



Report and Financial Statements

For the Year Ended: 31 July 2020

Key Management Personnel, Board of Governors and Professional advisers

Key management personnel

Key management personnel are defined as members of the College Leadership Team and were represented by the following in 2019/20:

Mr Anthony Knowles, Principal
Mr Ivan Lewis, Finance Director
Mr Simon Channell, Acting Vice-Principal Student Support
Mr Antonio De Paola, Acting Vice-Principal Curriculum

Board of Governors

A full list of Governors is given on page 14-15 of these financial statements.

Mrs K Stanhope acted as Clerk to the Governing Body throughout the period.

Principal and Registered Office:

Lower Park Road, Manchester, M14 5RB

Professional advisers

Financial statements auditor and reporting accountant:

Mazars LLP
One St Peter's Square
Manchester
M2 3DE

Internal auditor:

BDO LLP
3, Hardman Street
Spinningfields
Manchester
M3 3AT

Bankers:

Royal Bank of Scotland
38, Mosley Street,
Manchester
M2 3AZ

Solicitors:

Eversheds
70, Great Bridgewater Street,
Manchester
M1 5ES

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Report of the Governing Body

NATURE, OBJECTIVES AND STRATEGIES:

The members present their report and the audited financial statements for the year ended 31 July 2020.

LEGAL STATUS

Xaverian College is a Roman Catholic College founded in 1862 by the Congregation of St Francis Xavier who were the Trustees until December 2001. From December 2001 the Trustees are the Roman Catholic Diocese of Salford.

Xaverian College was designated into the Further Education Sector under the terms of the Further and Higher Education Act 1992 on the 1st April 1993 and became a further education corporation under the terms of the Education (Designated Sixth Form Colleges) (Incorporation) (England) Order 2001.

From April 2010 the College is part of the Sixth Form Colleges Designated Sector under the terms of the Apprenticeship, Skills, Children and Learning Act 2009.

The College is an exempt charity for the purposes of Part 3 of the Charities Act 2011.

MISSION

The Governors review the College's Mission each year and have agreed that the statement was still relevant in today's world and that it was appropriate for it to continue as the College's Mission.

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

- To provide the opportunity for young people to experience the values and way of life of a Catholic community.
- To enable young people to realise their full potential.
- To nurture the spiritual, moral and personal development of young people.
- To positively contribute to local and national developments.

PUBLIC BENEFIT

Xaverian College is an exempt charity under Part 3 of the Charities Act 2011 and from 1st September 2013 is regulated by the Secretary of State for Education. The members of the Governing Body are disclosed on pages 14-15.

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

The details pertaining to the delivery of public benefit are covered throughout the Members Report.

Implementation of Strategic Plan

Each year the College reviews its 3-year strategic plan. This strategic plan includes property and financial plans and ensures that the student is at the centre of our plans. The Governing Body monitors the performance of the College against these plans. The College's continuing strategic objectives and targets are:

- **To Celebrate The Distinctive Catholic Nature Of The College**
 - To support and nurture the liturgical and prayer life of the College and encourage all members of the community to participate in these activities.
 - To provide a clear structure and framework that will allow all members of the College community to contribute to the College mission and values.
 - To provide a high level of resource to support the Religious Education Team and the Chaplaincy work of the College.
- **To Provide A Range Of Programmes Responsive To The Needs And Interest Of The Individual**
 - To provide an attractive, inclusive and appropriate curriculum.
 - To ensure coherent curriculum planning.
 - To develop curriculum opportunities and provide a coherent move to linearity.
- **To Deliver Outstanding Provision**
 - To ensure the highest possible teaching and learning standards across the College.
 - To ensure targets for improvement are rigorous and high standards are set.
 - To ensure quality improvement strategies and processes support outstanding provision.
- **To Support Young People To Overcome The Challenges They Face On Both A Personal And Academic Level**
 - To support students to develop as independent learners.
 - To ensure support and guidance meet the needs of individual students.
 - To ensure the pastoral system enables students to maximise their potential.
- **To Lead A Successful And Dynamic College**
 - To provide outstanding leadership.
 - To ensure the college workforce is suitably qualified and well trained.
 - To provide high quality accommodation and resources.
 - To ensure excellent financial management and value for money.

The College is on target to achieve these objectives.

FINANCIAL OBJECTIVES

The College's financial objectives were to:

- provide management accounts within 10 working days of each period end;
- maintain the Financial Health Grade as at least 'Good';
- maintain at least 90 cash days;
- maintain a current ratio of at least 3:1;
- pay suppliers within 30 days of receipt of a valid invoice;
- continue to make all funding body financial returns on time;
- continue to make all funding body non-financial returns on time; and
- continue to ensure all financial statement audit reports are unqualified.

All of the above objectives were achieved in 2019/20 and the objectives have been adopted, once more, for 2020/21 onwards.

A series of performance indicators have been agreed to monitor the successful implementation of the policies.

The Colleges' 2-year financial forecast for 2020 to 2022, prepared in February 2020 under the new SORP and in the form of the Integrated Financial Model, shows the college's financial health as being 'Outstanding' for 2019/20 and 2020/21 and moving to "Good" for 2021/22.

Performance indicators

FE Choices (formerly the 'Framework for Excellence') has two key performance indicators for sixth form colleges:

- Success Rates
- Learner destinations

The College is committed to observing the importance of the sector measures and indicators. The College is required to complete the annual Integrated Financial Model for the Education and Skills Funding Agency ("ESFA"). The finance model produces a financial health grading. The current rating of Outstanding is considered an acceptable outcome.

Reserves policy

As part of the financial scrutiny provided by the Governing Body, the reserves are reviewed in conjunction with treasury policy. The review ensures that the level of reserves are aligned to the strategy of the College. The reserves will be utilised in line with the College strategy to ensure the best learning environment is created and maintained for the students.

FINANCIAL POSITION

Financial results

The College delivered an operating surplus in the year of £242,910 (2018/19 surplus £150,740). Excluding the effects of the Local Government Pension Scheme costs, the College delivered an underlying surplus of £578,847 in year (2018/19 surplus £565,502).

The College has accumulated reserves of £12,399,215 at 31 July 2020 (2018/19 £13,395,864) and cash balances of £4,463,486 (2018/19 £4,477,871) at 31 July 2020.

In 2019/20 the College began construction of a new 8 classroom building adjacent to the Mayfield building. This capital investment is being funded from College reserves and is due for completion early in the academic year 2020/21. The College also invested in additional IT capability using Government Capital Grant Funding.

The College has significant reliance on the education sector funding bodies for its principal funding source, largely from recurrent grants. In 2019/20 the funding bodies provided 90.4% (2018/19 89.9%) of the College's total income, excluding the release of Capital Grants.

Tangible fixed asset additions during the year amounted to equipment purchases of £1,029,987 of which £871,288 relates to the new building plans and the costs are shown as Assets Under Construction.

TREASURY POLICIES AND OBJECTIVES

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

The College has a separate treasury management policy in place.

Short term borrowing for temporary revenue purposes is authorised by the Accounting Officer. All borrowing requires the authorisation of the Governing Body and shall comply with the requirements of the Funding Agreement.

CASH FLOWS AND LIQUIDITY

There was a net cash outflow of £14,385 in 2019/20 (2018/19 inflow of £430,264).

The size of the College's total borrowing and its approach to interest rates has been calculated to ensure a reasonable cushion between the total cost of servicing debt and operating cashflow.

The level of cash reserves held by the College is reviewed on a monthly basis with the target of maintaining cash days at or above the sector average. This has been comfortably achieved in 2019/20. The cash reserves have decreased year on year as a result of the capital expenditure on the new building. This expenditure has been mitigated by the strong University student body and a reduction non-pay expenditure. The reduction in non-pay expenditure has been driven by the absence of staff from the campus during the Covid-19 crisis.

CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE**Student numbers**

In 2019/20 the College enrolled 2,374 students' (2018/19 2,319) and also provided teaching for 213 (2018/19 217) University of Manchester students studying their foundation year in BioSciences, Pre Dentistry, Pre Medicine or Pharmacy. In 2019/20 the student population was such that the College delivered activity to a value of £11,206,791 under the new funding methodology. The University students funding being £809k in 2019/20 (2018/19 £830k).

Student achievements

At GCE Advanced level the pass rate for A to E grades was 100 % (2018/19 97.2%), 36 subjects had a 100% pass rate (2018/19 24) and all were above the national average. The percentage of high grades at A level was 60.4% which was 9.4% below (2018/19 3.4% below) the national average.

The pass rate for BTEC Level 3 was 99.7% (2018/19 99.8%) with 15 out of 16 subjects having a pass rate of 100% (2018/19 16 out of 17).

At level 2, the GCSE pass rate was 62% (2018/19 51%) and the BTEC Level 2 Awards had a 100% (2018/19 100%) pass rate.

The level 1 Foundation Course gained a variety of qualifications including 100% (2017/18 100%) pass rate in the BTEC Certificate courses in Business, Health and Social Care or Sport.

The Art Foundation Course had a pass rate of 100% (2018/19 100%) with 53% high grades (2018/19 50%).

As a result of the disruption caused by the Covid-19 pandemic, all University Foundation Year students studying at Xaverian were given the opportunity to automatically progress in October 2020 to the first year of their chosen degree course at the University of Manchester.

Estate developments

In August 2019, the College received formal planning permission from the Local Authority to build a new classroom block, consisting of 8 new classrooms. Construction of the new building began in 2019/20 but was delayed by 2 months as a result of the Covid-19 crisis. Completion of the building is expected early in the Autumn Term 2020/21. The new building will enable the College to accommodate additional students and the development is a direct response to a request by the Local Authority to increase capacity with the demographics for 16 year olds due to rise in the short to medium term.

Curriculum developments

The College received Outstanding (grade 1) in all published categories of the last Ofsted inspection (February 2008) in recognition of its outstanding support of students to achieve in a wide range of curriculum from level 1 to level 4. The College was delighted to subsequently receive Beacon Status in January 2009.

A particular strength is in making students ready for the next stage in their lives. Students at the College are supported, not only in their academic studies but also, through the pastoral system which provides advice, help and support.

The mission and ethos of the College is to try and support the whole person and help each student become the best version of themselves that they can be.

Many of our students have low levels of prior educational achievement. The College has constantly developed provision to meet the needs of students and support them on to Higher Education, Apprenticeships or Employment.

The College has introduced a number of new initiatives, such as the High Achievers Programme (for Gifted and Talented students). Such initiatives help the students to achieve and successfully support student progress to Higher Education.

The College has a very successful partnership with the University of Manchester providing Foundation Year programmes in BioSciences, Medicine, Dentistry and Pharmacy and is working with the University to establish whether the programme can be extended to other academic areas. The College is also heavily involved with Manchester Catholic Education Partnership (MANCEP) and is leading on an innovative Catholic Leadership & Management Programme involving staff from five outstanding North West sixth form colleges.

Payment performance

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95 per cent. During the accounting period 1 August 2019 to 31 July 2020, the College paid 96.6% of its invoices (by value) within 30 days (2018/19 96.7%). The College incurred no interest charges in respect of late payment for this period.

EVENTS AFTER THE END OF THE REPORTING PERIOD

There are no adjusting or non-adjusting events occurring after the end of the reporting period.

FUTURE PROSPECTS

The ESFA have confirmed funding to the College for 2020/21 of £11,206,791 for 2,374 students.

The College recruited 61 students below its target for 2017/18, 6 below target for 2018/19 and 24 above its target for 2019/20. Such recruitment was against a back-drop of low demographics in the Greater Manchester area for 2019/20. The College will have capacity to increase student numbers when the new building opens, meeting the demands of the demographic increase within Greater Manchester.

4,900 applications were received for 2020/21 and the recruitment at the College through September 2020 shows a student body of 2,478 students.

Despite the dip in the demographics, the demand for places within the Sixth Form sector in Manchester remains strong. The College is well placed to meet this increase by the continuation of its successful A level and Applied level 3 programmes and continued development and adaptation of its level 1 and 2 programmes to meet the demand of the students recruited.

The investment in the estate and infrastructure over the last few years, and the new building planned for completion in November 2020, will provide both additional capacity, to ensure that growth in student numbers could be accommodated, and an improved estate, to ensure the best teaching and learning outcomes in both the short and medium term. The strong foundation course with Manchester University is assisting in the diversification of the College income streams.

During the production of the financial model for submission to the ESFA, the College extended the financial forecasts to develop a five-year financial plan. This document provided assurance that the "going concern" assumption is valid and that the College can meet its liabilities. A range of financial strategies are in place should the assumptions in the document, for example, surrounding the student population, not come to fruition.

The College Governors approved a financial plan in February 2020 and again in June 2020 which sets out the objectives through to 2022 and this included the provision of the additional estate.

RESOURCES:

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

Financial

The College has £12.399 million of net assets (including £5.114 million pension liability) and long term bank debt of £1.381 million. In 2018/19 the College had net assets of £13.396 million (£3.538m of which was pension liability) and long term bank debt of £1.508million.

The net assets of the College have reduced year on year as a result of the actuarial valuation of the Local Government Pension Scheme liability. In assessing the liability in 2019/20 the discount rate used has reduced from 2.1% to 1.4% and this has led to a worsening of the liability the College is carrying. The reduction in discount rate is driven by a range of factors including the falling expectations of an increase in world economic growth.

People

The College employs 176 people (expressed as full time equivalents), of whom 107 are teaching staff. This is a slight reduction on the previous year (182 full time equivalents). The College will continue with a non-replacement of leavers policy to maintain control of payroll expenditure.

Reputation

The College has a good reputation locally and nationally. Maintaining a quality brand is essential for the College's success at attracting students and external relationships. The College took a full part in the Greater Manchester Area Review process and worked closely with other colleges to ensure it met its obligations under the General Data Protection Regulation (GDPR).

PRINCIPAL RISKS AND UNCERTAINTIES:

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

Based on the strategic plan, the Risk Management Group undertakes a comprehensive review of the risks to which the College is exposed. They identify systems and procedures, including specific preventable actions which should mitigate any potential impact on the College. The internal controls are then implemented and the subsequent year's appraisal will review their effectiveness and progress against risk mitigation actions. In addition to the annual review, the Risk Management Group will also consider any risks which may arise as a result of a new area of work being undertaken by the College.

A risk register is maintained at the College level which is reviewed at least annually by the Audit Committee and more frequently where necessary. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

This is supported by a risk management training programme to raise awareness of risk throughout the College. Risk training in 2015/16 and Business Continuity training / scenario work was carried out by BDO in 2016/17. BDO also provided guidance on the implementation of the GDPR needs. The College had a further risk management review with internal audit in 2019/20.

The College has put in place numerous safety precautions to mitigate the risk from Covid-19. The College has invested in face coverings, safety screens, one-way systems (with associated floor marking), hand sanitising points outside all classrooms and increased security staff monitoring compliance with face coverings and social

distancing. The College has also invested in additional IT equipment for staff such as visualisers (to aid remote learning) and laptops for key employees during remote working. Similarly, the College has invested in 250 Chromebooks to help those students with limited access to IT at home as well as assisting a few students where any remote internet access was an issue.

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

Government funding

The College has considerable reliance on continued government funding through the further education sector funding bodies. In 2019/20, 90% of the College's revenue was ultimately public funded and this level of requirement is expected to continue. There can be no assurance that government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

The College is aware that the demand-led funding system which applies a series of factors such as guided learning hours and success rates to calculate an amount of funding to be received for each learner cannot be guaranteed.

This risk is mitigated in a number of ways:

- Funding is derived through a number of direct contractual arrangements;
- Acquiring alternative sources of funding;
- By ensuring the College is rigorous in delivering high quality education and training;
- Considerable focus and investment is placed on maintaining and managing key relationships with the various funding bodies;
- Ensuring the College is focused on those priority sectors which will continue to benefit from public funding;
- Investing in the infrastructure so that the College can continue to provide high quality teaching and learning;
- Increasing the student cohort in a managed way with a targeted increase of 25 students per annum over the medium term;
- Monitoring payroll expenditure closely and seeking efficiencies;
- Non-replacement of staff leavers policy;
- Ensuring Value for Money in procurement; and
- Regular and positive dialogue with the funding bodies.

Tuition fee policy

In line with the majority of other colleges, Xaverian College will, if necessary, review tuition fees in accordance with the rising fee assumptions. However, as the College is primarily for 16 to 18-year old full time students, this will have little impact on the growth strategy of the College.

Maintain adequate funding of pension liabilities

In line with other colleges, Xaverian College may be required to make adjustment to its pension contribution rate in order to ensure the pension liabilities are adequately serviced.

STAKEHOLDER RELATIONSHIPS

In line with other colleges and with universities, Xaverian College has many stakeholders. These include:

- Students
- Staff and Governors
- Parents and Guardians
- Education and Skills Funding Agency
- Sixth Form Colleges Commissioner
- University of Manchester
- Manchester City Council
- Manchester Catholic Education Partnership (MANCEP)

The College recognises the importance of these relationships and engages in regular communication with them through the College Intranet site and through attendance at meetings.

Equal opportunities

Xaverian College is committed to ensuring equality of opportunity for all who learn and work here. We respect and value positively differences in race, gender, sexual orientation, ability, class and age. We strive vigorously to remove conditions which place people at a disadvantage and we will actively combat bigotry. This policy will be resourced, implemented and monitored on a planned basis.

The College's Equal Opportunities Policy, including its Race Relations and Transgender Policy is available from the College Office.

The College considers all applications from disabled persons, bearing in mind the aptitudes of the individuals concerned. Where an existing employee becomes disabled every effort is made to ensure that employment with the College continues. The College's policy is to provide training, career development and opportunities for promotion, which are, as far as possible, identical to those for other employees. An equalities plan is published each year and monitored by managers and governors.

Disability statement

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

- As part of its accommodation strategy the College updated its access audit. The college ensures the estate is compliant whilst being cognisant of the listed nature of some of the buildings. Recent estate works have included innovative solutions to allow for access to those buildings where appropriate;
- The admissions policy for all students is described in the College charter. Appeals against a decision not to offer a place are dealt with under the complaints policy;
- The College has made a significant investment in the appointment of specialist staff to support students with learning difficulties and/or disabilities. There are a number of specialist support staff who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities;

- The College has in place a Disability Equality Scheme and Action Plan aimed at actively promoting disability equality; and
- Counselling and welfare services are described in the College Student Handbook which is issued to students and includes the complaints and disciplinary procedure. The College now employs two, full-time counsellors.

Trade union facility time

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

Number of employees who were relevant union officials during the period		FTE employee number
2		2.0
Percentage of time	Number of employees	1
0%	None	
1-50%	2	
51-99%	None	
100%	None	
Total cost of facility time		£1,850
Total pay bill		£8,753,571
Percentage of total bill spent on facility time		0.02%
Time spent on paid trade union activities as a percentage of total paid facility time		Nil

Disclosure of information to auditors

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

Approved by order of the members of the Governing Body on 8th December, 2020 and signed on its behalf by:



Mr. B. O'Shea

Chair

Statement of Corporate Governance and Internal Control

The following statement is provided to enable readers of the annual report and accounts of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1 August 2019 to 31 July 2020 and up to the date of approval of the annual report and financial statements.

The College endeavours to conduct its business having due regard to the UK Corporate Governance Code 2018 ("the Code") insofar as it is applicable to the further education sector.

The College is committed to exhibiting best practice in all aspects of corporate governance. This summary describes the manner in which the College has applied the principles set out in the Code. Its purpose is to help the reader of the accounts understand how the principles have been applied.

In considering those areas of the Code that are applicable to the FE sector, the Governing Body consider that the College follows best practice as contained in the Code. The Governing body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times.

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

The Governing Body

The members who served on the Governing Body during the year and up to the date of signature of this report were as listed in the table below.

Name	Status	Date of Appointment	Most recent Re-Appointment	Date of Resignation	Governing Body Attendance	Committees Served (Attendance)
Mr B O'Shea (Chair)	Foundation Governor	11-May-10	01-Apr-17	N/A	100%	Appeals (n/a) Finance, Personnel & Resources (83%) Remuneration (100%) Search (100%)
Mrs T Dervin (Vice Chair)	Foundation Governor	14-May-07	01-Apr-17	N/A	80%	Appeals (n/a) Quality & Standards (100%) Remuneration (100%) Search (67%)
Ms L Buckley	Foundation Governor	11-Feb-20 (pending Diocese approval)	N/A	N/A	100%	
Sr E Donoghue	Foundation Governor	Oct-01- Jan-06 & returned 01-Dec-11	01-Apr-17	N/A	40%	Appeals (n/a) Search (67%)
Mrs C Fitzwilliam-Pipe	Foundation Governor	22-Mar-15	11-Dec-19	N/A	60% (return from sabbatical)	Audit (67%)
Msgr M Kujacz	Foundation Governor	01-Apr-13	01-Apr-17	N/A	80%	Audit (100%)

Name	Status	Date of Appointment	Most recent Re-Appointment	Date of Resignation	Governing Body Attendance	Committees Served (Attendance)
Mr S O'Hanrahan	Foundation Governor	05-Dec-17	N/A	N/A	80%	Finance, Personnel & Resources (100%)
Mr L Ormsby	Foundation Governor	09-May-17	N/A	N/A	40% (on sabbatical)	
Mrs S Parkin	Foundation Governor	18-May-18	N/A	N/A	40%	
Mrs C Rafferty	Foundation Governor	27-Apr-18	N/A	N/A	60%	
Mr A Stiles	Foundation Governor	03-Jul-19	N/A	N/A	40%	
Mr A Knowles	Principal	01-Sep-16	N/A	N/A	100%	Finance, Personnel & Resources (100%) Quality & Standards(100%) Search (100%)
Mr J Egerton	Co-opted Governor	05-Jul-11	08-Oct-19	N/A	40%	Appeals (0%)
Ms L Walmsley	Co-opted Governor	02-Jul-13	08-Oct-19	N/A	60%	Quality & Standards (100%)
Mr A Gornall	Staff Governor	15-Mar-05	08-Oct-19	N/A	100%	Quality & Standards (100%)
Ms M Bjedov	Student Governor	03-Dec-2019	N/A	N/A	100%	
Ms G Harrison	Student Governor	04-Dec-18	N/A	07-Jul-20	100%	
Ms L Mair	Parent Governor	12-Feb-19	N/A	08-Jun-20	33%	
Mr P Hartley	Associate Governor	02-Oct-12	22-Feb-17	N/A	100%	Appeals (n/a) Audit (100%) Remuneration (100%)
Mrs J Hicklin	Associate Governor	10-Oct-16	N/A	N/A	100%	Audit (100%) Quality & Standards (67%)
Mr P Quinn	Associate Governor	04-Jul-17	15-May-18	N/A	60%	Finance, Personnel & Resources (83%)
Ms M Tilley	Associate Governor	10-Dec-13	26-Mar-19	N/A	20%	Finance, Personnel & Resources (33%)
Mr G Walker	Associate Governor	01-Feb-00	04-Jul-17	N/A	80%	Audit (67%) Quality & Standards (67%)

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

The Governing Body is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel-related matters such as health and safety and environmental issues. The Governing Body met five times in 2019/20.

The Governing Body conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Governing Body. These committees are Finance, Personnel and Resources, Audit, Remuneration, Quality and Standards and Search. An Appeals Committee and Special Committee also meet when required. Full minutes of all Governing Body meetings, except those deemed to be confidential are available on the College's website (www.xaverian.ac.uk) or from the Clerk to the Governing Body at:

Xaverian College
Lower Park Road
Manchester
M14 5RB

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

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

Formal agendas, papers and reports are supplied to Governors in a timely manner, prior to the Governing Body meetings. Briefings are also provided as required.

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

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

Appointments to the Governing Body

Any new appointments to the Governing Body are a matter for the consideration of the Governing Body as a whole. The Governing Body has a "Search" committee, consisting of four Governors, which is responsible for the recommendation of any new member for the Governing Body's consideration. The Governing Body is responsible for ensuring that appropriate training is provided as required. Appointment of Foundation Governors is subject to approval by the Trustees.

Members of the Governing Body are appointed for a term of office not exceeding four years.

Governing Body performance

The Governing Body prepares a detailed Self-Assessment Report (SAR) which critically considers the effectiveness of key areas of Governance and highlights strengths and areas for development. The SAR is reviewed annually by the Committee Chairs and is presented to the Quality & Standards Committee in January and to the full Governing Body in February.

Remuneration Committee

Throughout the year ended 31 July 2020, the College's Remuneration Committee comprised three-Governors. The Committee's responsibilities are to make recommendations to the Governing Body on the remuneration and benefits of the Principal, Director of Business and Finance, Vice Principal Student Support, Vice Principal Curriculum and the Clerk to the Governors. In setting the remuneration of Senior Postholders, the Remuneration Committee considers the sector average for these roles and responsibilities but is also guided by the financial restraints within the sector.

Details of remuneration for the year ended 31 July 2020 are set out in note 7 to the financial statements.

Audit Committee

The Audit Committee comprises five members of the Governing Body (excluding the Chair and Principal). The committee operates in accordance with written terms of reference approved by the Governing Body.

The Audit Committee meets on a termly basis and provides a forum for reporting by the College's internal, regularity and financial statements auditors, who have access to the Committee for independent discussion, without the presence of College management.

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

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

The Audit Committee also advises the Governing Body on the appointment of internal, regularity, financial statements auditors and their remuneration for both audit and non-audit work as well as reporting to the Governing Body.

Internal control*Scope of responsibility*

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

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

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Xaverian College for the year ended 31 July 2020 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The Governing Body has reviewed the key risks to which the College is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the year ending 31 July 2020 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Governing Body.

The risk and control framework

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

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

Whilst internal audit is no longer a mandatory requirement, Xaverian College has made the decision to retain an internal audit service. The work of the internal audit service is informed by an analysis of the risks to which the college is exposed, and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Governing Body on the recommendation of the audit committee. At minimum annually, Internal Auditors provide the governing body with a report on internal audit activity in the college. The report includes the Internal Auditor's independent opinion on the adequacy and effectiveness of the college's system of risk management, controls and governance processes.

Review of effectiveness

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

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

The Principal has been advised on the implications of the result of his review of the effectiveness of the system of internal control by the audit committee, which oversees the work of the internal auditor and other sources of assurance, and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The senior management team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The senior management team and the Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement. The Audit Committee's role in this area is confined to a high level review of the arrangements for internal control.

The Governing Body's agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior management team and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its December 2020 meeting, the Governing Body carried out the annual assessment for the year ended 31 July 2020 by considering documentation from the senior management team and internal audit, and taking into account events since 31 July 2020.

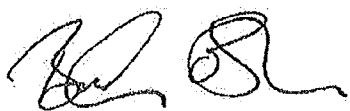
Based on the advice of the Audit Committee and the Principal, the Governing Body is of the opinion that the College has an adequate and effective framework for governance, risk management and control, and has fulfilled

its statutory responsibility for the effective and efficient use of resources, the solvency of the institution and the body and the safeguarding of their assets.

Going concern

After making appropriate enquiries, the Governing Body considers that the College has adequate resources to continue in operational existence for the foreseeable future. The College has a robust, 5-year, financial strategy and has action plans in place should any threat to its operational existence be determined. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

Approved by order of the members of the Governing Body on 8th December, 2020 and signed on its behalf by:



Mr. B. O'Shea
Chair of Governors



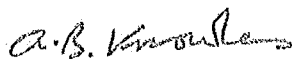
Mr. Anthony Knowles
Principal

Governing Body's statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding

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

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

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



Anthony Knowles

Accounting Officer

8th December 2020

Brendan O'Shea

Chair of Governors

8th December 2020

Statement of Responsibilities of the Members of the Governing Body

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

Within the terms and conditions of the College's grant funding agreements and contracts with ESFA, the corporation – through its accounting officer – is required to prepare financial statements and an operating and financial review for each financial year in accordance with the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education, ESFA's college accounts direction and the UK's Generally Accepted Accounting Practice, and which give a true and fair view of the state of affairs of the college and its surplus / deficit of income over expenditure for that period.

Within the terms and conditions of the College's grant funding agreements and contracts with ESFA, the corporation – through its accounting officer – is required to prepare financial statements and an operating and financial review for each financial year in accordance with the 2015 Statement of Recommended Practice: Accounting for Further and Higher Education, ESFA's College Accounts Direction, and the UK's Generally Accepted Accounting Practice, and which give a true and fair view of the state of affairs of the College and the surplus / deficit of income over expenditure for that period.

In preparing the financial statements, the Governing Body is required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare financial statements on the going concern basis, unless it is inappropriate to assume that the College will continue in operation.

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

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

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

Governors are responsible for ensuring that expenditure and income are applied for the purposes intended by Parliament and that the financial transactions conform to the authorities that govern them. In addition they are responsible for ensuring that funds from the Education and Skills Funding Agency are used only in accordance with the Financial Agreement with the Education and Skills Funding Agency and any other conditions that may be prescribed from time to time. Governors must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure that they are used properly. In addition, Governors are responsible for securing economical, efficient and effective management of the College's resources and expenditure, so that the benefits that should be derived from the application of public funds by the Education and Skills Funding Agency are not put at risk.

Approved by order of the members of the Governing Body on 8th December, 2020 and signed on its behalf by



Mr. B. O'Shea

Chair of Governors

Independent auditor's report to the Governing Body of Xaverian College

Opinion

We have audited the financial statements of Xaverian College (the 'College') for the year ended 31 July 2020 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet as at 31 July 2020, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the College's affairs as at 31 July 2020 and of the College's surplus of income over expenditure for the year then ended and;
- have been properly prepared in accordance with United Kingdom General Accepted Accounting Practice.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Governing Body's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Governing Body have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the College's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- the information given in the report of the Members of the Governing Body, including the operating and financial review and statement of corporate governance, is inconsistent with the financial statements; and
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Governing Body

As explained more fully in the Statement of Responsibilities of the Members of the Governing Body set out on page 21, the Governing Body is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Governing Body determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governing Body is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governing Body either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Use of the audit report

This report is made solely to the Governing Body as a body in accordance with Article 24 of the College's Articles of Government. Our audit work has been undertaken so that we might state to the Governing Body those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the Governing Body as a body for our audit work, for this report, or for the opinions we have formed.

Mazars LLP

Mazars LLP

Chartered Accountants and Statutory Auditor

One St Peter's Square
Manchester
M2 3DE

Date

15 December 2020

Reporting Accountant's Report on Regularity to the corporation of Xaverian College and Secretary of State for Education acting through the Department for Education

In accordance with the terms of our engagement letter dated 30 September 2020 and further to the requirements and conditions of funding in the Education and Skills Funding Agency grant funding agreements and contracts, or those of any other public funder, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Xaverian College during the period 1 August 2019 to 31 July 2020 have not been applied to the purposes identified by Parliament and the financial transactions do not conform to the authorities which govern them.

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

This report is made solely to the Governing Body of Xaverian College and the Education and Skills Funding Agency in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Governing Body of Xaverian College and the Education and Skills Funding Agency those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept, or assume, responsibility to anyone other than the Governing Body of Xaverian College and the Education and Skills Funding Agency for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Xaverian College and the reporting accountant

The Governing Body of Xaverian College is responsible, under the requirements of the Further & Higher Education Act 1992, subsequent legislation and related regulations and guidance, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Code. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 August 2019 to 31 July 2020 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Code issued by the Education and Skills Funding Agency. We performed a limited assurance engagement as defined in that framework.

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

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

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

The work undertaken to draw to our conclusion included:

- Reviewing the statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding.
- Reviewing the College's completed self-assessment questionnaire on regularity.
- Reading the grant funding agreement and contracts with the Education and Skills Funding Agency.
- Testing a sample of expenditure disbursed and income received to consider whether they have been applied to purposes intended by Parliament and in accordance with funding agreements where relevant.
- Reviewing approved policies and procedures operating during the year for each funding stream that has specific terms attached.
- Obtaining the policy for personal gifts and/or hospitality.
- Obtaining the register of personal interests.
- Obtaining the financial regulations/financial procedures.
- Obtaining the College's whistleblowing policy.

Conclusion

In the course of our work nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 August 2019 to 31 July 2020 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Mazars LLP

Mazars LLP

One St Peter's Square
Manchester
M2 3DE

Date 15 December 2020

Statement of Comprehensive Income & Expenditure

	Notes	2020	2019
		£	£
INCOME			
Funding body grants	2	10,846,810	10,274,131
Tuition fees and education contracts	3	809,250	829,500
Other income	4	110,958	109,767
Investment income	5	12,780	13,122
Total income		11,779,798	11,226,520
EXPENDITURE			
Staff costs	6	8,983,357	8,517,555
Other operating expenses	8	1,912,755	1,920,831
Depreciation	10	534,744	540,623
Interest and other finance costs	9	106,032	96,771
Total expenditure		11,536,888	11,075,780
Surplus / (Deficit) before other gains and losses and tax		242,910	150,740
Taxation		-	-
Surplus / (Deficit) for the year		242,910	150,740
Actuarial (Loss) / Gain in respect of pensions	19	(1,239,558)	(968,604)
Total Comprehensive Income for the year		(996,648)	(817,864)
 Represented by:			
Unrestricted comprehensive income		(996,648)	(817,864)
		(996,648)	(817,864)

The notes on pages 32 to 49 form part of these financial statements.

Statement of Changes in Reserves

	Income and expenditure account	Revaluation reserve	Total
	£	£	£
Balance at 31 July 2018	8,122,962	6,090,766	14,213,728
Surplus from the income and expenditure account	150,740	-	150,740
Other comprehensive income (LGPS)	(968,604)	-	(968,604)
Transfers between revaluation and income and expenditure reserves	27,375	(27,375)	-
Total comprehensive income for the year	(790,489)	(27,375)	1,097,622
Balance at 31 July 2019	7,332,473	6,063,391	13,395,864
Surplus from the income and expenditure account	242,910	-	242,910
Other comprehensive income	(1,239,558)	-	(1,239,558)
Transfers between revaluation and income and expenditure reserves	27,375	(27,375)	-
Total comprehensive income for the year	(969,273)	(27,375)	(996,648)
Balance at 31 July 2020	6,363,200	6,036,015	12,399,215

Balance sheet as at 31 July 2020

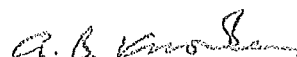
	Notes	2020 £	2019 £
Non current assets			
Tangible fixed assets	10	20,892,725	20,397,482
		20,892,725	20,397,482
Current assets			
Trade and other receivables	11	120,334	118,373
Cash and cash equivalents	16	4,463,486	4,477,871
		4,583,820	4,596,244
Less: Creditors – amounts falling due within one year	12	(1,114,117)	(881,172)
Net current assets		3,469,703	3,715,072
Total assets less current liabilities		24,362,428	24,112,554
Creditors – amounts falling due after more than one year	13	(6,849,556)	(7,178,528)
Provisions			
Defined Benefit Obligations	19	(4,129,000)	(2,628,000)
Other provisions	15	(984,657)	(910,162)
Total net assets		12,399,215	13,395,864
Unrestricted Reserves			
Revaluation reserve		6,036,015	6,063,391
Income and expenditure account		6,363,200	7,332,473
Total unrestricted reserves		12,399,215	13,395,864

The financial statements on pages 28 to 49 were approved and authorised for issue by the Governing Body on 8th December 2020 and were signed on its behalf on that date by:



Brendan O'Shea

Chair



Anthony Knowles

Principal

Statement of Cash Flows

	Notes	2020	2019
		£	£
Cash flow from operating activities			
Surplus / (Deficit) for the year		242,910	150,740
Adjustment for non-cash items			
Depreciation		534,744	540,623
(Increase) / Decrease in debtors		(1,961)	(32,615)
Increase / (Decrease) in creditors due within one year		47,624	(136,894)
Deferred Capital Grants Released to income		(261,297)	(280,120)
Pensions costs less contributions payable		(41,063)	(37,714)
LGPS Pension costs less contributions payable		377,000	395,000
Adjustment for investing or financing activities			
Investment income		(12,780)	(13,122)
Interest payable		30,009	34,008
Net cash flow from operating activities		<u>915,186</u>	<u>619,906</u>
Cash flows from investing activities			
Investment income		12,780	13,122
Payments made to acquire fixed assets		(845,929)	(268,396)
		<u>(833,149)</u>	<u>(255,274)</u>
Cash flows from financing activities			
Interest paid		(30,009)	(34,008)
Deferred Capital Grants Received		59,772	224,930
Repayments of amounts borrowed		(126,185)	(125,290)
		<u>(96,422)</u>	<u>65,632</u>
(Decrease) / Increase in cash and cash equivalents		<u>(14,385)</u>	<u>430,264</u>
Cash and cash equivalents at beginning of the year	16	4,477,871	4,047,607
Cash and cash equivalents at end of the year	16	4,463,486	4,477,871

The notes on pages 32 to 49 form part of these financial statements.

Notes to the Accounts

1. Statement of accounting policies and estimation techniques

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

Basis of preparation

These financial statements have been prepared in accordance with the *Statement of Recommended Practice: Accounting for Further and Higher Education 2019* (the 2019 FE HE SORP), the *College Accounts Direction for 2019 to 2020* and in accordance with Financial Reporting Standard 102 – “*The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland*” (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

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

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention modified by the revaluation of certain fixed assets and in accordance with applicable Accounting Standards.

Going concern

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

The College currently has £1.51m of loans outstanding with the Royal Bank of Scotland. One loan has 10 years left to run whilst a second, smaller, loan has 14 years to run. The current cash reserves at the College, and the College's forecasts and financial projections, indicate that it will be able to service both loans for the foreseeable future.

Over the last few years, the College has seen steady growth in student numbers despite a slight fall in the demographic within the Greater Manchester area. Such growth has allowed the College to maintain its resources, invest in its estate and keep teaching and learning at the heart of its community.

Whilst some further, modest, growth is forecast, the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future. The College also has robust financial strategies should there be any further financial pressures. 2020/21 will see an additional, 8 classroom, teaching block come on stream to support the expected growth in the 16-18 cohort in the Manchester area.

For this reason Xaverian College will continue to adopt the going concern basis in the preparation of its Financial Statements.

Recognition of income

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved.

The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body following the year end, and the results of any funding audits. 16-18 learner-responsive funding is not normally subject to reconciliation and is therefore not subject to contract adjustments.

Non-recurrent grants from non-government sources are recognised in income when the College is entitled to the income and performance related conditions have been met.

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual method as permitted by FRS 102. Other capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

Income from tuition fees is recognised in the period for which it is received and includes all fees payable by students or their sponsors, for example the University of Manchester.

Income from grants, contracts and other services rendered is included to the extent of the completion of the contract or service concerned.

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

Accounting for post-employment benefits

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

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

As stated in Note 19, the TPS is a multi-employer scheme and the College is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The assets of the LGPS (Greater Manchester Pension Fund – "GMPF") are measured using closing fair values. The contributions are determined by qualified actuaries on the basis of triennial valuations using a prospective benefit method.

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

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

Actuarial gains and losses are recognised immediately in financial statements.

Short term Employment benefits

Short term employment benefits such as salaries and compensated absences (holiday pay) are recognised as an expense in the year in which the employees render service to the College. Any unused benefits are accrued and measured as the additional amount the College expects to pay as a result of the unused entitlement. Holiday periods for key personnel have been aligned with the College's financial year.

Enhanced Pensions

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

Non-current Assets - Tangible fixed assets

Tangible fixed assets are held at deemed cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the 2015 FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation, being 1 August 2014.

Land and buildings

For a number of elements of the estate (eg the frame), the remaining life assigned by GVA Grimley Ltd was greater than the "normal" life assigned and, as such, a cap has been applied.

The buildings are depreciated on a straight line basis over their expected useful lives as follows:

- Frame – 50 years,
- Windows – maximum of 30 years,
- Roof – maximum of 50 years,
- Lift – maximum of 30 years.

Land is not depreciated as is considered to have an infinite useful life.

The College has a policy of depreciating major adaptations to buildings over the period of their useful economic life of between 20 and 50 years.

Where land and buildings are acquired with the aid of specific Government grants, they are capitalised and depreciated as above. The related grants are credited to a deferred income account within creditors, and are released to the income and expenditure account over the expected useful economic life of the related asset on a systematic basis consistent with the depreciation policy. The deferred income is allocated between creditors due within one year and those due after more than one year.

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

On adoption of FRS 102, the College followed the transitional provision to retain the book value of land and buildings, which were revalued as at 1 August 2014, as deemed cost but not to adopt a policy of revaluations of these properties in the future.

Where the revaluation resulted in the carrying value increasing, this has been recognised in the revaluation reserve. An annual transfer between the Revaluation Reserve and Income and Expenditure Reserve is performed of the additional depreciation arising as a result of the revaluation gain.

Buildings owned by third parties

Where the College enjoys the use of an asset which it does not own, and for which no rental or a nominal rental is paid, if practicable, a value is attributed to this benefit and capitalised.

Assets under construction

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

Subsequent Expenditure on existing fixed assets

Where significant expenditure is incurred on tangible fixed assets after initial purchase it is charged to income in the period it is incurred, unless it increases the future benefits to the College in which case it is capitalised and depreciated on the relevant basis.

Equipment

Equipment and computer hardware costing less than £250 and furniture, fixtures, fittings and vehicles costing less than £500 per individual item are written off to the income and expenditure account in the period of acquisition.

Inherited equipment was depreciated on a straight-line basis over its remaining useful economic life to the College of 5 years from the original date of acquisition. All inherited equipment is now fully depreciated.

All other equipment is depreciated over its useful economic life as follows:

Equipment & IT Infrastructure	5 years on a straight-line basis
Computer Equipment	3 years on a straight-line basis

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

Leased assets

Costs in respect of operating leases are charged on a straight-line basis over the lease term. The College does not use leased assets.

Cash and cash equivalents

Cash includes cash in hand and deposits repayable on demand.

Provisions and contingent liabilities

Provisions are recognised when:

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

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

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

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

Agency arrangements

The College acts as an agent in the collection and payment of Discretionary Support Funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the Income and Expenditure account and are shown separately in Note 21, except for the 5 per cent of the grant received which is available to the College to cover administration costs relating to the grant. The College recognises Free Meals in FE income in the Income and Expenditure account as it is incurred, with any expenditure being matched by the income released. Any shortfall in bursary funding is made up using Free Meals in FE Income.

Financial liabilities

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

All loans held by the College are classified as basic financial instruments in accordance with FRS 102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are subsequently measured at amortised cost. Loans and investments that are payable or receivable within one year are not discounted.

Taxation

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

Judgements in applying accounting policies and key sources of estimation uncertainty***Tangible fixed assets***

- Tangible fixed assets, are depreciated over their useful lives taking into account residual values, where appropriate. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values. An assessment of the useful life of the assets was performed at the date of valuation, and the change in useful lives applied as at the date of transition being 1 August 2014.
- The land and buildings utilised by the College are owned by the Diocese of Salford. The College has unrestricted use of the land and buildings and, in the judgement of management, such an arrangement is unlikely to cease in the near future. In management's judgement the College has control over, and will receive the future economic benefits from, the land and buildings, and consequently the land & buildings are recognised as Fixed Assets in the College Balance Sheet.

Local Government Pension Scheme and Enhanced Pension Provision

- The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. The actuary has used a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 to value the pensions liability at 31 July 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.
- As with the Local Government Pension Scheme, the factors affecting the Enhanced Pension Provision are determined externally to the College. Any changes in these assumptions, which are disclosed in note 15, will impact the carrying amount of the Enhanced Pension Provision.

2 Funding body grants

	2020 £	2019 £
Recurrent grants		
Education and Skills Funding Agency	10,477,694	9,889,466
Local Authority High Needs Funding	107,819	104,545
Releases of government capital grants	261,297	280,120
Total	10,846,810	10,274,131

3 Tuition fees and education contracts

	2020 £	2019 £
Tuition Fees	809,250	829,500
Total	809,250	829,500

4 Other income

	2020 £	2019 £
Other income generating activities	110,958	109,767
Total	110,958	109,767

5 Investment income

	2020 £	2019 £
Other interest receivable	12,780	13,122
Total	12,780	13,122

6 Staff costs

The average number of persons (including key management personnel) employed by the College during the year, described as full-time equivalents, was:

	2020	2019
	No.	No.
Teaching staff	107	114
Non-teaching staff	69	68
	<u>176</u>	<u>182</u>

Staff costs for the above persons

	2020	2019
Wages and salaries	6,710,141	6,601,632
Enhanced Pension Costs	1,180	1,180
LGPS Pension Costs	318,000	353,000
Holiday Pay Accrual Movement	26,016	(10,727)
Social security costs	621,296	607,035
Other pension costs	1,306,724	965,435
Total Staff costs	<u>8,983,357</u>	<u>8,517,555</u>

7 Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the Senior Post-Holders which comprises the Principal, Finance Director, Vice-Principal Student Support and the Vice-Principal of Curriculum.

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

	2020	2019
	No.	No.
The number of key management personnel including the Accounting Officer was:	4	4

7 Key management personnel (continued)

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

Senior Post Holders

	2020	2019
	No.	No.
£60,001 to £65,000 p.a.	-	2
£65,001 to £70,000 p.a.	2	-
£70,001 to £75,000 p.a.	-	-
£75,001 to £80,000 p.a.	1	-
£80,001 to £85,000 p.a.	-	1
£85,001 to £90,000 p.a.	-	-
£90,001 to £95,000 p.a.	-	-
£95,001 to £100,000 p.a.	-	-
£100,001 to £105,000 p.a.	-	-
£105,001 to £110,000 p.a.	1	1
	<u>4</u>	<u>4</u>

Key management personnel compensation is made up as follows:

	2020	2019
	£	£
Salaries	321,104	320,141
Social Security Costs	39,521	39,492
	<u>360,625</u>	<u>359,633</u>
Pension contributions	44,503	39,320
Total compensation	<u>405,128</u>	<u>398,953</u>

There were no amounts due to key management personnel that were waived in the year, nor any salary sacrifice arrangements in place.

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

	2020	2019
	£	£
Salaries	108,843	107,023
Benefits in kind	-	-
Pension Contributions	-	5,869
	<u>108,843</u>	<u>112,892</u>

The pension contributions in respect of the Principal and Vice-Principals are in respect of employer's contributions to the Teachers' Pension Scheme and are paid at the same rate as for other employees. The pension contributions for the Director of Finance are paid at the same rate as for other employees into the Local Government Pension Scheme.

At the end of July 2020, the Principal's basic salary (excluding pension contributions) is 2.69 times the median pay of staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by the provider to its staff.

The Governors, other than the Principal, did not receive any payment from the College other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

8 Other operating expenses

	2020	2019
	£	£
Teaching costs	286,267	197,047
Non-teaching costs	1,114,841	1,109,093
Premises costs	511,647	614,691
Total	1,912,755	1,920,831

Other operating expenses include:

Auditor's remuneration:

External Audit – Financial Statements Audit	19,200	12,960
External Audit – Non-Audit Work	1,800	720
Internal audit	11,215	11,995

9 Interest and other finance costs

	2020	2019
	£	£
On bank loans, overdrafts and other loans	30,009	34,008
LGPS Pension Finance Costs	59,000	43,000
Enhanced Pension Finance Costs	17,023	19,763
Total	106,032	96,771

10 Tangible fixed assets

	Land and buildings	Equipment	Assets Under Construction	Total
	£	£	£	£
Cost or valuation				
At 1 August 2019	21,680,127	2,431,655	75,624	24,187,406
Additions	21,658	137,041	871,288	1,029,987
Disposals	-	(215,142)	-	(215,142)
At 31 July 2020	21,701,785	2,353,554	946,912	25,002,251
Depreciation				
At 1 August 2019	1,678,574	2,111,350	-	3,789,924
Charge for the year	345,552	189,192	-	534,744
Elimination in respect of disposals	-	(215,142)	-	(215,142)
At 31 July 2020	2,024,126	2,085,400	-	4,109,526
Net book value at 31 July 2020	19,677,659	268,154	946,912	20,892,725
Net book value at 31 July 2019	20,001,553	320,305	75,624	20,397,482

11 Debtors

	2020 £	2019 £
Amounts falling due within one year:		
Trade receivables	656	1,301
Prepayments and accrued income	119,678	117,072
Total	120,334	118,373

12 Creditors: amounts falling due within one year

	2020	2019
	£	£
Bank loans and overdrafts	127,105	126,184
Trade payables	296,301	64,340
Other taxation and social security	155,276	160,288
Accruals and deferred income	240,595	261,878
Other creditors	33,202	7,186
Deferred income - government capital grants	261,638	261,296
Total	1,114,117	881,172

13 Creditors: amounts falling due after one year

	2020	2019
	£	£
Bank loans	1,381,290	1,508,396
Deferred income - government capital grants	5,468,266	5,670,132
Total	6,849,556	7,178,528

14 Maturity of debt

Bank loans and overdrafts are repayable as follows:

	2020	2019
	£	£
In one year or less	127,105	126,185
Between one and two years	257,076	255,157
Between two and five years	393,184	390,101
In five years or more	731,030	863,137
Total	1,508,395	1,634,580

Bank Loan 1 for £2,140,000 repayable over 23 years up to 2030, with bank interest payable at 0.6% per annum above the Bank's interest rate.

Bank Loan 2 for £750,000 repayable over 20 years up to 2034, with bank interest payable at 2.25% per annum above the LIBOR.

15 Enhanced Pension Provision

	Defined Benefit Obligation	Enhanced pensions	Total
	£	£	£
At 1 August 2019	2,628,000	910,162	3,538,162
Expenditure in the period	606,000	17,023	623,023
Other Comprehensive Income	(229,000)	(58,086)	(287,086)
Actuarial (Gain) / Loss in Year	1,124,000	115,558	1,239,558
At 31 July 2020	4,129,000	984,657	5,113,657

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

The principal assumptions for this calculation are:

	2020	2019
Inflation Rate	2.2%	2.2%
Interest Rate	1.3%	2.0%

16 Cash and Cash Equivalents

	At 1 August 2019	Cash flows	At 31 July 2020
	£	£	£
Cash and cash equivalents	4,477,871	(14,385)	4,463,486
Total	4,477,871	(14,385)	4,463,486

17 Capital Commitments

At 31 July, 2020 the College had no annual commitments under non-cancellable operating leases.

At 31 July, 2020 the College was committed to the completion of building work on a new teaching block (commitment at 31 July, 2020 is £730k). The anticipated total cost of the building is £1.677m, (build cost of £1.3m excluding VAT), £947k of this expenditure is shown in Assets Under Construction on the Balance Sheet.

18 Balance Sheet Events after the period end

None noted.

19 Defined benefit obligations

The College's employees belong to two principal post-employment benefit plans the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the Greater Manchester Pension Fund (GMPF). Both are multi-employer defined-benefit plans.

Total pension cost for the year	2020	2019
	£	£
Teachers' Pension Scheme: contributions paid	1,081,968	751,193
Local Government Pension Scheme:		
Contributions paid	228,190	214,242
LGPS Pension Charge	318,000	353,000
Enhanced pension charge	18,203	20,943
Charge to the Statement of Comprehensive Income	564,393	588,185
Total Pension Cost for year within staff costs	1,646,361	1,339,378

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest formal actuarial valuation of the TPS was 31 March 2016 and of the LGPS 31 March 2019. There were no outstanding or prepaid contributions at the beginning or the end of the financial year.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2010, and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

Valuation of the Teachers' Pension Scheme

The latest actuarial review of the TPS was carried out as at 31 March 2016 and in accordance with The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education (the Department) in April 2019. The key results of the valuation are:

- New employer contribution rates were set at 23.68% of pensionable pay (compared to 16.48% during 2018/19). DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2019-20 academic year;
- total scheme liabilities for service to the effective date of £218 billion, and notional assets of £198 billion, giving a notional past service deficit of £22 billion;
- an employer cost cap of 10.9% of pensionable pay.

The new employer contribution rate for the TPS was implemented from September 2019.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website at the following location:

<https://www.teacherspensions.co.uk/news/employers/2014/06/publication-of-the-valuation-report.aspx>

The pension costs paid to TPS in the year amounted to £1,491,550 (2019: £1,174,118).

FRS 102 (28)

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

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

Local Government Pension Scheme

Greater Manchester Pension Fund

The scheme available to support staff is the Greater Manchester Pension Fund (GMPF). The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by the Greater Manchester Pension Fund through Tameside Borough Council.

The agreed employer contribution rate was 16.4% from 1st August 2019 to 31st March 2020, thereafter the rate increased to 19%. The agreed contribution rates for employees range from 5.5% to 9.9%, depending on salary. The expected, employer's contributions for the period to 31 July 2021 will be approximately £214,000.

Principal Actuarial Assumptions

The pension cost is assessed in accordance with the advice of an independent, qualified actuary. The latest actuarial valuation of the scheme was at 31 March 2019. The following information is based upon a full actuarial valuation of the fund at 31 March 2019 by a qualified independent actuary, updated to 31 July 2020 by a qualified, independent actuary.

	At 31 July 2020	At 31 July 2019
Rate of increase in salaries	2.9% p.a.	3.2% p.a.
Future pensions Increases	2.1% p.a.	2.4% p.a.
Consumer Price Inflation	2.1% p.a.	2.4% p.a.
Discount Rate for Scheme Liabilities	1.4% p.a.	2.1% p.a.

The Discount Rate has been reduced from 2.1% to 1.4% and this has led to the worsening of the deficit position. The assumptions behind the figure suggest a worsening of the global economic outlook as a result of the Covid-19 pandemic.

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

	At 31 July 2020 years	At 31 July 2019 years
<i>Retiring today</i>		
Males	20.5	20.6
Females	23.1	23.1
<i>Retiring in 20 years</i>		
Males	22.0	22.0
Females	25.0	24.8

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

	% share of the assets 31 July 2020	Fair Value at 31 July 2020 £'000	% share of the assets 31 July 2019	Fair Value at 31 July 2019 £'000
Equities	67%	4,923	69%	5,177
Bonds	18%	1,323	14%	1,050
Property	7%	514	8%	600
Cash	8%	588	9%	676
Total Fair Value of plan assets	100%	7,348	100%	7,503

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

	2020	2019
	£'000s	£'000s
Fair Value of plan assets	7,348	7,503
Present Value of plan liabilities	(11,448)	(10,101)
Present Value of unfunded liabilities	(29)	(30)
Net LGPS Pensions Liability	(4,129)	(2,628)

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

	2020	2019
	£'000s	£'000s
Amounts included in staff costs		
Current Service Cost	(597)	(491)
Past Service Costs	50	(78)
Employers Contributions	229	216
Total	(318)	(353)

	2020	2019
	£'000s	£'000s
Amounts included in interest and other finance costs		
Net Finance Cost	(59)	(43)

	2020	2019
	£'000s	£'000s
Amounts recognised in Other Comprehensive Income		
Return on pension plan assets	(443)	209
Changes in assumptions underlying the present value of plan liabilities	(681)	(1,089)
Amount recognised in Other Comprehensive Income	(1,124)	(880)

Movement in defined benefit liability in period 1 August 2019 to 31 July 2020	2020	2019
	£'000s	£'000s
Net defined liability at 1 August	(2,628)	(1,353)
Movement in Year:		
Current Service Cost	(597)	(491)
Employers Contribution	229	216
Past Service Cost	50	(78)
Net Interest on defined liability	(59)	(42)
Actuarial (Loss) / Gain	(1,124)	(880)
Net defined liability at 31 July	(4,129)	(2,628)
 Changes in the present value of defined benefit obligations	 2020	 2019
	£'000s	£'000s
Defined benefit obligations at 1 August	10,131	8,286
Movement in Year:		
Current Service Cost	597	491
Interest Cost	218	238
Contributions by scheme participants	82	79
Changes in Demographic Assumptions	268	(541)
Changes in Other Financial Assumptions	413	1,630
Estimated benefits paid	(182)	(130)
Past Service cost	(50)	78
Defined benefit obligations as at 31 July	11,477	10,131
 Changes in the fair value of plan assets	 2020	 2019
	£'000s	£'000s
Fair Value of plan assets as at 1 August	7,503	6,933
Movement in Year:		
Interest on plan assets	159	196
Return on plan assets less interest on plan assets	(443)	209
Employer contributions	229	216
Contributions by scheme participants	82	79
Estimated benefits paid	(182)	(130)
Fair Value of plan assets as at 31 July	7,348	7,503

The High Court handed down judgements involving the Lloyds Banking Group's defined benefit pension schemes. The judgement concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits, ('GMP'). There has also been court action regarding age discrimination in the fire service with regard to pension benefits. The impact on the LGPS, and the financial impact has been reflected in the FRS102 LGPS positions for the College.

20 Related party transactions

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

In 2019/20, the total value of transactions with related parties was £1,680 being payments made to Strata, a web design company assessed as being a related party. There was no balance outstanding at year end.

Governors have not been reimbursed for any expenses during the year.

**21 Amounts disbursed as agent –
Learner Support Funds**

	2020	2019
	£	£
Balance Brought Forward	-	-
Funding body grants – bursary support	372,874	420,500
	372,874	420,500
Disbursed to students	(359,201)	(407,036)
Administration costs	(13,673)	(13,464)
	-	-

Funding body grants are available solely for students. In the majority of instances, the College only acts as a paying agent. In these circumstances, the grants and related disbursements are, therefore excluded from the Statement of Comprehensive Income. The bursary support includes some funds transferred from Free Meals in FE income.

