



# Report and Financial Statements

For the year ended 31 July 2025



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**OPERATING AND FINANCIAL REVIEW****Nature, Objectives and Strategies**

The members present their report and the audited financial statements for the year-ended 31 July 2025.

**Legal status**

The Corporation was established under the Further and Higher Education Act 1992 for the purpose of conducting New City College (formerly Tower Hamlets College). The College is an exempt charity for the purposes of the Charities Act 2011.

The College was incorporated as Tower Hamlets College on 1 January 1993. Following merger with Hackney Community College on 1 August 2016 and prior to merger with Redbridge College on 1 April 2017, the Corporation applied to the Department for Education for approval to change its name to New City College, to reflect the broader range of its activities in East London. This change of name was approved with effect from 1 February 2017. Epping Forest College merged with New City College on the 1 August 2018, the two Havering Colleges (Havering College of Further & Higher Education and Havering Sixth Form College) merged with New City College on the 1 August 2019, and The Brooke House Sixth Form College merged with New City College on the 1 August 2024.

**Public Benefit**

The College is an exempt charity under the Part 3 of the Charities Act 2011 and, is regulated by the Secretary of State for Education as Principal Regulator for all Further Education Corporations in England. The members of the Corporation, who are trustees of the charity, are disclosed on pages 16 to 17.

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

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

- High-quality teaching
- Widening participation and tackling social exclusion
- Excellent progression opportunities for students
- Strong student support systems
- Links with employers, industry and commerce.

**Strategic Direction**

In July 2025, the Corporation confirmed the College's Strategic Intent for the period 2025 – 2030.

The College's vision is:

*New City College exists to give our students a better future*

## OPERATING AND FINANCIAL REVIEW (continued)

To achieve this vision, we will:

- Use the scale and strength of our college to drive educational excellence and innovation.
- Continue improving student outcomes and achievement. We will challenge every student, whatever their background, to maximise their potential within an environment of challenging targets.
- Support our staff to develop their skills and talents and look after their wellbeing.
- Make a positive impact on our local communities and the local economy by meeting the unique needs of all the areas in which we work, within a group structure.
- Be recognised as a beacon for learning with an influential position locally and nationally.

The 2025-30 Strategic Intent set five overarching objectives:

**Strategic Intent 2025-30 key themes:**

- Deepening our market engagement and presence
- Building strategic relationships with employers
- Carefully considered diversification
- A step change in our campus environments
- Developing our voice as a sector and policy influencing college

**Performance indicators**

The College is committed to observing the importance of sector measures and indicators and use the FE Choices website which looks at measures such as success rates. The following paragraphs set out the performance against these measures and indicators.

**Student achievement**

Over the last five years, overall, the New City College achievement rates have improved steadily, sustaining outcomes through multiple mergers. The College delivered more than 44,868 qualifications in 2024/25.

New City College Achievement	% (Ofsted rules)
2020/21	87.6
2021/22	87.0
2022/23	87.3
2023/24	89.3
2024/25	91.1

## OPERATING AND FINANCIAL REVIEW (continued)

## Ofsted Inspection

New City College was judged as 'Outstanding' by Ofsted in March 2025 and the College's self assessment of performance reflects the judgements made. Leaders and managers have continued to improve the quality of provision and achievement outcomes are exceptional, significantly above national rates for all age groups and for Apprentices. The merger with Hackney 6th Form (formerly BSix) has been managed well and achievement on that campus, although weaker than the rest of the group, has significantly improved.

The College's matrix approach to management drives consistency and continuous improvement at all campuses and creates a culture of high standards and expectations across the group. Outstanding leadership of the quality of provision has ensured that students at New City College achieve significantly better than their peers in similar colleges nationally. Most aspects of the College's provision are now assessed as Outstanding, although there is some variability in the achievement of apprenticeship standard.

## Overall Grade Profile 2024/25

New City College Group Education Inspection Framework	Grade 2022/23	Grade 2023/24	Grade 2024/25
Overall	2	1	1
Quality of education	2	1	1
Behaviour and attitudes	2	2	1
Personal development	2	1	1
Leadership and management	2	1	1

New City College Group - Provision Types	Grade 2022/23	Grade 2023/24	Grade 2024/25
Education programmes for young people	2	1	1
Adult learning programmes	2	1	1
Provision for learners with high needs	2	1	1
Apprenticeships	2	2	2

## Funding

The College's performance against its key funding targets for the year in respect of activity in the year was:

- The College achieved 98.9% of its 16-18 learner number target. It achieved 100% of its 16-18 funding target.
- The College achieved 88.66% of its DfE Adult Skills Fund Budget, 73.04% of its Free Course for Jobs Fund for classroom activity, 101% of its GLA Adult Skills Fund Budget and 101.90% of its Free Course for Jobs Fund provision.
- The College delivered £2,812,000 of Apprenticeship income for the year.

## OPERATING AND FINANCIAL REVIEW (continued)

## Student numbers

In 2024/25 the College has delivered activity that has produced funding against the Department for Education (DfE) and Greater London Authority (GLA) main allocations amounting to £106,237,000 (2023/24: £91,570,000), including Additional Learning Support.

The College had approximately 18,750 (2023/24: 18,500) learners funded by the DfE or the Greater London Authority and 1,300 (2023/24: 1,250) learners funded from other sources. There were 730 apprentices in the year compared to 680 in 2023/24.

## Performance against target

Members approve annual budgets for the College in July and target the Executive to deliver financial outcomes measured at Operating level. This is defined as the surplus on ordinary activities before FRS adjustments for pensions and holiday pay accruals and also before other exceptional costs such as those relating to merger and restructure.

	Income	Operating surplus
Corporation approved budget (July 2024)	£136.6m	£1.3m
Actual	£139.2m	£3.9m

Members set a breakeven position for 2024/25 which included a pay award of 3%. A further non-consolidated pay award of 1% was implemented in July 2025, which was funded by the in-year DfE 16-19 increased allocation of £892,000.

The College is reporting an operating surplus of £3,936,000 (2023/24: £2,095,000 surplus) for the year 2024/25. Income was £2,600,000 higher than target.

The College performed well against income targets, delivering 98.9% of its funded learner number target for young people despite competition in most local markets remaining strong. The College continues to differentiate its offer and strengthen its digital based marketing to counter the ever-growing offer from local schools.

HE income and International Fee Income were both lower than the budgeted target. Language School market has been impacted by a number of factors, due largely to global instability and economic uncertainty. Higher education income through traditional Further Education based provision operates in a highly competitive environment. This continues to be addressed in the current year through its strategic approach with our Higher Education partner, Bath Spa University.

The College led on the strategically significant Local Skills Improvement Fund for central London. This multi-partner project focused on capital investment in green technologies and upskilling staff to deliver appropriate courses for this developing market.

Provision for students with special education needs performed well and above target. The College is one of the largest providers of post 16 SEND provision in the UK.

Costs were well controlled during the year. Margin improvement resulted from a focus on efficiency, class sizes and close budget monitoring.

The College's operating surplus is recorded after a depreciation and amortisation charge of £12.3m (2024: £10.6m) and a release of capital grant funding of £4.1m (2024: £3.3m).

## OPERATING AND FINANCIAL REVIEW (continued)

## Reconciliation to reported deficit/surplus

In common with all further education sector Colleges, statutory reporting requirements (pages 32 to 35) are prescriptive in their inclusion of non-cash pension adjustments that arise from the College's LGPS liabilities. Pension commitments are a significant sector issue. As a result, inter-alia, of a change to the discount rate applied to future pension liabilities, the College does not carry a pension liability on the balance sheet at 31 July 2025. A reconciliation statement is set out below:

	£000s
Surplus before other gains and losses per Statement of Comprehensive Income:	2,210
<b>Operating surplus</b>	<b>3,936</b>
Difference	<b>1,726</b>
Of which:	
Non-cash items	
FRS 102 pension costs adjustment	2,413
Pension interest income adjustment	(1,288)
Holiday pay accrual adjustment	(407)
Cash items	
Merger costs	6
Restructure costs	1,002
	<b>1,726</b>

## Financial Objectives

The College's long-term financial objectives were approved as:

- Financial health to remain as good to outstanding;
- Surpluses generated to allow the College to meet its capital investment requirements.

During the year, the focus was on the following performance indicators:

KPI	At 31 July 2025
Operating result before exceptional costs including FRS102 at breakeven or better.	Favourable variance – a surplus of £3.9m (Page 5 Financial Results)
Borrowing as % of Income	0.0% - No borrowings at year-end
EBITDA Ratio shall not be less than 6% (Good Financial Health) / 8% (Outstanding)	7.89%
Proportion of funding that comes from core funding from the DfE/GLA, including apprenticeship income, which will be as per the budget, 81%.	DfE/GLA income 81%
a) Proportion of staff costs to total income, which will not exceed the budget at 67% excluding subcontracted income.	69%
b) Proportion of staff costs and staff adjusted for agency and similar costs and subcontracting costs to total income, which will not exceed the budget at 67% excluding subcontracted income.	63%
Adjusted Current ratio (current assets as a proportion of current liabilities) which per the budget for the end of the year will be 1.21:1.	1.88:1
Cash days in hand, based on the budget profile of 41 days.	68 days



## OPERATING AND FINANCIAL REVIEW (continued)

The College is required to complete the annual Finance Record for the Department for Education (DfE). The Finance Record produces a financial health grading. The current rating is Outstanding.

The reasons for the variances have been reviewed and the Corporation is satisfied with the College's overall performance against the objectives.

## Financial results

The financial results are set out in the Consolidated Statements of Comprehensive Income. In summary, these were:

	Year-ended 31 July 2025 £000	Year-ended 31 July 2024 £000
Operating surplus before restructuring costs, merger costs and adjustments for FRS 102 Pension Costs	3,936	2,094
Holiday pay accruals adjustment	407	(198)
Restructuring costs	(1,002)	(540)
Profit/(Loss) on disposal of fixed assets	13	(105)
Merger Costs	(6)	(84)
Gain before adjustments for FRS 102 Pension Costs	3,348	1,167
Gain on the fair valuation of assets and liabilities acquired on the merger with The Brooke House Sixth Form College	24,423	-
Release of student hardship fund income spent in year	(10)	(6)
Surplus per Statement of Comprehensive Income	27,761	1,161

The surplus for the year added to reserves is £27,761,000 (2023/24: a surplus of £1,161,000).

At 31 July 2025, the Group has accumulated reserves and cash and short-term investment balances of £191,000 and £22,464,000 (2023/24: £162,867,000 and £16,085,000 respectively).

The College has one subsidiary company:

- Oxford School of English Language Limited purchased on 31 August 2022. In the current year, the company made a surplus of £21,552 (2023/24: £131,528 deficit).

Tangible fixed asset additions during the year amounted to £16,939,000. This was split between land and buildings improvements of £6,015,000 equipment and furniture of £8,712,000 and purchases relating to assets in the course of construction of £2,212,000.

The Group's net current assets show a positive year-end position of £7,096,000. This includes non-cash creditors totalling £6,500,000 (Deferred capital grants £4,584,000 and the holiday pay accruals £1,916,000). Excluding these items, the positive net current asset position totals £13,596,000.

The College has significant reliance on the DfE and GLA for its principal funding source, largely from recurrent grants. In 2024/25 these bodies provided 81% (2023/24: 81%) of the College's total income.



## OPERATING AND FINANCIAL REVIEW (continued)

## Treasury policies and objectives

Treasury management of the College's cash flows, its banking and money market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks are managed by the Chief Operating Officer and the Group Finance Director.

## Liquidity

The College had no borrowing as at 31 July 2025, with cash balances of £22,464,000 and no debt (2023/24: £16,085,000 cash balances and no debt). There was a net cash inflow of £6,379,000 (2023/24 inflow of £3,906,000), which includes a net spend on fixed asset additions, after accounting for receipt of deferred capital grants totalling £15,647,000 (2023/24 - £7,223,000).

## 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. In the interests of operational efficiency, it is the College's practice to pay suppliers invoices by BACS transmission twice per month. The College incurred no interest charges in respect of late payment for this period.

## Streamlined Energy and Carbon Reporting

The College's greenhouse gas emissions and energy use for the period of 1 August 2024 to 31 July 2025 are set out below:

UK Greenhouse gas emissions and energy use data for the period	2024/25	2023/24
Energy consumption used to calculate emissions (kWh)	15,587,950	15,529,423
<u>Scope 1 emissions in metric tonnes CO<sub>2</sub>e</u>		
Gas consumption	1,516	1,592
Owned transport	11	19
F Gas	<u>133</u>	<u>108</u>
Total	1,660	1,719
<u>Scope 2 emissions in metric tonnes CO<sub>2</sub>e</u>		
Purchased electricity	1,340	1,409
<u>Scope 3 emissions in metric tonnes CO<sub>2</sub>e*</u>		
	13,105	10,956
<b>Total gross emissions in metric tonnes CO<sub>2</sub>e*</b>	<b>16,105</b>	<b>14,048</b>
<u>Intensity ratio*</u>		
Metric tonnes CO <sub>2</sub> e per member of staff	11.22	10.40

\*These figures have been corrected from those reported in the 2023/24 financial accounts. This is due to a calculation error in the staff and student travel emissions data in the original report.

**OPERATING AND FINANCIAL REVIEW (continued)****Qualification and reporting methodology**

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2025 UK Government’s Conversion Factors for Company Reporting.

Scope 1 and 2 data is based on utility bills and records of fuel and gas consumption. Utility data covers all NCC freehold sites. Utility data for Poplar and Arbour Square sites from April-July is based on 2023/24 figures due to lack of current figures resulting from a change of contract. Utility data from leasehold sites is included in Scope 3 data.

Scope 3 data is based primarily on cost data, calculated using the EAUC Scope 3 tool, therefore, emissions fluctuate with energy prices and not just usage. The exceptions include international flights and student and staff travel data. International flight data is based on actual flight data from student trips. Students travel data to and from college is based on information gathered at enrolment regarding primary mode of transport and travel distance. Staff travel data is based on a staff survey with a response rate of 593 which has been used as a representative sample to estimate travel emissions for all staff. Business travel by staff, claimed based on mileage, has been added to this figure. Waste and water data are a mixture of cost-based estimates for leasehold sites and invoice and emissions data for freehold sites.

**Note of correction of 2023/24 data**

There was an error in the calculation of the 2023/24 student and staff travel data reported under Scope 3. The error was twofold: emissions calculated as kgCO<sub>2</sub>e were reported as tCO<sub>2</sub>e and were only calculated for one week rather than the entire academic year. These figures have now been corrected in the 2024/25 data submission. The error impacted on the reported total gross emissions and intensity ratios. These have now also been corrected.

**Intensity measurement**

The intensity measurement ratio is total gross emissions in metric tonnes CO<sub>2</sub>e per staff member (counted as FTE), the recommended ratio for the sector.

**Measures taken to improve energy efficiency**

In 2024/25, NCC has implemented the following measures to improve energy efficiency:

- Decommissioning of gas boilers at the Epping Forest campus and their replacement with low carbon alternatives (air source heat pumps)
- Upgrades to the Building Management System across all sites
- Continued roll-out of LED lighting
- Implementation of quick win actions recommended by the decarbonisation plans for each campus.

**Current and Future Development and Performance****Curriculum Developments for 2024/25**

New City College provides a broad-based curriculum offer across each of its main campuses and collectively the group delivers learning programmes across all 15 Subject Sector Areas (SSAs). The group continues to support a significant volume of foundation level programmes for adults including English, maths and ESOL qualifications, which reflect the needs of the communities it serves.

## OPERATING AND FINANCIAL REVIEW (continued)

The College has built effective relationships with local authorities, participating in local and pan-London discussions on employer needs and skills gaps. The College is involved in local government boards with briefs outside the direct provision of education, such as the Havering Cultural Partnership, local Chambers of Commerce and the Tower Hamlets Growth and Economic Development Partnership, all of which help shape their boroughs and the wider London landscape. This engagement informs course development, ensuring that learners acquire relevant and transferrable skills aligned with anticipated short- and medium-term demands. For example, the links with the Havering Cultural partnership have directly led to the partnership with the Queen's Theatre, Hornchurch which provides real-life industry experience for Performing Arts students.

The College maintains a strong vocational offer and learning is underpinned by the Learning Company model, which is moving beyond the training environment seen generally in colleges, to realise commercially-focused companies, which enable learners to engage directly with the industry in which they aspire to work. The New City Fitness company, for example, offers Sports and Fitness students opportunities to deliver Personal Training and Studio classes in commercially run Leisure Centres at Hackney and Epping. The College also operates a fully commercial restaurant, OKN1, at its Hackney campus, which is open throughout the year and enables Hospitality and Catering students the opportunity to work in a professional environment during their study. Students with high needs run cafés for other students at Tower Hamlets and Hackney campuses and Redbridge students run a commercial café for the community at nearby Wanstead.

In all vocational subject areas, there is high engagement with employers and industry specialists. Of particular note, are high quality links with professional Sporting organisations including Tottenham Hotspur Football Club and London Lions Basketball for sports students, with high levels of progression into career pathways within these respective organisations. In total, 32% of the global football development workforce for Tottenham Hotspur Football Club are NCC student alumni who have graduated through our programme. Performing Arts students are able to showcase their skills in live theatre through a strong relationship with the Queen's Theatre in Hornchurch. Furthermore, they are able to develop the wider skills required in a working theatre through engagement and training by the theatre front of house and backstage workforce. Health and Care students benefit from strong links with local Healthcare Trusts and hospitals and Catering students get work experience in prestigious restaurants and industry organisations. Students are therefore well-prepared for their future careers and fully understand the demands of the industry in which they aspire to work.

Learners continue to develop a deeper understanding of sustainability through the delivery of carbon literacy training and low carbon technology which goes well beyond current accredited qualifications. Our Retro Fit and Low Carbon curriculum for Construction and Engineering was co-created and accredited by industry with delivery staff being upskilled by specialists to ensure their competencies are current. Level 3 Built Environment students at the Rainham campus all achieved an additional award in carbon literacy last year.

**Post balance sheet events**

There are no post balance sheet events.

The College has had the following income confirmed by the DfE and the GLA for 2025/26:

16-18 Funding	£93,933,390
Adult Skills	£21,363,003

**OPERATING AND FINANCIAL REVIEW (continued)****Resources**

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

*Tangible Resources*

Tangible resources include the principal College Campuses for:

- London Borough of Tower Hamlets, freehold sites at Poplar High Street and Arbour Square
- London Borough of Hackney a freehold site at Shoreditch
- London Borough of Hackney a freehold site at Kenninghall Road, Hackney
- London Borough of Redbridge, a freehold site at Chadwell Heath and a leasehold site in Ilford
- London Borough of Havering Borough, freehold sites at Rainham, Ardleigh Green and Wingletye Lane
- Epping, Essex, two freehold sites at Loughton
- A freehold site in Bournemouth

*Financial*

As at 31 July 2025, the College had £190.6 million of net assets and no debt.

*People*

During the year-ended 31 July 2025, the College employed 1,907 staff members, of whom 834 were teaching staff.

*Reputation*

The College has an outstanding reputation locally and nationally. Maintaining a quality brand is essential for the College's success at attracting students and external relationships.

**Principal Risks and Uncertainties**

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

Based on the Strategic Intent, the College Senior Management Team 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 College Senior Management Team also consider any risks which may arise as a result of a new area of work being undertaken by the College. The significant risks are reviewed by the Audit Committee at least twice a year at their meetings.

The operating environment is one of rapid change which is reflected in the nature of the principal risk factors that may affect the College, with or without merger or collaboration, and these are described below. This environment requires the Corporation, management and staff to be informed of the changes, aware of the opportunities and able to adapt. Not all the risk factors are within the College's control.

- The Executive adopted a framework to safely continue operations of the College balancing at all times the needs of our students and staff.
- The College's financial regulations continued to be followed with no waivers required.
- All Executive and Governance operations continued to operate working within Government guidelines.
- The College plans and actions for the immediate, short term and longer term to ensure the going concern of the College were set, approved and continue to be monitored providing the necessary assurance to all stakeholders.

## OPERATING AND FINANCIAL REVIEW (continued)

## Stakeholder Relationships

In line with other colleges, New City College has many stakeholders. These include:

- Students;
- Funding Bodies, primarily the DfE, GLA and OfS;
- Staff;
- Local employers;
- Local authorities;
- Government Offices and Local Enterprise Partnerships;
- The local community;
- Other Further Education institutions;
- Higher education institutions;
- Trade unions; and
- Professional bodies.

The College recognises the importance of these relationships and engages in regular communication with them through the College internet site and by meetings.

## Trade Union Facility Time Publication Requirements

Facility Time is the provision of paid or unpaid time off from an employee's normal role to undertake TU duties and activities as a TU representative. There is a statutory entitlement to reasonable paid time off for undertaking union duties. There is no such entitlement to paid time off for undertaking activities. This agreement sets out the amount of time off that can be provided whilst recognizing fluctuations in use may occur depending on demands on time. Both employers and TU representatives have an important role to play in effectively and efficiently managing the use of facility time.

Relevant Union Officials

<i>Number of employees who were relevant union officials during the relevant period</i>	<i>Full time equivalent employee number</i>
12	9.96

Percentage of time spent of facility time

Percentage of time	Number of employees
0%	
1-50%	12
51-99%	
100%	

Percentage of pay bill spent on facility time

Description	Figures
Provide the total cost of facility time	£49,335
Provide the total pay bill	£86,988,000
Provide the percentage of the total pay bill spent on facility time, calculated as; (Total cost of facility time ÷ total pay bill) x100	0.1%

Paid Trade Union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (Total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	1.6%
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**OPERATING AND FINANCIAL REVIEW (continued)****Equal opportunities and employment of disabled persons**

New City College is committed to providing a high-quality educational experience and to promoting, maintaining and supporting equality and diversity in all aspects of its work.

The College will actively seek to ensure that students and staff experience equality of opportunity and are free from harassment, discrimination or victimisation of any kind, regardless of age, sex (gender), disability, learning difficulty, sexual orientation, gender reassignment and gender recognition, religious or political belief, race, ethnicity, nationality, national origins, family or marital status, social isolation, social status and deprivation, homelessness, unemployment, asylum and refugee status or membership of a trade union, or for any other identifiable cause protected by law.

**Disability statement**

The College seeks to achieve the objectives set down in the Equality Act 2010 and associated legislation. This has been summarised in the College's Single Equality Scheme, published on the College website, and includes the following:

- The College has a Group Curriculum Director for SEND and ALS who provides information, advice and arranges support where necessary for students with disabilities;
- There is a list of specialist equipment, which the College can make available for use by students, held by the IT department, learning technologies team and the additional learning support team. There is also a range of assistive technology equipment/resources available in the library learning centres at each main site;
- 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 lecturers to support students with learning difficulties and/or disabilities. There are a number of student support assistants 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;
- Specialist programmes are described in college prospectuses, and achievements and destinations are recorded and published in the standard College format;
- Counselling and welfare services are described in the College Student Guide, which is issued to students together with the Complaints and Disciplinary Procedure leaflets at induction.

**Disclosure of information to auditor**

The Members who held office at the date of approval of this report confirm that, so far as they are each aware, there is no relevant audit information of which the College's 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 Corporation on 11 December 2025 and signed on its behalf by:



Rob Hull  
Chair

**Professional advisers****Financial statements and****Regularity auditor:**

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## STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL

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 2024 to the date of signing the financial statements.

The College endeavours to conduct its business:

- in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership); and
- having due regard to the English College's Code of Good Governance (the Code), as adopted by the College in 2015.

The College is committed to exhibiting best practice in all aspects of corporate governance and does so by self-assessing its Board on an annual basis, against best governance practice and the Code. In the opinion of the members of the Corporation, the College complies with the Code for the year 31 July 2025. The members of the Corporation recognise 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 members of the Corporation, 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 Corporation

The Chair of the Corporation for the academic year 2024/25 was Rob Hull and Neil Yeomans and Ruth Gilbert were co-Vice-Chairs.

The members who served on the Corporation during the year and up to the date of signature of this report were as listed in Table 1.

The Corporation Board met four times in the year to 31 July 2025. The members of the Committee and their attendance records are shown below.

**Table 1: Governors serving on the College Board during 2024/25**

Name	Date of appointment	Term of office	Date of resignation/ End of Office	Status of appointment	Committees served	Board Meeting Attendance
Rob Hull	Jan-19	4 years	Reappointed November 2022	Chair of Governors	Search, Property, F&GP, Remuneration	100%
Claire Baker	Nov-22	4 Years		Staff	CQ&S	100%
Stephen Critoph	Aug-19	4 years	Reappointed July 2023 Resigned May 2025	Independent	Audit	100%
Ruth Gilbert	Apr-23	4 years		Independent	CQ&S, Chair of Search from Oct 24	75%
Cynthia Griffin	Jan-19	4 years	Reappointed November 2022	Independent	CQ&S, F&GP, Property	100%

## STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL (continued)

Name	Date of appointment	Term of office	Date of resignation/ End of Office	Status of appointment	Committees served	Board Meeting Attendance
Brijesh Patel	Nov-22	4 years		Independent	CQ&S, F&GP, Search from Oct 24	75%
Philida Schellekens	Oct-23	4 Years		Independent	CQ&S	75%
Richard Smith Morgan	Nov-22	4 Years		Independent	Audit, Property	75%
Dean Stanford	Nov-22	4 years		Staff	Property	100%
Sue Williams	Jul-21	4 years	Reappointed October 2025	Independent	CQ&S	25%
Neil Yeomans	Jan-19	4 years	Reappointed November 2022	Independent	Search, Remuneration Chair from Nov 24, F&GP Chair	75%
Gerry McDonald CBE	Apr-13	Ex-officio		CEO	F&GP, Search, CQ&S, Property	100%
Mohammed Hussain	Nov-23	2 years		Student	CQ&S	100%
Nazifa Sania	Nov-23	2 years		Student	CQ&S	25%
Alex Adranghi	Aug-24	4 years	Resigned 18 March 2025	Independent		100%
Stephen Blackshaw	Aug-24	4 years	Resigned 28 February 2025	Independent		100%
Wojciech Ilowski	Nov-24	4 years		Independent	Audit	100%
Maneesh Jain	Apr-25	4 years		Independent	Finance	100%
Writam Chakraborty	Apr-25	4 years		Independent	Audit	100%

*Governors can serve a maximum of 2 terms of 4 years each, or up to 8 years, unless there are exceptional circumstances.*

The non-governors who were co-opted to serve on Committees during the year were:

Name	Committees Served
Thana Nathan	Audit
Michael Samuels	Property
Aidan Geboers	Finance
Paul Crossey (Staff)	Curriculum, Quality and Students.

Overall attendance (at Corporation and Committee meetings) was 86% The Director of Governance as at 31 July 2025 was Fiona Chalk, who joined the College in May 2025. It is the Corporation's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct.

**STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL (continued)**

The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel-related matters such as health and safety and environmental issues. The Corporation meets four times per year.

The Corporation conducts its business through the Corporation Board and its Committees. Each committee has terms of reference, which have been approved by the Corporation. These committees are Finance & General Purposes, Remuneration, Search & Governance, Curriculum Quality & Students, Audit and Property.

Full minutes of all meetings, except those deemed to be confidential by the Corporation, are available from the Director of Governance at:

*New City College  
112 Poplar High Street  
Poplar  
London  
E14 0AF*

The Director of Governance maintains a register of financial and personal interests of the Governors. The register is available for inspection at the above address.

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

Formal agendas, papers and reports are supplied to Governors in a timely manner, prior to Board meetings via an electronic Board Portal App. Briefings are provided on an ad-hoc basis and members of the Corporation receive a fortnightly newsletter on sector and College matters. All Members are required to complete regular training with completion reported to the Search & Governance committee and a full programme is offered which includes in house courses, ETF training modules and face to face training. All Board members undertake safeguarding training every two years and are able to access online refresher training at any point in the year. Members attend regional sessions for Chairs, Committee Chairs and Members as well as further education governance briefing runs by providers such as ETF and RSM. The Director of Governance attended regional governance training in 2024/5 including sessions run by the AOC, Eversheds and Stone King. College training sessions on Prevent, E safety, safeguarding and equality and diversity were also attended.

An external review of governance was completed by Stone King in 2023/24. The review identified strengths and areas for development and the Corporation agreed an action plan for 2024/25 at its November 2024 meeting.

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

There is a clear division of responsibility in that the roles of the Chair of the Corporation and Chief Executive Officer (CEO) of the College are separate.

## STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL (continued)

**Appointments to the Corporation**

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a Search & Governance Committee, consisting of up to five members of the Corporation, which is responsible for the selection and nomination of any new member for the Corporation's consideration. The Corporation is responsible for ensuring that appropriate training is provided as required.

The Corporation has determined that the maximum number of consecutive terms for which a member may hold office is two terms of 4 years, unless there are exceptional circumstances. The Search & Governance Committee provides an Annual Report on its work, which is available from the Director of Governance and is published on the College website.

**Audit Committee**

The Audit Committee comprises up to five members, including co-optees (a majority of which must be members of the Corporation) and excludes the CEO, Chair and staff members. The Committee operates in accordance with written terms of reference approved by the Corporation and in accordance with the College Financial Handbook.

The Audit Committee meets at least 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 if required. The Committee also receives and considers reports from the main further education funding bodies, as they affect the College's business.

The College's internal auditors monitor 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 are responsible for the implementation of agreed audit recommendations and internal audit undertakes periodic follow up reviews to ensure such recommendations have been implemented.

The Audit Committee also advises the Corporation on the appointment of internal, regularity and financial statements auditors and their remuneration for both audit and non-audit work.

The Audit Committee met four times in the year to 31 July 2025. The members of the Committee and their attendance records are shown below.

<b>Committee member</b>	<b>Meetings attended</b>
Richard Smith Morgan	4 out of a possible 4 meetings
Stephen Critoph	2 out of a possible 4 meetings
Thana Nathan	4 out of a possible 4 meetings
Writam Chakroborty	1 out of a possible 1 meeting
Wojciech Ilowski	3 out of a possible 4 meetings

**STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL (continued)****Finance & General Purposes committee (F&GP)**

The F&GP Committee normally comprises of up to six members. It operates in accordance with written terms of reference approved by the Corporation, advising on appropriate financial policies and procedures subject at all times to the requirements of the Financial Memorandum between the Corporation and the DfE and the Articles of Government.

Meeting four times a year, the Committee oversees the financial affairs of the Corporation, monitors staffing issues and considers and advises the Corporation on matters relating to estates and buildings, health and safety, along with determining such other matters that may be delegated to it.

**Remuneration committee**

The Committee's responsibilities are to make recommendations to the Board on the remuneration and benefits of the Accounting Officer and other senior post-holders. The Committee met three times during the year and among its work, approved the SPH Remuneration Code. An Annual Report of the Remuneration Committee is available from the Director of Governance.

Details of remuneration for the year-ended 31 July 2025 are set out in the notes to the financial statements.

**Curriculum, Quality & Students committee (CQ&S)**

The CQ&S committee comprises of a minimum of six members and includes up to two student governor members and up to two staff members. It operates in accordance with written terms of reference approved by the Corporation and meets on four occasions each academic year. It advises on the procedures in place for the continuous review of the curriculum offered by the College, along with the effectiveness of strategies used by managers to improve quality and the academic standard of provision for students, including HE and sub-contracted provision. It monitors progress with the Quality Improvement Plan at each meeting and reviews and recommends the Self-Assessment Report to the Board. In addition, it has responsibility for reviewing and monitoring the arrangements for the promotion of equality, diversity and safeguarding. A safeguarding update is presented for discussion at every meeting by the Designated Safeguarding Lead.

**Internal control***Scope of Responsibility*

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

The Corporation has delegated the day-to-day responsibility to the Group Principal & CEO, 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 Memorandum between New City College and the funding bodies. He is also responsible for reporting to the Corporation any material weaknesses or breakdowns in internal control.

## STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL (continued)

*The purpose of the system of internal control*

The system of internal control is designed to manage risk to a reasonable level. 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 New City College for the year-ended 31 July 2025 and up to the date of approval of the annual report and accounts.

*Capacity to handle risk*

The Corporation has reviewed the key risks to which the College is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Audit committee actively reviews these risks through a risk register and it is presented to the Corporation termly. A revised risk register was approved in year, in line with the Risk policy. The Corporation is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the period ending 31 July 2025 and up to the date of approval of the annual report and accounts.

*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 members of the Corporation;
- regular reviews by the Members of the Corporation of periodic and annual financial reports which indicate financial performance against forecasts;
- setting targets to measure financial and other performance;
- clearly defined capital investment control guidelines;
- the adoption of formal project management disciplines, where appropriate.

New City College has an internal audit service, which operates in accordance with the requirements of the DfE's Framework and guide for external auditors and reporting accountants of colleges. The work of the internal audit service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis.

The analysis of risks and the internal audit plans are endorsed by the Corporation on the recommendation of the Audit Committee.

Annually, the Chair of the Audit Committee provides the Corporation with a report on audit activity in the College. In addition, the internal audit provider submits an annual report to the Audit Committee which is reviewed and presented to the Corporation. The report includes the independent internal audit providers' opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

*Responsibilities under funding agreements*

The Department for Education and Education and Skills Funding Agency introduced new controls for the college on 29 November 2022 on the day that the Office for National Statistics reclassified colleges as public sector organisations in the national accounts. The ESFA chief executive communicated these changes to all college accounting officers and a new college financial handbook was introduced in 2024.

## STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL (continued)

The College has reviewed its policies, procedures and approval processes in line with these new requirements to ensure there are systems in place to identify and handle any transactions for which DfE approval is required.

*Review of effectiveness*

As Accounting Officer, the Group Principal & CEO 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, the regularity auditors, and the appointed funding auditors (where applicable) in their management letters and other reports.

The Group Principal & CEO 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 the Risk Management Group, and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Group Principal & CEO and senior management team receive 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 CEO and senior management team and the Audit Committee also receive regular reports from internal audit, which include recommendations for improvement. The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control.

The Corporation's reporting format ensures the consideration of risk and control and receives specific reports 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.

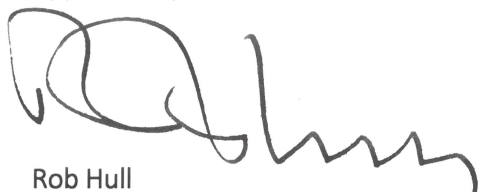
At its December 2025 meeting, the Corporation carried out the annual assessment for the year-ended 31 July 2025 by considering documentation from the senior management team and the internal audit provider and taking account of events since 31 July 2025.

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

**Going Concern**

After making appropriate enquiries, the Corporation considers that the College has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

Approved by order of the Members of the Corporation on 11 December 2025 and signed on its behalf by:



Rob Hull  
Chair



Gerry McDonald CBE  
Accounting Officer



**THE STATEMENT ON THE COLLEGE'S REGULARITY, PROPRIETY AND COMPLIANCE**

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

I confirm on behalf of the Corporation that after due enquiry, and to the best of my knowledge, I am able to identify any material irregular or improper use of funds by the Corporation, or material non-compliance with the terms and conditions of funding, under the Corporation's grant funding agreements and contracts with DfE, or any other public funder.

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



Gerry McDonald CBE  
Accounting Officer

11 December 2025

**STATEMENT OF RESPONSIBILITIES OF THE MEMBERS OF THE CORPORATION**

The Members of the Corporation are required to present audited financial statements for each financial year.

Within the terms and conditions of the College's accountability agreement, funding agreements and contracts with DfE the Corporation is required to prepare financial statements which give a true and fair view of the financial performance and position of the Corporation for the relevant period. Corporations must also prepare a strategic report which includes an operating and financial review for the year. The bases for the preparation of the financial statements and strategic report are the Statement of Recommended Practice – Accounting for Further and Higher Education, DfE's College Accounts Direction and the UK's Generally Accepted Accounting Practice. In preparing the financial statements, the Corporation is required to:

In preparing the group and parent College financial statements, the Corporation is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess the group and parent College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the group or the parent College or to cease operations, or have no realistic alternative but to do so.

The Corporation is also required to prepare an Operating and Financial Review which describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the College.

The Corporation is responsible for keeping adequate accounting records which disclose with reasonable accuracy, at any time, the financial position of the parent College, and which enable it to ensure that the financial statements are prepared in accordance with the relevant legislation of incorporation and other relevant accounting standards. It is responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and for taking steps that are reasonably open to it in order to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

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

Members of the Corporation are responsible for ensuring that expenditure and income are applied for the purposes intended 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 DfE, and any other public fund, are used only in accordance with the Grant Funding Agreements and contracts and any other conditions that may be prescribed from time to time by DfE, or any other public funder, including that any transactions entered into by the Corporation are within the delegated authorities set out in the College Financial Handbook. On behalf of the Corporation, the Chair of the Corporation is responsible for discussing the statement of regularity, propriety and compliance with the Accounting Officer.

Members of the Corporation must ensure that there are appropriate financial and management controls in place in order to safeguard public and other funds and to ensure they are used properly. In addition, members of the Corporation are responsible for securing economical, efficient and effective management of the group and parent College's resources and expenditure, so that the benefits that should be derived from the application of public funds from the DfE are not put at risk.

Approved by order of the Members of the Corporation on 11 December 2025 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Rob Hull', with a stylized, cursive script.

Rob Hull  
Chair

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CORPORATION OF NEW CITY COLLEGE****REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS****Opinion**

We have audited the financial statements of New City College and its subsidiary (collectively the 'Group') for the year ended 31 July 2025 which comprise the Group and College statement of comprehensive income and expenditure, the Group and College statement of changes in reserves and balance sheets, the Group statement of cash flows, the principal accounting policies, and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice) and the College Accounts Direction 2024 to 2025 issued by the Department for Education (DfE).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group and the College's affairs as at 31 July 2025 and of its financial performance and cash flows for the year then ended;
- have been prepared in accordance with UK Generally Accepted Accounting Practice, the Statement of Recommended Practice: Accounting for Further and Higher Education and the College Accounts Direction 2024 to 2025 issued by the DfE;
- In all material respects, funds from whatever source administered by the Group and the College for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- in all material respects, funds provided by the OfS, UK Research and Innovation (including Research England) and the Department for Education have been applied in accordance with the relevant terms and conditions; and
- the requirements of OfS's accounts direction have been met.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and 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**

In auditing the financial statements, we have concluded that the members of the Corporation's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group and the College's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### **Other information**

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of 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 this gives rise to a material misstatement in the financial statements themselves. 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**

In the light of the knowledge and understanding of the Group and the College and its environment obtained in the course of the audit, we have not identified material misstatements in the annual report.

We have nothing to report in respect of the following matters in relation to which the Framework and guide for external auditors and reporting accountants of colleges issued by the DfE requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns; or
- all the information and explanations required for the audit were not received.

We have nothing to report in respect of the following matter in relation to which the Office for Students requires us to report to you, if in our opinion:

- The College's grant and fee income, as disclosed in note 2 to these financial statements has been materially misstated.

### **Responsibilities of the Corporation**

As explained more fully in the statement of responsibilities of members of the Corporation on page 24, the members of the Corporation are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the members of the Corporation determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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

### **The extent to which the audit was considered capable of detecting irregularities, including fraud**

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Group and the College through discussions with management, and from our knowledge and experience of the Further Education sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Group and the College, including the College Accounts Direction 2024 to 2025 issued by the DfE, the Accounts Direction issued by the OfS, Further and Higher Education Act 1992, funding agreements with the DfE and associated funding rules, DfE regulations, data protection legislation, anti-bribery, safeguarding, employment, health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Group and the College's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;

- tested journal entries to identify unusual transactions; and
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias;

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of Corporation meetings;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing any available correspondence with HMRC and the College's legal advisors (although none was noted as being received by the College).

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the members of the Corporation and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

### **Use of our report**

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



Buzzacott Audit LLP  
Chartered Accountants and Registered Auditor  
130 Wood Street  
London  
EC2V 6DL

Date: 15 December 2025

Buzzacott Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.



**INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO THE CORPORATION OF NEW CITY COLLEGE AND SECRETARY OF STATE FOR EDUCATION ACTING DEPARTMENT FOR EDUCATION (THE DfE)**

**To: The Corporation of New City College and the Secretary of State for Education**

In accordance with the terms of our engagement letter dated 19 June 2025 and further to the requirements of Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges, 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 New City College and its subsidiary (collectively the 'Group') during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes identified by Parliament and the financial transactions do not conform to the authorities which govern them.

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

**Respective responsibilities of the Accounting Officer of New City College and the reporting accountant**

The Accounting Officer is responsible, under the requirements of the Corporation's accountability agreement with the Secretary of State for Education and the College Financial Handbook, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament, and that 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 extant Framework and Guide for External Auditors and Reporting Accountants of Colleges. 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 2024 to 31 July 2025 have not been applied for the 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 Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by DfE, which requires a limited assurance engagement, as set out in our engagement letter.

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 and propriety of the corporation's income and expenditure.

The work undertaken to draw to our conclusion includes:

An assessment of the risk of material irregularity and impropriety across all of the College's and its subsidiary's activities;

Further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

### **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 2024 to 31 July 2025 has not been applied to purposes intended by Parliament, and the financial transactions do not conform to the authorities that govern them.



Buzzacott Audit LLP  
Chartered Accountants  
130 Wood Street  
London  
EC2V 6DL

15 December 2025

## CONSOLIDATED AND COLLEGE STATEMENTS OF COMPREHENSIVE INCOME

	Notes	Year-ended 31 July 2025		Year-ended 31 July 2024	
		Group £'000	College £'000	Group £'000	College £'000
<b>INCOME</b>					
Funding body grants	2	115,294	115,294	98,935	98,935
Tuition fees and education contracts	3	15,006	13,756	13,391	11,867
Other grants and contracts	4	213	213	77	77
Other income	5	6,930	6,341	4,931	4,377
Investment income	6	1,786	1,776	1,624	1,621
<b>Total income</b>		<b>139,229</b>	<b>137,380</b>	<b>118,958</b>	<b>116,877</b>
<b>EXPENDITURE</b>					
Staff costs	7	86,988	86,435	74,924	74,319
Restructuring costs	7	1,002	1,002	540	540
Other operating expenses	8	36,726	35,533	32,449	31,010
Depreciation and amortisation	10,13	12,301	12,198	10,578	10,475
Interest payable and other finance costs	9	2	2	-	-
<b>Total expenditure</b>		<b>137,019</b>	<b>135,170</b>	<b>118,491</b>	<b>116,344</b>
<b>Surplus before other gains and losses</b>		<b>2,210</b>	<b>2,210</b>	<b>467</b>	<b>533</b>
Profit/(Loss) on disposal of fixed assets		13	13	(105)	(105)
<b>Surplus for the year</b>		<b>2,223</b>	<b>2,223</b>	<b>362</b>	<b>428</b>
<b>Other gains and losses</b>					
Other gains in respect of pensions schemes	23	1,125	1,125	805	805
Net assets of Brooke House Sixth Form College transferred at fair value	24	24,423	24,423	-	-
Release of student hardship fund income spent in year	19	(10)	(10)	(6)	(6)
<b>Total Comprehensive Income for the year</b>		<b>27,761</b>	<b>27,761</b>	<b>1,161</b>	<b>1,227</b>
Represented by:					
Student Hardship Fund comprehensive income		(10)	(10)	(6)	(6)
Unrestricted comprehensive income		27,771	27,771	1,167	1,233
		<b>27,761</b>	<b>27,761</b>	<b>1,161</b>	<b>1,227</b>


## CONSOLIDATED AND COLLEGE STATEMENTS OF CHANGES IN RESERVES

	Income and Expenditure Reserve - Unrestricted £'000	Revaluation reserve £'000	Student Hardship Reserve £'000	Total £'000
<b>Group</b>				
<b>Balance at 1 August 2023</b>	<b>151,481</b>	<b>9,990</b>	<b>235</b>	<b>161,706</b>
Surplus from the income and expenditure account	362	-	-	362
Other comprehensive income	805	-	-	805
Release of student hardship fund income spent in year	-	-	(6)	(6)
Transfers between revaluation and income and expenditure reserves	399	(399)	-	-
<b>Total Comprehensive Income for the year</b>	<b>1,566</b>	<b>(399)</b>	<b>(6)</b>	<b>1,161</b>
<b>Balance at 31 July 2024</b>	<b>153,047</b>	<b>9,591</b>	<b>229</b>	<b>162,867</b>
Surplus from the income and expenditure account	2,223	-	-	2,223
Other comprehensive income	1,125	-	-	1,125
Release of student hardship fund income spent in year	-	-	(10)	(10)
Net assets of Brooke House Sixth Form College transferred at fair value	24,423	-	-	24,423
Transfers between revaluation and income and expenditure reserves	399	(399)	-	-
<b>Total Comprehensive Income for the year</b>	<b>28,170</b>	<b>(399)</b>	<b>(10)</b>	<b>27,761</b>
<b>Balance at 31 July 2025</b>	<b>181,217</b>	<b>9,192</b>	<b>219</b>	<b>190,628</b>
<b>College</b>				
<b>Balance at 1 August 2023</b>	<b>151,415</b>	<b>9,990</b>	<b>235</b>	<b>161,640</b>
Surplus from the income and expenditure account	428	-	-	428
Other comprehensive income	805	-	-	805
Release of student hardship fund income spent in year	-	-	(6)	(6)
Transfers between revaluation and income and expenditure reserves	399	(399)	-	-
<b>Total Comprehensive Income for the year</b>	<b>1,632</b>	<b>(399)</b>	<b>(6)</b>	<b>1,227</b>
<b>Balance at 31 July 2024</b>	<b>153,047</b>	<b>9,591</b>	<b>229</b>	<b>162,867</b>
Surplus from the income and expenditure account	2,223	-	-	2,223
Other comprehensive income	1,125	-	-	1,125
Release of student hardship fund income spent in year	-	-	(10)	(10)
Net assets of Brooke House Sixth Form College transferred at fair value	24,423	-	-	24,423
Transfers between revaluation and income and expenditure reserves	399	(399)	-	-
<b>Total Comprehensive Income for the year</b>	<b>28,170</b>	<b>(399)</b>	<b>(10)</b>	<b>27,761</b>
<b>Balance at 31 July 2025</b>	<b>181,217</b>	<b>9,192</b>	<b>219</b>	<b>190,628</b>

## CONSOLIDATED AND COLLEGE BALANCE SHEETS AS AT 31 JULY 2025

	Notes	Group	College	Group	College
		2025	2025	2024	2024
		£'000	£'000	£'000	£'000
<b>Fixed assets</b>					
Tangible fixed assets	10	255,927	255,927	217,870	217,870
Investments	12	219	1,208	229	1,218
Goodwill	13	840	110	1,044	211
		<b>256,986</b>	<b>257,245</b>	<b>219,143</b>	<b>219,299</b>
<b>Current assets</b>					
Stock		27	27	30	30
Trade and other receivables	14	6,609	6,483	5,692	6,440
Cash and cash equivalents	20	22,464	21,877	16,085	14,603
		<b>29,100</b>	<b>28,387</b>	<b>21,807</b>	<b>21,073</b>
<b>Less: Creditors – amounts falling due within one year</b>	15	(22,004)	(21,550)	(20,366)	(19,788)
<b>Net current assets</b>		<b>7,096</b>	<b>6,837</b>	<b>1,441</b>	<b>1,285</b>
<b>Total assets less current liabilities</b>		<b>264,082</b>	<b>264,082</b>	<b>220,584</b>	<b>220,584</b>
<b>Less: Creditors – amounts falling due after more than one year</b>	16	(72,010)	(72,010)	(56,029)	(56,029)
<b>Provisions</b>					
Defined benefit pension obligations	23	-	-	-	-
Other provisions	18	(1,444)	(1,444)	(1,688)	(1,688)
<b>Total net assets</b>		<b>190,628</b>	<b>190,628</b>	<b>162,867</b>	<b>162,867</b>
<b>Restricted Reserves</b>					
Income and expenditure reserve		-	-	-	-
<b>Unrestricted Reserves</b>					
Student Hardship Reserve	19	219	219	229	229
Income and expenditure account		181,217	181,217	153,047	153,047
Revaluation reserve		9,192	9,192	9,591	9,591
<b>Total unrestricted reserves</b>		<b>190,409</b>	<b>190,409</b>	<b>162,638</b>	<b>162,638</b>
<b>Total Reserves</b>		<b>190,628</b>	<b>190,628</b>	<b>162,867</b>	<b>162,867</b>

The financial statements on pages 32 to 61 were approved and authorised for issue by the Corporation on 11 December 2025 and were signed on its behalf on that date by:

  
Rob Hull  
Chair

  
Gerry McDonald CBE  
Accounting Officer

## CONSOLIDATED STATEMENT OF CASH FLOWS

	Notes	2025 £'000	2024 £'000
<b>Cash flow from operating activities</b>			
Surplus for the year		2,223	362
<b>Adjustment for non-cash items</b>			
Depreciation and amortisation	10,12	12,301	10,578
Decrease/(Increase) in stocks		3	(30)
(Increase) in debtors		(662)	(1,507)
(Decrease) in creditors due within one year		(96)	(703)
(Decrease) in creditors due after one year and other provisions		(7,683)	(3,024)
Pensions costs less contributions payable	22	2,413	1,972
<b>Adjustment for investing or financing activities</b>			
Investment income	6	(1,786)	(1,624)
Interest payable and other finance cost	9	2	-
(Profit)/loss on sale of fixed assets		(13)	105
<b>Net cash flow provided by operating activities</b>		<b>6,702</b>	<b>6,129</b>
<b>Cash flows from investing activities</b>			
Proceeds from sale of fixed assets		445	874
Investment income	6	498	459
Interest payable and other finance cost		(2)	-
Payments made to acquire fixed assets	10	(17,041)	(12,779)
Receipt of deferred capital grants		15,647	7,223
Cash movement due to merger		130	-
		<b>(323)</b>	<b>(4,223)</b>
<b>Cash flows from financing activities</b>			
Decrease in deposits		-	2,000
		<b>-</b>	<b>2,000</b>
<b>Increase in cash and cash equivalents in the year</b>		<b>6,379</b>	<b>3,906</b>
Cash and cash equivalents at 1 August 2024 (2023)	19	16,085	12,179
Cash and cash equivalents at 31 July 2025 (2024)	19	22,464	16,085

**NOTES TO THE FINANCIAL STATEMENTS****1 Accounting policies****Statement of accounting policies**

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

**Basis of preparation**

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (the 2019 FE HE SORP), the College Accounts Direction for 2024 to 2025 and in accordance with Financial Reporting Standard 102 - "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

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

**Basis of accounting**

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

**Going concern**

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

The College's forecasts and financial projections indicate that it will be able to operate within its existing finances for at least the next 12 months from the date of approval of these financial statements. Accordingly, the College has a reasonable expectation that it has adequate resources to continue in operational existence for the at least the next 12 months from the date of approval of these financial statements, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

**Basis of consolidation**

In preparing these financial statements the College has reviewed the appropriate treatment for business combinations in line with FRS 102.

Where the business combination is of entities with comparable income levels, asset bases and the complexity of operations, it is accounted for using merger accounting, with the prior year amounts being restated accordingly to reflect the merged position.

Otherwise, business combinations are accounted for by applying the acquisition method and the assets and liabilities acquired are adjusted to fair values, using external professional advisers where appropriate.

Subsidiaries are consolidated from the date of their acquisition, being the date on which the Group obtains control, and continue to be consolidated until the date that such control ceases. Control comprises the power to govern the financial and operating policies of the investee so as to obtain benefit from its activities.



## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 1 Accounting policies (continued)

## Basis of consolidation (continued)

The consolidated financial statements include the College and its subsidiary company, Oxford School of English Language Ltd, all controlled by the Group. Intra-group transactions are eliminated fully on consolidation. All financial statements are made up to 31 July 2025.

## Recognition of income

Funding body recurrent grants are recognised in line with best estimates for the period of what is receivable and depend on the particular income stream involved. Any under or over achievement for the Adult Skills budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year-end reconciliation process with the funding body at the end of November 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.

The recurrent grant from Office for Students (OfS) represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income.

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. Capital grants received for specific capital projects are treated in the statement of cashflows as investing activities together with the payments to acquire the assets to which they relate.

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 National Health Service.

Income from grants, contracts and other services rendered is included to the extent the conditions of the funding have been met or 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. Income from restricted purpose Student hardship funds not expended in accordance with the restrictions of the hardship fund in the period is transferred from the income and expenditure account to accumulated income within student hardship funds.

## Post-retirement Benefits

Post-employment benefits to employees of the College are principally provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). These are defined benefit plans, which are externally funded. In addition, the College provides defined contribution schemes to a small number of employees.

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

The TPS is a multi-employer scheme and 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 plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 1 Accounting policies (continued)

**Post-retirement Benefits (continued)**

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date.

The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit pension 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 other recognised gains and losses.

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

**Short term Employment benefits**

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

**Non-current Assets - Tangible fixed assets***Land and Buildings*

Land and buildings inherited from the local education authority are stated in the balance sheet at valuation on the basis of depreciated replacement cost as the open market value for existing use is not readily obtainable. The associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic cost of assets and the actual charge for the year calculated on the revalued amount is released to the income and expenditure account on an annual basis.

Land and buildings acquired through merger are dealt with using acquisition accounting, are revalued to fair value, based on independent professional advice.

Building improvements made since incorporation are included in the balance sheet at cost.

Freehold land is not depreciated.

Freehold buildings are depreciated over their expected useful economic life to the College of 50 years. The College has a policy of depreciating major adaptations (in excess of £1,000,000) to buildings over the remaining period of their useful economic life of 50 years. Other adaptations (less than £1,000,000) to buildings are depreciated over the period of their useful economic life of up to 15 years.

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

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 1 Accounting policies (continued)

**Non-current Assets - Tangible fixed assets (continued)**

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

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

On adoption of FRS 102, the College followed the transitional provision to retain the book value of land and buildings, which were revalued in 1996, as deemed cost but not to adopt a policy of revaluations of these properties in the future.

*Assets under construction*

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

*Subsequent expenditure on existing fixed assets*

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

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

*Equipment*

Equipment costing less than £1,000 per individual item is written off to the income and expenditure account in the period of acquisition. All other equipment is capitalised at cost.

Other equipment is depreciated over its useful economic life as follows:

- motor vehicles - 5 years on a straight-line basis
- general equipment - 3, 5 & 10 years on a straight-line basis
- computer equipment – 5 & 6 years on a straight-line basis
- software - 5 & 10 years on a straight-line basis
- furniture, fixtures and fittings - 10 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 government capital grant account and released to the income and expenditure account over the expected useful 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. Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as if the asset had been purchased outright and are capitalised at their fair value at the inception of the lease and depreciated over the shorter of the lease term or the useful economic lives of equivalently owned assets. The capital element outstanding is shown as obligations under finance leases.

**NOTES TO THE FINANCIAL STATEMENTS (continued)****1 Accounting policies (continued)**

The finance charges are allocated over the period of the lease in proportion to the capital element outstanding. Where finance lease payments are funded in full from funding council capital equipment grants, the associated assets are designated as grant-funded assets.

**Investments and student hardship funds**

Listed investments held as fixed assets or student hardship funds are stated at market value. Current asset investments, which may include listed investments, are stated at the lower of their cost and net realisable value.

**Goodwill**

Goodwill is recognised as an asset at the date that control is acquired. Goodwill is measured as the excess of the sum of the consideration paid, and the fair value of the net assets transferred. Goodwill is amortised over a 10-year period. An annual review is carried out of the goodwill to confirm the carrying value as at 31 July.

**Foreign currency translation**

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

**Taxation**

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. The College is partially exempt in respect of Value Added Tax, so that it can only recover a minor element of VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature. The College's subsidiary company is subject to corporation tax and VAT in the same way as any commercial organisation.

**Provisions and contingent liabilities**

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

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

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

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

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 1 Accounting policies (continued)

**Liquid resources**

Liquid resources include sums on short-term deposits with recognised banks, building societies and government securities and can be readily converted to cash within three months.

**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 included in the Income and Expenditure account as appropriate.

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

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

- *Impairment of the carrying value of tangible fixed assets and goodwill*  
A review has been undertaken to determine whether there are indicators of impairment of the group's tangible assets, including goodwill. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

*Other key sources of estimation uncertainty*

- *Tangible fixed assets*  
Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.
- *Local Government Pension Scheme*  
The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 July 2025. 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.

FRS 102 section 28.22 inhibits the recognition of the net defined asset only to the extent that we are able to recover the surplus through reduced contributions in the future. The surplus cannot be recovered and the net defined asset (£48,177k) has been written off through the Statement of Comprehensive Income. The net asset/liability is therefore NIL.

The value of the net defined asset of £193,152k has been reduced by £48,177k to £144,975k.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 2 Funding body grants

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
<b><i>Recurrent grants</i></b>				
Department for Education - adult	1,846	1,846	1,652	1,652
Department for Education - 16-18	80,917	80,917	66,020	66,020
Department for Education - apprenticeships	2,812	2,812	2,435	2,435
Greater London Authority - adult	17,776	17,776	17,340	17,340
Office for Students	49	49	62	62
<b><i>Specific grants</i></b>				
Department for Education - 16-19 Tuition Fund	50	50	1,217	1,217
Department for Education - High value courses for school and college leavers	663	663	516	516
Department for Education - Multiply	502	502	642	642
Department for Education – Local Skills Improvement Fund	25	25	1,450	1,450
Free Course for Jobs Fund	1,485	1,485	1,396	1,396
DfE Non-recurrent grants	160	160	114	114
GLA Non-recurrent grants	76	76	77	77
Teacher Pension Scheme contribution grant	4,496	4,496	3,021	3,021
Post 16 National Insurance grant	536	536	-	-
Releases of government capital grants	3,838	3,838	2,926	2,926
Higher Education grants	63	63	67	67
<b>Total</b>	<b>115,294</b>	<b>115,294</b>	<b>98,935</b>	<b>98,935</b>

## 2b Higher Education Grant and Fee income

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Grant income from the Office for Students	112	112	129	129
Fee income for taught awards (exc. VAT)	961	961	789	789
<b>Total</b>	<b>1,073</b>	<b>1,073</b>	<b>918</b>	<b>918</b>

Higher Education grants and fee income relate to courses at Level 4 and above.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 3 Tuition fees and education contracts

	2025		2024	
	Group £'000	College £'000	Group £'000	College £'000
Adult education fees	422	422	471	471
Fees for Further Education loan supported courses	28	28	16	16
Fees for Higher Education loan supported courses	961	961	789	789
International student fees	2,393	1,143	2,609	1,085
Total tuition fees	3,804	2,554	3,885	2,361
Education contracts	11,202	11,202	9,506	9,506
<b>Total</b>	<b>15,006</b>	<b>13,756</b>	<b>13,391</b>	<b>11,867</b>

## 4 Other Grants and Contracts

	2025		2024	
	Group £'000	College £'000	Group £'000	College £'000
Erasmus	154	154	16	16
Other grants and contracts	59	59	61	61
<b>Total</b>	<b>213</b>	<b>213</b>	<b>77</b>	<b>77</b>

## 5 Other income

	2025		2024	
	Group £'000	College £'000	Group £'000	College £'000
Catering and residences	2,574	2,574	453	453
Other income generating activities	2,254	1,825	2,257	1,756
Non-government capital grants	276	276	272	272
Property income	1,351	1,251	1,394	1,393
Miscellaneous income	475	415	555	503
<b>Total</b>	<b>6,930</b>	<b>6,341</b>	<b>4,931</b>	<b>4,377</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 6 Investment income

	2025		2024	
	Group £'000	College £'000	Group £'000	College £'000
Interest receivable	498	488	459	456
Net return on pension scheme (note 23)	1,288	1,288	1,165	1,165
<b>Total</b>	<b>1,786</b>	<b>1,776</b>	<b>1,624</b>	<b>1,621</b>

## 7 Staff costs

The average number of persons (including senior post-holders) employed by the Group during the year was:

	2025 Group No.	2024 Group No.
Teaching staff	834	813
Non-teaching staff	1,073	962
	<b>1,907</b>	<b>1,775</b>

	2025 Group £'000	2024 Group £'000
Staff costs for the above persons		
Wages and salaries	66,101	58,377
Social security costs	7,767	5,814
Other pension costs (note 23)	13,120	10,733
<b>Payroll sub total</b>	<b>86,988</b>	<b>74,924</b>
<b>Staff costs</b> before restructuring costs	86,988	74,924
Fundamental restructuring costs		
- Contractual	1,002	540
- Non-contractual	-	-
	<b>87,990</b>	<b>75,464</b>

## Key management personnel - College and Group

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 College Senior Management Team which comprises the Group Principal and Chief Executive Officer, the Chief Operating Officer, the four College Principals, and three directors with cross-college responsibility.



## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 7 Staff costs (continued)

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

	2025 No.	2024 No.
The number of key management personnel including the Accounting Officer was:	<u>10</u>	<u>9</u>

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

	Key Management		Other Staff	
	2025 No.	2024 No.	2025 No.	2024 No.
£60,001 to £65,000	-	-	37	18
£65,001 to £70,000	-	-	24	16
£70,001 to £75,000	-	-	19	9
£75,001 to £80,000	-	-	8	9
£80,001 to £85,000	-	-	3	6
£85,001 to £90,000	-	-	9	4
£90,001 to £95,000	-	-	3	7
£95,001 to £100,000	-	-	8	1
£100,001 to £105,000	1	1	2	2
£105,001 to £110,000	-	1	1	-
£110,001 to £115,000	1	1	-	-
£115,001 to £120,000	2	-	-	-
£145,001 to £150,000	1	5	-	-
£150,001 to £155,000	1	-	-	-
£155,001 to £160,000	1	-	-	-
£160,001 to £165,000	1	-	-	-
£165,001 to £170,000	1	-	-	-
£315,001 to £320,000	-	1	-	-
£345,001 to £350,000	1	-	-	-
	<u>10</u>	<u>9</u>	<u>114</u>	<u>72</u>

The above key management personnel and other staff table includes two key management post holder and thirty-seven other staff post holders who were not in post for a full year and the remuneration for these employees was less than £60,000, although their full-time equivalent salary exceeded £60,000. This includes one key management postholder within the £100,001 to £105,000 banding and one key management postholder within £165,001 to £170,000, sixteen other staff post holders within the £60,001 to £65,000 banding, four post holders within the £65,000 to £70,001, five post holders within the £70,001 to £75,000 banding, five post holders within the £75,001 to £80,000 banding, one post holder within the £80,001 to £85,000 banding, one post holder within the £85,001 to £90,000 banding, and three post holders in the £95,001 to £100,000 banding.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 7 Staff costs (continued)

Key management personnel emoluments are made up as follows:

	2025	2024
	£'000	£'000
Salaries – gross of salary sacrifice	1,394	1,296
Employer's National Insurance	189	180
Benefits in kind	-	-
	<b>1,583</b>	<b>1,476</b>
Pension contributions	180	144
<b>Total emoluments</b>	<b>1,763</b>	<b>1,620</b>

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

The College's Accounting Officer and other key management personnel are paid a fair and appropriate remuneration based on the value delivered by the individual acting within their role. The value factors considered by the College are market rates, roles, skills and experience. The remuneration packages of both the Accounting Officer and senior post holders are regularly bench marked within the sector and remuneration decisions are based on robust evidence.

The above compensation includes amounts payable to the Group Principal and Chief Executive Officer who is the Accounting Officer (who is also the highest paid officer) of:

	2025	2024
	£'000	£'000
Basic salary	273	263
Performance related pay and bonus	17	-
Payment in lieu of pension	57	55
	<b>347</b>	<b>318</b>
Pension contributions	-	-
<b>Total compensation</b>	<b>347</b>	<b>318</b>

The Corporation adopted the AoC's Senior Staff Remuneration Code in July 2019 and continues to assess pay in line with its principles.

The remuneration package of key management personnel, including the Group Principal and Chief Executive Officer, is subject to annual review by the Remuneration Committee of the Corporation who use benchmarking information to provide objective guidance.

The Group Principal and Chief Executive Officer became a deferred member of the Teachers' Pension Scheme on 31 July 2021. As a result, the College made no pension contributions for the postholder during 2024/25. In lieu of pension contributions, the Corporation agreed to an additional salary payment which is included in the note above.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 7 Staff costs (continued)

The Group Principal and Chief Executive Officer reports to the Chair of the Governing Council, who undertakes an annual review of his performance against the College's overall objectives using both qualitative and quantitative measures of performance.

Relationship of Group Principal and Chief Executive Officer pay and remuneration expressed as a multiple.

	2025	2024
Group Principal and CEO's total compensation as a multiple of the median of all staff	8.69:1	8.44:1
Group Principal and CEO's salary (excluding pay in lieu of pension contributions) as a multiple of the median of all staff	7.22:1	6.98:1

## Fundamental restructuring costs

The College Group made 59 severance payments in year, disclosed in the following bands:

	2025 No.
0 - £25,000	44
£25,001 - £50,000	14
£50,001 - £75,000	1
	<u>59</u>

## 8 Other operating expenses

	2025		2024	
	Group £'000	College £'000	Group £'000	College £'000
Teaching costs	15,795	14,956	13,553	12,548
Non-teaching costs	11,309	11,290	9,654	9,526
Premises costs	9,622	9,287	9,242	8,936
<b>Total</b>	<b>36,726</b>	<b>35,533</b>	<b>32,449</b>	<b>31,010</b>

## Other operating expenses include:

	2025 Group £'000	2024 Group £'000
Auditors' remuneration:		
Financial statements audit current year	89	78
Financial statements audit previous year	-	3
Internal audit (not performed by external auditors)	38	28
Other services provided by the financial statements' auditors*	56	7
Hire of assets under operating leases	93	46
Hire of land and buildings	655	591

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 8 Other operating expenses (continued)

\*includes: £28,000 in respect of due diligence work, £12,050 in respect to VAT and PAYE advice, £5,000 in respect of TPS Certification, £2,465 in respect of Corporate Taxation advice for the subsidiary company, and £8,100 in respect of the audit of the Local Skills Improvement Fund (LSIF).

## 9 Interest payable and other finance cost – Group and College

	2025 £'000	2024 £'000
On bank loans, overdrafts and other loans	2	-
	<u>2</u>	<u>-</u>

## 10 Tangible fixed assets (Group)

	Land and buildings	Group and College Equipment and furniture	Assets in the Course of Construction	Total
	Freehold £'000	£'000	£'000	£'000
<b>Cost or valuation</b>				
At 1 August 2024	245,684	33,055	4,993	283,732
Transfer of assets from Brooke House Sixth Form	32,313	1,232	-	33,545
Additions	6,015	8,814	2,212	17,041
Adjustment*	2,453	-	-	2,453
Disposals	(1,417)	(935)	(427)	(2,779)
Reclassification	3,914	(721)	(3,193)	-
<b>At 31 July 2025</b>	<b>288,962</b>	<b>41,445</b>	<b>3,585</b>	<b>333,992</b>
<b>Depreciation</b>				
At 1 August 2024	55,900	9,962	-	65,862
Charge for the year	6,214	5,883	-	12,097
Adjustment*	2,453	-	-	2,453
Elimination in respect of disposals	(1,379)	(968)	-	(2,347)
<b>At 31 July 2024</b>	<b>63,188</b>	<b>14,877</b>	<b>-</b>	<b>78,065</b>
<b>Net book value at 31 July 2025</b>	<b>225,774</b>	<b>26,568</b>	<b>3,585</b>	<b>255,927</b>
<b>Net book value at 31 July 2024</b>	<b>189,784</b>	<b>23,093</b>	<b>4,993</b>	<b>217,870</b>

\*Adjustment to the general ledger in order to align with the fixed asset register for those assets transferred from mergers. There is a no change to the value of assets transferred or to the net book value previously reported.

Land and buildings were valued in 1993 at depreciated replacement cost by a firm of independent chartered surveyors. Other tangible fixed assets inherited from the LEA at incorporation have been valued by the College on a depreciated replacement cost basis with the assistance of independent professional advice.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

**11 Write offs, losses, guarantees, letters of comfort, compensation**

A letter of support was issued by the College to confirm its intention to continue to provide financial and other support to its subsidiary company, Oxford School of English Language Limited. This is in response net current liabilities of £68,000.

The Department for Education (DfE) requires that the College obtains approval for issuing guarantees and letters of comfort to a subsidiary company. The College requested approval which was granted by the DfE on 5 December 2025.

**12 Non-current investments – Group & College**

	2025 £'000	2024 £'000
Student Hardship Funds:		
Balance at 1 August 2024	229	235
Released to income in the reporting period	(10)	(6)
<b>Balance at 31 July 2025</b>	<b>219</b>	<b>229</b>
	2025 £'000	2024 £'000
Investment in subsidiary companies	989	989
	<b>989</b>	<b>989</b>
<b>Total</b>	<b>1,208</b>	<b>1,218</b>
Student Hardship Funds are represented by:		
Cash balances	219	229
	<b>219</b>	<b>229</b>

The College has beneficial ownership of 100 per cent of the issued ordinary £1 shares of the following company, incorporated in England and Wales:

- Oxford School of English Language Limited, purchased on 31 August 2022. Its principal activity is to operate as an international language school. In the current year, the company made a surplus of £22,000 (2023/24: deficit of £132,000), and has net current liabilities of £68,000 (2023/24: net liabilities of £90,000).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 13 Goodwill

This arises from the acquisition of the assets and undertaking of Westbourne Academy and Oxford School of English Language Limited

	Westbourne Academy £'000	Oxford School of English Language Limited £'000	Total £'000
Fair value on acquisition	1,015	1,030	2,045
Released to income and expenditure account			
At 1 August 2024	(804)	(197)	(1,001)
Release for the year	(101)	(103)	(204)
At 31 July 2025	(905)	(300)	(1,205)
Net book value			
At 31 July 2025	110	730	840
At 1 August 2024	211	833	1,044

## 14 Debtors

	2025		2024	
	Group £'000	College £'000	Group £'000	College £'000
Amounts falling due within one year:				
Trade receivables	906	848	660	609
Prepayments and accrued income	3,182	3,120	3,244	3,175
Amount owed by group undertakings:				
Subsidiary undertakings	-	-	-	876
Amounts owed by the DfE	791	791	365	365
Amounts owed by the GLA	7	7	174	174
Other debtors	1,723	1,717	1,249	1,241
<b>Total</b>	<b>6,609</b>	<b>6,483</b>	<b>5,692</b>	<b>6,440</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 15 Creditors: amounts falling due within one year

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Trade payables	4,897	4,877	5,288	5,252
Other taxation and social security	3,443	3,443	2,801	2,801
Accruals and deferred income	5,722	5,166	5,817	5,303
Annual leave accruals	1,916	1,916	2,170	2,170
Deferred income - government capital grants	4,584	4,584	3,394	3,394
Amounts owed to DfE	1,336	1,336	471	471
Amounts owed to GLA	43	43	318	318
Subsidiary undertakings	-	124	-	-
Other creditors	63	61	107	79
<b>Total</b>	<b>22,004</b>	<b>21,550</b>	<b>20,366</b>	<b>19,788</b>

## 16 Creditors: amounts falling due after one year

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Deferred income - government capital grants	69,397	69,397	53,911	53,911
Other creditors	2,613	2,613	2,118	2,118
<b>Total</b>	<b>72,010</b>	<b>72,010</b>	<b>56,029</b>	<b>56,029</b>

## 17 Maturity of debt

## a) Bank loans and overdrafts

There were no bank loans or overdrafts at 31 July 2025 (2024 – £NIL).

The Brooke House Sixth Form DfE loan balance of £334,765, transferred on merger, was repaid on 15 August 2024.

## b) Finance leases

There were no finance leases at 31 July 2025 (2024 - £NIL).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 18 Provisions – Group and College

	Defined benefit pension obligations (Note 23) £'000	Enhanced pension £'000	Total £'000
At 1 August 2024	-	1,688	1,688
Net movement in the period	-	(244)	(244)
Transferred from income and expenditure	-	-	-
<b>At 31 July 2025</b>	<b>-</b>	<b>1,444</b>	<b>1,444</b>

## 19 Student Hardship Reserves

	Expendable Restricted £'000	Total 2025 £'000	Total 2024 £'000
At 1 August 2024	229	229	235
Released to income in the reporting period	(10)	(10)	(6)
<b>At 31 July 2025</b>	<b>219</b>	<b>219</b>	<b>229</b>
Consists of:			
Student Hardship Funds	219	219	229
	<b>219</b>	<b>219</b>	<b>229</b>

## 20 Cash and cash equivalents - Group

	At 1 August 2024 £'000	Cash flows £'000	At 31 July 2025 £'000
Cash and cash equivalents	16,085	6,379	22,464
<b>Total</b>	<b>16,085</b>	<b>6,379</b>	<b>22,464</b>



## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 21 Capital commitments

	2025	2024
	£'000	£'000
Commitments contracted for at 31 July	17,252	18,176

## 22 Lease Obligations

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

	Group and College	
	2025	2024
	£'000	£'000
<b>Future minimum lease payments due</b>		
<b>Land and buildings</b>		
Not later than one year	655	557
Later than one year and not later than five years	2,795	2,795
Late than five years	1,462	2,159
	<u>4,912</u>	<u>5,511</u>
<b>Other</b>		
Not later than one year	107	55
Later than one year and not later than five years	91	30
	<u>198</u>	<u>85</u>
<b>Total lease payments due</b>	<u><b>5,110</b></u>	<u><b>5,596</b></u>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 23 Defined Pension 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 London Pension Fund Authority (LGPS) for non-teaching staff, which is managed by London Pension Partnership. Both are multi-employer defined-benefit plans.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest formal actuarial valuation of the TPS was 31 March 2020 and of the LGPS 31 March 2022.

	2025		2024	
Total pension cost for the year	£'000	£'000	£'000	£'000
Teachers' Pension Scheme: contributions paid		8,841		7,185
Local Government Pension Scheme:				
Contributions paid	1,915		1,472	
FRS 102 (28) charge	2,413		1,972	
Charge to the Statement of Comprehensive Income		4,328		3,444
Enhanced pension charge to Statement of Comprehensive Income		(49)		104
Total Pension Cost for Year (note 7)		<u>13,120</u>		<u>10,733</u>

At 31 July 2025, contributions amounting to £1,246,966 (2024: £1,175,193) were payable to the schemes and are included in creditors.

**Teachers' Pension Scheme**

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

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

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

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

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

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 23 Defined Pension Obligations (continued)

The latest actuarial review of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education (the Department) in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222 billion giving a notional past service deficit of £40 billion.

As a result of the valuation, new employer contribution rates were set at 28.68% of the pensionable pay from April 2024 onwards (compared to 23.68% during 2022/23). DfE has agreed to cover additional costs of any increase for Colleges above the amounts agreed in 2019 and paid each year since.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website.

The pension costs paid to TPS in the year amounted to £8,841,000 (2024: £7,185,000).

## Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by London Pension Fund Authority. The total contribution made for the year-ended 31 July 2025 was £3,473,000, of which employer's contributions totalled £1,915,000 and employees' contributions totalled £1,558,000. The agreed contribution rates for future years are 7% from 1 April 2023 to 31 March 2026 for employers and ranges from 2.9% to 11.4% for employees, depending on salary.

## Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2022 updated to 31 July 2025 by a qualified independent actuary.

	At 31 July 2025	At 31 July 2024
Rate of increase in salaries	3.80%	3.90%
Future pensions increases	2.80%	2.90%
Discount rate for scheme liabilities	5.75%	5.05%
Inflation assumption (CPI)	2.80%	2.90%
Commutation of pensions to lump sums	50%	50%

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 2025	At 31 July 2024
	Years	Years
<i>Retiring today</i>		
Males	20.40	20.10
Females	23.70	23.50
<i>Retiring in 20 years</i>		
Males	21.60	21.20
Females	24.70	24.60

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 23 Defined Pension Obligations (continued)

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

	Fair Value at 31 July 2025 £'000	Fair Value at 31 July 2024 £'000
Equities	112,201	102,971
Bonds	59,976	46,276
Property	17,059	15,281
Cash	3,916	5,502
<b>Total market value of assets</b>	<b>193,152</b>	<b>170,030</b>
<b>Present value of scheme liabilities</b>		
- Funded	(144,975)	(148,305)
<b>Surplus/(Deficit) in the scheme</b>	<b>48,177</b>	<b>21,725</b>
Adjustment recognised in actuarial losses to cap the scheme surplus	(48,177)	(21,725)
<b>Weighted average expected long term rate of return</b>	<b>5.75%</b>	<b>5.05%</b>
<b>Actual return on plan assets</b>	<b>14,201</b>	<b>10,479</b>

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

	2025 £'000	2024 £'000
Fair value of plan assets	193,152	170,030
Present value of plan liabilities	(144,975)	(148,305)
Adjustment to cap the scheme surplus	(48,177)	(21,725)
<b>Net pensions (liability)/asset (note 18)</b>	<b>-</b>	<b>-</b>

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

	2025 £'000	2024 £'000
<b>Amount included in staff costs</b>		
Current service cost	(4,111)	(3,467)
Past service cost	(29)	(23)
<b>Total</b>	<b>(4,140)</b>	<b>(3,490)</b>
<b>Amounts included in investment income / (interest payable)</b>		
Net interest income / (charge)	1,288	1,165
	<b>1,288</b>	<b>1,165</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 23 Defined Pension Obligations (continued)

Amount recognised in Other Comprehensive Income:

	2025	2024
	£'000	£'000
Return on pension plan assets	5,110	2,222
Experience (losses)/gains arising on defined benefit pension obligations	(1,492)	751
Changes in assumptions underlying the present value of plan liabilities	20,790	(3,625)
Change in demographic assumptions	(802)	309
<b>Remeasurement of the asset</b>	<b>23,606</b>	<b>(343)</b>
 Adjustment recognised in actuarial losses to cap the scheme surplus	 (26,452)	 1,148
Surplus taken on with merger of Brooke House Sixth Form College	3,971	-
 <b>Amount recognised in Other Comprehensive income</b>	 <b>1,125</b>	 <b>805</b>

## Movement in net defined benefit asset during year

	2025	2024
	£'000	£'000
Surplus in scheme at 1 August	21,725	22,873
Movement in year:		
Current service cost	(4,111)	(3,467)
Past service cost	(29)	(23)
Employer contributions	1,727	1,520
Net interest on the defined asset	1,288	1,165
Actuarial gain/(loss)	23,606	(343)
Surplus taken on with merger of Brooke House Sixth Form College	3,971	-
<b>Net defined benefit asset at 31 July</b>	<b>48,177</b>	<b>21,725</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 23 Defined Pension Obligations (continued)

## Asset and Liability Reconciliation

	2025	2024
	£'000	£'000
<b>Changes in the present value of defined benefit pension obligations</b>		
<b>Defined benefit pension obligations at 1 August</b>	148,305	139,337
Current service cost	4,111	3,467
Interest cost	7,752	7,073
Contributions by Scheme participants	1,558	1,372
Experience loss/(gain) on defined benefit pension obligations	1,492	(751)
Changes in financial assumptions	(20,790)	3,625
Estimated benefits paid	(5,352)	(5,532)
Liabilities assumed on settlements	7,068	-
Past Service Cost	29	23
Change in demographic assumptions	802	(309)
<b>Defined benefit pension obligations at 31 July</b>	<b>144,975</b>	<b>148,305</b>
<b>Changes in fair value of plan assets</b>		
	2025	2024
	£'000	£'000
<b>Fair value of plan assets at 1 August</b>	170,030	162,210
Interest on plan assets	9,040	8,238
Return on plan assets	5,110	2,222
Employer contributions	1,727	1,520
Contributions by Scheme participants	1,558	1,372
Estimated benefits paid	(5,352)	(5,532)
Settlement prices received	11,039	-
<b>Fair value of plan assets at 31 July</b>	<b>193,152</b>	<b>170,030</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 24 Business Acquisitions and Mergers

## The Brooke House Sixth Form College (BSix)

On 1 August 2024, the College merged with The Brooke House Sixth Form College (BSix). Given the relative size of the two colleges, this has been accounted for using the acquisition method of accounting.

The net assets as at 1 August 2024 were as follows:

	Book value at 31 July 2024 £'000	Fair value adjustment £'000	Total Value on Merger £'000
Tangible Fixed Assets	15,413	18,132	33,545
Current Assets			
Debtors	255	-	255
Cash and cash equivalents	130	-	130
Creditors falling due within one year	(1,734)	-	(1,734)
<b>Net Current Liabilities</b>	<b>(1,349)</b>	<b>-</b>	<b>(1,349)</b>
<b>Total assets less current liabilities</b>	<b>14,064</b>	<b>18,132</b>	<b>32,196</b>
Creditors falling due after more than one year	(7,773)	-	(7,773)
Provisions			
Defined benefit obligations	-	-	-
<b>Total net assets</b>	<b>6,291</b>	<b>18,132</b>	<b>24,423</b>
Reserves			
Income and expenditure accounts	2,526	21,897	24,423
Revaluation reserve	3,765	(3,765)	-
<b>Total unrestricted reserves</b>	<b>6,291</b>	<b>18,132</b>	<b>24,423</b>

A financial reporting valuation of the land and property formerly owned by the Brooke House Sixth Form College (BSix) was carried out as at 1 August 2024, the date of the merger with New City College. This is in accordance with FRS 102 – the Financial Reporting Standard applicable in the UK, and the 2019 Statement of Recommend Practice (SORP) 'Accounting for Further and Higher Education'.

The valuation was undertaken by GeraldEve LLP in accordance with the Valuation – Global Standards 2022 of the Royal Institution of Chartered Surveyors (RICS).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 25 Related Party Transactions

Due 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.

Only the details below concerning the College's subsidiary company and three members of the Board of Governors were identified which should be disclosed under Financial Reporting Standard 8 Related Party Disclosures.

*Oxford School of English Language Limited, a subsidiary of the college*

There were no trading transactions in the year (2024 - £Nil). The balance due to the College outstanding at the year-end amounted to £146,000 (2024 - £1,120,000).

*Association of Colleges – a company in which Gerry McDonald is a Board member*

Purchase transactions in the year amounted to £77,482 (2024 - £96,130) relating to the college's annual subscription and conference fees. The balance outstanding at the year-end amounted to £NIL (2024 - £223). Sales transactions in the year totalled £1,075 (2024 - £NIL) relating to the hire of facilities. There was no debtor balance outstanding at year-end £NIL (2024 - £NIL).

*Greater London Authority (GLA) – a strategic regional authority in which Gerry McDonald is a Board member of the Skills for Londoners Board*

Sales transactions in the year amounted to £20,585,500 (2024 - £20,479,757) relating to the Adult Education Budget, Multiply and Capital funding. The debtor balance outstanding at the year-end amounted to £NIL (2024 - £173,731). There were no creditor balances at the year-end (2024 - £NIL).

*The Education and Training Foundation – a company in which Wojciech Ilowski is a Trustee and Gerry McDonald is a Board member*

Purchase transactions in the year amounted to £27,200 (2024 £15,828) relating to training and workshop fees. The balance outstanding at the year-end amounted to £19,922 (2024 - £NIL). Sales transactions during the year totalled £750, relating to training and mentoring (2024 - £NIL). The debtor balance outstanding at the year-end amounting to £NIL (2024 - £NIL).

*London Metropolitan University – a university in which Gerry McDonald is a Board member*

Purchase transactions in the year amounted to £NIL (2024 £NIL). Sales transactions during the year totalled £172,975, relating to rental and service charges (2024 - £122,102). The debtor balance outstanding at the year-end amounting to £63,897 (2024 - £NIL).

*Pearson UK Education – a company in which Gerry McDonald is a Board member*

Purchase transactions in the year amounted to £1,196,390 relating to exam body fees (2024 £1,067,085). Sales transactions during the year totalled £250, relating to sponsorship (2024 - £NIL). There was no debtor balance at year-end (2024 - £NIL).



## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 25 Related Party Transactions (continued)

*Santander UK plc – a company in which Aidan Geboers was a relationship manager until 5 June 2025*

There were no trading transactions in the year. Santander UK plc is one of the College's bankers and as at 31 July the College had £3,272,000 in short-term investments.

*NATECLA (National Association for Teaching English and other Community Languages to Adults) – a company in which Jennie Turner (Group Director of Curriculum for ESOL) is a Management council member*

Purchase transactions in the year amounted to £3,493 (2024 £2,970) relating to training and workshop fees. The balance outstanding at the year-end amounted to £NIL (2024 - £NIL). There were no Sales transactions during the year £NIL (2024 - £NIL). The debtor balance outstanding at the year-end amounting to £NIL (2024 - £NIL).

*NEBOSH (National Examination Board in Occupational Safety and Health) – a company in which Rob Hull is the Chair of Trustees*

Purchase transactions in the year amounted to £1,935 (2024 - £1,482) relating to training and workshop fees. The balance outstanding at the year-end amounted to £NIL (2024 - £NIL). There were no Sales transactions during the year £NIL (2024 - £NIL). The debtor balance outstanding at the year-end amounting to £NIL (2024 - £NIL).

## 26 Amounts disbursed as agent – Learner support funds

	2025 £'000	2024 £'000
Balance b/f	264	-
16-18 bursary grants	2,044	1,794
	<u>2,308</u>	<u>1,794</u>
Disbursed to students (prior year funds)	264	-
Disbursed to students (current year funds)	1,588	1,457
Administration costs	93	73
	<u>363</u>	<u>264</u>
Balance unspent as at 31 July, included in creditors		

The college distributes 16-19 discretionary and vulnerable bursaries and free meals in further education (FEFM) funds to students as an agent for DfE.

In the accounting period ended 31 July 2025, the college received a total of £2,043,840 and disbursed £1,852,605 from DfE 16-19 discretionary and vulnerable bursaries and FEFM funding after charging £92,630 for administration costs.

As at 31 July 2025, the cumulative unspent 16-19 discretionary and vulnerable bursary funds and FEFM funding is £362,823, of which £NIL relates to funds that are in scope to be returned to DfE in March 2026. Comparatives for the accounting period ended 31 July 2024 are £1,794,195 received from DfE, £1,457,121 disbursed to learners after charging £72,856 for administration costs, and total cumulative unspent funds of £264,219, of which £NIL was repaid to DfE.

## 27 Post Balance Events

There are no post balance sheet events.