

UNIVERSITY AND COLLEGE UNION

To:

From:

UCU

SUBJECT:

AUDITED FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 31 AUGUST 2024



**UNIVERSITY AND COLLEGE UNION****FINANCIAL STATEMENTS FOR THE****YEAR ENDED 31ST AUGUST 2024****REPORT OF THE HONORARY TREASURER**

The University and College Union (UCU) was formed following a vote in favour of amalgamation by the former members of the Association of University Teachers (AUT) and the former members of the National Association of Teachers in Further and Higher Education (NATFHE). UCU was established under an instrument of amalgamation dated 1st June 2006 and is registered with the Office of the Certification Officer.

These financial statements represent the eighteenth set of accounts for the Union and report the income and expenditure for the year ended 31st August 2024 and the assets and liabilities of the Union as at that date.

**ACCOUNTING PRACTICE**

The accounts for the year ended 31st August 2024 have been prepared in accordance with the Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council which applies in the United Kingdom and Republic of Ireland to accounting periods beginning on or after 1st January 2015.

Under FRS102, the income and expenditure of the Union is reported in a Statement of Comprehensive Income and the Balance Sheet is represented by a Statement of Financial Position.

Under FRS102 investments are stated at market value, staff costs include accrued holiday pay, deferred tax is provided on investment gains and operating leases are disclosed showing the minimum lease payments due analysed over the lease term. FRS102 requires that a pension fund asset or liability should be recognised in the financial statements in respect of the surplus or deficit arising in the NATFHE Pension and Life Assurance Scheme (a defined benefit scheme operated by UCU as the employer).

In the event of a pension fund liability arising in respect of a deficit in the Universities Superannuation Scheme (USS), a provision for the Union's share of the deficit contribution liability arising in that scheme is required under FRS102 where a funding plan has been agreed. Where the scheme is in surplus, there is no requirement to retain a provision for any deficit.

The details relating to the pension funds and any necessary provisions made are explained under note 37 to the accounts.

**SUMMARY OF RESULT FOR THE YEAR ENDED 31ST AUGUST 2024.**

The Union's Accumulated Fund made a surplus before taxation of £11,419,067 (2023 - surplus £1,471,485) and a total surplus for the year after taxation of £11,183,984 (2022 - surplus £1,296,980).

The surplus for the year is reported after accounting for the movements in the Union's share of the pension scheme deficit contribution liability on the multi-employer defined benefit pension scheme held with the USS. The movements derive from the latest valuation carried out as at 31st March 2023. The pension scheme valuation showed a surplus as at 31st March 2023 of £7.4 billion which was a significant improvement on the previous valuation as at 31st March 2020 which indicated a deficit of £14.1 billion. As the USS pension scheme was in surplus as at 31st March 2023 there is no requirement to maintain a deficit contribution liability. As a result, a material credit arose to the Union's Accumulated Fund of £8,064,845 and is included in the surplus before taxation of £11,419,067.

Further information on this is given at note 44.

The Union's Fighting Fund made an operating deficit and deficit after taxation of £690,534 (2023 operating deficit - £727,694).

The Union's Political Fund made an operating surplus and surplus after taxation of £5,607 (2023 - surplus £5,105).

The actuarial gain recognised in the financial statements in respect of the NATFHE Pension and Life Assurance Scheme for the year to 31st August 2024 is £0.366m (2023 - actuarial loss £0.433m). A surplus arose in the scheme of £3,706,000 (compared to a surplus of £1,668,000 as at 31st August 2023). The increase in the surplus is due mainly to the gains from changes to financial assumptions which exceeded the higher investment returns and reflects the higher interest payable on assets. The increase in the scheme's surplus also takes into account the deficit reduction contributions paid by UCU and the higher experience liabilities payable on pensions compared to the increase in inflation assumptions used in evaluating the liabilities of the scheme.

The revised recovery plan agreed between the Union and the Trustees of the NATFHE Pension and Life Assurance Scheme on 27th July 2021 made provision for a third and final contingent contribution payable for the year to 31st August 2023 of £762,000. Full details of the recovery plan are set out under note 37 to the accounts.

**Maxine Looby**

28th February, 2025.

**STATEMENT OF RESPONSIBILITIES OF THE  
UNION AND MEMBERS OF THE NATIONAL EXECUTIVE COMMITTEE**

The National Executive Committee is the principal executive committee of the Union and consists of the Officers of the Union (President; President-elect; Vice-President; Immediate Past-President; Honorary Treasurer), the General Secretary and the ordinary members of the Committee elected for constituencies defined in the Union's Rules.

Trade Union law requires the Union and members of the National Executive Committee to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Union and of the surplus or deficit of the Union for that period. In preparing those financial statements the Union and members of the National Executive Committee are responsible for preparing accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). In doing so the National Executive Committee is required to:

- (a) select suitable accounting policies and then apply them consistently;
- (b) make judgements and estimates that are reasonable and prudent;
- (c) state whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements; and
- (d) prepare the financial statements on the going concern basis unless it is inappropriate to assume that the Union will continue in operation.

The Union and members of the National Executive Committee are responsible for keeping proper accounting records such as are necessary to give a true and fair view of the state of affairs of the Union and to explain its transactions. The Union and members of the National Executive Committee must also establish and maintain a satisfactory system of control of its accounting records, its cash holdings and all its receipts and remittances and hence are responsible for safeguarding the assets and taking reasonable steps for the prevention and detection of fraud and other irregularities.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE  
UNIVERSITY AND COLLEGE UNION**

**Opinion**

We have audited the financial statements of the University and College Union for the year ended 31st August 2024 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31st August 2024 and of the Union's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992, and the rules of the Union.

**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 Union 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 National Executive Committee'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 Union's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

**Other information**

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

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

We have nothing to report in this regard.

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

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Honorary Treasurer.

We have nothing to report in respect of the following matters in relation to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the Union; 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
- a satisfactory system of control has not been maintained over the Union's transactions; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of the Members of the National Executive Committee**

As explained more fully in the Statement of Responsibilities of the Union and Members of the National Executive Committee [set out on page 2], the Members of the National Executive Committee are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Members of the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Members of the Executive Committee are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Members of the Executive Committee either intend to liquidate the Union 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 these financial statements.

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

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Union through discussions with Members of the Executive Committee and other management, and from our knowledge and experience of the Trade Union sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements of the Union, including, but not limited to the Trade Union and Labour Relations (Consolidation) Act 1992, taxation and employment legislation. In addition we considered laws and regulations that do not have a direct effect on the financial statements but compliance with might be fundamental to the Union's operations including data protection, health and safety and environmental legislation.
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

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

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with the Certification Officer, HMRC, relevant regulators, and the Union's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance.

Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Members of the Executive Committee and other management and the inspection of regulatory and legal correspondence, if any.

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

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

**Use of our report**

This report is made solely to the Members of the Union, as a body, in accordance with the Union's rules. Our audit work has been undertaken so that we may state to the Union's Members 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 Union and its Members as a body, for our audit work, for this report or for the opinions we have formed.

**Knox Cropper LLP**  
**Chartered Accountants and Statutory Auditor**  
**65 Leadenhall Street, London, EC3A 2AD**

*Knox Cropper*

28th February, 2025.

Knox Cropper LLP is eligible for appointment as auditor of the Union by virtue of its eligibility for appointment as auditor of a company under Section 1212 of the Companies Act 2006.

## UNIVERSITY AND COLLEGE UNION

STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 31ST AUGUST 2024

INCOME	Notes	Accumulated Fund £	Fighting Fund £	Political Fund £	Year ended 31.8.2024 £	Year ended 31.8.2023 £
Subscriptions	2	23,477,778	470,746	145,550	24,094,074	23,249,312
Donations received		--	38,861	--	38,861	320,624
Insurance commission received		1,588	--	--	1,588	2,253
Investment income	3	22,014	--	--	22,014	11,000
Bank interest	4	745,794	--	--	745,794	469,797
Other interest	4	18	--	--	18	--
<b>TOTAL OPERATING INCOME</b>		<b>24,247,192</b>	<b>509,607</b>	<b>145,550</b>	<b>24,902,349</b>	<b>24,052,986</b>
<b>TOTAL EXPENDITURE</b>	(page 6)	<b>(13,021,775)</b>	<b>(1,200,141)</b>	<b>(139,943)</b>	<b>(14,361,859)</b>	<b>(23,368,740)</b>
<b>OPERATING SURPLUS / (DEFICIT)</b>		<b>11,225,417</b>	<b>(690,534)</b>	<b>5,607</b>	<b>10,540,490</b>	<b>684,246</b>
Non-operational items:						
Unrealised gain on investments	5	193,650	--	--	193,650	64,650
<b>SURPLUS / (DEFICIT) FOR THE YEAR BEFORE TAXATION</b>		<b>11,419,067</b>	<b>(690,534)</b>	<b>5,607</b>	<b>10,734,140</b>	<b>748,896</b>
Taxation (charge)	6	(235,083)	--	--	(235,083)	(174,505)
<b>SURPLUS / (DEFICIT) FOR THE YEAR AFTER TAXATION</b>		<b>11,183,984</b>	<b>(690,534)</b>	<b>5,607</b>	<b>10,499,057</b>	<b>574,391</b>
<b>OTHER COMPREHENSIVE INCOME</b>						
Actuarial gain / (loss) on NATFHE Pension and Life Assurance Scheme	7	366,000	--	--	366,000	(433,000)
<b>TOTAL COMPREHENSIVE INCOME / (EXPENDITURE) FOR THE YEAR</b>		<b>£11,549,984</b>	<b>£(690,534)</b>	<b>£5,607</b>	<b>£10,865,057</b>	<b>£141,391</b>

## CONTINUING OPERATIONS

None of the Union's activities was discontinued during the above two financial years.

The notes on pages 10 to 31 form part of these financial statements.

Auditor's report - pages 3 and 4.

## UNIVERSITY AND COLLEGE UNION

**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
(Continued)

<b>EXPENDITURE</b>	<b>Notes</b>	<b>Accumulated Fund £</b>	<b>Fighting Fund £</b>	<b>Political Fund £</b>	<b>Year ended 31.8.2024, £</b>	<b>Year ended 31.8.2023, £</b>
Professional Support	<b>8</b>	525,836	--	--	525,836	534,062
Campaigns and Membership	<b>9</b>	404,291	--	38,728	443,019	769,123
Higher and Further Education	<b>10</b>	182,574	--	--	182,574	143,992
Bargaining and Negotiations	<b>11</b>	184,369	--	--	184,369	126,178
Equality and Policy	<b>12</b>	323,028	--	--	323,028	224,976
Remuneration and expenses of staff	<b>13</b>	5,144,859	--	--	5,144,859	10,690,207
Occupancy costs (Head offices)	<b>14</b>	1,290,745	--	--	1,290,745	1,200,913
Occupancy costs (Regional office)	<b>15</b>	731,136	--	--	731,136	676,787
Motor expenses (Regional offices only)	<b>16</b>	120,227	--	--	120,227	126,967
Stationery, printing, postage, telephone etc.	<b>17</b>	330,516	--	--	330,516	357,012
Equipment and systems maintenance	<b>18</b>	982,664	--	--	982,664	1,013,316
Depreciation (Furniture and equipment)		236,590	--	--	236,590	192,668
Auditor's fees		44,273	--	--	44,273	42,584
Professional Fees	<b>19</b>	584,006	--	--	584,006	636,745
General Secretary's department		37,989	--	--	37,989	36,227
Expenses of National Executive Committee	<b>20</b>	157,896	--	--	157,896	187,122
Expenses of Congress	<b>21</b>	515,602	--	--	515,602	582,783
Ballot	<b>22</b>	308,706	197,677	--	506,383	640,252
Financial (income)	<b>23</b>	(130,000)	--	--	(130,000)	(58,000)
Miscellaneous	<b>24</b>	94,111	513	--	94,624	96,099
Finance costs	<b>25</b>	179,779	--	--	179,779	393,102
Other outgoings	<b>26</b>	263,795	1,001,951	14,400	1,280,146	4,207,093
International affiliations	<b>27</b>	187,789	--	--	187,789	178,868
Other affiliations	<b>28</b>	318,986	--	86,815	405,801	370,997
VAT payable / (recoverable)	<b>29</b>	2,008	--	--	2,008	(1,333)
<b>TOTAL EXPENDITURE</b>		<b>£13,021,775</b>	<b>£1,200,141</b>	<b>£139,943</b>	<b>£14,361,859</b>	<b>£23,368,740</b>

The notes on pages 10 to 31 form part of these financial statements.

Auditor's report - pages 3 and 4.

## UNIVERSITY AND COLLEGE UNION

## STATEMENT OF FINANCIAL POSITION AT 31ST AUGUST 2024

	Notes	At 31.8.2024.		At 31.8.2023	
		£	£	£	£
<b>TANGIBLE FIXED ASSETS</b>	<b>30</b>		12,271,566		12,647,734
<b>INVESTMENTS</b>	<b>31</b>		1,725,000		1,531,350
<b>CURRENT ASSETS</b>					
Subscriptions receivable	<b>32</b>		167,183		168,525
Other debtors and payments in advance	<b>33</b>		874,079		747,541
Building society deposit	<b>34</b>		--		50
Cash at bank and in hand	<b>35</b>		<u>30,250,855</u>		<u>29,323,672</u>
			31,292,117		30,239,788
deduct:					
<b>CURRENT LIABILITIES</b>					
<b>Creditors:</b> Amounts falling due within one year	<b>36</b>		<u>(2,886,694)</u>		<u>(3,541,095)</u>
<b>NET CURRENT ASSETS</b>			<u>28,405,423</u>		<u>26,698,693</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES AND NET ASSETS BEFORE PENSION SCHEMES</b>			42,401,989		40,877,777
<b>Net pension scheme asset on the defined benefit pension scheme</b>	<b>37</b>		3,706,000		2,430,000
<b>Pension scheme (liability) on the multi-employer defined benefit pension scheme</b>	<b>37</b>		<u>--</u>		<u>(8,064,845)</u>
<b>NET ASSETS</b>			<u>£46,107,989</u>		<u>£35,242,932</u>
<b>This was represented by:</b>					
<b>ACCUMULATED FUND</b>	(page 8)		40,421,644		30,292,898
<b>NON-DISTRIBUTABLE INVESTMENT RESERVE</b>			1,182,661		1,037,423
<b>FIGHTING FUND</b>			770,997		1,461,531
<b>POLITICAL FUND</b>			<u>26,687</u>		<u>21,080</u>
<b>NET FUNDS BEFORE PENSION FUND</b>			42,401,989		32,812,932
<b>PENSION FUND</b>			3,706,000		2,430,000
			<u>£46,107,989</u>		<u>£35,242,932</u>

Signed on behalf of the National Executive Committee.

M. Looby  
President *Maxine Looby*

28th February, 2025.

M. Chondrogianni  
President Elect *Maria Chondrogianni*The notes on pages 10 to 31 form part of these financial statements.  
Auditor's report - pages 3 and 4.



## UNIVERSITY AND COLLEGE UNION

## STATEMENT OF CHANGES IN EQUITY AT 31ST AUGUST 2024

<b>Funds</b>	<b>Accumulated Fund £</b>	<b>Non-distributable Investment Reserve £</b>	<b>Fighting Fund £</b>	<b>Political Fund £</b>	<b>Pension Fund £</b>	<b>Total at 31.8.2024 £</b>	<b>Total at 31.8.2023 £</b>
<b>Totals at 1.9.23.</b>	30,292,898	1,037,423	1,461,531	21,080	2,430,000	35,242,932	35,101,541
Total comprehensive income /(expenditure) in the year ended 31.8.2022:							
- Accumulated Fund	11,549,984					11,549,984	863,980
- Fighting Fund			(690,534)			(690,534)	(727,694)
- Political Fund				5,607		5,607	5,105
Unrealised (gain) / loss on investments:	(193,650)	--	--	--	--	(193,650)	(64,650)
- transferred to / (from) non-distributable reserve	--	193,650	--	--	--	193,650	64,650
Increase / (decrease) in deferred tax provision:	48,412	--	--	--	--	48,412	72,695
- transferred (from) / to non-distributable reserve	--	(48,412)	--	--	--	(48,412)	(72,695)
Financial (income), past service cost:	(130,000)	--	--	--	--	(130,000)	(58,000)
- transferred to Pension Fund	--	--	--	--	130,000	130,000	58,000
Actuarial (gain) / loss reflected in Statement of Comprehensive Income:	(366,000)	--	--	--	--	(366,000)	433,000
- transferred to / (from) Pension Fund	--	--	--	--	366,000	366,000	(433,000)
Pension contributions paid in the year:	(780,000)	--	--	--	--	(780,000)	(780,000)
- transferred to Pension Fund	--	--	--	--	780,000	780,000	780,000
Contingent pension contributions payable for the year:	--	--	--	--	--	--	(762,000)
- to be transferred to Pension Fund	--	--	--	--	--	--	762,000
<b>Totals at 31.8.24.</b>	<b>£40,421,644</b>	<b>£1,182,661</b>	<b>£770,997</b>	<b>£26,687</b>	<b>£3,706,000</b>	<b>£46,107,989</b>	<b>£35,242,932</b>
<b>Totals at 31.8.23.</b>	<b>£30,292,898</b>	<b>£1,037,423</b>	<b>£1,461,531</b>	<b>£21,080</b>	<b>£2,430,000</b>	<b>£35,242,932</b>	
<b>Represented by:</b>	<b>Accumulated Fund £</b>	<b>Non-distributable Investment Reserve £</b>	<b>Fighting Fund £</b>	<b>Political Fund £</b>	<b>Pension Fund £</b>	<b>Total at 31.8.2024 £</b>	<b>Total at 31.8.2023 £</b>
Tangible fixed assets	12,271,566	--	--	--	--	12,271,566	12,647,734
Investments	242,214	1,482,786	--	--	--	1,725,000	1,531,350
Current assets:							
Subscriptions receivable	167,183	--	--	--	--	167,183	168,525
Other debtors and payments in advance	865,928	--	--	8,151	--	874,079	747,541
Building society deposit	--	--	--	--	--	--	50
Cash at bank and in hand	29,740,333	--	497,199	13,323	--	30,250,855	29,323,672
	30,773,444	--	497,199	21,474	--	31,292,117	30,239,788
Add / (deduct) inter-fund balance	(278,582)	--	273,369	5,213	--	--	--
deduct:							
Creditors; amounts falling due within one year	(2,586,998)	(300,125)	429	--	--	(2,886,694)	(3,541,095)
Net current assets	27,907,864	(300,125)	770,997	26,687	--	28,405,423	26,698,693
Total assets less current liabilities	40,421,644	1,182,661	770,997	26,687	--	42,401,989	40,877,777
Add / (deduct):							
Net pension scheme asset - defined benefit scheme	--	--	--	--	3,706,000	3,706,000	2,430,000
Pension scheme (liability) - multi-employer defined benefit pension scheme	--	--	--	--	--	--	(8,064,845)
<b>Total net assets at 31.8.24.</b>	<b>£40,421,644</b>	<b>£1,182,661</b>	<b>£770,997</b>	<b>£26,687</b>	<b>£3,706,000</b>	<b>£46,107,989</b>	<b>£35,242,932</b>

The notes on pages 10 to 31 form part of these financial statements.

Auditor's report - pages 3 and 4.

**UNIVERSITY AND COLLEGE UNION**

9.

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31ST AUGUST 2024**

	<b>Notes</b>	<b>Year to 31.8.2024. £</b>	<b>Year to 31.8.2023. £</b>
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Surplus / (deficit) for the year before taxation		10,734,140	748,896
Adjustments for:			
Depreciation and amortisation charges	<b>30</b>	595,954	551,498
Investment income	<b>3</b>	(22,014)	(11,000)
Bank interest and other interest received		(748,342)	(399,126)
(Increase) / decrease in debtors, payments in advance and subscriptions receivable	<b>41(a)</b>	(125,196)	13,088
(Decrease) in creditors	<b>41(b)</b>	(787,571)	(306,917)
Financial (income)	<b>37</b>	(130,000)	(58,000)
Payments to pension scheme	<b>37</b>	(780,000)	(780,000)
Contingent pension contributions payable by the Employer to the pension scheme for the year ended 31 August 2023	<b>37</b>	--	(762,000)
(Increase) in market value of investments	<b>31(a)</b>	(193,650)	(64,650)
(Decrease) in present value of deficit contributions payable to USS	<b>37</b>	(8,064,845)	(1,184,624)
<b>Net cash generated from / (expended on) operating activities</b>		<b>478,476</b>	<b>(2,252,835)</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Return of building society deposit	<b>34</b>	50	--
Investment income	<b>3</b>	22,014	11,000
Bank interest and other interest received		748,342	399,126
Taxation paid		(101,913)	(16,757)
Purchase of tangible fixed assets	<b>30</b>	(219,786)	(313,347)
<b>Net cash inflow from investing activities</b>		<b>448,707</b>	<b>80,022</b>
Increase / (decrease) in cash and cash equivalents in the year	<b>38</b>	927,183	(2,172,813)
Cash and cash equivalents 1st September 2023	<b>38</b>	29,323,672	31,496,485
<b>CASH AND CASH EQUIVALENTS AT 31st AUGUST 2024</b>	<b>38</b>	<b>£30,250,855</b>	<b>£29,323,672</b>

The notes on pages 10 to 31 form part of these financial statements.  
Auditor's report - pages 3 and 4.

**UNIVERSITY AND COLLEGE UNION**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**

**1. Principal Accounting Policies**

The financial statements comply with relevant accounting standards. The principal accounting policies, which have been consistently applied throughout the year, are set out below.

(a) **Accounting convention**

The financial statements are prepared in accordance with applicable accounting standards including FRS 102 "the Financial Reporting Standard" applicable in the UK and Republic of Ireland. The financial statements have been prepared on the historical cost basis except for the modification to a fair value basis for certain financial instruments as specified in the accounting policies below.

(b) **Going Concern**

The Union meets its day-to-day working capital requirements through its bank facilities. The Union's forecasts and projections, taking account of reasonably possible changes in operational performance, show that the Union should be able to operate within the level of its current facilities. After making enquiries, the Executive have a reasonable expectation that the Union has adequate resources to continue in operational existence for the foreseeable future. The Union therefore continues to adopt the going concern basis in preparing its financial statements.

(c) **Critical Accounting Judgements and Key Sources of Uncertainty**

The preparation of the financial statements requires the Union's management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

**Depreciation.**

UCU's management considers the depreciation rates used to evaluate the cost of the Union's assets and the useful life of those assets (as set out below under note 1(e)). Any changes to the rates used, the useful life and residual value of those assets may have a significant effect on the book value of those assets and the amounts shown as depreciation in these financial statements. The Union's management reviews the appropriateness of the depreciation policies used annually.

**Employee benefits.**

The pension scheme asset as at 31st August 2024 in respect of the NATFHE Pension and Life Assurance Scheme has been calculated in accordance with the details provided by the Scheme's actuary and in consideration of the disclosure requirements under FRS102. The Scheme's assets and liabilities have been calculated by updating the preliminary results of the full triennial valuation as at 1st April 2023. Any changes in the assumptions used in evaluating the Scheme's assets and liabilities may have a significant effect on the amount shown in these financial statements.

The deficit contribution liability shown in these financial statements in respect of the Union's share of the contribution funding deficit in the Universities Superannuation Scheme as at 31st August 2023 is based on a deficit recovery plan model provided to the USS and made available to participating institutions. The Union's management is required to make appropriate assessments of the rate of salary growth and the discount rate used in determining the Union's share of the deficit contribution liability. Any changes in the parameters used in the model may have a significant effect on the amounts shown in these financial statements in accordance with FRS102 and therefore constitute a material source of uncertainty.

**Provisions for liabilities.**

Provisions for liabilities included at the year end have been calculated using the best available information at the time of preparing the financial statements, taking account of information received subsequently. An element of estimation is therefore required when calculating the provisions at the year end.

**Taxation.**

The taxation charge for the year comprises current and deferred tax. An assessment of the provision for deferred taxation is required to be made by the Union's management, taking account of the likely timing and level of future taxable income and expenses in relation to the deferred tax assets and liabilities of the Union.

(d) **Branches and Local Associations.**

For the purpose of the Trade Union and Labour Relations (Consolidation) Act 1992 the Union is regarded as a trade union with branches. The "branches" of the Union comprise of Local Associations of UCU or Branches of UCU. The assets, liabilities and transactions of the "branches" are dealt with in these accounts only to the extent of the subscriptions due from "branches" to the Union or subscriptions due to "branches" by the Union, loans repayable by the Union to "branches", expenses payable to "branches" by the Union and salary costs chargeable to "branches" by the Union.

(e) **Depreciation**

Depreciation is provided on all tangible fixed assets, other than land, at rates calculated to write off the cost, less estimated residual value, of each asset on a straight line basis over its expected useful life, as follows:

Freehold and long leasehold property.	2%.
Fixtures and fittings.	10% or the remaining period of the lease.
Plant and machinery.	25%.
Furniture.	10% to 12.5%.
Office equipment.	20%.
Computer equipment and software.	33%.
Motor vehicles (leased).	Over the period of the lease.

The rate of depreciation is reduced proportionately in the year of acquisition of an asset.

(f) **Subscriptions**

Subscriptions are accounted for on an accruals basis, although no account is taken of individual members' subscriptions that may be in arrears.

**UNIVERSITY AND COLLEGE UNION**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**

**1. Principal Accounting Policies (continued)**

(g) **Funds**

In accordance with Trade Union law a separate Political Fund was maintained by the Union during the year. All income and expenditure arising on the funds of the Union is reflected in the Statement of Comprehensive Income, with those of the Political Fund disclosed separately. In accordance with Trade Union law and the rules of the Union, subscribing members may or may not choose to contribute to the Political Fund.

During the period ended 31st August 2007 the National Executive Committee agreed upon the creation of a Fighting Fund. The National Executive Committee has the power to endorse sanctions including industrial action and the payment of sustentation. Members may make direct donations to the Fighting Fund. An element of the National subscriptions received from members is hypothecated to the Fighting Fund in accordance with the Union's rules. Costs incurred in respect of industrial action (including industrial action ballots) are to be paid from the Fighting Fund.

The surplus or deficit shown in the Statement of Comprehensive Income for each fund is reflected as movements for the year in the Statement of Changes in Equity on page 8 of the financial statements.

(h) **Pension costs**

The UCU continued to make payments to the NATFHE Pension and Life Assurance Scheme to reduce the deficit that existed in that scheme from 1st June 2006. FRS 102 requires the sponsoring employer to account for the NATFHE Pension and Life Assurance Scheme surplus as an asset or deficit as a liability on its balance sheet mirrored by a pension reserve.

The expected return on assets in the NATFHE Pension and Life Assurance Scheme is reflected by the interest on assets item calculated using the discount rate (i.e. the returns available on high quality corporate bonds) with no allowance made for any outperformance expected from the Scheme's actual asset holding.

Movements on the NATFHE Pension and Life Assurance Scheme's asset or liability, to the extent that they arise from the current service cost of pensions or relate to the interest on pension fund assets net of interest charges on pension fund liabilities, are reflected in the Statement of Comprehensive Income, the former as a component of employee costs and the latter as a component of financial expenses.

Movements on the NATFHE Pension and Life Assurance Scheme assets and liabilities arising from changes in actuarial assumptions including actual returns on pension fund assets net of expected returns and experience gains and losses arising on Fund liabilities are reflected in these financial statements through the Statement of Comprehensive Income. The pension scheme asset is shown in the Statement of Financial Position.

The former Association of University Teachers (AUT) became a participating institution of the Universities Superannuation Scheme (USS) from 1st March 2005. The scheme is a hybrid pension scheme, providing benefits (for all members), as well as defined contribution benefits. The scheme is externally funded and was contracted out of the State Second Pension (S2P) until 5 April 2016. The Assets of the scheme are held in a separate trustee-administered fund. The University and College Union (UCU) became a participating institution of USS on 1st June 2006 following the amalgamation of AUT and NATFHE.

Because of the mutual nature of the USS scheme, the scheme's assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The UCU is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits" UCU therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Income as a component of employee costs represents the contributions payable to the scheme in respect of the accounting year.

Under FRS102 the Union (as a participating institution of the USS) is required to recognise a liability for the contributions payable to the USS where the USS scheme is in deficit and where a funding plan (The Recovery Plan) has been agreed (as was the case following the 2020 valuation). FRS102 requires that where an employer participates in a defined benefit multi-employer plan and there is insufficient information available to use defined benefit accounting and there is an obligation to fund past deficits within the scheme, the institution must recognise a liability for the contractual contributions payable to the scheme to the extent that there is a deficit in the scheme, and account for the resulting movement in the liability in the Statement of Comprehensive Income. As a result, the amount charged or credited to the Statement of Comprehensive Income as a component of employee costs represents the movement in the discounted fair value of the contractual contributions payable to the Scheme by UCU under the funding plan agreement in respect of the accounting year.

Where the USS Scheme is in deficit, the Union's share of the deficit arising is based upon a deficit recovery plan model made available to participating institutions via the USS. Movements in the employer's share of the deficit contribution liability due to the USS Scheme are charged or credited to the Statement of Comprehensive Income as part of the costs of remuneration and expenses of staff. The Union's share of the deficit contribution liability due to the USS Scheme is disclosed in the Statement of Financial Position as the present value of the contributions payable. As the discount rate used in calculating the present value of the deficit contribution liability unwinds this element is shown as part of the finance costs (interest payable) in the applicable period in the Statement of Comprehensive Income.

(i) **Operating Leases**

Rental payments under operating leases are charged to the Statement of Comprehensive Income as payments to the lessor fall due on a straight line basis over the lease term.

(j) **Investments (Financial Instruments)**

Quoted investments held are managed by professional investment managers and brokers and transactions are undertaken under powers delegated to them and they are stated at fair value based on current bid prices where quoted on an active market. Movements in fair value are included in the Statement of Comprehensive Income and in the Statement Of Changes In Equity as they occur. On disposal, relevant gains and losses recognised previously in equity are transferred to the Statement of Comprehensive Income. Unquoted investments are stated at cost as there is no active market available, no reliable basis of valuation is available and other valuation techniques are not considered appropriate.

## UNIVERSITY AND COLLEGE UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST AUGUST 20241. **Principal Accounting Policies (continued)**(k) **Value added tax (VAT)**

The figures included in these financial statements are exclusive of VAT to the extent that input VAT is partially or fully recoverable or output VAT is fully payable.

(l) **Deferred Tax**

Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounts purposes and their treatment for taxation purposes. Deferred tax is provided for on all relevant material reversing timing differences at the rate of corporation tax applicable to the Union's activities at the financial statement date.

(m) **Holiday Pay Accrual**

FRS 102 requires short term employee benefits, such as holiday pay, to be charged to the Statement of Comprehensive Income as the employee service is received. As a result holiday pay accruals are recognised and charged to the Statement of Comprehensive Income as they are received.

2. **Subscriptions**

	Accumulated Fund £	Fighting Fund £	Political Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
Annual subscriptions	23,473,735	470,746	145,550	24,090,031	23,236,784
Joint membership income	4,043	--	--	4,043	12,528
	<u>£23,477,778</u>	<u>£470,746</u>	<u>£145,550</u>	<u>£24,094,074</u>	<u>£23,249,312</u>
2023	<u>£19,700,948</u>	<u>£3,406,656</u>	<u>£141,708</u>	<u>£23,249,312</u>	

Some members of the UCU take advantage of joint membership schemes with the Broadcasting Entertainment Cinematography & Theatre Union (BECTU), the British Orthoptic Society (BOS), the Chartered Society of Physiotherapy (CSP), the Musician's Union (MU), National Union of Journalists (NUJ), Royal College of Occupational Therapists (Unison - RCOT) (formerly British Association of Occupational Therapists (Unison - BAOT)), Royal College of Midwives (RCM), the Royal College of Nursing (RCN), the Society of Chiropractors and Podiatrists (SCP) and the Society of Radiographers (SOR), whereby the benefits of membership of each joint membership scheme reflect the benefits of membership of each participating Union within those joint membership schemes.

In the case of joint membership schemes with the MRC, UNISON and SOR; subscription income is collected by the other participating union for a number of members within those schemes and a proportion is remitted to the UCU.

Joint membership income disclosed above represents the net sum due from or to participating Unions under those schemes.

3. **Investment income**

	Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
<b>From listed investments</b>			
Equities	13,964	13,964	4,675
	<u>13,964</u>	<u>13,964</u>	<u>4,675</u>
<b>From unlisted investment</b>			
Unity Trust Bank plc	8,050	8,050	6,325
	<u>8,050</u>	<u>8,050</u>	<u>6,325</u>
	<u>£22,014</u>	<u>£22,014</u>	<u>£11,000</u>
2023	<u>£11,000</u>	<u>£11,000</u>	

4. **Bank and other interest received**

	Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
Bank interest received from:			
Deposit account	745,794	745,794	469,797
Other interest received	18	18	--
	<u>£745,812</u>	<u>£745,812</u>	<u>£469,797</u>
2023	<u>£469,797</u>	<u>£469,797</u>	

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST AUGUST 2024  
(continued)**

**5. Analysis of amount recognised in Comprehensive Income.**

The movement in the non-distributable investment reserve from 1st September 2023 to 31st August 2024 of £193,650 represents the unrealised gain recognised in Comprehensive Income on the revaluation of quoted investments at the year end (2023 - gain £64,650).

Movement in year: unrealised gain on quoted investments recognised in Comprehensive Income.

	<b>Total at 31.8.2023. £</b>	<b>Movement in the year to 31.8.2024. £</b>	<b>Total at 31.8.2024. £</b>
	1,351,350	193,650	1,545,000
	<u>£1,351,350</u>	<u>£193,650</u>	<u>£1,545,000</u>
2023	<u>£1,286,700</u>	<u>£64,650</u>	<u>£1,351,350</u>

**6. Taxation  
Analysis of charge in year**

Provision for UK corporation tax on surplus for the year  
Adjustments in respect of previous provisions  
Deferred taxation charge

Total current tax charge

**Factors affecting the tax charge for the year**

Surplus on accumulated funds before taxation.

Taxable surplus on accumulated funds before taxation multiplied by the effective rate of UK corporation tax at 25% (2023 - 21.52%).

Effects of:

Income not chargeable to taxation  
Expenses not deductible for tax purposes

Current tax charge

**Deferred taxation**

The movement in the provision for deferred taxation from 1st September 2023 to 31st August 2024 of £48,412 represents the increase in the deferred tax provision on unrealised gains on the revaluation of quoted investments at the year end recognised in Comprehensive Income (2023 - charge £72,695).

Movement in year: deferred tax charge recognised in Comprehensive Income.

		<b>Year to 31.8.2024. £</b>	<b>Year ended 31.8.2023. £</b>
		186,247	101,489
		424	321
		<u>48,412</u>	<u>72,695</u>
		<b>£235,083</b>	<b>£174,505</b>
		<b>Year to 31.8.2024. £</b>	<b>Year ended 31.8.2023. £</b>
		<u>£10,734,140</u>	<u>£748,896</u>
		2,683,535	161,125
		(6,087,150)	(5,087,347)
		<u>3,589,862</u>	<u>5,027,711</u>
		<u>£186,247</u>	<u>£101,489</u>
		<b>Total at 31.8.2023. £</b>	<b>Total at 31.8.2024. £</b>
		<u>251,713</u>	<u>300,125</u>
		<u>£251,713</u>	<u>£300,125</u>
2023	£179,018	£72,695	£251,713

**7. Analysis of amount recognised in Other Comprehensive Income.**

Actuarial gains on the NATFHE Pension and Life Assurance Scheme from 1st September 2023 to 31st August 2024 of £366,000 are recognised in Other Comprehensive Income (2023 - losses £433,000).

Gain / (loss) on Scheme assets in excess of interest  
Experience (loss) / gain arising on the scheme liabilities  
Gains from changes to demographic assumptions  
(Losses)/ gains from changes to financial assumptions

Actuarial gain / (loss) recognised in Other Comprehensive Income.

<b>Accumulated Fund £</b>	<b>Year ended 31.8.2024. £</b>	<b>Year ended 31.8.2023. £</b>
1,317,000	1,317,000	(5,666,000)
(134,000)	(134,000)	185,000
65,000	65,000	667,000
<u>(882,000)</u>	<u>(882,000)</u>	<u>4,381,000</u>
<u>£366,000</u>	<u>£366,000</u>	<u>£(433,000)</u>

## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**8. Professional Support**

Legal costs in connection with employment and strategic cases  
 Legal practicing fees  
 Miscellaneous legal expenses

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
525,749	525,749	532,733
--	--	264
87	87	1,065
<u>£525,836</u>	<u>£525,836</u>	<u>£534,062</u>

**9. Campaigns and Membership**

Campaigns  
 Recruitment  
 Public Affairs (incl. parliamentary and public relations)  
 Media relations - Cuttings/NLA Licence  
 Party Conferences  
 Political Lobbying  
 Parliamentary monitoring  
 Welsh, Scottish and Northern Ireland Assemblies  
 JFHE net (income)  
 Purchased publications and research  
 Other costs

Accumulated Fund £	Political Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
328,401	--	328,401	708,315
77,577	--	77,577	23,275
9,138	--	9,138	9,851
20,988	--	20,988	9,803
--	20,937	20,937	8,845
--	786	786	--
--	17,005	17,005	15,778
--	--	--	171
(61,817)	--	(61,817)	(44,517)
29,033	--	29,033	37,115
971	--	971	487
<u>£404,291</u>	<u>£38,728</u>	<u>£443,019</u>	<u>£769,123</u>

2023

<u>£744,329</u>	<u>£24,794</u>	<u>£769,123</u>
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**10. Higher and Further Education**

Region activity and other costs  
 Subscription rebate UCU (Scotland)  
 Professional fees

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
78,995	78,995	58,001
81,413	81,413	71,231
22,166	22,166	14,760
<u>£182,574</u>	<u>£182,574</u>	<u>£143,992</u>

**11. Bargaining and Negotiations**

Industrial Relations; Higher Education (HE) and Further Education (FE)  
 Conferences and events; Higher Education (HE) and Further Education (FE)  
 Research and other costs  
 Specialist sub-sectors:  
   - Higher Education (HE):  
     Fixed Term Staff (FTS)  
     Academic Related Staff (ARS)  
   - Further Education (FE):  
     Adult Education  
     Prison Education  
 Health and safety events and other costs  
 Pensions events and other costs

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
3,438	3,438	6,089
35,624	35,624	11,230
108,454	108,454	76,338
--	--	--
1,452	1,452	416
843	843	152
--	--	--
400	400	242
3,796	3,796	1,707
25,322	25,322	25,792
5,040	5,040	4,212
<u>£184,369</u>	<u>£184,369</u>	<u>£126,178</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**12. Equality and Policy**

Equality events and other costs  
 Policy conference events and other costs  
 Members training

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
118,634	118,634	89,099
10,146	10,146	1,043
194,248	194,248	134,834
<u>£323,028</u>	<u>£323,028</u>	<u>£224,976</u>

**13. Remuneration and expenses of staff**

Salaries  
 Voluntary severance and early retirement costs  
 Temporary staff  
 Movement in provision for holiday pay  
 Recruitment  
 Superannuation (NIC & pension contributions) (see below)  
 Staff medicals and related costs  
 Other administrative staff costs (including training)

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
10,332,816	10,332,816	9,083,578
22,679	22,679	31,730
38,762	38,762	36,310
(29,745)	(29,745)	38,245
53,758	53,758	18,075
(5,385,712)	(5,385,712)	1,412,073
40,224	40,224	19,483
72,077	72,077	50,713
<u>£5,144,859</u>	<u>£5,144,859</u>	<u>£10,690,207</u>

The average number of employees employed by the Union was 218 (2023 - 218). Of this number 55 (2023 - 55) employees were employed as Local Association or Branch administrators. The costs associated with the employment of the Local Association or Branch administrators were charged to the relevant Local Associations and Branches and are not therefore included within the figures shown above for remuneration.

The amount provided for all short-term compensated absences (holiday entitlement earned but not taken) at the date of the statement of financial position at 31 August 2024 is £264,203 (2023 - £293,948).

**Superannuation (NIC & pension contributions)**

Employer's National Insurance contributions  
 Employer's normal pension contributions to USS  
 Changes in expected contributions to USS (see note 37)  
 Deficit contributions treated as paid to USS (see note 37)  
 Past service cost NATFHE Pension & Life Assurance Scheme (see note 37)

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
1,276,078	1,276,078	1,117,505
1,582,834	1,582,834	1,872,294
(8,038,766)	(8,038,766)	(981,856)
(205,858)	(205,858)	(595,870)
--	--	--
<u>£(5,385,712)</u>	<u>£(5,385,712)</u>	<u>£1,412,073</u>

**Key Management**

Remuneration and expenses of staff includes the cost of key management, represented by the Union's senior management team.  
 The total compensation paid to, or payable in respect of the Union's senior management team for employee services is shown below:

	Year to 31.8.2024. £	Year to 31.8.2023. £
Salaries, other costs and other short-term benefits (including social security contributions)	750,702	663,574
Superannuation (pension contributions)	106,352	131,413
Total compensation	<u>£857,054</u>	<u>£794,987</u>



## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**14. Occupancy costs (Head office)**

Rates
Office insurance and other insurance
Electricity
Cleaning
Repairs and maintenance (buildings)
Depreciation of property
Depreciation of office fixtures and fittings

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
516,010	516,010	484,602
190,482	190,482	178,990
98,919	98,919	102,491
33,793	33,793	28,241
103,714	103,714	59,295
345,240	345,240	345,240
2,587	2,587	2,054
<u>£1,290,745</u>	<u>£1,290,745</u>	<u>£1,200,913</u>

**15. Occupancy costs (Regional offices)**

Regional office rent
Regional office rates
Office insurance
Gas
Electricity
Cleaning
Service charges
Repairs and maintenance (buildings)
Depreciation of office fixtures and fittings

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
328,722	328,722	317,061
121,227	121,227	92,792
7,699	7,699	7,261
1,021	1,021	722
37,919	37,919	30,682
44,326	44,326	43,385
133,521	133,521	133,714
48,131	48,131	42,600
8,570	8,570	8,570
<u>£731,136</u>	<u>£731,136</u>	<u>£676,787</u>

**16. Motor expenses (Regional offices only)**

Regional office car leasing and maintenance
Regional office motor expenses

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
117,893	117,893	124,446
2,334	2,334	2,521
<u>£120,227</u>	<u>£120,227</u>	<u>£126,967</u>

**17. Stationery, printing, postage, telephone etc**

Stationery
Printing
Postage and courier expenditure
Telephone expenditure

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
66,320	66,320	70,627
8	8	80
66,534	66,534	72,165
197,654	197,654	214,140
<u>£330,516</u>	<u>£330,516</u>	<u>£357,012</u>

**18. Equipment and systems maintenance**

Repairs and maintenance of office equipment
IT system maintenance costs
IT system development costs
IT consultancy costs
IT consumables

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
169,422	169,422	177,198
742,649	742,649	655,394
63,289	63,289	142,789
2,464	2,464	32,472
4,840	4,840	5,463
<u>£982,664</u>	<u>£982,664</u>	<u>£1,013,316</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST AUGUST 2024  
(continued)**

**19. Professional Fees**

Accountancy fees  
Professional fees - general and other consultancy.  
Professional fees and costs relating to the administration of the NATFHE Pension and Life Assurance Scheme  
Legal defence fund

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
23,696	23,696	24,376
220,447	220,447	204,371
293,382	293,382	354,144
46,481	46,481	53,854
<u>£584,006</u>	<u>£584,006</u>	<u>£636,745</u>

**20. Expenses of National Executive Committee**

National Executive Committee  
Strategy and Finance Committee (SFC)  
TUC  
Recruitment Organising and Campaigns (ROC) committee  
Higher Education (HE) committee  
Further Education (FE) committee  
Education  
International  
Women members  
Retired members  
Equality Committee  
LGBT members  
Disabled members  
Migrant members  
Black & Ethnic members  
Congress Business Committee (CBC)  
Legal Support Review Panel  
UCU representation on external committees  
Executive flat maintenance and depreciation

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
39,825	39,825	69,337
3,275	3,275	4,644
38,572	38,572	33,355
1,008	1,008	786
7,571	7,571	13,657
8,487	8,487	8,098
84	84	419
21,258	21,258	23,492
143	143	837
4,329	4,329	3,440
1,585	1,585	237
482	482	62
1,658	1,658	142
--	--	596
1,047	1,047	857
2,180	2,180	1,267
--	--	--
14,659	14,659	11,577
11,733	11,733	14,319
<u>£157,896</u>	<u>£157,896</u>	<u>£187,122</u>

**21. Expenses of Congress**

National Congress

Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
515,602	515,602	582,783
<u>£515,602</u>	<u>£515,602</u>	<u>£582,783</u>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST AUGUST 2024  
(continued)**

**22. Ballot**

	Accumulated Fund £	Fighting Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
Elections of National Executive	308,706	--	308,706	212,163
Industrial action ballots	--	197,677	197,677	428,089
	<u>£308,706</u>	<u>£197,677</u>	<u>£506,383</u>	<u>£640,252</u>
2023	<u>£212,163</u>	<u>£428,089</u>	<u>£640,252</u>	

**23. Financial income**

	Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
Expected return on pension scheme assets	1,557,000	1,557,000	1,414,000
Interest on pension scheme liabilities	<u>(1,427,000)</u>	<u>(1,427,000)</u>	<u>(1,356,000)</u>
Net financial income	<u>£130,000</u>	<u>£130,000</u>	<u>£58,000</u>

**24. Miscellaneous**

	Accumulated Fund £	Fighting Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
Bank charges	75,069	513	75,582	88,056
Internal catering and employee refreshments	16,610	--	16,610	6,755
Miscellaneous administrative expenses	<u>2,432</u>	<u>--</u>	<u>2,432</u>	<u>1,288</u>
	<u>£94,111</u>	<u>£513</u>	<u>£94,624</u>	<u>£96,099</u>
2023	<u>£92,722</u>	<u>£3,377</u>	<u>£96,099</u>	

**25. Finance costs**

	Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
Other interest charged	--	--	--
Interest payable - unwinding of discount used in evaluating the present value of deficit contributions payable to the USS	<u>179,779</u>	<u>179,779</u>	<u>393,102</u>
	<u>£179,779</u>	<u>£179,779</u>	<u>£393,102</u>

## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**26. Other outgoings**

	Accumulated Fund £	Fighting Fund £	Political Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
Fighting fund payments	--	1,001,951	--	1,001,951	4,023,508
Other donations	263,795	--	14,400	278,195	183,585
	<u>£263,795</u>	<u>£1,001,951</u>	<u>£14,400</u>	<u>£1,280,146</u>	<u>£4,207,093</u>
2023	<u>£163,785</u>	<u>£4,023,508</u>	<u>£19,800</u>	<u>£4,207,093</u>	

The Fighting Fund was established by UCU to make payments in connection with members involved in industrial action.

**27. International affiliations**

	Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
European Trade Union Committee for Education	34,951	34,951	33,841
Education International	142,893	142,893	135,421
Education International Europe Region	9,945	9,945	9,606
	<u>£187,789</u>	<u>£187,789</u>	<u>£178,868</u>

**28. Other affiliations**

	Accumulated Fund £	Political Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
Trades Union Congress	298,028	62,000	360,028	341,047
Irish Congress of Trade Unions	14,229	--	14,229	12,702
Labour Research Department	3,409	--	3,409	3,439
Affiliation to National Pensioners' Convention	--	2,483	2,483	2,250
Other affiliations	3,320	22,332	25,652	11,559
	<u>£318,986</u>	<u>£86,815</u>	<u>£405,801</u>	<u>£370,997</u>
2023	<u>£278,988</u>	<u>£92,009</u>	<u>£370,997</u>	

**29. VAT payable / (recoverable)**

	Accumulated Fund £	Year ended 31.8.2024. £	Year ended 31.8.2023. £
VAT payable / (recoverable)	2,008	2,008	(1,333)
	<u>£2,008</u>	<u>£2,008</u>	<u>£(1,333)</u>

Under the Union's agreed method of partial exemption calculation (applicable from 1st September 2012) net VAT of £2,008 was payable for the year ended 31 August 2024 (2023 - £1,333 recoverable).

## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**30. Tangible Fixed Assets**

	<b><u>Property</u></b> <b><u>£</u></b>	<b><u>Fixtures</u></b> <b><u>fittings,</u></b> <b><u>plant and</u></b> <b><u>machinery</u></b> <b><u>£</u></b>	<b><u>Computers,</u></b> <b><u>Office</u></b> <b><u>furniture &amp;</u></b> <b><u>equipment</u></b> <b><u>£</u></b>	<b><u>Year</u></b> <b><u>ended 31.8.2024. £</u></b> <b><u>£</u></b>	<b><u>Year</u></b> <b><u>ended 31.8.2023. £</u></b> <b><u>£</u></b>
<b><u>Costs</u></b>					
At 1st September 2023	17,351,681	563,637	3,110,266	21,025,584	20,712,237
Additions	--	19,016	200,770	219,786	313,347
	17,351,681	582,653	3,311,036	21,245,370	21,025,584
Disposals	--	--	--	--	--
At 31st August 2024	17,351,681	582,653	3,311,036	21,245,370	21,025,584
<b><u>Depreciation</u></b>					
At 1st September 2023	5,338,864	132,281	2,906,705	8,377,850	7,826,352
Charge for year	347,034	12,260	236,660	595,954	551,498
	5,685,898	144,541	3,143,365	8,973,804	8,377,850
Disposals	--	--	--	--	--
At 31st August 2024	5,685,898	144,541	3,143,365	8,973,804	8,377,850
<b><u>Net Book Value</u></b>					
At 31st August 2024	£11,665,783	£438,112	£167,671	£12,271,566	£12,647,734
At 31st August 2023	£12,012,817	£431,356	£203,561	£12,647,734	

The net book value of property includes freehold properties £11,623,629 (2023 - £11,968,869) and long leasehold property £42,154 (2023 - £43,948).

In the opinion of the Union's National Executive Committee the market values of the freehold properties and long leasehold property owned by the Union are in excess of the net book values reflected in these financial statements.

**UNIVERSITY AND COLLEGE UNION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

21.

**31. Investments**

		Total at 31.8.2024. £	Total at 31.8.2023. £
Quoted investments at market value	Notes Note 31 (a)	1,545,000	1,351,350
Unquoted investment at cost	Note 31 (b)	180,000	180,000
		£1,725,000	£1,531,350
	UK equities and commercial fixed interest	Total at 31.8.2024.	Total at 31.8.2023.
	£	£	£
(a) Quoted investments at market value			
At 1st September 2023	1,351,350	1,351,350	1,286,700
Change in market value	193,650	193,650	64,650
At 31st August 2024	£1,545,000	£1,545,000	£1,351,350
	UK equity	Total at 31.8.2024.	Total at 31.8.2023.
	£	£	£
(b) Unquoted investment at cost			
At 1st September 2023	180,000	180,000	180,000
At 31st August 2024	£180,000	£180,000	£180,000

**NOTES TO THE FINANCIAL STATEMENTS**  
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**(continued)**

**32. Subscriptions receivable**

Subscriptions receivable in respect of joint membership schemes  
Subscription income receivable from local associations of UCU for members paying by salary deduction (check-off)

At 31.8.2024.	At 31.8.2023.
£	£
135,500	133,590
31,683	34,935
<u>£167,183</u>	<u>£168,525</u>

**33. Other debtors and payments in advance**

Trade receivables  
Other debtors  
VAT  
Payments in advance  
Loans to employees  
NEC Members' and employee floats

At 31.8.2024.	At 31.8.2023.
£	£
1,519	30,975
119,802	9,225
2,279	--
738,334	692,858
5,756	4,368
6,389	10,115
<u>£874,079</u>	<u>£747,541</u>

**34. Deposit with building society**

Nationwide Building Society

At 31.8.2024.	At 31.8.2023.
£	£
£ --	£50

**35. Cash at bank and in hand**

Cash and cash equivalents comprise the following:

Deposit account  
Interest bearing current accounts  
Non-interest bearing current account and cash in hand

At 31.8.2024.	At 31.8.2023.
£	£
24,500,000	25,000,000
5,718,704	4,297,088
32,151	26,584
<u>£30,250,855</u>	<u>£29,323,672</u>

Interest bearing current accounts includes £13,323 in respect of the Political Fund (2023 - £8,977) and £490,152 in respect of the Fighting Fund (2023 - £1,537,338).

## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**36. Creditors: Amounts falling due within one year**

	<b>Notes</b>	<b>At 31.8.2024.</b>	<b>At 31.8.2023.</b>
		<b>£</b>	<b>£</b>
Subscriptions in advance		179,358	161,291
Trade payables	Note 36 (a)	312,368	574,465
Corporation tax		186,247	101,489
Deferred taxation		300,125	251,713
Social security and taxation (Pension contributions due to USS, PAYE and NI)	Note 36 (b)	527,764	585,801
VAT		--	157
Other creditors		503	257
Accrued charges		1,248,579	972,172
Contingent recovery plan payments due to the NATFHE Pension & Life Assurance Scheme	Note 36 (c)	--	762,000
Loans from Local Associations or Branches of UCU		131,750	131,750
		<b>£2,886,694</b>	<b>£3,541,095</b>

- (a) Trade payables include £28,102 in respect of payments and Gift Aid payments from members due to the Education Support Partnership (ESP) (formerly branded as Recourse and CUSN) and collected on behalf of ESP by UCU (2023 - £31,277).
- (b) Of the amount due in respect of social security and taxation, £196,397 was due to USS in respect of pension contributions payable as at 31st August 2024 (2023 - £271,383).
- (c) Provision for £NIL in respect of contingent recovery plan payments due to the NATFHE Pension & Life Assurance Scheme for the year ended 31 August 2024 (2023 - £762,000) (see note 37).

**37. Pension Schemes****Introduction:**

The University and College Union participates in the Universities Superannuation Scheme (USS) and also operates a defined benefits scheme, the NATFHE Pension and Life Assurance Scheme. Both schemes are described more fully within this note.

The surplus disclosed in these financial statements in respect of the NATFHE Pension and Life Assurance Scheme was evaluated by the scheme's actuary at 31 August 2024 as £3,706,000 (at 31 August 2023 surplus - £1,668,000).

The former NATFHE agreed to pay additional contributions per month for a period of 15 years from 1 June 2006. These additional monthly amounts were payable in accordance with a schedule of contributions agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the Employer (NATFHE). The UCU agreed to continue these payments from 1 June 2006 and the payments were revised from 1 July 2009 as part of a recovery plan agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and UCU.

The recovery plan payments were subsequently amended after the completion of each of the triennial valuations carried out on 1 April 2011, 1 April 2014, 1 April 2017, 1 April 2020 and 1 April 2023.

Following completion of the triennial valuation of the NATFHE Pension and Life Assurance Scheme on 1 April 2020 a revised recovery plan was agreed between the Trustees of the NATFHE Pension and Life Assurance Scheme and the University and College Union on 27 July 2021. The payments due in accordance with the recovery plan dated 27 July 2021 consisted of a single payment of £950,000 payable by 30 July 2021, a single payment of £55,000 payable by 19 August 2021, a single payment of £50,000 payable by 19 September 2021 and monthly payments of £65,000 from 1 September 2021 to 1 August 2030 payable by the 19th of the month to which the payment relates (with the final payment payable by 19 July 2030).

The Trustees of the NATFHE Pension and Life Assurance Scheme and the University and College Union also agreed a "Side Agreement" on 27 July 2021 for contingent payments to be made to the Scheme based on the Union's net operating surplus over the next three years in accordance with the following table:

Tier of net operating surplus.	Percentage of net operating surplus tier payable to Scheme (subject to maximum).	Maximum tiered amount payable to the Scheme in respect of any year (£).	Maximum cumulative total amount payable to the scheme in respect of the agreed three year period (£).
£0 to £500,000	0%	£0	£0
£500,001 to £1,000,000	25%	£125,000	£125,000
£1,000,001 to £1,500,000	35%	£175,000	£300,000
£1,500,001 to 2,000,000	50%	£250,000	£550,000
£2,000,001 to £2,500,000	50%	£250,000	£800,000
£2,500,001 and above	0%	£0	£800,000

Any contingent payments payable to the Scheme under the "Side Agreement" for the years ended 31 August 2021 to 31 August 2023 inclusive were to be paid by way of a single lump sum payment by 28 February following the end of the year in which the relevant surplus arose.

In accordance with the "Side Agreement" the Union made the following contingent payments in respect of the year ended 31 August 2021 - £800,000 paid on 24 February 2022, in respect of the year ended 31 August 2022 - £575,000 paid on 15 February 2023 and in respect of the year ended 31 August 2023 - £762,000 paid on 23 February 2024.

Following completion of the latest triennial valuation of the NATFHE Pension and Life Assurance Scheme on 1 April 2023 the actuary evaluated that the Scheme had assets sufficient to cover 92% of its Technical Provisions as at 1 April 2023, corresponding to a deficit of £2,821,000. In light of the results of this valuation, the University & College Union (the Employer) has agreed to pay contributions of £65,000 per month from 1 July 2024 until 1 March 2027 (with the final payment made by 19 March 2027). These contributions are expected to eliminate the shortfall by 1 March 2027. The revised Schedule of Contributions also gives the Trustees discretion to meet the expenses of running the Scheme.



## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST AUGUST 2024  
(continued)**

**37. Pension Schemes (continued)**

**NATFHE PENSION AND LIFE ASSURANCE SCHEME  
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS**

Alongside the agreed Schedule of Contributions, the Trustees and the Employer have agreed to a mechanism under which the Employer's deficit reduction contributions to the Scheme would cease. This would be triggered should the Scheme's solvency funding level rise above 98.5%, and if this occurs, no further contributions would be paid unless the solvency funding level falls back below this. The solvency funding level will be measured by the scheme's actuary at the end of each quarter commencing on 30 September 2024.

If the funding level shows that the solvency funding level has fallen below 98.5%, the deficit reducing contributions of £65,000 per month set out under the previous recovery plan dated 27 July 2021 would restart on or before 19th of the calendar month following the provision of a report by the actuary.

The future accrual of benefits under the NATFHE Pension and Life Assurance Scheme ceased from 1st November 2006.

From 1st November 2006 the former employees of NATFHE commenced payment of contributions to the USS and ceased to make contributions to the NATFHE Pension and Life Assurance Scheme.

The University and College Union "the employer" operates the NATFHE Pension and Life Assurance Scheme which is governed by a Trust Deed dated 1 April 1974, as subsequently amended, and is administered by Trustees, nominated by the UCU (formerly by NATFHE) and by members of the scheme. The scheme is a defined benefit scheme. The scheme is closed to new members.

The NATFHE Pension and Life Assurance Scheme is subject to triennial valuations and the last triennial valuation was carried out as at 1 April 2023. The next valuation is due at 1 April 2026.

The valuation carried out as at 1 April 2023 revealed a deficit of £2.821m and that the Scheme had assets sufficient to cover 92% of its technical provisions as at that date. This is an improvement on the figures disclosed in the previous valuation carried out as at 1 April 2020 which revealed a deficit of £8.193m and that the Scheme had assets sufficient to cover 81% of its technical provisions as at that date

The scheme's actuary was asked to provide figures relevant to the scheme as at 31 August 2023 and 31 August 2024 for the purposes of complying with FRS102.

The figures provided in these financial statements are based on the following actuarial assumptions:

The figures provided in these financial statements are based on the following actuarial assumptions:		At 31.8.2024.	At 31.8.2023.
Discount rate *		4.95% pa	5.35% pa
Inflation assumption (RPI) **		3.40% pa	3.60% pa
Rate of increase in salaries (0.25% above RPI)		3.65% pa	3.85% pa
Pension increases:			
Rate of increase in pensions in payment - 5% pa fixed pension increases		5.00% pa	5.00% pa
Rate of increase in pensions in payment - RPI pension increases		3.40% pa	3.60% pa
Rate of increase in pensions revaluation in deferment		3.40% pa	3.60% pa
Standard mortality tables were used as follows:	Post-retirement mortality	S3PA	S3PA
		CMI 2023 projection based on individual year of birth, 1.25% pa long term improvement, 2020 and 2021 weight parameters are 0% and 2022 and 2023 weight parameters are 15%***	CMI 2022 projection based on individual year of birth, 1.25% pa long term improvement, 2020 and 2021 weight parameters are 0% and 2022 weight parameter is 25%***
Tax-free cash		No allowance	

\* Under FRS102 the discount rate should be based upon the yield available on high quality corporate bonds (usually taken as AA rated in the UK) of appropriate term and currency. The discount rate used at the review date in 2023 was based upon an estimate of the cashflows arising with a similar duration to that of the scheme's liabilities using the Merrill Lynch nominal AA corporate bond spot yield curve using a duration of 12 years for the Scheme's liabilities and indicated that a discount rate of 5.35% was appropriate. A similar approach has been taken in establishing the discount rate used at the review date in 2024. The yield is based on the Merrill Lynch nominal AA corporate bond spot yield curve at the review date, using a duration of 12 years for the Scheme's liabilities. A discount rate of 4.95% is appropriate at the review date in 2024. The discount rate used for 2024 of 4.95% is lower than that used in 2023 of 5.35% reflecting the changes to the yields on bonds of appropriate term over this period.

\*\* The Bank of England publishes implied inflation data which has been used in evaluating the single rate of inflation that would arise based on the cashflows arising with a similar duration to that of the scheme's liabilities (based on the unadjusted difference between conventional gilt yields and index-linked yields at the accounting date). For 2023 a market-implied inflation rate was derived from a breakeven RPI inflation assumption with reference to the Bank of England implied inflation curve and this gave an RPI inflation assumption of 3.60%. In September 2019, the UK Statistics Authority announced that it intended to change the RPI inflation statistic to bring RPI into line with CPIH (the CPI index with housing costs included). On 25 November 2020, the UK Government confirmed that the changes to RPI are expected to proceed as planned in 2030. In consideration of the expected impact of this change it is considered appropriate to continue to use a breakeven RPI inflation assumption with reference to the Bank of England implied inflation curve and this gave an RPI inflation assumption of 3.40% for 2024.

\*\*\*CMI - Continuous Mortality Investigation into the mortality of Self-Administered Pension Schemes. The CMI model weight parameter as at 31.08.2024 of 15% for 2022 and 2023 reflects the weight placed on data from 2022 and 2023 where reference is made to the abnormal levels of mortality experienced in recent years due to the coronavirus pandemic. The CMI model weight parameter as at 31.08.2023 of 25% for 2022 reflected the weight placed on data from 2022 and was the default value used by the CMI at that time.

No allowance was made for withdrawals from active service before normal retirement date. 90% of members were assumed to be married when they die with husbands being three years older than their wives. Members retiring between their 60th and 65th birthdays with accrued service arising before 1 April 2003 will receive an un-reduced pension in respect of that service. Members with pension service accrued after 1 April 2003 will receive a reduced pension derived from the scheme's early retirement factors. The figures provided in these financial statements assume that those members with pre 1 April 2003 service still employed by UCU (known as Special Deferred members) will retire at age 62 years. 90% of deferred members are assumed to be married at retirement. Any other deferred members with pre 1 April 2003 service are assumed to retire at age 60 years. Members who joined the scheme after 1 April 2003 are assumed to retire at age 65. These assumptions are consistent with those used last year.

## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**37. Pension Schemes (continued)**

Actuarial assumptions (continued):

	<b>At 31.8.2024.</b>	<b>At 31.8.2023.</b>
Under the mortality tables and projections adopted, the assumed future life expectancy at age 65 is as follows:		
Male currently aged 45	22.7 years	22.8 years
Female currently aged 45	25.3 years	25.4 years
Male currently aged 65	21.4 years	21.5 years
Female currently aged 65	23.9 years	24.0 years

Major asset categories as a percentage of total assets are as follows:

	<b>31.08.2024.</b>	<b>31.08.2023.</b>
Equities	26%	37%
Bonds	33%	33%
Gilts	40%	29%
Cash (negligible)	1%	1%
Total	100%	100%

The actual return on the Scheme's assets net of interest over the year to the Review Date was an increase of £2,874,000 (2023 - £4,252,000 reduction).

The assets do not include any investment in the Employer.

**Reconciliation of Assets and Defined Benefit Obligation:**

	<b>At 31.8.2024 £'000</b>	<b>At 31.8.2023 £'000</b>
Fair value of assets at 1st September 2023	29,034	33,252
Interest on assets	1,557	1,414
Contributions from employer*	780	780
Contingent contributions received from employer	762	575
Benefits paid	(1,407)	(1,321)
Return on plan assets less interest	1,317	(5,666)
Fair value of assets at 31st August 2024	32,043	29,034
Contingent contributions payable by the Employer for the year ended 31 August 2023	--	762
	<b>£32,043</b>	<b>£29,796</b>

\* The Employer expects to contribute £780,000 to the Scheme during the year to 31 August 2025 in accordance with the Schedule of Contributions.

	<b>At 31.8.2024 £'000</b>	<b>At 31.8.2023 £'000</b>
Defined Benefit Obligation at 1st September 2023	(27,366)	(32,564)
Interest cost	(1,427)	(1,356)
Past service cost	--	--
Benefits paid	1,407	1,321
Experience (loss) / gain on defined benefit obligation	(134)	185
Changes in demographic assumptions	65	667
Changes in financial assumptions	(882)	4,381
Present value of Defined Benefit obligations at 31st August 2024	<b>£(28,337)</b>	<b>£(27,366)</b>

**Amounts recognised in the Statement of Financial Position:**

	<b>At 31.8.2024 £'000</b>	<b>At 31.8.2023 £'000</b>
Fair value of assets at 31st August 2024	32,043	29,034
Present value of defined benefit obligations at 31st August 2024	(28,337)	(27,366)
Surplus and net defined benefit asset at 31st August 2024	3,706	1,668
Contingent contributions payable by the Employer for the year ended 31 August 2023	--	762
Net pension scheme asset on the defined benefit pension scheme	<b>£3,706</b>	<b>£2,430</b>

## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**37. Pension Schemes (continued)****Analysis of the amount credited (or charged) to financial expenses in the Statement of Comprehensive Income:**

Interest on pension scheme assets	
Interest on pension scheme liabilities	
Net financial income / (expense)	(see note 23)

Year ended 31.08.2024.	Year ended 31.08.2023.
£'000	£'000
1,557	1,414
(1,427)	(1,356)
£130	£58

The projected net financial income for the year to 31st August 2025 amounts to £203,000 (2024 - £110,000). Interest on pension scheme liabilities is projected to be £1,368,000 (2024 - £1,429,000) and interest on assets is projected to be £1,571,000 (2024 - £1,539,000).

**Analysis of the amount credited (or charged) to remuneration and expenses of staff in the Statement of Comprehensive Income:**

Past service cost*	(see note 13)
--------------------	---------------

Year ended 31.08.2024.	Year ended 31.08.2023.
£'000	£'000
--	--

\* Past service cost reflects the actuary's estimated allowance for the increase in future cost of Guaranteed Minimum Pensions (GMP) required by the equalisation of pension benefits between males and females that accrued since 17 May 1990 and the effect on the NATFHE Pension & Life Assurance Scheme's liabilities at the review date. This estimate follows the court judgement given on 26 October 2018 in the case of Lloyds Banking Group Pensions Trustees Ltd v Lloyds Bank PLC (and others) which provided clarity on the requirement for GMP equalisation.

Detailed calculations will be required in subsequent accounts in evaluating the full cost of GMP equalisation after taking professional advice and in consideration of any follow up court judgements or DWP guidance.

**Analysis of amount credited / (charged) in Other Comprehensive Income in respect of the actuarial gain / (loss) on the NATFHE Pension and Life Assurance Scheme:**

(see note 7)	
Gain / (loss) on Scheme assets in excess of interest	
Experience (loss) / gain arising on the scheme liabilities	
Gains from changes to demographic assumptions	
(Losses) / gains from changes to financial assumptions	

Year ended 31.08.2024.	Year ended 31.08.2023.
£'000	£'000
1,317	(5,666)
(134)	185
65	667
(882)	4,381
£366	£(433)

Actuarial gain / (loss) recognised in the Statement of Comprehensive Income

**Movement in scheme deficit during the year:**

Surplus in scheme at 1 September 2023	
Movement in year:	
Contributions received from Employer in the year	
- Contingent contributions received in respect of the year ended 31 August 2023 (year ended 31 August 2022 - £575,000)	
Net financial income	
Past service cost	
Actuarial gain / (loss)	

Year ended 31.08.2024.	Year ended 31.08.2023.
£'000	£'000
1,668	688
780	780
762	575
130	58
--	--
366	(433)

Surplus in scheme at 31 August 2024

3,706	1,668
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Contingent contributions payable by the Employer for the year ended 31 August 2024 £nil (year ended 31 August 2023 - £762,000)

--	762
----	-----

Surplus, as increased by contingent contributions payable by the Employer, for the year ended 31 August 2024

£3,706	£2,430
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The asset values are derived from the bid values of the funds invested.

No allowance for deferred taxation or incapacity benefits has been made.

No allowance has been made in these figures for possible effects of the cost that might be incurred in respect of the scheme's liability to pay the Pension Protection Fund Levy.

UNIVERSITY AND COLLEGE UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST AUGUST 2024  
(continued)

37. Pension Schemes (continued)

USS INSTITUTIONS - ACTUARIAL VALUATION AS AT 31 MARCH 2023  
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS

The University and College Union participates in the Universities Superannuation Scheme (USS). The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate fund administered by the trustee, Universities Superannuation Scheme Limited. The University and College Union is required to contribute a specified percentage of payroll costs to the pension scheme to fund the benefits payable to the Union's employees. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice.

The actuarial valuation of the scheme at 31 March 2023 was carried out using the projected unit method and was completed after 31st August 2023 and was published on 20 December 2023.

The 2023 valuation was the seventh valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of 111%.

Past Service Funding Position: Technical Provisions.	Valuation at 31 March 2023	Valuation at 31 March 2020
Scheme assets	£73.1bn	£66.5bn
Total scheme liabilities	£65.7bn	£80.6bn
FRS 102 total scheme surplus (2020 -deficit)	£7.4bn	(£14.1bn)
FRS 102 total funding level	111.0%	83.0%

The results of the valuation shown are based on the implementation of recommendations proposed by the Joint Negotiating Committee (JNC) with regard to the overall contribution rates payable by members and by the sponsoring employers and in consideration of any changes required to the benefit structure which took effect from 1 April 2022. The Joint Negotiating Committee (JNC) decided at its meeting on 30 October 2023 to change the member and employer contribution rates in response to the 2023 Valuation, effective from 1 January 2024. Whilst contribution rates were amended from 1 January 2024, any changes to benefits in response to the 2023 Valuation were not implemented before 1 April 2024.

These changes were implemented in a new schedule of contributions effective from 20th December 2023 and will apply up until 31st December 2028, subject to review no later than 15 months following each actuarial valuation. The next actuarial valuation is due no later than 31st March 2026.

The employer contribution rate was 19.5% of pensionable salaries up until 30 September 2019, 21.1% up until 30 September 2021, 21.4% up until 31 March 2022, 21.6% up until 31 December 2023 and 14.5% from 1 January 2024.

The member's contribution rate was 9.6% from 1 September 2019 until 30 September 2021, 9.8% from 1 October 2021 until 31 December 2023 and 6.1% from 1 January 2024.

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit method with a one-year control period.

As the scheme is in surplus as at 31st March 2023, there is no deficit provision that requires disclosure under FRS102 as at 31st August 2024. The present value of deficit contributions payable to USS at 31.8.2023 of £8,064,845 is reduced to £Nil as at 31st August 2024. The resultant movements in deficit recovery plan payments for the year ended 31st August 2024, and in respect of changes in expected contributions to USS and for interest payments as the deficit unwinds are set out below.

The completion of the scheme's Actuarial Valuation after 31st August 2023 and the resultant amendment to the schedule of contributions constituted a non-adjusting event after the end of the reporting period for the year ended 31 August 2023.

The current life expectancies on retirement at age 65 are:

	2024		2023	
	At age 65 years.	At age 45 years.	At age 65 years.	At age 45 years.
Males	23.7 years	25.4 years	24.0 years	26.0 years
Females	25.6 years	27.2 years	25.6 years	27.4 years

UCU specific rates used in deficit contribution model:

Discount rate	0.00% (5.35% - 2023)	5.35% (4.25% - 2022)
Salary inflation rate	0.00% (3.85% - 2023)	3.85% (4.00% - 2022)

Amounts recognised in the Statement of Financial Position in respect of the pension scheme liability on the multi-employer defined benefit pension scheme:

Present value of deficit contributions payable to USS at 1.9.2023.		8,064,845	9,249,469
Interest payable as contribution deficit unwinds	Note 25	179,779	393,102
Changes in expected contributions to USS	Note 13	(8,038,766)	(981,856)
Deficit contributions treated as paid to USS	Note 13	(205,858)	(595,870)
Present value of deficit contributions payable to USS at 31.8.2024.		--	8,064,845

The pension cost charged to the Statement of Comprehensive Income in respect of contributions paid to USS is disclosed in note 13 to the accounts. Contributions payable to USS at 31 August 2024 are disclosed in note 36 to the accounts.

## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST AUGUST 2024  
(continued)**

**37. Pension Schemes (continued)**

**USS INSTITUTIONS - ACTUARIAL VALUATION AS AT 31 MARCH 2023**  
**FRS102 Section 28 - POST-EMPLOYMENT BENEFITS**

The actuarial method to be used in the calculation of the technical provisions is the Projected Unit method with a one-year control period.

The key assumptions used in calculating the technical provisions as at 31 March 2023 (with comparatives at 31 March 2020) are:

<b>Financial assumptions:</b>		<b>Valuation at 31 March 2023:</b>	<b>Valuation at 31 March 2020:</b>
Investment return (discount rate)		Fixed interest gilt yield curve (3.7%) plus: - Pre-retirement: 2.5% - Post-retirement: 0.9% - Allowance for investment outperformance: 0.5%	Fixed interest gilt yield curve (0.7%) plus: - Pre-retirement: 2.75% - Post-retirement: 1.0% - Allowance for investment outperformance: 0.5%
Market derived price inflation			In line with the difference between the Fixed Interest & Index Linked yield curves
Price inflation - Consumer Prices Index (CPI) (2020 - Retail Prices Index)		3% pa (based on long-term average expected level of CPI, broadly consistent with long-term market expectations)	Market derived price inflation less Inflation risk premium
RPI / CPI gap		1.0% to 2030, reducing to 0.1% pa from 2030	1.1% pa to 2030, reducing linearly by 0.1% pa to a long term difference of 0.1% pa from 2040
Pension increases in payment		CPI assumption + 3 bps pa (for uncapped pensions)	CPI assumption + 5 bps pa (for both pre and post 2011 benefits)

<b>Demographic assumptions:</b>			
Mortality base table	Male member's mortality:	S2PMA "Light" with 101% weighting and improvements using CMI_2021 [1.8%] with smoothing parameter 7.5 and initial addition 0.4% pa and w2020 and w2021 parameters of 10%	Male member's mortality:
	Female member's mortality:	S3PFA with 95% weighting and improvements using CMI_2021 [1.6%] with smoothing parameter 7.5 and initial addition 0.4% pa, and w2020 and w2021 parameters of 10%	Female member's mortality:
Future improvements to mortality	CMI_2021 with a smoothing parameter of 7.5, an initial addition of 0.4% pa, 10% w2020 and w2021 parameters and a long term improvement rate of 1.8%pa for males and 1.6%pa for females.		CMI_2019 with a smoothing parameter of 7.5, an initial addition of 0.5% pa and a long term improvement rate of 1.8%pa for males and 1.6%pa for females.
Commutation	No allowance		No allowance

At 31 March 2024, USS had 232,360 active members and the UCU had 210 active contributing members participating in the scheme. At 31 August 2024 UCU had 206 active contributing members (2023 - 209 members).

UNIVERSITY AND COLLEGE UNION

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST AUGUST 2024  
(continued)

37. Pension Schemes (continued)

USS INSTITUTIONS - ACTUARIAL VALUATION AS AT 31 MARCH 2023  
FRS102 Section 28 - POST-EMPLOYMENT BENEFITS

Statement of Funding Principles:

The statutory funding objective is that the scheme has sufficient and appropriate assets to meet the amount required, on actuarial calculation, to make provision for the scheme's liabilities (the technical provisions).

The statement of funding principles will be reviewed and, if necessary, revised, before being taken into account at subsequent valuations and it reflects the guiding principles on risk management adopted by the trustee.

If the assets of the scheme are less than the technical provisions at the effective date of any actuarial valuation, a recovery plan will be put in place, which may require additional contributions from the employers (and potentially the members) to meet the shortfall. The trustee has agreed that any such funding shortfalls should be met over an appropriate period and tailored to both scheme and employer circumstances. Additional contributions have previously been expressed as a percentage of pensionable payroll.

In determining the actual recovery plan period at any particular valuation, the Trustee will take into account the following factors:

- The size of the funding shortfall and the Scheme's current asset and liability structure;
- The Trustee's future investment strategy, as set out in the Statement of Investment Principles;
- The Trustee's objective assessment of the financial covenant of the employers
- Investment market conditions at the valuation date
- The Trustee's objective assessment of the affordability of contributions for employers — in some circumstances this may lead to a recovery plan structure where contributions increase over time to allow employers time to plan for increases.

Where necessary, the Trustee expects to adopt a recovery plan appropriate for the circumstances of the Scheme, the covenant support, the prevailing market conditions and the regulatory environment at the time.

At 31 March 2023, the Scheme's assets exceeded the technical provisions and as such no recovery plan was needed.

There is no specific allowance within the 2023 valuation for the effect of equalising Guaranteed Minimum Pensions between 17th May 1990 and 5th April 1997. Any additional funding costs required to uplift benefits will be met by either the Scheme's assets or future contributions from the employer. It is expected that the costs will be immaterial in the context of the scheme as a whole.

Early retirement

Allowance for early retirements will reflect emerging experience of retirements as monitored at each actuarial valuation and any adjustment for future expectations which is considered appropriate. For the 31 March 2023 valuation it has been assumed that ex-final salary active members will retire in line with the following decrement table (with all others assumed to retire at 65 in respect of accrued liabilities). Benefits relating to service accrued prior to 1 October 2011 are assumed to be paid with no reduction, and allowances have been made for benefits accrued between October 2011 and September 2020 to be reduced from the payable age of 65, and for benefits accrued from October 2020 to be reduced from the payable age of 66 in line with the Scheme's Normal Pension Age.

		<u>% Leaving per annum</u>
Age:	60	30
	61	10
	62	15
	63	15
	64	20

- Following a review of the investment strategy and any consequential changes to it and the Statement of Investment Principles after completion of the valuation, the assumed rate of investment return may also change at subsequent funding updates to reflect the different expected investment returns from the new asset mix.

USS is a "last man standing" scheme so that in the event of the insolvency of any of the participating employers in USS, the amount of any pension funding shortfall (which cannot otherwise be recovered) in respect of that employer will be spread across the remaining participant employers and reflected in the next actuarial valuation of the scheme.

The Trustee's approach to the actuarial valuation as at 31 March 2023 uses the same methodology and a similar Integrated Risk Management Framework as adopted for the valuation at 31 March 2020. In particular, it uses dual discount rates, and takes into account that the Scheme is open to accrual and as a result may be expected not to mature quickly. The dual discount rate approach automatically responds to this and results in a contribution requirement for future service benefits that suitably reflects the open nature of the Scheme as well as providing an appropriate model for the technical provisions. The Integrated Risk Management Framework is designed to ensure that the reliance on the covenant remains within employers' aggregate risk capacity, and within the risk appetite of the Trustee and the employers. The Trustee has taken the opportunity as part of the 2023 valuation to reformulate the metrics to improve communication and understanding of the risk framework.

The input assumptions to the valuation have been considered carefully in light of the market conditions around 31 March 2023. The Trustee is satisfied that they are appropriate for that date, but the Trustee would not necessarily expect to adopt the same assumptions and parameters for calculations at different dates.

With regard to the calculation of the technical provisions, the general principles adopted by the Trustee are that the assumptions used, taken as a whole, will be chosen sufficiently prudently for pensions and benefits already in payment to continue to be paid, and to reflect the commitments which will arise from members' accrued pension rights. The basis will include appropriate margins to allow for the possibility of events turning out worse than expected and will only be adopted after considering the Trustee's Integrated Risk Management Framework.

However, the Trustee does not intend for the method and assumptions to remove completely the risk that the technical provisions could be insufficient to provide benefits in the future.

As part of its process for choosing the assumptions and determining the size of the margins to include, the Trustee makes an objective assessment of the employer covenant and the level of risk present in the investment strategy of the Scheme.

## UNIVERSITY AND COLLEGE UNION

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**38. Reconciliation of net funds / (net debt)**

		<b>Total at 1.9.2023.</b>	<b>Cash flows.</b>	<b>Total at 31.8.2024.</b>
Cash and cash equivalents	Note 35	29,323,672	927,183	30,250,855
Loans from Local Associations or Branches of UCU	Note 36	(131,750)	--	(131,750)
		<u>29,191,922</u>	<u>927,183</u>	<u>30,119,105</u>
Net funds / (debt)	2023	<u>£31,334,735</u>	<u>£(2,142,813)</u>	<u>£29,191,922</u>

**39. Operating Leasing Commitments**

The operating lease rentals charged in the Statement of Comprehensive Income were:

	<b>Year to 31.8.2024.</b>	<b>Year to 31.8.2023.</b>
Land and buildings	£ 328,721	£ 317,061
Other leases - Plant and machinery	265,122	272,487
	<u>£593,843</u>	<u>£589,548</u>

At 31st August 2024 the University and College Union's future minimum operating lease commitments payable are analysed over the lease term as follows:

	£	£	£	£
Within one year	320,285	342,368	203,635	220,363
Within two to five years	761,089	865,689	248,815	18,678
Over five years	216,278	389,683	--	--
	<u>£1,297,652</u>	<u>£1,597,740</u>	<u>£452,450</u>	<u>£239,041</u>

**40. Capital Commitments**

There were no capital commitments contracted for but not provided for at 31 August 2024 (2023 - £nil).

**41. Notes to the Statement of Cash Flows****(a) Analysis of movement in debtors**

		<b>Total at 31.8.2023.</b>	<b>Movement in the year to 31.8.2024.</b>	<b>Total at 31.8.2024.</b>
		£	£	£
Subscriptions receivable	Note 32	168,525	(1,342)	167,183
Other debtors and payments in advance	Note 33	747,541	126,538	874,079
		<u>£916,066</u>	<u>£125,196</u>	<u>£1,041,262</u>
	2023	<u>£929,154</u>	<u>£(13,088)</u>	<u>£916,066</u>

**(b) Analysis of movement in creditors**

		<b>Total at 31.8.2023.</b>	<b>Movement in the year to 31.8.2024.</b>	<b>Total at 31.8.2024.</b>
		£	£	£
Creditors: Amounts falling due within one year	Note 36	3,541,095	(654,401)	2,886,694
Less:				
- Corporation tax	Note 6	(101,489)	(84,758)	(186,247)
- Deferred tax liability	Note 6	(251,713)	(48,412)	(300,125)
		<u>£3,187,893</u>	<u>£(787,571)</u>	<u>£2,400,322</u>
	2023	<u>£3,494,810</u>	<u>£(306,917)</u>	<u>£3,187,893</u>

**UNIVERSITY AND COLLEGE UNION**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31ST AUGUST 2024**  
**(continued)**

**42. Related Party Transactions**

UCU is a participating institution of the Universities Superannuation Scheme and makes pension contributions to the scheme in respect of the employee members of UCU. The appointment of directors to the board of the trustee is determined by the trustee company's Articles of Association. Four of the directors are appointed by Universities UK; three are appointed by the University and College Union, of whom at least one must be a USS pensioner member; and a minimum of three and a maximum of five are independent directors appointed by the board. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice.

During the year ended 31st August 2024 employers normal pension contributions payable to USS by UCU were £1,582,834 (2023 - £1,872,294) and the balance of contributions payable by UCU to USS as at 31st August 2024 was £196,397 (2023 - £271,383).

Members of the UCU make payments as Gift Aid payments via UCU to Education Support Partnership (ESP) at the same time as they pay their membership subscriptions to the UCU. ESP is a company limited by guarantee and a registered charity (company registration number 09311354 and charity registration number 1161436). ESP was incorporated on 14th November 2014 as Education Sector Support UK (ESSUK). ESSUK changed its name to ESP on 24th July 2015 and was formally launched in September 2015. The objects of the charity are to promote health and wellbeing and to offer benevolence services to the education workforce including those retired from the Education Sector. It also offers a wide range of services to staff working in Further and Higher Education and the education sector in schools. The Trustees and Board of ESP are appointed in accordance with the Articles of Association of the company and up to 21 representatives of member organisations form an Advisory Forum to advise the Board of Trustees.

Members of UCU previously made Gift Aid payments via UCU to "Recourse" (formerly the "College and University Support Network" (CUSN)) at the same time as they paid their subscriptions to the UCU. "Recourse" (formerly CUSN) is a registered charity (charity registration number 1116382) and was incorporated on 12th July 2006. The charity changed its name from CUSN to "Recourse" on 14th July 2010 following a rebranding exercise. "Recourse" was also a Company Limited by Guarantee (company registration number 05874222) and was a wholly owned subsidiary company of the Teachers Support Network (TSN). On 31st March 2015 the activities, assets and liabilities of "Recourse" and TSN were transferred to Education Sector Support UK (ESSUK) at which point "Recourse" and TSN effectively became dormant. The company "Recourse" was dissolved on 18th April 2017. TSN was dissolved on 14th November 2017. "Recourse" was governed and administered by the Trustees and National Council of TSN, and UCU had the right to appoint five members to the National Council of TSN (preferably from within the National Executive Committee of UCU) and in addition subscribing members of UCU had the right to elect members of the National Council of TSN.

During the year ended 31st August 2024 Gift Aid payments payable to ESP (formerly "Recourse" and CUSN) were received from members of UCU and amounted to £186,559 (2023 - £209,222). The balance payable by UCU to ESP as at 31st August 2024 was £28,102 (2023 - £31,277).

UCU bears the cost of the professional fees and other costs relating to the administration of the NATFHE Pension and Life Assurance Scheme. During the year ended 31st August 2024 total costs payable by UCU in connection with the administration of the Scheme were £293,382 (2023 - £354,143).

In August 2019 Jo Grady joined the General Council of the TUC as the newly elected General Secretary of UCU. UCU is a member union of the TUC and the UCU's affiliation for 2024 was £360,028 (2023 - £341,047)

**43. Future Developments**

With the election of a Labour government in July 2024, the Union continues to defend its members' interests in both FE and HE sectors and in relation to the USS, members' pay, workload, working conditions, and job security (casualisation and equality). With particular focus on Prison Education and establishing a new deal for FE and a new national bargaining framework for FE, the Union has a long term strategy and UCU continues to monitor and update that strategy to address the issues that the Union and its members face and to build the union's membership.