world representing the field of precision engineering and nanotechnology with the remaining three societies representing USA, Japan, and Asia.

The presidency will last for a two-year period where Professor Blunt will head an influential community linking industrialists, researchers, respected authorities, new and established players worldwide.

Research training network with Sri Lankan universities tackles climate change

Climate change is expected to continue to drive disaster risk, with significant increases in the frequency, intensity, spatial extent and duration of extreme events. One of the countries most impacted has been Sri Lanka which has suffered heavily due to extreme weather events. In the Climate Risk Index for

2017 it came second in the world for being the most affected.



A staff exchange programme has taken place between the University of Huddersfield and eight prestigious Sri Lankan universities for the 'Research Training Network on Tackling Climate Change as an Underlying Disaster Risk Driver' to work towards tackling climate change as an underlying disaster risk driver. The event was the first of its kind to feature the collaboration of a such a varied and multidisciplinary team between the two countries.

The network is part of an Erasmus+ International Credit Mobility (ICM) project entitled 'Climate Change Adaptation and Disaster Risk Reduction' (CCA-DRR) and featured 24 academics including engineers, architects, sociologists, management experts, climate scientists, geographers, disaster risk reduction experts, agriculture and food scientists from the Sri Lankan universities Moratuwa, Colombo, Peradeniya, Ruhuna, South Eastern, Sri Jayewardenepura, Kelaniya, and Sabaragamuwa.

Led by Huddersfield Global Disaster Resilience Centre's (GDRC) Dr Chamindi Malalgoda with the Centre's Co-Directors Professor Dilanthi Amaratunga and Professor Richard Haigh, the training network was designed to develop research capacities amongst senior academic staff members from the UK and Sri Lanka.

£1.75m project to transform textile waste into recycled plastics.

Clothing is a major but often overlooked contributor to the plastic waste mountain. The problem arises not just from clothes

packaging but also from plastic's incorporation into textiles alongside natural fibres. Separating it out again from these is hugely challenging, with over 80% of the plastic used in the textiles industry not currently recycled.

Now, Dr Chenyu Du, a Professor in Biochemical Engineering within the School of Applied Sciences is to lead an innovative new project following the award of a substantial £1.75million research grant from the UK Research and Innovation's Engineering and Physical Sciences Research Council (EPSRC) and Biotechnology and Biological Sciences Research Council (BBSRC).

With input from academic and industrial partners, the Huddersfield-led project will adapt two innovative processes to the recovery of polyester and cellulose from mixed cotton and polyester fibres.



By working closely with Professor Parik Goswami, Director of the University's Technical Textiles Research Centre, Professor Du's project will also demonstrate how these materials can be re-spun into new fibres for new textile products.

Workshop explores human rights reparations innovations.

Finding innovative new ways of achieving reparations for victims of human rights abuses was at the heart of a prestigious two-day international workshop recently hosted by the University.

Academics, practitioners, and activists from Europe, the USA, Central and South America attended the International Workshop *Reimagining victims' reparation: building new perspectives on empathy, dignity, and justice*

for victims of serious human rights violations in the Global South. This event brought together representatives from different universities and NGOs including Harvard University (USA), the University of York (UK), the University of Baja California (Mexico), Université Catholique de Louvain - UCLouvain (Belgium), the University of Liverpool (UK), Amnesty International and Save the Children International amongst others.

Participants provided original comparative research exploring how the concepts of human dignity, transitional and transformative justice, empathy and recognition can create novel perspectives to assist the dignification of victims of serious human rights violations in the Global South.

Global Disaster Resilience Centre Professors invited to the United Nations General Assembly

The University's Global Disaster Resilience Centre (GDRC) was invited to take part in the 'High-Level Meeting on the Midterm Review of the Sendai Framework for Disaster Risk Reduction 2015-2030', at the United Nations General Assembly which took place at the United Nations Headquarters, New York.

The midterm review of the Sendai Framework titled '*Working Together to Reduce Risk for a Resilient Future*', takes stock of implementation, assesses progress and challenges; identifies shifts in context, new and emerging issues since 2015; and examines options for accelerated and amplified action in risk-informed decision-making, investment, and behaviour.

The high-level meeting provided a platform for Member States, the United Nations system partners, and other stakeholders to reflect on the findings and recommendations of the Framework and formulate a forward-looking and risk-informed approach to address systemic risk. The meeting adopted a political declaration to renew commitment and accelerate the functioning of Sendai

Framework up to 2030.



GDRC Co-Directors Professor Richard Haigh and Professor Dilanthi Amaratunga said it was a privilege to be invited to take part at the UN General Assembly (UNGA), which is the main policy-making body of the organisation. Comprising all Member States, it provides a unique forum for multilateral discussion of the full spectrum of international issues covered by the Charter of the United Nations. Each of the 193 Member States of the United Nations has an equal vote.

Optical clinic on campus

Chancellor Sir George Buckley presided over the official opening of a new on-campus optical clinic offering optometry students an unparalleled experience in their clinical development.

University Valli Opticians features an extensive suite of state-of-the-art computerised equipment for eye examinations and specialist vision assessments including imaging equipment. Patients can choose from a range of contemporary spectacle frames and are provided with a full fitting and aftercare service.

Taking up the whole of the ground floor of the Joseph Priestley (East) Building, students develop key clinical skills aligned with modern optometric practice in pre-clinical teaching areas before moving to University Valli Opticians for their final year clinics.



Moin Valli, Managing Director of Valli, has pledged to bring forth a sense of care by building long lasting relationships and seeking out opportunities to engage with the community through local initiatives.

One immediate result of the new partnership is raising awareness of children's eye health in the region with a new research study that involves offering free vision screening for over 1,000 primary school children in Kirklees.

Research in action

Prehistoric Orkney project

A project involving an international team led by researchers at the University of Huddersfield, which used ancient DNA to rewrite the history of the Orkney islands, won a major award by the UK's best-selling archaeology magazine, *Current Archaeology*.

Winning the Archaeology Awards category of *Research Project of the Year 2023*, the project was a close collaboration between genetic researchers in Huddersfield and their colleagues across Britain and Europe, and archaeologists living and working in Orkney.

Led by the University's, Professor Martin Richards and Dr Ceiridwen Edwards, the work formed part of a Leverhulme Trust Doctoral Scholarship programme awarded to Professor Richards and Dr Maria Pala in 2015, while the excavations at the Links of Noltland in Orkney, led by Hazel Moore and Graeme Wilson, were funded by Historic Environment Scotland.

The findings revealed that Orkney experienced large-scale immigration during

the Early Bronze Age, which replaced much of the local population. The new arrivals were probably the first to speak Indo-European languages and carried genetic ancestry derived in part from pastoralists living on the steppe lands north of the Black Sea.



This mirrored what was happening in the rest of Britain and Europe in the third millennium BC. But the researchers found a fascinating difference that makes Orkney highly distinctive.

Across most of Europe, the expansion of pastoralists on the eve of the Bronze Age was typically led by men, with women being sucked into the expanding populations from local farming groups. But in Orkney, the researchers found exactly the opposite. The Bronze Age newcomers were mainly women, while male lineages from the original Neolithic population survived for at least another thousand years – something not seen anywhere else. These Neolithic lineages, however, were replaced from the Iron Age and are vanishingly rare today. This implies that Orkney was much less insular than has long been assumed and that there was a protracted period of negotiation between the indigenous males and the newcomers from the south, over many generations.

The results have been surprising for both the archaeologists and geneticists on the team, although for different reasons: the archaeologists did not expect such large-

scale immigration, whereas the geneticists did not foresee survival of the Neolithic male lineages.

Commitment to our community

Improving lives

Construction on the new Daphne Steele Building continues following a groundbreaking ceremony on the site of the National Health Innovation Campus (NHIC).

This first building on the Southgate site, close to the main campus, is the first of the exciting project that will help to improve health outcomes and lead innovation in healthcare for the North of England.



Daphne Steele, who emigrated to the UK from Guyana in the 1940s, was the first black matron in the UK. The building named in her honour will bring together public-facing facilities including award-winning student-led clinics, and will be a focus for entrepreneurial academic activity, serving the regional and wider health economy in strong public-private

partnerships.



Specialist clinical teaching facilities will provide unparalleled support for workforce development.

The NHIC will work with partners across the region to address some of the health and wellbeing issues facing Yorkshire and the Humber, including high levels of obesity, the third lowest life expectancy for men and women, and the second highest rate of deaths in infancy.

It will feature specialist clinical teaching facilities, world-leading research facilities, public-facing clinics and will be co-located public and private sector partners. It will impact directly on the health outcomes of the people and communities across the North of England.

Health and wellbeing of individuals, medical technologies and associated services provide a key focus for economic development and business productivity, and the campus will deliver a major boost to regeneration and jobs.

A ground-breaking ceremony took place in March 2023 and was attended by the Mayor of West Yorkshire, Tracy Brabin.

Supporting students

The formal opening of the Jo Cox More in Common Centre at the University was attended by Jo's sister, Kim Leadbeater, MP and their parents Jean and Gordon Leadbeater.

David Lammy MP, the Shadow Secretary of State for Foreign, Commonwealth and Development Affairs, and Mayor of West Yorkshire Tracy Brabin were also in attendance as a plaque was unveiled to open the new facility that replaces the Faith Centre that had been a feature of the Huddersfield campus for many years.

Jo's family and other visitors were shown around the centre and met with members of the University's varied faith societies, together with staff and contractors involved with the development of the project since its inception in 2021.

It is the first building at the University to be built to the WELL Standard, enhancing sustainability, health and wellbeing through improved air, water, light and other factors. It features a 'living wall' at the building's entrance which features mosses that also contribute to the WELL Standard, as well highlighting Jo's ethos that has inspired the establishment of the Centre - *"We are far more united and have far more in common than that which divides us"*.





Strategic Report

Constitution and Powers, and Public Benefit and Responsibility

The University of Huddersfield was established as a Higher Education Corporation under the terms of the Education Reform Act 1988 and the Further and Higher Education Act in 1992. Its objects, powers and framework of governance are set out in the Instrument and Articles of Government. The Articles require the University to have a Council and a Senate each with clearly defined functions and responsibilities, to oversee and manage its activities. Members of Council are the University's charitable trustees and, alongside a majority of external members, includes the Vice-Chancellor and other staff and student members. The Council and senior management have due regard to the Charity Commission's public benefit guidance in setting institution objective and monitoring performance towards achieving them.

The Charity Commission requires there to be an identifiable benefit and that this benefit must be to the public or a section of the public. The University's principal aim is the advancement of education.

The University's roots go back to 1841 via the Young Men's Mental Improvement Society. Throughout its history the University has been committed to meeting the needs and aspirations of its students. This remains our key focus. Our long-term objective is to embed knowledge exchange activity, drawing on excellence in learning and teaching and research.

We are a successful, popular, and innovative modern University that offers a wide range of education, training and research facilities and we are proud of our achievements. The University has a student population of over 17,000 undertaking a wider range of courses covering the wealth-creating, cultural and social welfare aspects of our economy.

The University comprises six academic Schools:

- Applied Sciences
- Arts and Humanities
- Education and Professional Development
- Computing and Engineering
- Huddersfield Business School
- Human and Health Sciences

Vision and Strategy

Vision

Our vision is to be an inspiring, innovative University of international renown.

Aims

- Inspiring
- Innovative
- International
- People first
- Growth and efficiency
- Financial sustainability

Values

We will work as a team to provide an excellent service to all for the communities we support.

Strategy Map: Aims and Key Performance Indicators

The University has set the following strategy and aims for the period.



The corresponding key performance indicators (KPIs) are used to monitor progress annually, with details set out in the following pages.



Inspiring



Strategic Aims

- Enable all students to become inspiring and enterprising global professionals and achieve career and personal success.
- Inspire all students to fulfil their potential and achieve the highest academic and professional standards.
- Create an inclusive globally aware community providing a world-leading and inspiring student experience.

Progress against strategic aims

Performance in NSS Metrics and Teaching Excellence Framework (TEF)

The Office for Students revised the format of the National Student Survey (NSS) 2023 to change the question types and to remove any 'Overall Satisfaction' measure. This makes evaluation of data against historic and external measures complex, but, overall, alongside of the excellent result in the TEF, the University performed well in several of the themes within the NSS with our scores being above benchmark and in the top quartile for the sector across many questions. There was a notably strong performance in the 'Assessment and Feedback' section, where all questions were in the top quartile when compared to institutions in England with a £100million turnover or more. For the institution as a whole, the positivity scores for questions around our 'Learning Resources' were also very strong and place us in the top quartile for this section.

Positivity scores for subjects in the following areas were outstanding for some elements of the survey: Biology, Biomedical Sciences, Economics, Education, English Language, Forensic and Archaeological Sciences, Health Studies, History, Human Resource Management, Information Technology, Journalism, Linguistics, Literature in English, Mathematics, Chemical, Process and Energy Engineering, Media Studies, Psychology, Planning (urban, rural, regional) and Politics.

Key Performance Indicators

- University to be in the top quartile of the national Student Survey for the sector. Previously linked with TEF Gold.
- Differential achievement: No statistical difference for Retention, Highly Skilled Employment and Classifications once benchmarked.
- University of Huddersfield student engagement score to improve by 20%.

There is thus, a wide range of subjects with great results which will stand us in good stead for the future alongside of the recent 'Gold' rating in the TEF.

Differential Achievement

We continue to make progress addressing differential achievement, while maintaining an excellent profile in the diversity of our student body and widening participation, through HuDAP, the Huddersfield University Differential Attainment Project. The Office for Students' access and participation data dashboard shows that we have maintained our profile of minimal gaps in continuation and completion across the different demographic categories.

For attainment, we continued to see an improvement on awarding gaps at the start of this cycle; when considering overall aggregated marks, at its largest, the difference is six percentage points between the different demographic groups. Whilst the awarding gaps persist, the graduating cohort in 2021/22 was severely impacted by Covid and work is ongoing with assessment design being a focus of the HuDAP workshops and the Teaching and Learning Conference in 2022/23 to address some of the challenges as indicated in the data.

Student Engagement Score

In our Gold TEF submission, our work on student engagement was recognised as outstanding by the TEF panel. The student engagement index as outlined in the strategy map has proved difficult to measure for a

couple of years due to the impact of Covid on student attendance and engagement patterns but more recently the index is demonstrating enhanced student engagement. The OfS has now introduced a requirement for each HEI to develop a means of evaluating 'Educational Gain', which overlaps with some aspects our work on the engagement index. In consultation and agreement with our students we define Educational Gain as *"the experiences we provide that make a difference to our students' lives, enriching and accelerating learning and personal development beyond what otherwise might be achieved"* and we are developing this into a new framework. The TEF evaluation recognised our articulation of this framework as outstanding and as we move forward, educational gains measures will incorporate and replace student engagement KPIs.

Review of the year

The Strategic Teaching and Learning Team was consolidated into a formal unit in July 2022 as part of Registry and continues to take the strategic lead in teaching and learning development. A significant focus of work this year was in preparing the submission for the Teaching Excellence Framework, which led to the fantastic triple gold outcome.

Generative AI

Since November, the team has committed significant time to understanding the potential impacts of Generative Artificial Intelligence (GAI) in what a fast-moving field is, for example how to use tools such as Chat GPT, and DALL-E to best advantage. Working with students and colleagues in Schools, the team has developed best practice guidance on working with GAI to ensure they develop understanding and skills around the benefits and pitfalls of its use and avoid misuse of the technology in assessment. Resources have been created, and workshops delivered to best support staff in understanding the benefits in for teaching and learning and for general everyday tasks and processes.

Huddersfield University Differential Attainment Project (HuDAP)



The teams' work with HuDAP on awarding gaps was recognised in the Times Higher Education Awards in November 2022

where we won the *Outstanding Contribution to Equality, Diversity and Inclusion* category. We continue to develop and run in-house workshops with staff in all departments to help consolidate and build on progress to date and have also accepted invitations to share our approach to tackling awarding gaps with external institutions. We are also working with Transforming Access and Student Outcomes in Higher Education (TASO) to develop cross institutional collaboration and best practice in analysis of data and evaluation of the impact of initiatives in this field.

Graduate Outcomes and the Global Professional Award

Graduate outcomes, in terms of students obtaining graduate level jobs, has shown an improvement of 4.6% compared with the previous year, an indication of post-Covid confidence in our graduate community.

Efforts continue to support our students into graduate jobs, and the Global Professional Award (GPA) marked its first full year of completion with more than 320 students receiving the GPA and Chartered Management Institute accreditation during the award ceremonies, marking the maturity of this programme. There are currently more than 700 students moving into the final phase of their GPA in the 2023/24 academic year, and 2700 students progressing to year two of the programme.

Two inspiring academics from the University of Huddersfield have been named as National Teaching Fellows.

Recognised for their teaching excellence are Professor of Technology Enhanced Learning and Director of Teaching and Learning Professor Liz Bennett, and Senior Lecturer in Music and Music Technology Dr Mark Mynett.

The National Teaching Fellowship Scheme (NTFS) celebrates and recognises individuals who have made an outstanding impact on student outcomes and the teaching profession in higher education.



The University is first in the country for National Teaching Fellowships, since 2008, which mark the UK's best lecturers in Higher Education, winning a total of 22 (2023 data).

The NTFS has been running for over 20 years and recognises the very best in teaching excellence. Recipients must meet a range of strict criteria which clearly demonstrate their individual excellence, their support of their colleagues and ongoing professional development.



Looking ahead

Over the next year we intend to build on our success in the TEF exercise and consolidate our work on educational gain and consider the next steps in further developing teaching excellence in readiness for the next review. This includes mentoring work in departments and courses to disseminate and embed best practice and continued work with our students to incorporate their voice into our plans.

In the next year we also have to submit a new access and participation plan (APP) to the OfS. The University recruitment profile shows that we have a significant widening participation profile in our admissions practices so the APP work will focus on further developmental work on ensuring equity of outcomes (continuation, attainment and progression to graduate level employment) for students from all demographics.

As generative artificial intelligence platforms develop over the year, our response as a University will need to be sufficiently agile to ensure that we adopt best practice in its inclusion in our curricula and common practices for the benefit of students and staff.

Innovative



Strategic Aims

- Increase our international recognition via the volume and quality of research outputs.
- Increase our research and knowledge exchange income.
- Become a focus for productivity improvement, impact, and enterprise.

Progress against strategic aims

Following a successful Research Excellence Framework submission (REF2021) we are making good progress towards the KPI, “75% of all the University’s research is world leading and internationally excellent”. Indeed, some areas, such as Music, Architecture and the Built Environment and Communication and Media Studies achieved 100% world leading and internationally excellent research impact and environment.

Our citation portfolio has increased year on year, and within this strategy timeframe has already seen a 200% increase in our citations per publication index.

Our Research, Knowledge Exchange and Innovation income has increased with a circa 10% increase from the last financial year.

We are on track to have developed 5,000 unique links with businesses and are seeking to expand our business engagement across the region and beyond.

Review of the year

Research Income

This year the University has submitted several large bids across a range of areas, including Public and Private, Research Councils and Charities. Our top five submitted bids over the year totalled over £15m, and in the last quarter our top five awards totalled over £2m. With ongoing development of the central support for Research and Knowledge Exchange income,

Key Performance Indicators

- All academic staff publishing at 2-star level or above (75% at 3-star or above). Institutional average of 10 citations per output.
- Research income £30m p.a., knowledge exchange and innovation income £5m p.a.
- Formal links with 5,000 unique businesses and end users, and 15% of all research outputs created with research end users.

such bids and awards will allow us to continue to strengthen our reputation and create an ongoing impact from our funded research projects. Bid successes include:

The University was awarded £1.75m from the Engineering and Physical Sciences Research Council (EPSRC) and Biotechnology and Biological Science Research Council (BBSRC) to lead on an innovative new project to transform textile waste into recycled plastics, led by Dr Chenyu Du, Professor in Biochemical Engineering.

The University is a key partner in a £4m project that aims to stop thousands of tonnes of waste textiles from going into landfill. Together with the UK Fashion and Textile Association, Huddersfield will help develop and pilot the world’s first fully integrated, automated sorting and pre-processing plant for waste textiles.

An interdisciplinary research project at the University aims to reduce recreational drug use among young people. Professor Michael Doyle’s work on the Reducing Illicit Drug Use Project is one of five projects from around the UK that have been awarded funds from the National Institute for Health and Care Research and the Department of Health and Social Care’s £5m Innovation Fund to Reduce Demand for Illicit Substances (RDIS).

International Recognition

The University hosted the 92nd Textile Institute World Conference (TIWC) 2023 and was delighted to welcome HRH the Princess

Royal to the campus in her capacity as President of the UK Fashion and Textile Association. The TIWC was presented by Conference Chairman, Professor Parik Goswami, the Department of Fashion and Textiles, and the Technical Textiles Research Centre.



Business Development

Innovation Accelerator Accounts (IAAs)

The University has been awarded several IAAs to help the University stimulate impact and commercialisation from its research. The Arts and Humanities Research Council (AHRC) and Engineering and Physical Sciences Research Council (EPSRC) IAA programmes have been running for just over a year, and this year the University was awarded an additional £1.25m Economic and Social Research Council (ESRC) IAA grant, complementing the current portfolio. With the three Research Council schemes, we have adopted a variety of interventions to support our academic community to develop commercial and impactful activity, these being the: Fellowship, Proof of Concept, Impact, Knowledge Exchange (KE) and Proof of Market funds. To date the University has developed 32 separate IAA projects with business. Examples include:

A partnership with Transport for Greater Manchester (TfGM) focussing on improving data quality for effective traffic signal control by utilising TfGM's video and sensor data. The project goal is to support the optimisation of traffic movement, reducing the pollution to increase quality of life for citizens.

A collaboration with Croda Ltd is helping to up-scale production of novel spherical lactose particles (patented by the University) for potential use in inhalers. The successful development and production of spherical

lactose in the UK would open the possibility for sale to a wide range of pharmaceutical companies.

Knowledge Transfer Partnerships

The University's KTP portfolio has now increased to 24 active projects, placing us within the top 10 institutions in the UK. Recently awarded projects include:

Associated Utility Supplies (AUS)

Associated Utility Supplies (AUS), led by Professor Simon Barrans, was established to drive digitalisation within the design and manufacture processes, leading to the development of smart products using digital twins.



Yorkshire Children's Centre Charity

Led by Dimi Kveva, this KTP aims to strengthen Yorkshire Children Centre's evidence-base and thought-leadership expertise for the development of early intervention support mechanisms and resources to encourage healthy family relationships through conflict resolution.

African Agriculture

Led by Jon Allport and working in partnership with Kibabii University and Carbon Footprint Ltd in Kenya, this KTP will develop an innovative technological solution, powered by sustainable energy, to help solve the problem of sugarcane production waste and mitigate its polluting effects on local communities.

Business Engagement

The University launched the 3rd publication of the *Kirklees Top 100 Companies* at the John Smiths Stadium in October. This initiative is a celebration of the success in the business community and strengthens relationships

between the University and top local firms, leading to collaborative opportunities.

The University's 3M Buckley Innovation Centre celebrated its 10-year anniversary in May, with Sir George Buckley in attendance, looking back over a decade of success supporting businesses to grow and link into University resources. The Centre is home to the University's Enterprise Hub that supports a growing cohort of entrepreneurial students and graduates, with around 60 start-ups created this year: almost a 100% increase on last year. In April 2023, the University launched the Entrepreneurial hub "*Maker Space*", which was funded by Kirklees Metropolitan Council. Hosted in the Barbara Hepworth Building it offers businesses and entrepreneurs state-of-the-art space to develop creative ideas.

The University has also completed delivery of two major European funded projects this year, the Leeds City Region Supply Chain

and the Manufacturing Champions programmes. These engaged with 896 businesses, resulting in support for 592, delivering over £1.6m in grant funding and helped to create 539 jobs.

Looking ahead

The University recognises and values everyone involved in research and knowledge exchange. This includes all participants; academic, research, support / technical staff, and our partners.

Following the recent announcement by Research England on the next Research Assessment Exercise (REF20208), plans are already underway to address the proposed changes, which include a greater focus on people and culture. We will continue to seek to align our internal and external initiatives towards the ever-changing research landscape and to support our staff to help shape our strong research and knowledge exchange culture.

International



Strategic Aims

- Recognised as a world-class academic institution.
- Build strategic research partnerships with other world-class academic institutions.
- Continue to provide a world-class student-experience.

Key Performance Indicators

- Top 300 Times and QS World University Rankings.
- 140 strategic research collaborations with Top 300 Times or QS institutions and 60% of publications with international collaborators.
- Top 25% in UK ISB for "Integration" measures (and Top 10% overall).

Progress against strategic aims

A world-class institution

The University has continued to improve its position in the influential QS World Rankings, rising nearly 100 places to 567th following notable improvements in the academic and employer reputation measures. At subject level, Performing Arts continues to be the top performer at 27th and 11 subjects have now achieved a formal ranking, with five of these in the top 300. This is a significant improvement on the previous year, where five subjects were ranked, with two in the top 300.

The University has maintained its position in the Times Higher Education (THE) world rankings of #601-800, with Law, Business, Arts & Humanities, and Social Sciences all featuring in the Top 300 at subject level. The University also achieved a ranking of 150-200 in the THE Young University Rankings, for the world's best universities that are 50 years old or younger.

Student Experience

A successful Global Week in February saw a wide range of events celebrating the international diversity of the University with a programme that included the Global Food and Culture Festival and the Global Fashion Show. A series of events also celebrated the lunar new year, with music and traditional dance from Chinese and Vietnamese students, culminating in a spectacular lantern festival arranged with the support of the Confucius Institute.



In May twenty first- and second-year students from the Huddersfield Business School undertook a four-week summer school in Vietnam. These were the first of the University's undergraduate students to benefit from the new Turing mobility scheme (the replacement for Erasmus following Brexit). The students attended lectures in a local university and engaged in a wide range of intercultural activities and projects, with a particular focus on sustainability.



Colleagues from the International Office and Active Hud worked together to launch the first inter-Schools Sports tournament in December 2022, bringing students together over sports. The success of this event was recognised

with the team winning the *Great Event Award* at the 2023 Yorkshire University Sports Award.



Research Collaboration

Strategic seed corn funding is supporting the development of international research partnerships with world-class institutions through the International Collaboration Fund. 72 projects have been supported to date, collaborating with 168 world top 300 ranked institutions. Projects supported range from prevention of violent extremism with Deakin University to digital twins for Smart homes with Chalmers University. The fund has also supported the establishment of a Global Consortium for Public Health, a new network of with participants from leading universities in five continents.



The University also took advantage of funding from the government's new Turing student mobility scheme to support several PhD students to undertake extended study visits to leading international research institutions.

The University continues to increase the proportion of outputs co-authored internationally, with 56% of outputs produced with international collaborators in the five-year period to 2022, on track to reach the target of 60% by 2025.

Student Recruitment

The University continued to grow international recruitment in 2022/23, with post graduate study especially popular, driven by the post study work visas opportunities. Over 3,700 international students were enrolled in Huddersfield in 2022/23, an increase of 12% on the previous year. While over 100 nationalities are represented, students from India, Nigeria, China and Pakistan account for over 75% of the total international student population. A new scholarship policy increased the focus on the academic achievement of incoming students, with income associated with international students growing by 13% to £42m.

Growth and Efficiency



Strategic Aims

- Sustained student-numbers growth
- An estate with sector-leading condition and functionality
- Efficiencies led by a Digital Transformation Agenda

Key Performance Indicators

- 5% pa growth in overall taught-student fee income or consequent efficiency savings
- Upper quartile for estate condition and functionality
- Reduced cost per transaction and improved user satisfaction in key University processes

Progress against strategic aims

Sustained student-numbers growth

The University continued to face pressures arising from the aftermath of the pandemic. Overall tuition fee income fell from £131.8m to £129.9m. While international income continued to grow, in 2022/23 reaching £42.0m, home student income fell from £94.7m to £88.0m. Continued upward pressure on grading for level-3 qualifications affected applicant and institutional behaviour, and applications from mature students fell after the peak of demand during the pandemic. The biggest impact, however, was on continuing student numbers and income, again reflecting the disruptions of the pandemic and its aftermath in the economy and elsewhere.

The outturn was notably supported by very strong recruitment of international masters' students, including from the January 2023 entry point. The University's ability to respond flexibly to applicant demand nationally and internationally has been clear, but the visa regime remains a constraint on further benefits from students in these areas, in terms of income and internationalisation.

Each of the University's academic Schools is developing new and existing courses to support growth. These are based on an understanding of market trends, but also reflect the potential of such developments to deliver positive contributions to other Strategy Map objectives in teaching & learning, research, innovation and knowledge

exchange and internationalisation. Some of the most important developments continue to be in the health sciences, reflecting major investment being made in the National Health Innovation Campus, but there are also important initiatives underway to allow new recruitment in disciplines like Civil Engineering.

The University's Apprenticeship portfolio continues to grow and develop. While the majority of apprentices continue to be drawn from the health care sector, with large numbers, for example, of occupational therapy and trainee nursing associate apprentices, there is also an increasing amount of work in Management in the Huddersfield Business School.

An estate with sector-leading condition and functionality

The University Campus remains in the upper quartile for estate condition at 97% A+B and ranked 11th within mainstream universities. The University's functionality is ranked 15th with a score of 98.7%

Review of the year

The Jo Cox More in Common Centre was opened officially in March 2023 by David Lammy MP, the Shadow Secretary of State for Foreign, Commonwealth and Development Affairs, in the presence of Jo's sister Kim Leadbeater MP and parents Jean and Gordon Leadbeater. The Mayor of West Yorkshire, Tracy Brabin was also in attendance.

The £5.2m building is a multi-faith facility providing space for reflection and community gatherings for staff and students of all faiths and none. The Centre also provides purpose-built counselling and student support space. Built to WELL building standards, it was recently highly commended for the *Yorkshire Constructing Excellence Project of the Year* award.

Following the acquisition of a new six-acre



site for the University's National Health Innovation Campus, works commenced in January 2023 on the flagship Daphne Steele Building, representing an investment in excess of £70m. Construction is expected to be completed in August 2024 ready for the new academic year.

Looking ahead

Works for a second building on the National Health Innovation Campus have commenced. This will be a proposed five storey build, housing a Community Diagnostic Centre (CDC). A first of its kind partnership between a University and an NHS Trust to deliver a CDC, the building will combine NHS work in diagnostics with associated teaching & learning and innovation. Further interest in partnership working opportunities and involvement in development is strong, particularly in areas related to diagnostics, Healthtech innovation and clinical skills in dentistry.

The University Council has also approved a significant investment to refurbish three floors of the historic Ramsden Building to create an International Study Centre.



Efficiencies led by a Digital Transformation Agenda

The University measures progress against its reduced cost per transaction, alongside improved user satisfaction, target biennially. The 2023 review demonstrated continued improvement in process and systems.

Several initiatives are underway improving business process and generating efficiencies through automation, for example benchmarking results from 2019 for Student Services processes show a 34-percentage point decrease in transaction costs related to specialist appointment booking and a 6.4 percentage point decrease in transaction costs associated with information capture.

Review of the year

The University has set itself an ambitious Digital Transformation agenda, with several multi-year transformation projects in progress. Simultaneously it is undertaking proactive and reactive cybersecurity related improvements without impacting on the services provided to students and staff and ensuring key University functions can continue to be performed in a hybrid working environment. The University has achieved an institution-wide Cyber Essentials certification from the National Cyber Security Centre.

Operational Delivery

The IT service desk's focus on continual improvement and customer service led to it achieving a certified Service Desk maturity

level of "Customer-led" from the Service Desk Institute (SDI), a further improvement on its previous "Proactive" level status. The SDI assessor noted improvements in seven of the nine areas of assessment with the other two areas maintaining existing quality levels. The Chairman of the SDI noted *"To achieve improvements across seven of the nine concepts demonstrates the strength of your commitment to continual improvement."*

Service Desk activity decreased by 18% reflecting customers getting more value from our self-help information, which has seen a 509% rise in uptake, and in use of self-service offerings. 99% of password resets are now performed online without needing to speak to an operator. Over 98% of those who raised queries at the Service Desk and provided us with feedback said that they were "Satisfied" or "Totally Satisfied" with the quality of service they had received.

Student Experience

We continue to support a digitally enabled learning experience for our students, reflected in the creation of over 6,000 distinct learning modules in the last academic year, four million learning items interacted with, and over 175,000 assignment submissions. Almost 11,000 different students made use of lecture recordings over the year, consuming a collective two million hours of content.

Enhancements have been made to how students access digital and print resources. The University implemented a new reading list system "Leganto" at the start of the academic year, offering real-time eBook updates and allowing students to gain access to ordered materials in minutes. This has allowed us to maintain 99% of required reading list material available electronically or physically.

A Rapid Inter-Library Loans system (RapidILL) has been implemented, providing access to a global resource-sharing platform. 1,920 requests for journal articles and book chapters not available from our own Library resources have been fulfilled digitally via RapidILL since June 2022 with an average supply time of materials to the requester of nine hours compared to four and a half days prior to implementation. One member of staff

told us *"Having just used inter-library loans and having found it exceptionally quick and easy to use, I just thought I'd write to congratulate you on such a ground-breaking and innovative initiative"*. Over the same period, Huddersfield has supplied 1,849 digital copies from our Library holdings to other libraries around the world.

The University's "iPoint" customer service desk for students has seen a 16% increase in enquiries. This has been driven by an increase in international student enrolments in January 2023, and the service having taken on a broader range of duties from other departments to provide students with a one-stop-shop for needs such as visa letters and exams distribution.

Supporting Digital Skills

Staff, students, and researchers were supported to make best use of digital technologies in their roles, with a 5% growth in number of attendees at digital skills training sessions, and a similar growth in numbers making use of our online LinkedIn Learning offer. An online digital skills hub was also introduced this year and to date has been used by over 2,500 people.

Digital Strategy Transformation Projects

The University continues to make good progress with its digital strategy with 10 major projects completed in the last year, 14 projects in progress, and a further four approved to progress. Highlights include the deployment of Microsoft Bing custom search on the University web site, allowing students and website visitors to find the information they need more easily. The existing student portal, pre-enrolment portal and international portal have been extended. A new online Staff Hub has been developed. A course management system has been implemented, in order to streamline the course validation process. In addition, work is ongoing to migrate core IT systems into cloud hosting and further enhancements to support hybrid working and learning such as the deprecation of on-campus systems in favour of cloud alternatives.

Looking ahead

The University continues to invest in and prioritise digital initiatives in line with its digital transformation agenda. Amongst these, the business case for a three-year full network and WiFi refresh project is under development. This will enable us to support the diverse research, educational, and enterprise needs of the University in a more dynamic manner whilst maintaining and increasing our security controls and supporting the requirements of the new National Health Innovation Campus.

The migration to the Modern Digital Workplace will continue, with projects to further move to cloud-based infrastructure and services, deprecating legacy on-campus technologies and continuing to improve the hybrid working and learning experience. Further implementation and roll-out of business systems driving efficiencies are anticipated, including a system for managing apprenticeships, an electronic patient records system, and a placements management system.

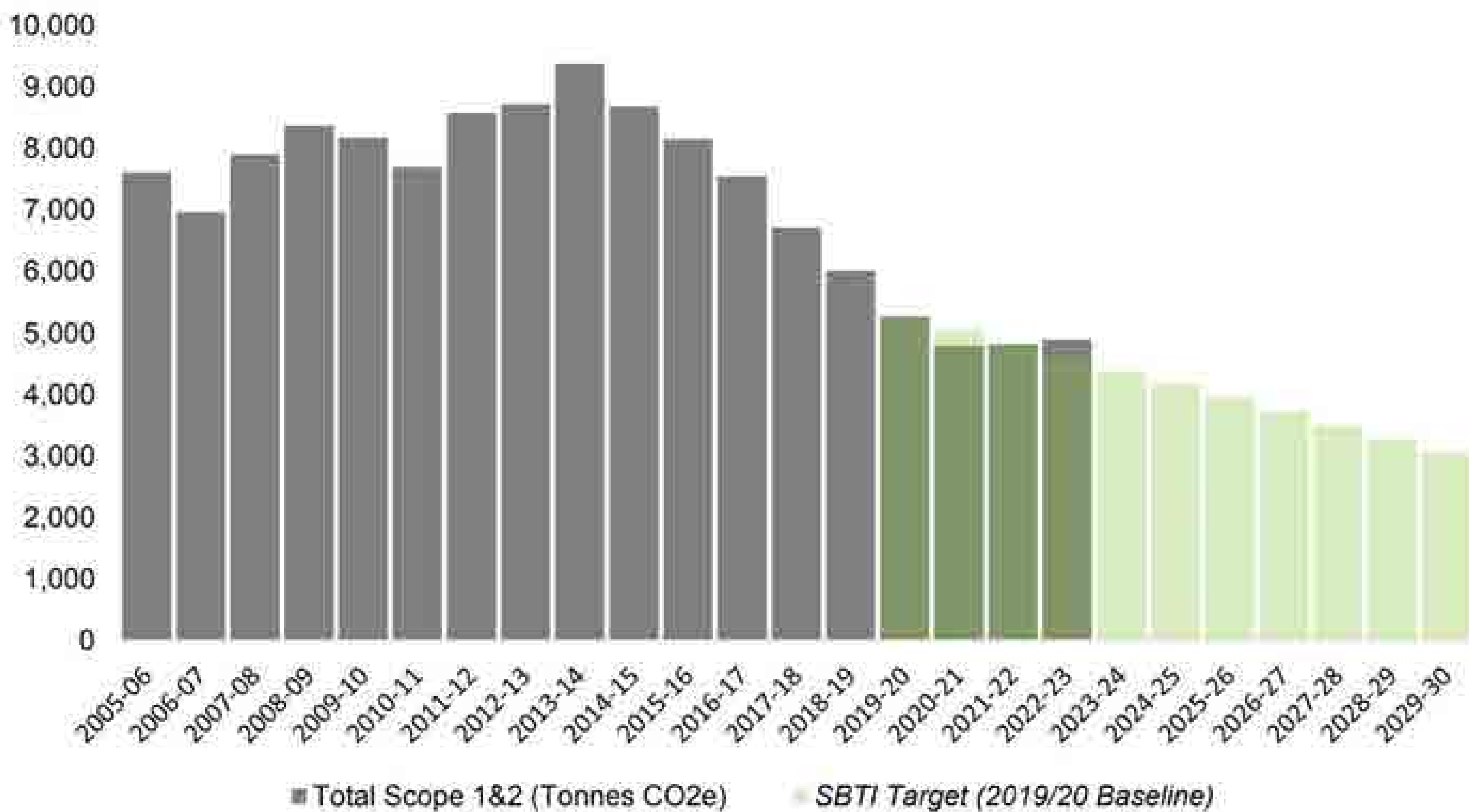
Environmental Sustainability

Review of the year

Provisional footprint calculations indicate that the University's Scope 1&2¹ carbon emissions increased by 82 tonnes (1.7%) in the year to 4,897 tonnes CO₂e. Actual consumption of energy decreased in this period (by 1% for electricity and 2% for gas) however the carbon intensity of electricity supplied across the national grid (Scope 2) increased by 7%. This is the first occasion that the University has not achieved its absolute emissions reduction target in line with Science Based Targets Initiative (SBTI) which was set at 4,607 tonnes CO₂e.

panels is due to be installed on Laura Annie Willson Building. This 420kWp installation when combined with the 190kWp from phase one, will generate over 500,000kWp of electricity annually.

In December 2022, the Jo Cox More in Common Centre was completed, the first at the University to be constructed to the WELL Building Standard. This building provides a template for new construction projects at the University, eschewing the use of combustion in operation and utilising air source heat pumps to heat the building. The building will



Significant reductions in consumption in many of the University's buildings on the Queensgate campus were offset by an increase in the newly refurbished Laura Annie Willson Building. The increases were partly due to more energy intensive research activities within the building but also by problems commissioning the complex new heating, cooling and ventilation systems needed to manage the refurbished area.

To aid the generation of renewable energy on site, the second phase of Solar Photovoltaic

be submitted for final assessment on the WELL standard in the coming year and demonstrates the pioneering approach of the University in adopting the standard, recognising the impact of its buildings on the well-being of its students and staff.

Other achievements

The University retained its 2:1 "grade" from People & Planet in its University league table for 2023 and is currently being assessed for 2024.

¹ Scope 1: emissions from sources directly owned or controlled by the University e.g., use of Natural Gas in heating boilers.

Scope 2: use of energy generated by a third party, but the volume consumed is under the control of the University e.g., electricity purchased over the national grid.

The University maintained its position within the top 200 universities globally in delivering the United Nation's (UN) Sustainable Development Goals (SDG), and was ranked as 5th most impactful in delivering SDG 10 – Reducing Inequalities by the Times Higher Education (THE) Impact Rankings 2023.

The first eight laboratories in the School of Applied Sciences achieved the Laboratory Efficiency Assessment Framework (LEAF) Bronze award for recognising and working towards improving the environmental impact of labs. Laboratories are responsible for producing a significant percentage of the University's carbon emissions, by consuming up to 10 times more energy and four times more water per square metre than other academic spaces. They also consume significant amounts of plastic, and it is estimated that worldwide they generate around 2% of plastic waste.



The University has recognised the need to increase carbon capture in the local area whilst improving biodiversity through tree planting and has partnered with Kirklees Council and the White Rose Forest to help deliver tree-planting schemes in the Kirklees District. The Estates and Facilities Sustainability Team facilitated a pilot planting day in March 2023 with twelve students from the International Study Group spending the afternoon planting at Ashenhurst.



The Estates and Facilities cleaning team have been making improvements to reduce their environmental impact, adopting chemical free cleaning techniques using the Tersano stabilised aqueous ozone system for approximately 40% of campus buildings.

Looking ahead

The University has commissioned consultants to produce a net-zero decarbonisation plan for the Queensgate campus. The plan will provide a building-by-building approach to guide the University in achieving its Scope 1&2 emissions Net-Zero targets by 2030.

With construction underway on the Daphne Steele Building, it is expected to achieve WELL Platinum, BREAMM Excellent and EPC 'A'.

The second building on the National Health Innovation Campus is currently under design and will continue the iterative improvement in performance; the building is being designed to employ best-practice principles from the Green Building Council and LETI guides for working towards Net-Zero building

People First



Strategic Aims

- Attract a talented global academic workforce to deliver and support our growth, vision, and values.
- Recognise contribution and provide a fair and motivational framework to ensure colleagues' engagement for continuous improvement.
- Grow an inclusive community of leaders and managers to develop people and achieve excellence.

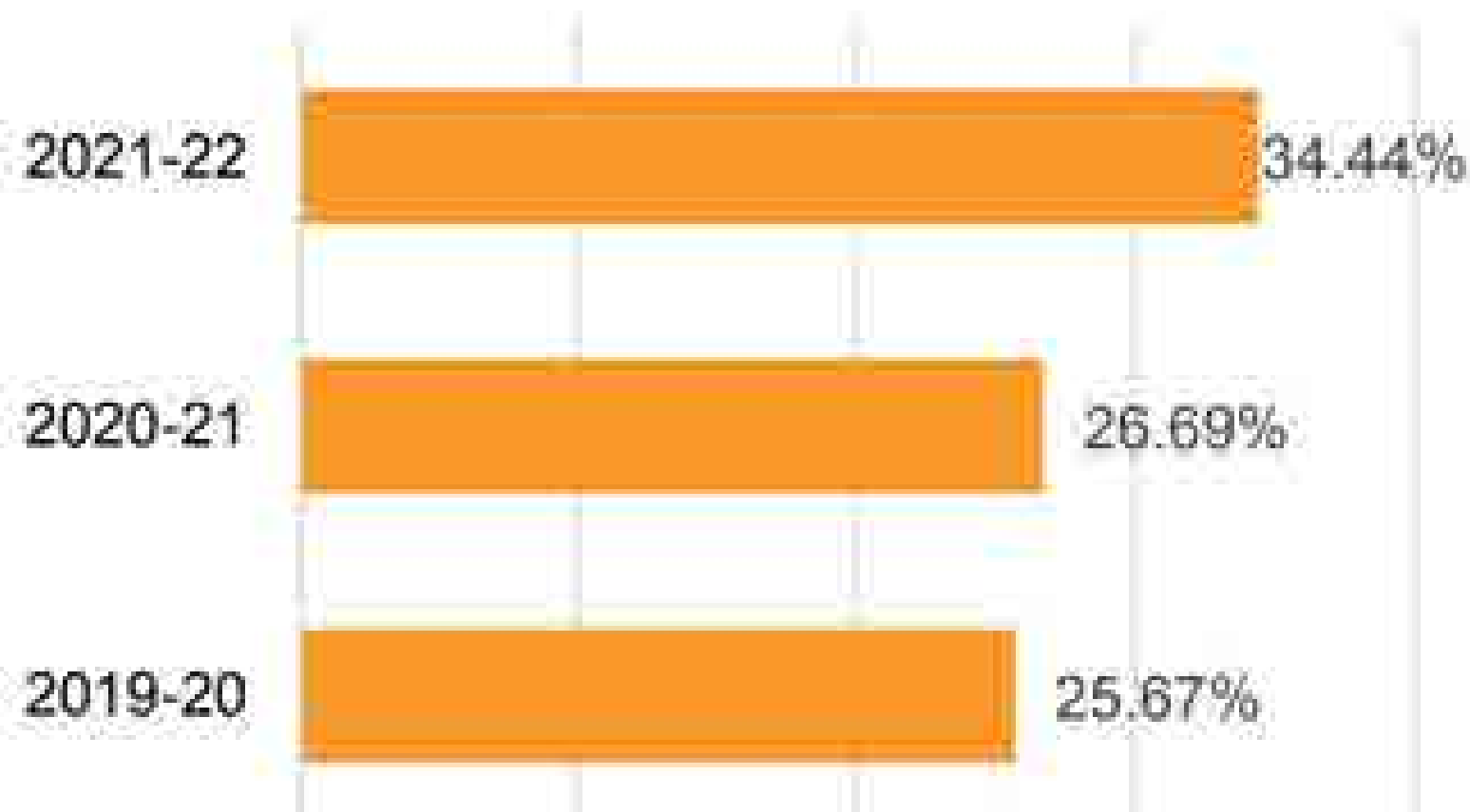
Key Performance Indicators

- 35% of academic staff to have international experience.
- University to be in the upper quartile in the staff survey for engagement and satisfaction.
- University to be in the upper quartile in the staff survey for good management practice.

Progress against strategic aims

Academic International Experience

With an increase of nearly 7.5 percentage points since last year, the University is close to reaching the target of 35% of academic colleagues having international experience.



We continue to appoint talented international colleagues and have increased the number of academic colleagues collaborating with international partners to further enhance and support our growth, vision and values.

Engagement and Satisfaction, and Good Management Practice

Both targets are measured against an all-staff survey which ran in October 2022. It was the first use of a new web platform-based survey provided by a global engagement survey tool company. As well as seeking responses around previous specific areas for benchmarking purposes it was expanded to explore areas like social connection. The survey had the highest participation rate achieved to date at 74%. The results show

that the majority of our colleagues feel happy and proud to work for the University of Huddersfield, as we achieved an overall engagement and satisfaction score of 66%.

Colleagues reported that flexibility from hybrid working practices provides support to manage their working hours and personal needs more effectively. Line manager support continues to be well received and appreciated at 74% for good management practice. Based on the global population of the survey tool, both scores take us much close to the upper quartile target.

Equality, Diversity and Inclusion

Equality, diversity and inclusion are core values of the University's work. Committed to creating a culture of mutual respect, dignity and acceptance in an inclusive learning and working environment, the University has submitted its application for Advance HE's Race Equality Charter Award and was awarded silver in its submission to Stonewall achieving Top 100 Employer status.



Wellbeing remains a key priority and a continued commitment to the Workplace Wellbeing Charter and Mindful Employer actions are reflected through feedback in the staff survey and staff networks. The University recently made a submission to the

University Mental Health Charter, a voluntary accreditation scheme, recognising a whole-university approach to support and promote mental health and wellbeing for all staff and students. Annual staff wellbeing fairs continue to be well received and attended, and due to staff requests, there are plans to hold them more frequently.

Our gender pay gap continues to reduce year on year. Invited by the Equalities and Human Rights Council (EHRC) and the Chartered Managers Institute (CMI) to contribute to a toolkit of resources for all employers, our case study continues to provide the benefits and value in using the gender pay gap figures and other data to drive action on gender equality in the workplace.

With close links to our community, we continue to be a Voluntary Living Wage employer and remain committed to ensuring our colleagues in front-line operational roles and administrative support roles are paid fairly to meet the real cost of living. We continue to work with the Universities and Colleges Employers Association (UCEA) for national pay negotiations and work in partnership with



local union branches on non-pay matters to meet our strategic aims for engagement and satisfaction.

Leadership and Development

The University provides an approach to people and organisational development that underpins its Strategy Map and Values with an approach to talent management that helps our people have the knowledge, skills and behaviours needed for their career aspirations and the University's current and future organisational needs. The introduction of the Huddersfield Leader Framework identifies what best practice in management and leadership looks, feels and sounds like.

Building on this through our partnership with CMI, a CMI accredited MSc called "Personal



and Professional Development for Strategic Leaders has been launched.

Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on 1 April 2017. These regulations place a legislative requirement on relevant public sector employers to collate and publish, annually, a range of data on the amount and cost of facility time within their organisation. The following data covers the period 1 April 2022 to 31 March 2023 as follows:

	2023
	Number
Number of trade union representatives	23
Full-time equivalent number of trade union representatives	19.87
Percentage of working hours spent on trade union facility time	Number
0% of working hours	0
1 to 50% of working hours	22
51 to 99% of working hours	1
100% of working hours	0
Percentage of staff costs spent on facility time	£'000
Total staff costs for the University	£122,447
Total cost of facility time	£64
Paid trade union activities	0.051%
Percentage of total paid facility time spent on paid trade union activities	36.840%

Financial Sustainability and Performance



Strategic Aims

- Generate sufficient cash to meet strategic investment plans and economic contingency.
- Maintain financial strength.
- Ensure all Schools and Services maintain financial and operational viability.

Key Performance Indicators

- Minimum 7% of total income as cash generation for sustainability and investment.
- Remain in the upper quartile amongst all UK HEIs in the HESA Security Index.
- All Schools and Services to deliver a 3% annual underspend against their devolved revenue budgets.

Progress against strategic aims

Our Financial Strategy is integral to the University's Strategy Map and sets out the broad financial objectives which underpin the mission, vision and aims of the University. The University continues to deliver positive cash generation in line with the Financial Strategy and KPIs

Summary of performance

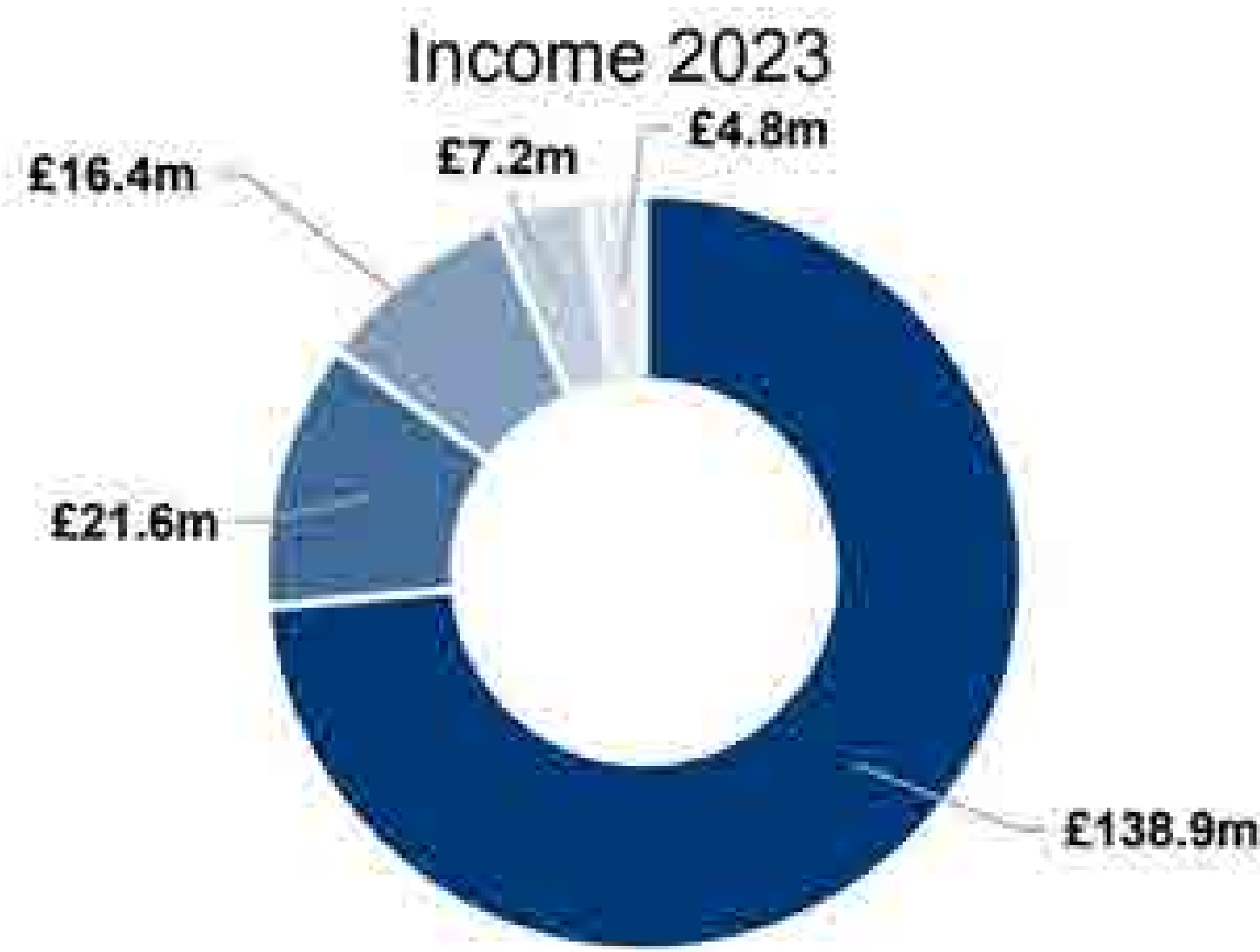
The University's underlying financial performance remained strong over the year ending 31 July 2023, generating **cash from operating activities** of £19.2m (2022: £23.4m), representing 10.2% (2022: 12.8%) of income. Total **comprehensive income** for the year was £47.4m (2022: £169.8m). These figures are reported after significant adjustments in relation to the pension schemes and revaluation of the University's tangible fixed assets. The actual gain/loss on

pensions and the revaluation shown in other comprehensive income has no cash impact.

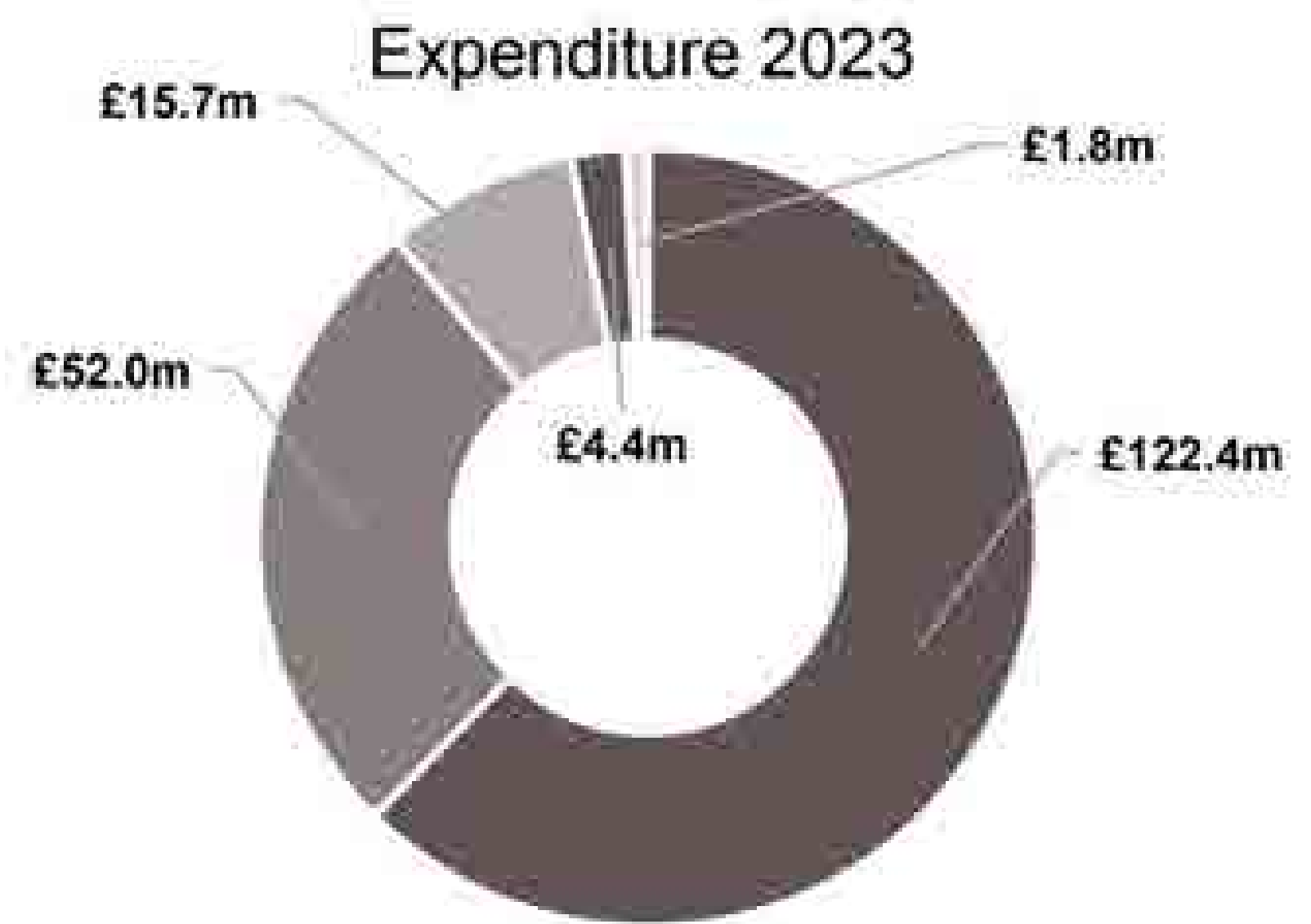
Total income for the year was £188.9m, a 3.3% increase over the prior year (2022: £183.0m). The main source of income continues to be from tuition fees, with the proportion of fee income coming from overseas students increasing over time. Income from research grants and contracts has also been increasing as part of the University's focus within the Strategy Map.

Expenditure has also increased over the previous year, with the proportion of costs expended on staffing reducing in comparison to the previous year.

Financial overview and key highlights	Year ended 31 July	
	2023 £'000	2022 £'000
Income	£188,918	£182,938
Expenditure	£196,378	£192,141
Surplus /(loss) for the year before other gains	(£7,460)	(£9,203)
Total Comprehensive Income for the year	£47,375	£169,753
Net current assets /(liabilities)	£145,541	£153,902
Net assets	£537,232	£489,857
Net cash inflow from operating activities	£19,208	£23,387
Net cash inflow from operating activities as a % of income	10.2%	12.8%

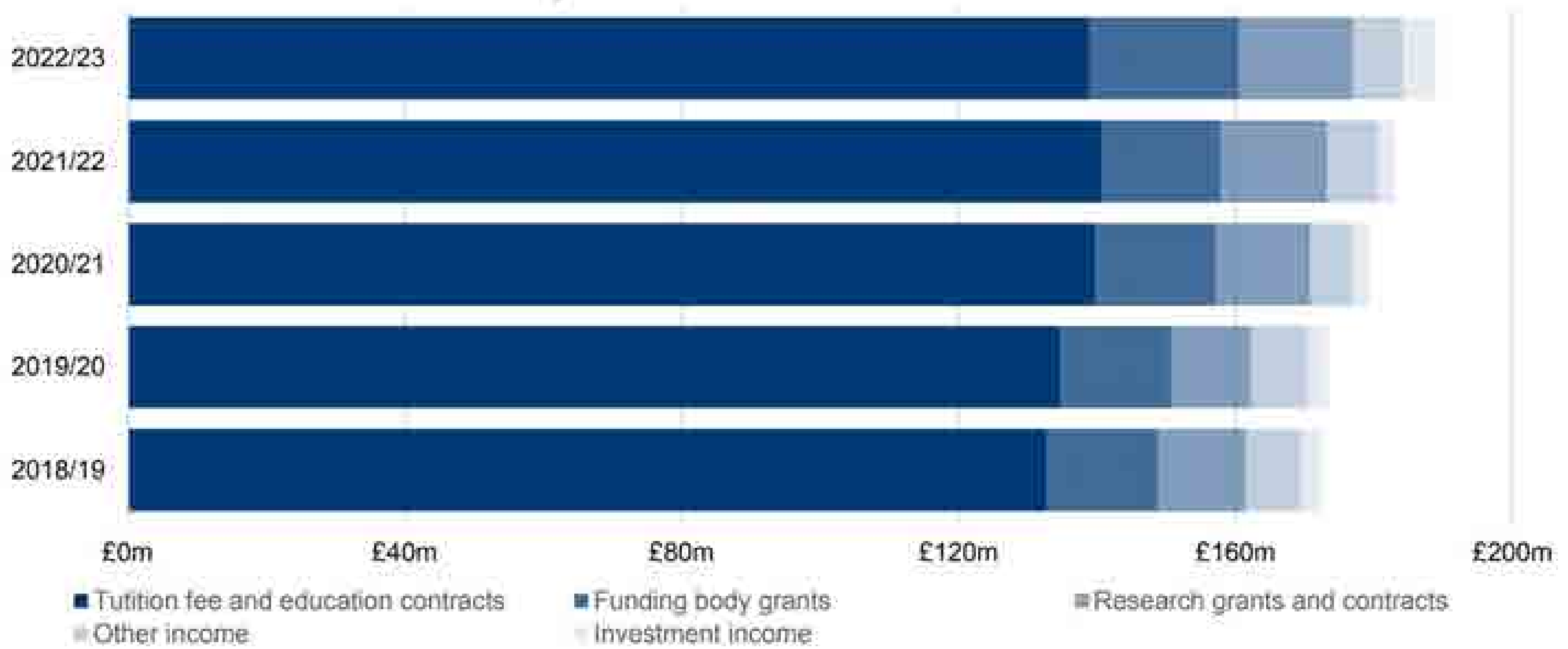


- Tuition fee and education contracts
- Funding body grants
- Research grants and contracts
- Other income
- Investment income

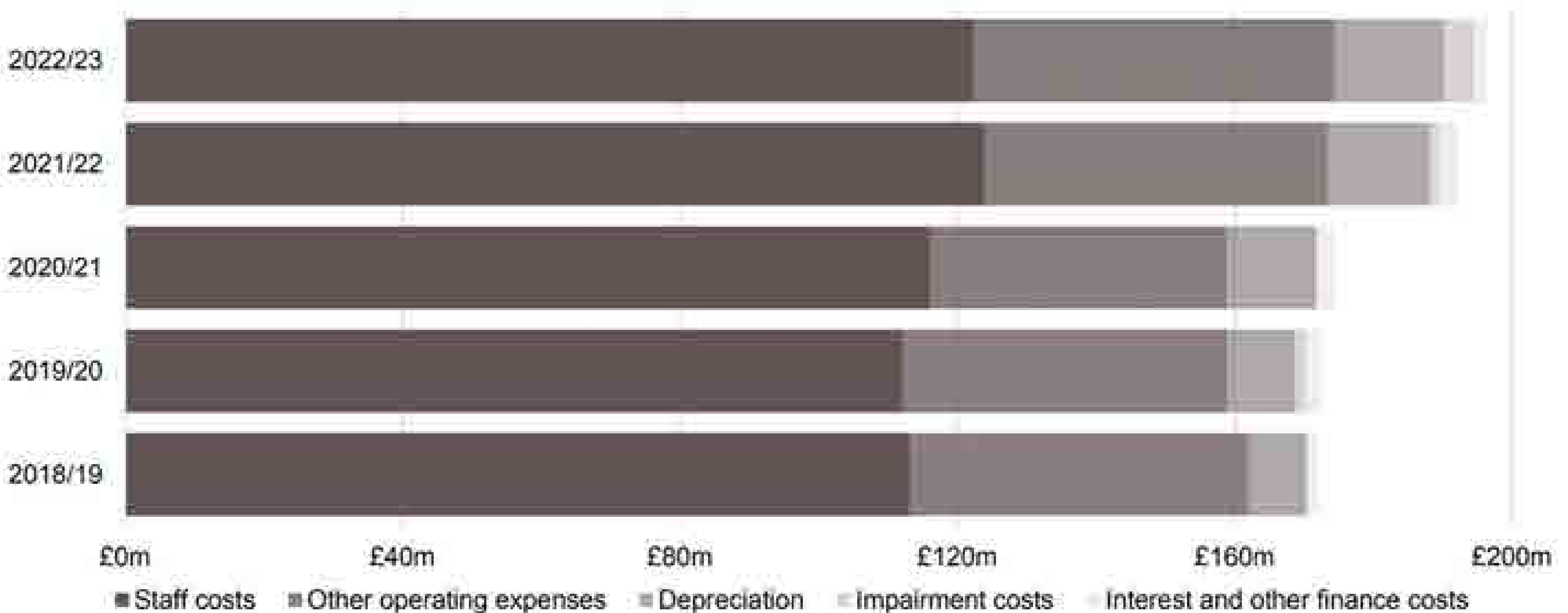


- Staff costs
- Other operating expenses
- Depreciation
- Impairment costs
- Interest and other finance costs

Sources of Income Comparison

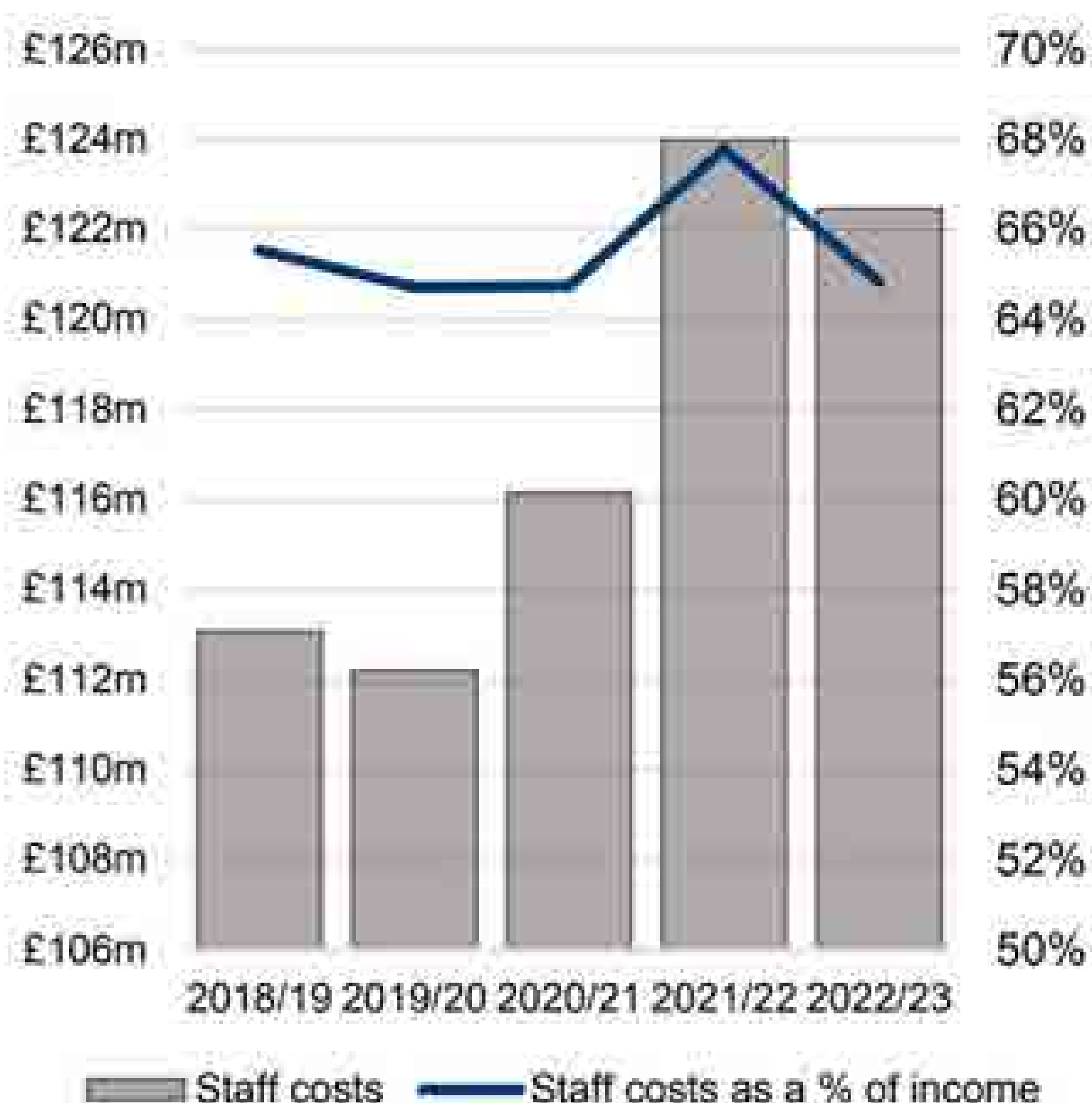


Sources of Cost Comparison



Staff costs

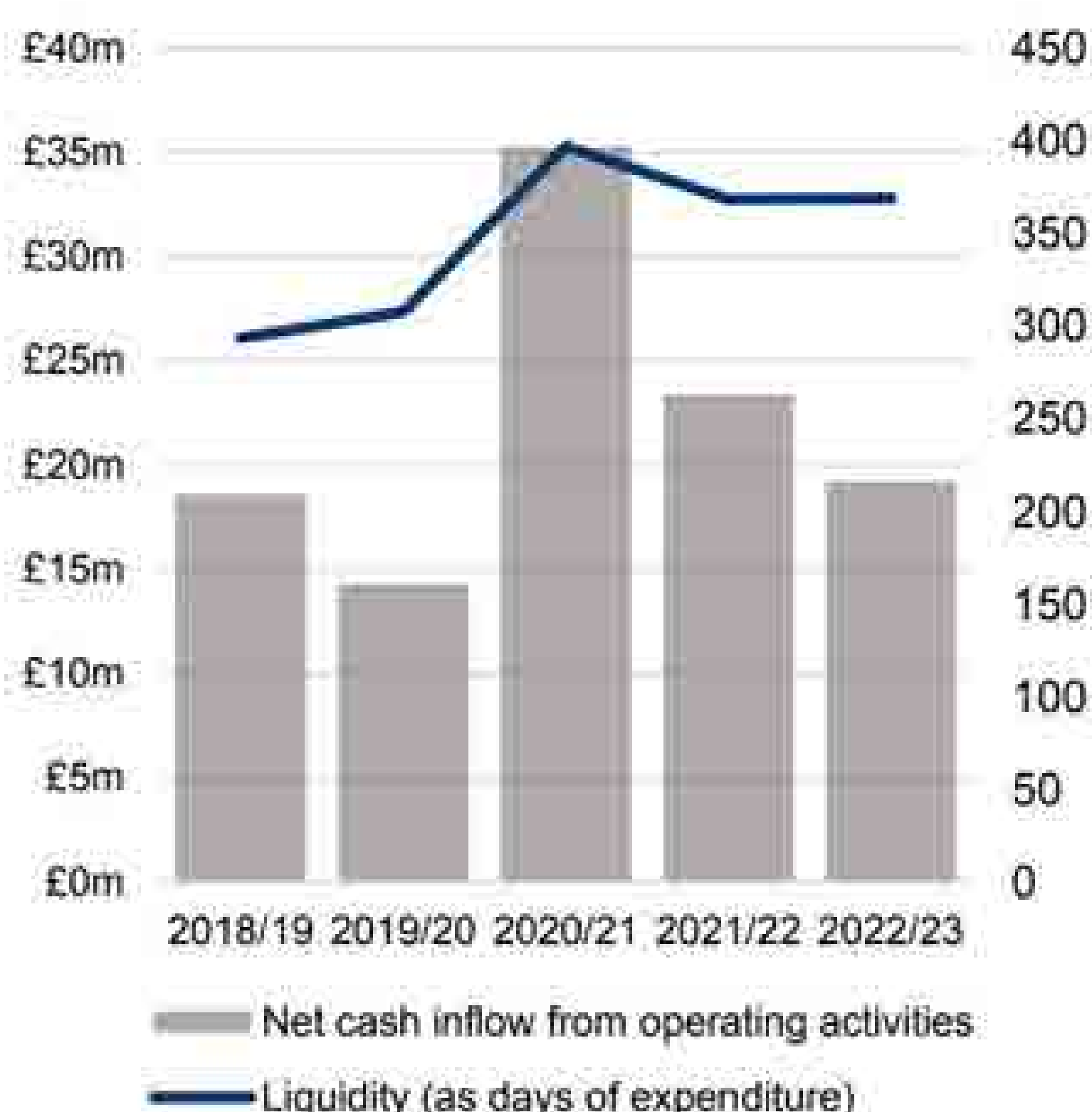
Staff costs (including pensions) as a proportion of total income reduced as staffing levels were rebalanced. Wage and salary growth is impacted by contractual increments and the national pay award, over which the University has limited control.



The University has taken steps during the year to address rising costs through operational efficiencies to mitigate the impact of continued inflationary pressures.

Operating cash

The group cash flow statement shows a net inflow from operating activities of £19.2m (2022: £23.4m) Liquidity at year end

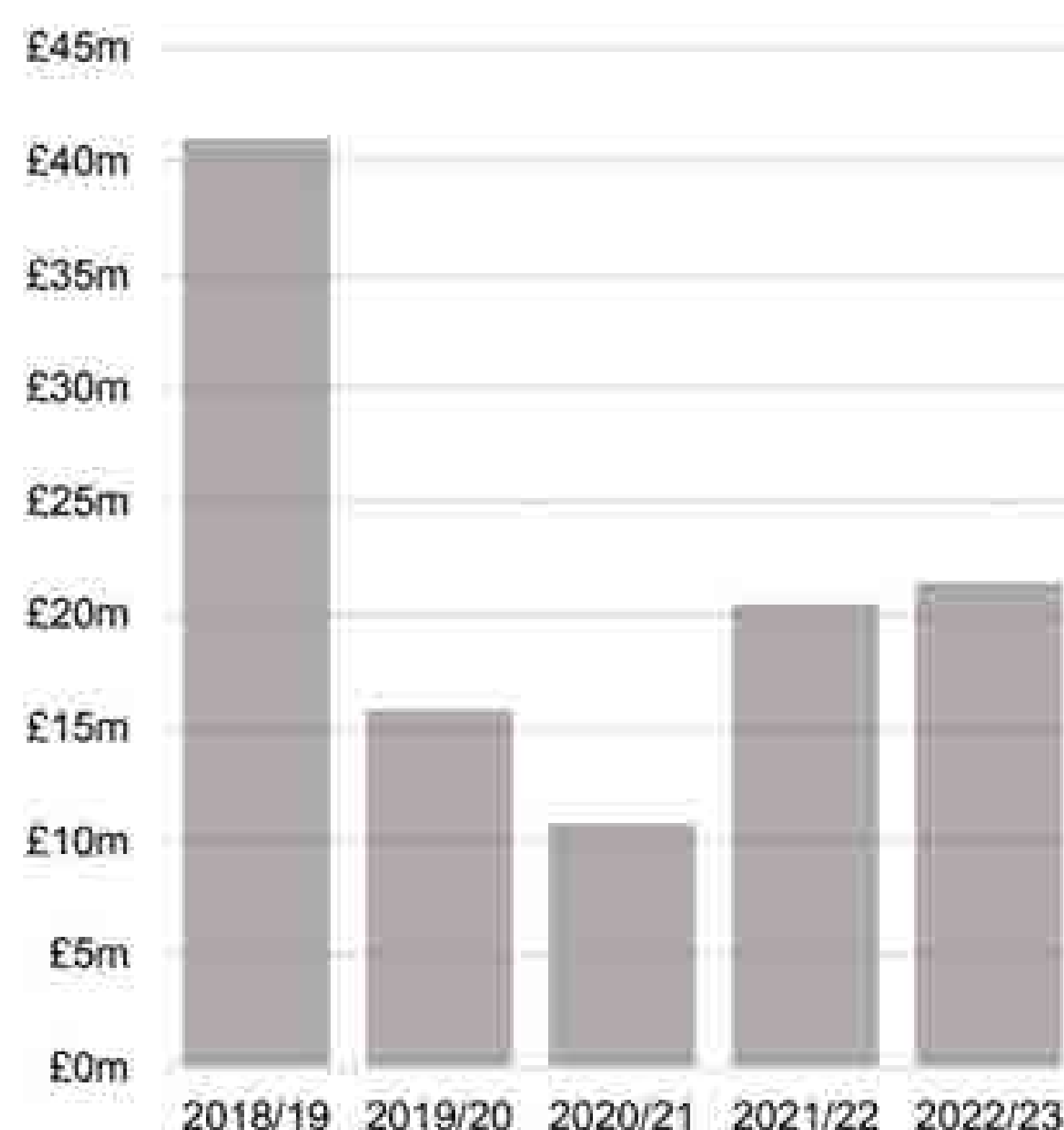


represented 369 days (2022: 368 days) of expenditure.

The University's financial strategy is to generate sufficient funds for investment, and it expects to continue to fund strategic developments from current earnings. Any decision to enter into borrowing would be based on a clear need to accelerate investment to contribute to the achievement of the strategic aims.

Physical and digital infrastructure investment

The physical and digital estate is central to the delivery for the University Strategy Map and allows the University to provide world-class teaching, learning and research facilities for its staff and students. The University continues to self-fund all its investment and has invested £21.4m this year (2022: £20.5m) on digital and physical infrastructure. There has been a sustained level of capital expenditure undertaken over the last five years primarily driven by improvements in the estate.



Risks relating to the estate capital programme and the digital strategy programme are monitored by the University's Estates & Finance Committee. The University funds its capital programme through its own reserves and has no borrowings.

The University acquired land on Southgate in December 2021 for its National Health Innovation Campus, and delivery of the Daphne Steele building is well underway, with the first students due to use the new facilities in September 2024. A second building is in the planning phase with plans to open in 2025.

Continued investment in the University's digital strategy has ensured continuing operations, in the face of continuing cyber-threats.

Financial Outlook

The University continues to maintain its strong financial position and takes active steps to ensure that it can mitigate the sector-wide challenges and uncertainties and be able to invest in the Strategy Map. The University's approach to financial management will ensure that strategic investment will continue.

The outlook remains uncertain, for the sector and the national and global economy. Inflationary pressures experienced during 2022/23 are expected to continue, if at a lower rate than the previous twelve months. The University will continue to identify opportunities and to seek efficiencies to mitigate the financial risk.

Initial indications for 2023/24 suggest that pressure on student recruitment, particularly in the home market, is set to continue. While this is offset by increasing numbers of international students, changes in government policy are resulting in some cooling down in the rate of applications.

Going concern

The University Council has reviewed the financial forecasts and the key planning parameters that support the University's Strategy Map. These have been tested against various scenarios, including several severe downside scenarios, which demonstrate that the University has access to adequate resources to continue to meet its commitments and obligations for the foreseeable future. Further detail is set out in the Statement of Accounting Policies on page 54.

The Council is therefore satisfied that the University continues to adopt the going concern basis in preparing these Financial Statements.

Payment of creditors

The University is fully committed to the prompt payment of its suppliers' bills and is a signatory of the Confederation of British Industry's Prompt Payment Code. The University aims to pay bills in accordance with agreed contractual conditions or, where no such conditions exist, within 30 days of receipt of goods or services or the presentation of a valid notice, whichever is the later. The average number of days taken to clear invoices in 2022/23 was 15 days (2022: 18 days).

Modern Slavery Act statement

The University is committed to ensuring and monitoring that modern slavery and human trafficking is not taking place in any parts of its operation within the University and its supply chain. For further information relating to the Modern Slavery Act statement, see website Modern Slavery Statement (hud.ac.uk)

Risks and Uncertainties

The University's approach to the management of risk is based on comprehensive risk analysis. The Corporate Risk Register focuses on risks relating to factors that threaten the institution's existence and continuing development. The risks are aligned to the University's Strategy Map and are reviewed regularly.

Each School and Service maintains a risk register. These are reviewed as part of the annual planning process, and this, along with horizon scanning and sector intelligence form the basis for any revisions to the Corporate Risk Register. This is reported to the University's Audit Committee and to Council. The Corporate Risk Register is updated annually and approved by Council.

<p>Strategic aim: To deliver inspirational learning and teaching.</p>	
<p>Risk description: Failure to deliver inspiring learning and teaching is exhibited in increased withdrawal and poorer academic and employment /further study outcomes, whether overall or differentially across the student population. This risk manifests itself both as a potentially missed opportunity to provide graduates with the attributes that will give them the edge as global professionals in mid-21st century economies and societies, and most directly as resulting in poor TEF and other regulatory outcomes.</p>	
<p>Description of critical risk factor</p> <p>Student satisfaction falls with rising expectations.</p>	<p>Control measures</p> <ul style="list-style-type: none"> • Internal Quality Assurance / Quality Enhancement mechanisms • University Teaching & Learning Strategy (UTLS) • Annual evaluation of teaching and learning • HR policies set minimum qualifications for teaching staff.
<p>Continuation rates do not increase, and inconsistencies between groups remain.</p>	<ul style="list-style-type: none"> • UTLS sets clear standards for teaching delivery. • UTLS increases emphasis on student engagement. • Attendance monitoring • Annual evaluation of teaching and learning outcomes • HR policies focus on management of poor performance.
<p>Graduate employment and salary rates do not continue to rise, and inconsistencies between groups remain.</p>	<ul style="list-style-type: none"> • School-based Industry Boards (IB) • All programmes offer relevant work-related activity. • Stronger focus on improved attainment • The introduction of the Global Professional Award (GPA) • Support for progression via post-graduate courses
<p>Student engagement does not improve.</p>	<ul style="list-style-type: none"> • UTLS focus on engagement. • Joint activity with Students' Union
<p>Strategic aim: to deliver innovative research and enterprise.</p>	
<p>Risk description: the University is unable to achieve significant engagement in research /enterprise across its academic staff; as a consequence, the University is unable to achieve a significant uplift in the quantity and quality of research outputs.</p>	
<p>Description of critical risk factor</p> <p>Failure to enhance profile of research activity among academic staff.</p>	<p>Control measures</p> <ul style="list-style-type: none"> • University searches for new talent and sets competitive conditions through the Research Excellent Staff Scheme • University Research Strategy (URS) incorporates planning and appraisal of research / enterprise activity. • URS promotes investment in research activity. • URS promotes research mentoring.

<p>Failure to increase annual research and enterprise income as conventional funders shrink/exit and competition grows.</p>	<ul style="list-style-type: none"> • Research / Enterprise Office identifies bidding opportunities and supports bids. • Role expectations established for Professors to act as research leaders.
<p>Strategic aim: to become a leading international university.</p> <p>Risk description: the University fails to meet its targets for international recognition, impacting on its capacity to develop its research performance and grow its international student base. As a result, reputation declines, further affecting recruitment and financial targets.</p>	
<p>Description of critical risk factor Failure to meet strategic targets for quality, quantity, and balance of student intake – in the face of competition and UKVI limits. Failure to achieve top 300 international standing in the QS/THE systems.</p>	<p>Control measures</p> <ul style="list-style-type: none"> • Target markets and market share specified for every School. • Student achievement standards are monitored annually. • International strategy developed with Associate Deans in each School and are regularly monitored. • School plans for international partnerships with leading Universities • Process for consideration of partnerships, especially enterprise teaching partnerships, including a range of associated risks. • Individual targets set at appraisal and research monitoring.
<p>Strategic aim: to develop and empower staff.</p> <p>Risk description: The University is unable to attract, retain, or develop the full range of staff expertise it needs to deliver its strategy.</p>	
<p>Description of critical risk factor Failure to identify /develop talent, especially in management / leadership roles.</p>	<p>Control measures</p> <ul style="list-style-type: none"> • Opportunities for role / career development • Athena Swan / Concordat • Reward /recognition schemes • Academic workload system • Development programmes • Qualification standards applied. • Internal support for conferment
<p>Strategic aim: to ensure financial sustainability.</p> <p>Risk description: The University is unable to maintain sufficient margin for sustainability and investment, and is unable to support activities required to meet strategic objectives.</p>	
<p>Description of critical risk factor Failure to generate sufficient cash to meet investment needs.</p>	<p>Control measures</p> <ul style="list-style-type: none"> • Strategy for surplus and investment • Devolved Revenue allocation model sets agreed margin. • Cash flow planned and monitored. • Staffing and reserves expenditure controls • Key investments prioritised and costed annually. • Regular forecasting and scenario exercises based on planning process. • Internal audit

Corporate Governance Statement

The University is committed to exhibiting best practice in all aspects of corporate governance. In the opinion of the members of the University Council, the University complied with the Higher Education Code of Governance ("the Code") which was re-issued by the Committee of University Chairs (CUC) in 2022 and has complied throughout the year ended 31 July 2023. University Council commissioned an external review of its governance arrangements in the academic year 2021/22, which found that the University's governance arrangements were effective and efficient and complied with the CUC Code of Practice and OfS expectations. Subsequent to the review, a development plan was approved to build on the existing good practice and has been monitored throughout the year by the Governance and Membership Committee and Council. The action plan has led to closer engagement between members of University Council and business functions of the University; an enhanced scheme of delegation, more effective arrangements for information sharing both in advance and during Council and Committee meetings, and a review of the size, structure and shape of Council and its Committees.

Background

The University was established as a Higher Education Corporation under the terms of the

Education Reform Act 1988 and the Further and Higher Education Act 1992. Its objects, powers and framework of governance are set out in the Instrument and Articles of Government which were approved by the Privy Council on 20 December 1996. The current version of the Articles was approved by the Privy Council on 10 January 2012 and came into effect on 22 February 2012. The Articles set out the requirement for the University to have a Council and a Senate, each with clearly defined functions and responsibilities, to oversee and manage its activities.

University Council

The University Council is the governing body and the ultimate body responsible for the financial sustainability of the University, for setting and achievement of strategy and for the proper oversight of University people, assets and processes.

The University Council terms of reference set out, in line with general principles of good governance, that the Council has a majority of external members, with members also drawn from the staff and students of the University and the Vice-Chancellor as an *ex officio* member. Members of the Council do not receive any remuneration for the work which they do for the Council.

The members who served on the Council during the year are listed in the table below:

	Date of appointment	Date of retirement or end of initial term of office	Committees served
External Members			
Mr J H Thornton	01/01/ 2006	31/07/2025	Chair of Council Estates and Finance Committee Chair of Governance & Membership Committee Honorary Awards Committee Senior Post Holder Remuneration and Senior Staff Remuneration Advisory Committees
Mr A Ahmed	01/08/ 2022	31/07/2024	Estates and Finance Committee
Mr B Ainsworth	01/08/2019	31/07/2025	Estates and Finance Committee

	Date of appointment	Date of retirement or end of initial term of office	Committees served
Ms S Baines	01/07/2023	31/07/2026	Audit Committee Senior Post Holder Remuneration and Senior Staff Remuneration Advisory Committees
Mr R Cox	01/08/2018	31/07/2024	Chair of Audit Committee Senior Post Holder Remuneration and Senior Staff Remuneration Advisory Committees
Mr R Davies	14/02/2019	31/07/2025	Audit Committee
Mr M Fisher	30/03/2006	31/07/2024	Chair of Estates and Finance Committee
Mrs V Lloyd	03/07/2014	31/07/2023	Governance and Membership Committee Honorary Awards Committee
Ms T Magennis	01/08/2019	03/10/2023	Governance and Membership Committee Senior Post Holder Remuneration and Senior Staff Remuneration Advisory Committees
Mrs C Morrow	01/08/2023	31/07/2025	Honorary Awards Committee
Baroness K Pinnock	01/08/2016	31/07/2025	Audit Committee Governance and Membership Committee Honorary Awards Committee Chair of Senior Post Holder Remuneration Committee and Senior Staff Remuneration Advisory Committees
Professor I Pollock-Hulf	01/08/2015	31/07/2024	Estates and Finance Committee
Co-opted Members			
Professor T Thornton	01/08/2015	Ex-officio	Estates and Finance Committee Governance and Membership Committee Honorary Awards Committee Senate
Members nominated by Senate (Teaching Staff / Dean's representative)			
Professor Rev J Malay	25/11/2020	31/07/2023	Honorary Awards Committee Senate
Professor H Bryan	01/11/2022	31/07/2023	Governance and Membership Committee Senate
Members nominated by Senate (Professional Services Staff)			
Mr K Pilicudale	25/11/2020	31/07/2023	Senate Honorary Awards Committee
Student Member			
Miss M Avery	01/07/2022	30/06/2023	Honorary Awards Committee Governance and Membership Committee Senate
Mr M T Khan	01/07/2023	30/06/2024	Honorary Awards Committee Governance and Membership Committee Estates and Finance Committee
Vice Chancellor			
Professor R A Cryan	01/01/2007	Ex-officio	Chair of Honorary Awards Committee Estates and Finance Committee Governance and Membership Committee

	Date of appointment	Date of retirement or end of initial term of office	Committees served
			Senior Staff Remuneration Advisory Committee Chair of Senate

It is the Council's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct. The Council is provided with regular and timely information on the overall financial performance of the University together with other information about all aspects of the University's Strategy Map and associated KPIs such as performance against funding targets, proposed capital expenditure, quality matters and staff related matters such as health and safety and compliance issues.

Senate

Subject to the overall responsibility of the University Council, the Senate has responsibility for the academic affairs of the University and draws its membership entirely from the staff and students of the University. It is particularly concerned with issues relating to the academic governance of the University.

Leadership

The Vice-Chancellor is the Chief Executive of the University and is responsible to the University Council for the organisation, direction, and management of the University. The Vice-Chancellor is the Accountable Officer of the University under the terms and conditions of funding for Higher Education Institutions and can be summoned to appear before the Public Accounts Committee of the House of Commons.

As Chief-Executive, the Vice-Chancellor exercises considerable leadership upon the development of University strategy, the identification and planning of new developments and shaping the University ethos.

The Vice-Chancellor is supported by a range of senior colleagues. The formal decision-making body is the Senior Leadership Team which comprises the Deputy Vice-Chancellor, Pro Vice-Chancellors, the Deans of School, Directors of Professional Services and the University Secretary. The Vice-Chancellor remains accountable to University Council.

In accordance with the Articles of Government, the University Secretary has been designated Clerk to the Council and in that capacity provides independent advice and guidance to all members. The University Secretary is responsible to the Council for ensuring compliance with all applicable procedures, legislation, and regulations. The appointment and removal of the University Secretary are matters for the University Council as a whole.

Committees

Certain matters, such as the approval of the strategic plan, the annual budget, major investments and the sale and purchase of land, are reserved matters for University Council. However, much of its detailed work is delegated to the following standing committees:

- Audit Committee
- Estates and Finance Committee
- Governance and Membership Committee
- Senior Post Holder Remuneration Committee and Senior Staff Remuneration Advisory Committee
- Senate

A significant proportion of the membership of these committees consists of external members of Council, co-opted members and staff and students where this is permissible. The decisions of these Committees are reported to the Council.

Audit Committee

The Audit Committee meets four times a year with the University's external and internal auditors in attendance. It establishes and reviews procedures for auditing the University's activities. The Committee considers detailed reports together with recommendations for the improvement of the University's systems of internal control together with management responses and implementation plan. It provides oversight of the University's risk management procedures. It also receives and considers reports from the Office for Students (OfS) as they affect the University's business and monitors adherence to the regulatory requirements. Whilst senior executives attend meetings of the Audit Committee, as necessary, they are not members of the Committee. Once a year the Committee meets the internal and external auditors for private discussions, without any member of university staff present, except for the University Secretary, acting in their capacity of Clerk to the Council.

Estates and Finance Committee

The Estates and Finance Committee is responsible for oversight of financial management and regulation. The Committee also oversees progress against the University's Capital and Digital Strategies.

Governance and Membership Committee

The Governance and Membership Committee oversees the University's work on corporate and academic governance and makes recommendations to Council for effective governance arrangements. The Committee is responsible for the consideration and recommendation of the appointment and removal of University Council and Committee members.

Senior Post Holder Remuneration Committee and Senior Staff Remuneration Advisory Committee

The Senior Post Holder Remuneration Committee's remit is to establish and review the processes for reviewing the remuneration of the Vice-Chancellor and the University Secretary and for recommending to

University Council, whilst the Senior Staff Remuneration Advisory Committee is responsible for reviewing the remuneration of senior staff contract holders.

Senate

Senate is the body responsible for the quality of the University's academic governance arrangements and has in place a structure of detailed scrutiny committees to help with this endeavour. Senate receives regular reports on all aspects of academic quality and enhancement, and as such can provide assurance to Council that the University's academic governance arrangements remain effective.

The University maintains a Register of Interests of members of the Council, the Boards of Directors of the subsidiary companies, designated officers of the Board and members of the Senior Leadership Team.

Information concerning the Register can be obtained from the University Secretary. Full minutes of all meetings, except those deemed to be confidential by the University, are available from the University Secretary at The University of Huddersfield, Queensgate, Huddersfield, HD1 3DH.

Statement of Internal Control

The University Council, as the governing body of the University, has responsibility for maintaining a sound system of internal control that supports the achievement of policies, aims and objects while safeguarding the public and other funds and assets for which it is responsible. The University Council, both directly and through the Audit Committee and the Estates and Finance Committee, ensure that the University uses public funds only for the purposes for which they were provided, and that the University complies with the terms and conditions of funding.

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

The system of internal control is based on an ongoing process designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks, and to manage them efficiently, effectively, and economically. This process has been in place for the year ended 31 July 2023 and up to the date of approval of the Financial Statements. The process is reviewed regularly by Council and accords with the relevant Financial Reporting Council guidance.

The University's objectives, its internal organisation and the environment in which it operates are evolving and, as a result, the risks it faces are changing continually. The University's internal control systems enable leaders to manage and to control risks appropriately, however, no operating environment can be risk free. The University's internal control systems and their associated procedures are aimed at:

- Safeguarding the University's assets, limiting its liabilities and ensuring the appropriate use of public funds.
- Facilitating effective and efficient operation of the University by enabling it to respond appropriately to significant business, operational, financial,

compliance and other risks to achieving the University's objectives.

- Ensuring the quality of internal and external reporting, underpinned by the maintenance of proper records and processes that generate a flow of timely, relevant and reliable information from within and outside the University.
- Ensuring compliance with applicable laws and regulations and also with internal policies with respect to the conduct of business.

The internal control system provides the framework within which the University operates. It includes:

- Mechanisms for the control of activities.
- Appropriate information and communication processes
- Process for monitoring the continuing effectiveness of the University's control of its activities.

The internal controls system used to manage risk is:

- Embedded within the operation of the University, forming an integral part of its culture.
- Capable of responding quickly to evolving risk to the University arising from factors within the University and to changes in the external environment.
- Part of a culture in which any failings or weaknesses in the systems of control are reported to appropriate levels of management and governance, and corrective action duly taken.
- Ultimately the responsibility of the Vice-Chancellor with operational responsibility devolved to the University's Senior Leadership team.

As the governing body, the Council has the responsibility for reviewing the effectiveness of the system of internal control. The following processes have been established:

- The Council meets regularly to consider the plans and strategic direction for the University.
- The Council receives feedback from the Audit Committee on matters of internal control considered by the Audit

Committee. The Council is informed routinely and consulted on key business decisions, the risks associated with them and the proposed management approach. Systems have been established to report risk to Council through the corporate risk register and as part of financial forecast.

- The Audit Committee is the formal governance body charged with the detailed scrutiny of the University's Corporate Risk Register, with the University's Senior Leadership Team as the University's executive group responsible for the oversight of the operational management of risk.
- Corporately, risks are identified and discussed by the Senior Leadership Team, informed by a flow of information between management, groups committees and staff. The Senior Leadership Team reviews the information and where appropriate updates the Corporate Risk Register. Schools and Services receive guidance which encourages their management teams to consider the key risks they face. The Deputy Vice-Chancellor is the member of the executive with the accountability for the maintenance and management of the University's Corporate Risk Register.
- Risk awareness is raised through:
 - Risk being incorporated within the management development programmes and staff induction courses.
 - The planning and contextual documentation which is provided to Deans and Directors offering risk management guidance and being supplemented by discussions during the planning meetings.
 - Deans and Directors discussing risk with their management teams during the planning meetings.
- Risks are linked to the elements of the University Strategy for which detailed key performance indicators have been agreed.
- Risks are prioritised based on likelihood and impact. This assessment is made by considering the risk before and after mitigations in place.

The University Council's review of the effectiveness of the system of internal control is informed by the internal audit service, which operates to standards defined in the OfS terms and conditions of registration. The internal auditors submit regular reports which include their independent opinion on the adequacy and effectiveness of the University's system of internal control, with recommendations for improvement. The Council's review of the effectiveness of the system of internal control is also informed by the work of the executive managers within the institution, who have responsibility for the development and maintenance of the internal control framework, and by comments made by the internal auditors in their management letter and other reports.

Statement of the University Council's Responsibilities in Respect of the Report and the Financial Statements

The University Council is responsible for preparing the report and the Financial Statements in accordance with the requirements of the Office for Students' Terms and Conditions of Funding for Higher Education Institutions and Research England's Terms and Conditions of Research England Grant, and applicable law and regulations.

It is required to prepare the Group and parent University Financial Statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland. The Terms and Conditions of Funding further require the Financial Statements to be prepared in accordance with the requirements of the Accounts Direction dated 25 October 2019, issued by the Office for Students ('the Accounts Direction') and the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education.

The University Council is required to prepare financial statements which give a true and fair view of the state of affairs of the Group and of the parent University and of their income and expenditure, gains and losses and changes in reserves, and of the Group's cash flows for that period. In preparing each of the Group and parent University Financial Statements, the Council is required to:

- Select suitable accounting policies and apply them consistently.
- Make judgements and accounting estimates that are reasonable and prudent.
- State whether applicable UK accounting standards and the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education have been followed, subject to any material departures disclosed and explained in the Financial Statements.

- Assess the Group and parent University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern.
- Use the going concern basis of accounting unless it either intends to liquidate the Group or the parent University or to cease operations or have no realistic alternative but to do so.

The University Council is responsible for keeping adequate accounting records that are sufficient to show and explain the parent University's transactions and disclose with reasonable accuracy at any time the financial position of the parent University. It is responsible for such internal control as it determines is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error, and has general responsibility for taking such steps as are reasonably open to it to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

The University Council is also responsible for ensuring that:

- funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation.
- income has been applied in accordance with the University's Articles of Government funds provided by the Office for Students, UK Research and Innovation (including Research England) and the Education and Skills Funding Agency and the Department for Education have been applied in accordance with the terms and conditions attached to them.
- ensuring that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources; and
- securing the economical, efficient, and effective management of the University's resources and expenditure.

The University Council is responsible for the maintenance and integrity of the corporate

and financial information included on the University's website. Legislation in the UK governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

The University Council confirms that:

- So far as each member is aware at the date of approval, there is no relevant audit information of which the University's auditor is unaware; and
- Council members have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the University's auditor is aware of that information.

Approved by the members of the Council on 30 November 2023 and sign on its behalf by:

Mr J H Thornton

Chair of Council

Independent Auditor's Report to the Council of University of Huddersfield

Report on the Audit of the Financial Statements

Opinion

We have audited the Financial Statements of the University of Huddersfield ("the University") for the year ended 31 July 2023, which comprise the Group and University Statement of Comprehensive Income, Group and University Statement of Changes in Reserves, Group and University Statement of Financial Position, Group Statement of Cash Flows and related notes, including the statement of accounting policies.

In our opinion, the Financial Statements:

- give a true and fair view of the state of the Group's and of the University's affairs as at 31 July 2023, and of the Group's and of the University's income and expenditure, gains and losses and changes in reserves, and of the Group's cash flows, for the year then ended; and
- have been properly prepared in accordance with UK accounting standards, including FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the Group in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The Council has prepared the Financial Statements on the going concern basis as it does not intend to liquidate the Group or the University or to cease their operations, and

as it has concluded that the Group and the University's financial position means that this is realistic. It has also concluded that there are no material uncertainties that could have cast significant doubt over their ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the Council's conclusions, we considered the inherent risks to the Group's business model and analysed how those risks might affect the Group and University's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the Council's use of the going concern basis of accounting in the preparation of the Financial Statements is appropriate.
- we have not identified and concur with the Council's assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the Group or the University's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the Group or the University will continue in operation.

Fraud and breaches of laws and regulations – ability to detect.

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an

opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of Directors, the Audit Committee and inspection of policy documentation as to the Group's high-level policies and procedures to prevent and detect fraud including the internal audit function, and the Group's channel for "whistleblowing", as well as whether they have knowledge of any actual, suspected, or alleged fraud.
- Reading Council, Audit Committee and Estates and Finance Committee minutes.
- Using analytical procedures to identify any unusual or unexpected relationships.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular that the University management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because of the nature of the individual income streams and limited opportunity for the University to manipulate these.

We did not identify any additional fraud risks.

We performed procedures including:

- Identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included unusual cash journals, those posted by senior finance management and those posted to accounts relating to our identified significant risks.
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

Identifying and responding to risks of material misstatement related to compliance with laws and regulations.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the Financial Statements from our general commercial and sector experience and through discussion with the Directors and other management as required by auditing standards, and from inspection of the Group's regulatory and legal correspondence and discussed with the directors and other management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Group is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related charities and companies' legislation), distributable profits legislation, taxation legislation, pensions legislation and higher education financial reporting related regulation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Group is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: compliance with Higher Education regulatory requirements of the Office for Students. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Council and other management and inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident

from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Other information

The Council is responsible for the other information, which comprises the Strategic & Operating Review and the Report of the Governors and Corporate Governance Statement. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work, we have not identified material misstatements in the other information.

Council responsibilities

As explained more fully in its statement set out on page 47, the Council is responsible for: the preparation of the financial statements and for being satisfied that they

give a true and fair view; such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Group and parent University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless it either intends to liquidate the Group or the parent University or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities

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 our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

Report on other legal and regulatory requirements

We are required to report on the following matters by the Accounts Direction dated 25 October 2019 issued by the Office for Students ('the Accounts Direction').

In our opinion, in all material respects:

- funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by the Office for Students, UK Research and Innovation (including Research England), the Education and Skills Funding Agency and the Department for Education have been

- applied in accordance with the relevant terms and conditions; and
- the Financial Statements meet the requirements of the Accounts Direction.

Matters on which we are required to report by exception.

We are required by the Accounts Direction to report to you where the University has an access and participation plan that has been approved by the Office for Students' director of fair access and participation and the results of our audit work indicate that the Group's and the University's expenditure on access and participation activities for the financial year disclosed in note 9 has been materially misstated.

We are also required by the Accounts Direction to report to you where the results of our audit work indicate that the Group's and the University's grant and fee income, as disclosed in note 3 to the financial statements has been materially misstated.

We have nothing to report in these respects.

The purpose of our audit work and to whom we owe our responsibilities.

This report is made solely to the Council in accordance with paragraph 9 of the University's Articles of Government and section 124B of the Education Reform Act 1988. Our audit work has been undertaken so that we might state to the Council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the University and the Council for our audit work, for this report, or for the opinions we have formed.

**Timothy Cutler (Senior Statutory Auditor)
for and on behalf of KPMG LLP, Statutory
Auditor**

Chartered Accountants
1 St Peter's Square
Manchester
M2 3AE
United Kingdom

6 December 2023

Financial Statements 2022-23



Statement of Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Financial Statements, except as noted below.

1. Basis of preparation

These Financial Statements have been prepared in accordance with the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019, with FRS102: The Financial Reporting Standards applicable in the UK and Republic of Ireland and with the Office for Students (OfS) Accounts Direction published in (OfS 2019:14)

The University is a public benefit entity and therefore has applied the relevant public benefit requirements of FRS 102. The Financial Statements are prepared in accordance with the historic cost convention (modified by the revaluation of fixed assets).

2. Going concern

The University's activities, together with the factors likely to affect its future development, performance and position, are set out in the Strategic and Operating Review which forms part of this annual report. The report also describes the financial position of the institution, its cash flows, liquidity position and borrowing facilities.

The Financial Statements have been prepared on a going concern basis which the Council considers to be appropriate for the following reasons.

The Council has prepared forecasts for a period of 20 months from the date of approval of these Financial Statements. After reviewing these forecasts, the Council is of the opinion that, taking account of the severe but plausible downsides, including the anticipated impact of continuing high rates of inflation as well as changes in student demand for places as a consequence of the economic environment and other global factors, the University will have sufficient funds to meet their liabilities as they fall due in the period of 12 months from the date of

approval of the financial statements (the going concern assessment period).

The downturn in the global economy and the higher education sector because of the long-term impacts of a global pandemic, the continuing war in Ukraine and high rates of inflation have created continuing high levels of uncertainty. In response to this uncertainty, the University has taken actions that will deliver a long-term sustainable position. Scenario planning and stress-testing has been under-taken to ensure the University's finances are not compromised.

Scenario planning and stress-testing has included potential reductions in student income because of lower recruitment of home under-graduate students, and reductions in the number of students recruited from international markets. Income from research grants and other income has also been considered. The impact of high rates of inflation on non-pay expenditure generally and the specific impact of increasing energy costs as well as the impact of higher staff costs resulting from higher pay settlements.

Under these severe but plausible downside scenarios, we remain financially sustainable, with sufficient cash balances. The University does not have any debt and has healthy levels of available cash, a strong statement of financial position and plans for mitigating actions to reduce costs should they be required.

Consequently, the Council is confident that the University will have sufficient funds to continue to meet liabilities as they fall due for at least 12 months from the date of approval of the Financial Statements and have therefore prepared the Financial Statements on a going concern basis.

3. Exemptions under FRS102

The University has taken the exemption under section 3.3 of the SORP (1.12(b)) of FRS 102) not to produce a cashflow statement for the University in its separate Financial Statements.

4. Basis of consolidation

The group Financial Statements include the Financial Statements of the University and all

its subsidiaries. The results of subsidiaries acquired or disposed of during the period are included in the Group Statement of Comprehensive Income from the date of acquisition or up to the date of disposal. Intra-group transactions are eliminated on consolidation.

Gains or losses on any intra-group transactions are eliminated in full. Amounts in relation to debts and claims between undertaking included in the consolidation are also eliminated. Balances between the University and its associates and joint ventures are not eliminated. Normal trading transactions that are not settled by the Statement of Financial Position date are included as current assets or liabilities.

The group Financial Statements do not include the income and expenditure of the Students' Union as the University does not exert control or dominant influence over policy decisions, and is separate legal entity.

5. Income recognition

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

Tuition fee income is stated gross of any expenditure, which is not a discount, and credited to the Group Statement of Comprehensive Income over the period in which students are studying, or when it becomes non-refundable. Where the amount of the tuition fee is reduced by a discount for prompt payment, income receivable is shown net of the discount. Bursaries and scholarships are accounted for gross as expenditure and not deducted from income. Education contracts are recognised when the University is entitled to the income, which is the period in which the students are study, or where relevant, when performance conditions have been met.

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

Funds the University receives and disburses as the paying agent on behalf of a funding body are excluded from the income and expenditure of the University where the University is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

Grant funding

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

Donations and endowments

Non-exchange transactions without performance related conditions are donations and endowments. Donations and endowments with donor-imposed restrictions are recognised as income when the University is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with such restrictions at which point the income is released to general reserves through a reserve transfer. Donations with no restrictions are recognised in income when the University is entitled to the funds.

There are four main types of donations and endowments identified within reserves:

1. Restricted donations – the donor has specified that the donation must be used for a particular objective.
2. Unrestricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate and income stream for the general benefit of the University.
3. Restricted expendable endowments – the donor has specified a particular objective other than the purchase or construction of tangible assets and the University has the power to use the capital.
4. Restricted permanent endowments – the donor has specified that the fund is to be

permanently invested to generate an income stream to be applied to a particular objective.

Donations of tangible assets are included within income. The income recognised is valued using a reasonable estimate of the gross value of the amount realised. Donated tangible assets are valued and accounted for as tangible assets under the appropriate asset category.

Donations received which are to be applied to the cost of a tangible fixed asset are shown on the Group Statement of Financial Position as a deferred capital grant. The deferred capital grant is released to the income and expenditure account over the same estimated useful life that is used to determine the depreciation charge associated with the tangible fixed asset.

Capital grants

Government capital grants are recognised in income over the expected useful life of the asset. Other capital grants are recognised as income when the University is entitled to the funds subject to any performance related conditions being met.

6. Accounting for retirement benefits

The University's employees belong to three principal pension schemes: the Teachers' Pension Scheme (TPS), the Universities Superannuation Scheme (USS) and the West Yorkshire Pension Fund (WYPF).

In addition, contributions are paid into the NEST scheme for some staff. NEST is a national multi-employer defined contribution scheme.

Teachers' Pension Scheme (TPS)

The TPS is a statutory, unfunded defined benefit occupation scheme, governed by the Teachers' Pension Scheme Regulations 2014. The TPS is a multi-employer pension plan, and the University is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the University has accounted for its contributions to the scheme as if it were a defined-contribution plan.

Universities Superannuation Scheme (USS)

The USS is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contributions benefits. The assets of the scheme are held in a separate trustee-administered fund. Due to the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The University is therefore exposed to actuarial risk associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis.

As required by section 28 of FRS 102 "Employee benefits", the University therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the statement of comprehensive income represents the contributions payable to the scheme.

Since the University has entered into an agreement (the Recovery Plan that determines how each employer within the scheme will fund the overall deficit), the University recognises a liability for the contributions payable that arise from the agreement (to the extent that they related to the deficit) and therefore an expense is recognised.

West Yorkshire Pension Fund (WYPF)

The University can identify its share of the assets and liabilities of the WYPF defined benefit scheme and fully adopts the recognition and disclosure requirements of FRS102 "Retirement Benefits". The cost of providing benefits is determined using the projected unit method, with actuarial valuations being carried out at each reporting date. Actuarial gains and losses are recognised in full in the period in which they occur, and they are recognised in the statement of comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as actuarial gains and losses.

Defined contribution schemes

A defined contribution scheme is a post-employment benefit scheme under which the

company pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined pension schemes are recognised as an expense in the comprehensive income statement in the period during which services are rendered by employees.

Defined benefit schemes

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

The University recognises a liability for its obligations under defined benefit schemes net of plan assets. This net benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the fair value (at bid price) of plan assets. The calculation is performed by a qualified actuary using the projected unit credit method.

Where the calculation results in a net asset, recognition of the asset is limited to the extent to which the University is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as actuarial gains and losses. The cost of the defined benefit plan, recognised in expenditure as staff costs, except where they are included in the cost of an asset, comprises the increase in pension benefit liability arising from employee service during the period and the cost of plan introductions, benefit changes, curtailments, and settlements. The net interest cost is calculated by applying the discount rate to the

net liability. This cost is recognised in expenditure as a finance cost.

Further information on pension schemes is set out in note 28 of the accounts.

7. Enhanced pensions

The actual cost of any enhanced ongoing pension to a former member of staff is paid by the University annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the University's statement of comprehensive income in the year that the member of staff retires. In subsequent years a charge is made to provisions in the statement of financial position using the enhanced pension spreadsheet originally provided by the Securities and Futures Authority (SFA).

8. Employment benefits

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

9. Foreign currency

Transactions in foreign currencies are translated to the functional currency at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to the functional currency at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised in Surplus or Deficit (except for differences arising on the retranslation of a financial liability designated as a hedge of the net investment in a foreign operation that is effective or qualifying cash flow hedges, which are recognised directly in Other Comprehensive Income).

10. Tangible fixed assets

Fixed assets are capitalised where they are capable of being used for a period that exceeds one year and which:

- Individually have a cost equal to, or greater than £25,000 or
- Collectively have a cost equal to or greater than £25,000 where the assets are functionally inter-dependent or are purchased together and intended to be used as a group under common management control.

Any asset costs not meeting the above criteria are expensed in the year of acquisition.

Fixed assets are stated at costs less accumulated depreciation and accumulated impairment losses.

Land and buildings

The University's land and buildings are stated at valuation. The University adopts a revaluation policy in relation to freehold and long leasehold land and buildings on an annual cycle or at an earlier date if there are indications that the valuation has materially changed. Increases in value are taken to the revaluation reserve except to the extent that they reverse revaluation losses on the same asset that were previously recognised in the statement of comprehensive income, in which case they are recognised in the statement of comprehensive income. A desktop appraisal exercise was carried out by Eddisons, professional property valuers, for inclusion in the statement of financial position at the reporting date.

Freehold and long leasehold land is not depreciated. Freehold and long leasehold buildings are depreciated over their expected useful economic life to the University of 50 years for new buildings. Existing buildings are depreciated over the useful remaining life determined by the latest valuation.

Where an item of land and buildings comprise two or more major components with substantially different useful economic lives, each component is accounted for separately and depreciated over its individual economic life.

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated as above. The related grants are credited to a deferred capital grant

account and are release to the statement of comprehensive income over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

Buildings under construction are accounted for at cost, based on the certified value and other direct costs incurred at the reporting date and are not depreciated until they are brought into use.

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

Equipment

Equipment is capitalised at cost on initial recognition and then subsequently at cost less accumulated depreciation and accumulated impairment losses where the value of the expenditure is not less than £25,000.

Where an item of equipment comprises two or more major components with substantially different useful economic lives, each component is accounted for separately and depreciated over its individual economic life on a straight-line basis as follows:

Computer equipment	3 years
Motor vehicles	4 years
General equipment	7 years
Plant and machinery	25 years

Where equipment is acquired with the aid of specific grants, it is capitalised and depreciated as above. The related grants are credited to a deferred capital grant account and are release to the statement of comprehensive income over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

Subsequent expenditure on existing assets

Significant expenditure incurred on existing tangible fixed assets is capitalised where it meets one of the following criteria:

- Market value of the fixed asset has subsequently improved.
- Asset capacity increases.

- Substantial improvement in the quality of output or reduction in operating costs.
- Extension of the asset's life beyond that conferred by repairs and maintenance.

Where the expenditure does not meet one of the criteria, it is charged to the statement of comprehensive income.

Impairment of assets

At the reporting date, the assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of impairment, the recoverable amount of any affected asset is estimated and compared with the carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount and an impairment loss is recognised immediately in the period it arises.

If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss be recognised for the asset in prior years.

11. Intangible fixed assets

Intangible assets purchased separately from a business are initially recognised at cost.

Purchased software costs

Software costs are capitalised if they are externally purchased and wholly attributable external implementation costs, as set out below and exceed the £25,000 threshold. External costs associated with the application development and implementation phases are capitalised. This may involve the acquisition of computer equipment or third-party software. Internal costs incurred to bring the software into use are also capitalised where they can be reliably measured.

Costs to develop or obtain software that allows for access or conversion of old data by new information systems are also capitalised. Software is amortised over its estimated useful life, which is usually five years, and is subject to periodic impairment reviews as appropriate.

Training costs are expensed as incurred.

External costs and internal costs (where they can be reliably measured) in respect of upgrades will be capitalised only if the expenditure results in additional functionality.

Impairment

A review for impairment of an intangible asset is carried out if events or changes in circumstances indicate that the value of the intangible asset may not be recoverable.

12. Heritage assets

Heritage assets are individual objects, collections, specimens, or structures of historic, scientific or artistic value that are held and maintained principally for their contribution to knowledge and culture. Acquisitions valued at over £25,000 have been capitalised and recognised at the cost or value of the acquisition.

Heritage assets are not depreciated as their long economic life and high residual value mean that any depreciation would not be material. The assets are subject to a four-yearly impairment review in accordance with applicable accounting standards. Where heritage assets have not been capitalised, details of the nature and age of these assets are disclosed.

13. Investment properties

Investment property is land or a building, or part of a building, or both, held for rental income and/or capital appreciation, or both, rather than for the use in delivering services. Where investment property, or a component of that property, is rented to another group entity the property has been measured at fair value, with changes in fair value recognised immediately in the surplus or deficit for the year.

Investment properties are initially measured at cost and then subsequently at fair value at the end of each reporting date, with changes in fair value recognised immediately in the surplus or deficit for the year.

14. Finance leases

Leases which the University assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired

by way of finance lease and the corresponding lease liabilities are initially recognised at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease.

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

15. Operating leases

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

16. Investments

Fixed assets are unlisted shares. As there is no ready market value, they have been recorded at cost.

Current asset investments consisting of unit-based investments and deposits are held at market value.

17. 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 within insignificant risk of change in value.

18. Provisions

Provisions are recognised when the University has a present legal or constructive obligation as a result of a past event. It is probably 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.

19. Taxation

The University is an exempt charity within the meaning of Part 3 of the Charities Act 2011. It is therefore a charity within the meaning of

Paragraphs 1 of schedule 6 to the Finance Act 2010 and accordingly the University is potentially exempt from UK Corporation Tax in respect of income or capital gains received within categories covered by sections 478-488 of the Corporation Tax Act 2010 (CTA 2010) or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

The University receives no similar exemption in respect of Value Added Tax (VAT). Irrecoverable VAT on expenditure (revenue and capital) is included in the costs of such expenditure. Any irrecoverable VAT allocated to fixed assets is included in their cost.

The University's subsidiary companies are subject to Corporation Tax and VAT in the same way as any commercial organisation.

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

20. Financial Instruments

The University has elected to adopt Sections 11 and 12 of FRS 102 in respect of the recognition, measurement, and disclosure of financial instruments.

Financial assets

Basic financial assets include trade and other receivables, cash and cash equivalents, and investments in commercial paper. These assets are initially recognised at transaction price and are assessed for indicators of impairment at each Statement of Financial Position date. If there is objective evidence of impairment, an impairment loss is recognised in the statement of comprehensive income.

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

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

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

Financial liabilities

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

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

21. Reserves

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

Other restricted reserves include balances where the donor has designated a specific purpose and therefore the University is restricted in the use of these funds.

22. Significant estimates and judgements

In the process of applying these accounting policies, the University is required to make certain estimates, judgements, and assumptions that management believes are reasonable based on the information available. These are reviewed regularly. Significant estimates and material judgements used in the preparation of the Financial Statements are as follows:

Revenue recognition

Estimates and judgements are made in determining the value and timing of certain income items to be recognised in the Financial Statements. This included determining when performance related conditions have been met, and determining the revenues associated with partially delivered courses and training where the activities have not been fully completed at the reporting date.

Liabilities for staff annual leave

The University's liability for staff annual leave not taken as at the reporting date has been based on information available for staff who record their annual leave usage on the University's HR system. This information has been extrapolated to obtain an estimate for all staff.

Recoverability of debtors

The provision for doubtful debts is based on the University's estimate of the expected recoverability of those debts. Assumptions are made based on the level of debtors which have defaulted historically, coupled with current economic knowledge. The provision is based on the current situation of the customer, the age profile of the debt and the nature of the amount due. It is University policy to provide in full for all debtors over one year old.

Useful lives of property, plant and equipment

Property, plant, and equipment represent a significant proportion of the University's total assets. Costs incurred in relation to tangible fixed assets are capitalised initially, to the

extent that they increase the expected future benefits to the University from the asset beyond its previously assessed standard for performance. The estimated useful life can have a significant impact on the depreciation charged and the University's reported performance. The life is based on historical experience with similar assets as well as anticipation of future events.

Periodic valuations of property are undertaken by professionally qualified external valuers. Management makes judgements as to whether any indicators of impairment are presented for these assets, and whether there are indications that an adjustment is required to the useful economic lives of the buildings.

Land and Building Valuation

Annual valuations of land and buildings are undertaken by professionally qualified external valuers. Management makes judgements as to whether the assumptions used are appropriate.

Investment property valuations

The University and Group holds £1,955k investment properties. Properties held for investment purposes are revalued to their fair value at the reporting date by an independent external team of chartered surveyors Eddisons. This is updated annually by chartered surveyors following a site visit, based on assumptions using the current tenant rents, any rental growth projections and an estimate of the rental yield going forward. Investment properties were valued at £1,955k (2022: £1,820k).

Retirement benefit obligations

The cost of defined benefit pension plans and other post-employment benefits are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the value, the underlying assumptions and the long-term nature of these plans are subject to significant uncertainty. Further details are given in note 28.

The University has obligations to pay pension benefits to certain employees who are

members of the West Yorkshire Pension Fund (WYPF), a scheme accounted for as a defined benefit plan. Management estimates these factors, using external professional advice and internal knowledge, to determine the net pension obligation in the statement of financial position.

FRS 102 makes the distinction between a group plan and a multi-employer scheme. A group plan consists of a collection of entities under common control, typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents (typically) an industry-wide scheme such as Universities Superannuation Scheme (USS). The accounting for a multi-employer scheme where the employer has entered into an agreement with the scheme that determines how the employer will fund a deficit result in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) and the resulting expense in the statement of comprehensive income, in accordance with section 28 of FRS 102. Management is satisfied that the USS meets the definition of multi-employer scheme and therefore recognised the discounted fair value of the contractual contributions under the recovery plan in existence at the date of approving the Financial Statements.

Group and University Statement of Comprehensive Income

	Notes	Year ended 31 July 2023		Year ended 31 July 2022	
		Group £'000	University £'000	Group £'000	University £'000
Income					
Tuition fees and education contracts	1	138,870	138,870	140,575	140,558
Funding body grants	2	21,609	21,609	17,205	17,205
Research grants and contracts	3	16,436	16,010	15,416	15,123
Other income	4	7,179	5,938	7,371	6,003
Investment income	5	4,824	4,920	2,370	2,416
Donations and endowments	6	-	-	1	1
Total income		188,918	187,347	182,938	181,306
Expenditure					
Staff costs	7	122,447	121,505	123,989	123,130
Other operating expenses		52,003	51,521	49,448	48,737
Depreciation and amortisation	11,12	15,700	15,636	14,633	14,545
Impairment costs		4,409	4,409	1,355	1,355
Interest and other finance costs	8	1,819	1,819	2,716	2,716
Total expenditure		196,378	194,890	192,141	190,483
Surplus /(loss) for the year before other gains		(7,460)	(7,543)	(9,203)	(9,177)
Gain /(loss) on investments		(2,289)	(2,289)	(2,982)	(2,982)
Surplus /(loss) before taxation		(9,749)	(9,832)	(12,185)	(12,159)
Taxation	10	22	-	59	-
Surplus /(loss) for the year		(9,727)	(9,832)	(12,126)	(12,159)
Other comprehensive income					
Actuarial gain in respect of pension schemes	28	55,120	55,120	128,744	128,744
Unrealised surplus on revaluation		1,918	1,918	53,029	53,029
Proceeds from sale of shares		-	-	112	112
Loss on disposal of fixed asset		-	2	-	-
Movement on endowments	22	64	64	(6)	(6)
Total comprehensive income for the year		47,375	47,272	169,753	169,720
Represented by:					
Endowment comprehensive income for the year		64	64	(6)	(6)
Restricted comprehensive income for the year		88	15	14	265
Unrestricted comprehensive income for the year		47,223	47,193	169,745	169,461
Attributable to the University		47,375	47,272	169,753	169,720

All items of income and expenditure related to continuing activities.

Group and University Statement of Changes in Reserves

Group	Income and expenditure reserve			Revaluation Reserve £'000	Total £'000
	Endowment	Restricted	Unrestricted		
	£'000	£'000	£'000		
Balance at 1 August 2021	2,708	(29)	175,790	141,635	320,104
Surplus/(deficit) from the statement of comprehensive income	-	(98)	(12,028)	-	(12,126)
Other comprehensive income	-	112	128,744	-	128,856
Unrealised gain on revaluation	-	-	-	53,029	53,029
Transfers between revaluation and income and expenditure reserve	-	-	4,507	(4,507)	-
Endowment funding	(6)	-	-	-	(6)
Total comprehensive income for the year	(6)	14	121,223	48,522	169,753
Balance at 31 July 2022	2,702	(15)	297,013	190,157	489,857
Surplus/ (deficit) from the statement of comprehensive income	-	88	(9,815)	-	(9,727)
Other comprehensive income	-	-	55,120	-	55,120
Unrealised gain on revaluation	-	-	1,918	-	1,918
Transfers between revaluation and income and expenditure reserve	-	-	3,996	(3,996)	-
Endowment funding	64	-	-	-	64
Total comprehensive income for the year	64	88	51,219	(3,996)	47,375
Balance at 31 July 2023	2,766	73	348,232	186,161	537,232

University	Income and expenditure reserve			Revaluation reserve £'000	Total £'000
	Endowment £'000	Restricted £'000	Unrestricted £'000		
Balance at 1 August 2021	2,708	(171)	176,289	141,635	320,461
Surplus/(deficit) from the income and expenditure statement	-	153	(12,312)	-	(12,159)
Other comprehensive income	-	112	128,744	-	128,856
Unrealised gain on revaluation	-	-	-	53,029	53,029
Transfers between revaluation and income and expenditure reserve	-	-	4,507	(4,507)	-
Endowment funding	(6)	-	-	-	(6)
Total comprehensive income for the year	(6)	265	120,939	48,522	169,720
Balance at 31 July 2022	2,702	94	297,228	190,157	490,181
Surplus / (deficit) from the income and expenditure statement	-	15	(9,847)	-	(9,832)
Other comprehensive income	-	-	55,120	-	55,120
Unrealised gain on revaluation	-	-	1,918	-	1,918
Transfers between revaluation and income and expenditure reserve	-	-	3,996	(3,996)	-
Loss on disposal of fixed asset	-	-	2	-	2
Endowment funding	64	-	-	-	64
Total comprehensive income for the year	64	15	51,189	(3,996)	47,272
Balance at 31 July 2023	2,766	109	348,417	186,161	537,453

Group and University Statement of Financial Position

	Notes	Year ended 31 July 2023		Year ended 31 July 2022	
		Group £'000	University £'000	Group £'000	University £'000
Non-current assets					
Intangible assets	11	548	548	552	552
Tangible assets	12	418,871	418,807	415,642	415,510
Heritage assets	13	103	103	103	103
Investments	14	1,987	2,037	1,852	1,902
		421,509	421,495	418,149	418,067
Current assets					
Trade and other receivables	16	17,452	18,355	15,115	16,450
Investments	17	93,890	93,890	93,851	93,851
Cash and cash equivalents	23	86,280	85,804	85,221	84,672
		197,622	198,049	194,187	194,973
Creditors: amounts falling due within one year	18	(52,081)	(52,251)	(40,285)	(40,665)
Net current assets		145,541	145,798	153,902	154,308
Total assets less current liabilities		567,050	567,293	572,051	572,375
Creditors: amounts falling due after more than one year	19	(22,990)	(22,990)	(24,560)	(24,560)
Provisions					
Pension provisions	20	(6,518)	(6,518)	(57,634)	(57,634)
Other provisions	20	(310)	(332)	-	-
Total net assets		537,232	537,453	489,857	490,181
Restricted reserves					
Income and expenditure – endowment	22	2,766	2,766	2,702	2,702
Income and expenditure – restricted		73	109	(15)	94
Unrestricted reserves					
Income and expenditure - unrestricted		348,232	348,417	297,013	297,228
Revaluation		186,161	186,161	190,157	190,157
Total reserves		537,232	537,453	489,857	490,181

The Financial Statements on pages 54 to 86 were approved by the University Council on 30 November 2023 and were signed on its behalf by:

Professor R A Cryan, CBE
Vice-Chancellor

Mr J H Thornton
Chair of Council

Group Statement of Cash Flows

	Notes	31 July 2023	31 July 2022
		£'000	£'000
Cash flow from operating activities			
Surplus /(deficit) for the year before taxation		(9,749)	(12,185)
Adjustment for non-cash items			
Depreciation	11,12	15,700	14,633
Loss/(gain) on investment		2,424	2,367
Loss/(gain) on investment property		(135)	615
Increase /(decrease) in pension provision		4,004	21,334
Increase /(decrease) in Other provision		310	-
Write down on revaluation		4,409	1,355
Disposal of Fixed Assets		10	-
(Increase) in debtors		(2,252)	(255)
Increase in creditors		12,010	810
Adjustment for investing or financing activities			
Investment income	5	(4,824)	(2,370)
Taxation	10	22	59
Proceeds from sale of shares		-	112
Capital grant income		(2,721)	(3,088)
Net cash inflow from operating activities		19,208	23,387
Cash flows from investing activities			
Capital grant receipts		937	527
Withdrawal of deposits		(2,539)	(2,129)
Investment income		4,739	2,312
Payments made to acquire intangible assets		(406)	(829)
Payments made to acquire fixed assets		(21,020)	(19,518)
Payments made to acquire heritage assets		-	(103)
New deposits		70	1
		(18,219)	(19,739)
Cash flows from financing activities			
Endowment cash received		70	1
		70	1
(Decrease)/ increase in cash and cash equivalents in the year		1,059	3,649
Cash and cash equivalents at beginning of the year	23	85,221	81,572
Cash and cash equivalents at end of the year	23	86,280	85,221

Notes to the Financial Statements

1. Tuition fees and education contracts

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Taught awards				
Full-time home students	84,248	84,248	90,656	90,656
Full-time international students	41,972	41,972	37,050	37,050
Part-time students	3,698	3,698	4,077	4,077
NHS Workforce Development Confederation Contracts	2,263	2,263	2,329	2,329
Educational Contracts	5,477	5,477	4,770	4,770
Non-qualifying				
Research training support grant	120	120	173	173
Non-credit bearing course fees	1,092	1,092	1,520	1,503
	138,870	138,870	140,575	140,558

2. Funding body grants

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Recurrent grants				
Office for Students	8,618	8,618	8,213	8,213
UK Research and Innovation	10,646	10,646	6,358	6,358
Specific grants				
Higher Education Innovation Fund	1,159	1,159	1,382	1,382
Office for Students other	98	98	-	-
Department for Education	166	166	250	250
Capital grant	922	922	1,002	1,002
	21,609	21,609	17,205	17,205

Income from capital grants includes £922k in respect of capital grants released in the year (2022: £1,002k).

3. Research grants and contracts

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Research councils	8,593	8,581	6,952	6,952
Research charities	679	679	778	774
Government (UK and overseas)	4,769	4,481	5,048	5,047
Industry and commerce	2,096	1,970	2,521	2,244
Other	299	299	117	106
	16,436	16,010	15,416	15,123

Income from capital grants includes £1,303k in respect of capital grants released in the year (2022: £1,992k).

The source of grant and fee income, included in notes 1 to 3 above is as follows:

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Grant income				
Office for Students	8,618	8,618	7,839	7,839
Other bodies	21,584	21,572	15,945	15,945
Fee income (exclusive of VAT)				
Taught awards	131,633	131,633	133,492	133,492
Research awards	548	548	620	620
Non-qualifying courses	6,690	6,690	6,463	6,406
	169,073	169,061	164,359	164,302

4. Other income

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Other services rendered	3,762	2,022	4,258	2,643
Catering and conferences	1,083	1,071	876	876
Other capital grants	389	389	323	323
Coronavirus job retention scheme	-	-	88	88
Other income	1,945	2,456	1,826	2,073
	7,179	5,938	7,371	6,003

Income from capital grants includes £389k in respect of capital grants released in the year (2022: £487k).

5. Investment income

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Investment income on endowments (note 22)	5	5	7	7
Gain on unit-based investments	2,410	2,410	2,287	2,287
Interest on short term deposits	2,409	2,404	76	76
Other investment income	-	101	-	46
	4,824	4,920	2,370	2,416

6. Donations and endowments

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
New endowments (note 22)	-	-	1	1
	-	-	1	1

7. Staff costs

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Salaries	93,956	93,084	80,448	79,653
Social security costs	9,714	9,673	9,230	9,198
Pension costs (note 28)	18,777	18,748	34,311	34,279
	122,447	121,505	123,989	123,130

The average number of full-time equivalent (FTE) employees by major category

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group Number	University Number	Group Number	University Number
Teaching	1,205	1,205	1,196	1,196
Teaching support	278	278	278	278
Administration and central services	234	234	222	222
Premises	154	154	155	155
Other	126	115	138	128
	1,997	1,986	1,989	1,979

The number of staff with a basic salary of over £100,000 excluding employer's pension contributions, was within the ranges set out below. Payments made on behalf of the NHS in respect of its contractual obligations to University staff under separate NHS contract of employment are not included. It does not include staff who joined or left part-way through a year but who would have received salary in these bands for a full year.

	Year ended 31 July 2023 Number	Year ended 31 July 2022 Number
£100,000 - £104,999	3	5
£105,500 - £109,999	7	-
£110,000 - £114,999	1	3
£115,000 - £119,999	-	2
£120,000 - £124,999	1	-
£125,000 - £129,999	1	-
£135,000 - £139,999	1	2
£140,000 - £144,999	1	-
£145,000 - £149,999	1	1
£150,000 - £154,999	-	1
£165,000 - £169,999	1	1
£180,000 - £184,999	1	-
£200,000 - £204,999	-	1
£215,000 - £219,999	1	-
£335,000 - £339,999	-	1
£345,000 - £349,999	1	-
	20	17

Total remuneration package of the Vice-Chancellor	Year ended	Year ended
	31 July	31 July
	2023	2022
	£000	£000
Basic Salary	350	336
Pension contribution (standard USS rate)	-	-
Payment in lieu of pension (standard USS rate)	76	72
	426	408

The Vice-Chancellor is also a member of the University Group Death in Service Scheme, in line with all senior staff. The contractual arrangements with the Head of Institution (HOI) ensure that any remuneration or fees received by the HOI for external activities in his capacity as Vice-Chancellor or as an employee of the University shall be the income of the University.

The salary and conditions of service of the Vice-Chancellor are considered by the Senior Post Holder Remuneration Committee following feedback on the annual appraisal and having regard to comparative data. The Vice-Chancellor is not a member of the Committee, nor is he in attendance. When considering remuneration for the Vice-Chancellor, the Committee has regard to the Committee for University Chairs Survey of Vice-Chancellor Remuneration, UCEA Senior Staff Remuneration Report, HESA Financial performance data, and relevant HESA student data.

The determination of the salary and terms and conditions of the Vice-Chancellor is guided by the University's Remuneration Policy, which acknowledges that the performance of the University is dependent on the quality and commitment of its workforce and therefore the need to recruit and retain high quality staff to deliver its Strategy Map, with appropriate remuneration which recognises contribution to the achievement of strategic goals; whilst also ensuring that salaries and benefits remain competitive with other universities in our market sector.

The Vice-Chancellor's basic salary is 9.52 times the median pay of staff (2022: 9.71 times) where the median salary is calculated on a full-time equivalent basis for the salaries paid by the University to its' staff. The median pay and pay ratios derived exclude agency staff (as these are not paid through the University payroll system).

The Vice-Chancellor's total remuneration is 9.84 times the median total remuneration of all staff (2022: 10.01 times) where the median total remuneration is calculated on a full-time equivalent basis for the salaries paid by the University to its staff. The median pay and pay ratios derived exclude agency staff (as these are not paid through the University payroll system).

Key management personnel	Year ended	Year ended
	31 July	31 July
	2023	2023
	£000	£000
Staff costs for key management personnel	2,088	1,988

Key management personnel are those persons on the senior leadership team who have authority and responsibility for planning, directing, and controlling the activities of the University. Staff costs for key management personnel includes the cost of emoluments, benefits and includes employer national insurance.

The members of the University Council received no remuneration during the year (2022: £nil). Total expenses of £897 (2022: £nil) were paid to 17 (2022:17) members of the Council. This represents travel and subsistence expenses incurred in attending committee meetings and other events in their official capacity.

Compensation for loss of office	Year ended 31 July 2023 £000	Year ended 31 July 2022 £000
Compensation for loss of office	927	257
	Number	Number
Number of staff receiving compensation for loss of office	70	27

The Vice-Chancellor and the key management personnel received no compensation for loss of office during the year (2022: £nil)

8. Interest and other finance costs

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Local government pension scheme	1,541	1,541	2,683	2,683
Universities superannuation scheme	278	278	33	33
	1,819	1,819	2,716	2,716

9. Analysis of total expenditure by activity

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Academic and related expenditure	83,045	82,611	71,474	68,878
Academic services	29,165	29,255	26,566	26,459
Administration and central services	32,970	32,971	32,126	32,126
Premises	29,116	29,116	23,432	23,432
Catering and conferences	1,495	1,495	1,218	1,218
Research grants and contracts	13,618	13,511	12,568	14,398
Other expenses	6,969	5,931	24,757	23,972
	196,378	194,890	192,141	190,483

Included within operating expenses are the following costs:

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
External auditors remuneration in respect of audit services	114	114	99	87
External auditors remuneration in respect of non-audit services	30	30	-	-
External auditors remuneration in respect of taxation advice	42	48	46	40
	186	192	145	127

Access and participation

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Access investment	1,478	1,478	1,250	1,250
Financial support	1,077	1,077	1,077	1,077
Disability support	944	944	960	960
Research and evaluation	81	81	98	98
	3,580	3,580	3,385	3,385

Included within these costs above is £2,034k (2022: £1,860k) which is disclosed in note 7: staff costs.

The University scholarship offered to new entrants is based on two criteria: 120 or more UCAS points on entry and an annual household income of less than £25,000. As a consequence, the number of scholarships awarded, and the amount expended in any year will vary dependant on the entry profile of the students.

A copy of the University's Access and Participation Plan can be found at:

<https://www.hud.ac.uk/about/accessagreements/>

10. Taxation

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Current tax	-	-	-	-
Deferred tax	22	-	59	-
	22	-	59	-

11. Intangible assets

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Cost or valuation				
At 1 August	829	829	-	-
Assets transferred to other operating expenditure	-	-	-	-
Additions at cost	406	406	829	829
At 31 July	1,235	1,235	829	829
Depreciation and amortisation				
At 1 August	277	277	-	-
Amortisation charge for the year	410	410	277	277
At 31 July	687	687	277	277
Net book value at 31 July	548	548	552	552

Included in intangible assets is £nil (2022: £nil) of software costs that are under development and therefore not being amortised.

12. Tangible assets

Group	Freehold land and buildings £'000	Leasehold land and buildings £'000	Equipment £'000	Assets in the course of construction £'000	Total £'000
Cost or valuation					
At 1 August 2022	398,625	625	39,934	6,365	445,549
Additions	3,992	-	1,546	15,482	21,020
Transfers	3,947	-	448	(4,395)	-
Surplus on revaluation	17,828	160	-	-	17,988
Loss on revaluation	(28,528)	(13)	-	-	(28,541)
Impairment	(4,409)	-	-	-	(4,409)
Disposals	-	-	(3,072)	-	(3,072)
At 31 July 2023	391,455	772	38,856	17,452	448,535
Consisting of valuation at:					
31 July 2023 valuation	391,455	772	-	-	392,227
Cost	-	-	38,856	17,452	56,308
	391,455	772	38,856	17,452	448,535
Depreciation					
At 1 August 2022	-	-	29,907	-	29,907
Charge for the year	12,458	10	2,822	-	15,290
Written back on revaluation	(12,458)	(10)	-	-	(12,468)
Disposals	-	-	(3,065)	-	(3,065)
At 31 July 2023	-	-	29,664	-	29,664
Net book value					
At 31 July 2023	391,455	772	9,192	17,452	418,871
At 31 July 2022	398,625	625	10,027	6,365	415,642
University					
Cost or valuation					
At 1 August 2022	398,625	625	39,278	6,365	444,893
Additions	3,992	-	1,546	15,482	21,020
Transfers	3,947	-	448	(4,395)	-
Surplus on revaluation	17,828	160	-	-	17,988
Loss on revaluation	(28,528)	(13)	-	-	(28,541)
Impairment	(4,409)	-	-	-	(4,409)
Disposals	-	-	(3,046)	-	(3,046)
At 31 July 2023	391,455	772	38,226	17,452	447,905
Consisting of valuation at:					
31 July 2023 valuation	391,455	772	-	-	392,227
Cost	-	-	38,226	17,452	55,678
	391,455	772	38,226	17,452	447,905
Depreciation					
At 1 August 2022	-	-	29,383	-	29,383
Charge for the year	12,458	10	2,758	-	15,226
Written back on revaluation	(12,458)	(10)	-	-	(12,468)
Disposals	-	-	(3,043)	-	(3,043)
At 31 July 2023	-	-	29,098	-	29,098
Net book value					
At 31 July 2023	391,455	772	9,128	17,452	418,807
At 31 July 2022	398,625	625	9,895	6,365	415,510

As at 31 July 2023, freehold land and buildings included £15.0m (2022: £15.0m) in respect of freehold land that is not depreciated. Within tangible fixed assets at 31 July 2023 there were £17.4m (2022: £6.3m) of assets under construction which are not being depreciated.

The freehold and long leasehold land and buildings of the University were revalued as at 31 July 2023 by Eddisons, the external property valuers. The methods and significant assumptions applied in estimating the fair value were based on the depreciated replacement cost (DRC) approach, which is subject to the prospect and viability of the continued occupation and use. This is the standard approach for this type of property, which is not traded on the open market, due to the buildings being specialised and purpose build for educational purposes.

The historic cost of property and equipment held at fair value is as follows:

	Group £'000	University £'000
At 31 July 2023	386,171	385,501
At 1 August 2022	368,223	367,527

13. Heritage assets

An unique collection of rare and valuable items relating to the former poet laureate Ted Hughes has been acquired by the University in 2022.

	2023 £'000	2022 £'000
Group and University		
As at 1 August 2022	103	-
Additions	-	-
Acquisitions purchased with specific donations	-	88
Acquisitions purchased with institution funds	-	15
Total cost of acquisitions purchased	103	103
Value of acquisitions by donation	-	-
Total acquisitions capitalised	103	103
Disposals	-	-
Impairment	-	-
As at 31 July 2023	103	103

14. Non-current investments

	Subsidiary Companies £'000	Other Investments £'000	Investment Property £'000	Total £'000
Group				
At 1 August 2022	-	32	1,820	1,852
Net gain/(loss) from fair value adjustment	-	-	135	135
At 31 July 2023	-	32	1,955	1,987
University				
At 1 August 2022	50	32	1,820	1,902
Net gain/(loss) from fair value adjustment	-	-	135	135
At 31 July 2023	50	32	1,955	2,037

15. Subsidiary undertakings

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

Company	Principal Activity	Ownership
The University of Huddersfield Enterprises Limited (UHEL)	Commercial research, conference, and related commercial facilities	100%
Huddersfield Enterprises & Innovation Centre Limited (HEICL)	Facilities management, research collaboration and business development	100%
The University of Huddersfield Properties Limited (UHPL)	Dormant company	100%

16. Trade and other receivables

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Other trade receivables	5,630	5,189	7,521	7,285
Other receivables	-	-	6	6
Prepayments and accrued income	11,822	11,528	7,588	7,341
Amounts due from subsidiary companies	-	1,638	-	1,818
	17,452	18,355	15,115	16,450

Included within amounts due from subsidiary companies is £1,638k (2022: £1,772k) due after more than one year.

17. Current Investments

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Unit-based investments	93,876	93,876	93,758	93,758
Deposits	14	14	93	93
	93,890	93,890	93,851	93,851

All funds are held with investment managers within between 24 hours and less than 12 months maturity at the statement of financial position date.

Funds held with Barclays, Black Rock Fund Managers, Cazenove and COIF. These unit-based funds are multi-asset and include equities property, infrastructure, commodities, bonds, and cash. They are classified as a level 1 investment under FRS102, with a quoted price in an active market.

Funds held with Funding Circle are lent to businesses who make fixed repayments including interest as a level 3 investment. Current investments are shown at fair value based on representing actual and regular market transactions on an arm's length basis.

18. Creditors: amounts falling due within one year

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Payments received in advance	29,411	28,902	25,679	25,531
Trade creditors	7,210	7,180	3,648	3,627
Social security and other taxation payable	572	572	711	711
Accruals and deferred income	12,427	12,288	7,682	7,629
Deferred capital grants	2,348	2,348	2,455	2,455
Amounts due to subsidiary company	-	896	-	642
Other creditors	113	65	110	70
	52,081	52,251	40,285	40,665

19. Creditors: amounts falling due after more than one year

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Deferred capital grants	22,990	22,990	24,560	24,560
	22,990	22,990	24,560	24,560

20. Provisions for liabilities

	Obligation to fund deficit on USS pension £'000	Pension enhancement s on termination £'000	Defined benefit obligations £'000	Total Pensions Provision s £'000	Other £'000	Total Other Provisions £'000
Group						
At 1 August 2022	8,393	174	49,067	57,634	-	-
Increase /(decrease) in year	(1,989)	(60)	(49,067)	(51,116)	310	310
At 31 July 2023	6,404	114	-	6,518	310	310
University						
At 1 August 2022	8,393	174	49,067	57,634	-	-
Increase /(decrease) in year	(1,989)	(60)	(49,067)	(51,116)	332	332
At 31 July 2023	6,404	114	-	6,518	332	332

See note 28 for pension obligations.

USS

The obligation to fund the past deficit on the Universities Superannuation Scheme (USS) arises from the contractual obligation with the USS to fund deficit payments in accordance the deficit recovery plan. In calculating this provision, management has estimated future staff levels within

the USS scheme for the duration of the contractual obligation and salary inflation. Key assumptions are set out below and further information is provided in note 28.

A new deficit recovery plan was put in place as part of the 2020 valuation, which requires payment of 6.2% of salaries over the period 1 April 2023 until 31 March 2024, at which point the rate will increase to 6.3%. The 2022 deficit recovery liabilities reflect this plan.

The liability figures have been produced using the following assumptions:

	2023	2022
Discount rate	5.49%	3.31%
Salary growth	4.00%	4.00%

Sensitivity analysis

As set out in the accounting policies, there are some critical judgements made in estimating the obligation to fund the USS deficit. The sensitivity of the principal assumption used to measure the USS deficit provision are set out below:

Change in assumptions at 31 July 2023	Approximate impact £'000
0.5% p.a. decrease in discount rate	238
0.5% p.a. increase in salary inflation over duration	240
0.5% p.a. increase in salary inflation year 1 only	30
0.5% p.a. increase in staff changes over duration	234
0.5% p.a. increase in staff changes year 1 only	31
1.0% increase in deficit contributions	1,096

West Yorkshire Pension Fund (WYPF)

Deficit in the scheme- net pension liability West Yorkshire Pension Fund (WYPF). During 2022-23 The WYPF moved from a liability position to an asset position. See note 28 for further details.

21. Financial instruments

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Financial assets held at fair value:				
Unit-based investments	93,876	93,876	93,758	93,758
Deposits	14	14	93	93
Financial assets held at amortised cost:				
Bank and cash	86,280	85,804	85,221	84,672
Trade and other receivables	13,976	13,831	12,668	14,012
	194,146	193,525	191,740	192,535
Financial liabilities held at amortised cost:				
Trade and other creditors	19,915	19,533	11,440	11,326
	19,915	19,533	11,440	11,326

22. Endowment reserves

Restricted net assets relating to endowments are as follows:

	Restricted permanent endowments £'000	Expendable endowments £'000	2023 Total £'000	2022 Total £'000
Balances at 1 August				
Capital	2,461	227	2,688	2,694
Accumulated income	14	-	14	14
	2,475	227	2,702	2,708
New endowments non capital	-	-	-	1
Investment income	64	6	70	-
Expenditure non capital	-	(6)	(6)	(7)
Total endowment comprehensive income for the year	64	-	64	(6)
At 31 July 2023	2,539	227	2,766	2,702
Balance at 31 July				
Represented by:				
Capital	2,461	227	2,688	2,688
Accumulated	78	-	78	14
	2,539	227	2,766	2,702
Analysis by type of purpose:				
Scholarships and bursaries	263	-	263	256
Research support	2,208	-	2,208	2,152
Prize funds	68	227	295	294
	2,539	227	2,766	2,702
Analysis by asset:				
Accrued income			-	-
Cash and cash equivalents			2,766	2,702
			<u>2,766</u>	<u>2,702</u>

The University has the following individually material endowments:

- The £2m 3M fund provides resources for a chair of entrepreneurship.

23. Cash and cash equivalents

	Group at 1 August 2022 £'000	Cash flows £'000	Group at 31 July 2023 £'000
Cash and cash equivalents	85,221	1,059	86,280

24. Group reconciliation of net debt

The University has no loans.

25. Capital and other commitments

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Commitments contracted for at 31 July	55,104	55,104	1,397	1,397

These commitments will be funded through existing resources and operating cash flow.

26. Subsidiaries

The University's subsidiaries are exempt from audit, per section 479A of the companies act. The University has given written undertakings to support the subsidiary companies for a minimum of 12 months from the date of approval of these Financial Statements.

27. Lease obligations

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Payable during the year	11	11	35	35
Future minimum lease payments due:				
Within one year	8	8	13	13
Between one and five years	1	1	2	2
Later than five years	-	-	-	-
Total future lease payments due	9	9	15	15

28. Pension and other obligations

The University's employees belong to three principal pension schemes: the Teachers' Pension Scheme (TPS), the Universities Superannuation Scheme (USS) and the West Yorkshire Pension Fund (WYPF). The total pension cost for the year was £18,777k (2022: £34,311k).

In addition, contributions are paid into the NEST scheme for some staff. NEST is a national multi-employer defined contribution scheme.

	Year ended 31 July 2023		Year ended 31 July 2022	
	Group £'000	University £'000	Group £'000	University £'000
Teachers' Pension Scheme	7,556	7,556	7,368	7,368
Universities Superannuation Scheme	(581)	(581)	6,412	6,412
West Yorkshire Pension Fund	11,796	11,773	20,525	20,499
NEST	6	-	6	-
	18,777	18,748	34,311	34,279

Teachers' Pension Scheme (TPS)

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

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

Under the definitions set out in FRS 102 (28.22), the TPS is a multi-employer pension plan. The University is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the University 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.

As a result of the latest scheme valuation, employer contributions increased in September 2019 from a rate of 16.4% to 23.68%, and banded contribution rates of between 7.4% and 11.7% for employees.

Universities Superannuation Scheme (USS)

The total credited to the Group Statement of Comprehensive Income is (£1,505k) as a result of a movement in the provision to reflect the new deficit recovery agreement (2022: £4,842k cost charged).

Deficit recovery contributions due within one year for the institution are £499k (2022: £516k).

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

Since the institution cannot identify its share of Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

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

The key financial assumptions used in the 2020 valuation are described below. More detail is set out in the Statement of Funding Principles (uss.co.uk/about-us/valuation-and-funding/statement-of-funding-principles).

CPI assumption	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves less: 1.1% p.a. to 2030, reducing linearly by 0.1% p.a. to a long-term difference of 0.1% p.a. from 2040
Pension increases (subject to a floor of 0%)	CPI assumption plus 0.05%
Discount rate (forward rates)	Fixed interest gilt yield curve plus: Pre-retirement: 2.75% p.a. Post-retirement: 1.00% p.a.

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2020 actuarial valuation. The mortality assumptions used in these figures are as follows:

	2020 valuation
Mortality base table	101% of S2PMA "light" for males and 95% for S3PFA for females.
Future improvements to mortality	CMI 2019 with a smoothing parameter of 7.5, an initial addition of 0.5% p.a. and a long-term improvement rate of 1.8% p.a. for males and 1.6% p.a. for females

The current life expectancies on retirement at age 65 are:

	2023	2022
Males currently aged 65 (years)	23.9	23.9
Females currently aged 65 (years)	25.5	25.5
Males currently aged 45 (years)	25.9	25.9
Females currently aged 45 (years)	27.3	27.3

A new deficit recovery plan was put in place as part of the 2020 valuation, which requires payment of 6.2% of salaries over the period 1 April 2023 until 31 March 2024, at which point the rate will increase to 6.3%. The 2023 deficit recovery liability reflects this plan. The liability figures have been produced using the following assumptions:

	2023	2022
Discount rate	5.49%	3.31%
Pensionable salary growth	4.00%	4.00%

West Yorkshire Pension Fund (WYPF)

The University operates a defined benefit scheme open to non-academic employees, called the West Yorkshire Pension Fund. The last formal triennial actuarial valuation of the scheme was performed as of 31 March 2022 and during non-triennial years, it is rolled forward as at 31 July 2023 by a professionally qualified actuary. During the accounting period, the University paid contributions to the pension scheme at the rate of 17.8% until 31 March 2023 and 17.9% for the rest of the period.

Assumptions

The financial assumptions used to calculate scheme liabilities under FRS102 are:

	At 31 July 2023	At 31 July 2022
Price Inflation (CPI)	2.6%	2.6%
Rate of increase in salaries	3.9%	3.9%
Rate of increase of pension in payment for WYPF members	2.6%	2.6%
Discount rate	5.0%	3.4%

There has been a change to the financial assumptions over the period. The discount rate has increased by 1.6%. This has resulted in a more positive balance sheet position than if the financial assumptions at the start of the period had been used. The minimum funding contributions are higher than the future service cost and therefore no surplus is recognisable under the IAS 19 and IFRIC 14.20 (b) approach.

There has been a change to the demographic assumptions at this accounting date to align them to the assumptions used in the 2022 actuarial valuation of the Fund. These are the best estimate assumptions based on the latest analysis of the Fund's membership. In addition, the mortality projection has been updated to CMI_2022.

The most significant non-financial assumption is the assumed level of longevity. The table below shows the life expectancy assumptions used in the accounting assessments based on the life expectancy of male and female members at age 65. The mortality assumptions are based on actual mortality experience of members within the Fund based on analysis carried out as part of the 2022 Actuarial Valuation and allow for expected future mortality improvements.

	Year ended 31 July 2023		Year ended 31 July 2022	
	Female	Male	Female	Male
Current Pensioner (65 from last triennial valuation)	24.1	21.0	24.6	21.8
Future Pensioner (45 years from last triennial valuation)	25.1	22.2	25.7	22.5

Estimated scheme assets and expected rate of return

The estimated expected return on assets has been derived as the weighted average of the expected returns from each of the main asset classes.

	31 July 2023 £'000	31 July 2022 £'000
Equities	201,649	189,517
Government bonds	18,629	16,490
Corporate bonds	11,329	10,276
Property	8,308	9,560
Cash	9,818	9,560
Other	2,014	3,585
	251,747	238,988

	31 July 2023 £'000	31 July 2022 £'000
Analysis of the amount shown in the statement of financial position		
Scheme assets	251,747	238,988
Scheme liabilities	(236,751)	(288,055)
Surplus/(deficit) in the scheme	14,996	(49,067)

Analysis of amount charged to staff costs		
Current service cost	(11,810)	(20,562)
Past service cost	(255)	(49)
Total operating charge	(12,065)	(20,611)

Analysis of the amount charged to interest payable		
Interest cost	(9,737)	(6,562)
Expected return on assets	8,196	3,879
Net charge to interest payable	(1,541)	(2,683)

Analysis of other comprehensive income		
Gain on assets	497	5,564
Actuarial (gains) /losses due to changes in financial assumptions	86,337	-
Actuarial (gains) /losses due to changes in demographics assumptions	3,127	-
Actuarial (gains) /losses due to liability experience	(19,845)	123,180
Adjustment in respect of FRS 102 paragraph 28.22	(14,996)	-
Total other comprehensive income	55,120	128,744

Cumulative actuarial loss recognised as other comprehensive income		
Cumulative actuarial assets recognised at the end of the year	251,747	238,988
Cumulative actuarial losses recognised at the end of the year	236,751	(288,055)

Analysis of movement in surplus/(deficit)		
Deficit at beginning of year	(49,067)	(161,147)
Contributions paid by the University	7,553	6,630
Current service cost	(11,810)	(20,562)
Past service cost	(255)	(49)
Other finance charge	(1,541)	(2,683)
Gains/(Losses) recognised in other comprehensive income	55,120	128,744
Deficit at end of year	-	(49,067)

Analysis of movement in the present value		
Present value of liabilities at the start of the year	288,055	387,808
Current service cost	11,810	20,562
Past service cost	255	49
Interest expenses on defined benefit obligation	9,737	6,562
Actual member contributions	2,756	2,620
Actuarial (gains) /losses due to changes in financial assumptions	(86,337)	-
Actuarial (gains) /losses due to changes in demographics assumptions	(3,127)	-
Actuarial (gains) /losses due to liability experience	19,845	(123,180)
Actual benefit payments	(6,243)	(6,366)
Present value of liabilities at the end of the year	236,751	288,055

Analysis of movement in the fair value of scheme assets		
Fair value of assets at the start of the year	238,988	226,661
Interest income on assets	8,196	3,879
Actuarial gain on assets	497	5,564
Contributions paid by the University	7,553	6,630
Member contributions	2,756	2,620
Benefit payments	(6,243)	(6,366)
Fair value of scheme assets at the end of the year	251,747	238,988

Actual return on scheme assets		
Interest income on scheme assets	8,196	3,879
Actuarial gain on assets	497	5,564
	8,693	9,443

The scheme assets do not include any of the University's own financial instruments or any property occupied by the University. Estimated contributions to the scheme in the financial year 2023/24 are £7.5m.

Sensitivity analysis

The approximate impact of changing the key assumptions on the present value of the funded defined benefit obligation as at 31 July 2023 and the projected service cost for the period ending 31 July 2024 is set out below.

Discount rate assumption

Adjustment to discount rate	+0.1% p.a.	Base figure	-0.1% p.a.
Present value of total obligation (£M)	232,253	236,751	241,249
% change in present value of total obligation	-1.9%		1.9%
Projected service cost (£M)	6,080	6,380	6,693
Approximate % change in projected service cost	-4.7%		4.9%

Rate of general increase in salaries

Adjustment to salary increase rate	+0.1% p.a.	Base figure	-0.1% p.a.
Present value of total obligation (£M)	237,225	236,751	236,277
% change in present value of total obligation	0.2%		-0.2%
Projected service cost (£M)	6,380	6,380	6,380
Approximate % change in projected service cost	0.0%		0.0%

Rate of increase to pensions and rate of revaluation of pensions accounts

Adjustment to pension increase rate	+0.1% p.a.	Base figure	-0.1% p.a.
Present value of total obligation (£M)	240,776	236,751	232,726
% change in present value of total obligation	1.7%		-1.7%
Projected service cost (£M)	6,693	6,380	6,080
Approximate % change in projected service cost	4.9%		-4.7%

Post retirement mortality assumptions

Adjustment to mortality age rating assumption*	-1 year	Base figure	+1 year
Present value of total obligation (£M)	242,670	236,751	230,832
% change in present value of total obligation	2.5%		-2.5%
Projected service cost (£M)	6,616	6,380	6,144
Approximate % change in projected service cost	3.7%		-3.7%

*A rating of +1 year means that members are assumed to follow the mortality pattern of the base table for an individual that is 1 year older than them.

29. Related party disclosures

The operating statements of the University include transactions with related parties. In accordance with FRS102 these are disclosed where members of the University of Huddersfield Council or Senior Leadership Team (SLT) disclose an interest in a body with whom the University undertakes transactions. Due to the nature of the University's operations and the composition of the Council, 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 Council or SLT may have an interest. All transactions involving organisations in which a member of the Council or SLT may have an interest, including those identified below, are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures.

An updated register of the interests of the members of the University Council and members of SLT is maintained.

The University has taken advantage of the discloser exemption under FRS102, which applies to transactions and balances between wholly owned subsidiaries.

Transactions entered into and balances outstanding at 31 July 2023 are as follows:

Related party	Income recognised within the financial statements	Expenditure recognised within the financial statements	Balance due from the University recognised within the financial statements	Balance due to the University recognised within the financial statements
	£'000	£'000	£'000	£'000
Birmingham City University	-	4	-	-
British Wool Marketing Board	1	-	-	1
Calderdale College	18	-	-	-
Chartered Management Institute (CMI)	-	752	331	-
C & K Careers	1	-	-	-
Hollybank Trust	-	1	-	-
Huddersfield Contemporary Music Festival	-	48	-	-
Huddersfield University Students Union	250	1,167	-	17
Kings College London	106	-	-	79
Kirklees Metropolitan Council	162	564	-	67
Kirkwood Hospice	-	7	-	-
The British Library	-	1	-	-
University Of Leeds	181	-	-	132

Related party	Income recognised within the financial statements	Expenditure recognised within the financial statements	Balance due from the University recognised within the financial statements	Balance due to the University recognised within the financial statements
	£'000	£'000	£'000	£'000
Whitcliffe Mount School	-	2	-	-
Yorkshire Universities	8	25	-	3

Council members

The University Council's members are the trustees for charitable law purposes.

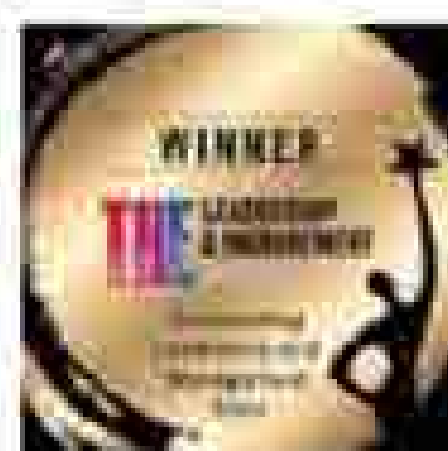
Members of the University Council are required to declare any outside interests. The University maintains a register of Council members' and senior staff members' interest which is available for inspection.

The members of the University Council received no remuneration during the year (2022: £nil). Total expenses of £897 (2022: £nil) were paid to 17 (2022:17) members of the Council. This represents travel and subsistence expenses incurred in attending committee meetings and other events in their official capacity.

30. Amounts disbursed as agent of Department for Education

Training bursaries have been provided in year. These funds are available solely for students, with the University acting only as paying agent.

	Year ended 31 July 2023	Year ended 31 July 2022
Initial teacher training bursaries		
Funds received	683	772
Disbursed to students	(683)	(772)



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