

FINANCIAL STATEMENTS

For year to July 2025



Reaseheath College

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Reaseheath College

Key Management Personnel, Board of Governors and Professional Advisors

Board of Governors

J Cowell OBE	S Houlston	A Austin
M Gorton	J Erskine	C Blanchard
E Harrison	E Simmons	M Mellor
M Clinton	P Weston	J Artess
P Green	J Chillery	
G Crowe	P Gibbon	

Clerk / Company Secretary

Mrs J Schillinger

Key Management Personnel

Key management personnel are defined as the Principal and two Vice Principals and were represented by the following in 2024/25:

Mr M Clinton, Principal and CEO; Accounting Officer
 Mr G Lavery, Vice Principal Finance and Resources
 Mr P Spearritt, Vice Principal Curriculum and Quality

Principal and Registered Office

Reaseheath College, Reaseheath, Nantwich, CW5 6DF

Professional advisors

Professional Advisors –

Financial Statements and Regularity Auditors:

Forvis Mazars LLP
 Park View House
 58 The Ropewalk
 Nottingham
 NG1 5DW

Internal Auditors:

RSM
 Festival Way
 Festival Park
 Stoke-on-Trent
 ST1 5BB

Bankers:

Santander UK Plc
 Bridle Road
 Bootle
 Merseyside
 L30 4GB

Solicitors:

Excello Law
 One City Place
 Queens Road
 Chester
 CH1 3BQ

Strategic Report

OBJECTIVES AND STRATEGY:

The governing body present their report and the audited financial statements and auditor's report for Reaseheath College 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 Reaseheath College. The College is an exempt charity for the purposes of Part 3 of the Charities Act 2011.

Mission

The College's mission as approved by its Members is:

- Industry Focused Career Ready.

Vision

- To be the leading specialist land-based college in the UK
- Be the preferred place to learn, work and progress
- Support the growth and prosperity of the specialist land-based industries, technical sectors and rural communities we serve
- Place our students and staff at the heart of everything we do
- An inclusive offer facilitating appropriate progression for everyone
- Deliver an inspirational learning experience and environment supported through our values, our guiding principles and commitments

Values

- **PEOPLE** - We will work together in a safe and secure environment with a positive approach to our own and others' health and wellbeing. We will respect democracy and individual liberty, recognising the valuable contribution each person can make to society
- **RESPONSIBILITY** – We will be responsible for our own actions and decisions whilst making a positive contribution to community cohesion and pride. We will demonstrate environmental sustainability through our behaviour
- **INTEGRITY** – We will demonstrate honesty, integrity and ethical standards in everything we do. We will respect the rule of law and act fairly in the best interests of all
- **DIVERSITY** – We will actively promote equality; recognise, respect, promote and celebrate diversity and individual difference and strive to create an inclusive environment. We will challenge behaviour or views which discriminate against others
- **EXCELLENCE** - We will challenge ourselves to strive for the highest standards of quality and behaviour by adopting a supportive self-critical approach in our pursuit of excellence. We will always aim to be the best that we can be

Guiding Principles are:

- Leading edge
- Relevant
- Excellence in all we do
- Financially strong
- Sustainable in the environment

Implementation of Strategic Plan

In December 2024 the College approved its strategic plan for the period 1 August 2024 to 31 July 2027. This plan included a summary of the College Intent and the planned strategic implementation through the 4 E's, Excite, Enrich, Engage and Enable. The Corporation regularly monitors the performance of the College against this plan. A summary of the College's annual corporate priorities are shown below.

Strategic priorities 2025/27

- **Excite** – Highlight the college's USP's, leading edge opportunities and facilities.
 - Supported by the following strategies:
 - Marketing and Communications
 - Schools' engagement
 - Careers
 - Industry engagement
 - Sustainability
- **Enrich** – Deliver an inspirational experience enabling individuals both students and staff to be the best self
 - Supported by the following strategies:
 - Teaching and Learning (FE /UCR)
 - People
 - Wellbeing and Mental Health
 - Career Ready
 - Student Voice
- **Engage** – Provide a high quality, robust and responsive curriculum offer that meets the needs of our students, employers and community
 - Supported by the following strategies:
 - Teaching and Learning (FE /UCR)
 - Digital
 - Annual Accountability Statement
 - People
 - Curriculum Plan (FE/UCR)
 - Career Ready
 - Sustainability
 - Industry Skills Boards
- **Enable** – Actively drive the delivery of the strategic plan through lean enhanced operational processes and systems
 - Supported by the following strategies:
 - Internal Stakeholder
 - Digital
 - People

In addition to the strategic plan the executive continued to support students to achieve their best performance utilising the resources available,

The college's annual business planning process is used to check and challenge the college is developing its business and transforming the strategic plan into an operational delivery plan. The business planning process is based on a number of tools such as SWOT analysis and Balanced Scorecard.

Curriculum / Service offer & Impact	People Plan / Skillsets / Structure / Development
<ul style="list-style-type: none"> • Review of the curriculum plan taking into account the departmental Self-Assessment Reviews (SAR's), Quality Improvement Plans (QIP's), Labour Market Intelligence and the requirements of the industries we serve along with the curriculum and awarding body changes to support clear career pathways. • Support departments will review their service provision and ensure it meets the evolving customer requirements. 	<ul style="list-style-type: none"> • Challenge the effectiveness and impact of the structure against the area's evolving offer/service and the any changes to the required skillset. • Recruitment and retention challenges supported by targeted and effective CPD. • Forward planning of the offer/service enables challenges to be recognised and mitigated early developing organisational resilience.
Environment - Facilities/ Resources	Financial Impact
<ul style="list-style-type: none"> • Review the facilities/resources/equipment required to support the future delivery/service offer. • Monitor the effectiveness of the rolling 5-year maintenance plan which is supported by capital investment to ensure delivery is student focused and industry relevant. 	<ul style="list-style-type: none"> • Impact of current delivery model and the contribution to central. • Opportunities to increase income and make savings. • Detailed budget setting process which supports the college financial plan and College Financial Forecasting Return.

Resources:

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

- People - The College employs 593 staff, of whom 194 are teaching staff, in teaching departments.
- Students - The College enrolled 4919 students, which included 2377 16–19-year-old students, incl. 175 KS4, 934 Adult learners, 1128 Apprentices, 416 higher education students and 64 International students.
- Assets - Tangible resources include the main College site, shown in the balance sheet at £68,136k, together with equipment, fixtures and fittings at a value of £12,177k.
- Financial Resources - The College has £34,055k of net assets including debt of £12,788k and deferred government capital grants of £39,575k.
- Reputation – The College has an excellent reputation locally, nationally and internationally. Maintaining a quality brand is essential for the College's continuing success.

STAKEHOLDER RELATIONSHIPS:

In line with other Colleges and with Universities, Reaseheath College has many stakeholders. These include:

- The current, future, and past students
- Parents
- Staff and their representatives on the staff voice group
- Department for Education
- IfATE (Institute for Apprenticeships and Technical Education)
- Sector Skills Councils (Local and Regional)
- Chambers of Commerce
- National Employers e.g. JCB, Case New Holland, Eden & First Bus
- Local Authorities
- Local Enterprise Partnerships
- Sub Regional Partnerships e.g. Job Centre Plus, Local Economic Partnerships (LEPs)
- Non-Statutory Bodies e.g. EFP (European Food & Farming Partnership) / UKTI (UK Trade & Investment)
- The local community (Local Strategic Partnerships (LSPs), Local Action Groups (LAGs))
- Other FE institutions and schools
- Office for Students (OFS)
- HE Academic Partner University of Chester (strategic alliance)
- Professional bodies
- Membership Associations (NFU), (CLA)
- Other Colleges through the Cheshire Consortium, Landex Colleges etc
- National land-based College NLBC

The College recognises the importance of these relationships and engages in regular communication with them through the College internet site, joint information systems committee (JISC) e-mail and by attending local, regional and national meetings.

PUBLIC BENEFIT

Reaseheath College is an exempt charity, for the purposes of the Charities Act 2011 and is regulated by the Secretary of State for Education. The members of the Governing Body, who are trustees of the charity are disclosed in these financial statements.

In considering its vision, mission, values and strategic objectives, Reaseheath College has had due regard to the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education. The value added to the community served by the College in delivering its mission can be demonstrated and assessed publicly throughout this Strategic Report. In delivering its mission, the college provides identifiable public benefits through the advancement of education to approximately 4,919 students, including 202 students with high needs. The college provides courses without charge to young people, to those who are unemployed and adults taking English and maths course. The college adjusts its courses to meet the needs of local employers and provides training to 1,128 apprentices. The college is committed to providing information, advice and guidance to the students it enrolls and to finding suitable courses for as many students as possible regardless of their educational background.

DEVELOPMENT AND PERFORMANCE**Financial Objectives**

The Governing body along with management have reviewed the financial objectives to ensure they are robust and appropriate for the changing financial environment in which the College operates. These financial objectives have been refreshed during the year to reflect the changing emphasis on liquidity and are:

- Financial Health - Maintain a minimum of good in respect of the funding body's financial health.
- Bank Covenants - Meet the bank covenants (this ensures the following financial objectives are monitored):
 - Adjusted net assets
 - Debt service cover
 - Operational surplus to Interest
- EBITDA Education specific - min 8% T/O.
- Current Ratio - to be a minimum of 1.25:1.
- Cash Days - Maintain minimum 25 cash days (to include any debt available for immediate drawdown).
- College Surplus - to be between 1-3% of Turnover.

These financial objectives are integrated into the College's financial planning and monitoring process, in addition indicators have been agreed to monitor the successful implementation of the policies and to maintain the College's Financial Health status as assessed by the Funding Body. The College currently has a financial health category "Good". The College currently carrying debt facility of 32.14% of Turnover, which is in line with the Colleges financial strategy and was agreed with the Funding body at the onset of the now completed capital build programme. The MTL is due to mature in November 2026 at which point the debt will be transferred to HM Treasury.

Financial Review

The College generated a surplus in the year of £1,278k (2023/24 £1,155k). These figures include the following:

- FRS 102 - The impact of Financial Reporting Standard 102 (28.11), formerly FRS17 Accounting for Retirement Benefits. Without the effect of these adjustments, the operating position would be a surplus of £159k (2023/24 surplus £218k).
- Reserves - The College has accumulated reserves of £29,267k (2023/24 £28,880k) which included in year changes in assumptions in respect of pension schemes of £1,108k (2023/24 £944k). Assumptions take account of the McCloud judgement.
- Assets - Tangible fixed asset additions during the year amounted to £6,203k. This was split between assets under construction (£155k), Land and Buildings (£2,054k), and equipment (£3,994k). The College has continued to develop the campus, this year has completed the development of facilities to deliver the T' Levels across college along with continued work at the Reaseheath Engineering Apprentice Academy (REAA) and Institute of Technology developments on the farm. These projects focus on improving the student experience through the provision of leading-edge technical resources.
- Funding Body Reliance - The College has a reliance on education sector funding bodies with funding from the DfE and other public bodies amounting to 67.1% of the College's total income. This is an increase in comparison to the prior year 67.6%. This is due to an increase in the base funding rate and overall maintaining student numbers on the College's grant and loan funded delivery.
- Debt Facilities - The college continued to service its Medium-Term Loan (MTL) in line with its facilities letter. The size of the College's total borrowing and its approach has been modelled to ensure a reasonable margin between the total cost of servicing debt and operating cashflow. During the year this margin was achieved, and the College complied with all three bank covenants.
- Loans - The loans are on a variable interest rate so are exposed to the fluctuations in the Bank of England's base rate. In line with the new rules introduced by the Department for Education in November 2022, the College has notified DfE of the need to refinance the loan when the current term expires.
- Cash Flow - Net cash outflow from operating activities was £1,979k in year (£2,557k outflow 2023/24).
- Cash Position - The College currently has reserves of £7,807k (2023/24 £9,786k) in cash which have been decreased due to the expenditure of capital grants for T' Level specialist equipment, FE Condition Allocation and IoT. All these grants have been used to support the improvement of industry standard equipment and facilities. The College intends

to continue to accumulate cash reserves over and above the working capital requirements to provide resilience and as part of the financial strategy to facilitate investment into key future strategic projects such as the Flexible Learning facility (LWC) and specialist equipment to support industry focused delivery.

FUTURE PROSPECTS

Future Developments

Following the completion of the College's capital master plan, the College is delivering against a new estates management plan to support the continued development of the campus whilst meeting the technical requirements of our learners especially in areas such as T' Levels within the industries that we serve. In addition, the development of the additional Ayrshire herd facility will support additional practical facilities for Agriculture and industry standard automation. The college is also looking to dispose of the final element of the Kingsley fields land as part of the financial strategy to facilitate the development of a Flexible Learning Centre which will replace the current Lord Woolley Centre (LWC).

Financial plan

The College governors approved the financial plan in July 2025. The financial plan was derived from the business planning held within the College. The plan took into consideration the delivery of the key relevant elements of the strategic plan. The College's combined funding allocations for 16-18 and the Adult Skills Fund (ASF) for 2025/26 was confirmed at £22,171k which is 50.9% of the budgeted turnover.

Treasury policies and objectives

Treasury management is the management of the College's cashflows, its banking, money market and capital market transactions, the effective control of the risks associated with these activities and the pursuit of optimum performance consistent with those risks within the confines of Managing Public Money

The College has a separate Investment Policy, and the Policy on Treasury Management is incorporated within the Financial Regulations. All executive decisions concerning borrowing, investment or financing, are delegated to the Vice Principal Finance & Resources, following appropriate approval by the College Executive, and the Corporation.

Reserves

The College has no formal Reserves Policy but is currently updating the Financial Regs to include a funds management section. This will guide financial decision-making in future. This will give guidance on the minimum level of cash working capital and unrestricted, designated and general funds as well as any restricted reserves balances to ensure the college can both meet any short-term obligations but also ensure long-term sustainability. The use of funds is not the only means of assessing going concern but contributes to this. The College keeps cash and reserves to ensure that it meets unexpected costs, deal with income shortfalls resulting from enrolment reductions of government funding changes and can meet the future costs of improving the buildings and reducing carbon emissions. As at the balance sheet date the Income and Expenditure reserve stands at £29,268k (2023/24: £28,881k). It is the Corporation's intention to increase reserves over the life of the strategic plan through the generation of annual operating surpluses. These funds will be categorised as Designated or General in line with the update to Finance Regs. The current focus for Designated funds is the investment in the developing the Lord Woolley Centre (LWC) into a Flexible Learner Hub. This project is supported by the Governing Body.

PRINCIPAL RISKS AND UNCERTAINTIES:

Risk management

The College continues to develop and embed the system of internal control, including financial, operational and risk management which is designed to protect the College's assets and reputation whilst supporting the continued development of the College's core business.

The College's strategic risk register is maintained on 4Risk and is reviewed by Executive on a monthly basis and by the governing body subcommittees (with focus on their relevant areas) and also at the full board meeting on a termly basis. The strategic risk register identifies the key risks and the impact on the College.

The strategic risk register recognises the mitigation that is in place and the level of assurance that is provided that the mitigation is appropriate and effective. Risk registers across the College are scored using a consistent methodology and context.

The strategic risk register is used within the strategic planning process. Once the strategic plan has been refreshed, the Executive undertakes a comprehensive review of the risks to which the College is exposed. Systems and procedures are identified including specific actions which should mitigate any potential impact of the risks on the College. The internal controls are then implemented, and the subsequent year's appraisal will review their effectiveness and progress against risk mitigation actions.

The internal audit team is an integral tool for the Audit committee and executive to use to test and challenge the effectiveness of the mitigating processes and controls that the College has implemented.

The main risk factors affecting the College are outlined below along with actions being taken to mitigate them and minimise the impact on the College. Not all the factors are within the Colleges control. Additional factors to those outlined below may adversely affect the College all of which will be adversely influenced by the external environment.

Recruitment and retention of staff – The College has developed a strategy to support the future recruitment of staff which is seeing positive and sustainable results.

Increased incidence of mental health and wellbeing support requirement – The College continues to develop its wellbeing provision to support the increase in demand.

Maintaining the Financial sustainability of the College – The College currently has a debt facility of 32.14% of Turnover. The financial plan details the financial strategy in place to reduce the levels of debt whilst maintaining the quality of delivery to our students.

Risks that the College is aware of that may in the future affect the College are:

- Continued challenges with funding body grant funding.
- The increasing gap between school and college salaries and associated general cost of living increases.
- The continuing pressure on the non-pay costs reducing the colleges' ability to respond to changing needs.
- The direct and indirect impact of the FE white paper.
- The continued impact of the Apprenticeship Levy funding and associated study methodology.
- Delivery of the English and Maths within programmes of study.
- Impact on 19+ level 3 learners due to T Level delivery.
- The continued reduction in the take up of Advanced Learner Loans for 19+ funding.

These risks are mitigated in a number of ways: -

- Funding is derived through a number of direct and indirect contractual arrangements.
- By ensuring the College is rigorous in delivering high quality education and training.
- Considerable focus and investment is placed on maintaining and managing key relationships with funding bodies.
- Ensuring the College is focused on those priority sectors, which will continue to benefit from public funding.
- Regular dialogue with the local and National DfE, LEA's and our HE Partners.
- Focus on sustainable full cost recovery work.
- Continue working relationships with the Local Enterprise Partnerships (LEP's) and chamber of commerce, through their funding streams, the Rural Development Programme for England (RDPE) and Prosperity fund.
- Continue working closely with LANDEX and the AOC to ensure the College contributes to national discussions and receives the latest information on the changing environment.
- Tuition fee policy.

The funding body intends to maintain individual contributions for tuition fees based on the current guidance as follows:

- 16-18 (at the commencement of learning).
- 19 – 24 dependent on prior learning, either fully funded or advanced learning loans.
- 24+ level 3 and above, advanced learning loans.

This risk is mitigated in a number of ways:-

- By continuing to rigorously develops high quality education and training, ensuring value for money for students.
- Development of strategic partnerships with local and national businesses.
- Close monitoring of the demand for courses as prices change.
- Continually monitoring the marketplace in order to ensure fees charged are competitive.
- Additionally, marketing support to inform learners of support through 24+ loans.
- Informing learners at an early stage of their application what the cost implication may be.

Other risks

The College continues to work effectively within its Federation with the University of Chester which has delivered growth and high quality, sustainable Higher Education. This supports the Further Education and apprenticeships in the region. The College continues to develop its infrastructure to support the HE requirements, including the Cheshire IoT.

This risk is mitigated in a number of ways:-

- Governor scrutiny check and challenge of all developments
- Executive control, planning and forecasting.

KEY PERFORMANCE INDICATORS

The Department for Education is the College's accountable body ensuring that providers are contributing to the National Target.

2024/25 Academic Performance

- In 2024/25 the College has delivered activity that has produced £21,394k in Funding Bodies main allocation funding (2023/24 £21,131k). The 16–18-year-old learner allocations target for 2024/25 was 2052 Learners. The year-end funding claim shows that the College has achieved 2054 Learners for 2024/25. The College had approximately 4500 learners across its provision from Key Stage 4 through to Higher Education including Apprenticeships.
- During the academic year 2024/25 the college underwent a full Ofsted inspection where it received a grade three. The College already had a quality improvement plan in place addressing the key points raised. This plan is seeing effective results as observed in the recent Ofsted monitoring visit where reasonable progress was noted.
- Overall achievement rates have marginally improved compared to the previous year (83.0% in 2024/25 and 82.6% in 2023/24). This has been supported by marginal improvements in both pass rates and retention. The College continually monitors key performance indicators and evaluates final outcomes through a comprehensive and robust departmental and College self-assessment review (SAR).
- Learners who complete their programme of study, generally progress to high-quality industry relevant destinations. 95.13% of learners have a planned positive destination. Of those not continuing in education, 70% have progressed to vocationally relevant employment. The College tracks student destinations using an external provider. The survey that took place for learners who left in 2023/24, demonstrated that 88% of those are now in full time employment, with 70% stating that their employment opportunity was related to the course that they studied.
- The College had just over 1,000 learners in the Apprentice provision during 2024/25. The Apprenticeship Accountability Framework evidences that the College is performing well with an achievement rate of 72% against a national achievement rate of 60%. This is supported by strong retention rates with the College attaining 69%. The College is fully engaged with its employers and apprentices to continually improve its performance and tailor the offer to meet the changing needs of the industries we serve.
- Higher Education showed improvement in its performance for 2024/25. Overall achievement improved year on year by 12% to 90% and retention also improved by 6% to 96%. Against the key Office for Students (OfS) assessment of performance indicators (B3 Metrics), Reaseheath showed 6% improvement in continuation to 88%, against a benchmark of 80%. The completion rate improved by 5% against the prior year to 82%, against a benchmark of 70%. Progression rate continues to be an area for improvement at 33%, which is well below the OFS benchmark of 60%.
- The annual National Student Survey (NSS) is a key sector performance indicator, which demonstrated strong improvement across all indicators most notably in “Teaching on my course” at 93% and “Support for Students” at 97%. These ratings saw Reaseheath in the top rankings for both the Sector and against key regional competitors.

Payment Performance

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days, is 95%. During the accounting period 1 August 2024 to 31 July 2025, the College paid 91.5% (91.1% 2023/24) of its creditors, on average, within 30 days. This performance has improved compared to the previous year but remains below the 95%. The College continues to process monthly supplier payment runs; this has resulted in some suppliers breaching the 30 Days payment target. The College incurred no interest charges in respect of late payments, under this legislation, for this period.

Streamlined Energy and Carbon Reporting

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

- In year the new Air source heat pumps were commissioned saving 80 Tonnes of Co2
- Continuing with the upgrading of both internal and street lighting to LED
- Purchase of electricity sourced from renewable sources
- The college's greenhouse gas emissions and energy use for the period are set out below:

UK Greenhouse gas emissions and energy use data for the period	1 August 2024 to 31 July 2025	1 August 2023 to 31 July 2024
Energy consumption used to calculate emissions (kWh)	6,930,055	7,559,986
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	542,045	623,828
Owned transport	22,383	26,921
Total	564,427	650,750
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	61,211	62,356
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Business travel in employee owned vehicles	23,505	23,964
Total gross emissions in metric tonnes CO2e	649,143	737,070
<u>Intensity ratio</u>		
Metric tonnes CO2e per student	0.132	0.149
Qualification and reporting methodology		
We have followed the 2019 HM Government Environmental Reporting Guidelines and also used the GHG Reporting Protocol – Corporate Standard and have used the 2021 UK Government's Conversion Factors for Company Reporting.		
Intensity ratio		
The chosen intensity measurement ratio is Number of Students		

TRADE UNION FACILITY TIME

Number of employees who were relevant union officials during the year

-

Full-time equivalent employee number

-

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

£

Total cost of facility time

-

Total Pay Bill

23,098

Percentage of total pay bill spent on facility time

-%

Paid Trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours

-%

EQUALITY, DIVERSITY AND INCLUSION**EQUALITY**

Reaseheath is committed to building a diverse, equitable and inclusive College. Reaseheath is committed and accountable for advancing equity, diversity and inclusion in all its forms, and believes that diversity is critical to delivering excellence. Reaseheath is committed to enabling all members of the College community to achieve their full potential in an environment where equality of respect and opportunity are valued. Its EDI Policy sets out this commitment and the EDI Committee leads on the College's approach to bringing this policy to life. The EDI Committee has strong staff, student and governor representation. The College has a Diversity and Inclusion Manager who actively drives the College's approach towards this area, focusing on embedding a social inclusion model. The College's Policy and EDI key objectives are published on the College's Website and Intranet site.

The College publishes its EDI Report and EDI Objectives annually, and through transparent policies, practices and procedures it has due regard to its duties under the Equality Act 2010. The College undertakes equality impact assessments on new policies and procedures to understand the impact that these will have and makes appropriate adjustments. The EDI Committee delivers against the key objectives, and these are reviewed regularly and evolve throughout the year as the College makes progress in this area.

The College is a 'Mindful Employer' and promotes a culture of positive mental health amongst its staff and students. It delivers a range of awareness training and activities around positive mental health, supported by its Wellbeing Team. Promoting the various benefits of the Employee Assistance Programme (EAP) offered through Education Support. Wellbeing and mental health are priorities for the College, and we are working towards the AOC and DfE Wellbeing Charters. The College is also a 'Disability Confident' Employer and is committed to recruiting, retaining and developing disabled people and people with health conditions, based on their skills and talent.

GENDER PAY GAP

	Year ending 31 March 2024
Mean gender pay gap	16.2%
Median gender pay gap	4.8%
Mean bonus gender pay gap	NA
Median gender bonus gap	NA
Proportion of males/females receiving a bonus	NA

The proportion of males and females in each quartile of the pay distribution are:

	Males	Females
1 - Lower quartile	21%	79%
2	26%	74%
3	40%	60%
4 - Upper quartile	45%	55%

The college publishes its annual gender pay gap report on its website.

DISABILITY STATEMENT:

The College seeks to comply with the Equality Act 2010 and this is evident through all the College's Policies and Procedures. As the Colleges policies and procedures are being reviewed, they are now equality assessed in line with the Equality Act 2010. Particular confirmation of the College's commitment can be seen from the following actions:

- All College capital builds comply with the Disability Discrimination Act (DDA) requirements.
- The College has appointed an Equality and Diversity Manager who also facilitates the Equality and Diversity Committee that advises on all matters relating to Equal Opportunities. This is chaired by the Director of People and Culture.
- Specialist equipment is available to support students and staff with learning difficulties and disabilities.
- The admissions policies for all students are available on the College's website.
- The College offers bursaries to enable learners with financial difficulties to access learning. Appeals against a decision not to offer a bursary are dealt with under the complaints policy.

- The College has made a significant investment in the appointment of specialist staff to support students with learning difficulties and/or disabilities. There are a number of student support assistants who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.
- Specialist programmes are described in programme information guides, and achievements and destinations are recorded and published in the standard College format.
- Counselling and welfare services are set out in the Student Handbook which is sent to students with their enrolment information. Students are also issued with information on the College Complaints Policy at induction.

Staff Voice

The College has a Staff Voice comprising of elected staff representatives, whose role is to share, consult and communicate between staff and management on key issues. Regular meetings are held between representatives and senior management.

Going Concern

The College plan for FY2025/26 takes into consideration the continued financial pressures on the business whilst ensuring the continued drive in quality of delivery within a safe environment for our staff, students and visitors. Based on this plan the Corporation has prepared financial forecasts for the period to 31 July 2026 and considered sensitivities against these forecasts based on plausible worst-case scenarios and informed by the risks identified in the College plan. The forecast for 2025/26 is an operating surplus, a strong EBITDA c10% of adjusted Education Specific T/O. In addition, the College will be working with DfE colleagues over the next 12 months to support the transfer of the College commercial debt to the Treasury. This will not have an adverse effect on the Colleges financial performance. These forecasts show that the College's current funding arrangements are sufficient for the period under review and that the College is a going concern.

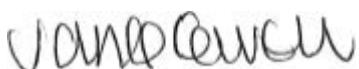
Events After the Reporting Period

There are no known events after the balance sheet date.

Disclosure 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 16th December 2025 and signed on its behalf by:



Ms J Cowell OBE
Chair

Statement of Corporate Governance and Internal Control

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

The College endeavours to conduct its business:

- in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership); and
- in full accordance with the guidance to colleges from the Further Education Code of Good Governance ("the Code").

In the opinion of the Governors, the College complies with all the principles of the Code, and it has complied throughout the year ended 31 July 2025. It is satisfied that it has complied with principle six (board and organisational effectiveness) in relation to terms of office, though it does not follow the precise maximum length of term, which is suggested in the recommended practice. The pro-active Search and Governance Committee ensures that succession planning is strong and that there is always a good balance between new members with fresh ideas and the organisational memory and experience provided by longer serving members. This opinion is based on an internal governance evaluation reported to the Corporation on 18 December 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, which it formally adopted on 1 August 2024.

The Corporation

The Members who served on the Corporation during the year and up to the date of signature of this report are listed below.

Name	Date Appointed/reappointed	Term of Office	Date of resignation	Status of Appointment	Committees Served	Attendance 2024-25 (committee and corporation not incl. special meetings)
J Artess	Aug 2025	1 year		External	HE	n/a
A Austin	Oct 2024	3 years		External	Audit	6/7
C Blanchard	Dec 2024	2 years		External	HE	6/7
J Chillery	Dec 2024	2 years		External	Audit CCS	7/7
M Clinton	Aug 2018	Ex officio		Principal	Q&S FGP HE S&G CSS	19/19
F Cooper	Aug 2024	1 year	July 2025	Student	HE	0/4 (alternate SU rep attendance)
J Cowell	Aug 2019 Aug 2022 Aug 2025	3 years		External (Chair)	Q&S FGP S&G Rem Co CCS	16/17

G Crowe	March 2019 March 2022	3 Years		External	Audit HE	8/10
J Erskine	Oct 2024	3 years		External	Q&S FGP	4/10
B Galloway	Dec 2024	1 year	July 2025	Student	Q&S	0/4 (alternate SU rep attendance)
C Gaskell	Dec 2017 Dec 2020 Dec 2023	3 years	Dec 2024	External	HE S&G	3/4
P Gibbon	Aug 2021 Aug 2024 Aug 2025	1 year		Staff	Q&S	6/7
M Gorton	Aug 2019 Aug 2022 Aug 2025	3 Years		External (Vice Chair)	Audit Q&S S&G CSS Rem Co	15/17
P Green	March 2019 March 2022 March 2025	2 Years		External	Q&S Audit	10/10
E Harrison	Aug 2013 Aug 2016 Aug 2019 Aug 2022 Aug 2025	2 Years		External (SIG)	FGP Rem Co S&G	11/11
S Houlston	Aug 2024	3 years		External	CSS	4/7
S Lakin	Aug 2024	1 year	July 2025	Student	Q&S HE CSS	9/13
M Mellor	Aug 2025	3 years		External	FGP	n/a
A Potter	Dec 2017 Dec 2020 Dec 2023	3 years	July 2025	External	FGP S&G Rem Co	6/11
E Simmons	Aug 2020 Aug 2023	3 years		External		3/4
E Watts	March 2019 March 2022	3 years	March 2025	Staff	HE CSS	7/7
P Weston	Dec 2022	3 years		External	FGP	6/7

P Johnson served as a co-opted member of the Higher Education Committee in 2024-25. F Johnson served as a co-opted member of the Audit Committee in 2024-25. S Belfield served as a co-opted member of the Remuneration Committee in 2024-25. None were members of the Corporation. A Taylor and M Burns served as Associate Members of the Corporation in 2024-25. Associate membership of the Corporation is a non-voting membership, and members do not count towards the quorum. Whilst not formally appointed as a student governor, student union apprenticeship representative E Broadhurst regularly attended committee and board meetings throughout the year providing valuable student voice contribution to the Corporation.

The Governance Framework

It is the Corporation's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct. The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel related matters such as health and safety and environmental issues. The Corporation meets each term and holds additional meetings as necessary.

The Corporation conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Corporation. In 2024-25 these committees were Finance and General Purposes, Audit, Remuneration, Search and Governance, Quality and Standards, Higher Education, Curriculum Skills and Stakeholders, and Special Committee/Staff Appeals (meets only as required). Confirmed minutes of all meetings, except those deemed to be confidential, are available on the College website at www.reaseheath.ac.uk or from the Company Secretary and Head of Governance ('Company Secretary') at:

Reaseheath College
Reaseheath
Nantwich
Cheshire
CW5 6DF

The Company Secretary 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 Company Secretary, who is responsible to the Corporation for ensuring that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Company Secretary are matters for the Corporation as a whole. The Company Secretary holds a relevant governance qualification and is a graduate member of the Chartered Governance Institute UK and Ireland.

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

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 Governors 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 Chairman and Accounting Officer are separate.

Appointments to the Corporation

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a Search and Governance Committee consisting of the Governors as shown in the table above, which is responsible for the selection and nomination of any new Governors for the Corporation's consideration. The Corporation is responsible for ensuring that appropriate training is provided. Members of the Corporation are appointed for a term of office not exceeding four years. Members are eligible for re-appointment up to a maximum of three terms.

Corporation Performance

The Governors review Corporation performance every year against the principles set out in the Code. The Corporation, through its Chair and its Search and Governance Committee reviews the performance and effectiveness of Governors on an on-going basis. Governors review the performance of the Chair on an annual basis, with a Senior Independent Governor role in place to assist this process. Each Committee of the Corporation reviews its own performance against its Terms of Reference on an annual basis and reports to the Corporation.

The Governing body has considered DfE guidance on board reviews and commissioned its first external review in 2023, the Governing body plans to carry out its next external review in 2026. During 2025 the Corporation carried out a self-assessment of its performance, the assessment consisted of survey responses, a review of performance against the principles of the Code, progress on the governance development plan that was based on the external review of governance carried out in 2023 and a Chair's performance review supported by the Senior Independent Governor. The Corporation considers that it has made good progress against the development plan objectives, building strengths in several key areas and is committed to continued development and improvement.

Capability: The Corporation has secured its capability strengths for the future by further developing its succession planning approach and by consideration of Corporation diversity, induction processes and ongoing training, with this a continued focus in its development plan.

Culture: The Corporation has enhanced the strong stakeholder centred culture by developing the Curriculum Skills and Stakeholders Committee established for the 2024-25 academic year and several new appointments to the Corporation and its committees that strengthen the stakeholder voice, with dedicated strategic development time on stakeholder and engagement frameworks to support the college's engagement strategies.

Strategy and Planning: The Corporation has developed the College's strategic plan 2024-2027 and has enhanced the visibility of its strategic impact on the progress of the college via the strategic risk and strategic progress reporting in formal meetings.

Structures and Processes: The Corporation has reviewed its structures and processes to enhance visibility of the Corporation's accountability and impact, including to ensure that it takes into account elements of the Higher Education Code of Governance where relevant in addition to its formal adoption of the Code.

Governors undertook development activities during the year including four days dedicated to training development and strategy development, in addition to its usual meetings within which updates and training is received. Development activities included: safeguarding and prevent; health and safety; external policy environment; developing risk appetite and risk management in strategic planning; stakeholder frameworks and industry engagement, curriculum planning and how well the college meets skills needs in the design and implementation of the curriculum; Careers advice and guidance; Ofsted's education inspection framework; audit and risk updates provided by college auditors; and opportunities for governors to attend online sector courses and sector forums and meetings. The Company Secretary has achieved qualification in the Chartered Governance Institute UK and Ireland's Qualifying Programme.

Remuneration Committee

During the year ended 31 July 2025, the College's Remuneration Committee comprised four independent governors and one external co-opted member, with human resource management expertise. The Committee's responsibilities are to make recommendations to the Corporation, on the remuneration and benefits of the Accounting Officer and other senior post-holders. The Corporation has adopted the Association of Colleges' Senior Staff Remuneration Code, which it formally adopted on 21 March 2019.

Details of remuneration for the year ended 31 July 2025 are set out in Note 7 to the financial statements.

No payment was made for the fulfilment of the Governors' roles, however £2,469 (2023/24 - £2,236) of expenses incurred were paid.

Audit Committee

In 2024-25, the Audit Committee comprised five members of the Corporation (excluding the Accounting Officer), and a co-opted committee member. The Committee operates in accordance with written terms of reference approved by the Corporation.

The Audit Committee meets on a termly basis and provides a forum for reporting by the College's internal audit, reporting accountants and financial statements auditors, who have access to the Committee for independent discussion, without the presence of College management. The Committee also receives and considers reports from the main FE funding bodies as they affect the College's business.

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

Management is responsible for the implementation of agreed 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 three times in the year to 31 July 2025. The members of the Audit Committee and their attendance record is shown below.

Committee member	Meetings attended		
G Crowe	3	F Johnson	0
P Green	3	A Austin	2
M Gorton	3	J Chillery	3

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 he is personally responsible, in accordance with the responsibilities assigned to him in the Funding Agreement between the College and the funding bodies. He is also responsible for reporting to the Corporation any material weaknesses or breakdowns in internal control.

The purpose of the system of internal control

The system of internal control is based on an ongoing process to identify and prioritise the risks to the achievement of the 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 Reaseheath College for the year ended 31 July 2025 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The Corporation has reviewed the key risks to which the College is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The 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 accounts. This process is regularly reviewed by the Corporation.

The risk and control framework

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

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

Reaseheath College has an internal audit service, which operates in accordance with the requirements of the Department for Education (DfE) College Financial Handbook. The work of the internal audit service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis.

The analysis of risks and the internal audit plans are endorsed by the Corporation on the recommendation of the Audit Committee. At minimum annually, the internal audit service provides the Corporation with a report on internal audit activity in the College. The report includes their independent opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

Risks faced by the Corporation

The College's risk management framework aims to ensure that its risk management decisions support the achievement of its strategic objectives and that the risk preferences of its stakeholders are considered. The framework consists of principles, policies and processes to identify, assess, monitor and control risks. Risks are assessed and prioritised using an impact and likelihood evaluation of key strategic, delivery, financial and compliance risk areas, and the principal risks are identified and managed, as set out in the strategic report.

The College's overall risk appetite is set out in its Risk Management Policy as: The College as a well-managed college is prepared to take measured risks provided that the risks involved have been properly considered, are understood and are well managed. In this way, the College intends to manage change and promote innovation. The College operates in a competitive and uncertain external environment and the Governing Body is committed to taking such measured risks where it is in the College's best interests to do so to achieve its strategic objectives and promote its long-term sustainable success.

This overarching risk appetite is implemented via a risk management process that acknowledges that risk appetite differs over time and in relation to different individual risks. To enable informed and consistent decision-making and effective mitigations, the College's strategic risk register considers risk appetite on a 'live' risk by risk basis using a risk tolerance approach against which risks are regularly reviewed, using key performance indicators and benchmarking. Those risks that are above risk tolerance require additional mitigation actions that are monitored via the committees of the Corporation, including the Audit Committee and reported for assurance or escalated for action to the Corporation, as appropriate.

The current principal risk areas to the organisation as set out in the strategic risk register are:

- Financial
- Student Outcomes and Quality
- College Strategy and External Environment
- Employer Engagement and Key Partnerships
- Infrastructure, Resources and Business Continuity
- People
- Safeguarding
- Health and Safety
- Improper Conduct/Breach of Statutory Requirements

The College reviews the risk register at its regular executive meetings and the relevant areas are also reviewed in the Corporation committee meetings and by the Audit Committee, which reports to the Corporation on risk management on a termly basis.

Control weaknesses identified

The internal auditors did not identify any significant internal control weaknesses or failures during the year.

Responsibilities under accountability agreements

The College has reviewed its policies, procedures and approval processes in line with the 2024-25 College Financial Handbook and its Accountability Agreement with DfE to ensure there are systems in place to identify and handle any transactions for which DfE approval is required.

Statement from the audit committee

The Audit Committee has advised the Governors that the Corporation has an effective framework for governance and risk management in place. The Audit Committee believes the Corporation has effective internal controls in place. The specific areas of review undertaken by the Audit Committee in 2024/25 and up to the date of the approval of the financial statements are:

- Setting the internal audit plan
- Reviewing internal audit reports and ensuring progress is made on any required actions.
- Recommending the appointment of the internal and external audit service following the tender process
- Reviewing the College Statutory accounts and audit completion report, recommending to the Governors as appropriate

Review of effectiveness

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. The Principal's 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 regularity auditors, and the appointed funding auditors in their external auditor's findings report (management letter) and other reports.
- The regularity self-assessment questionnaire

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

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

The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior management team and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and

Reaseheath College

not merely reporting by exception. At its December 2025 meeting the Corporation carried out the annual assessment for the year ended 31 July 2025, by considering documentation from the senior management team, internal and external audit and third-party assurance, whilst 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."

Approved by order of the Members of the Corporation on 16th December 2025 and signed on its behalf by:



Ms J Cowell OBE
Chair



Mr M Clinton
Accounting Officer

Reaseheath College

Statement of Regularity, Propriety and Compliance

As accounting officer of the Corporation of Reaseheath College I confirm that I have had due regard to the framework of authorities governing regularity, priority and compliance, and the requirements of the Corporation's accountability agreement with DfE and the requirements of the College Financial Handbook. I have also considered my responsibility to notify the Corporation's Board of Governors and the DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding.

I confirm that I, and the Board of Governors are able to identify any material irregular or improper use of all funds by the Corporation, or material non-compliance with the framework of authorities.

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



Mr M Clinton
Accounting Officer
Date 16th December 2025

Reaseheath College

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

In preparing the financial statements, the Corporation is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess whether the Corporation is a going concern, noting the key supporting assumptions qualifications or mitigating actions as appropriate (which must be consistent with other disclosures in the accounts and auditor's report) and
- prepare financial statements on the going concern basis, unless it is inappropriate to assume that the Corporation 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 Corporation.

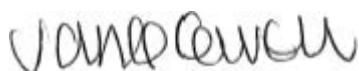
The Corporation is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the College and which enable it to ensure that the financial statements are prepared in accordance with relevant legislation including the Further and Higher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

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

Members of the Corporation are responsible for ensuring that expenditure and income are applied for the purposes intended and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from ESFA, DfE and any other public funds are used only in accordance with the accountability agreement, funding agreements and contracts and any other conditions that may be prescribed from time to time by DfE or any other public funder, including that any transactions entered into by the Corporation are within the delegated authorities set out in the College Financial Handbook. On behalf of the Corporation, the Chair of the Board of Governors is responsible for discussing the accounting officer's statement of regularity, propriety and compliance with the accounting officer.

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

Approved by order of the Members of the Corporation on 16th December 2025 and signed on its behalf by:



Ms J Cowell OBE
Chair

Reaseheath College

Independent auditor's report to the Members of the Corporation

Opinion

We have audited the financial statements of Reaseheath College (the 'College') for the year ended 31 July 2025 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Statement of Cashflows 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 2019 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 College's affairs as at 31 July 2025 and of its surplus 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 College in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and Statement of Corporate Governance and Internal Control.

We have nothing to report in respect of the following matters where the Framework and guide for external auditors and reporting accountants of colleges issued by the Department of Education 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
- we have not received all the information and explanations we require for our audit.

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Responsibilities of Corporation

As explained more fully in the Statement of Responsibilities of the Members of the Corporation set out on page 20, the Corporation 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 Corporation determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of 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 College 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 ESFA funding agreements, the OfS regulatory framework, the OFSTED regulatory framework, safeguarding, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, HM Treasury's "Managing public money".

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 College 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 College 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 tax legislation and pension legislation.

In addition, we evaluated the Members of the Corporation 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 the assumptions used in determining the valuations of the defined benefit obligations, revenue recognition (which we pinpointed to the cut-off assertion in respect of non-recurrent funding body grant income), and significant one-off or unusual transactions.

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

- Making enquiries of the Members of the Corporation 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.
- 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

Reaseheath College

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. This description forms part of our auditor's report.

Other required reporting

Opinion on other matters prescribed in the OfS Audit Code of Practice issued under the Further and Higher Education Act 1992

In our opinion, in all material respects:

- funds provided by the OfS and UK Research and Innovation (including Research England) have been applied in accordance with the relevant terms and conditions attached to them; and
- the requirements of OfS's accounts direction have been met.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the OfS Audit Code of Practice requires us to report to you if, in our opinion:

- the provider's grant and fee income, as disclosed in the notes to the financial statements, has been materially misstated; or
- the provider's expenditure on access and participation activities, as disclosed in the financial statements, has been materially misstated.

Use of the audit report

This report is made solely to the Corporation as a body in accordance with Article 22 of the College's Articles of Government. Our audit work has been undertaken so that we might state to the Corporation those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the Corporation as a body for our audit work, for this report, or for the opinions we have formed.

Forvis Mazars LLP

Forvis Mazars LLP

Chartered Accountants and Statutory Auditor

Park View House
58 The Ropewalk
Nottingham
NG1 5DW

Date: 19 December 2025

Reaseheath College

Independent auditor's Report on Regularity to the Members of the Corporation

Independent reporting accountant's report on regularity to the corporation of Reaseheath College and the Secretary of State for Education

In accordance with the terms of our engagement letter dated 25 June 2025 and further to the requirements of Department for Education (DfE), as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by [name of corporation] during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes intended by Parliament or the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of the accounting officer of Reaseheath College and the reporting accountant

The accounting officer is responsible, under the requirements of the corporation's accountability agreement with the Secretary of State for Education and the College Financial Handbook, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament, and that the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges. We report to you whether anything has come to our attention in carrying out our work, which suggests that in all material respects, expenditure disbursed and income received during the period 1 August 2024 to 31 July 2025 have not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by DfE, which requires a limited assurance engagement, as set out in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity. A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

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

The work undertaken to draw to our conclusion includes:

- Reviewed the statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding.
- Reviewed the College's completed self-assessment questionnaire on regularity.
- Read the accountability agreements, grant funding agreements and contracts with the ESFA/DfE.
- Tested a sample of expenditure disbursed and income received to consider whether they have been applied to purposes intended by Parliament and in accordance with funding agreements where relevant.
- Tested a sample of individual learner records.
- Tested a sample of credit card transactions.
- Tested a sample of expense claims in respect of KMP and Members of the Corporation.
- Tested a sample of suppliers and reviewed and assessed adherence to procurement policies.
- Tested a sample of bursary expenditure and reviewed whether such expenditure was in line with funding agreements.
- Reviewed approved policies and procedures operating during the year for each funding stream that has specific terms attached.
- Obtained the policy for personal gifts and/or hospitality.
- Obtained the register of personal interests.
- Obtained the financial regulations/financial procedures.

Reaseheath College

- Obtained the College's whistleblowing policy.
- Reviewed the College's compliance with Part 5 of the College Financial Handbook in respect of delegated authorities.
- Considered whether the college has complied with the requirements concerning senior pay controls as summarised in part 2 of the College Financial Handbook.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects, the expenditure disbursed and income received during the period 1 August 2024 to 31 July 2025 has not been applied for the purposes intended by Parliament, or that the financial transactions do not conform to the authorities which govern them.

Signed: *Forvis Mazars LLP*

Forvis Mazars LLP

Date: 19 December 2025

Reaseheath College

Statement of Comprehensive Income & Expenditure

Statement of Comprehensive Income

Reaseheath College	Notes	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
INCOME			
Funding body grants	2	28,857	27,900
Tuition fees and education contracts	3	4,263	4,585
Other grants and contracts	4	1,038	907
Other income	5	6,677	6,200
Endowment and investment income*	6	748	640
Donations and Endowments		-	-
Total income		41,583	40,232
EXPENDITURE			
Staff costs*	7	23,097	21,320
Other operating expenses	8	12,518	13,280
Depreciation	11	3,736	3,350
Interest and other finance costs	9	965	1,120
Total expenditure		40,316	39,070
Surplus before other gains and losses**		1,267	1,162
Profit/(Loss) on disposal of assets		11	(7)
Surplus before tax		1,278	1,155
Taxation	10	-	-
Surplus for the year		1,278	1,155
Actuarial loss in respect of pension schemes	24	(1,108)	(944)
Movement in enhanced pension provision	18	(15)	(41)
Total Comprehensive Income for the year		155	170

The below table does not form part of the statutory financial statements

Surplus before other gains and losses	**	1,267	1,162
Defined benefit pension obligations FRS102(28)	*	(1,108)	(944)
Adjusted operating position		159	218

Reaseheath College**College Statement of Changes in Reserves**

	Income and Expenditure account £'000	Revaluation reserve £'000	Total £'000
College			
Balance at 1st August 2023	28,478	5,252	33,730
Surplus from the income and expenditure account	1,155	-	1,155
Other comprehensive income	(985)	-	(985)
Transfers between revaluation and income and expenditure reserves	232	(232)	-
Total comprehensive income for the year	402	(232)	170
Balance at 31st July 2024	28,880	5,020	33,900
Surplus from the income and expenditure account	1,278	-	1,278
Other comprehensive income	(1,123)	-	(1,123)
Transfers between revaluation and income and expenditure reserves	232	(232)	-
Total comprehensive income for the year	387	(232)	155
Balance at 31st July 2025	29,267	4,788	34,055

Reaseheath College**Balance Sheet as at 31 July****Balance sheets as at 31 July**

	Notes	2025 £'000	2024 £'000
Fixed assets			
Tangible fixed assets	11	80,472	78,010
		80,472	78,010
Current assets			
Stocks	12	1,307	822
Trade and other receivables	13	1,968	3,494
Investments	14	79	79
Cash and cash equivalents	19	7,807	9,786
		11,161	14,181
Less: Creditors – amounts falling due within one year	15	(7,099)	(10,537)
Net current assets		4,062	3,643
Total assets less current liabilities		84,535	81,653
Less: Creditors – amounts falling due after more than one year	16	(50,226)	(47,493)
Provisions			
Defined benefit obligations	24	-	-
Other provisions	18	(254)	(261)
Total net assets		34,055	33,900
Unrestricted reserves			
Income and expenditure account		29,267	28,880
Revaluation reserve		4,788	5,020
Total unrestricted reserves		34,055	33,900

The financial statements on pages 27 to 52 were approved and authorised for issue by the Corporation on 16th December 2025 and were signed on its behalf on that date by:



Ms Jane Cowell OBE
Chair



Mr M Clinton
Accounting Officer

Reaseheath College**Statement of Cash Flows**

	Notes	2025 £'000	2024 £'000
Cash inflow from operating activities			
Surplus for the year		1,278	1,155
Adjustment for non cash items			
Depreciation	11	3,736	3,350
Decrease/(increase) in stocks	12	(485)	58
Decrease/(increase) in debtors due within one year	13	1,526	(187)
Increase/(decrease) in creditors due within one year	15	(3,439)	(2,910)
Increase/(decrease) in creditors due after one year	16	(872)	2,581
Increase/(decrease) in provisions	18	(7)	(24)
Pensions costs less contributions payable	24	(1,123)	(944)
Adjustment for investing or financing activities			
Investment income	6	(230)	(262)
Interest payable	10	965	1,120
Profit/(loss) on sale of fixed assets	11	(11)	7
Net cash flow from operating activities		1,338	3,944
Cash flows from investing activities			
Proceeds from sale of fixed assets		15	133
Interest and investment income		230	262
Capital grants received		4,734	2,135
Payments made to acquire fixed assets	11	(6,203)	(6,783)
		(1,224)	(4,253)
Cash flows from financing activities			
Interest paid		(965)	(1,120)
Repayments of amounts borrowed		(1,128)	(1,128)
		(2,093)	(2,248)
Decrease in cash and cash equivalents in the year		(1,979)	(2,557)
Cash and cash equivalents at beginning of the year	19	9,786	12,343
Cash and cash equivalents at end of the year	19	7,807	9,786

Reaseheath College

Notes to the Financial Statements

1 Accounting Policies

Statement of accounting policies

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

Basis of preparation

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

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

The financial statements are presented in Pound Sterling (£), rounded to the nearest thousand.

Basis of accounting

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

Going concern

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

Accordingly, the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

Recognition of income

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved. Any under or over achievement for the Adult Skills Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body 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 the Office for Students represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income.

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.

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

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

Reaseheath College

Notes to the Financial Statements (continued)

1 Accounting Policies (continued)

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

Accounting for post-employment benefits

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

The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 24, the TPS is a multi-employer scheme and the College is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is, therefore, treated as a defined contribution scheme and the contributions recognised as they are paid in the year.

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

Short term Employment benefits

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

Enhanced Pensions

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

Non-current Assets - Tangible fixed assets

Tangible fixed assets are stated at cost / deemed cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the 2019 FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

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

Reaseheath College

Notes to the Financial Statements (continued)

1 Accounting Policies (continued)

Land and buildings

The College's buildings are specialised buildings and therefore it is not appropriate to value them on the basis of open market value.

Land and buildings inherited from the Local Education Authority are stated in the balance sheet at valuation on the basis of depreciated insurance valuation, and inherited land at market value without milk quota. The associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic cost of assets and the actual charge for the year calculated on the revalued amount is released to the income and expenditure account reserve on an annual basis. Land and buildings acquired since incorporation are included in the balance sheet at cost. Freehold land is not depreciated. Freehold buildings are depreciated over their expected useful economic life to the College of 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 capital grant account and are released to the income and expenditure account over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

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

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

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

Assets under construction

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

Subsequent expenditure on existing fixed assets

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

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

Equipment

Equipment costing less than £2,000 per individual item is written off to the income and expenditure account in the period of acquisition, except where an asset that forms part of a project is under £2,000 it is capitalised as an asset. All other equipment is capitalised at cost.

Inherited equipment has been depreciated on a straight-line basis over its remaining useful economic life to the College of between three and ten years from incorporation and is now fully depreciated. All other assets are depreciated over their useful economic life as follows:

- Motor vehicles 5 years on a straight-line basis
- Computer equipment 3 years on a straight-line basis
- Plant and Equipment 10 years on a straight-line basis

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

Reaseheath College

Notes to the Financial Statements (continued)

1 Accounting Policies (continued)

Leased assets

Costs in respect of operating leases are charged on a straight line basis over the lease term. Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as if the asset had been purchased outright and are capitalised at their fair value at the inception of the lease and depreciated over the shorter of the lease term or the useful economic lives of equivalently owned assets. The capital element outstanding is shown as obligations under finance leases.

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

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.

Biological assets are stated at the lower of their fair values less costs to sell.

Investments

Investments are recognised at cost less any provisions for impairment.

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 College are classified as basic financial instruments in accordance with FRS102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS102 requires that basic financial instruments are subsequently measured at amortised costs, however the College 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 transactions

Transactions denominated in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction.

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.

Reaseheath College

Notes to the Financial Statements (continued)

1 Accounting Policies (continued)

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

Provisions and contingent liabilities

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

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

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

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

Agency arrangements

The College acts as an agent in the collection and payment of discretionary support funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the Income and Expenditure of the College where the College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

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 College'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.
- 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.

Other key sources of estimation uncertainty

- Tangible fixed assets

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

- Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 July 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Reaseheath College

Notes to the Financial Statements (continued)

2 Funding council grants

	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Recurrent grants		
Department for Education - adult	1,093	1,164
Department for Education – 16 -18	21,394	21,131
Department for Education - apprenticeships	4,020	3,934
Office for Students	287	252
Specific Grants		
Skills Funding Agency	294	154
Releases of government capital grants	830	552
HE grant	58	58
Teacher Pension Scheme Contribution Grant	881	655
Total	28,857	27,900

3 Tuition fees and education contracts

	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Adult education fees		
Apprenticeship fees and contracts	640	634
Fees for FE loan supported courses	98	52
Fees for HE loan supported courses	274	295
Total tuition fees	3,008	3,330
Education contracts	4,020	4,311
Higher Education contract income	33	49
Total	210	225
Total	4,263	4,585

Reaseheath College

Notes to the Financial Statements (continued)

4 Other grants and contracts

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Other grant income	646	515
Non government capital grants	392	392
Total	1,038	907

5 Other income

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Catering and residences	3,835	3,706
Other income generating activities	83	105
Farming income	1,395	1,034
Miscellaneous income	1,364	1,355
Total	6,677	6,200

6 Investment income

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Other interest receivable	230	262
Pension finance income (note 24)	518	378
Total	748	640

Reaseheath College

Notes to the Financial Statements (continued)

7 Staff costs

The average number of persons (including key management personnel) employed by the College during the year, described on an average headcount basis, was:

	Year ended 31 July 2025 No.	Year ended 31 July 2024 No.
Teaching staff	194	200
Non teaching staff	399	403
	<u>593</u>	<u>603</u>

Staff costs for the above persons

	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Wages and salaries	17,241	16,299
Social security costs	1,773	1,476
Other pension costs	<u>3,544</u>	<u>3,177</u>
Payroll sub total	22,558	20,952
Contracted out staffing services	<u>483</u>	<u>368</u>
	23,041	21,320
Restructuring costs approved by Corporation - contractual	57	-
Total Staff costs	<u>23,097</u>	<u>21,320</u>

From 1st July 2024 The Corporation launched an Electric Vehicle salary sacrifice car scheme, at 31st July 2025 there were no applicants to the scheme.

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 College Leadership Team which comprises the Principal, Vice Principal Finance & Resources and the Vice Principal Curriculum & Quality.

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

	Year ended 31 July 2025 No.	Year ended 31 July 2024 No.
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The number of key management personnel including the Accounting Officer was:

<u>3</u>	<u>3</u>
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Reaseheath College

Notes to the Financial Statements (continued)

7 Staff costs - (Continued)

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

	Key management		Other staff	
	2025 No.	2024 No.	2025 No.	2024 No.
£ 60,001 to £ 65,000 p.a	-	-	1	1
£ 65,001 to £ 70,000 p.a	-	-	-	2
£ 70,001 to £ 75,000 p.a	-	-	4	3
£ 75,001 to £ 80,000 p.a	-	-	1	-
£ 80,001 to £ 85,000 p.a	-	-	-	-
£ 85,001 to £ 90,000 p.a	-	-	-	-
£ 90,001 to £ 95,000 p.a	-	-	-	-
£ 95,001 to £ 100,000 p.a	-	1	-	-
£ 100,001 to £ 105,000 p.a	1	1	-	-
£ 145,001 to £ 150,000 p.a	1	-	-	-
£ 150,001 to £ 155,000 p.a	-	-	-	-
£ 155,001 to £ 160,000 p.a	-	1	-	-
£ 160,001 to £ 165,000 p.a	1	-	-	-
	3	3	6	6

Note: During the year an other staff postholder ceased employment with the College in Sep-24, the post was replaced from Dec-24. As a result, their emoluments for 2025 do not fall into any of the above ranges.

Key management personnel emoluments are made up as follows:

	2025 £'000	2024 £'000
Salaries	365	350
Employers National Insurance	49	45
Benefits in kind	9	8
	423	403
Pension contributions	98	87
Total emoluments	521	490

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

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

	2025 £'000	2024 £'000
Salaries	163	156
Benefits in kind	3	3
	166	159
Pension contributions	47	40

The governing body has adopted AoC's Senior Staff Remuneration Code in July 2019 and will assess pay in line with its principles in future.

The remuneration package of Key management staff, including the Principal and Chief Executive, is subject to annual review by the Remuneration Committee of the governing body who use benchmarking information to provide objective guidance.

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

Reaseheath College

Notes to the Financial Statements (continued)

7 Staff costs - (Continued)

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

	2025	2024
Principal's basic salary as a multiple of the median of all staff	5.82	5.86
Principal and CEO's total remuneration as a multiple of the median of all staff	7.58	8.03

The median pay is calculated on a full-time equivalent basis for the salaries paid by the college to all staff members.

8 Other operating expenses

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Teaching costs	1,495	1,583
Non teaching costs	8,261	8,728
Premises costs	2,762	2,969
Total	12,518	13,280

Other operating expenses include:

	2025	2024
	£'000	£'000
Auditors' remuneration:		
Financial statements audit	46	46
Internal audit	40	40
Other services provided by the financial statements auditors	3	2
Hire of assets under operating leases	409	425
	<hr/>	<hr/>

9 Interest payable

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
On bank loans, overdrafts and other loans:		
	965	1,120
	965	1,120
On finance leases	-	-
Total	965	1,120

10 Taxation

	2025	2024
	£'000	£'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.

Reaseheath College

Notes to the Financial Statements (continued)

11 Tangible fixed assets

	Land and buildings	Equipment	Assets in the Course of Construction	Total	
				Freehold £'000	£'000
Cost or valuation					
At 1 August 2024		90,924	24,030	2,068	117,022
Additions		2,054	3,994	155	6,203
Transfers		2,187	(123)	(2,064)	0
Disposals		0	(55)	0	(55)
At 31 July 2025		95,165	27,846	159	123,170
Depreciation					
At 1 August 2024		25,175	13,838	0	39,013
Transfers		14	(14)		0
Charge for the year		1,840	1,896		3,736
Elimination in respect of disposals			(51)		(51)
At 31 July 2025		27,029	15,669	0	42,698
Net book value at 31 July 2025		68,136	12,177	159	80,472
Net book value at 31 July 2024		65,749	10,193	2,068	78,010

Land and buildings valuations were established with the assistance of independent professional advice, on incorporation.

The net book value of equipment includes an amount of £NIL (2023-24 – £NIL) in respect of assets held under finance leases. The depreciation charge on these assets for the year was £NIL (2023-24 – £NIL).

Reaseheath College

Notes to the Financial Statements (continued)

12 Stocks

	2025 £'000	2024 £'000
Livestock (Biological assets)	1,100	631
Other	207	191
Total	1,307	822

Inventories with the exception of Farm stocks are stated at the lower of their cost and net realisable value.

Farm stock including Livestock have been valued at Fair Value on 31st July 2025. Biological assets included within Livestock are broken down as follows:

	Cattle £'000	Sheep £'000	Pigs £'000	Total £'000
Biological assets				
Balance at 1st August 2023	618	67	-	685
Increase due to purchases	-	-	-	-
Decrease due to sales	(58)	(36)	-	(94)
Net increase due to births/deaths	(4)	(3)	-	(7)
Change in fair value less costs to sell:				
- Due to price changes	18	(3)	-	15
- Due to physical changes	30	3	-	33
Balance at 31st July 2024	<u>604</u>	<u>27</u>	<u>-</u>	<u>631</u>
Balance at 1st August 2024	604	27	-	631
Increase due to purchases	149	10	5	164
Decrease due to sales	-	-18	-	-18
Net increase due to births/deaths	217	-1	-	216
Change in fair value less costs to sell:				
- Due to price changes	82	25	-	107
- Due to physical changes	-	-	-	-
Balance at 31st July 2025	<u>1,052</u>	<u>43</u>	<u>5</u>	<u>1,100</u>

13 Debtors: amounts falling due within one year

	2025 £'000	2024 £'000
Amounts falling due within one year:		
Trade receivables	326	2,041
Net VAT liability receivable	221	64
Prepayments and accrued income	1,106	1,118
Amounts owed by the Department for Education	315	271
Total	1,968	3,494

Reaseheath College

Notes to the Financial Statements (continued)

14 Current investments

	2025 £'000	2024 £'000
Investment in UK Arla Farmers Cooperative Limited	79	79
Total	79	79

Investment in The UK Arla Farmers Cooperative Limited – the UK corporate member of Arla created by the merger of AMCo and AML on 1st January 2016.

15 Creditors: amounts falling due within one year

	2025 £'000	2024 £'000
Bank loans and overdrafts	1,128	1,128
Trade payables	1,142	2,107
Other creditors	1,238	1,240
Holiday Pay Accrual	32	84
Other taxation and social security	409	360
Accruals and deferred income	1,764	3,730
Deferred income - government capital grants	1,009	1,417
Amounts owed to the Department for Education	377	472
Total	7,099	10,538

16 Creditors: amounts falling due after one year

	2025 £'000	2024 £'000
Bank loans	11,660	12,788
Deferred income - government capital grants	38,566	34,705
Total	50,226	47,493

Reaseheath College

Notes to the Financial Statements (continued)

17 Maturity of debt

(a) Bank loans and overdrafts

Bank loans and overdrafts are repayable as follows:

	2025 £'000	2024 £'000
In one year or less	1,128	1,128
Between one and two years	11,660	1,128
Between two and five years	-	11,660
In five years or more	-	-
Total	12,788	13,916

The Group entered into a new Term Facility Agreement on 31st July 2021, this facility is at SONIA plus 2.50% repayable in instalments to 31st July 2026. The amortisation period of the loan is calculated over 15 years and the agreed term of the loan is 5 years. This has been reflected in the above repayment schedule.

The bank loan is secured on a portion of the freehold land and buildings of the College.

18 Provisions

	Defined benefit Obligations £'000	Enhanced pensions £'000	Other £'000	Total £'000
At 1 August 2024	-	261	-	261
Expenditure in the period	(2,210)	(22)	-	(2,232)
Transferred from income and expenditure account	(16,348)	15	-	(16,333)
Notional surplus not recognised	18,558	-	-	18,558
At 31 July 2025	-	254	-	254

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government pension Scheme. Further details are given in Note 24.

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

The principal assumptions for this calculation are:

	2025	2024
Price inflation	2.80%	2.80%
Discount rate	5.00%	4.80%

Reaseheath College

Notes to the Financial Statements (continued)

19 Analysis of changes in net debt

	At 1 August 2024 £'000	Cash flows £'000	Other changes £'000	At 31 July 2025 £'000
Cash and cash equivalents				
Cash	9,786	(1,979)	-	7,807
Total cash and cash equivalents	9,786	(1,979)	-	7,807
Borrowings				
Senior loan	(13,916)	1,128	-	(12,788)
Total Borrowing	(13,916)	1,128	-	(12,788)
Total net debt	(4,130)	(851)	-	(4,981)

20 Capital commitments

	2025 £'000	2024 £'000
Commitments contracted for at 31 July	685	1,288
Authorised, but not contracted for at 31 July	-	-

There were no authorised but not contracted capital commitments at 31st July 2025, or 31st July 2024.

21 Lease Obligations

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

	2025 £'000	2024 £'000
Future minimum lease payments due		
Other		
Not later than one year	461	483
Later than one year and not later than five years	1,092	1,238
later than five years	1,073	1,247
	2,626	2,968

22 Contingent liabilities

There are no known contingent liabilities provided for at the year end.

23 Events after the reporting period

There are no known events after the reporting period

Reaseheath College

Notes to the Financial Statements (continued)

24 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 Cheshire Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Cheshire West and Cheshire Council. Both are multi-employer defined-benefit plans.

Total pension cost for the year	2025	2024		
	£'000	£'000	£'000	
Teachers Pension Scheme: contributions paid		1,924		1,581
Local Government Pension Scheme:				
Contributions paid	2,210		2,165	
FRS 102 (28) charge	(3,318)		(3,109)	
Charge to the Statement of Comprehensive Income		(1,108)		(944)
Enhanced pension charge to Statement of Comprehensive Income		15		20
Total Pension Income and Expenditure for Year within Staff Costs & Endowment & Investment Income	831			657

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.

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

Teachers' Pension Scheme

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

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

Reaseheath College

Notes to the Financial Statements (continued)

24 Defined benefit obligations (continued)

Under the definitions set out in FRS102 (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 FRS102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The College has set out above the information available on the plan and the implications for the College in terms of the anticipated contribution rates.

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

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

As a result of the valuation, new employer contribution rates will rise to 28.68% from April 2024 (compared to 23.68% during 2018/19). DfE has agreed to pay a teacher pension employer contribution grant to cover the additional cost during the 2024-25 academic year.

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

The pension costs paid to TPS in the year amounted to £2,492,324 (2024: £2,099,100).

Reaseheath College

Notes to the Financial Statements (continued)

24 Defined benefit obligations (continued)

Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by Cheshire West and Chester Local Authority. The total contribution made for the year ended 31 July 2025 was £2,817k of which employer's contributions totalled £2,210k and employees' contributions totalled £607k. The agreed contribution rates for future years are 19.62% (with a further 1.18% paid to separate Ill Health Insurance) for employers and range from 5.5% to 12.5% for employees, depending on salary.

Principal Actuarial Assumptions

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

	At 31 July 2025	At 31 July 2024
Rate of increase in salaries	3.45%	3.45%
Future pensions increases	2.75%	2.75%
Discount rate for scheme liabilities	5.80%	5.00%
Inflation assumption (CPI)	2.75%	2.75%
Commutation of pensions to lump sums	65.00%	65.00%

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	At 31 July 2024
	years	years
<i>Retiring today</i>		
Males	20.90	20.60
Females	24.20	24.20
<i>Retiring in 20 years</i>		
Males	21.60	21.40
Females	25.30	25.30

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

	Long-term rate of return expected at 31 July 2025	Fair value at 31 July 2025	Long-term rate of return expected at 31 July 2024	Fair value at 31 July 2024
		£'000		£'000
Equity instruments		27,420		25,503
Debt instruments		21,824		18,362
Property		6,715		6,121
Cash		0		1,020
Total fair value of plan assets		55,959		51,006
Weighted average expected long term rate of return	8.0%		8.0%	
Actual return on plan assets		1,387		1,387

Reaseheath College

Notes to the Financial Statements (continued)

24 Defined benefit obligations (continued)

Local Government Pension Scheme (Continued)

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	55,960	51,006
Present value of plan liabilities	(37,402)	(40,927)
Notional surplus not recognised	(18,558)	(10,079)
Net pensions (liability) (Note 18)	—	—

As the present value of the defined benefit obligation at the reporting date is less than the fair value of the 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 statement in line with paragraph 28.22 of FRS102.

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

	2025 £'000	2024 £'000
Amounts included in staff costs		
Current service cost	1,612	1,599
Past service cost	8	—
Total	1,620	1,599

Amounts included in interest payable

Net interest received	(518)	(378)
	(518)	(378)

Amounts recognised in Other Comprehensive Income

Return on pension plan assets	418	1,387
Experience gains arising on defined benefit obligations	—	—
Changes in assumptions underlying the present value of plan liabilities	6,953	552
Notional surplus not recognised	(8,479)	(2,883)
Amount recognised in Other Comprehensive Income	(1,108)	(944)

Reaseheath College

Notes to the Financial Statements (continued)

24 Defined benefit obligations (continued)

Local Government Pension Scheme (Continued)

Movement in net defined benefit liability during the year

	2025 £'000	2024 £'000
Notional Surplus (Deficit) in scheme at 1 August	10,079	7,196
Movement in year:		
Current service cost	(1,612)	(1,599)
Employer contributions	2,210	2,165
Past service cost	(8)	-
Net interest on the defined liability	518	378
Effect of business combinations and disposals	-	-
Actuarial gain or loss	(11,187)	(8,140)
Net defined benefit liability at 31 July	-	-

Asset and Liability Reconciliation

	2025 £'000	2024 £'000
Changes in the present value of defined benefit obligations		
Defined benefit obligations at start of period	40,927	38,260
Current Service cost	1,612	1,599
Interest cost	2,078	1,963
Contributions by Scheme participants	607	559
Experience gains and losses on defined benefit obligations	-	-
Changes in financial assumptions	(6,701)	(1,818)
Changes in demographic assumptions	162	(82)
Other experience	(414)	1,348
Estimated benefits paid	(877)	(902)
Past Service cost	8	-
Curtailments and settlements	-	-
Defined benefit obligations at end of period	37,402	40,927

Reconciliation of Assets

	2025	2024
Fair value of plan assets at start of period	51,006	45,456
Interest on plan assets	2,596	2,341
Return on plan assets	418	1,387
Employer contributions	2,210	2,165
Contributions by Scheme participants	607	559
Estimated benefits paid	(877)	(902)
Assets at end of period	55,960	51,006

Reaseheath College

Notes to the Financial Statements (continued)

24 Defined benefit obligations (continued)

Local Government Pension Scheme (Continued)

The other financial and demographic assumptions adopted to calculate the past service cost are the same as those used to calculate the overall scheme liability. Adopting different assumptions, or making other adjustments to reflect behavioural changes stemming from the judgement, would be expected to change the disclosed past service cost.

Similarly, allowing for variations in individual members' future service or salary progression is expected to produce higher costs. The past service cost is particularly sensitive to the difference between assumed long term general pay growth and the CPI. If the long term salary growth assumptions were 0.1% pa lower, then the past service cost disclosed here would be expected to reduce by 50% and conversely a 0.1% pa increase the estimated cost by 65%.

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.

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.

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.

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

25 Related party transactions

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

The total expenses paid to or on behalf of the Governors during the year was £2,469; 8 governors (2023/4: £2,236; 5 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, it also includes costs for advisory work relating to the governor review.

No Governor has received any remuneration or waived payments from the College or its subsidiaries during the year (2023/4: None).

Reaseheath College

Notes to the Financial Statements (continued)

26 Amounts disbursed as agent

Learner support funds

	2025 £'000	2024 £'000
Balance unspent as at 1 August, included in creditors	852	796
Funding body grants – 16-19 bursary support	48	49
Funding body grants – 16-19 discretionary learner support	366	387
Funding body grants – 16-19 residential bursaries	271	271
Other Funding body grants	-	-
Interest earned	1,537	1503
 Disbursed to students	 (801)	 (625)
Administration costs	(40)	(26)
Paid by/(Returned to) funding bodies	-	-
Amount in financial statements	-	-
 Balance unspent as at 31 July, included in creditors	 <u>696</u>	 <u>852</u>

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.

27 OfS Access and Participation Expenditure

Reaseheath College has an agreed Access and Participation plan with the Office for Students (OfS), a copy of the plan can be obtained via the College website www.reaseheath.ac.uk. During 2024/25, Reaseheath College spent the following in relation to this plan:

	2025 £'000	2024 £'000
Access Investment	143	104
Financial Support to Students	83	80
Disability Support	118	95
Research and Evaluation	37	52
 Total Expenditure	 <u>381</u>	 <u>331</u>

Included within the above costs for 2025 were £55k (2024; £57k) (in relation to staff time, this cost is included within staff costs (Note 7)

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