



# Report and Financial Statements

For the year ended  
31 July 2025

Mae'r ddogfen hon ar gael yn Gymraeg



# KEY MANAGEMENT PERSONNEL, BOARD OF GOVERNORS AND PROFESSIONAL ADVISERS

## Key management personnel

Key management personnel are defined as members of the College Leadership Team and were represented by the following in 2024/25:

Principal, Chief Executive Officer and Accounting Officer	Viv Buckley
Deputy Principal - Resources	Andrew Gibbs
Deputy Principal - Future Generations	Joe Baldwin
Vice Principal - Curriculum and Quality	Hayley Thomas
Vice Principal - Work Based Learning and Commercial Activity	Matthew Rees
Director of People	Catherine Luff
Director of Curriculum	Gemma Carr-Evans
Director of Curriculum	Catrin Sullivan
Director of Data and Digital Architecture	Scott Morgan

For the purpose of signatory of this Report and Financial Statements 31<sup>st</sup> July 2025.

## Board of Governors

A full list of Governors is given on page 10 of these Financial Statements.

Nicola Eyre acted as the Clerk to the Corporation.

## Principal and registered office

Cowbridge Road, Bridgend, CF31 3DF

## Professional advisers

Financial statements auditors and reporting accountants:

Forvis Mazars  
8<sup>th</sup> Floor  
Assembly Building C  
Cheese Lane  
Bristol  
BS2 0JJ

Internal auditors:

TIAA Ltd  
Artillery House  
Fort Fareham  
Newgate Lane  
Hampshire  
PO14 1AH

### Bankers

Barclays Bank PLC  
Windsor Court  
3 Windsor Place  
Cardiff  
CF10 3BX

### Solicitors

Capital Law  
Capital Building  
Tyndall Street  
Cardiff  
CF10 4AZ

Eversheds Sutherland  
1 Callaghan Square  
Cardiff  
CF10 5BT

Blake Morgan  
One Central Square  
Cardiff  
CF10 1FS

## Subsidiary Companies

Engage Training Limited  
Bridgend College Enterprises Limited  
Bevan College Limited

Company number: 09701651  
Company number: 03378821  
Company number: 14720762

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# STRATEGIC REPORT

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

The Corporation was incorporated as Bridgend College of Arts and Technology. On 1 October 2001, the Secretary of State granted consent to the Corporation to change the College's name to Bridgend College.

## MISSION

The College mission statement is  
**Be all that you can be.**

## VALUES

People centred  
Inspirational  
Passionate  
Innovative  
Inclusive  
Team player

## Public Benefit

The college has many stakeholders including:

- Its current, future and past students
- Its staff and their trade unions, of which Bridgend College staff are members of Unison and the University and College Union
- The employers it works with
- Its partner schools and universities, namely Penybont 6<sup>th</sup> Form, University of South Wales and Cardiff Metropolitan University
- The wider college community
- Its local borough council, combined authority and Local Enterprise Partnership

## Public Benefit

Bridgend College is an exempt charity under the Part 3 of the Charities Act 2011 and following the Machinery of Government changes in July 2016 is regulated by the Cabinet Secretary for Education within Welsh Government. The members of the Governing Body are disclosed on page 10.

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 employment record for students
- Strong student support systems
- Links with employers, industry and commerce
- Links with Local Enterprise Partnerships (LEPs)

The delivery of public benefit is covered throughout the Members' Report.

## Implementation of strategic plan

The current strategic plan runs for the year from 1 August 2020 to 31 July 2025. The Corporation monitors the performance of the College, and the plan is reviewed and updated accordingly each year.

The College's continuing strategic objectives are to be:

- Excellent:
  - Achieve minimum of 90% successful completion for all learning pathways
  - Appear in top quartile for WG measures in all subject areas
  - Finance and achieve 21<sup>st</sup> Century facilities for all provision
- Efficient:
  - Reduce carbon emissions by 25%
  - Achieve a minimum of 2% turnover as operational surplus
  - Maintain a minimum 30 days' cash (net liquid assets)
  - Sustain staffing costs no greater than 65% of income
- Engaging:
  - Achieve top 10 in Sunday Times 100 Not for Profit Sector Companies
  - Achieve gold standard in the UK Well-being index report

## STRATEGIC REPORT (continued)

### Performance indicators

A series of corporate performance indicators have been agreed with the Governing Body to monitor the successful implementation of the policies. These are shown in the chart below:

KPI Ref.	College Targets	2025 Target	2025 Actual
1	Successful Completion	90%	90%
2	Estyn inspection of curriculum areas	Excellent	N/a
3	21 <sup>st</sup> Century facilities	Build STEAM Academy	Completed September 2021
4	Carbon emissions reduction	25%	Achieved
5	Adjusted Operating Surplus as a % of Turnover (YTD) *	2%	7.8%
6	Cash expressed as number of days expenditure (YTD)***	30 days	151 days
7	Staff costs as a % of income**	65%	62%
8	Staff Well-being Index	Gold	Gold

\*Adjusted College Operating Surplus £3,029k is calculated by taking the surplus from the Income and Expenditure account £1,391k and adjusted for FRS102 accounting adjustments (£182k) (pension interest, FRS 102 charge and holiday pay accrual movement - see note 11 and 28) and exceptional items £1,820k (see note 10).

\*\*Staff costs are calculated by taking total staff costs and stripping out FRS102 accounting adjustments and holiday pay accrual movement.

Progress is tracked through the year at each Governing Body meeting, the final outcomes are detailed below:

KPI Ref.	College Targets - Commentary
1	The final Learner Outcome Report shows the College as delivering a Successful Completion rate for Main Qualifications of 90%.
2	The College was selected for a new pilot Estyn Inspection in March 2022 and received the Estyn Inspection Report in July 2022. While ratings such as 'Excellent' are no longer provided the report highlighted some areas of excellent practise and positively narrates the extraordinary inclusive support and care we provide for learners.
3	The STEAM academy was completed in September 2021.
4	Carbon emissions has reduced by greater than 25% due to entering a new 100% renewables energy contract in 2020/21. The reduction was achieved by the renewable energy contract accounting for 40% of total CO2 emissions as well as additional carbon savings from the new energy efficient STEAM Academy building.
5	The College Adjusted Operating Surplus of £3,029k is equivalent to 7.8% of turnover.
6	Total cash stood at £15.3m at year end which equates to approximately 151 days of expenditure. Total cash excluding net Town Centre Campus funding stood at £7.8m at year end which equates to approximately 76 days of expenditure. ***
7	Staff costs of £24,126k is equivalent to 62% of income
8	The college has been awarded gold in the UK Well-being Index Report

\*\*\*Net Town Centre Campus funding is calculated by including all Welsh Government loans and capital grants received and removing any expenditure relating to the project.



## FINANCIAL POSITION

### Financial results

The Group generated a surplus before other gains and losses in the year of £2,272k (2023/24: deficit of £408k), with total comprehensive income of £2,085k (2023/24: loss of £695k).

The group generated an 'operating profit' of £2,075k (2023/24: £114k). To arrive at operating profit the group surplus before other gains and losses has been adjusted as follows:

	2025 £'000	2024 £'000
Surplus in the year	2,272	(408)
Pension FRS102	(208)	(195)
Holiday pay accrual	(26)	(36)
Exceptional items (redundancy)	37	753
<b>Operating profit</b>	<b>2,075</b>	<b>114</b>

The Group has reserves of (£23,563k) (2023/24: (£21,478k)) which includes an actuarial loss in respect of pension schemes during the year of (£187k). Group cash and short-term investment balances of £16,067k (2023/24: £23,717k) were held at 31 July 2025.

Tangible fixed asset additions during the year amounted to £23,044k. This included equipment purchased of £533k and assets in the course of construction £22,511k. There were no land and buildings additions during the year.

The Group has significant reliance on the education sector funding bodies for its principal funding source, largely from recurrent grants. The group also received significant funding from Welsh Government during the year, totalling £484k (2023/24: £859k) to help learners who have experienced disruptions as a result of the coronavirus pandemic. In 2024/25, the FE funding bodies provided 69.6% (2023/24: 66.4%) of the Group's total income.

The group maintained its level of income generating and other income streams, totalling £4,995k (2023/24: £5,164k). With the significant reliance on funding bodies the College is focused on exploring opportunities to reduce the reliance on Welsh Government funding in the future. Other operating expenses has decreased to £9,747k (2023/24: £10,216k) as a result of cost savings exercises implemented during the year, which delivered further efficiencies.

Payroll costs excluding exceptional staff costs have decreased to £23,942k (2023/24: £25,026k), as a result of savings achieved from the organisational restructure completed in 2023/24.

The College has three subsidiary companies; Engage Training Limited, Bevan College Limited, and Bridgend College Enterprises Limited. The principal activities of Engage Training Limited are the provision of commercial and bespoke employer training courses. The principal activities of Bevan College Limited are the provision of specialist education and residential care. Bridgend College Enterprises Limited was dormant throughout the year. A previous subsidiary, People Business Wales Limited dissolved on 21<sup>st</sup> February 2023.

### Treasury policies and objectives

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

Short term borrowing for temporary revenue purposes is authorised by the Accounting Officer. All other borrowing requires the authorisation of the Corporation and shall comply with the requirements of the College's Financial Regulations.

### Cash flows and liquidity

The Group's cash balance at 31 July 2025 was £16.1 million; this is a decrease from last year's balance by £7.6 million. The groups cash balance includes net contributions from Welsh Government of £7.5 million as part of the new Town Centre Campus build (2023/24: £16 million). Net cash flow from operating activities increased this year, totalling £2.9 million (2023/24: £1.6 million).

### Reserves

The College has no formal Reserves Policy but recognises the importance of reserves in the financial stability of the organisation, and ensures that there are adequate reserves to support the College's core activities.

### Financial Health

The College has delivered improved financial health in recent years and are well placed should financial constraints on the further education sector materialise as a response to elevated inflation levels.



Group - 7.8% operating surplus as a percentage of turnover above the 2% target.



Group - 76 Cash days - exceeding Strategic Plan target of maintaining greater than 30 days.



Group - Staff costs as a percentage of income - below target of 65%

## CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE

### Learner numbers

In 2024/25, the College delivered to just under 2,400 Full-Time students and approximately 3,500 part-time students across a range of Further Education, Higher Education and Work Based Learning activities. Both full time and part time numbers have increased this year due to high demand on the Colleges most popular courses. The College is confident of attracting increasing numbers of students, as a result of a flexible curriculum, strong marketing and being recognised locally and nationally as an excellent College.

### Learner achievements

Students continue to prosper at the College, and in addition to their academic performance the College is proud to report the following achievements of our learners:

#### Skills Competition Wales 2024/25

Bridgend College was delighted to have students winning awards this year:

- Morgan Leyshon and Aled Gore won Gold in Industrial Robotics.
- Jac Brisland won Bronze in Health and Social Care.

#### Lantra

Student, Bethan came runner up in the learner of the year category at the Lantra Land Based and Environment awards.

#### Construction Plant Hire Association (CPA)

Plant maintenance apprentice, Bethan Whittaker won in both the regional and national plant mechanic categories at the CPA Stars of the Future awards.

### Curriculum developments

The College exists for its learners and will provide a range of curriculum choices that provide stimulating learning experiences for all which will assist the pursuit of a rewarding life and career. We wish to attract learners of all ages and backgrounds and to provide a personalised learning experience that will allow the development of the skills, knowledge and attributes necessary for successful outcomes, such as progression to further study, employment or personal development.

The College sees itself as a major resource for its local communities, essential to the economic well-being of the area which it serves and having a major role in the delivery of the Welsh Government's 4 key priorities for the FE sector:

- Jobs & Growth
- Financial Sustainability
- Equality & Equity
- International Benchmarking

We are committed to working closely with all our stakeholders, participating actively in all relevant local fora, and develop a curriculum that responds positively and flexibly to identified needs. The curriculum is critical in helping the College achieve a secure financial base and must be run efficiently so that we can achieve maximum value for money in the delivery of our services.

### College Performance

The College has had another successful year, overall results for the 2024/25 academic year are unconfirmed, but the College is predicted to maintain its excellent successful completion rates in main qualifications. In 2023/24 the College achieved 85% successful completion for all qualifications. The College achieved 91% successful completion in main qualifications.

#### World Skills Shanghai 2026

Five Bridgend College students and apprentices have been selected to represent the UK at World Skills Shanghai 2026.

#### Creative Media Screening and awards

Creative media student, Theo Vine-Roberts was awarded Overall Filmmaker of the year.

#### B-WBL Consortium awards

Level 3 sports turf apprentice, Morgan Ellery, was honoured with the prestigious Shining Star Apprentice of the Year award.

#### TeamGym 2024

Level 3 Health and social care student, Sienna Wilkinson, competed in the TeamGym 2024 European Championships in Azerbaijan, the first senior woman from Wales to be selected to represent Great Britain.

The Curriculum Strategy is in line with the College's vision, values and strategic aims. The College will develop and support the continuous improvement of the complete learner experience and will aim to deliver an evolving curriculum that is prioritised in relation to social and economic need, government policy and resource availability.

The College aims to continually review its curriculum portfolio to:

- Meet and address demand
- Facilitate progression opportunities to higher level learning and employment
- Develop specialist and transferable skills and thus enhance employability
- Develop partnerships and collaboration opportunities with external organisations including business and industry, local employers, Councils, Chambers of Commerce, Schools and Learning Communities, Universities and Sector Skills Councils (SSCs)
- Develop Welsh Language opportunities
- Promote social inclusion, enterprise and entrepreneurship, education for sustainable development and global citizenship (ESDGC) and international opportunities

## CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE (continued)

### Payment performance

The Late Payment of Commercial Debts (Interest) Act 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. During the accounting year 1 August 2024 to 31 July 2025, the College achieved payment of 95% of its invoices within 30 days. The prior year comparator stood at 96%. The College incurred no interest charges in respect of late payment for this year.

### Events after the end of the reporting year

There were no significant post Balance Sheet events.

### Future prospects

The College has grown its learner numbers over the last two years but continues to seek ways of increasing this further and has plans in place to expand its offering of post-16 education courses. Significant growth has been achieved during recent years on the College's Work Based Learning contract. Despite a reduction this year, the College aims to maintain the current level of HE income in future years. It is anticipated that the planned 'state of the art' Town Centre Campus will attract additional students to the College in future years. The College already has a low reliability on central funding and seeks to further reduce its dependency by seeking opportunities for growth in commercial income, although this may prove difficult in the short term due to external factors such as inflationary pressures.

### Resources

The College has various resources that it can deploy in pursuit of its strategic objectives. Tangible resources include the two main college sites at Cowbridge Road and Pencoed which include significant areas of land; in addition, the College owns property at Queens Road - Bridgend Industrial Estate and at Holton Road - Barry.

### Financial

The College has £22,778k total net assets.

### People

The College employs 438 people (expressed as full time equivalents).

### Reputation

The College is award winning and has an excellent reputation locally and nationally. Maintaining a quality brand is essential for the College's success at attracting students and external relationships. Success in 2024/25 included:

- Bridgend College ranked 44<sup>th</sup> in the Inclusive Top 50 UK Employers 2024/25 - The only educational institution in the UK to feature in the list.
- Bridgend College marketing team won 'Silver' for Best Event Experience at this year's HEIST awards.
- The Student Wellbeing Team won the 'Safeguarding Initiative' award at the Safeguarding and Child Protection Association awards.
- Awarded Gold in Mind's Workplace Wellbeing Awards.

- Won the 'Social Mobility' award in the Inclusive Companies awards.
- Enterprise Officer, Ruth Rowe, won the Enterprise Catalyst (FE) category at the 2024 National Enterprise Educator awards.
- Agriculture Lecturer, Katie Davies has been named 'Farming Woman of the Year 2025' at the National Women in Farming Awards.
- Nicolas George won the Outstanding Contributor award at the QuickStart Bridgend awards.
- Animal care lecturer, Cerys Felton completed some conservation work with sloths in Costa Rica.

### Principal risks and uncertainties

Based on the strategic plan, the College undertakes a comprehensive review of the risks to which it 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, through regular review, their effectiveness and progress are monitored. As part of this review process consideration is given to potential additional risks which may arise as a result of a new area of work being undertaken by the College.

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

### Sustainability and Environmental

The College is wholly committed to reducing its impact on the environment at the local and global level and ensuring that sustainability remains an integral and fundamental part of the Colleges strategy for success. The College continues to be a sector leader in sustainability and work is on-going to embed a culture of sustainable development and global citizenship amongst our learners and staff.

The Bridgend College Sustainable Development Strategy 2021-2040 can be accessed via the website [www.bridgend.ac.uk](http://www.bridgend.ac.uk).

### Equality and Diversity

The College is committed to a policy of equality of opportunity and diversity in everything it does. Bridgend College embraces diversity and will seek to promote its benefits in all of our activities. We will seek to develop a culture that reflects that belief. We will seek to widen the mediums in which we recruit to ensure as diverse as possible employee and candidate base.

We take positive steps to ensure that all current and prospective employees and students are not discriminated against, either directly or indirectly, on the grounds of gender, age, disability, marital status, sexual orientation, creed/religion, ethnic or national origin. We value the differences, needs and contributions a diverse workforce and customer base represents.



## CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE (continued)

### Equality and Diversity (continued)

The College places an obligation upon all our staff to respect and act in accordance with this policy. We are committed to providing equality and diversity training for all our staff.

Bridgend College extends this positive attitude in respect of equality and diversity to our contractors, students and the community.

We will be an equality and diversity champion and leader in:

- Promoting equality and diversity
- Challenging and eradicating discrimination
- Providing responsive and accessible services

Within the overall framework of its statement of purpose and values, Bridgend College is committed to the principle and practice of equal opportunities and celebrates the diversity of people. We understand that these two concepts are not the same but are complementary. Without recognising and, most importantly, valuing differences between people, there cannot be true equality of opportunity. Moreover, Bridgend College promotes individual life-enhancing opportunities that respect all people.

The Bridgend College Gender Pay Gap report can be accessed via the website [www.bridgend.ac.uk](http://www.bridgend.ac.uk).

### Disability Statement

Bridgend College has adopted the social model of disability as a fundamental principle and recognises that people are not disabled by their impairments but the way in which they are discriminated against by society.

The social model says that:

- Disability is caused by society's failure to adapt itself to the different ways in which people accomplish activities
- Society in general (and the non-disabled majority in particular) bears the responsibility for disabling those people who are prevented from accomplishing activities in their own ways
- Disability can be best overcome by society learning to adapt to the variety of its citizens

- In the social model, disability is seen as the extra problems that people with impairments face because society is not geared up to take account of their needs.

Bridgend College will:

- Increase awareness in the organisation about the needs of staff, students and visitors with disabilities and work to ensure our practices do not restrict use of our services or the contribution people with disabilities can make to our work.
- Make regular assessments of the accessibility of our sites and will actively seek opportunities to improve access to our premises' and services for people who have disabilities.
- We also recognise that disabilities may not always be visible and equally respect the wider needs of this group including individuals with mental health or debilitating conditions, including HIV and AIDS.

### Learning & Development

The staff development programme incorporates the College's strategic aims, those of each Department and individual development needs. The College encourages staff to participate in cross college Learning & Development days and has developed a culture of continued professional development striving for consistency and excellence in teaching and learning across College. The College has a Learning & Development policy which can be accessed via the website [www.bridgend.ac.uk](http://www.bridgend.ac.uk).

### Disclosure of information to auditors

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

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



Viv Buckley  
Principal, Chief Executive Officer & Accounting Officer  
11 December 2025

## STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL

The following statement is provided to enable readers of the annual report and financial statements of the College to obtain a better understanding of its governance and legal structure. This statement covers the year from 1 August 2024 to 31 July 2025 and up to the date of approval of the Annual Report and Financial Statements.

The College endeavours to conduct its business:

- i. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
- ii. in accordance with The Governance Code for Further Education published by Colegau Cymru in January 2016 ("the Code");
- iii. having due regard to the UK Corporate Governance Code 2018 insofar as it is applicable to the further education sector.

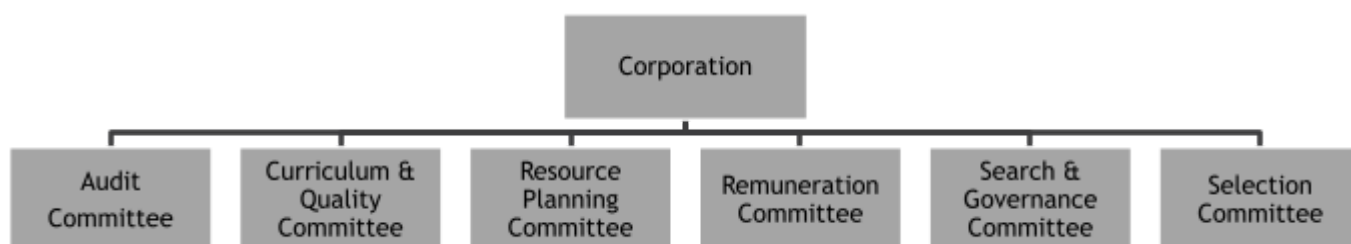
The College is committed to exhibiting best practice in all aspects of corporate governance and in particular the

College has adopted aspects of corporate governance and complies with the Code. However, the College has not formally adopted either of the Code of Good Governance for Colleges in Wales or the UK Corporate Governance Code 2018. We have reported on our corporate Governance arrangements by drawing upon best practice available, including those aspects of the UK Corporate Governance Code we consider to be relevant to the further education sector and best practice.

In the opinion of the Corporation, the College complies with/exceeds all the provisions of the Code, and it has complied throughout the year ended 31 July 2025. The Corporation recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes full account of the Code of Good Governance for Colleges in Wales published by Colegau Cymru in 2016.

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

### The Corporation structure



#### Audit Committee

The Audit Committee comprises up to six members of the Corporation (and excludes the Accounting Officer and the Chair). The Committee operates in accordance with written terms of reference approved by the Corporation. The Audit Committee meets at least three times during the year, and provides a forum for reporting by the College's internal auditors, reporting accountants and Financial Statements auditors, who have access to the Committee for independent discussion, without the presence of College management.

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

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

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

The Audit Committee met 4 times in the year to 31 July 2025. The members of the committee and their attendance records are shown below:

Committee member	Meetings attended
H Llewellyn	3/4
C Marshall	4/4
L Dobbs	2/4
S Wyatt-Williams	3/4
H Verity	4/4

#### Curriculum & Quality Committee

The Curriculum & Quality Committee has responsibility for the academic affairs of the College

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

### Resource Planning Committee

The Resource Planning Committee considers in detail all financial, estates and people aspects of the College. Particular attention is given to management accounts, forecasts, budgets and human resources. The committee also approves the College's Estate Strategy.

### Remuneration Committee

Throughout the year ending 31 July 2025 the College's Remuneration Committee comprised four members of the Corporation. The Committee's responsibilities are to make recommendations to the Corporation on the remuneration, terms and conditions and severance package(s) of the senior postholders.

Details of remuneration for the year ended 31 July 2025 are set out in the Note 8 to the Financial Statements.

### Search & Governance Committee

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

Members of the Corporation are appointed for a term of office not exceeding four years. Members can be re-appointed for a second term but this is not an automatic right.

### Selection Committee

The Selection Committee is responsible for the recruitment and selection of senior post-holders.

### The Corporation

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

The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel-related matters such as health and safety and environmental issues. The Corporation meets at least six times in an academic year, once each half term.

The Corporation conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Corporation. These committees are the Resource Planning Committee, Audit Committee, Curriculum and Quality Committee, Search and Governance Committee, Selection Committee and Remuneration Committee. Full minutes of all meetings, except those deemed to be confidential by the

Corporation are available from the Clerk to the Corporation at:

Bridgend College, Cowbridge Road, Bridgend CF31 3DF

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

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

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

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

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

### Corporation performance

The Corporation undertakes an annual self-assessment exercise; a copy of these results can be requested by contacting Nicola Eyre, Clerk to the Corporation, Bridgend College, Cowbridge Road, Bridgend, CF31 3DF.

The Corporation is committed to development and all members must complete the mandatory training at least once every two years. The five compulsory modules are: Acceptable Use of Data, IT and Social Media, Equality, Diversity and Inclusion, An Introduction to Workplace Health and Safety, Keeping Learners Safe and Prevent. Members are encouraged to access the monthly Governor training sessions offered by ColegauCymru. Online courses, podcasts, self-directed study resources, face to face sessions, shadowing and coaching modules are available.

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

### The Corporation membership

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

Name	Date of Appointment	Term of office	Date of resignation / retirement	Status of appointment	Committees served	Attendance at Corporation Meetings
E Adamson (Chair)	October 2021 Appointed as Chair in May 2024	3 years as Chair		Independent	Curriculum & Quality, Search & Governance (Chair), Selection (Chair) and Remuneration	5/6
J Oak (Vice-Chair)	December 2020 Reappointed December 2024	4 years 4 years		Local Employer representative	Resource Planning (Chair), Selection, Search & Governance and Remuneration (Chair)	3/6
V Buckley	Interim from 1 September 2023 Permanent from 2 February 2024			Principal and Chief Executive Officer	Curriculum & Quality, Resource Planning, Search & Governance, Selection	6/6
M Evans	March 2022	4 years		Staff Governor	Curriculum & Quality	2/6
L Dobbs	March 2022	4 years		Staff Governor	Audit	4/6
H Llewellyn	September 2017 Re-appointed September 2021	4 years 4 years		Independent	Audit (Chair)	2/6
D Lewis-Whelan	January 2021	4 years		Independent	Selection	0/2
C Marshall	September 2022	4 years		Independent	Audit	5/6
S Puddy	February 2023	4 years		Independent	Curriculum & Quality, Resource Planning and Selection	3/6
H Verity	February 2023	4 years		Independent	Audit	5/6
S Wyatt-Williams	April 2024 (co-opted member from March 2021)	4 years		Independent	Audit	3/6
J Castle	May 2024	4 years		Independent	Resource Planning	6/6
D Ali	July 2024 (paused from 1 May 2025)	4 years		Independent	Curriculum & Quality	2/4
C Dixon	September 2024	4 years		Independent	Resource Planning and Remuneration	6/6
L Powell	September 2024	4 years		Independent	Curriculum & Quality	5/6
T Owen	February 2025	4 years		Independent	Resource Planning	3/4
S Smith	February 2025	4 years		Independent	Curriculum & Quality	4/4
P Davies	January 2023	4 years		Co-opted	Resource Planning	5/5
R Bowen	June 2024	4 years		Co-opted	Resource Planning	4/5
J Evans	March 2021	4 years	March 2025	Independent	Curriculum & Quality and Remuneration	2/3

Mrs N. Eyre acts as Clerk to the Corporation.

# STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL (continued)

## 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 Principal, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the College's policies, aims and objectives, whilst safeguarding the public funds and assets for which she is personally responsible, in accordance with the responsibilities assigned to her. She is also responsible for reporting to the Corporation any material weaknesses or breakdowns in internal control.

### The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Bridgend College for the year ended 31 July 2025 and up to the date of approval of the annual report and financial statements.

### Capacity to handle risk

The Corporation has reviewed the key risks to which the College is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Corporation is of the view that there is a formal ongoing process for identifying, evaluating and managing the College's significant risks that has been in place for the year ending 31 July 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Corporation.

### The risk and control framework

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

- Comprehensive budgeting systems with an annual budget, which is reviewed and agreed by the Corporation
- Regular reviews by 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.

Bridgend College has an internal audit service, which operates in accordance with the requirements of the Welsh Government's Further Education Audit Code of Practice. The work of the internal audit service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Corporation on the recommendation of the audit committee. At a minimum, annually, the Head of Internal Audit (HIA) provides the Corporation with a report on internal audit activity in the College. The report includes the HIA's independent opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

### Statement from the Audit Committee

The Audit Committee has advised that the corporation has an effective framework for the governance and risk management in place. The Audit Committee believes the corporation has effective internal controls in place.

The specific areas of work undertaken by the audit committee in 2024/25 and up to the date of the approval of the financial statements are:

- Estates Strategy
- Carbon Reduction and Sustainability
- Budgetary Control and Capital Programme General Ledger and Fixed Assets
- Marketing, Recruitment and Retention
- Strategic Planning and Control
- Work Based Learning
- UK General Data Protection Regulation and Freedom of Information

Significant progress has been made during the year on management audit actions and the committee agreed that substantial reliance could be placed on the effectiveness of the college's audit arrangements and the college's risk management, control and governance arrangements.

### Review of effectiveness

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

- The work of the internal auditors
- The work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework
- Comments made by the College's Financial Statements auditors, the reporting accountant for regularity assurance, the appointed funding auditors in their management letters and other reports.



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

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

The Senior Leadership Team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The senior leadership team and the Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement.

The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior leadership 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 leadership team and internal audit and taking account of events since 31 July 2025.

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

### 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:



Viv Buckley  
Principal, Chief Executive Officer & Accounting Officer  
11 December 2025



Emma Adamson  
Chair of the Corporation  
11 December 2025

## GOVERNING BODY'S STATEMENT ON THE COLLEGE'S REGULARITY, PROPRIETY AND COMPLIANCE WITH FUNDING BODY TERMS AND CONDITIONS OF FUNDING

As accounting Officer, I confirm that the Corporation has had due regard to the requirements of grant funding agreements and contracts with the Welsh Government and has considered its responsibility to notify the Welsh government 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 College, or material non-compliance with the terms and conditions of funding under the College's grant funding agreements and contracts with the Welsh Government, 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 the Welsh Government.



Viv Buckley  
Principal, Chief Executive Officer & Accounting Officer  
11 December 2025

Statement of the Chair of the Corporation on behalf of the College, I confirm that the Accounting Officer has discussed their statement of regularity, propriety and compliance with the board and that I am content that it is materially accurate.



Emma Adamson  
Chair of the Corporation  
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 Financial Memorandum between the Welsh Government/Medr and the Corporation of the College, the Corporation, through its Accounting Officer, is required to prepare Financial Statements and an operating and financial review for each financial year in accordance with the Statement of Recommended Practice - Accounting for Further and Higher Education, the Accounts Direction for Further Education Colleges in Wales and the UK's Generally Accepted Accounting Principles, and which give a true and fair view of the state of affairs of the College and its surplus/deficit of income over expenditure for that period.

In preparing the Financial Statements, the Corporation is required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements
- Assess whether the corporation is a going concern, noting the key supporting assumptions or mitigating actions, as appropriate (which must be consistent with other disclosures in the accounts and auditor's report)
- Prepare Financial Statements on the going concern basis, unless it is inappropriate to assume that the College will continue in operation

The Corporation is also required to prepare a Strategic Report in accordance with paragraphs 3.23 to 3.27 of the FE and HE SORP 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 proper accounting records which disclose, with reasonable accuracy, at any time, the financial position of the College, and which enable it to ensure that the Financial Statements are prepared in accordance with the relevant legislation including the Further and Higher Education Act 1992 and Charities Act 2011, and relevant accounting standards. It is responsible for taking steps that are reasonably open to it in order to safeguard its assets and to prevent and detect fraud and other irregularities.

The Corporation of the College is responsible for the maintenance and integrity of its website(s); the work carried out by the auditors does not involve consideration of these matters and, accordingly, 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 Medr and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from Medr, and any other public funds, are used only in accordance with the Financial Memorandum with the Welsh Government and any other conditions that may be prescribed from time to time by the Medr or any other public funder. On behalf of the Corporation, the chair of Corporation is responsible for discussing the accounting officer's statement of regularity, propriety and compliance with the accounting officer. Members must ensure that there are appropriate financial and management controls in place 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 College's resources and expenditure, so that the benefits that should be derived from the application of public funds from Medr and other public bodies are not put at risk.

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



Emma Adamson  
Chair of the Corporation  
11 December 2025

# INDEPENDENT AUDITORS' REPORT TO THE CORPORATION OF BRIDGEND COLLEGE (THE "INSTITUTION")

## Report on the audit of the financial statements

### Opinion

We have audited the financial statements of Bridgend College and its subsidiary undertaking (the 'Group') for the year ended 31 July 2025 which comprise the Consolidated and College Statement of Comprehensive Income, Consolidated and College Statement of Changes in Reserves, the Consolidated and College Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice) and the Statement of Recommended Practice: Accounting for Further and Higher Education.

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and College's affairs as at 31 July 2025 and of the Group's surplus of income over expenditure for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

### Basis for opinion

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

### Other information

The other information comprises the information included in the Report of the Governing Body, other than the financial statements and our auditor's report thereon. The Governing Body 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.

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

We have nothing to report in this regard.

# INDEPENDENT AUDITORS' REPORT TO THE CORPORATION OF BRIDGEND COLLEGE (THE "INSTITUTION") (continued)

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

We have nothing to report in respect of the following matters where the Further Education Audit Code of Practice issued by the Welsh Government 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; or
- the financial statements are not in agreement with the accounting records and returns; or
- the information given in the report of the Members of the Governing body, including the operating and financial review and statement of corporate governance, is inconsistent with the financial statements; and
- we have not received all the information and explanations we require for our audit

The regulation of the Welsh Further Education sector was transferred from Welsh Government to Medr, the Commission for Tertiary Education and Research on 1 August 2024. The Audit Code of Practice, 2023/24 Accounts Direction and Financial Memorandum issued by Welsh Government remain in place at the date of our report. In view of this transfer, any reference to Welsh Government in our report should be read as also referring to Medr.

## *Responsibilities of the Governing body*

As explained more fully in the Statement of Responsibilities of the Members of the Governing Body set out on page 14, the Governing Body is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## *Auditors' responsibilities for the audit of the financial statements*

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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.

Based on our understanding of the Group and its industry, we considered that non-compliance with the following laws and regulations might have a material effect on the financial statements: compliance with the Welsh Government funding agreements, the Estyn regulatory framework, safeguarding, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the Group is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the Group which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as pension legislation.



## INDEPENDENT AUDITORS' REPORT TO THE CORPORATION OF BRIDGEND COLLEGE (THE "INSTITUTION") (continued)

In addition, we evaluated the directors' and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of management override of controls, and determined that the principal risks related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to revenue recognition (which we pinpointed to the cut-off assertion), and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the directors and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

### Opinion on other matters prescribed in the Further Education Audit Code of Practice 2015 issued by the Welsh Government

In our opinion, in all material respects:

- monies expended out of Welsh Government grants and other funds from whatever source administered by the Institution for specific purposes have been properly applied to those purposes and, if appropriate, managed in compliance with all relevant legislation;
- income has been applied in accordance with the financial memorandum with the Welsh Government

### *Use of this report*

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

Forvis Mazars  
8<sup>th</sup> Floor  
Assembly Building C  
Cheese Lane  
Bristol  
BS2 0JJ

## CONSOLIDATED AND COLLEGE STATEMENTS OF COMPREHENSIVE INCOME & EXPENDITURE

		Year ended 31 July 2025		Year ended 31 July 2024	
		Group	College	Group	College
	Notes	£'000	£'000	£'000	£'000
Income					
Funding body grants	2	26,943	26,943	25,704	25,704
Tuition fees and education contracts	3	7,355	7,355	7,276	7,276
Other grants and contracts	4	1,926	1,926	1,329	1,329
Other income	5	3,099	1,547	3,886	3,892
Investment income	6	941	941	527	527
Donations and Endowments	7	-	-	-	-
Total income		40,264	38,712	38,722	38,728
Expenditure					
Staff costs	8	23,942	23,942	25,026	25,025
Exceptional staff costs	10	37	37	753	753
Other operating expenses	9	9,747	8,588	10,216	10,119
Depreciation and Amortisation	13,14	2,798	2,798	3,073	3,072
Interest and other finance costs	11	173	173	186	186
Exceptional items	10	1,295	1,783	-	65
Total expenditure		37,992	37,321	39,254	39,220
Profit on disposal		-	-	124	124
Surplus for the year		2,272	1,391	(408)	(368)
Surplus before exceptional and non-cash items		4,198	3,805	1,444	1,548
Exceptional items	10	1,332	1,820	753	818
Non-cash items:					
FRS 102 pension	28	(208)	(208)	(195)	(195)
Depreciation & Amortisation	13,14	2,798	2,798	3,073	3,072
Release of capital grants	2,4	(1,996)	(1,996)	(1,779)	(1,779)
Actuarial gain in respect of pensions schemes		28	(187)	(287)	(287)
Total comprehensive income for the year		2,085	1,204	(695)	(655)
Represented by:					
Unrestricted comprehensive income		2,085	1,204	(695)	(655)
		2,085	1,204	(695)	(655)

The Statement of Comprehensive Income & Expenditure is in respect of continuing activities.

## CONSOLIDATED AND COLLEGE STATEMENTS OF CHANGES IN RESERVES FOR THE YEAR ENDED 31 JULY 2025

	Income and expenditure account £'000	Revaluation reserve £'000	Total £'000
<b>Group</b>			
Balance at 1 August 2023	15,465	6,708	22,173
Loss from the income and expenditure account	(408)	-	(408)
Other comprehensive income	(287)	-	(287)
<b>Total comprehensive income for the year</b>	<b>(695)</b>	<b>-</b>	<b>(695)</b>
Transfers between revaluation and income and expenditure reserves	56	(56)	-
Balance at 31 July 2024	14,826	6,652	21,478
Surplus from the income and expenditure account	2,272	-	2,272
Other comprehensive income	(187)	-	(187)
<b>Total comprehensive income for the year</b>	<b>2,085</b>	<b>-</b>	<b>2,085</b>
Transfers between revaluation and income and expenditure reserves	56	(56)	-
Balance at 31 July 2025	16,967	6,596	23,563

	Income and expenditure account £'000	Revaluation reserve £'000	Total £'000
<b>College</b>			
Balance at 1 August 2023	15,521	6,708	22,229
Loss from the income and expenditure account	(368)	-	(368)
Other comprehensive income	(287)	-	(287)
<b>Total comprehensive income for the year</b>	<b>(655)</b>	<b>-</b>	<b>(655)</b>
Transfers between revaluation and income and expenditure reserves	56	(56)	-
Balance at 31 July 2024	14,922	6,652	21,574
Surplus from the income and expenditure account	1,391	-	1,391
Other comprehensive income	(187)	-	(187)
<b>Total comprehensive income for the year</b>	<b>1,204</b>	<b>-</b>	<b>1,204</b>
Transfers between revaluation and income and expenditure reserves	56	(56)	-
Balance at 31 July 2025	16,182	6,596	22,778

## CONSOLIDATED AND COLLEGE BALANCE SHEETS AS AT 31 JULY

	Notes	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
<b>Non-current assets</b>					
Tangible Fixed assets	13	79,391	79,507	60,417	60,539
Intangible Fixed assets	14	19	19	43	43
Investments	16	-	-	-	-
		<b>79,410</b>	<b>79,526</b>	<b>60,460</b>	<b>60,582</b>
<b>Current assets</b>					
Stocks		26	23	27	27
Trade and other receivables	17	1,906	1,794	1,476	1,440
Cash and cash equivalents	23	16,067	15,286	23,717	23,653
		<b>17,999</b>	<b>17,103</b>	<b>25,220</b>	<b>25,120</b>
Creditors - amounts falling due within one year	18	(9,719)	(9,724)	(8,725)	(8,651)
<b>Net current assets</b>		<b>8,280</b>	<b>7,379</b>	<b>16,495</b>	<b>16,469</b>
<b>Total assets less current liabilities</b>		<b>87,690</b>	<b>86,905</b>	<b>76,955</b>	<b>77,051</b>
Creditors - amounts falling due after more than one year	19	(63,113)	(63,113)	(53,755)	(53,755)
Provisions					
Defined benefit obligations	22	-	-	-	-
Other provisions	22	(1,014)	(1,014)	(1,722)	(1,722)
<b>Net Assets / (liabilities)</b>		<b>23,563</b>	<b>22,778</b>	<b>21,478</b>	<b>21,574</b>
<b>Unrestricted Reserves</b>					
Income and expenditure account		16,967	16,182	14,826	14,922
Revaluation reserve		6,596	6,596	6,652	6,652
<b>Total unrestricted reserves</b>		<b>23,563</b>	<b>22,778</b>	<b>21,478</b>	<b>21,574</b>

The Financial Statements on pages 18 to 41 were approved by the Board of Corporation on 11 December 2025 and signed on its behalf by:



Emma Adamson  
Chair of the Corporation



Viv Buckley  
Principal, CEO & Accounting Officer



Andrew Gibbs  
Deputy Principal - Resources

## CONSOLIDATED STATEMENT OF CASH FLOWS FOR YEAR ENDED 31 JULY

	Notes	2025 £'000	2024 £'000
<b>Cash flow from operating activities</b>			
Surplus/Loss for the year		2,272	(408)
<b>Adjustment for non-cash items</b>			
Depreciation and amortisation	13,14,15	4,092	3,073
Decrease in stocks		1	5
Deferred capital grants released to income	2, 4	(1,996)	(1,779)
(Increase) / Decrease in debtors	17	(430)	239
Increase in creditors due within one year	18	637	1,319
(Decrease) in creditors due after one year	19	(13)	(7)
(Decrease) in provisions	22	(645)	(119)
Pensions costs less contributions payable		(252)	(250)
<b>Adjustment for investing or financing activities</b>			
Investment income	6	(941)	(527)
Interest payable	11	173	186
(Gain) on sale of fixed assets		-	(124)
<b>Net cash flow from operating activities</b>		<b>2,898</b>	<b>1,608</b>
<b>Cash flows from investing activities</b>			
Proceeds from sale of fixed assets		-	199
Investment income	6	941	527
Capital grants received		13,200	1,366
Payments made to acquire fixed assets		(23,043)	(7,216)
		<b>(8,902)</b>	<b>(5,124)</b>
<b>Cash flows from financing activities</b>			
Interest paid	11	(171)	(186)
New unsecured loans		-	20,000
Repayments of amounts borrowed		(1,475)	(712)
		<b>(1,646)</b>	<b>19,102</b>
<b>Increase / (Decrease) in cash and cash equivalents in the year</b>		<b>(7,650)</b>	<b>15,586</b>
Cash and cash equivalents at beginning of the year	23	23,717	8,131
Cash and cash equivalents at end of the year	23	16,067	23,717



# NOTES TO THE FINANCIAL STATEMENTS

## 1. Statement of accounting policies and estimation techniques

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

### Basis of preparation

These Financial Statements have been prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (the 2019 FE HE SORP), *the College Accounts Direction for 2024 to 2025* issued by Welsh Government, 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.

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

### Basis of consolidation

The consolidated Financial Statements include the College and its subsidiaries, Bridgend College Enterprises Limited, The People Business Wales Limited, Engage Training Limited and Bevan College Limited controlled by the Group. Control is achieved where the Group has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. Intra-group sales and profits are eliminated fully on consolidation. In accordance with FRS 102, the activities of the student union have not been consolidated because the College does not control those activities. All Financial Statements are made up to 31 July 2025.

### Going concern

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

The Group has net current assets of £8,280k (2023/24: Net current assets £16,495k). Within this figure is £2,606k (2023/24: £2,279k) of holiday pay accrual and deferred capital grants that will not result in any outflow of cash.

The Group currently has £27m of loans outstanding with Welsh Government. The first from 2020; during the STEAM Academy construction and a 2024 interest free loan for the Town Centre Campus build, which is currently under construction. The Groups forecasts and financial projections indicate that it will be able to operate within these existing facilities for the foreseeable future.

Consequently, the Group has a reasonable expectation that it will have sufficient resources to meet its liabilities as

they fall due for at least 12 months from the date of approval of the financial statements and have therefore adopted the going concern basis in the preparation of these financial statements.

### Recognition of income

#### Revenue grant funding

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

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

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

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

#### Capital grant funding

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

#### Fee income

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

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Statement of accounting policies and estimation techniques (continued)

#### Investment income

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

#### Agency arrangements

The College acts as an agent in the collection and payment of Access Funds. Related payments received from Welsh Government and the subsequent disbursements to students are excluded from the income and expenditure account and are shown separately in Note 29, except for the 3% of the grant received which is available to the College to cover administration costs relating to the grant. The College employs one member of staff dedicated to the administration of Access Fund applications and payments.

#### Accounting for post-employment benefits

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

#### Teachers' Pension Scheme (TPS)

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

The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the Statement of Comprehensive Income & Expenditure in the years during which services are rendered by employees.

#### Rhondda Cynon Taff Local Government Pension Scheme (LGPS)

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

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

actual return on the scheme assets is recognised in interest and other finance costs.

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

#### Short term Employment benefits

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

#### Enhanced Pensions

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

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

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

A full revaluation of all College land and buildings was undertaken as at 31 July 1996 on an "existing use" basis.

#### Land and buildings

Freehold land is not depreciated. Freehold buildings are depreciated over their expected useful economic life to the College of between 20 and 50 years. The College has a policy of depreciating major adaptations to buildings over the period of their useful economic life of between 20 and 50 years.

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

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

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

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Statement of accounting policies and estimation techniques (continued)

#### 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 2025. They are not depreciated until they are brought into use.

#### Subsequent expenditure on existing fixed assets

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

#### Equipment

Equipment with a value of less than £500 and/or a life of less than one year is written off to the income and expenditure account in the period of acquisition.

All other equipment is capitalised at cost. Both inherited assets at valuation and assets acquired after 1 April 1993 are depreciated over their useful economic life as follows:

General Equipment	5 years
Furniture and Fittings	5 years
Motor Vehicles	4 years
Computer Equipment	4 years
Plant and Machinery	10 years

Where equipment is acquired with the aid of specific grants, it is depreciated (see Note 13) in accordance with the above policy, with the related grant being credited to a deferred capital grant account and released to income over the expected useful economic life of the related equipment.

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

#### Goodwill

On the acquisition of a business, fair values are attributed to the net assets acquired. The difference between the cost of the acquisition and the values attributed to such net assets is treated as goodwill. Where the values attributable to the net assets acquired exceeds the cost of acquisition, negative goodwill arises and is recognised in the income and expenditure account in the period in which the non-monetary assets are recovered, whether through depreciation or disposal. Negative goodwill is amortised over a period of 20 years. Goodwill arising on consolidation is being amortised over a period of 8 years.

#### Borrowing costs

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

#### Non-current Assets - Intangible Fixed Assets - Software

In accordance with FRS102 software with a value of more than £500 and a useful life of greater than one year is capitalised at cost and amortised over their useful economic life of 4 years.

#### Leased assets

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

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

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

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

#### Investments

##### Investments in subsidiaries

Investments in subsidiaries are accounted for at cost less impairment in the individual Financial Statements.

##### Other investments

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

#### Inventories

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

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Statement of accounting policies and estimation techniques (continued)

#### Cash and cash equivalents

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty.

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition.

#### Financial liabilities and equity

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

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

#### Foreign currency translation

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

#### Taxation

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

The College is partially exempt in respect of Value Added Tax, so that it can only recover a minor element of the VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

The College's subsidiary companies are 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 & Expenditure in the year it arises.

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

Contingent liabilities are not recognised in the Balance Sheet but are disclosed in the Notes to the Financial Statements.

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

In preparing these Financial Statements, management have made the following judgements:

- Determine whether leases entered into by the College either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis
- Determine whether there are indicators of impairment of the group's tangible assets. 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.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Statement of accounting policies and estimation techniques (continued)

- 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 28, 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 2019 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. As the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a notional surplus. As management do not consider that the College will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102.

2. Funding body grants	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
<b>Recurrent grants</b>				
Department for Education and Skills (DfES)	23,447	23,447	22,057	22,057
<b>Specific grants</b>				
Releases of government capital grants	1,898	1,898	1,683	1,683
Skills Priority Programme	243	243	233	233
Learners with Learning Difficulties	871	871	872	872
COVID19	484	484	859	859
<b>Total</b>	<b>26,943</b>	<b>26,943</b>	<b>25,704</b>	<b>25,704</b>
3. Tuition fees and education contracts	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Apprenticeship fees and contracts	4,858	4,858	4,499	4,499
Fees for FE loan supported courses	546	546	528	528
Fees for HE loan supported courses	1,548	1,548	1,888	1,888
Total tuition fees	6,952	6,952	6,915	6,915
Education contracts	403	403	361	361
<b>Total</b>	<b>7,355</b>	<b>7,355</b>	<b>7,276</b>	<b>7,276</b>
4. Other grants and contracts	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
European Commission	30	30	51	51
Other grant income	1,798	1,798	1,182	1,182
Non-government capital grants released	98	98	96	96
<b>Total</b>	<b>1,926</b>	<b>1,926</b>	<b>1,329</b>	<b>1,329</b>



## NOTES TO THE FINANCIAL STATEMENTS (continued)

5. Other income	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Catering and residences	2,146	852	2,216	2,216
Other income generating activities	816	558	1,239	1,245
Miscellaneous income	137	137	431	431
<b>Total</b>	<b>3,099</b>	<b>1,547</b>	<b>3,886</b>	<b>3,892</b>

6. Investment income	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Other interest receivable	941	941	522	522
Net interest on defined pension liability (Note 28)	-	-	5	5
<b>Total</b>	<b>941</b>	<b>941</b>	<b>527</b>	<b>527</b>

7. Donations and endowments	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Unrestricted donations	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## 8. Staff costs

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

	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	No.	No.	No.	No.
Teaching staff	304	304	311	311
Non-teaching staff	353	297	408	390
<b>Total</b>	<b>657</b>	<b>601</b>	<b>719</b>	<b>701</b>

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

	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	No.	No.	No.	No.
Teaching staff	215	215	222	222
Non-teaching staff	250	223	288	286
<b>Total</b>	<b>465</b>	<b>438</b>	<b>510</b>	<b>508</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Staff costs (continued)

Staff costs for the above persons	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Wages and salaries	17,997	17,997	19,243	19,242
Social security costs	1,930	1,930	1,821	1,821
Other pension costs	2,346	2,346	2,245	2,245
<b>Payroll sub total</b>	<b>22,273</b>	<b>22,273</b>	<b>23,309</b>	<b>23,308</b>
Contracted out staffing services	229	229	237	237
Restructuring costs - Contractual	18	18	503	503
Restructuring costs - Non Contractual	19	19	250	250
FRS102 non cash costs	1,440	1,440	1,480	1,480
<b>Total staff costs</b>	<b>23,979</b>	<b>23,979</b>	<b>25,779</b>	<b>25,778</b>

Staff are employed on national pay scales which can be accessed on the Colleges Wales website [www.collegeswales.ac.uk](http://www.collegeswales.ac.uk). Restructuring payments were approved by the members of the corporation.

### Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the Senior Leadership Team which comprises the Principal/CEO, two Deputy Principals, two Vice Principals, and four Directors. The Governing Body determined the remuneration for the senior post holders - Principal/CEO, Deputy Principal (Resources), Deputy Principal (Future Generations) and the Clerk using the Senior Postholder Remuneration Policy. These decisions are minuted in the confidential Reserved Business meeting minutes.

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

	2025 College No.	2024 College No.
The number of key management personnel including the Accounting Officer was:	9	8

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

	Key management personnel		Other staff	
	2025 No	2024 No	2025 No	2024 No
£45,001 to £50,000 p.a.	1	-	-	-
£60,001 to £65,000 p.a.	-	2	5	4
£65,001 to £70,000 p.a.	-	2	-	-
£70,001 to £75,000 p.a.	3	-	-	-
£80,001 to £85,000 p.a.	-	1	-	-
£85,001 to £90,000 p.a.	1	-	-	-
£90,001 to £95,000 p.a.	1	-	-	-
£95,001 to £100,000 p.a.	-	1	-	-
£105,001 to £110,000 p.a.	1	-	-	-
£110,001 to £115,000 p.a.	-	1	-	-
£120,001 to £125,000 p.a.	1	-	-	-
£145,001 to £150,000 p.a.	-	1	-	-
£155,001 to £160,000 p.a.	1	-	-	-
	9	8	5	4

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Staff costs (continued)

There were no key management personnel in remuneration bands other than those shown.

Not included in the banding are two members of staff who did not meet the banding limits due to being on a part time contract. Should these staff be adjusted on a full time salary basis they would be included in the bandings £65,000 - £70,000 and £70,000 - £75,000.

Key management personnel emoluments are made up as follows:

	2025 College £'000	2024 College £'000
Salaries - gross of salary sacrifice and waived emoluments	783	787
Employers National Insurance	103	99
Pension contributions	190	176
Total key management personnel compensation	1,076	1,062

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

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

	2025 College £'000	2024 College £'000
Salaries	12	14
Pension contributions	4	3
Total emoluments 01 August - 03 September	16	17
Salaries	145	137
Pension contributions	42	35
Total emoluments 04 September - 31 July	187	172

The remuneration package of the Principal and Chief Executive, is subject to annual review by the Remuneration Committee, consisting of members of the corporation who justify the remuneration through benchmarking similar Colleges.

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

	2025 College	2024 College
Principal/CEO's basic salary as a multiple of the median of all staff	4.5	5.0
Principal/CEO's total remuneration as a multiple of the median of all staff	4.6	5.4

The median pay is calculated by including all Bridgend College employees excluding agency workers.

There was no compensation for loss of office paid to former higher paid employees in 2024/25 (2023/24: £0k).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 9. Other operating expenses

	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Teaching costs	3,274	3,274	3,651	3,651
Non-teaching costs	4,627	3,468	4,497	4,400
Premises costs	1,846	1,846	2,068	2,068
<b>Total</b>	<b>9,747</b>	<b>8,588</b>	<b>10,216</b>	<b>10,119</b>

#### Other operating expenses include:

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Auditors' remuneration:				
Financial Statements audit	59	42	46	41
Internal audit	16	16	16	16
Other services provided by the Financial Statements auditors*	6	6	5	5
Hire of assets under operating leases	323	323	328	328

\* includes £6,000 in respect of the Teachers' Pension and Welsh Government funding audit (2023/24: £4,905)  
Internal Audit services are provided by TIAA Ltd.

### 10. Exceptional items

	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Intercompany bad debt	-	488	-	65
Redundancy costs	37	37	753	753
Impairment Charge	1,295	1,295	-	-
<b>Total</b>	<b>1,332</b>	<b>1,820</b>	<b>753</b>	<b>818</b>

Further intercompany debt was incurred within Engage Training Limited during 2024/25. A bad debt provision which reduces trade receivables has been increased within these financial statements by £120,154 in 2024/25.

Additionally, a bad debt provision has been created of £367,973 in relation to intercompany debt incurred within Bevan College Limited in 2024/25.

During the year, the College impaired some of its estate. Cowbridge Road campus was impaired by £1,189,200 (£nil 2024/25) and the Holton Road campus £105,733 (£nil 2024/25).

A restructuring exercise, authorised by the Corporation was completed in 2024/25 at a cost of £37,000 of which £18,000 related to contractual costs and £19,000 related to non-contractual costs. The non contractual element totalling £19,000 (2023/24: £250,000) were special severance payments awarded during the redundancy process.

The College paid 5 severance payments in the year, disclosed in the following bands:

Severance payments	2025 College No.	2024 College No.
£0 to £25,000	5	59
£25,001 to £50,000	-	4
£50,001 to £75,000	-	2
<b>Total payments</b>	<b>5</b>	<b>65</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

11. Interest and other finance costs	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
On bank loans, overdrafts and other loans:	171	171	186	186
Net interest on defined pension liability (Note 28)	2	2	-	-
<b>Total</b>	<b>173</b>	<b>173</b>	<b>186</b>	<b>186</b>

12. Taxation	Year ended 31 July 2025 Group £'000	Year ended 31 July 2024 Group £'000
United Kingdom corporation tax	-	-

The members do not believe that the college was liable for any corporation tax arising out of its activities during either year.

13. Tangible fixed assets (Group)	Land and buildings £'000	Equipment £'000	Assets in the course of construction £'000	Total £'000
<b>Cost or valuation</b>				
At 1 August 2024	60,599	13,880	6,405	80,884
Additions	-	533	22,511	23,044
Disposals	-	-	-	-
Transfer	(179)	(5)	-	(184)
<b>At 31 July 2025</b>	<b>60,420</b>	<b>14,408</b>	<b>28,916</b>	<b>103,744</b>
<b>Accumulated depreciation</b>				
At 1 August 2024	11,538	8,929	-	20,467
Charge for the year	1,551	1,220	-	2,771
Impairment Charge	1,249	45	-	1,294
Transfer	(179)	-	-	(179)
<b>At 31 July 2025</b>	<b>14,159</b>	<b>10,194</b>	<b>-</b>	<b>24,353</b>
<b>Net book value at 31 July 2025</b>	<b>46,261</b>	<b>4,214</b>	<b>28,916</b>	<b>79,391</b>
Net book value at 31 July 2024	49,061	4,951	6,405	60,417

Land and buildings were valued in 1996 at depreciated replacement cost by a firm of independent chartered surveyors. Land at the Pencoed Campus, Brigam & Fronwen Farms, and the campus at Cowbridge Road were revalued as part of the transition to FRS102.

The Group acquired fixed assets of £154,000 on the acquisition of The People Business Wales Limited in November 2013. Upon being dissolved in February 2023, The People Business Wales Limited gifted the College a building with a net book value of £78,000. The fair value at 31 July 2024, calculated by management was £200,000. The building incurred an impairment charge of £106,000 during the year, resulting in a net book value of £52,600 at 31 July 2025.

At 1 August 2014 Savills (UK) Limited valued certain land owned by the College. The aggregate Fair Value of the properties, as at 1st August 2014, was:

- Property Valuation Land at Pencoed College, Pencoed, Bridgend, CF35 5LG - £3,600,000
- Land at Bridgend College, Cowbridge Road, Bridgend, CF31 3DF - £3,000,000
- Land at Brigam & Fronwen Farms, Llanharry, CF72 9JX - £570,000

As described in the accounting policies the carrying values of freehold land at 1 August 2014 has been taken as deemed cost.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 13. Tangible fixed assets (College)

	Land and buildings £'000	Equipment £'000	Assets in the course of construction £'000	Total £'000
<b>Cost or valuation</b>				
At 1 August 2024	60,546	13,846	6,405	80,797
Additions	-	527	22,511	23,038
Disposals	-	-	-	-
Transfer	(179)	(5)	-	(184)
<b>At 31 July 2025</b>	<b>60,367</b>	<b>14,368</b>	<b>28,916</b>	<b>103,651</b>
<b>Accumulated depreciation</b>				
At 1 August 2024	11,363	8,895	-	20,258
Charge for the year	1,551	1,220	-	2,771
Impairment Charge	1,249	45	-	1,294
Transfer	(179)	-	-	(179)
<b>At 31 July 2025</b>	<b>13,984</b>	<b>10,160</b>	<b>-</b>	<b>24,144</b>
<b>Net book value at 31 July 2025</b>	<b>46,383</b>	<b>4,208</b>	<b>28,916</b>	<b>79,507</b>
Net book value at 31 July 2024	49,183	4,951	6,405	60,539

During 2024/25 the Bridgend College campus incurred an additional impairment charge of £1,188k (2023/24: None)

Freehold land and buildings includes non-depreciated land of £7.49 million (2023/24: £7.49 million).

Land and buildings with a net book value of £2.849million (2023/24: £2.905 million) have been inherited from Mid Glamorgan County Council and £4.854 million upon the acquisition of Pencoed College (2023/24: £4.927 million). Should these assets be sold, the College would either have to surrender the sale proceeds to DfES or use them in accordance with the financial memorandum with DfES.

No tangible fixed assets are pledged as security for the College's loans.

The net book value of fixed assets determined according to the historical cost convention is £71.907 million (2023/24: £52.939 million).

### 14. Intangible fixed assets (Group and College)

Software  
£'000

<b>Cost or valuation</b>	
At 1 August 2024	543
Additions	-
Disposals	-
<b>At 31 July 2025</b>	<b>543</b>
<b>Accumulated depreciation</b>	
At 1 August 2024	499
Charge for the year	27
Transfer	(2)
<b>At 31 July 2025</b>	<b>524</b>
<b>Net book value at 31 July 2025</b>	<b>19</b>
Net book value at 31 July 2024	43



## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 15. Net Goodwill (Group)

	Goodwill 2025 £'000	Negative Goodwill 2025 £'000	Total 2025 £'000	Total 2024 £'000
<b>Cost or valuation</b>				
At 1 August 2024	340	(2,363)	(2,023)	(2,023)
At 31 July 2025	340	(2,363)	(2,023)	(2,023)
<b>Accumulated amortisation</b>				
At 1 August 2024	340	(2,363)	(2,023)	(2,023)
At 31 July 2025	340	(2,363)	(2,023)	(2,023)
<b>Net book value at 31 July 2025</b>	-	-	-	-
Net book value at 31 July 2024	-	-	-	-

### 16. Investments

	31 July 2025 College £'000	31 July 2024 College £'000
Investments in subsidiary companies	-	-
<b>Total</b>	-	-

The College owns 100 per cent of the issued shares of Bridgend College Enterprises Limited. The principal business activity of the company was the provision of education and training services. On 1 August 2009, the trade assets and liabilities of the company were transferred to the College, following which the company ceased to trade.

The College acquired 100 per cent of the shares in The People Business Wales Limited at a cost of £362,000 on 31 October 2012. This investment has been impaired in 2017/18 financial year. The principal activity of the company was the provision of training services and employment opportunities for learners in and around Barry, South Wales. The People Business Wales Limited ceased trading in September 2019 and was dissolved on Companies House in February 2023.

The College set up Engage Training Limited which is the business focused and commercial element of Bridgend College on 1 September 2015. The principal activity of the company is to provide bespoke work-based training solutions for businesses and a wide variety of courses for individuals looking to update their skills.

The College set up Bevan College Limited which provides residential accommodation to Bridgend College learners on 10 March 2023. The principal activity of the company is to provide residential and day programmes for students with additional learning needs.

These Financial Statements include the results for trading subsidiaries for the year ending 31 July 2025.

### 17. Trade and other receivables

	31 July 2025 Group £'000	31 July 2025 College £'000	31 July 2024 Group £'000	31 July 2024 College £'000
<b>Amounts falling due within one year</b>				
Trade receivables	407	295	470	434
Other taxation and social security	9	9	-	-
Prepayments and accrued income	1,490	1,490	1,006	1,006
<b>Total</b>	1,906	1,794	1,476	1,440

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 18. Creditors amounts falling due within one year

	31 July		31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Bank loans	1,483	1,483	1,474	1,474
Trade payables	1,585	1,534	1,872	1,872
Amounts owed to group undertakings:				
Subsidiary undertakings	-	111	-	8
Other taxation and social security	17	-	26	26
Accruals and deferred income	4,028	3,995	3,074	2,992
Accrued holiday pay	610	605	631	631
Deferred income - government capital grants	1,996	1,996	1,648	1,648
<b>Total</b>	<b>9,719</b>	<b>9,724</b>	<b>8,725</b>	<b>8,651</b>

Included in deferred income at year end is £141k to be disbursed as agents. (2023/24: £171k).

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

	31 July		31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Bank loans	25,528	25,528	27,011	27,011
Deferred income - government capital grants	37,585	37,585	26,731	26,731
Other Creditors	-	-	13	13
<b>Total</b>	<b>63,113</b>	<b>63,113</b>	<b>53,755</b>	<b>53,755</b>

### 20. Maturity of debt

#### Bank loans and overdrafts

	31 July		31 July	
	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
<b>Bank loans and overdrafts are repayable as follows:</b>				
In one year or less	1,483	1,483	1,474	1,474
Between one and two years	1,494	1,494	1,483	1,483
Between two and five years	18,294	18,294	4,512	4,512
In five years or more	5,739	5,739	21,016	21,016
<b>Total</b>	<b>27,010</b>	<b>27,010</b>	<b>28,485</b>	<b>28,485</b>

As at 31 July 2025, the College had two loans with a capital balance outstanding of £27 million (2024/25: balance outstanding of £28.49 million). The 2020 Welsh Government loan is repayable in quarterly instalments over 20 years from April 2020. Interest is linked to European Commission's base reference rate plus 1.0%. The 2024 Welsh Government loan is repayable in quarterly instalments at a 0% interest rate. The remaining balance will be due in full in July 2029.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 21. Reconciliation of net debt (Group and College)

	At 01 August 2024 £'000	Cash Flows £'000	Non Cash Changes £'000	At 31 July 2025 £'000
Cash at bank and in hand	23,717	(7,650)	-	16,067
Debt due within one year	(1,474)	1,474	(1,483)	(1,483)
Debt due after one year	(27,010)	-	1,483	(25,527)
	(4,767)	(6,176)	-	(10,943)

### 22. Provisions (Group and College)

	Defined benefit obligation £'000	Restructuring £'000	Enhanced pensions £'000	Other £'000	Total £'000
At 1 August 2024	-	174	873	675	1,722
Expenditure in the year	-	(174)	(96)	(506)	(776)
Additions in the year	(250)	-	42	89	(119)
Actuarial gain	250	-	(63)	-	187
At 31 July 2025	-	-	756	258	1,014

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government Pension Scheme. Further details are given in Note 28.

The restructuring provision relates to the exceptional restructuring costs arising from a curriculum planning exercise and for which redundancy notices were served in the final quarter of the 2024/25 academic year.

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

The principal assumptions for this calculation are:

	2025	2024
Price inflation	2.7%	2.8%
Discount Rate	5.5%	4.8%

Other provisions relate to the dilapidation costs of the College 3G Pitch and the potential clawback from Welsh Government for Learner and Progression funding.

### 23. Cash and cash equivalents (Group)

	At 01 August 2024 £'000	Cash flows £'000	Other changes £'000	At 31 July 2025 £'000
Cash and cash equivalents	23,717	(7,650)	-	16,067
Total	23,717	(7,650)	-	16,067

Included in this amount is £141k held as agent on behalf of The Financial Contingency Fund (2023/24: £171k).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 24. Capital and other commitments (Group and College)

	Year ended 31 July 2025 Group £'000	Year ended 31 July 2025 College £'000	Year ended 31 July 2024 Group £'000	Year ended 31 July 2024 College £'000
Commitments contracted	35,734	35,734	56,548	56,458

### 25. Lease obligations

The College had minimum lease payments under non-cancellable operating leases as follows:

	31 July 2025 Group £'000	31 July 2025 College £'000	31 July 2024 Group £'000	31 July 2024 College £'000
<b>Future minimum lease payments due</b>				
<b>Land and buildings</b>				
Not later than one year	139	139	130	130
Later than one year and not later than five years	498	498	522	522
Later than five years	5,978	5,978	6,126	6,126
	<b>6,615</b>	<b>6,615</b>	<b>6,778</b>	<b>6,778</b>
<b>Other</b>				
Not later than one year	184	184	198	198
Later than one year and not later than five years	77	77	169	169
	<b>261</b>	<b>261</b>	<b>367</b>	<b>367</b>
<b>Total lease payments due</b>	<b>6,876</b>	<b>6,876</b>	<b>7,145</b>	<b>7,145</b>

### 26. Contingent liabilities

There are no contingent liabilities to report at the end of the reporting year.

### 27. Events after the reporting period

There are no reporting events due after the reporting period

### 28. Defined benefit obligations

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

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

Total pension cost for the year	2025 £000	2024 £000
Teachers' Pension Scheme: contributions paid	2,495	2,240
Local Government Pension Scheme:		
Contributions paid	1,501	1,685
FRS 102 (28) charge	(210)	(200)
Charge to the Statement of Comprehensive Income & Expenditure	<b>1,291</b>	<b>1,485</b>
<b>Total pension cost for year within staff costs</b>	<b>3,786</b>	<b>3,725</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Defined benefit obligations (continued)

#### Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2010, and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. These regulations apply to

teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by

local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

#### The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act 1972 and are paid by public funds provided by Parliament. 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.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

#### Valuation of the Teachers' Pension Scheme

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 April 2023. The key results of the valuation are:

- New employer contribution rates were set at 28.68% of pensionable pay, including administration fees of 0.08% (compared to 23.68% during 2022/23). The new employer contribution rate for the TPS was implemented in April 2024;
- 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;
- an employer cost cap of 8.1% of pensionable pay.
- the assumed real rate of return is 2.8% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.86%.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website: <https://www.teacherspensions.co.uk>

The pension costs paid to TPS in the year amounted to £2,495k (2023/24: £2,240k).

#### FRS 102 (28)

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

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

#### Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by Rhondda Cynon Taff Borough Council Local Authority. The total contributions made for the year ended 31 July 2025 were £2,200,000, of which employer's contributions totalled £1,650,000 and employees' contributions totalled £550,000. The agreed contribution rates for future years are 16.1% (from 1 April 2020) for employers and range from 5.5% to 12.5% for employees, depending on salary. The next scheme valuation for LGPS will be 31 March 2025, with the new employer contribution rates applicable from 1 April 2026.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Defined benefit obligations (continued)

#### 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	3.75%	3.85%
Future pensions increase	2.50%	2.60%
Discount rate for scheme liabilities	5.80%	5.00%
Inflation assumption (CPI)	2.50%	2.60%
Commutation of pensions to lump sums	50.00%	50.00%

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 Years	At 31 July 2024 Years
<b>Members aged 65</b>		
Males	20.90	20.80
Females	23.70	23.60
<b>Members aged 45</b>		
Males	21.80	21.70
Females	24.80	24.70

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

	Fair Value	
	31 July 2025 £'000	31 July 2024 £'000
Equity instruments	39,500	37,440
Debt instruments	15,990	15,160
Property	3,740	3,490
Cash	250	400
Other	1,780	690
<b>Total fair value of plan assets</b>	<b>61,260</b>	<b>57,180</b>
Actual return on plan assets	3,750	5,620

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*	61,260	57,180
Present value of plan liabilities	(61,260)	(57,180)
<b>Net pensions liability</b>	<b>-</b>	<b>-</b>



## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Defined benefit obligations (continued)

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

	2025 £'000	2024 £'000
<b>Amounts included in staff costs</b>		
Current service cost	1,290	1,480
Past service cost	150	-
<b>Total</b>	<b>1,440</b>	<b>1,480</b>
	<b>2025 £'000</b>	<b>2024 £'000</b>
<b>Amounts included in interest and other finance costs</b>		
Net interest	40	50
Enhanced pension provision	-	-
<b>Total</b>	<b>40</b>	<b>50</b>
	<b>2025 £'000</b>	<b>2024 £'000</b>
<b>Amount recognised in other comprehensive income</b>		
Return on pension plan assets	2,870	2,560
Experience losses arising on defined benefit obligations	(1,990)	500
Changes in assumptions underlying the present value of plan liabilities	(1,130)	(3,310)
Enhanced pensions provision	63	(37)
<b>Amount recognised in other comprehensive income</b>	<b>(187)</b>	<b>(287)</b>
	<b>2025 £'000</b>	<b>2024 £'000</b>
<b>Movement in net defined benefit liability during year</b>		
Net defined benefit liability in scheme at start of the year	-	-
Movement in year:		
Current service cost	(1,290)	(1,480)
Employer contributions	1,650	1,680
	(150)	-
Net interest on the defined liability	40	50
Actuarial gain/(loss)	(250)	(250)
<b>Net defined benefit liability at end of the year*</b>	<b>-</b>	<b>-</b>
	<b>2025 £'000</b>	<b>2024 £'000</b>
<b>Asset and Liability Reconciliation</b>		
<b>Changes in present value of defined benefit obligations</b>		
Defined benefit obligations at start of the year	57,180	50,690
Current service cost	1,290	1,480
Interest cost	2,400	2,280
Contributions by Scheme participants	550	610
Changes in financial assumptions	(7,450)	(410)
Estimated benefits paid	(1,870)	(1,420)
Past service cost	150	-
Interest on unrecognised asset	430	230
Adjustment gain due to restriction of surplus	8,580	3,720

Defined benefit obligations at end of the year

61,260

57,180

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### Defined benefit obligations (continued)

#### Changes in fair value of plan assets

Fair value of plan assets at start of the year	57,180	50,690
Remeasurement gain on plan assets	880	3,060
Interest on plan assets	2,870	2,560
Employer contributions	1,650	1,680
Contributions by Scheme participants	550	610
Estimated benefits paid	(1,870)	(1,420)
<b>Fair value of plan assets at end of the year*</b>	<b>61,260</b>	<b>57,180</b>

\* According to the information produced by the actuaries as at 31 July 2025, the College's share of the LGPS assets were £61.3m, indicating that the plan has a notional surplus of £17.6m over its share of defined benefit obligations. As management

do not consider that the College will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102

In June 2023 the High Court ruled in the case of Virgin Media Limited v NTL Pension Trustees. The ruling was that certain pension scheme rule amendments were invalid if they were not accompanied by the correct actuarial confirmation. This High Court ruling was appealed. In a judgment delivered on 25 July 2024, the Court of Appeal unanimously upheld the decision of the High Court.

At the date of approval of these financial statements, while it is known there is potential for additional pension liabilities to be recognised as a result of this ruling, the impact in monetary terms is not known and it is reasonable to form the view that it is not reasonably estimable. Accordingly, no adjustments to reflect the impact of the ruling have been made in these financial statements.

On 5 June 2025, the Government announced that it will introduce legislation to give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards. Once the legislation has been passed, this will mean that pension schemes will be able to obtain written confirmation from an actuary about the benefit changes that were previously made and apply that confirmation retrospectively without making the plan amendments void, if the changes met the necessary standards.

The College will continue to monitor the developments and consider the impact on the LGPS liabilities recognised.

### 29. Related party transactions

The total expenses paid to or on behalf of the Governors during the year was £137; 4 governors (2023/24: £495; 1 governors). This represents travel and subsistence expenses and other out of pocket expenses incurred in attending Governor meetings and charity events in their official capacity.

No Governor has received any remuneration or waived payments from the College or its subsidiaries during the year (2023/24: None).

#### Engage Training Limited - Subsidiary

Purchase transactions in the year amounted to £128k (2023/24: £69k). The balance outstanding at year end totalled £20k (2023/24: £8k).

Sales transactions in the year amounted to £9k (2023/24: £191k). The balance outstanding at year end totalled £829k (2023/24: £709k) and have provided for this in full.

#### Bevan College Limited - Subsidiary

There are no purchase transactions in the year (2023/24: None). The balance outstanding at year end totalled £91k (2023/24: None).

Sales transactions in the year amounted to £5k (2023/24: None). The balance outstanding at year end totalled £367k (2023/24: None) and have provided for this in full.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 30. Amounts disbursed as agent

	2025	2024
	£'000	£'000
<b>Learner support funds</b>		
Balance unspent as at 1st August	171	296
Funding body grants - bursary support	369	340
Interest received	3	7
	543	643
Disbursed to students	(402)	(472)
<b>Balance unspent as at 31 July, included in creditors (Note 18)</b>	<b>141</b>	<b>171</b>

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