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2021–2022

ANNUAL REPORT & FINANCIAL STATEMENTS

The Board of Management of Glasgow Kelvin College is a Scottish
Registered Charity, no. SC021207

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The financial statements were approved and authorised for issue on 12 December 2022.

Performance Report of the Board of Management

For the year ended 31 July 2022

Introduction

The Performance Report for the year ended 31 July 2022 provides an overview of the College, its objectives, strategies and targets, its performance over the year, its financial position, the risks it faces and its future plans.

The Performance Report consists of the following sections:

1. Overview Report 2021/22

- 1.1 Introduction
- 1.2 Principal's Review of 2021/22
- 1.3 Statutory Background
- 1.4 Mission and Vision Statements
- 1.5 Purpose, Context, Operational Environment
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2. Performance Analysis Report 2021/22

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Further information on the College's operational, strategic and financial plans can be found in the College web site: www.glasgowkelvin.ac.uk

1. Overview Report 2021/22

1.1 Introduction

The purpose of the Overview Report for session 2021/22 is to provide summary information in respect of the College, its objectives, strategies and the perceived risks that it faces. This section also provides a high-level performance summary which is analysed further in the Performance Report.

1.2 Principal's Review of 2021/22

In 2021/22, the COVID-19 virus and its health, social and economic impacts continued to impact across all areas of our service delivery and make this an extremely challenging year for our students, staff and stakeholders. Repeated lockdowns and an inability to deliver face-to-face learning and teaching for such prolonged periods of time has taken its toll on those students who need it most, particularly for our highly practical and skills-based programmes. However, the flexibility and professionalism of our staff across all areas of the College, at all levels and the proactive engagement of our Trades Unions has been exemplary and has resulted in an incredible sustained response. Whilst overall course retention levels remain well below pre-Covid levels, our subject areas and support services worked hard to mitigate the impacts of Covid and wider disruption, and we were able to ensure that almost all courses completed with almost no students having to defer their qualification. The College also delivered 2% more Student Activity Credits than the previous year, achieving over 96% of its combined activity targets, a significant achievement given our operating context. Therefore, despite the challenges faced, the College has again proven that it continues to be a key provider of Further and Higher Education in the Glasgow Region and is an institution delivering for the people of Glasgow.

Learning & Teaching

To ensure the safety of students and staff with the ongoing Covid pandemic, for the majority of the academic year much of the College's curriculum was delivered online. Classes delivered onsite had to maintain social distancing and this meant that we were unable to offer the fully engaging and immersive student experience we would have wished to be able to provide. Almost all programme delivery therefore had to be altered with new methodologies and materials developed. In addition, industrial strike action in the latter part of the academic year further interrupted curriculum delivery. However, despite these high levels of disruption, all students were able to complete by the end of the year and student satisfaction levels were relatively high, with 92% of students reporting within our annual student satisfaction survey that they were satisfied with their college experience.

In order to enable high levels of online learning, the college continued to prioritise the provision of digital devices and services for students. Over the year, approximately 1,800 IT devices were provided to learners to support their online studies, with another 550 students provided with free wi-fi access. Alongside the provision of digital devices, the college invested in cloud-based services so students could access specialist software online, and a College app was used to provide real-time access for students to College information, including timetable, attendance and funding information. The College also successfully used a new cross-College digital skills team formed of ICT support staff and Faculty 'Digital Leads' to provide ongoing support for the development of digital skills. Alongside this, a College digital skills website provided access to a range of training materials and supported by regular live input sessions. The overall impact of these interventions was that over 90% of students surveyed reported that they had access to sufficient ICT resources for their learning.

In terms of the curriculum delivered over 2021-22, despite the challenges faced in terms of delivery practicalities, the College continued to innovate and evolve our curriculum in line with employer, stakeholder and student needs. The following are examples of some of our curricular innovations in 2021-22:

- In order to provide learning opportunities to welcome our community back to college learning, we successfully launched a new Springburn Community Hub which brought together an enhanced youth access and widening access curriculum wrapped around family learning. Participants were able to choose from a mix of curricular options focussed on personal and skills development and enjoy a communally made meal at the end of each session addressing child poverty.
- With South Lanarkshire Council we piloted a new 'Exploring Engineering' course which gave students an introduction to engineering through a multi-disciplinary approach and was delivered using a project-based perspective in order to make it as engaging and enjoyable as possible.
- We continued to grow to our partnership with Young Enterprise Scotland and co-deliver their Companies programme which encourages Students aged 16 to 18 to set up and run their own company over the course of one academic year. The online programme ran Scotland wide and was open to all Senior Phase school pupils and approximately 500 students participated in 2021-22.
- The College also renewed our partnership with the Glasgow Rocks Basketball team (subsequently rebranded to Caledonian Gladiators) to provide opportunities for our students to participate in a new training academy. The training was operated by the Rocks' coaches and students had an opportunity to meet and learn from players from the professional team and to play competitively in an amateur league.

The College curriculum also continued to strengthen links with employers and industry. For example, we rapidly increased our apprenticeship offer in light of growing demand from construction and other industries. We provided significant additional training opportunities across all trades. We also developed new training opportunities linked to sustainability and the green economy.

Estates & Sustainability

The College has continued to invest in its estates with funding made available from the Scottish Funding Council/Glasgow Colleges Regional Board (GCRB). The College and Glasgow Kelvin Learning Foundation SCIO have invested in a Campus Re-investment Project across three campus buildings including in relation to improving the estate for the students.

Works which were completed in relation to the project are detailed below by campus.

Springburn

- New bleacher style seating on the grand entrance staircase with data and charging points.
- Library space completely reconfigured – glass walls removed and space opened up. Rows of desks shortened to create new seating areas and new chairs/soft seating and quiet study area in place with study pods. Advice and Guidance office now accessed from the new library space.
- New seating to replace damaged sofas on landing area with new coffee tables.
- New open plan Student Association space now on the first floor to the right of the Library.
- The Point area in the refectory cleared and casual/comfortable seating installed.
- New hot food area accessed from the Point.
- External areas tidied and stone benches power washed.
- MADE Barbering now within the main Campus and curriculum area on the first floor.
- New large screen on the grand staircase for enhanced student communication.
- Installation of Lapsafe storage.
- Creation of digital classrooms.



Open Plan Library Area at Springburn Campus



New Seating and Pods



MADE Barbering Academy at Springburn Campus



Bleacher Style Seating at Springburn Campus

Easterhouse

The most significant works have taken place at Easterhouse with the reconfiguration of a number of areas and the relocation of staff and external organisations. These works will significantly enhance the Curriculum offering and student experience at this Campus.

- Opening up of the ground floor area to create a bright new student common room, with tables and soft seating.
- Open access to the Flexible Learning space, with Advice and Guidance now located in the area.
- New private Advice & Guidance interview room opposite the open space.
- New Support for Learning Classroom behind Reception (former administration and SDS area).
- Improved Support for Learning Area ground floor.
- New Gym – ground floor (former Support for Learning and Bridge space).
- New Construction Teaching Area – first floor (former common room and Support for Learning Office).
- New Administration Office third floor (staff relocated from ground floor).
- Business Development Office third floor now occupied by Schools/Foundation Apprenticeship staff – and there will be hot desking here soon.
- New CM/SCM office third floor – former Foundation Apprenticeship office.
- Creation of digital classrooms.
- Installation of Lapsafe storage.
- Performing Arts Technician relocated to basement (former archiving space).



New Student Area at Easterhouse



New Student Area at Easterhouse



New Gym at Easterhouse



New Construction area in Easterhouse

East End

- Common Room area opened up and new furniture.
- New furniture for the library.
- New Support for Learning Kitchen, with open plan teaching space.
- Creation of digital classrooms.



Updated Common Room at East End



East End Library – new Study Spaces



New Support for Learning Kitchen at East End



Storage Support for Learning Kitchen at East End

From capital funding, a wide range of projects have been completed, particularly in relation to backlog maintenance matters, to improve and refresh the College estate and its learning environments. Recent investment has improved the overall quality of all campuses and it is hoped that ongoing and sustainable levels of funding will continue to be made available to further support the programme of estates development and maintenance.

In addition to the Campus Reinvestment Project and ongoing maintenance works, key Estates projects during 2021/22 included:

- New flooring Springburn Staff Rooms
- Refurbished Beauty Salon Springburn
- New Support for Learning Potting Shed
- Installation of a new Chiller at Springburn
- New Nailbar at East End
- Installation of wheelchair accessible paths at East End
- Improved external lighting at West
- Refurbishment of Toilets at West
- New domestic hot water boilers have been installed at Springburn and the Heating and Ventilation System has been upgraded and overhauled.

Financial Management

The financial results for the year have continued to be impacted by the COVID-19 crisis. Throughout 2021/22 the College complied fully with Scottish Government advice and consequently there were very low levels of students on campus. This impacted negatively on student retention and success.

The College had reassessed its medium-term financial sustainability during 2019/20 and developed and implemented a Transformation and Renewal Plan in consultation with our GCRB executive colleagues to ensure it remained financially sustainable over the next three-year period. The positive position anticipated from 2021/22 onwards was achieved through a programme of operating efficiencies, which resulted in significant reductions in staff costs from a Voluntary Service Scheme during 2020/21. To support this Transformation & Renewal Plan, and the College Strategic Plan, a new Financial Strategy was approved in December 2021. The College has continued to carefully monitor income and expenditure, with quarterly forecasting now embedded in the College, which will be further enhanced moving forward.

While there was an uplift in the SFC funding allocation for cost pressures in 2020/21, this did not continue in 2021/22 and the College sector has been informed that a flat cash settlement for five years is the best that can be expected. Therefore, ongoing affordability of payroll costs remains a major concern. Negotiations are still ongoing for Teaching and Support staff pay rises relating to 2021/22 and normal pay inflation pressures are increased due to the impact of high levels of general inflation and the impact of extraordinary increases in energy costs mean that unprecedented challenges will be faced by the College and the sector in the coming years. To address this significant threat to the College's financial stability an Operating Plan for 2022-27 has been developed which is being shared with staff, students and stakeholders to highlight the impact if some of the assumptions on which this has been built are not changed. If this doesn't happen, there will be significant reductions in staffing levels over the next three years and maintaining the quality of service provision may be extremely difficult under these circumstances.

The College has continued to consult with its staff representatives and recognised Trade Unions, act transparently and openly, communicate with staff and do all it can to protect services for learners. The financial performance achieved in recent years will assist the College in the short term in mitigating the huge financial challenges ahead.

The College and University sectors are now subject to a national five-year review and transformation programme. The intention is that this transformation will include a new fair and transparent funding model.

Recognition and Awards Gained in 2021/22

Faced with continuing challenges resulting from the pandemic and issues surrounding the impact of industrial action on provision, it is particularly encouraging to see the hard work of learners and staff being maintained and recognised across the year. Highlights during the past year include:

September MADE Barbering Academy start-up celebrated through promotion of Kelvin's refreshed relationship with Glasgow Rocks by photo-shoot involving players.

October Official Launch of Glasgow Kelvin Rocks Basketball Academy promoted through photo opportunity at Glasgow Emirates Stadium.

College work with Young Enterprise Scotland Company programme shortlisted in the Skills Development category at the College Development Network Awards.

HND Art & Design student, Cat Downing, who has been supported both by the College and Queens Cross Housing Association, opens her exhibition called 'Flying High' at the Woodside High Flats – Cedar Court.

HNC Working with Communities student, Shawn Fernandez, wins the Volunteer of the Year Award at the SCVO Awards for his work in the Springburn community, all of which was undertaken during the pandemic and formed part of his work experience.

November The College hosts and organises a series of events under the COP26 Banner which focus on 'Achieving Climate Justice' to support its work towards carbon reduction and energy efficiency.

Springburn Campus opens its doors to the exciting Springburn Community and Youth Hub two evenings per week aimed at families and young people in the local community.

Lawrence Conway, HND Photography student, is delighted to have his work used by Glasgow band, Deacon Blue, in their video 'The Day Jackie Jumped the Jail'.

The MADE Barbering Academy is shortlisted for two awards at the delayed 2020 Scottish Hair & Beauty Awards (The SHABAs) in the Training School of the Year and Apprentice of the Year (student Jeffrey Batista) categories.

December The MADE Barbering Academy wins the Training School of the Year Award at the SHABAs.

At the CDN Awards, the College's partnership with Young Enterprise Scotland Company programme wins the coveted Skills Development Award.

January Kelvin's 'Personal Achievement' students are praised for their horticultural and environmental work in contributing to the Covid Memorial at Springburn Park.

February The College's Easterhouse Campus is awarded the 'Cycle Friendly Award' by Cycling Scotland for the improvements to facilities at the campus.

- March** HN Music Business students accompany Ken McCluskey to the opening of the new Glasgow Life exhibition – ‘Spinning Around - Glasgow’s Remarkable Record Shops’ at the Riverside Museum.
- MADE Barbering Academy students, Edson McCall and Sarah McGarvey, are proclaimed Winner and second Runner-up in the City & Guilds and Men’s Hairdressing Federation annual awards.
- The following week, Edson and Sarah head to London to claim their prestigious prize of a day spent with a celebrity stylist and gain experience first-hand by taking part in a professional modelling photo-shoot.
- April** The College is delighted to learn that it has been named a finalist in the Widening Access category at the Herald Education Awards for its Springburn Community & Youth Hub.
- May** Three of the College’s Digital & Creative Media Foundation Apprenticeship students are thrilled to be invited to work as part of the Glasgow Youth Film Festival based on the designs they produced for Glasgow City Council as part of their course.
- June** Art & Design students exhibit and host their end-of-year work at the prestigious Royal Glasgow Institute – Kelly Gallery in the city at a very well-attended event.
- Minister for HE, FE, Youth Employment & Training, Jamie Hepburn is welcomed to the College’s Springburn campus to meet students and hear about a range of programmes supporting the community.

Conclusion

As outlined in this section of the Annual Report, Glasgow Kelvin College has had a successful year, which is remarkable considering the challenges we have had to overcome as a result of the COVID-19 pandemic and other issues which have interrupted provision. The success achieved by the College has been as a consequence of the hard work, agility and determination of staff and students and through the continuing support received from key partners.

1.3 Statutory Background

Glasgow Kelvin College was established on 1 November 2013. It was created from the merger of North Glasgow College, Stow College and John Wheatley College. North Glasgow College became the host institution and was renamed Glasgow Kelvin College on 1 November 2013. It is one of Scotland’s colleges as defined by the Further and Higher Education (Scotland) Act 2005.

The College is primarily funded by the Glasgow Colleges’ Regional Board (GCRB) which is a ‘Fundable Body’ within the terms of the Post 16 Education (Scotland) Act 2013. GCRB has the overall responsibility for the planning and delivery of Further Education in Glasgow.

GCRB is in turn funded by the Scottish Funding Council (SFC), a Non-Departmental Public Body of the Scottish Government, whose main role is to distribute funding to Colleges and Universities in Scotland.

Glasgow Kelvin College is a registered Scottish Charity, Charity number SC021207 (within the provisions of the Charities and Trustee Investment (Scotland) Act 2005).

1.4 Mission and Vision Statements

Vision Statement *Transforming lives through education.*

Mission Statement *Glasgow Kelvin College will enhance our learners' aspirations, careers and lives through accessible, inclusive, high quality lifelong learning.*

1.5 Purpose, Context, Operational Environment

Glasgow Kelvin College was created on 1 November 2013 as part of the Scottish Government policy to develop a regional, more strategic, approach to organising and delivering Further Education in Scotland. The College works closely with its two partner Glasgow colleges and GCRB to achieve this policy aim.

It delivers a wide range of qualifications and learning opportunities. These range from access provision, delivered in the community, through national certificate, HNC, HND, Foundation Apprenticeships, Graduate Level Apprenticeships and Modern Apprenticeships to degree level provision. Partnership working with local and national agencies enables the College to offer this wide range of learning and teaching opportunities.

In respect of the local context, the College operates in perhaps the most challenging educational environment in Scotland. The majority of local authority wards, which are in close proximity to the College, feature in the Scottish Government's most deprived areas, based upon the indices of multiple deprivation. Glasgow Kelvin College enrolls around 12,000 students each year and focuses its curriculum delivery on meeting the needs of local people. It is really positive that, following a reduction of local engagement in 2020/21 to 57% due to the impact of COVID-19, this figure has recovered in 2021-22, with 75% of Scottish Funding Council funded students residing in Glasgow City Council areas. This remains a key area for the College and we will work hard to further recover our position.

During the year, the College curriculum was delivered by its three teaching faculties:

- Business and Creative Industries;
- Health, Care and Learning Development/Community Engagement; and
- Engineering, Construction and Science.

It operates primarily from its four main campus buildings. The four main campus buildings are:

- Springburn Campus;
- East End Campus;
- Easterhouse Campus; and
- West End Campus.

These facilities are all of a high-quality standard, and were significantly enhanced during the year, and enable the College to deliver its curriculum across the North and East of Glasgow. The College also delivers activity in a number of community venues across North East Glasgow, in partnership with the North East Sector Community Planning Partnership Board and with the Wheatley Group. The Learning Network comprises of learning centres in community venues which are electronically networked to the College.

The College is largely funded by public funds which derive predominately from the SFC. In addition, the College receives fees paid by the Student Awards Agency for Scotland (SAAS), learners and employers. Public funding and funding from partners enable the overwhelming majority of learners to attend College at no direct cost to themselves. Consequently, this means that the College is heavily dependent upon direct financial support from the Scottish Government (via the SFC and GCRB).

1.6 Objectives & Strategies

Following a process of extensive consultation, the College launched a new strategic plan in early 2022. The new plan maintains the existing College vision to Transform Lives Through Education, but seeks to do so through the following revised set of strategic ambitions and priorities:

Strategic Ambition 1 – Deliver an Inspirational and Inclusive Student Experience.

- Develop employment and life skills through high quality learning, teaching and assessment.
- Empower and support our students through their life changing journey, throughout life.
- Provide an outstanding physical and Virtual Learning Environment.

Strategic Ambition 2 – Strengthen our Communities and Environment.

- Build capacity within vibrant communities and support inclusive economic growth.
- Deepen employer and industry engagement, earn our reputation as centres of excellence and be the partner of choice.
- Address our Climate Emergency – Act, Educate & Engage.

Strategic Ambition 3 – Be a High Performing, Resilient and Responsive College.

- Build an organisation that thrives with dynamic and empowered people.
- Drive Continuous Improvement and Digital transformation.
- Achieve Financial Sustainability and maintain Strong and Effective Governance.

These strategic objectives align with the Regional Strategic Plan, Regional Outcome Agreement (ROA) and the wider political framework in Glasgow and nationally.

There are a number of focused Supporting Strategies and Action Plans which help deliver the Vision, Mission and Strategic Ambitions of the College. These included:

College Transformation & Renewal Plan	
Access & Inclusion Strategy	People Strategy
Learning, Teaching & Assessment Strategy	Digital Transformation Strategy
Financial Strategy	Estates & Sustainability Strategy
Internal Communications Strategy	Risk Management Strategy
Procurement Strategy	Climate Change Action Plan
Corporate Parenting Action Plan	Gender Action Plan

The delivery of the College contribution to the Glasgow Regional Outcome Agreement, working in partnership with the Glasgow Colleges Regional Board and working with our sister colleges in Glasgow are priorities for Glasgow Kelvin College.

The Planning documents referred to above are all available on the web site:

[Glasgow Kelvin Plans & Strategies](#)

1.7 Key Risks

COVID-19 and the pandemic continues to have a major impact on the College: lost income in some areas due to reduced demand, funding and curriculum delivery levels; significant demand for digital resources for home working, study, internet access and remote learning; and fewer opportunities for commercial activity. The flat cash funding settlement coupled with soaring energy and materials costs makes management of projects and maintaining staff morale challenging.

Because of the current and future challenges, the College expects there to be a change in its current level of activity over the coming years. The Financial Strategy and Workforce Plan have been prepared on this basis. Overall, the College believes its Estates and its Curriculum are appropriate to its current mission and vision and the needs of the Glasgow region and economy. The College fully expects the demand and need for the services it provides to Glaswegians to continue and the College has worked diligently to increase efficiency, deliver better outcomes for learners and improve the value for money its provision delivers.

The transition to national collective bargaining has resulted in increased costs and reduced efficiency; the agreed rates of pay for teaching staff placed a significant financial pressure on the College. The support staff area is still going through a National Job Evaluation exercise and the outcome at the time of writing this report still remains unclear. Furthermore, the support staff situation has not remained at the status quo since the Job Evaluation exercise began as the College has continued to develop its staffing structures to meet learner needs and operational requirements. There is an on-going risk that the costs of pay increases as a result of Job Evaluation will not be funded by the Scottish Government.

The College has recently completely reviewed its Strategic Risk Register and identified thirteen main risks to achieving its ambitions and delivering its Vision. The main risks are as follows:

1. SFC Review
2. Glasgow Kelvin College Identity
3. People
4. Litigation / Compliance
5. Curriculum Relevance
6. Sustainable Funding
7. Student Experience
8. Environment
9. Digital Transformation
10. Student Recruitment & Retention
11. Cyber Risk
12. COVID-19 - Ongoing Implications
13. Strike Action

1.8 Going Concern

The Board of Management considers that the College has adequate resources to continue in operational existence for the next twelve months. The success of the Voluntary Severance Programme in 2021 has meant that the College was expected to be in a financially stable position for the next three years, as reflected in the Budgets approved by the Board in June. However, given current and future challenges, the College has now reassessed its medium-term and has developed a new Operating Plan for 2022-27 to address these, which is currently being shared with staff, students and stakeholders.

Ongoing implementation of the Transformation and Renewal Plan, which was updated in October 2021, and continued Quarterly Forecasting helped ensure that the College returned a year end operating cash balance and an AOP surplus at the end of the financial year.

It is anticipated that the College will continue to be funded by Grant in Aid from the Scottish Funding Council/GCRB and will continue to operate on a financially stable basis.

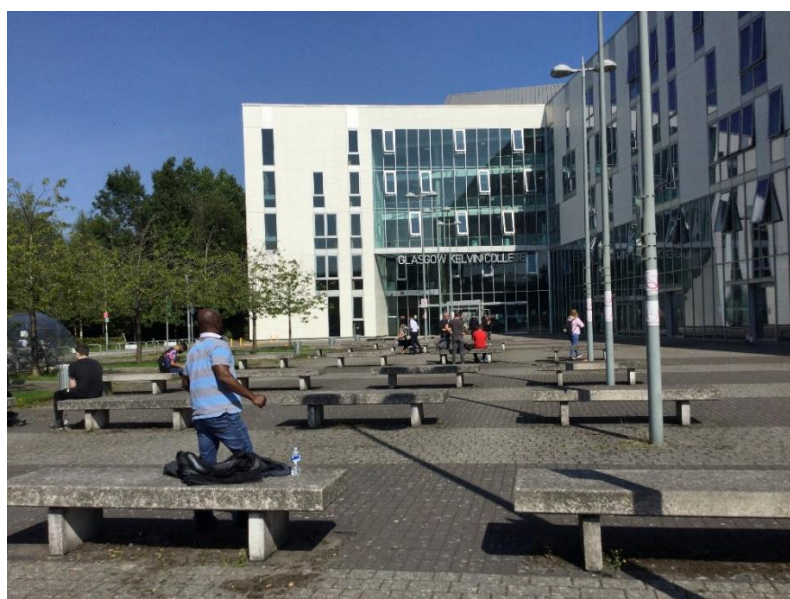
The board has assessed the ongoing impact of COVID-19 and this has not affected the going concern status of the College. As a result of this, the going concern basis continues to be adopted in the preparation of the financial statements.

1.9 Performance Summary

The effects of COVID-19 have had a significant negative impact on the Scottish College Sector. Glasgow Kelvin College has been particularly affected in terms of the demographics of its student population and the communities it serves. Glasgow Kelvin sits amongst its communities and delivers the highest proportion of activity to Scottish Index of Multiple Deprivation (SIMD) 10 and 20 students (10% and 20% of students from most deprived postcodes), as a proportion of its student body, of any college in Scotland. Scottish government data has identified that these communities have been disproportionately impacted by COVID-19 in respect to their health, wellbeing, economic circumstance, and social environment. This has been compounded through the loss of commercial and other alternative streams of income.

The College had set a number of operational targets for session 2021/22 and monitored performance against these throughout the year. The College considers its key objective to maintain student activity levels to address demand at a target level agreed with GCRB and the SFC. During session 2021/22 the College delivered 96.4% of its student activity targets. The shortfall was due mainly to higher student withdrawal levels resulting from the massive changes in the profile of delivery demanded in response to the COVID-19 crisis. The achievement of such high volumes of provision is a considerable achievement when considered in the context of this ongoing crisis.

The other key performance indicator is managing to operate within budget. The College budgeted for a modest Adjusted Operating Position (AOP), as defined by the SFC, for AY 2020/21. The College has delivered an AOP surplus of £1,092k for AY 2021/22. A significant achievement in light of the considerable financial and operating pressures brought to bear caused by the ongoing impact of COVID-19 during the year. Further detail in relation to this financial performance is provided at 2.3 below.



Springburn Campus

2. Performance Analysis Report 2021/22

2.1 Performance Measurement

The Board has a College Strategy in place which sets out its overarching objectives. This Strategy is supported by the College Transformation & Renewal Plan and a concise framework of supporting strategies. Together these provide comprehensive strategic planning. This aligns with the Regional Outcome Agreement and responds to Glasgow's Local Outcomes Improvement Plan. These documents reflect Government policy objectives and are the primary documents the College uses to articulate its plans and objectives. This forms the basis for operational and financial planning. Performance is monitored routinely against these plans and is reported in detail to the Board of Management in the middle of the year and at the year end.

The College takes a holistic view of its performance, it recognises the importance of managing performance across all aspects of its activity, and regular progress reports were made to the Board on progress delivering the aims of the College's Strategic Plan and Transformation and Renewal Objectives and targets. These reported performance in numerical terms against a number of Key Performance Indicators (KPIs) and also made reference to a wide range of other information, reports and feedback to develop and improve its services. In addition to financial and student performance data, this includes quantitative and qualitative analysis of feedback from learners, commendations and complaints, feedback from partners, employers and other service users. Quantitative and qualitative analysis of feedback have been constrained due to Covid-19 restrictions and comparison of some indicators against previous years must be considered in the context of the current crisis.

2.2 Performance Analysis & Performance Indicators

In terms of performance indicators related to delivery volumes, the College delivered in full its activity allocation related to its Core Credits. The College also achieved 95% of its European Social Funds target, and with the delivery of new Foundation Apprenticeship Credits, overall it successfully delivered more Credits than in the previous academic year. However, due to a down-turn in demand related to Covid restrictions the collective shortfall on the combined Credit targets amounts to approximately 3,000 Credits for 2021-22. This means that the College achieved just over 96% of its targeted Credit activity. However, this represents a 2.0% increase in the total volume Credits delivered when compared to the previous year, despite the extremely challenging operating environment.

The ongoing implementation of our Transformation and Renewal Plan helped secure a stable and positive year-end financial position as summarised by the performance indicators tabulated below. The following table provides summary financial and key performance indicators. The College also reports on academic performance separately and within the context of the regional outcome agreement and the targets specified in that document.

Performance Indicator	2018/19	2019/20	2020/21	2021/22
Adjusted Operating Surplus (Deficit) as a % of Income *	(1.0%)	0.7%	2.6%	3.3%
Non - SFC Income	£7,533,000	£7,513,000	£7,835,000	£5,466,000
Non SFC Income as a % of Total Income**	23%	23%	23%	17%
Staff Costs as a % of Total Expenditure	70%	70%	69%	71%
Credits Delivered	80,172	79,312	78,690	80,238
Credits Target (ROA)	79,516	79,243	79,093	83,207
FTE Teaching Staff	272	260	250	232
Credits per FTE Teacher ***	295	334	349	346
Current Ratio (current assets / current liabilities)	0.4	0.5	0.8	0.9
Net Current Assets/ (Liabilities)	(£3,650,000)	(£3,011,000)	(£1,926,000)	(£804)
Days Cash	15	21	42	47

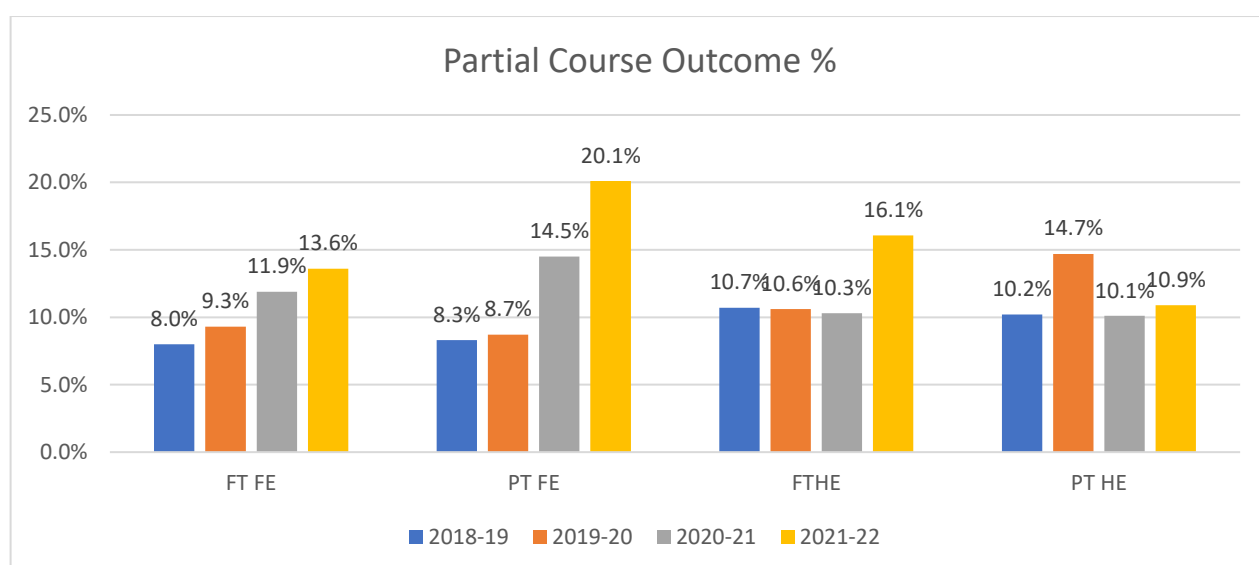
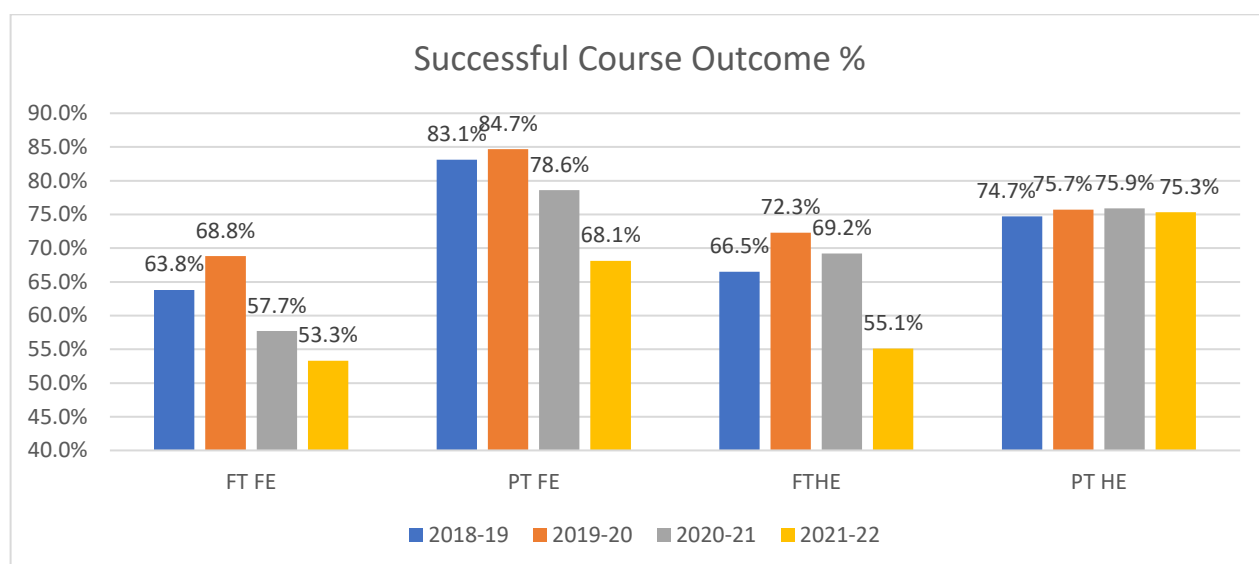
Note: * based on underlying surplus methodology established by the SFC
 **excludes proceeds from disposal of fixed assets and capital grants
 ***based on full-time course estimates

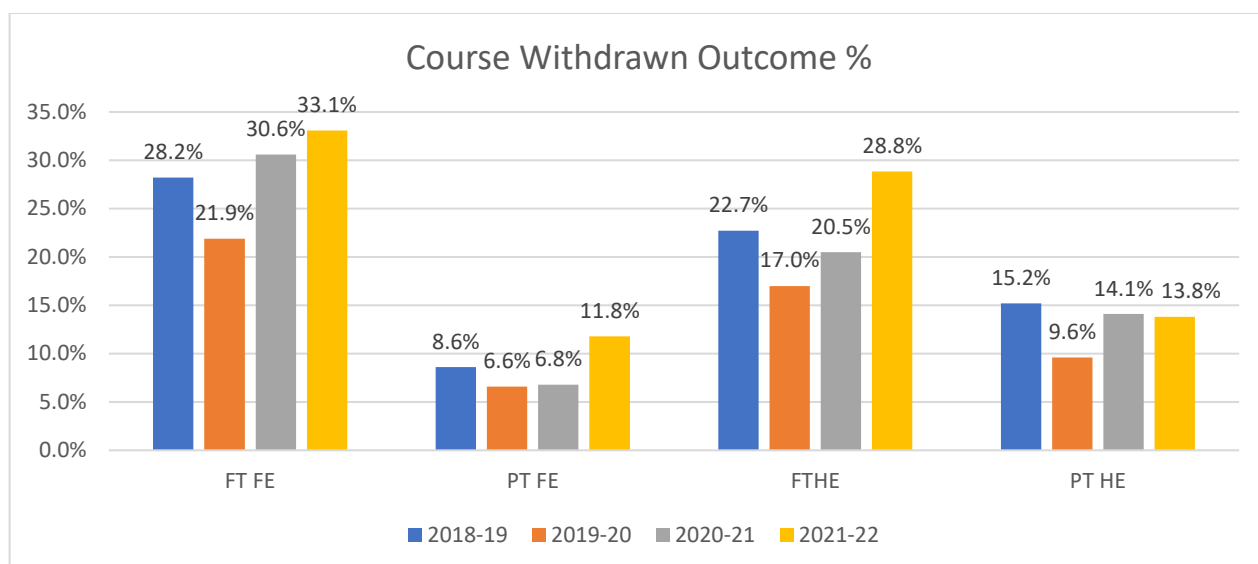
Over recent years an extensive programme of value for money savings has been implemented which has reduced expenditure on goods and services, this is making it particularly difficult going forward to identify opportunities for further savings.

Academic Performance Indicators

The Scottish Funding Council and Education Scotland monitor student outcomes through measures of successful qualification completion, partial success (completed course but did not attain full qualification) or withdrawal (did not complete course). At College and national levels, these tend to be grouped by the four level/mode categories of full and part time Further Education (i.e. course at or below SCQF level 6) and full and part time Higher Education (courses at SCQF level 7 and above).

The following charts provide trend data for the College from the last pre Covid year (2018/19) to last academic year.





In terms of student success rates, it can be seen that both the full-time Further and Higher Education figures will be significantly below that achieved in 2018-19, the last year where there was no Covid-related disruption. These reductions in the proportion of students successfully completing their qualifications is strongly influenced by the uncertainty and disruption which existed across the session and the high level of online learning that was necessary which both had a very negative impact on retention. This is further supported by student feedback which indicated that new learners in particular had more difficulty coping with online learning at the beginning of their programmes.

Across all modes and levels, we can see an increase in 2021/22 of partial success with more students not achieving the full qualification, particularly for full-time Higher Education courses. Again, a main driver for this is likely to be the disruption to learning caused by Covid restrictions and strike action, although all subject areas will be subject to more detailed evaluations.

Part-time Higher Education programmes have been the least affected by the disruption, probably due to the more limited need to be on campus to successfully complete the course and the volume of employed learners in this mode.



Sports Students

In terms of addressing the reductions in student success rates, a range of actions are being progressed at both college and course team levels. In August, all course teams met to review the specific student outcomes for their subject areas and identify improvement actions which are collated and tracked through our quality processes. In addition, courses with significant reductions have been identified to undertake more thorough quality enhancement review. Alongside this, a range of college level actions are being progressed to improve the student experience and encourage students to sustain their studies. This includes:

- Returning wholesale to using face-to-face delivery approaches and making more judicious use of online learning, restricting this in volume and to situations where online learning is known to be effective.
- Strengthening curriculum evaluation and quality review arrangements through reviving and ensuring participation in our established quality enhancement arrangements.
- Enhancing our student facilities to make them more welcoming and improving the student experience to improve engagement.
- Improving the quality and consistency of class tutor support and strengthening the alignment of this to wider pastoral support.
- Establishing an attendance monitoring function within Student Information Services to provide a more rapid and consistent response to student non-attendance.
- Providing greater support for staff CPD and upskilling through more regular training events and the provision of improved staff training resources.



Photography Exhibition

2.3 Financial Performance

Financial year 2021/22 presented the College and the wider Further Education sector with ongoing unprecedented challenges. Despite significant ongoing online teaching during the period of due to continued COVID-19 restrictions for the sector, the College has been able to deliver successful outcomes for students.

During the year there were movements across a number of income and expenditure lines. The overall financial impact of this is that the potential loss of income was mitigated. Positive financial impact resulted from: the reduced staff and student numbers on campus during the year, which brought savings in consumables, utility costs and other building running costs; savings in staff costs as a result of delays in recruitment and strike action; SFC funding for deferred students; business interruption insurance; and increases in other non-SFC income. This has been partially offset by reinvestment in College facilities – Student Zones and Curriculum areas across three of the campuses.

The net outcome of the above is that the College is able to report an adjusted operating surplus of £1,092k as set out in the table below. This outturn position, and associated increase in cash, will support the College in funding the expected significant managed deficit in 2022/23.

The Balance Sheet position has improved £31.7m as a consequence of a significant decrease in net pension liabilities for support staff and an increase in the value of the assets. The pension liability is calculated independently by the Strathclyde Pension Fund Actuary and has reduced by £21.7m during session 2021/22. There also remains a significant liability for pensions and early retirement enhancements inherited from legacy Colleges. However, these have reduced slightly as Glasgow Kelvin College does not enhance pensions for members of staff leaving employment. The pension adjustments are non-cash and are entirely out-with the control of the College. The College buildings values have increased by £10m as a result of revaluation by professional surveyors.

The adjusted operating position, as defined by the SFC, is summarised below:

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000	Year to 31 July 2020 £'000
(Deficit)/surplus before other gains and losses	(1,403)	(2,231)	(1,804)
Add back:			
Depreciation (net of deferred capital grant release)	783	1,123	885
Non-cash pension adjustments	2,279	2,179	1,165
Donation to Glasgow Kelvin Learning Foundation	-	-	-
Deduct:			
Depreciation (net of deferred capital grant release)	-	-	-
Non-cash pension adjustments – unfunded liabilities	(567)	(195)	(8)
Adjusted operating surplus/ (deficit)	1,092	876	238

One consequence of college reclassification as central government bodies is that, from 1 April 2014, colleges are required to comply with Central Government budgeting rules. This affects, amongst other things, the way in which non-cash depreciation charges are treated and how the colleges spend the cash funds (cash budget for priorities) previously earmarked for depreciation. Therefore, in addition to its Income and Expenditure budget, the College has additional cash resources as a consequence of the way in which non-cash depreciation and deferred grants are budgeted for and accounted for. Spend relating to this additional cash is detailed in the following table:

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Revenue included in Income & Expenditure:		
Pay awards not funded	442	442
Total impact on operating position	442	442
Balance Sheet liabilities:		
Loan repayments – Lennartz	-	-
Total Cash spend on repayment of liabilities	-	-
Total	442	442

2.4 Prompt Payment to Suppliers

The College seeks to develop strong relationships with its suppliers and complies, as far as is possible, with the Confederation of British Industry (CBI) prompt payment code. The policy of the College is to pay all suppliers within 30 days of receipt of an invoice, in practice most invoices are paid significantly earlier than this and all disputes and complaints are handled as quickly as possible. The average time taken to pay suppliers following the receipt of an invoice was 12 days (prior year 12 days). No payments were made in respect of interest on late payments.

2.5 Procurement & Anti Bribery & Corruption

The College continues to seek value for money and savings opportunities to ensure the effective use of resources. The Procurement Strategy and Policy are published on the website and have been informed by the Scottish Procurement statutory guidance under the Procurement Reform (Scotland) Act. The College advertises as many opportunities for suppliers as possible on the Scottish Government supported websites - Public Contracts Scotland and Public Contracts Scotland-Tender.

The College works in partnership with Advanced Procurement for Universities and Colleges (APUC), the other colleges in the Glasgow Region to ensure that procurement is organised in an efficient and effective manner across the Glasgow FE Sector. The College was particularly pleased with its 'gold' rating achieved in December 2019 from the Procurement and Commercial Improvement Programme review conducted by APUC.

The College has clear Anti-Bribery and Anti-Corruption policies and procedures. These are reviewed regularly and are embedded within the Financial Regulations and HR policies and procedures.

2.6 Treasury Management

The College is classified as a public Body and therefore is required to conduct all of its banking with the Government Banking Service currently operated by the Royal Bank of Scotland. The College is required to minimise the cash balances it holds with excess balances deposited within the Government Banking Service. The cash position is reported to the Scottish Funding Council and Glasgow Colleges' Regional Board on a monthly basis.

2.7 Commitment to Human Rights, Equality and Diversity and Disability Statement

The College is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. It values the diversity of its workforce and learner population and recognises that inclusion is a key driver in innovation and economic value. Its equality policies and procedures apply to all staff, learners, partnership organisations, contractors and service providers who are required to comply with their requirements. It consults and involves, where appropriate, learners, staff, community organisations, recognised Trade Unions and partner agencies as part of the development of its policies, practices and equality outcomes to remove barriers, increase inclusion and to create a feeling of belonging.

Staff and students should be able to:

- Encourage expression of and celebrate differences
- Perceive, respect, and engage with differing viewpoints
- Recognise and address potential personal biases
- Accept feedback and willing to make necessary change



The College strives to continually lead with its values that enable students and staff to develop their potential, bring their full self to the learning and work environment, and engage in a world of inclusion. It supports its staff to embed equality and diversity in the curriculum to proactively address the three legislative duties to advance equality, eliminate discrimination and foster good relations. The College routinely review the management design and delivery of learning teaching and assessment to integrate further equity and ensure inclusion. This work is on-going and is supported actively by the Students' Association and in partnership with external stakeholders.

The College is a 'Disability Confident Employer', it commits to interview all disabled applicants who meet the essential criteria for employment in an advertised post. Glasgow Kelvin College is committed to ensuring that people with disabilities and people with learning difficulties are treated fairly. It makes reasonable adjustments and seeks to provide additional support to try and ensure that disabled people are not disadvantaged in respect of access to educational opportunities at the College.

The College is also involved in several initiatives which include a project in India to improve employment opportunities for disabled people and support acid attack survivors; the White Ribbon Campaign, Equally Safe Strategy and Fearless Glasgow to tackle gender-based violence; and the TransEdu Community of Practice.

The College Principal has signed an Anti-Racism Pledge joining other principals of universities and colleges across Scotland in an Advance HE Declaration on Anti- Racism. A Race Equality Steering Group was formed by the Scottish Race Equality Network as part of the FE/HE sector's response to the Equality and Human Rights Commission's publication on racism in Higher Education. The steering group and its work groups are part of the colleges and universities approach to tackling racism in the education sector. A College staff member was a representative on the Steering Group. Advance HE, Quality Assurance Agency Scotland, and the Scottish Funding Council. The outcome of this project was the launch the Anti-Racist Curriculum (ARC) 'Guide' which serves as an online library of resources for tertiary colleagues to explore at their own pace and adapt to their own needs.

The College [Equality Outcomes and Public Sector Equality Duty Report](#) are available on the College website.

2.8 Environmental Sustainability

Glasgow Kelvin College is committed to minimising the negative impact its activities have on the environment. The College is fully compliant with the reporting requirements specified in the Climate Change (Scotland) Act 2009 including the reporting requirements. It is a signatory to the UN SDG Goals Accord and the Race to Zero campaign. Glasgow Kelvin reports on carbon emissions annually through the Scottish Government's Public Sector Climate Change Duties Report (PSCCDR). It now has several years of carbon emissions data.

In its first submission in session 2014/15, the College reported carbon emissions totalling 3,257 tonnes tCO₂e, while the first College Climate Change Action Plan (CCAP) set a target that this would reduce by 25% (c.800 tCO₂e) by the end of 2016/17. The College is delighted to report that annual carbon emissions have continued to reduce and, for academic year 2021/22, have reduced to 1,394 tonnes tCO₂e which is a further 12% reduction in comparison with 2020/21. In total, carbon emissions at the College have reduced by 60% since the submission of the baseline report in 2014/15.

The College publishes its Climate Change Report on its website which provides further detail on emissions. The link to the webpage can be found here: [Glasgow Kelvin Climate Change Report](#)

For academic year 2021/22, the continued response and adaptation to the COVID-19 Pandemic has been a priority of the College. Amidst this unprecedented year, the College has still undertaken several projects and initiatives to manage its environmental impact more effectively. Highlights include:

- Appointment of an Environmental and Sustainability Manager to further enable the Green Agenda.
- Adapted more office spaces to be multiuse/closer working of teams.
- Installation and/or improvement of cycle shelters across all campuses.
- Easterhouse campus was awarded Cycle Friendly status (with Distinction) by Cycling Friendly Scotland.
- New Heating, Ventilation and Air Conditioning (HVAC) units have been installed at West Campus.
- New eco-friendly boilers installed in Springburn Campus.
- Publication of the Estates and Sustainability Strategy.
- Upgraded energy efficient LED lighting has been installed in public areas at Springburn Campus.
- Purchase of an electric van to replace diesel vehicle.

2.9 Staff Involvement

Glasgow Kelvin College engages extensively with staff and its recognised trades unions. The Board of Management has signed the National Recognition and Procedures Agreement and implemented all agreements reached within the National framework. The College is a member of the Employers' Association which was established to progress National Collective Bargaining. It also has in place a local Recognition and Procedures Agreement (RPA) supported by appropriate arrangements for engagement with its two recognised trades unions on a local basis with EIS-FELA and UNISON. The machinery for supporting the local RPA is a Joint Negotiating/Consultation Committee and a Joint Consultative Committee.

There are two staff members on the Board of Management. These individuals also serve on a number of standing committees of the Board. Both were elected from their respective Support and Teaching Staff groups. EIS-FELA and UNISON branches have the opportunity to attend all Board meetings with 'in attendance' status.

The College communicates with staff using a range of formal and informal channels. A regular staff newsletter and the Principal's Q&A sessions are made available to all staff. The College has a staff portal to enable communication and sharing of information. Extensive use is also made of social media to provide information. Additionally, the Chair and Principal write routinely to staff to update them on key matters, decisions and events.

2.10 Health and Safety

The management of Health and Safety has four principal aims:

- the provision of a healthy and safe environment for the students and staff in all aspects of College life;
- the promotion of correct attitudes towards health and safety in order to equip students to take care of themselves and others when they have left the College;
- the provision of suitable resources, whether material, financial, personnel or staff development, necessary to manage the College's health and safety activities; and
- the promotion and implementation of this policy in support of the College's mission statement.

The policy of the Board of Management of Glasgow Kelvin College as an employer, and in keeping with Section 2(3) of the Health and Safety at Work Act 1974 and subsequent regulations, is to ensure that all reasonable practical steps are taken to ensure the health, safety and welfare of all its employees. The Board also acknowledges its responsibility in respect of persons other than its own employees, whether students, members of the public or employees of contracting companies.

To further support its Health & Safety procedures the College is in the process of transitioning its Health and Safety Management System (HSMS) from OHSAS 18001 to ISO 45001. Every member of staff is provided with a comprehensive health and safety training programme and this has been consolidated by additional modules covering Environmental Awareness and Energy Saving. COSHH Management has been enhanced with the introduction of COSHH Custodians within each area and the quarterly safety inspection programme has been reinvigorated to enhance on campus safety.

Additionally, the college runs a comprehensive Occupational Health surveillance programme which was introduced to monitor the safety of staff who may have exposure to occupational hazards and this is supplemented by routine Noise & Dust surveys which have been carried out in higher risk areas. The only campus containing asbestos is resurveyed annually in February/March to confirm that it remains legally compliant and that the asbestos within it is being managed safely.

Finally, the College accident/incident reporting mechanism provides an accurate overview of the level, type and severity of incidents across all campuses. The college takes part in an annual sector benchmarking exercise which produces the accident and incident report (AIR). The Board considers a Health & Safety Annual Report as part of its routine monitoring procedure.

2.11 Openness, Freedom of Information & Data Protection

Glasgow Kelvin College, as an organisation is committed to openness and transparency in its decision making and use of public funds. In compliance with the Freedom of Information (Scotland) Act 2002, the College has adopted the Scottish Information Commissioner's, Model Publication Scheme; publishing a College Guide to Information on its website.

The College Guide to Information details the information the College intends to publish as a matter of routine, formats available, where to access the information, key contacts, how to submit a request for information not published and fees if appropriate. In addition to key College governance documents such as the Board Standing Orders available in the public domain, the College Board of Management and its standing committees, papers, agendas and minutes are also made available on the College website in-line with the publication dates, set within the Guide to Information.

2.12 Taxation and Charitable Status

Glasgow Kelvin College is a registered Scottish Charity (SC021207) and receives exemptions from corporation tax and capital gains tax. It provides a public benefit and satisfies the provisions of the Charities and Trustee Investments (Scotland) Act 2005. Members of the Board of Management act as the Charity's Trustees. The Corporate Social Responsibility Report within the Directors' Report provides further detail on the charitable activities of the College.

2.13 Quality Enhancement

Glasgow Kelvin College aims to provide an excellent, inclusive learning and teaching environment for all learners. Current priorities include the delivery of high-quality digital and blended learning provision, and improvement in the physical estate and ICT infrastructure. It is recognised that it is the quality of learning and teaching and the student experience that are of fundamental importance.

The College has well established arrangements for self-evaluation that engage all staff and which have a significant focus on professional reflection and on learner/stakeholder engagement.

These arrangements take account of the SFC/Education Scotland Arrangements for assuring and improving the quality of provision and services in Scotland's colleges and the associated *How good is our college?* quality framework.

In May 2022, the College received a Progress Visit from Education Scotland. This reviewed college actions taken to improve the quality and outcomes of the education services it provides. The review highlighted a large number of areas of positive practice, alongside some areas for further action and improvement. Overall, the Progress Visit formal report stated that the college has made satisfactory progress in a number of areas but that further progress is required in developing and implementing arrangements to support evaluation leading to improvement.

During the year the College also continued to work with Strathclyde University's Continuous Improvement Unit to support staff across all College departments, both Teaching and Support, in implementing Continuous Improvement and lean management projects. This group are now ambassadors for this key College initiative, which will continue to grow and develop over the next financial year.

2.14 Professional Advisors

Bankers	Royal Bank of Scotland Government Banking Service 10 Gordon Street Glasgow G1 3PL
Solicitors	BTO Solicitors LLP 48 St. Vincent Street Glasgow G2 5HS
VAT Adviser	VAT Angles Registered Office The Stables, Ashley Court, Ashley Leicestershire LE16 8HF
External Auditor (appointed by the Auditor General for Scotland)	Azets Audit Services Chartered Accountants Exchange Place 3 Semple Street Edinburgh EH3 8BL
Internal Auditor (appointed by the Board of Management)	Henderson Loggie The Vision Building 20 Greenmarket Dundee DD1 4QB

The Performance Report has been approved by the Board of Management and signed on its behalf by:

Ian Patrick
Chair

12 December 2022

Derek Smeall
Principal

12 December 2022

3. Accountability Report

The College is a Public Body and is accountable to a wide range of stakeholders for the services it provides and the way in which it spends public money. The key principle in respect of accountability is that the College conducts itself in an extremely open and transparent way. It makes as full a disclosure as possible of agendas, minutes and papers associated with its governance processes.

The College operates in a complex governance framework and primarily considers itself to be accountable to the Glasgow Colleges' Regional Board, the Scottish Funding Council, the Scottish Government, the partners it works with and from whom it receives funding. These include Glasgow City Council, Skills Development Scotland, the European Union, the British Council, the Wheatley Group, Cycling Scotland, Cycling UK, and Action Earth, local employers, the Office of the Scottish Charities Regulator, awarding bodies who accredit learning at the College, the communities it serves, community based partners it works with and the learners it enrolls.

The Accountability reports seek to provide further detail on how it does this and reports on progress and performance, it includes:

- 3.1 Corporate Governance Report
 - 3.1.1 Statement of the Board of Management Responsibilities
 - 3.1.2 Governance Statement
 - 3.1.3 Estates Strategy
- 3.2 Directors Report
 - 3.2.1 Membership of the Board of Management
 - 3.2.2 Membership of the Senior Management Team
 - 3.2.3 Data Protection
 - 3.2.4 Disclosure of Information to the External Auditor
 - 3.2.5 Corporate Social Responsibility
 - 3.2.6 Acknowledgments

3.1 Corporate Governance Report

The College is committed to exhibiting best practice in all aspects of corporate governance. This summary describes the manner in which the College has applied the principles set out in the 2016 Code of Good Governance for Scotland's Colleges. The purpose of the summary is to provide detail on how the principles have been applied by Glasgow Kelvin College throughout the 12-month period ended 31 July 2021. The Board of Management also complies with the principles and guidance for ethical standards in public life set out by the Standards Commission for Scotland. The College has implemented the requirements of the Code of Good Governance in full, and it was fully compliant with the code throughout the year.

3.1.1 Statement of the Board of Management Responsibilities

The Board of Management is responsible for setting the Mission, Vision and Corporate Strategy. The College governing documents make this clear to both the Board and the Senior Management Team. The legislation governing the sector also makes it clear that Glasgow Colleges' Regional Board has overall responsibility for setting the strategic framework in the Glasgow Region. Glasgow Kelvin College works in partnership with the Regional Board to ensure that its strategies align with those of the Glasgow Region.

The College prepares a strategic plan, updated for 2022-27 this year, and contributes significantly to the preparation of the Regional Outcome Agreement and the delivery of the targets and objectives contained therein.

The Board of Management of the College is required to present audited financial statements for each financial period. The Board is also responsible for ensuring that the Annual Report and Financial Statements are fair, balanced and understandable.

Within the terms and conditions of the Financial Memorandum agreed between the Glasgow Colleges' Regional Board and the Board of Management of the College, the Board, through the Principal, is required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the College and the surplus or deficit for that period. In preparing the financial statements the Board is required to:

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

The Board is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the College. This will enable it to ensure that the financial statements comply with the Further and Higher Education (Scotland) Act 2005 together with the Financial Memorandum issued thereunder and are presented in accordance with the Accounts Direction issued by the SFC. It has general responsibility for taking such steps that are reasonably open to it to safeguard assets of the College and to prevent and detect fraud and other irregularities.

The Board is responsible for ensuring that funds from the SFC/GCRB are used only in accordance with the Financial Memorandum and any other conditions prescribed. The Board must ensure that there are appropriate financial and management controls in place sufficient to safeguard public funds and ensure that they are used only in accordance with the conditions under which they have been made available. In addition, the Board is responsible for securing the economic, efficient and effective management of College resources and expenditure, so that the benefits that should be derived from the application of public funds by the Board are not put at risk.

The Board of Management is aware of the need for effective financial control and acknowledges its responsibility for the system for such control operated by the College. The system provides reasonable (although not absolute) assurance that its assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected within a timely period.

The system of internal financial control is based on a framework of financial regulations, regular management information and administrative procedures, including the segregation of duties. The College requires observance of, and compliance with, an approved scheme of delegation, financial regulations and financial procedures.

The major components of the system include:

- detailed budget planning involving input from staff, with the annual budget and financial strategy being approved by the Board of Management;
- devolved budgets being approved by the Board, with budget holders being given detailed briefings about their individual budget responsibilities;
- regular reviews by the Finance & Resources Committee of financial reports which indicate performance against budget, following meetings with individual budget holders;
- setting targets to measure financial and other performance;
- procedures for the Board to review and agree amendments to budgets;
- clearly defined capital investment control guidelines;

- it has also implemented Codes of Conduct and policies and procedures both for staff members and members of the Board which are designed to support systems of internal control; and
- the Public Interest Disclosure Policy outlines the whistle-blowing procedures within the College.

The College engages Internal Auditors, the work of whom concentrates on areas of key activities determined by an analysis of the areas of greatest risk and in accordance with an audit needs assessment with the annual internal audit plan approved by the Board of Management. The Internal Auditors report to the Audit & Risk Committee and the Principal on a regular basis and have direct access to the Chair of the Audit & Risk Committee. The Internal Auditors issue an annual report which gives an opinion of the adequacy, reliability and effectiveness of the internal control system.

The External Auditor is appointed by the Auditor General for Scotland. The Internal and External Auditors are invited to meetings of the Audit & Risk Committee and are provided an opportunity to meet with the Audit & Risk Committee in private each year. The College review of the system of financial control is conducted substantially through the work of the Internal Auditors, the Board of Management, the Financial & Resources Committee and the Audit & Risk Committee.

The Board of Management is responsible for the maintenance and integrity of the corporate and financial information included on the College website.

3.1.2 Governance Statement

The College has a robust system of Corporate Governance in place which is fully compliant with the Code of Good Governance for Scotland's Colleges.

Governance Framework

The governance framework the College adheres to includes the Scheme of Delegation, the Publication Scheme, Board Policies and Regulations, Procedures for the Recruitment of Board Members, Standing Orders, Members Skills Matrix analysis, compliance with the Scottish Public Finance Manual (SPFM), Risk Management processes and an assurance framework including internal and external audit arrangements.

The College advertises externally for Board members through a variety of mechanisms and in line with Ministerial Guidance. Recommendations for membership are made by the Board's Nominations Committee to Glasgow Colleges Regional Board (GCRB), who have responsibility for Board appointments. The recruitment process is supported by the Secretary to the Board, an HR Adviser and an external independent person. A staff member on the Board is always on the interview panel for new Board members. No member of the College management team is involved in the selection process for Board Members. The Board of Management comprises of up to a maximum of 18 members, including student and staff members. The roles of Chair and Vice-Chair of the Board of Management are separated from the role of the Principal.

The Board, in accordance with the Scheme of Delegation, determines the mission, vision and key objectives of the Board of Management and the College. The Board are fully engaged in the development of the College's priorities and then approve the Strategy which informs operational planning and performance reporting processes.

This includes final approval of a range of key strategic policies including the College's Strategic Plan, the Annual Report and Accounts and the Strategic Risk Register.

The Board of Management meets at least five times per year and has established several Standing Committees to enable effective governance and scrutiny of college activities.

The College has appointed an independent Secretary to the Board in line with the requirements of the Code of Good Governance. These Governance arrangements have been in place throughout the period from 1 August 2021 to 31 July 2022.

Those comprise a Finance & Resources Committee, an Audit & Risk Committee, a Learning & Teaching Committee, an Executive Committee, a Remuneration Committee and a Nominations Committee. All of these are formally constituted with terms of reference and meet regularly through any academic year.

The Executive Committee is authorised to act on behalf of the Board and its standing committees to deal with urgent matters between cycles of Board meetings. The Remuneration Committee's remit includes the remuneration of the Principal, the College Senior Management Team and those employees not covered by national bargaining. It is chaired by the Vice Chair of the Board. The Nominations Committee's role includes making recommendations on the appointment and re-appointment of Board Members to Glasgow Colleges Regional Board (GCRB), in line with Ministerial Guidance on College Board member appointments. There are also specific recruitment processes for the appointment of the Principal and recommending the appointment of the Chair of the Board.

The Finance & Resources Committee has the primary responsibility to review College annual revenue and capital budgets, monitor in-year financial performance data and review the Annual Accounts. The Finance & Resources Committee inter alia recommends to the Board of Management the College annual revenue and capital budgets and its Financial Statements. This Committee oversees the implementation of the Estates and Sustainability Strategy and the Capital Investment Plan. The Committee also has oversight of the operation of student support funds. The Finance & Resources Committee also agrees a range of policies relating to the human resource management of the College including recruitment and selection procedures for both academic and support staff. It monitors the management of staff absence and considers strategic matters associated with the Human Resources function. This Committee also oversees the College approaches to Organisational Development, Health & Safety and Equality and Diversity.

The Audit & Risk Committee meets at least four times per year, with the External and Internal Auditors in attendance. The Committee advises the College on the appointment of the internal auditors and the auditors' remuneration. The Internal Auditors monitor the systems of internal control, risk management controls and governance processes in accordance with an agreed plan and report their findings to management and the Audit & Risk Committee. College Management are responsible for the implementation of agreed audit recommendations and the internal auditors undertake follow up reviews to ensure that such recommendations have been implemented. The Audit & Risk Committee considers detailed reports together with recommendations for the improvement of College systems of internal control and management responses and implementation plans. It also receives and considers reports from the Scottish Funding Council, Audit Scotland and the Public Audit and Post-Legislative Scrutiny Committee of the Scottish Parliament as they affect College business and monitors adherence to the regulatory requirements. It has responsibility for Risk Management in the College. It oversees the Risk Management Framework, Risk Appetite Statement and Risk Register on behalf of the Board. It is responsible for the oversight of the College response to the Scottish Government's Public Sector Cyber Security Action Plan. Whilst College management may be invited to attend meetings of the Audit & Risk Committee as necessary, they are not members of the Committee. Duplication of membership is avoided between the Audit & Risk Committee and the Finance & Resources Committee.

The Audit & Risk Committee meets in private with the Internal and External Auditors at least once per year. The Board of Management seek to ensure that at least one member of the Committee has substantial financial management experience.

The Learning & Teaching Committee is concerned with the strategic policy associated with the delivery of the academic plan and the quality of the learner experience. It has a significant role in monitoring the delivery and operational effectiveness of the academic plan, quality arrangements and self-evaluation processes.

There is a full and comprehensive Board self-evaluation programme carried out on an annual basis in respect of the performance of the Board of Management and its Standing Committees. This evaluation includes an evaluation of the performance of the Chair of the Board and each Standing Committee Chair. The Chair has individual meetings with all Board members. A full and detailed report covering the Board evaluation activity is presented to the September Board meeting each year and, at this meeting, the process for the following Academic Year is also agreed. All actions flowing from the self-evaluation activities are detailed on the Governance Action Plan and are actioned accordingly. Progress in relation to the Governance Action Plan is reported to the Audit and Risk and the Board of Management twice each Academic Year.

This statement is prepared by management members, reviewed by the whole SMT and Secretary to the Board of Management, reviewed by the Board Finance & Resources Committee and the Board Audit and Risk Committee before formal approval by the Board of Management.

Risk Management, Internal Control and Assurance

The Board of Management is responsible for the College system of internal control and for reviewing its effectiveness annually. It is also responsible for the Risk Management Framework, setting the Risk Appetite and reviewing the Risk Register which seeks to: record key business risks; quantify their potential impact and likelihood; and describe actions taken in mitigation. The system of internal control and risk management is designed to manage, rather than eliminate. The risk of failure to achieve business objectives and can only provide reasonable and not absolute assurance against material misstatement or loss.

The College operates a Risk Management Committee which draws its membership from across all aspects of the operational management team and includes members of the Senior Management Team. The Senior Management Team and the Audit & Risk Committee also receive regular reports from the internal audit and 'health, safety and environmental monitoring' functions which include recommendations for improvement. The Audit & Risk Committee role in this area is confined to a high-level review of the arrangements for internal financial control. The Finance & Resources Committee has responsibility for monitoring adherence to the College Health & Safety policy. The Board of Management agenda includes a regular item for consideration of risk and control and receives reports thereon from the Senior Management Team and the Audit & Risk Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception.

Additionally, the College has an Assurance Framework in place. This is intended to be comprehensive and cover all aspects of College operations and is aligned with the Risk Register. The Assurance Framework is based upon the three lines of assurance or defence model:

- **First Line** - Management assurance from front line or operational areas.
- **Second Line** - Oversight of management activity including effective management information, separated from those involved in front line delivery.
- **Third Line** - Independent expert and objective assurance.

The Assurance Map provides a summary of the main sources of assurance falling within the above definitions with particular emphasis on second and third-line sources of assurance as these are the sources of assurance that the Board of Management are likely to place greatest reliance upon.

The Assurance Map then endeavors to provide an assessment of the current sources of assurance and to identify areas where there is a perceived need for further or improved assurance.

The Assurance Framework additionally assists in ensuring that Governance, Risk Management and control measures are in place in respect of all aspects of College activity. The document also ensures the College is compliant with the requirements of the Scottish Government Audit and Assurance Committee Handbook.

The Board of Management is of the view that there is an ongoing process for identifying, evaluating and managing the College's major risks. In addition to the work of the Risk Management Committee, the College maintains a risk register which is considered and reviewed regularly by the Board, its Audit & Risk Committee and the College Senior Management Team. All formal meetings have Risk Management as a standing agenda item and all formal Board and Committee papers have a Risk Management section included within them.

During 2021/22 there was significant development of Risk Management in the College, with the creation of a new Risk Management Framework and a new College Strategic Risk Register and 10 supporting operational Risk Registers. Zurich Risk Management supported implementation of this best practice approach to embedding Risk Management, providing training and facilitation expertise. The Board also reviewed and revised the College's Risk Appetite as part of this process.

All key operational Risk Registers are updated regularly by the relevant Head/Director of that service. These risk registers are as follows:

- Business Development
- Corporate Services
- Faculty of Business and Creative Industries
- Faculty of Engineering, Construction and Science
- Faculty of Health, Care, Community and Learning Development
- Finance
- ICT
- Marketing and Communications
- People and Culture
- Student Services

At present, the major risks facing the College include the negative impacts of Brexit, COVID-19, future funding allocations for Further Education and to the Glasgow Region, the costs associated with job evaluation, rising national insurance costs, potential employee relations difficulties, cyber security threat and the ability of the College to maintain its estate and asset base in the long term.

The new Risk Management Framework was approved by the Board in December 2021 and this accords with the internal control guidance as applicable to the further education sector. The College has identified the following key strategic risks:

- the impact of projected flat cash funding levels for the next five years on the College operations
- potential industrial action in the sector due to cost pressures and insufficient funding for the sector to finance the costs of National Bargaining
- student recruitment and retention levels;
- the output of the SFC tertiary education review; and
- Cyber Security.

Going Concern Statement

The Board of Management continues to provide effective oversight of the College's financial and business planning arrangements. The Board clearly recognises the significant financial challenges within the sector, which have been significantly exacerbated by the impact of COVID-19. However, implementation of the College's Transformation and Renewal Plan in 2020/21 has had a positive impact on the short to medium term financial stability of the college. Nevertheless, current challenges have necessitated the creation of a new Operation Plan for 2022-27 to ensure the financial sustainability of the College. Therefore, the Board of Management has assessed that there are adequate resources in operational existence for the foreseeable future.

Should a pension deficit arise, which is not met from other sources of income, it will be funded by future Grant in Aid from the Scottish Funding Council. This is because, under the normal conventions applying to parliamentary control over income and expenditure, such income may not be paid in advance of need.

The Board of Glasgow Kelvin College has no reason to believe that either the SFC financial support or future Ministerial approval will not be forthcoming or will only provide a reduced support.

Given the above, it has accordingly been considered appropriate to adopt a going concern basis for the preparation of these accounts.

The Board continues to ensure effective oversight and scrutiny of the College's budget and will continue to ensure the College has an effective focus on the longer-term financial sustainability of the College in this ongoing period of uncertainty and challenge.

Conclusion

The College is extremely proud of the governance arrangements it has in place. Its Board has remained committed to operating in an open, transparent and publicly accountable way. The College is confident that it has high level of compliance with the Code of Good Governance for Scottish Colleges.

3.1.3 Estates and Sustainability Strategy

The Estates and Sustainability has been produced and is being worked through. The College estate is in good overall condition. The appointment of an Environmental and Sustainability Manager will assist with accessing available funding and progressing with the Estates and Sustainability Strategy. The estates focus and capital funding allocation continues to be based on backlog property maintenance, environmental performance/carbon reduction and ensuring that the estate continued to adapt and evolve to meet the needs of the developing curriculum.

Recent priorities have included repairs to the fabric of buildings, replacement of plant, redecoration, replacement flooring and modernisation of the learning and teaching environment. Capital Investment Plans/reports and related work completed are available to view on the College website.

3.2 Directors Report

The Directors Report provides details of membership of the Board of Management and attendance of Board Members at committee meetings. It also provides details of the senior staff at the College who likewise are involved in making decisions in respect of the services provided by the institution and its strategic direction. All minutes and agendas for formal meetings are available on the internet as are the majority of papers which support decisions made in line with the Publication Scheme.

Registers of interest are maintained for all individuals currently serving and listed in the Directors Report. These are updated every 6 months for members of the Board of Management and once per year for senior staff. These are available at the links below:

- **Board** - [Board Register of Interests](#)
- **SMT** - [SMT Register of Interests](#)

The Board of Management holds to itself the responsibilities for the ongoing strategic direction of the College, approval of major developments and the receipt of regular reports from College Management on operational performance and delivery. The strategic direction of the College is heavily influenced by the Ministerial Letter of Guidance, the policy priorities of the Scottish Government alongside the Strategic Plan for the Glasgow Region set by GCRB.

3.2.1 Membership of the Board of Management

The membership and attendance in respect of the Board of Management from 1 August 2021 to the date this report is signed is provided below:

Ian Patrick (Chair)	Former Director of College Partnerships – UWS	
Robert Doyle (Vice Chair)	Relationship Manager- RM Education	
Derek Smeall	Principal	
John Hogg	Director – University of Strathclyde	
Heather McNeil	Former Head of Service, South Lanarkshire Council	
Laura Birch	Senior Commercial Manager – Scottish Enterprise	
Dr Marion Allison	Chief Executive – CLD Standards Council	
Dr Elaine Clafferty	Senior Lecturer – Glasgow Caledonian University	
Michael O'Donnell	Marketing Manager – SQA	
Dermot Grenham	Company Actuary, Medical and Dental Defence Union of Scotland	
Colm Breathnach	Teaching Staff Member	
Stephen Birrell	Programme Officer – Glasgow City Council	Tenure ended 31 July 2022
Fiona Taylor	Support Staff Member	Left College employment 31 July 2022
Deborah Thomson	Production Accountant – BBC Scotland	Resigned 31 July 2022
Lauren McLaren	President, Student Association	Tenure ended 31 July 2022
James McGunnigle	President of Learning & Teaching, Student Association	Tenure ended 31 July 2022
Linda Ellison	Secretary to the Board of Management	Tenure Started 1 September 2021
Jennifer Lavery	Support Staff Member	Tenure started 16 August 2022
Natalie Phillips	Education, Business and Community Growth Project Manager in Clyde Gateway	Tenure started 1 August 2022
John McBride	Former Senior Manager and Gold Incident Commander – Police	Tenure started 1 August 2022
Emma Leslie	Student Association President of Sustainability, Community and Welfare	Tenure started 1 August 2022
Nomathamsanqa (Noma) Dube	Student Association President of Learning and Teaching	Tenure started 1 August 2022

In addition to those named above, Union Representatives have been in attendance at Board Meetings throughout 2021/22. Carol Goodwin has attended on behalf of EIS/FELA and Maree Shepard has represented Unison.

Board member attendance at formal meetings is detailed in the table below.

**Board of Management Participation Log
Academic Session 2021-22**

GLASGOW KELVIN COLLEGE	Board of Management (Chair, Ian Patrick)					Audit & Risk Committee (Chair, John Hogg)				Finance and Resources Committee (Chair, Laura Birch)				Learning and Teaching Committee (Chair, Marion Allison)			
	30/08/2021	07/10/2021	13/12/2021	14/03/2022	13/06/2022	21/09/2021	30/11/2021	22/02/2022	17/05/2021	07/09/2021	30/11/2021	08/02/2022	10/05/2022	22/09/2021	24/11/2021	02/03/2022	04/05/2022
Ian Patrick	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓	✓
Derek Smeall	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓	✓
Colm Breathnach	✓	✓	X	✓	✓									✓	✓	X	X
Deborah Thomson	✓	✓	✓	X	✓	✓	✓	X	✓								
Dermot Grenham	✓	✓	✓	✓	✓	✓	✓	✓	✓								
Dr Elaine Clafferty	✓	✓	✓	✓	X	✓	✓	✓	✓					✓	✓	✓	✓
Fiona Taylor	✓	✓	✓	X	✓	✓	✓	✓	✓								
Heather McNeil	✓	✓	✓	✓	X					✓	✓	✓	✓	✓	✓	✓	✓
Gerry Lyons	X	o	o	o	o	X	o	o	o								
James McGunnigle	✓	✓	✓	✓	X									✓	✓	✓	✓
John Hogg	X	✓	✓	✓	X	✓	✓	✓	✓								
Laura Birch	✓	✓	✓	✓	✓					✓	✓	✓	✓				
Lauren McLaren	✓	✓	✓	✓	✓									X	X	✓	✓
Dr Marion Allison	✓	✓	✓	✓	X					✓	X	✓	X	✓	✓	✓	✓
Michael O'Donnell	✓	✓	✓	✓	X	X	✓	✓	✓					✓	✓	✓	✓
Robert Doyle	X	✓	✓	✓	X					X	X	✓	✓				
Stephen Birrell	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓	✓

ATTENDED	✓
APOLOGIES	X
RESIGNED	o

3.2.2 Membership of the Senior Management Team

The Board of Management appoint a senior management team to oversee the management of the College. Throughout academic year 2021/22 the team consisted of:

- Principal & Chief Executive, Derek Smeall
- Vice Principal – Operations, Jeanette Evans
- Vice Principal – Curriculum & Quality Enhancement, Robin Ashton

The Senior Management Team meet fortnightly.

3.2.3 Data Protection

The College is committed to the highest standards of Data Protection and has put in place arrangements to ensure compliance with the General Data Protection Regulations.

The College has in place a Data Protection Policy and a suite of supporting processes and procedures to ensure regulatory timelines are adhered to.

The College also has in place robust ICT Systems security measures.

3.2.4 Disclosure of Information to the External Auditor

In the case of each of the persons who are members of the Board at the time when the report is approved the following applies:

- a) so far as the member is aware, there is no relevant information that could reasonably be expected to have an impact on the financial statements or the audit of which the External auditor is unaware, and
- b) he/she has taken all the steps that he/she ought to have taken as a member in order to make himself/herself aware of any relevant information that could reasonably be expected to have an impact on the financial statements or the audit and to establish that the External auditor is aware of that information.

3.2.5 Corporate Social Responsibility

The Board of Management is committed to operating in a socially responsible way. There are a number of strands of activity which contribute to the overall social footprint of the College.

Primarily, the College seeks to educate, up-skill and re-skill its learners to enable them to secure employment or progress in their careers and contribute to business, the economy and economic growth. The College also seeks to ensure all its learners maximise their potential gaining employability and citizenship skills during their time at College. The statistics which outline the number of learners enrolled by the College, and the challenges in respect of poverty experienced by many of them, are summarised in the performance report and the context statement. The College is extremely proud of the fact that it is Glasgow's College, fully embedded in the communities it serves. The other key strands of Corporate Social Responsibility include:

- Environmental Sustainability;
- Charitable Activity;
- Provision of access to publicly funded facilities which are managed by the College;
- Partnership Working; and
- Commitment to Equality.

These themes are reported on throughout the Performance Report, some particular highlights during session 2021/22 are listed below:

- provision of relevant, high quality programmes of Further and Higher Education for students on a full and a part time basis;
- learner's fees waived, where possible, to allow free access to community learning networks;
- programmes of vocational education and training for both young people and adults;
- a vocational education programme for school pupils (as part of its contribution to the Senior Phase, Foundation Apprenticeships, Developing Scotland's Young Workforce, Young Person's Guarantee and to raising attainment within the City);
- a range of courses which promote access and articulation to Higher Education including pre apprenticeship programmes targeted at senior phase school pupils;
- programmes of education and training for students with additional support needs;
- programmes of education and training for young people who are care experienced;
- support for a network of community-based learning centres and community information technology initiatives which are delivered in partnership with a large number of regional and local community partners;
- free use of College facilities to community groups and partners;
- an extensive programme of community-based learning;
- support for, and provision of, local youth work initiatives;
- provision of free sanitary products for female students;
- free access to information technology for local residents throughout the North and East of the City;
- library services and flexible learning opportunities for local people; and
- assistance with capacity building and governance arrangements of local charities by provision of senior staff time to participate in the oversight of such organisations.

These activities have all contributed to the advancement of education in Glasgow. The College considers that it has discharged its Charitable Purpose and met the Public Benefit Test defined in the Charities and Trustee (Scotland) Act 2005. It has also published its statutory report on Participation Requests and Asset Transfer Requests as required by the Community Empowerment (Scotland) Act 2015. This report again outlines the College commitment to its communities and partnership working and is available on the College website.

3.2.6 Acknowledgements

The College would wish to acknowledge:

- Grant-in-aid and other funding it received from the Scottish Funding Council via the Glasgow Colleges' Regional Board;
- Financial assistance from the European Structural Fund to provide additional student activity at Higher National level to help address regional skills gaps and skills shortages associated with key employment sectors. The project provided higher level skills to support the development of emerging growth areas.
- Financial support it continues to receive from local authorities, The Wheatley Group and Skills Development Scotland; and
- Grant assistance from the local Community Planning Partnerships.

4. Remuneration and Staff Report

The College is required to prepare and publish within its financial statements an annual Remuneration Report under the Government Financial Reporting Model (FReM). This report sets out the remuneration and accrued pension benefits of the Senior Management Team. The following disclosures within the remuneration report are subject to audit: single total figure of remuneration for each senior official, CETV disclosures for each senior official, fair pay disclosures (median remuneration), exit packages, and analysis of staff numbers and costs.

4.1 Remuneration Policy

The remuneration for the Principal is set by the Remuneration Committee which is chaired by the Vice-Chair of the Board of Management. The Principal's pay, and any pay increase, is fully disclosed. The Remuneration Committee consider in full the guidance included in the Code of Good Governance for Scotland's Colleges when setting the Principal's remuneration. The other members of the Senior Management Team are not considered to be covered by National Bargaining and therefore their remuneration is likewise set by the Remuneration Committee. This is also done in an open and transparent way. The former Clerk to the Board, now the Board Secretary, attends meetings of the Remuneration Committee to ensure appropriate independent advice is available to Committee members. The Remuneration policy for future years is that the College expects current national bargaining arrangements will apply to most staff, the remuneration policy and pay increases for staff out-with these arrangements will continue to be set by the Remuneration Committee.

Pay awards for most staff are now negotiated nationally. The College has fully implemented national agreements during the previous financial year and which cover the period to 31 August 2021.

Increases for senior staff out with the National Bargaining framework, the Principal, two Vice Principals and seven Directors mirrored the increase of 2% awarded to promoted teaching staff, non-promoted teaching and support staff, with a minimum of a £750 increase awarded to support staff and a £2,000 limit on the pay award applied to the Principal.

4.2 Remuneration Including Salary and Pension Entitlements

Salary Entitlements

The following tables provides detail of the remuneration and pension interests of senior management. None of the Senior Management Team received any non-cash benefit (benefit in kind) during the current or prior year. Pension benefits are provided to senior officials on the same basis as all other staff. The accrued pension benefits for senior officials are set out below, together with the pension contributions made by the College.

Name	Year to 31 July 2022			Year to 31 July 2021		
	Salary £'000	Pension Benefit £'000	Total £'000	Salary £'000	Pension Benefit £'000	Total £'000
Derek Smeall	127	(1)	126	127	29	156
Robin Ashton	95	8	103	95	22	117
Jeanette Evans	93	48	141	67	13	80

Pension Entitlements

Name	Accrued pension at pension age at 31 July 2022 £'000	Accrued lump sum at pension age at 31 July 2022 £'000	Real increase in pension year to 31 July 2022 £'000	Real increase in lump sum year to 31 July 2022 £'000	Cash equivalent transfer value at 31 July 2022 £'000	Cash equivalent transfer value at 31 July 2021 £'000	Real increase in cash equivalent transfer value £'000
Derek Smeall	65	155	1	(4)	1372	1343	29
Robin Ashton	31	56	1	(1)	540	519	21
Jeanette Evans	20	0	3	0	295	250	45

Notes:

- Jeanette Evans started November 2020 and the Cash equivalent transfer value at the beginning of period refers to the Cash equivalent transfer value as at 30 October 2020 prior joining the college.
- The salaries in the above table represent the amounts earned in the financial period and include all allowances paid. No bonuses or overtime payments are made to members of the Strategic Management Team.
- The value of pension benefits is calculated as the real increase in pension multiplied by 20 plus the real increase in any lump sum less the contributions made by the individual. The x20 multiplier aims to bring public bodies in line with other industries in disclosing an assessed cumulative pension benefit for a standard 20 year period which is the estimated life span following retirement.

The details in the above table are provided by the pension funds and are subject to external audit.

4.3 Fair Pay

Colleges are required to disclose the relationship between the remuneration of the highest paid official and the remuneration of the 25th percentile, median and 75th percentile of their workforce. The remuneration of the Principal, the highest paid official in the organisation, in financial year 2021/22 was £126,800 compared to £126,000 in 2020/21, a 0.63% increase. The table below presents the percentile comparisons.

Band	Year to 31 July 2022 £'000
Pay and benefits of the highest paid director £	126,800
25th percentile pay and benefits £	31,819
25th percentile ratio	4.0
Median percentile pay and benefits £	43,357
Median percentile ratio	2.9
75th percentile pay and benefits £	43,357
75th percentile ratio	2.9

In 2020/21 the median salary was £42,357 and the median ratio was 3.0. Comparators for all percentiles will be provided in future years. There are 218 members of staff earning £43,357, which explains why this salary is both the median and 75th percentile.

The lowest paid members of staff are placed on the bottom scale point of our grade 1 scale, this was £18,993 as at 1 August 2021 (£18,243 as at 1 August 2020).

4.4 Accrued Pension Benefits

Pension benefits for employees are provided through the Scottish Teacher's Superannuation Scheme (STSS), a defined benefit scheme, which is notionally funded and contracted out of State Earnings-Related Pension Scheme and the Local Government Pension Scheme (LGPS) administered by the Strathclyde Pension Fund.

Both the STSS and LGPS are defined benefit pension schemes where pension benefits are based on the salary earned and the number of years that the person has been a member of the scheme. The schemes normal retirement age varies depending on the scheme regulations and the age of members. Contribution rates are set annually for all employees and can be found in note **Error! Reference source not found..**

Further information on the operation of both pension funds are available from the fund web sites:

<https://www.spfo.org.uk>; and
<http://www.sppa.gov.uk>

4.5 Senior Official Pension

Pension benefits are provided to senior officials on the same basis as all other staff. The accrued pension benefits for senior officials are set out in the tables, together with the pension contributions made by the College.

4.6 Cash Equivalent Transfer Value (CETV)

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The value of the accrued pension benefits has been calculated on the basis of the age at which the person will first become entitled to receive a pension on retirement without reduction on account of its payment at that age; without exercising any option to commute pension entitlement into a lump sum; and without any adjustment for the effects of future inflation. The pension figures shown relate to the benefits that the person has accrued as a consequence of their total eligible service and not just their current appointment. In considering the accrued pension benefits figure the following contextual information should be taken into account:

- the figures for pension and lump sum are illustrative only in light of the assumptions set out above and do not necessarily reflect the actual benefits that any individual may receive upon retirement; and
- the accrued benefits figures are reflective of the pension contributions that both the employer and the scheme member have made over a period of time.

4.7 Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

4.8 Staff Numbers and Costs

Normal staff costs account for around 70% of expenditure. The notes to the accounts provide an analysis of staff number and costs. The table below outlines staff numbers and how these are split between gender and staff employed on temporary contracts and permanent contracts. In respect of staff head-count the following table provides an analysis:

Sex	Male	%	Female	%	Total	%
Permanent	212	47.4%	235	52.6%	447	100%
Temporary	10	24.4%	31	75.6%	41	100%
Grand Total	222	45.5%	266	54.5%	488	100%

The College is committed to advancing equality and diversity and has published a Public Sector Equality Duty Report which reports on: mainstreaming the general duty of The Equality Act (2010) (Specific Duties) Regulations 2011 into College functions; its mainstreaming progress; equal pay audit and statement on equal pay.

It also published a separate report detailing its progress against its equality outcomes and new equality outcomes for the period 2021 - 2025.

Reports are published in accordance with the requirements of The Equality Act (2010) (Specific Duties) Regulations 2011 and are available on the College web site. The reports provide an analysis in respect of staff and students and include all equality strands. In respect of gender balance, the above table illustrates that its staffing complement is slightly more in favour of female. The equality reports provide a complete analysis of the staffing complement by gender and all other protected characteristics.

The College seeks to minimise its use of agency staff, during session 2021/22 it employed a small number of agency staff to cover short term or short notice vacancies. Total spend was £99k for 1.7 FTE employed on this basis. This includes 1 FTE employed by Advance Procurement for Universities and Colleges who primarily works for Glasgow Kelvin College and 0.2 FTE for the shared service Data Protection Officer Role, employed by HEFESTIS.

4.9 Sickness Absence

The College reports on its sickness absence to its Finance and Resources Committee twice per year. It recognises that staff absence is costly in financial terms and can adversely impact on learning and teaching. It therefore seeks to manage absence diligently in accordance with its Attendance Management and Support Policy. Detailed reports on absence are available on the College web site as presented to the Board of Management and its Standing Committees. Summary data for 2021/22 and the three prior years is provided in the table below:

4.10 Staff Absence Percentage by Staff Category and All Staff

Staff Group	Session 2018/19	Session 2019/20	Session 2020/21	Session 2021/22
SMT/OMT	4.9%	5.4%	0%	2.0%
Permanent Teaching	5.5%	3.5%	2.7%	5.5%
Temporary Teaching	4.2%	0.8%	0%	0.5%
Support Staff	5.3%	4.0%	2.6%	4.6%
All Staff	5.4%	3.8%	2.5%	4.9%

Addressing absence rates has been an important target in the Value for Money Strategy, the College welcome a reduction in the absence rates in session 2021/22. Whilst the staff absence rate has reduced the College continues to incur additional staffing costs.

4.11 Staff Policies

Glasgow Kelvin College has a wide range of policies and procedures in place which govern employment. The policies ensure the College complies with employment legislation, follows good practice and promotes a positive organisational culture which encourages the recruitment, retention, worklife balance and ongoing development of its employees through professional learning. Its policies are also designed to ensure that the College supports its employees who may experience personal difficulties from time to time. Reasonable adjustments are made for staff where possible who are disabled or who develops an underlying health condition or disability which has an impact on their role. Under the 'Confident Employer' Initiative any disabled applicant who meets the essential criteria on the person specification/role profile will be invited for interview. A total of 10.63% of those employed by the College in AY 2021/22 disclosed a disability.

The College has a range of policies, procedures and approaches which aim to attract and retain those individuals from diverse backgrounds.

The College has several mechanisms in place to monitor and assess staffing to ensure that it has current and future access to the competent staff it needs to perform effectively, identifying current and future staffing needs and exploring the most appropriate and cost-effective methods to recruit, develop and retain its workforce. The College encourages lifelong learning through professional and personal development and that individuals take ownership of their continuous professional development. The College's approach helps ensure that succession planning is effective. In session 2020/21 the College developed a People Strategy in partnership with stakeholders. The People Strategy aims to nurture the highest standards of leadership to sustain a motivated and engaged workforce, fostering an inclusive high performance and learner focused culture that balances the need for stimulating and changing work with a healthy lifestyle.

Some of the key policies designed to attract, develop, retain and support employees include:

- Attendance Management and Support Policy;
- Dignity and Respect Policy and Procedure;
- Disciplinary Policy and Procedure;
- Equality, Diversity and Inclusion Policy;
- Family Friendly and Flexible Working Policy;
- Grievance Policy and Procedure;
- Health and Safety Policy;
- Lone Working Policy;
- No Smoking (Smoke Free) Policy;
- Policy and Procedure for PVG and Criminal Records Check;
- Professional Learning Policy;
- Menopause Policy;
- Alcohol Drugs and Substance Misuse Policy;
- Public Interest Disclosure Whistle-Blowing Policy;
- Recruitment and Selection Policy; and
- Safeguarding Young People and Vulnerable Adults Policy.

Consultation on the content of these policies has taken place with the recognised Trade Unions and relevant stakeholders. They reflect current best practice and provide a positive platform and framework for the effective management and engagement of all staff.

Policies are circulated to students, staff and stakeholders as required and are available both on the College intranet and the College website. They are amended, as necessary, in line with legislation changes, case law development or operational changes following consultation with employee representatives and stakeholders. They are also reviewed on a 2 or 3-yearly basis by the Senior Management Team/Finance and Resources Committee and Board of Management.

4.12 Trade Union Facility Time

In accordance with the Trade Union (Facility Time Publication Requirements) Regulations 2017 and the terms of the Recognition and Procedural Agreement the College has with its two recognised Trades Unions, UNISON and EIS-FELA there is an allowance for union facility time. The College provided the following support through paid facility time for union officials working at the College during the year ended 31 July 2022:

Union	Number of employees who were relevant officials during the year	No. of Facility Time Hours per Week	Total Cost (£) Year to 31 July 2020
UNISON	2 (3 up to November 2021)	36 hrs	35,348
EIS/FELA	7	36 hrs + additional 3 hours for H&S March to July	70,651
Total	9 (10 up to November 2021)	72 hrs (75 March to July)	105,999

Percentage of time spent on facility time:

Percentage	Number of employees
0%	479
1%-50%	9
51%-99%	-
100%	-

Percentage of pay bill spent on facility time:

Total cost of facility time	£105,999
Total pay bill	£22,616,000
Percentage of pay bill spent on facility time	0.47%

In addition to the above costs, union representatives employed by the College are allocated time off to contribute to national bargaining processes, the College is reimbursed for these costs.

4.13 Compensation for Loss of Office & Exit Packages

The College operated a targeted Voluntary Severance exercise during 2021/22, the cost of this was £91,380.16. This Scheme was previously approved by GCRB and SFC and had not been subject to any changes.

The Accountability Report has been approved by the Board of Management and signed on its behalf by:

Ian Patrick 12 December 2022
Chair

Derek Smeall 12 December 2022
Principal

Independent auditor's report to the Board of Management of Glasgow Kelvin College, the Auditor General for Scotland and the Scottish Parliament

Reporting on the audit of the financial statements

Opinion on financial statements

We have audited the financial statements in the annual report and accounts of Glasgow Kelvin College for the year ended 31 July 2022 under the Further and Higher Education (Scotland) Act 1992 and section 44(1) of the Charities and Trustee Investment (Scotland) Act 2005. The financial statements comprise the Statement of Comprehensive Income and Expenditure, Statement of Changes in Reserves, Balance Sheet, and Statement of Cash Flows and notes to the financial statements, including principal 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 accompanying financial statements:

- give a true and fair view in accordance with the Further and Higher Education (Scotland) Act 1992 and directions made thereunder by the Scottish Funding Council of the state of the college's affairs as at 31 July 2022 and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Further and Higher Education (Scotland) Act 1992 and directions made thereunder by the Scottish Funding Council, the Charities and Trustee Investment (Scotland) Act 2005, and regulation 14 of The Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We conducted our audit in accordance with applicable law and International Standards on Auditing (UK) (ISAs (UK)), as required by the [Code of Audit Practice](#) approved by the Auditor General for Scotland. 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 were appointed by the Auditor General on 31 May 2016. The period of total uninterrupted appointment is six years. We are independent of the college in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. Non-audit services prohibited by the Ethical Standard were not provided to the college. 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 basis of accounting

We have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

These conclusions are not intended to, nor do they, provide assurance on the college's current or future financial sustainability. However, we report on the college's arrangements for financial sustainability in a separate Annual Audit Report available from the [Audit Scotland website](#).

Risks of material misstatement

We report in our Annual Audit Report, the most significant assessed risks of material misstatement that we identified and our judgements thereon.

Responsibilities of the Board of Management for the financial statements

As explained more fully in the Statement of the Board of Management's Responsibilities, the Board of Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the financial reporting framework, and for such internal control as the Board of Management determines 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 Board of Management is responsible for assessing the college's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless there is an intention to discontinue the college's operations.

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 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. Procedures include:

- obtaining an understanding of the applicable legal and regulatory framework and how the college is complying with that framework;
- identifying which laws and regulations are significant in the context of the college;
- assessing the susceptibility of the financial statements to material misstatement, including how fraud might occur; and
- considering whether the audit team collectively has the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations.

The extent to which our procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the college's controls, and the nature, timing and extent of the audit procedures performed.

Irregularities that result from fraud are inherently more difficult to detect than irregularities that result from error as fraud may involve collusion, intentional omissions, misrepresentations, or the override of internal control. The capability of the audit to detect fraud and other irregularities depends on factors such as the skilfulness of the perpetrator, the frequency and extent of manipulation, the degree of collusion involved, the relative size of individual amounts manipulated, and the seniority of those individuals involved.

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

Reporting on regularity of expenditure and income

Opinion on regularity

In our opinion in all material respects the expenditure and income in the financial statements were incurred or applied in accordance with any applicable enactments and guidance issued by the Scottish Ministers.

Responsibilities for regularity

The Board of Management is responsible for ensuring the regularity of expenditure and income. In addition to our responsibilities in respect of irregularities explained in the audit of the financial statements section of our report, we are responsible for expressing an opinion on the regularity of expenditure and income in accordance with the Public Finance and Accountability (Scotland) Act 2000.

Reporting on other requirements

Opinion prescribed by the Auditor General for Scotland on the audited part of the Remuneration and Staff Report

We have audited the parts of the Remuneration and Staff Report described as audited. In our opinion, the audited part of the Remuneration and Staff Report has been properly prepared in accordance with the Further and Higher Education (Scotland) Act 1992 and directions made thereunder by the Scottish Funding Council.

Other information

The Board of Management is responsible for other information in the annual report and accounts. The other information comprises the Performance Report and the Accountability Report excluding the audited part of the Remuneration and Staff Report.

Our responsibility is to read all 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.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon except on the Performance Report and Governance Statement to the extent explicitly stated in the following opinions prescribed by the Auditor General for Scotland.

Opinions prescribed by the Auditor General for Scotland on the Performance Report and Governance Statement

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Performance Report for the financial year for which the financial statements are prepared is consistent with the financial statements and that report has been prepared in accordance with the Further and Higher Education (Scotland) Act 1992 and directions made thereunder by the Scottish Funding Council; and
- the information given in the Governance Statement for the financial year for which the financial statements are prepared is consistent with the financial statements and that report has been prepared in accordance with the Further and Higher Education (Scotland) Act 1992 and directions made thereunder by the Scottish Funding Council.

Matters on which we are required to report by exception

We are required by the Auditor General for Scotland to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- the financial statements and the audited part of the Remuneration and Staff Report are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in respect of these matters.

Conclusions on wider scope responsibilities

In addition to our responsibilities for the annual report and accounts, our conclusions on the wider scope responsibilities specified in the Code of Audit Practice are set out in our Annual Audit Report.

Use of our report

This report is made solely to the parties to whom it is addressed in accordance with the Public Finance and Accountability (Scotland) Act 2000 and for no other purpose. In accordance with paragraph 120 of the Code of Audit Practice, we do not undertake to have responsibilities to members or officers, in their individual capacities, or to third parties.

Gary Devlin (for and on behalf of Azets Audit Services)

Exchange Place 3
Semple Street
Edinburgh
EH3 8BL

Date:

Gary Devlin is eligible to act as an auditor in terms of section 21 of the Public Finance and Accountability (Scotland) Act 2000.

Financial Statement for the year ended 31 July 2022

Statement of Comprehensive Income and Expenditure for the year ended 31 July 2022

	Notes	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Income			
Funding Council grants	2	27,435	25,914
Tuition fees	3	4,162	5,403
Other income	4	1,304	2,346
Donation from Learning Foundation	8	-	86
Investment income	5	-	-
Total income		32,901	33,749
Expenditure			
Staff costs	6/7	24,365	24,903
Fundamental restructuring costs	6	91	1,006
Other operating expenses	8	7,358	7,147
Depreciation & impairment	11	2,326	2,695
Interest payable	9	165	229
Total expenditure		34,305	35,980
(Deficit) before other gains or losses		(1,404)	(2,231)
Gain on disposal of fixed assets		-	2
(Deficit) before tax		(1,404)	(2,229)
Taxation		-	-
(Deficit) for the year		(1,404)	(2,229)
Unrealised surplus on revaluation of land and buildings	18	9,979	-
Actuarial gain in respect of pension scheme		23,455	8,372
Total comprehensive income for the year		32,030	6,143

The notes on Pages 54 to 80 form part of these accounts.

Financial Statements for the year ended 31 July 2022

Statement of Comprehensive Income and Expenditure for the year ended 31 July 2022 (contd.)

The Statement of Comprehensive Income and Expenditure is prepared under the FE/HE SORP. Colleges are also subject to Central Government accounting rules but the FE/HE SORP does not permit colleges to include Government non-cash allocations for depreciation in the Statement of Comprehensive Income and Expenditure. Details are provided below of the adjusted operating position on a Central Government accounting basis.

	Notes	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
(Deficit) before other gains and losses (FE/HE SORP basis)		(1,404)	(2,231)
Add back: Non-cash allocation for depreciation (net of deferred capital grant)	11/16	784	1,123
Operating deficit on Central Government accounting basis		<u>(620)</u>	<u>(1,108)</u>

Following reclassification, colleges received additional non-cash budget to cover depreciation, but this additional budget is not recognised under the FE/HE SORP accounting rules. As a result, colleges show a deficit equivalent to net depreciation (where funds are spent on revenue items) in order to meet Government accounting rules and the requirement to spend the entire cash allocation.

Under the FE/HE SORP, the college recorded an operating deficit of £1,404k for the year ended 31 July 2022. After taking account of the Government non-cash budget, the college shows an “adjusted” deficit of £620k on a Central Government accounting basis.

The notes on Pages 54 to 80 form part of these accounts.

Financial Statement for the year ended 31 July 2022

Statement of Changes in Reserves for the year ended 31 July 2022

	Notes	Income and expenditure reserve £'000	Revaluation reserve £'000	Total reserves £'000
Balance at 1 August 2020		(13,081)	15,679	2,598
Deficit for the year		(2,229)	-	(2,229)
Transfers from revaluation reserve	18	424	(424)	-
Actuarial gain in respect of pension scheme	23	8,372	-	8,372
Balance at 31 July 2021		(6,514)	15,255	8,741

	Notes	Income and expenditure reserve £'000	Revaluation reserve £'000	Total reserves £'000
Balance at 1 August 2021		(6,514)	15,255	8,741
Deficit for the year		(1,404)	-	(1,404)
Transfer from revaluation reserve	18	416	(416)	-
Revaluation of land and buildings	18	-	9,979	9,979
Actuarial gain in respect of pension scheme	23	23,455	-	23,455
Balance at 31 July 2022		15,953	24,818	40,771

The notes on Pages 54 to 80 form part of these accounts.

Financial Statement for the year ended 31 July 2022

Balance Sheet as at 31 July 2022

	Notes	As at 31 July 2022 £'000	As at 31 July 2021 £'000
Fixed Assets			
Tangible assets	11	64,646	56,561
Current Assets			
Debtors	12	3,127	2,366
Cash and cash equivalents	13	4,157	3,783
		<u>7,284</u>	<u>6,149</u>
Creditors: amounts falling due within one year	14	<u>(8,088)</u>	<u>(8,075)</u>
Net current liabilities		<u>(804)</u>	<u>(1,926)</u>
Total assets less current liabilities		63,842	54,635
Creditors: amounts falling due after more than one year	15	<u>(32,732)</u>	<u>(33,812)</u>
Net asset before pension asset/(liability)		31,110	20,823
Funded pension asset/(liability)	17	11,948	(9,228)
Unfunded pension liability	17	(2,287)	(2,854)
Net assets after pension asset/(liability)		<u>40,771</u>	<u>8,741</u>
Reserves			
Revaluation reserve	18	24,818	15,255
Income and expenditure reserve		15,953	(6,514)
Total reserves		<u>40,771</u>	<u>8,741</u>

The financial statements were approved by the Board of Management on TBC and were signed on its behalf by:

Ian Patrick
Chair

12 December 2022

Derek Smeall
Principal

12 December 2022

The notes on Pages 54 to 80 form part of these accounts.

Financial Statement for the year ended 31 July 2022

Statement of Cash Flows

		Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
	Notes		
Net cash (outflow) from operating activities			
(deficit) for the period		(1,404)	(2,229)
Adjustment for non-cash items			
Depreciation and impairment of assets at valuation	11	2,326	2,695
(Increase) in debtors	12	(761)	(423)
Increase in creditors	14	43	1,504
Increase in pension provision	17	1,914	2,196
Pension provision expenditure	17	(202)	(212)
Release of deferred capital grants	16	(1,542)	(1,572)
Adjustment for financing activities			
Proceeds of the sale of fixed assets	11	-	(2)
Net cash inflow from operating activities		<u>374</u>	<u>1,957</u>
Cash flows from investing activities			
Proceeds on the sale of fixed assets	11	-	2
Payments made to acquire fixed assets	11	(432)	(494)
Deferred capital grant additions	16	432	491
		<u>-</u>	<u>(1)</u>
Increase in cash in the period		<u><u>374</u></u>	<u><u>1,956</u></u>
Cash and cash equivalents at beginning of the year		3,783	1,827
Cash and cash equivalents at end of the year		<u>4,157</u>	<u>3,783</u>
Increase in cash equivalents		<u><u>374</u></u>	<u><u>1,956</u></u>

The notes on Pages 54 to 80 form part of these accounts.

Financial Statement for the year ended 31 July 2022 Net Debt

	At 1 August 2021 £'000	Cash Flows £'000	Other non cash changes £'000	At 31 July 2022 £'000
Cash & Cash equivalents				
Cash	3,783	374	-	4,157
	<u>3,783</u>	<u>374</u>	<u>-</u>	<u>4,157</u>

The notes on Pages 54 to 80 form part of these accounts.

Statement of Principal Accounting Policies

General Information

Glasgow Kelvin College is defined as a 'fundable body' by the provisions of the Further and Higher Education (Scotland) Act 2005. It is primarily funded by the Scottish Funding Council (SFC), a Non-Departmental Public Body of the Scottish Government, whose main role is to distribute funding to Colleges and Universities in Scotland. The Glasgow Colleges' Regional Board was granted 'fundable body' status on 1 April 2018 and since that date the College has been funded directly by the Glasgow Colleges' Regional Board.

The financial statements have been prepared in accordance with the Further and Higher Education (Scotland) Act 1992, United Kingdom Accounting Standards including Financial Reporting Standard 1'2 'The Financial Reporting Standard applicable in the UK and the Republic of Irel'nd' (United Kingdom Generally Accepted Accounting Practice), the 2019 Statement of Recommended Practice (SORP) 2019: Accounting in Further and Higher Education and the Government Financial Reporting Manual (FReM). The financial statements conform to the accounts direction published by the Scottish Funding Council (SFC) in July 2022.

The College is primarily funded by the Glasgow Colleges' Regional Board (GCRB) which is a 'Fundable Body' within the terms of the Post 16 Education (Scotland) Act 2013. GCRB has the overall responsibility for the planning and delivery of Further Education in Glasgow. GCRB are in turn funded by the Scottish Funding Council (SFC), a Non-Departmental Public Body of the Scottish Government, whose main role is to distribute funding to Colleges and Universities in Scotland.

The presentation currency is pound sterling and the financial statements are rounded to the nearest thousand. These financial statements comprise the results of the College only.

The Board of Management is responsible for setting the strategic direction of the College within the parameters of the Glasgow Regional Outcome Agreement and for overseeing its operational management. Glasgow Kelvin College is a registered Scottish Charity, Charity number SC021207 (within the provisions of the Charities and Trustee Investment (Scotland) Act 2005). The registered address is 123 Flemington Street, Springburn, Glasgow, G21 4TD.

Accounting Policies

Introduction and accounting basis

The financial statements are prepared on the historical cost basis of accounting subject to the revaluation of certain fixed assets and in accordance with applicable accounting standards. The accounting policies of the College are set out below:

Judgements in applying policies and key sources of estimation uncertainty

In preparing the financial statements, the Board of Management is required to make estimates and assumptions which affect reported income, expenses, assets, and liabilities. Use of available information and application of judgement are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances. Actual results in the future could differ from such estimates.

Statement of Principal Accounting Policies (contd.)

The Board of Management are satisfied that the accounting policies are appropriate and applied consistently. Key sources of estimation have been applied as follows:

Estimate	Basis of estimation
Valuation of buildings	College buildings are of a specialist nature and are valued on the depreciated replacement cost basis.
Useful economic lives of buildings and equipment	<p>Buildings are depreciated over their expected remaining useful economic life as assessed by an independent, qualified valuer. Buildings owned by the College are split into components and each component is valued and depreciated separately. Land owned by the College is not depreciated. The economic lives currently in use are in the range 18.75 to 115 years.</p> <p>The estimated useful life of equipment is 4 to 10 years.</p>
Recoverable amount of trade debtors	Trade debtors are reviewed by appropriately experienced senior management team members with appropriate provision for non-payment of debt being charged to the financial statements as required.
The obligations under the Strathclyde Pension Scheme (SPF)	The Board of Management has relied on the actuarial assumptions of qualified actuaries which have been reviewed and are considered reasonable and appropriate.

Recognition of income

Income from government grants, contracts and other services rendered is recognised in the Statement of Comprehensive Income and Expenditure in proportion to the extent of completion of the contract or service concerned.

Deferred Government Capital Grants are released to income in accordance with the accrual model over the useful life of the asset. The accrual model requires the College to recognise income on a systematic basis over the period in which the College recognises the related costs for which the grant is intended to compensate.

Government revenue grants are recognised using the accrual model which means the College recognises the grant in income on a systematic basis over the period in which the College recognises the related costs for which the grant is intended to compensate.

Non-government capital and revenue grants are recognised using the performance model. If there are no performance conditions attached the grants are recognised as revenue when the grants are received or receivable.

A grant that imposes specific future performance related conditions on the recipient is recognised as revenue only when the performance related conditions are met.

A grant received before the revenue recognition criteria are satisfied is recognised as a liability.

Statement of Principal Accounting Policies (contd.)

The main annual recurrent allocation from the SFC was recognised in the period in which it was received and is credited to the Statement of Comprehensive Income and Expenditure.

Tuition fees are credited to the Statement of Comprehensive Income and Expenditure in the period in which they are due to be received. The Board of Management waives fees in line within the National Fee Waiver Policy which gives free access to education and training to those who are unemployed, have low income or are receiving other forms of benefit.

Income from the European Social Fund (ESF) is accounted for to the extent that it has been received prior to the date of approval of the accounts or that its recovery is expected with reasonable certainty.

All investment income from short-term deposits is credited to the Statement of Comprehensive Income and Expenditure in the period in which it is earned.

Maintenance of premises

The cost of maintenance is charged to the Statement of Comprehensive Income and Expenditure in the period in which it is incurred.

Operating leases

Related costs in respect of operating leases are charged to the Statement of Comprehensive Income and Expenditure on a straight-line basis over the term.

Taxation

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable organization for UK corporation tax purposes. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Provisions

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

Subsequent events

Subsequent events after the end of the reporting period are those events, favourable and unfavourable, that occur between the end of the reporting period and the date when the financial statements are authorised for issue. In accordance with FRS 102 the College is required to identify events, favourable and unfavourable, that occur between the end of the reporting period and the date when the financial statements are authorised for issue and make adjustments or disclosures where these are material to the understanding of the financial statements.

Statement of Principal Accounting Policies (contd.)

Fixed assets

a Land and buildings

The college holds its land and buildings at fair value and due to the specialist nature of the college buildings they are valued on a depreciated replacement cost basis. A formal valuation is performed by Avison Young, Chartered Surveyors, an independent, qualified valuer. Valuations take place at least every 5 years, unless there have been indications that there has been a material movement in the fair value. This is considered appropriate as the fair value is not considered to be volatile. In the years where no formal valuation is performed, a review of the impact of indexation of the formal valuation is performed by the surveyor with the indexation reflected in the financial statements.

Buildings are depreciated over their expected remaining useful economic life as assessed by Avison Young. Buildings owned by the College are split into components and each component is valued and depreciated separately. Land owned by the College is not depreciated. The economic lives currently in use are in the range 10 to 115 years.

Where assets are funded with specific grants, the related grants are credited to a deferred capital grant account and released to the Statement of Comprehensive Income and Expenditure over the expected useful economic life of the asset on a basis consistent with the depreciation policy. Assets under construction are recognised in the balance sheet to the extent that money has been paid or a liability incurred. Assets under construction are not depreciated until they are brought into use.

An annual impairment review is carried out for all fixed assets, if events or changes in circumstances indicate that the carrying amount of the fixed asset may not be recoverable the asset is impaired.

b Equipment

Individual items of equipment costing less than £10,000 are written off to the Statement of Comprehensive Income and Expenditure in the period of acquisition. Investment in ICT projects costing in excess of £10,000 have also been capitalised where individual items may have cost less than £10,000. The depreciation charge reflects the estimated useful life of the assets as follows:

Equipment	4 – 10 years
ICT Hardware and Software	4 years

The College charges depreciation in the year the asset is purchased. Where equipment is acquired with the aid of specific grants it is capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred capital grant account and released to the Statement of Comprehensive Income and Expenditure over the expected useful economic life of the related equipment.

Statement of Principal Accounting Policies (contd.)

Retirement benefits

The College participates in two multi-employer defined benefit pension schemes. Teaching staff may join the Scottish Teachers' Superannuation Scheme (STSS), which is administered by the Scottish Public Pensions Agency. Glasgow Kelvin College is unable to identify its share of the underlying assets and liabilities of the STSS and therefore, as required by FRS 102 'Retirement Benefits', accounts for its participation in the STSS as if it were a defined contribution scheme. Contributions are charged to the Statement of Comprehensive Income and Expenditure as they arise. This is expected to result in the pension cost being a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of periodic valuations using the projected unit basis.

Non-teaching staff may join the Strathclyde Pension Fund (SPF) which is administered by Glasgow City Council and which requires contributions to be made to its number 1 fund. The Fund is a defined benefit pension scheme, providing benefits based on final pensionable pay and length of service, which is contracted out of the State Earning-Related Pension Fund.

Assets and liabilities of the Fund are held separately from those of Glasgow Kelvin College. Fund assets are measured using market values. Fund liabilities are measured using a projected unit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liability.

Contributions to the Fund are calculated so as to spread the cost of pensions over employees' working lives with the College. The contributions are determined by an actuary on the basis of triennial valuations using the Age Attained Method. The actuaries also review the progress of the scheme in each of the intervening years. Variations from regular costs are spread over the expected average remaining working lifetime of members of the Fund, after making allowances for future withdrawals. The expected cost of providing staff pensions to employees contributing to the Fund is recognised in the Statement of Comprehensive Income and Expenditure on a systematic basis over the expected average remaining lives of members of the Fund in accordance with FRS 102 and recognises retirement benefits as the benefits are earned and not when they are due to be paid.

Financial instruments

Financial instruments are recognised in the Balance Sheet when the College becomes party to the contractual provisions of the instrument. All of the College's financial instruments are classified as 'basic' in accordance with Chapter 11 of FRS102. All of the College's financial instruments are measured at transaction price.

Financial assets are derecognised when the contractual rights to the cash flows from the assets expire, or when the College has transferred substantially all the risks and rewards of ownership. Financial liabilities are derecognised only once the liability has been extinguished through discharge, cancellation or expiry.

Employee benefits

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

Statement of Principal Accounting Policies (contd.)

Cash and cash equivalents

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty. Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

Interest receivable

Interest income is recognised in the Statement of Comprehensive Income and Expenditure using the effective interest method.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term creditors are measured at the transaction price. Other financial liabilities are measured at fair value, net of transaction costs.

Agency arrangements

The College acts as an agent in the collection and payment of certain Student Support Funds. These funds are excluded from the College Statement of Comprehensive Income and Expenditure, and movements have been disclosed in the notes to the accounts. Where the College has more discretion in the manner in which funds are disbursed, and those funds do not meet the definition of agency funds, the income and expenditure relating to these funds are shown in the College Statement of Comprehensive Income and Expenditure.

Going concern

The Board of Management is satisfied that it has adequate resources to continue in operation for the foreseeable future. The College has now reassessed its medium-term financial sustainability and has developed a new Transformation and Renewal Plan in consultation with our GCRB executive colleagues which will ensure it remains financially sustainable over the next three-year period. Implementation during has resulted in significant reductions in staff costs from 2021/22 and has enabled the College to return to a sustainable year-end operating cash balance and an AOR surplus for the following next three year budget period.

The board have assessed the impact of COVID-19 and this has not affected the going concern status of the entity. It is anticipated that the College will continue to be funded by Grant in Aid from Scottish Funding Council/GCRB and will continue to operate on a financially stable basis. As a result of this, the going concern basis continues to be adopted in the preparation of the financial statements.

2. Funding Council Grants (SFC)

		Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
	Notes		
SFC recurrent grant (including fee waiver)		23,173	22,178
Release of deferred capital grants	16	1,209	1,255
FE & HE childcare funds	26/27	676	562
Maintenance grants		578	542
Other SFC grants		1,745	1,015
Strategic funding		54	362
Total		27,435	25,914

3. Tuition Fees

		Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Higher Education students		1,478	1,841
UK Further Education students		38	39
Non – EU Further Education students		17	20
Education contracts		1,868	3,007
Other contracts		761	496
Total		4,162	5,403

4. Other Income

		Year to 31 July 2022 £'000	Year to 31 July 2021 £ '000
	Notes		
Rental income		29	2
Other grant income		193	94
Release from deferred grants non–SFC	16	333	317
Income generating activities		475	1,601
Integrated Grant Fund		274	332
Total		1,304	2,346

5. Investment Income

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Bank interest receivable	-	-

6. Staff Costs

- a. The average monthly number of persons (including senior post holders) employed by the college during the year, expressed as full time equivalents was:

	Year to 31 July 2022 No.	Year to 31 July 2021 No.
Academic / Teaching departments	262	250
Academic / Teaching services	94	121
Administration & central services	51	54
Premises	20	23
Total	427	448

- b. Staff Costs for the above persons:

	£'000	£'000
Academic / Teaching departments	14,345	14,388
Academic / Teaching services	5,814	5,861
Administration & central services	3,259	3,681
Premises	947	973
Staff restructuring	91	1,006
Total	24,456	25,909

Analysed as follows:

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Wages and salaries	17,297	17,517
Social Security costs	1,890	1,868
Pension costs	5,178	5,518
Staff restructuring	91	1,006
Total	24,456	25,909

6. Staff Costs (contd.)

Staff costs for 2021/22 include £91k in voluntary severance payments for 5 members of staff who left during that year. The costs incurred during 2020/21 in respect of voluntary severance were £1,006k. These payments were approved by the College Remuneration Committee and the Board of Management.

The table below summarises the exit packages by cost band.

Exit package cost band	Number of voluntary redundancies	Number of other departures agreed (including any compulsory redundancies)	Total number of exit packages by cost band
£10,000 - £25,000	5	-	5
Total number of exit packages	5	-	5
Total cost (£'000)	91	-	91

Pay awards for most staff are now negotiated nationally. The College has fully implemented national agreements during the previous financial year and which cover the period to 31 July 2022.

Increases for senior staff out with the National Bargaining framework namely the Principal, 2 Vice Principals and 7 Directors mirrored the increase awarded to promoted teaching staff but cover the period to 31 March 2022.

- c. The number of staff, including three senior post-holders and the principal, who received emoluments (excluding employer National Insurance, pension contributions and compensation for loss of office) in the following ranges were:

	Higher paid staff Year to 31 July 2022 No.	Higher paid staff Year to 31 July 2021 No.
£60,001 to £70,000	9	8
£80,001 to £90,000	-	1
£90,001 to £100,000	2	1
£120,001 to £130,000	1	1
Total	12	11

7. Senior Post-Holder Emoluments

	Year to 31 July 2022 No.	Year to 31 July 2021 No.
The number of senior post-holders including the Principal was:	<u>3</u>	<u>3</u>
	£'000	£'000
Senior post-holders annual emoluments were made up as follows:		
Salaries	315	289
Voluntary severance		-
Benefits in kind		-
Pension contributions	55	64
Total emoluments	<u>370</u>	<u>353</u>

The above emoluments include amounts payable to the Principal of:

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Salary	127	127
Benefits in kind		-
Compensation for loss of office		-
Pension contributions	(1)	29
Total emoluments	<u>126</u>	<u>156</u>

The Highest paid member of staff during financial period 2021/22 was the Principal of Glasgow Kelvin College.

The pension contributions in respect of the principal and senior post holders are in respect of employer's actual contributions to the Teachers Superannuation Scheme (Scotland) and the Local Government Superannuation Scheme. These are paid at the same rates as for other employees. The members of the Board of Management, other than the Principal and other members of staff did not receive any payment from the College other than reimbursement of travel and subsistence expenses incurred in the course of their duties.

8. Other Operating Expenses

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Premises costs	2,213	1,870
Teaching services	1,286	1,428
Teaching departments	717	721
Administration and central services	1,240	1,234
Agency staff costs	96	99
HE & FE childcare	676	562
Estates maintenance projects	54	623
Other strategic expenditure	1,076	610
Total	7,358	7,147

Estates maintenance projects have been funded by the SFC of £54k (2021: £362k) and £NIL funded by the College (2021: £261k).

In 2013/14 the Glasgow Kelvin Learning Foundation, an independent trust, was established with the purposes of supporting further and higher education colleges in Glasgow. Total donations from the College to the Foundation in the period to 31 March 2014 amounted to £3,200k and £2,800k in the year to 31 July 2017 following the sale of City Campus. A further £300k was donated to the Foundation in the year to 31 July 2018.

The College will be able to apply to the Foundation for financial support for future projects, primarily to support the Capital Investment Plan. To date, the College has received £4,293k in financial assistance from the Foundation including £NIL during 2022 (2021: £86k). During 2021 £86k has been recognised as revenue.

8. Other Operating Expenses (contd.)

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Operating lease payments	51	41
External auditor's remuneration	40	39
Other remuneration payable to the external auditors	-	-
Amounts receivable by other audit firms in respect of:		
Internal audit including EMA and student funds audit	24	19
Other services provided by internal auditors	-	2

Operating lease commitments as at 31 July 2022:

2022

	Year to 31 July 2022 £'000	Expires in less than one year £'000	Expires between 1 and 5 years £'000
Other leases	51	61	9
	51	61	9

2021

	Year to 31 July 2021 £'000	Expires in less than one year £'000	Expires between 1 and 5 years £'000
Other leases	41	53	63
Total	41	53	63

9. Interest Payable

	Year to 31 July 2021 £'000	Year to 31 July 2020 £'000
Net interest on pension assets and liabilities	165	229
Total	165	229

10. Taxation

The Board does not believe that the College was liable for any corporation tax arising out of its activities during the period. The College charity number is SC021207.

11. Fixed Assets

	Land & Buildings Freehold £'000	Equipment £'000	Total £'000
Cost or valuation			
At 1 August 2021	58,613	12,796	71,409
Valuation	5,235	-	5,235
Additions	-	432	432
Disposals	-	(49)	(49)
At 31 July 2022	63,848	13,179	77,027
Depreciation			
At 1 August 2021	3,162	11,686	14,848
Charge for year	1,581	745	2,326
Valuation	(4,743)	-	(4,743)
Disposals	-	(50)	(50)
At 31 July 2022	-	12,381	12,381
Net book value			
At 1 August 2021	55,451	1,110	56,561
Net book value			
At 31 July 2022	63,848	798	64,646
Financed by:			
Revaluation	25,234	-	25,234
Financed by capital grant	33,552	723	34,275
Other	5,062	75	5,137
Net book value			
At 31 July 2022	63,848	798	64,646

Land and Buildings are revalued every 5 years with an interim valuation carried out in year 3. The College appointed Avison Young Chartered Surveyors to perform the valuations. Avison Young are independent appropriately qualified valuers. The freehold land and buildings were revalued at 31 July 2022. Land and Buildings with a net book value of £63,848k have been partially financed by Treasury funds. The basis of this revaluation was depreciated replacement cost.

12. Debtors: Amounts Falling Due Within One Year

	31 July 2022 £'000	31 July 2021 £'000
Trade debtors	210	309
Other debtors	10	4
Prepayments and accrued income	2,907	2,053
Total	3,127	2,366

Trade debtors and debts due from students are shown net of a provision for bad debts of £62k (2021: £99k).

13. Cash at bank and in hand

	31 July 2022 £'000	31 July 2021 £'000
Cash at bank and in hand	4,132	2,222
Bursaries and student fund accounts	25	1,561
Total	4,157	3,783

The College receives certain Funding Council grants on an agency basis. The funds are available solely for students and the College acts only as paying agent. The funds held in trust are reflected on the Balance Sheet, as both cash at bank and as a liability.

The above cash balances do not include an amount of £1k (2021: £1k) which is held by the College for the benefit of students.

14. Creditors: Amounts Falling Due Within One Year

	31 July 2022 £'000	31 July 2021 £'000
Trade creditors	594	500
Other creditors	2	12
Other taxation and social security	698	601
Accruals and deferred income	5,000	3,577
Deferred Government capital grants	1,542	1,572
VAT creditor	227	227
Lease creditor	-	25
Bursary and discretionary funds for future disbursement	25	1,561
Total	8,088	8,075

Included within other creditors is £1k (2020: £1k) in respect of unpaid pension contributions.

15. Creditors: Amounts Falling More than one Year

	31 July 2022 £'000	31 July 2021 £'000
Deferred Government capital grants	32,732	33,812
Total	32,732	33,812

16. Deferred Capital Grants

	SFC £'000	Other £'000	Total £'000
At 1 August 2021			
Land and buildings	24,530	10,076	34,606
Modular buildings	-	-	-
Fixtures and fittings	-	-	-
Equipment	753	5	758
Vehicles	-	21	21
Total	25,283	10,102	35,385
Received during period			
Land and buildings	-	-	-
Modular buildings	-	-	-
Fixtures and fittings	-	-	-
Equipment	432	-	432
Vehicles	-	-	-
Total	432	-	432
Released to Income and Expenditure			
Land and buildings	747	307	1,054
Modular buildings	-	-	-
Fixtures and fittings	-	-	-
Equipment	462	5	467
Vehicles	-	21	21
Total	1,209	333	1,542
At 31 July 2022			
Land and buildings	23,783	9,769	33,552
Modular buildings	-	-	-
Fixtures and fittings	-	-	-
Equipment	723	-	723
Vehicles	-	-	-
Total	24,506	9,769	34,275

17. Provisions for Liabilities and Charges

	Defined Benefit Obligation £'000	Unfunded Pension Liability £'000	Total £'000
Balance as at 1 August 2021	9,228	2,854	12,082
Reduction in provision required in the year	(21,176)	(567)	(21,743)
Pension (asset)/liability as at 31 July 2022	<u>(11,948)</u>	<u>2,287</u>	<u>(9,661)</u>

The Unfunded Pension Liability provision is for anticipated future pension costs arising from previous early retirements. The provision has been revalued by a qualified actuary. A net interest rate of 0.75% has been applied in calculating the provision.

Unfunded pension liabilities are accounted for in accordance with Financial Reporting Standard 102: Provisions and contingencies.

18. Revaluation Reserve

	31 July 2022 £'000	31 July 2021 £'000
Balance as at 1 August 2021	15,255	15,679
Transfer (from)/to revaluation reserve in respect of:		
Historic cost depreciation adjustment	(416)	(424)
Revaluation of fixed assets	9,979	-
Net transfer to/(from) revaluation reserve	<u>9,563</u>	<u>(424)</u>
Balance as at 31 July 2022	<u>24,818</u>	<u>15,255</u>

19. Post Balance Sheet Events

There are no post Balance Sheet events to report.

20. Capital Commitments

The College has no material capital commitments as at 31 July 2022 (2021: none).

21. Contingent Liabilities & Contingent Assets

The College has no contingent liabilities or assets as at 31 July 2022 (2021: none).

22. Shared Services

The College acknowledges that it, and its learners, benefit from the use of community assets owned by partner organisations (such as Glasgow City Council), including the facilities at The Bridge and parts of the Glasgow Learning Network. On the advice of independent, qualified surveyors, the College has decided that it is not practicable to place a reliable monetary value on the rights of access it has to such assets (for which it pays nominal rental charges).

Consequently, the College has not included any rights of access it has in the fixed assets Balance Sheet total.

23. Pension and Similar Obligations

The College's employees belong to one of two principal pension schemes:

- a) The Scottish Teachers' Superannuation Scheme (STSS), managed by the Scottish Public Pensions Agency (SPPA); and
- b) The Local Government Pension Scheme for non-teaching staff which is managed by the Strathclyde Pension Fund (SPF).

The schemes are of the defined benefit type. The assets of the schemes being held in separate trustee-administered funds. The total pension cost for 2021/22 was:

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Teachers' Pension Scheme (STSS): Employer's contributions	2,277	2,466
Local Government Pension Scheme: Employer's contributions paid (total)	1,152	1,085
Unfunded SPF provision released in year	(365)	17
	<hr/> 3,064	<hr/> 3,568
FRS 102 employer service cost and curtailments	<hr/> 2,114	<hr/> 1,950
Total pension costs	<hr/> 5,178	<hr/> 5,518

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the STSS was 31 March 2016 and of the LGPS (SPF) was 31 March 2020.

Scottish Teachers Superannuation Scheme (STSS)

The Scottish Teachers Superannuation Scheme (STSS) is an unfunded defined benefit pension scheme. Contributions, on a pay as you go basis, are credited to the exchequer under arrangements governed by the Superannuation Act 1972. A notional asset value is ascribed to the Scheme for the purpose of determining contribution rates. The STSS is a multi-employer pension scheme and the Scottish Public Pensions Agency (SPPA) have indicated that at the moment they are not able to identify the net share of underlying assets and liabilities for each employer on a "consistent and reasonable basis". Accordingly, the College has taken advantage of the exemption in FRS102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme.

A full actuarial valuation was carried out as at 31 March 2016. Employer's contributions were payable during 2021/22 to the STSS at a rate of 23% from 1 September 2019 (previously 17.2%).

23. Pension and Similar Obligations (contd.)

The assumptions in the 2016 valuation that have the most significant effect on results are as follows:

Actuarial method	
Assumed gross rate of return on investment (discount rate)	2.8% p. a. real; 4.86% p.a. nominal Until 2019 and then 2.4% real, 4.45% nominal
Assumed rate of increase in salaries	4.2% pa, 2.2% in excess of assumed CPI Inflation
Present value of liabilities at 31 March 2016	£22.8 billion
Pension increases per annum	2.0%

The full Actuarial Review of the scheme is available from the Government Actuary's Department. Please note that the short-term variations in salary increases are tabled below, returning to the long term assumed rate of 2% CPI Inflation + 2.2% pa thereafter.

Year	Gross discount rate	Pension increases	Salary growth
2016/17	3.83%	1.0%	1.2%
2017/18	5.88%	3.0%	2.2%
2018/19	5.06%	2.2%	2.1%
2019/20	4.24%	1.8%	2.3%
2020/21	n/a	n/a	2.6%
2021/22	n/a	n/a	2.8%
2022/23	n/a	n/a	3.0%

Strathclyde Pension Fund (SPF)

The Local Government Pension Scheme is administered by the Strathclyde Pension Fund, and is a multi-employer funded defined benefit scheme.

Contribution rates during the financial year were:

- a) Employer's - 19.3%;
- b) Employee's - Tiered levels of contribution related to salary level ranging from 5.5% to 11.1%. The College payroll average contribution is 6%.

23. Pension and Similar Obligations (contd.)

For the purposes of FRS 102 'Retirement Benefits' the College's actuarial valuation was calculated by the actuary as at 31 July 2022

The major assumptions used by the actuary were:

	31 July 2022	31 July 2021
Rate of increase in salaries	3.45%	3.55%
Rate of increase for pensions in payment	2.75%	2.85%
Discount rate for scheme liabilities	3.50%	1.6%
Expected rate of return of assets	3.50%	1.6%

The current mortality assumptions are based upon recent mortality experience, the assumed life expectations on retirement are:

	31 July 2022	31 July 2021
Retiring today/current pensioners:		
Males	19.6	19.8
Females	22.4	22.6
Retiring in 20 years/future pensioners:		
Males	21.0	21.2
Females	24.5	24.7

Life expectancy is based on the Fund's VitaCurves with improvements in line with the CMI 2017 model which makes an allowance for smoothing of recent mortality experience and long term rates of 1.5% p.a. for males and 1.5% p.a. for females.

The assets in the scheme and the expected rate of return at the last actuarial review date were:

	Long term rate of return	Value at 31 July 2022 £'000	Expected Annual Return £'000	Long term rate of return	Value at 31 July 2021 £'000	Expected Annual Return £'000
Equities	3.5%	34,302	1,201	1.6%	37,137	594
Bonds	3.5%	15,436	540	1.6%	13,504	216
Property	3.5%	6,289	220	1.6%	5,064	81
Cash	3.5%	1,143	40	1.6%	563	9
Total	3.5%	57,170	2,001	1.6%	56,268	900

Interest payable of £165k (2021: £229k) as noted above, is disclosed in the Income and Expenditure account within interest payable (note 9).

The employer contributions for the year to 31 July 2022 will be approximately £1,072k.

23. Pension and Similar Obligations (contd.)

Changes in the Fair Value of Plan Assets, Defined Benefit Obligation and Net Liability for the year ended 31 July 2022:

Period ended 31 July 2022	Assets £'000	Obligations £'000	Net (liability)/ asset £'000
Fair value of plan assets	56,268	-	56,268
Present value of funded obligations	-	65,496	(65,496)
Present value of unfunded obligations	-	-	-
Opening Position as at 31 July 2021	56,268	65,496	(9,228)
Service Cost			
Current service cost	-	3,177	(3,177)
Past service cost (including curtailments)	-	25	(25)
Effect of settlements	-	-	-
Total Service Cost	-	3,202	(3,202)
Net Interest			
Interest income on plan assets	902	-	902
Interest cost on defined benefit obligation	-	1,067	(1,067)
Total net interest	902	1,067	(165)
Total defined benefit cost recognised in Profit or (Loss)	902	4,269	(3,367)
Cash flows			
Participants' contributions	352	352	-
Employer contributions	1,088	-	1,088
Benefits paid	(1,105)	(1,105)	-
Unfunded benefits paid	-	-	-
Contributions in respect of unfunded benefits paid	-	-	-
Effect of business combinations and disposals	-	-	-
Expected closing position	57,505	69,012	(11,507)
Re-measurements			
Changes in financial assumptions	-	(23,634)	23,634
Changes in demographic assumptions	-	(281)	281
Other experience	-	125	(125)
Return on assets excluding amounts included in interest	(335)	-	(335)
Total re-measurements recognised in Other Comprehensive Income (OCI)	(335)	(23,790)	23,455
Fair value of plan assets	57,170	-	57,170
Present value of funded obligations	-	45,222	(45,222)
Present value of unfunded obligations	-	-	-
Closing position as at 31 July 2022	57,170	45,222	11,948

23. Pension and Similar Obligations (contd.)

PY Comparative of Changes in the Fair Value of Plan Assets, Defined Benefit Obligation and Net Liability for the year ended 31 July 2021:

Period ended 31 July 2021	Assets £'000	Obligations £'000	Net (liability)/ asset £'000
Fair value of plan assets	47,130	-	47,130
Present value of funded obligations	-	62,551	(62,551)
Present value of unfunded obligations	-	-	-
Opening Position as at 31 July 2020	47,130	62,551	(15,421)
Service Cost			
Current service cost	-	3,028	(3,028)
Past service cost (including curtailments)	-	-	-
Effect of settlements	-	-	-
Total Service Cost	0	3,028	(3,028)
Net Interest			
Interest income on plan assets	662	-	662
Interest cost on defined benefit obligation	-	891	(891)
Total net interest	662	891	(229)
Total defined benefit cost recognised in Profit or (Loss)	662	3,919	(3,257)
Cash flows			
Participants' contributions	353	353	-
Employer contributions	1,078	-	1,078
Benefits paid	(1,083)	(1,083)	-
Unfunded benefits paid	-	-	-
Contributions in respect of unfunded benefits paid	-	-	-
Effect of business contributions and disposals	-	-	-
Expected closing position	48,140	65,740	(17,600)
Re-measurements			
Changes in financial assumptions	-	5,201	(5,201)
Changes in demographic assumptions	-	(1,435)	1,435
Other experience	(1,646)	(4,010)	2,364
Return on assets excluding amounts included in interest	9,774	-	9,774
Total re-measurements recognised in Other Comprehensive Income (OCI)	8,128	(224)	8,372
Fair value of plan assets	56,268	-	56,268
Present value of funded obligations	-	65,496	(65,496)
Present value of unfunded obligations	-	-	-
Closing position as at 31 July 2021	56,268	65,496	(9,228)

24. Related Party Transactions

The Board of Management of the College is a body incorporated under the Further and Higher Educational (Scotland) Act 1992 and is largely funded by the Scottish Government via the Scottish Funding Council (SFC) and the Glasgow Colleges' Regional Board (GCRB). The SFC, GCRB and the Scottish Government are regarded as related parties. During the year the College had various material transactions with SFC and with other entities for which the Scottish Government is regarded as the sponsor Department such as the Student Awards Agency for Scotland. In addition, the College has had a number of material transactions with other Government Departments and other government bodies such as Local Authorities, Local Community Planning Partnerships and other Colleges and Universities.

Because of the nature of the College's operations and composition of its Board of Management (being drawn from local public and private sector organisations), it is inevitable that transactions may take place with organisations in which a member of the College's Board of Management may have an interest. All transactions involving organisations in which a member of the Board of Management may have a material interest are conducted at arm's length and in accordance with normal project and procurement procedures. Board members are required to declare an interest in relevant items on the agenda of meetings of the Board and its standing committees. The College had transactions during the year or worked in partnership with the following bodies in which members of the Board of Management hold or held official positions as listed below. The same disclosure of interests has been made in respect of members of the senior management team.

Balances outstanding as at the 31st July 2022 with related parties were as follows:

Organisation	Type of Transaction	Value £	Name
Glasgow City Council	Grant	358,267	S Birrel
Glasgow City Council	Income	95,669	S Birrel
Glasgow Kelvin Learning Foundation	Income	3,887	I Patrick
Strathclyde University	Income	100,766	J Hogg
Glasgow City Council	Expenditure	606,360	S Birrell
HEFESTIS	Expenditure	40,890	L Clark
Strathclyde University	Expenditure	16,950	J Hogg

Balances outstanding as at the 31st July 2022 with related parties were as follows:

Organisation	Type of Transaction	Total	Member
Debtor			
Glasgow Kelvin Learning Foundation	Debtor	1,790	I Patrick
Creditor			
Glasgow City Council	Creditor	2,729	S Birrell
HEFESTIS	Creditor	9,647	L Clark
Strathclyde University	Creditor	12,000	J Hogg

25. Bursaries and other student support funds

	Year to 31 July 2022 FE Bursary £'000	Year to 31 July 2022 FE Discretionary £'000	Year to 31 July 2022 EMAs £'000	Year to 31 July 2022 SAAS HE Funds £'000	Year to 31 July 2022 Total £'000	Year to 31 July 2021 Total £'000
Balance b/fwd	1,155	228	-	178	1,561	496
Funds received in year	3,883	1,222	124	176	5,405	6,245
Expenditure	(3,880)	(1,222)	(121)	(288)	(5,511)	(4,785)
Repaid to SFC/SAAS	(1,155)	(228)	-	(47)	(1,430)	(395)
Balance c/fwd	3	-	3	19	25	1,561
Represented by:						
Repayable to SFC/SAAS	3	-	-	19	22	1,429
Retained by college for students	-	-	3	-	3	132
	3	-	3	19	25	1,561

For Student Support Funds the SFC/SAAS grants are available solely for students, with the College acting only as paying agent. The grants and resulting disbursements are therefore excluded from the Statement of Comprehensive Income and Expenditure.

26. FE Childcare funds

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Balance b/fwd.	-	25
Allocation received in year	531	385
Expenditure	(531)	(410)
Balance c/fwd	-	-
Represented by:		
Repayable to funding council as clawback	-	-
Retained by college for students	-	-

27. HE Childcare funds

	Year to 31 July 2022 £'000	Year to 31 July 2021 £'000
Balance b/fwd.	-	36
Allocation received in year	145	177
Expenditure	(145)	(213)
Balance c/fwd.	-	-
Represented by:		
Repayable to funding council as clawback	-	-
Retained by college for students	-	-

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