

**Report of the Trustees and
Consolidated Financial Statements for the Year Ended 31 July 2023
for
WORCESTER STUDENTS' UNION**

Knox Cropper LLP
Chartered Accountants and Statutory Auditors
153 -155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

WORCESTER STUDENTS' UNION

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Report of the Trustees for the Year Ended 31 July 2023

The trustees present their report with the consolidated financial statements of the charity for the year ended 31 July 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The 2022/23 academic year was extremely busy for Worcester Students' Union (WSU) and one that was defined by challenges in rising costs, staff turnover, and student engagement. It has been one of the most difficult years for some time as an organisation but was also marked by some real successes and things to be proud of. We continued efforts to re-engage students in our activities and opportunities following the lingering effects of the pandemic, and the outcomes were mixed; good engagement with the Hangar and student-led events but little spend by students when in our venue, good engagement in sports events but less so in our societies and Networks, and good engagement in academic representation, as well as in student consultation and our governance structures.

A key focus for the year was to consult students on what our focus should be for a new longer-term strategic framework. The key themes coming out of the student feedback will be touched upon later in this report in the section on our Future Plans. The Union is proud to have completed this important piece of work, despite an extensive operational plan to fulfil, staffing shortages throughout the year, and additional (at times unexpected) work required by external influences, including the regulatory body, such as (but not limited to) the TEF Student Submission and the APP Student Submission.

The Union remains grateful for the continued support from the University's Board of Governors and Senior Executive team. We are very keen to continue the good relationship where there is mutual support and scrutiny, with the common goal of an excellent student experience.

Status and Administration

The Students' Union is constituted in accordance with its constitution and is administered and managed by the Trustees. Following the Charities Act 2006 and the withdrawal of this exempt status for organisations with annual turnover exceeding £100,000, the Students' Union considered its options and was, subsequently, registered with the Charity Commission in December 2011, Charity No. 1145192.

The Executive Committee members are elected by the membership to take office in early June in the year in which they are elected and hold office for one year until the second week of the following June. Members can run for re-election for a second year on the same terms.

Charitable Objects

WSU seeks to enhance the student experience by providing representation, welfare services, social events and opportunities for student development within the Union and the wider community.

Its Objects under its Constitution are:

- Promoting the interests and welfare of students at the University of Worcester during their course of study and representing, supporting and advising students
- Being the recognised representative channel between students and the University of Worcester and any other external bodies
- Providing social, cultural, sporting, and recreational activities and forums for discussions and debate for the personal development of its students

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ACHIEVEMENT AND PERFORMANCE

Achievements and Performance

AIMS AND ACTIVITIES

The Union exists to enhance the student experience and provide all c.10,000 students of the University of Worcester with opportunities to make the most out of their time at University. It aims to achieve this through services offering advice and support, democracy and representation, societies and sport, volunteering, and through student-focussed entertainment and events. To provide these, the Union has established departments and consults with its student staff and members to continuously improve. Executive Officers of the Union sit on every major committee of the University and regularly meet local stakeholders to represent the interests of its members.

The Union will seek at all times to:

- (i) ensure that the diversity of its membership is recognised and that equal access is available to all Members of whatever origin or orientation;
- (ii) pursue its aims and objectives independent of any political party or religious group;
- (iii) pursue equal opportunities by taking positive action within the law to facilitate participation of groups discriminated against by society.

When reviewing our objectives and planning our activities, we have given due consideration to the Charity Commission's general and relevant supplementary guidance on public benefit. Our Constitution (revised in 2020, following a comprehensive governance review) has been structured to give the Board of Trustees reasonable authority to manage the affairs of the Union in a professional manner. The Board of Trustees will give the utmost consideration to the views of Members. Whilst consulting our members on what our focus should be for a new strategic framework for the organisation, the Union continued to work to the Vision and Values approved by the Board in 2015/16:

Our Vision Statement:

Representing and supporting students to develop and achieve.

Our Values:

Professional

We will conduct and present ourselves to our students and stakeholders in a professional manner, ensuring we have sound organisational processes and procedures, as well as internal expertise to support the student leadership.

Inspirational

We will lead by example and provide our students with inspiration to reach their full potential and try new things.

Accountable

We will ensure that our students and stakeholders know how we utilise our funds and make decisions through our democratic structure, and how they can get involved.

Student-centred

We will ensure that the services and events we deliver achieve high levels of student satisfaction and that students are integral to our continuous improvement.

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Positive

We will be positive about Worcester and what it can offer students, promoting how we can help and support them.

Entertaining

We will have fun and help students have great memories of their time at Worcester.

Our Operational Plan 2022/23, retained the following areas:

- Student Engagement and Satisfaction
- Representation and Networks
- Governance and Democracy
- Advice and Wellbeing
- Sports, Societies and Student-Led Services
- Equality, Diversity and Inclusion (EDI)
- Teamworc ACTION (volunteering)
- RAG (fundraising)
- People and Culture
- Sustainability
- Employability
- Finance and Commercial
- Health and Safety

The Union continued to monitor its progress against its Key Performance Indicators (KPIs) below, established in 2017/18. These will also be updated as part of the organisation's new strategic framework.

1. Satisfaction with the Students' Union for our members increases year on year - target of 80% across all relevant University, national, and Students' Union surveys;
2. The percentage of the student body aware of the range of services run by the Students' Union increases year on year;
3. The percentage of the student body filling out the Students' Union's 'Big Worc Survey' increases year on year;
4. The percentage of the student body satisfied that we are representing them and providing them with a voice increases year on year;
5. The number of students voting in our Leadership Elections - target of 20%;
6. The number of available positions in our governance structures are filled - target of at least 80%;
7. The number of ideas submitted to the Students' Union increases year on year;
8. The number of students accessing our advice and support service increases year on year;
9. The number of welfare campaigns delivered by the Officers year on year that meet the SU's campaign objectives;
10. The number of students who are members of a club or society increases year on year;
11. The number of clubs and societies increases year on year - target of 50 clubs and 60 societies;
12. The number of volunteering hours given by students increases year on year;
13. The percentage of students saying that being involved in the Students' Union enhanced their employability increases year on year;
14. Worcester sits in the top 50 in the BUCS (British Universities Colleges Sport) League;
15. The number of students attending events in The Hangar increases year on year;
16. The Students' Union achieves at least Silver Best Bar None accreditation each year;
17. The profitability of the Students' Union's commercial services increases year on year;
18. The percentage of students feeling that Students' Union events had a positive impact on their student experience increases year on year.

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The Union aims for excellent satisfaction rates amongst our members and to consistently defy its size in terms of local impact and national reputation. This report will cover the key areas of focus and development under separate headings. An annual Impact Report for the year will, also, be produced later in Semester 1 of 2023/24 and shared widely with the Union's members and stakeholders.

1. ACADEMIC REPRESENTATION

Throughout 2022/23, there was continued focus on ensuring that the Academic Representation (AR) System continued to engage with students and impact their academic experience. We are proud of some of the results of that focus. The Union continued to work closely with the University, through the joint Academic Representation Oversight Group (AROG) to deliver the scheme and monitor outcomes. Ultimately, it was a successful year with 429 reps recruited (87 more than in 2021/22) and 92% of them being trained (compared to 74% of all Reps in 2021/22 and 56% during the pandemic).

Reps engaged well throughout the year, and we had some share their wins with us via Course Rep Journals. These included making changes to their cohort timetable and the module options available to students. A Course Rep in the College of Business, Psychology, and Sport drove forward the option to have English Literature as a major in second year, which was greatly appreciated by students and staff. Reps from Courses based on City Campus campaigned for better facilities and services to be offered on City Campus and several discussions resulted with senior University management, particularly, around upgrading the interior and facilities in Jenny Lind building. In the Institute of Education, a School Rep introduced a reward and recognition system as a way for students and staff to recognise the 'little wow' moments that occur every day.

We had 24 out of 29 School Reps in position during the 2022-23 academic year, all of whom undertook training. They engaged fantastically in discussions at councils and forums. Five of the School Reps volunteered to read over the University's Teaching Excellence Framework (TEF) submission, and feedback their thoughts. We were really impressed with their dedication to the role and their hard work.

Despite repeat attempts to recruit, the following School Rep positions were vacant in 2022-23:

- English, Media and Culture
- Social work and the Community
- Midwifery and CPD
- Marketing and Enterprise
- Sport, Management and Outdoor Education

We continued to run Course and School Rep of the Month, with a photo opportunity for all celebrated Reps when they collected their certificate and badges, which were posted on social media. We had School Reps of the month from all schools and saw Course Reps of the Month from Healthcare Management and Leadership, English Literature, Computing, SENDI, Business Management, Criminology, Paramedic Science and Adult Nursing. We then had Course and School Reps of the Year presented at the annual Teamworc Awards.

This year we introduced a new Rep Rewards Scheme and completely revised the criteria for these rewards, adjusting for varying demands of different courses and including a broader spectrum of engagement factors. We widened the scope of engagement activities, with the criteria for Course Reps to partake in 6 (Bronze), 10 (Silver) or 14 (Gold) activities to achieve the relevant award and School Reps to partake in 8 (Bronze), 12 (Silver) or 16 (Gold) activities to achieve the relevant award. The flexibility of the new system seemed to appeal to students and make it more accessible to placement, partner, and commuter students. In total, 36 awards were given out to Reps (compared with 10 awards in 2022 and 2021):

- Gold - 2 Course Reps and 3 School Reps
 - Bronze - 17 Course Reps and 10 School Reps
 - Silver - 1 Course Rep and 3 School Reps
-

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We held a celebration event at the end of year at which we handed out the above award certificates. The students seemed delighted to attend, have their photo taken, and enjoy some free pizza and it was a highlight of the year for our Vice President Education to be able to thank them for their efforts.

Rep Fora and Conference

Two Course Rep Forums took place (one in Semester 1 and one in Semester 2), covering:

- Teaching Excellence Framework (TEF)
- PATS (Personal Academic Tutors)
- Mitigating Circumstances policy and students' experiences

Two School Rep Forums took place (again, one in Semester 1 and one in Semester 2). Topics included:

- Teaching Excellence Framework (TEF)
- PATS (Personal Academic Tutors) and other feedback from course reps
- Provost Q&A - The School Reps presented good questions to the provost surrounding graduation and timetabling
- Improving learning & communal spaces
- Cost of living

We held a Rep Conference on 20th January 2023, which 59 Reps registered to attend. Approximately 40 attended throughout the day, which is a big increase from last year's Repstival, and demonstrates that Reps are willing to engage in educational sessions. The feedback was overwhelmingly positive. We organised sessions aimed at enhancing the experience and skillsets of Reps with an opportunity to network between themselves and with external organisations such as NUS. We coordinated a diverse agenda with sessions run by internal staff and external organisations and individuals, covering:

- Decolonising the Curriculum
- Transphobia
- Introduction to National Union of Students
- TEF (Teaching Excellence Framework) round table discussion
- Sustainability in Education

The History of NUS session was particularly popular with students, having the highest turn out and with most students feeding back that they 'strongly agreed' the session had enhanced their knowledge around NUS. The TEF Roundtable Feedback was also a highly successful session with students, with feedback across all areas for the session being overwhelmingly positive. For the Sustainability session 100% of students either agreed or strongly agreed that they would like to see more events/workshops on the topic, providing comments that the speakers were "great" and "very engaging". The sessions on Transphobia Awareness and Decolonising the Curriculum also shared the positive reception, with one student suggesting the Transphobia Awareness workshop should be "presented to staff, especially middle to upper management" while another student described the Decolonising the Curriculum workshop as "a very interesting presentation which encouraged conversation and discussion."

Rep Testimonials

We asked Reps what they had gained from their involvement with the AR system and we got some very heartening comments back, including:

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- 'At first I was worried I lacked the confidence to apply for the course rep role, so I'm hugely grateful to my course mate who encouraged me to go for it. It's been a brilliant opportunity which has really developed my confidence and communication. It has helped me to meet new people and feel more involved with the course through taking forwards feedback from my course mates and working with staff towards positive change. It was lovely to work as a team with my fellow reps and feel like we are making a difference so that everyone's university experience could be the best it could be.'
- 'Being the conduit between staff and students, feeding back student experience and Staff Student Liaison Committee meetings have been a chance to hone my listening and diplomacy skills.'

Student Rep Demography

Equality, Diversity, and Inclusion is of huge importance to the Union, and we make a point of monitoring the demographic data of Reps each year to get a better understanding of the students involved in the system. Anonymised analysis provided by the Data Management Unit in November 2022 revealed that:

- More School Reps were 'non-white'* students compared with 2021/22 (one of our aims). There is still work to do to ensure this is the case for Course Reps (levels were similar to 2021/22). *This term is used purely to reflect the University data received, not because we deem this to be the best terminology to use.
- Course and School Reps are more likely to have a disability than the University population overall.
- Both Course and School Reps had a higher proportion of LGBT students than is reflected in the general population at Worcester (and numbers of LGBT students engaged as School Reps increased from 2021/22).
- School and Course Reps are more likely to have 'no religion' or be Christian than have any other religion.
- Reps who are mature students follow the overall proportion of mature students at the University
- Course Reps are split equally between Levels 4 to 6, whereas School Reps are much more likely to be Level 6 students (half of all School Reps) or Level 5 students.
- Course Reps and School Reps are evenly spread across quintiles 2-5 of POLAR 4 and less likely to be from quintile 0 and 1 (although more Course Reps proportionally are from quintile 1 than School Reps)
- Course Reps are quite evenly spread amongst IMG groups 0-5, whereas School Reps are much more likely to be from IMD groups 2-5.
- The majority of Course Reps and School Reps are female rather than male or other or prefer not to say (and the difference has increased from 2021/22).
- The overwhelming majority of Course and School Reps are home students.

Satisfaction with the Academic Representation System

A key measure for us is, naturally, satisfaction with the Academic Representation (AR) system amongst the student body. We were pleased with the results from the key surveys that take place annually, helping us to understand students' views on how their academic interests are represented by the Union. It is disappointing for us that the surveys do not question students' satisfaction with more aspects of the Union (in the main survey for the NSS, rather than in optional questions) but, in terms of AR, we can gather some useful information and identify areas where we need to address satisfaction rates and focus efforts in the coming years.

The National Student Survey (NSS) and University Course Experience Survey (CES) results for this academic year were as follows:

- National Student Survey (NSS):

Q25 How well does the Student's Union represent students' academic interests?

Overall University: 75% (sector average 72%)

Last year, Q26 and **The students' union effectively represents my academic interests** was asked and the Union's score was 62% (against a sector average of 53%)

The Union was positioned 37th out of 148 Unions nationally in the University's compiled NSS rankings (for Q26-18th/149 in 2022, 19th/149 in 2021 and 2020, 36th/152 in 2019 and 61st/151 in 2018).

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- Course Experience Survey (CES)::

Q.5.3 - I know who my Course Rep is:

Overall University: +4% (on 2021/22) to 84%

Q 5.4 - Course Reps represent the interests of students on my course effectively:
Overall University: +14% to 80%

Q14 - (Changed question) How well does the Students' Union represent academic interests:

(For reference, for the previous question of 'Overall I am satisfied with the services provided by the Students' Union including advice, representation, societies, volunteering, entertainment and sport.' the overall University response came in at 69% satisfied).

1.2 TEF Student Written Submission

A rather unexpected and not insignificant piece of work this year was the Union's Submission for the TEF. We decided to submit via video with an associated transcript, rather than a written submission, and this was completed by the deadline in January 2023, despite having some staffing challenges at the time. As well as using existing data (from recent surveys and our internal intelligence and feedback log), we also gathered further evidence throughout Semester 1 through:

- (i) A Speak Week
- (ii) A Course Rep survey in November which they took to their peers
- (iii) University Student Ambassadors supporting us to survey students
- (iv) Utilising our student bodies, such as Welfare and Inclusion, TeamWorc, and Education Councils, as well as Student Council,
- (v) Further focus groups

Areas of focus for us in the research and the ultimate submission were students' views on the quality of:

- 1) Course content and delivery
- 2) Assessment feedback (and how helpful it was)
- 3) The learning environment (and how supportive it was - including resources, PAT support, peer work etc.)

We were pleased with our submission and with the engagement with the University during the process and we have reflected to the OfS what a substantial piece of work this was for Unions (and Universities) during an extremely busy period in the academic year, especially bearing in mind the timescales given. We have received no feedback to date on our submission.

1.3 Access and Participation Plan (APP) Student Submission

Another piece of unexpected work from the OfS this year came in the form of the APP Student Submission, which came somewhat at the eleventh hour from the regulator and required completion by early July (at a period when we were inducting new officers and most of our students had already left for the year). We were pleased, however to be more involved in the development of the APP with the University, which was a very positive exercise (including being invited to a round table discussion). We worked closely with the Director of Access and Inclusion to engage students as best we could at the time and with the timescales given. We were asked to consult students on their perspectives on:

- (i) How confident students are that they will be appropriately involved in the delivery and evaluation of the APP
- (ii) Whether the University have identified the greatest risks to equality of opportunity in their EORR
- (iii) The credibility of the intervention strategies outlined by the University to address these risks to equality of opportunity.

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We engaged a small group of students in a discussion group with the Director of Access and Inclusion and gave them pre and post reading. The students were simply excellent - lucid, thoughtful, and impressive in their ideas and perspectives and their contributions were reflected in a variety of ways in the final APP. We are very keen that students continue to be involved in the monitoring and evaluation of the plan. The student contributors, also, expressed genuine gratitude for receiving payment from the University for their time with this piece of work. They fed back that this enabled them to be more honest in their contributions and that it felt more like co-production rather than being asked to give their views on a voluntary basis (which they said can create less confidence that their views and feedback will be genuinely taken on board).

2. STUDENT NETWORKS

Our Student Networks has their third year of operation and, unfortunately, we saw a decline once again in memberships. The year ended with total membership numbers of 144 (from 111 students), as compared with 243 last year and 275 in year 1 (2020/21). The only area of comparative (if slight) growth has been in the number of postgraduates joining their Network.

Network	No. of Memberships 2022/23	No. of Memberships 2021/22	-/+ difference between 22/23 and 21/22	Number of Memberships 2020/21
Race Equality Network	2	8	-5	31 (was BAME Network)
Commuter Students' Network	3	20	-17	18
Disabled Students' Network	11	15	-4	17
International Students' Network	11	21	-10	17
LGBTQ+ Students' Network	59	73	-14	73
Mature, Parents and Carers Network	13	17	-4	37
Postgraduate Students' Network	10	7	3	8
Sustainability Network	11	25	-14	24
The Widening Participation Network	3	8	-5	14
Women's Network	21	49	-28	36
Total memberships	144	243	-99	275

We also had more difficulty this year in filling committee positions (an experience that was replicated in other Unions who facilitate Networks). Following recruitment processes, 4 of the 10 Networks had all 3 core committee positions filled, with the Race Equity, Commuters, Disabled Students', Widening Participation, Sustainability, and Mature/Parents/Carers Networks all still having vacancies at the end of the year. All groups were given extra support across the year from the SU team to try and recruit members and facilitate activities. Every Network had at least bi-weekly meetings with the SU to support them with action plans, and each held Open Meetings for students. The Union also supported many of them to produce promotional videos to help boost their memberships.

We remain determined to try and resolve the low engagement in Networks and their committees and believe the volunteer nature of the committee roles are putting students getting involved as they are time poor. The Networks have an important representative function (as well as building social communities) and so we are moving to a system for 2023/24, where committee Chairs and Vice Chairs receive a bursary for their efforts, in a similar way to School Reps. We are hopeful that this will increase the impact the Networks can have on facilitating the student voice in a range areas.

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Networks organised fabulous activities and events over the year (as well as supporting national awareness days, weeks, and months) including:

- British Sign Language Workshop (Disabled Students' Network), which led to the formation of a new BSL Society
- Joint coffee mornings between the LGBTQ+ and Postgraduate Networks
- International Students' Network:
 - o International Welcome Picnic
 - o Christmas Crafternoon
 - o International Get-together
 - o Walk around Worcester
 - o Handball session (with the Handball Club)
 - o Worked closely with the International Experience Team on various initiatives
 - o Won Network of the Year and the Chair won Network Committee Member of the Year at the Teamwork Awards 2023

- LGBTQ+ Network:
 - o Black History Month Karaoke night in collaboration with the Nigerian Society.
 - o Visited a local Primary school to raise awareness around gender identities.
 - o Collaborated with a local Worcester Football Club to also raise awareness around gender identities and sexuality.
 - o Year-long "Don't Presume Campaign" around not presuming people's genders and pronouns.
 - o Trans Right Protest in Worcester City Centre.
 - o Valentine's Ball - to provide a safe and inclusive place for everyone, but specifically those who identify as LGBTQ+
 - o With Aerial Fitness, hosted a Beat Week Crafternoon to raise funds for and awareness of eating disorders.

3. WELFARE AND INCLUSION COUNCIL

Together with representatives from faith and cultural student societies, the Networks come together to form the Welfare and Inclusion Council, one of the three sub-committee of Student Council. A total of 4 meetings were held across the year and, together, the group submitted 2 policies to Student Council:

- A Policy for the Union to lobby the University to allow students to be able to change their name on email systems to their preferred name after their name has been changed on SOLE/Blackboard.
- A Policy that asked the Union to work with the DDS to create a resource that would help staff and students use more inclusive language when talking about and talking to students with disabilities.

One of the key benefits of the Welfare and Inclusion Council is that one group can bring an issue or policy motion, which are discussed and, often, policy proposals are then amended to reflect the intersectional nature of the issue in question following the sharing of wider experiences.

4. STUDENT COUNCIL

Student Council, the highest student body in our democratic structure, had a busy year and we filled 86% of the available positions (22 out of 26). Councillors struggled at times with their other commitments to attend meetings, however, so by the end of the year, 3 of the 4 meetings had reached quoracy.

Student Council had standing items on the agenda for each meeting as follows:

- Officer annual objectives
- Officer reports

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- Update from Sub Councils - Welfare and Inclusion, Education, and Teamwork Councils
- Updates from Executive Committee and Trustee Board
- Update from AROG (Academic Representation Oversight Group)
- Live Policies and Ideas
- City and Riverside Campuses

In addition to the above, key areas of discussion over the course of the year were around:

- The cost of living - costs of catering on campus, costs of commuting, Access to Learning Fund (and perceived barriers to applying), international student hardship
- Facilities and support for students on City and Riverside Campuses
- Feedback related to the TEF Student Written Submission
- Insight and feedback around the development of the Union's new, longer-term strategic framework
- 4 motions went to the Council, 3 of which were passed, 2 with amendments:
 - o Module withdrawal policy - to work with the University to create a transparent policy
 - o To work with the University to create a Mental Health policy (other aspects of this motion, including mandatory mental health training for staff were rejected)
 - o To work with the University to create a City Campus Development Board

5. EXECUTIVE COMMITTEE

Our Executive Committee, consisting of the 3 full time officers and supported by the Union's Senior Management Team, continued to meet consistently each month to discuss student ideas (submitted via the Ideas Forum), student issues, officer objectives, and key campaigns, and projects (including those in collaboration with University). They also approved 11 new societies and one new club throughout the year. Matters attended to over the course of the year by the Committee included:

Active Policies/Student Ideas (via Ideas Forum):

- Catering facilities for students on campus on a Saturday
- Improving social and study space and facilities for students in Jenny Lind and Charles Hastings
- A Women's Workout Hour in the gym
- Accessible Defibrillators on campus

Officer Campaigns/Objectives/emerging student matters:

- Cost of Living
 - Gender Neutral facilities on campus
 - Change Week
 - Panel Discussions with University SMT / Pizza with the PVC
 - Decolonising the Curriculum
 - Recreational sport offer
 - Rep Conference
 - Teamwork TV
 - Bursary scheme for Network committees
 - Employability support for student committee members
 - Mental Health support for students on healthcare courses (away from St John's)
 - Personal Academic Tutoring
 - Paramedic placements
 - Engagement with local politicians and national developments e.g. APPG into cost of living for students
 - International students' hardship and support
 - Support for students during Ramadan
 - Self-certification Mitigating Circumstances
 - Catering on Riverside and City campuses
-

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- Closure of Bredon building
- Matters related to NUS (report into Antisemitism, NUS Conference, Liberation Conference etc.)

Other:

- TEF Student Written Submission
- Timings of Welcome Week and Graduation 2023
- Dudley Campus development

6. SOCIETIES AND CLUBS

6.1 SOCIETIES

Memberships

By May 2023, a total of 804 society memberships had been bought by 669 students. Of these, 55% were purchased through Reach (225) and Get Involved (215) and 16 societies had 50% or more of their memberships bought this way.

We finished the year with 33 societies, with 21 reaching the 12-member requirement for affiliation. We saw 12 new societies form, including British Sign Language, Board games, Chess, Allotment and Gardening, Criminology, Psychology, The Cosy Soc, Book Club, Film, Biomedical Science, and Music.

Events

Societies hosted a range of great events across the year. We saw CPD events organised by our academic Socs including:

- Paramedics - 'Ask a paramedic' talk
- Education Enhancement - Paediatric First Aid Training and Mental health First Aid Training
- Biology - Next Generation Biologist talk.

Societies also engaged in fundraising, organising events like Knit N Knatter's Knit-a-thon, Psychology's W-Factor and the Uni Boob Teams Pen Y Fan Sponsored Hike with Cardiff's Uni Boob Team. Other highlights were the Nigerian Soc's Independence Day & 1st Anniversary Celebration, Spotlight and Loco's Halloween 'Scarefest', Poetry and Anime & Manga's 'Nerds Night In', Dungeons & Dragons' 'Tavern Night' and Christian Union's weekend away trip.

Awards

We had four student groups longlisted for the National Society and Volunteering Awards, two of which have gone on to make the shortlists. Loco Show Co were longlisted for the Wellbeing Award for all the work they have done towards their team Worc Untied accreditation, Debate Soc were longlisted for the Opportunities for All Award for their work to make debate inclusive for students with hearing impairments and the Paramedic Society and RAG Team were both longlisted and went on to win the Collaboration Award, for the 24-hr CPR-a-thon, which was fantastic. Members of the societies went with staff from the SU to receive their award at a ceremony in Reading in May.

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6.2 SPORT

Memberships

The year ended with a total of 38 sports clubs, of which 34 were affiliated (had 12 members or more) and 1200 memberships (1275 the previous year) from 1079 students (1139 last year). Important to note is that memberships bought through the University's Reach or Get Involved bursary schemes (Get Involved being for Level 4 students only as the Reach scheme is phased out) accounted for 67.5% (50% last year when it was solely Reach) of our overall memberships with 33 clubs having over 50% (and even 100%) of their memberships bought this way.

As a point of interest, BUCS (British Universities and Colleges Sport) conducted research during the year and spoke to 2,334 students and 80 staff members across 140 institutions, producing a report, 'The impact of the cost-of-living situation on student engagement in higher education sport.' The findings revealed a clear effect on engagement, with 65% of students saying the situation had had a negative impact on their ability to take part in sport and physical activity. Students with a disability and Black /Black British student were the most negatively impacted. Of those institutions questioned, 61% had put on more free recreational sport opportunities and 58% more free, organised active wellbeing opportunities.

Of our 38 clubs, WorchHike, WorchSnow, eSports, and Yoga were unable to recruit a full committee to lead the clubs going into the 2023/24 academic year and so will be part of our 'Adopt a Club' campaign in September 2023.

We ended the year, once again in 64th position in BUCS (out of 149 institutions) and 566 points. Wheelchair Basketball were brilliant all year and claimed the BUCS National Championship title with a convincing 90-36 win over Cardiff Met at BUCS Big Wednesday. We were even contacted by Newcastle to tell us how sporting the team was in victory.

There were league titles for Men's Rugby 1 in Midlands 3A and Women's Futsal 1 in Midlands 2A, who both went undefeated to secure promotion. Men's Basketball 1 defeated Strathclyde 75-71 and UCLan 112-69 in their Premier Promotion Playoff fixtures, securing North Premier status for 2023-24. The BUCS success continued into the Outdoor Cricket season, where Men's Cricket 1 went undefeated to claim the Midlands 3B title and earn promotion into Tier 2.

UW Sport continued to support the Performance Teams throughout 2022-23, contributing to the aforementioned successes of Wheelchair Basketball, Men's Basketball 1, Men's Rugby 1 and Men's Cricket 1. Netball 1 and Women's Basketball 1 maintained their positions in Midlands 1A, while Women's Rugby 1 and Women's Cricket 1 both narrowly missed out on Premier Promotion Playoffs. Netball 2 endured a tough season but remained in Midlands 2A, while Men's Football 1, Women's Football 1 and Men's Basketball 2 unfortunately ended their seasons with relegation.

In addition to the BUCS leagues, we were represented at numerous BUCS events, sending student athletes to the Archery Regionals, Athletics Indoor & Outdoor Championships, Badminton Nationals, Cross County Championships, Equestrian Regionals, Fencing Regionals, Swimming Short Course Championships, Tennis Championships, Trampolining Championships, and Wheelchair Tennis Championships.

Events

We saw a range of events organised by sports clubs this year. Dance brought back their 'Strictly' event, with 5 couples battling for the Glitter Ball Trophy. They also took on Cheerleading in a charity football match which attracted a large crowd, raising over £320 for RAG. Both clubs ended the year with their annual summer showcase where friends and family came to The Hangar to watch their final year performances.

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Men's Cricket challenged Men's Rugby to a charity football match and raised money in November for Movember. Women's Cricket, our winners of Sports Club of the Year, hosted a Darts Night in The Hangar, and well as a 24-hour cricket challenge which got people trying cricket for the first time. Women's Hockey and Men's Hockey collaborated a lot over the year to put on various fundraising events including Bonkers Bingo in The Hangar and Ultimate Frisbee arranged tournaments throughout the year. Aerial Fitness led a campaign for BEAT Week which included a guest speaker, yoga, a mindful walk, and a crafternoon. They raised £443, as well as awareness of eating disorders. Archery ran their first competition with a range of people taking part, which was certified to be incorporated into the County of Worcester Clout Champs. The event required a lot of organisation and helped to raise funds for the running of their club.

Awards

We were very proud to have a nomination shortlisted for a BUCS Award this year:

Team of the Year - Wheelchair Basketball - the award 'celebrates the competitive achievement of a student team competing in a BUCS or FISU competition that has excelled, been unbeaten, broken records or otherwise achieved ground-breaking success within their sport'. Our Wheelchair Basketball squad lost out to another strong nomination on the night, but we were so proud that their fantastic season continued to be recognised on the national scene

Varsity 2023

We saw our annual Varsity against Gloucestershire back again, with 23 points on offer over 8 days of fixtures. TeamWorc went to battle against TeamGlos in American Football, Athletics, Badminton (Men's), Badminton (Women's), Basketball (Men's), Cheerleading (Pom), Cheerleading (Stunt), Cricket (Men's), Dance, Equestrian, Football (Women's), Futsal (Women's), Hockey (Men's), Hockey (Women's), Netball, Rugby (Men's), Rugby (Women's), Swimming, Tennis, Trampolining, Volleyball (Men's), and Volleyball (Women's).

Across the two weeks, we engaged over 600 athletes and 2500 spectators from both institutions. Highlights of an incredible week of events include a dominant 8-0 victory in Women's Football, a narrow 21-14 win in Women's Rugby, and Gloucester Day. A busy day at Oxstalls Sports Park saw 8 fixtures take place, with historic victories in both our Men's and Women's Hockey, headlining a 6-2 score on the day for TeamWorc. This meant the score was tied at 9-9 heading into the flagship Worcester Arena Day.

Victories in Men's Basketball, Cheerleading (Pom), and Netball in the Arena clinched a 12-10 victory for TeamWorc in front of a jubilant crowd, with 2022-23 Vice President Student Activities Megan Lee lifting the trophy in front of the Worcester fans. In May, a weather-delayed Men's Cricket fixture was the opportunity to put the icing on the cake, but unfortunately TeamGlos took the point to conclude Varsity with a final score of 12-11. With so many close fixtures across multiple different sports, the Varsity title really could have gone either way, but the trophy will reside in Worcester until 2024.

6.3 TEAMWORC POINTS

The TeamWorc Points accreditation scheme had another successful year, rewarding sports clubs and societies that went the extra mile to deliver a great experience for their members and engage fully in the TeamWorc community. Clubs and societies were eligible to receive TeamWorc Points through different criteria, including volunteering, fundraising, and online engagement.

At the end of the year, sports clubs and societies with enough points were awarded TeamWorc Points accreditation at Bronze, Silver, or Gold level. In total, 12 received Bronze, 7 Silver, and 6 Gold:

Bronze: Sports - American Football, Archery, Lacrosse, Men's Cricket, Netball, and Women's Cricket

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Societies - Debate, Knit N Knatter, Nigerian, Spotlight, Mindfulness, and Psychology

Silver: Sports - Cheerleading, Dance, Women's Football, and Women's Hockey
Societies - Education Enhancement, LOCO Show Co, and Uni Boob Team

Gold: Sports - Aerial Fitness and Men's Hockey
Societies - Anime & Manga, Biology, Paramedics, and Poetry

Successful clubs featured on the sports club & society board in the SU, had a photo shoot, and featured in social media takeovers.

6.4 SOCIETIES AND SPORTS ENGAGEMENT DEMOGRAPHICS

We receive anonymised data once a year from the University's Data Management Unit on the demographic data of those who engage with us in a variety of ways, including societies and sport. From this information, we know that we still have work to do in terms of engaging students who are black and brown, and those of who have a religion other than Christianity in societies and sport, as well as older students in sport. Societies and Sport have a higher proportion of students studying at Level 4 than any other level and there is a lower proportion of students from Polar groups 1-3 engaged in these groups. For sports clubs, there is a higher proportion of male students (+13% on female students) and we have seen a decline in the last couple of years, after a positive increase before the pandemic, in the number of females engaging in sport. Clubs and societies also have a higher proportion of home students and a lower proportion of international students than the University overall proportions.

The Union is acutely aware of this data and is determined to address it. A group formed at the instigation of the Union in Summer 2023, with colleagues from the International Experience and Sports departments at the University to work on how we can encourage more international students to engage in recreational and competitive sport. The Chief Executive of the Union is part of a group looking at the findings and recommendations from national research by the University of Wolverhampton commissioned by BUCS (British Universities and Colleges Sport) around Race Equity in Sport. She has also linked in with the founder of Nujum Sports, which supports the creation of Muslim Charters at sports clubs across the country, and engaging a more diverse group of students in sport and societies is a component of the Union's EDI action plan.

7. RAG (Raise and Give)

By the end of the academic year, students had raised a total of £16,607, of which £6,544 went to the Union's nominated charity for the year (voted for by students), Worcestershire Animal Rescue Shelter (WARS). It was not an easy thing for students to fundraise this year due to the enduring cost of living but students still very much enjoyed collaborating and coming together to run events and activities for good causes. The total raised was certainly boosted by the generous donation of £3,752 from the Course Experience and National Student Survey, with £1 given by the University for every student response. This was very gratefully received.

Some notable student-led activities that took place to raise the funds included:

- A 24hr CPR Marathon was held by the RAG Team and the Paramedic Society, training students and staff to spread awareness and train people on how to administer CPR, alongside a charity raffle. Money raised was split between Beat the Clock and Blood Bikes. This event was entered into the National Societies and Volunteering Awards (which received 340 nominations from over 50 institutions) and won the Collaboration Award, which was simply amazing news for everyone involved!
 - Two of our Netballers, Megan Allen and Eryn Ward, ran 24 hours in 24 miles for Young Minds UK and raised £745.
 - Women's and Men's Hockey held a charity Match against Gloucester, raising £121 for WARS.
 - Saints and Sinners held a charity football match in which they raised £321 for WARS.
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- Ultimate frisbee held two fundraisers, an alumni charity match and a 12-hour ultimate frisbee fundraiser. They raised money for four charities - Mind, Cancer Research, Motor Neurone Disease Association & Birmingham Women's & Children's Hospital.
- The new Psychology Society held a 'X Factor' styled event called W-Factor in The Hangar.
- RAG week saw 'We're a Committee Get Us Out of Here' event, a Movember Showcase and a big RAG raffle, all of which raised £701.
- Uni Boob raised £609 for Coppafeel! and visited clubs and societies session, raising awareness of how to check for breast cancer.
- The Winter Ball raised £265 for WARS.

8. TEAMWORC ACTION (Volunteering)

Engaging students in community volunteering remained fairly difficult, in line with recent years as students still face increasing demands on their time, as well as issues around the cost of living and choosing paid work as a necessity over volunteering. They still, however, donated many hours as volunteers in student group committees, as Reps and in supporting local projects. A total of 6294 hours were logged over the year (from 1ST July to 30th June). This is almost 400 more hours than in the previous academic year and we are also aware that many students did not log the hours they gave, despite persistent encouragement from the Union. Students' time was broken down as follows:

- 5436 hours as part of Club, Society, RAG, or Network Committees (86%)
- 697 hours as part of community projects (11%)
- 94 hours as Course Reps, Student Councillors (1.5%)
- 22 hours as SU Crew (0.5%)
- 45 hours as other volunteering (Teamworc ACTION Days, Student Trustee roles and other volunteering across the University) (1%)

Across the year, we continued to engage with local organisations, namely Worcester Canal and River Trust, Sanctuary Housing, and the Dementia Café and students got involved in 6 canal cleans, Buddy Bingo event at the local Sanctuary Care Home (hosted by our Uni Boob Team), and a Dementia Café walk at Worcester Country Park.

9. WELCOME FESTIVAL

Following the success of our 2021 Welcome Week, our programme of events was expanded in 2022 and renamed Welcome Festival. Whilst the death of the Queen enforced some last-minute changes to the line-up, we were still able to provide new and returning students with a range of events and activities during their first two weeks at Worcester. Early starter and commuter events took place in Union Square in the week prior to Welcome Festival, with BBQs, ice cream, music, games, circus skills, and bhangra lessons all on offer for students arriving on campus ahead of the main Welcome Festival period.

Once again, the Welcome Fair was held at City Campus and, following feedback from students and staff, was reduced from a two-day to a one-day event. With the support of the University and Boffy Arts and Events, City Campus was set-up with marquees and market stalls to host our clubs, societies, and Networks, along with key University services and commercial partners. Around 2,000 students attended the Fair and enjoyed a real festival atmosphere and true #TeamWorc welcome.

The Wednesday of Welcome Festival saw our Colour Run, raising money for our RAG Charity of the Year, Worcestershire Animal Rescue Shelter (WARS). The course was extended, with more paint throwing stations, 'super soakers', and a longer route around St John's campus, with a total of 96 students taking part.

The Hangar hosted a range of events throughout Welcome Festival, including the Welcome Party, Disco Binglew, Quiz Night, Worcester Wednesday, Live Music, and Karaoke Night.

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REFRESHERS

Throughout Refreshers, we hosted a series of mini Club, Society, and Network Fairs in The Hangar to help struggling student groups to increase their visibility and recruit more members. The Friday then saw the return of the Rep Conference, hosted in The Hive. A number of Reps attended the Conference, with sessions on employability, diversity and sustainability.

10. CELEBRATION WEEK

Teamworc Awards

Our Celebration Week events took place in May and were, sadly, on a smaller scale than in recent years, due to budgetary constraints. Following on from student feedback from the Teamworc Awards in 2022, we decided to host the Teamworc Awards as a smaller event in The Hangar and limit it to those who were nominated for awards (from Clubs, Societies, Networks, RAG, and Academic Reps). We then planned to host a much larger End of Year Summer Ball, following requests for students, which any student could attend, widening the access to all to an end of year celebration and not limiting it to those students who were already engaged with us in some way. We were excited to be arranging a Summer Ball (like other institutions) for the first time.

As the year progressed, however, and the rising costs the organisation was facing, alongside the financial pressures facing students, the Summer Ball was deemed not financially viable, even it was a sell-out event. We would have been unable to break even due to the costs of hosting the event (off site) and because we were limited in how high we could set ticket prices, in order to enable students to attend. We made efforts to mitigate the costs and seek funding support but these were unsuccessful. This resulted in us cancelling the Ball and reimbursing ticket sales, which then led to student disappointment with the smaller scale of the Teamworc Awards, which still went ahead as planned, as they had been unable to attend either.

The Teamworc Awards night had a lovely atmosphere despite less students being able to attend, and it was a lovely way to mark the efforts and achievements of our members in a range of different areas. A full list of winners can be found here <https://www.worcsu.com/whatson/celebrationweek/teamworcawards/>

Students' Choice Awards

Nominations for the Students' Choice Awards opened in January 2023, and closed in mid-March. In total, 635 students engaged in the nominations process, compared to 689 nominations the year before. A full list of winners can be found at <https://www.worcsu.com/whatson/celebrationweek/scas/> and they were celebrated, along with all others shortlisted, in an afternoon event in the Hangar in May.

ADVICE SUPPORT AND WELLBEING

11.1 HELP AND ADVICE SERVICE

Following 2021/22's record case numbers, the Help & Advice Service once again saw an increase in cases during 2022/23. May 2023 was the busiest month ever seen with 55 new student cases opened. This was followed closely by June's 52 cases, highlighting an ongoing, increased student awareness and need of this source of support.

The service has retained best practice learnt throughout the pandemic and whilst face to face appointments are the most common way of students accessing the service, they continue to appreciate the option to attend meetings virtually and we continue to operate flexibly now offering telephone appointments.

The Help and Advice team has changed throughout the academic year resulting in the service being covered by only one member of the team at points, which is likely to have affected capacity, appointment availability, and

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appointment turnaround times. The service was back to operating with two advisors by July 2023.

Key headlines from the Service from 1st September 2022 until 31st August 2023:

- Supported 391 students with 432 cases, representing an increase of 1.6% more cases than the prior year. The highest monthly case load in 2021/22 was 50 cases - this was matched or exceeded in three of 2022/23's monthly figures.
- January to June were the busiest months this academic year in comparison to last year's January to March busy period. This shows that the service is remaining busier for longer periods of the academic year in comparison to previous years.
- 64% of cases were related to academic issues (76% in 2021/22)
- 21% of cases were housing issues (16% in 21/22)
- The remaining 15% were finance, employment, consumer or welfare related.
- 24% of the total clients were postgraduate students (19% last year and 16% in 2020/21)

Referrals

- 53% of all cases came from referrals from university staff/procedures (34% in 2021/22) with 21% of those referrals relating to academic integrity.
- 61 cases or 14% of cases were referred to the service via Course Reps / SU Staff / Networks / Officers and the SU Website (48 and 11% in 2021/22).

Campaigns

Think Before You Ink- Our annual multimedia campaign 'Don't Rent Yet (Think Before You Ink)' launched in October and was featured in WonkHE. Promotional campaign materials were supplemented by the Housing Fair, which ran on 17th January, in collaboration with University Accommodation Services and saw 200 students meet 40 accredited landlords. As a result of this campaign the H&A Housing webpages have received over 1500 page views and the service's contract checking service has also seen a significant increase in the number of students coming for checks.

Safe Sex Express- this is the scheme we run under Worcester's NHS Integrated Sexual Health service and allows us to provide free condoms to students. This year our safe sex express webpages received over 1200 page views, and we gave out 5107 condoms to students.

Period Dignity- amended from the period 'poverty' campaign of the previous year as it was felt period dignity better reflected the aim of the campaign, promoting respect, education, and equality. Towards the end of the year, the Union partnered with a sustainable feminine hygiene company, 'Hey Girls', to distribute sustainable, quality, free products to both students and the wider community. We have become a community partner meaning anyone who is struggling to access period products can drop into the SU and collect packages of products no questions asked. This year we have given out 75 packs of Pads/Liners and 75 packets of tampons.

Plans for Help & Advice Service in 2023-24:

The team will work towards some key goals for 2023/24, to elevate the quality and accessibility of our service:

- **Service Accessibility:** to ensure that every student can access our service with ease. We are actively working on strategies to remove barriers and make our support readily available to all our members.
 - **Outreach:** to reach every corner of our diverse student body, we are introducing multi-site appointments, allowing us to extend our support network and connect with students wherever they are.
 - **Enhanced User Experience:** to refine our service delivery to ensure expectations are clear and can be met and ensure that the interactions with us are seamless and valuable.
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- **Revised Service Promises & Principles:** to take a close look at our service promises and principles, revising them to align with the evolving needs of our student body.
- **New Communication Initiatives:** to launch new communication and marketing initiatives, including:
- **Myth Buster Mondays:** Debunking common misconceptions and providing accurate information to keep our students informed.
- **Website Case Studies:** Sharing student stories and practical solutions through case studies on our website.
- **Social Media Takeovers:** Allowing students to hear directly from our team of advisors and Officers on various topics through our social media channels.
- **Web Page Revamp:** Redesigning our web pages to ensure our members can easily access the most up-to-date, relevant, and engaging information to support their time at Worcester.

12. WELCOME DESK

Our Welcome Desk is staffed by students and exists to ensure a friendly and accessible first encounter for students and visitors to the Union. From early September until May, we responded to 3,394 enquiries through the desk, up by 1,000 on 2021/22. Of our total contacts, 70% were in person, 23% via email, and 7% from telephone calls. Major events such as student arrivals, Varsity and Elections tended to see spikes in footfall:

Month	In Person Visitors	Telephone Calls	Emails
September	369	14	97
October	416	47	101
November	141	11	28
December	108	15	53
January	276	30	90
February	317	25	149
March	584	30	164
April	104	32	77
May	60	20	36

The most common type of queries were general (information about the University, where to find things, who to contact, services available, and directions), followed by club and society enquiries, club and society product sales (memberships and event tickets), and advice and support.

13. EQUALITY, DIVERSITY AND INCLUSION (EDI)

The Union is very proud of the continued efforts it has been making in respect of EDI, which we consider to be fundamental to our role and operations. Our internal EDI Working Group, chaired by the President (established last academic year), met monthly and had representation from across the organisation, as well as linking in with the Union's Welfare and Inclusion Council. The group monitored progress against a comprehensive action plan and some outcomes were as follows (which were summarised in an annual report and published here <https://www.worcsu.com/yourunion/aboutwsu/equalityanddiversity/>).

Training and development, education, and information:

- Delivered EDI training to our Club, Society, and Network Committees and offered EDI training to our student staff and the members of our club, society, and network committees.
- Liaised with colleagues from the University's disability service on how we can make our services and building more inclusive.
- Made with external diversity consultants/trainers to arrange ongoing staff training for core staff.
- Our Director of Representation and Membership Services attended Understanding and Disrupting Antisemitism in Students' Union training (externally facilitated).
- Updated the information on our website of support available to students if they experience antisemitism at the University.

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- Our Chief Executive leads a group of SU CEO's who have undertaken Leadership in Race Equity training who have committed to stay in touch, hold each other to account on progress, and share good practice.
- Our Chief Executive is part of an external advisory group facilitated by BUCS (British Universities and Colleges Sport) that is following up on a report and recommendations from Race and Equality in Sport research, commissioned by BUCS in 2022, and conducted by the University of Wolverhampton. She is, also, working with BUCS on building a relationship with Nujum Sports - a charity dedicated to supporting Muslim athletes - and is arranging a visit for the Charity's founder to Worcester to meet our performance coaches.

Internal processes and commitments:

- Wrote and published our Anti-Racism Statement (with opportunities for our members to contribute)
- Race Equity was a standard item on monthly Senior Management Team meetings.
- Reviewed our recruitment processes for core and student staff, seeking advice from external consultants with expertise in recruitment and diversity. This means we have much more transparent processes, ensuring we make as much effort as possible to encourage applications from people based on skills and competencies (and not prioritising experience), and explaining who we are as an organisation and our EDI commitments.
- Overhauled our website through our management platform to make it more accessible to view and navigate.
- Developed our on-line communications (alt-text on Twitter) and marketing materials, as well as our internal emails to ensure they are more accessible (and inducting new staff on accessibility guidelines).
- Upheld our zero-tolerance approach to all forms of discrimination and harassment within #Teamworc. We addressed all reports of inappropriate behaviour amongst our student groups where students had contravened our Code of Conduct, invoked our disciplinary procedures and referred to the University processes where necessary, imposing sanctions, and facilitating education. We continued to promote the values and ethos of #Teamworc, of which we are very proud, and of the need for students to look out for and respect each other.
- Reviewed our EDI Policy.
- Worked with the University in the creation of their Access and Participation Plan (APP) and engaged students in consultation prior to finalising our APP Student Submission to the Office for Students.

Membership Services:

- Increased the accessibility of our Help and Advice service in terms of appointment times and locations, ensuring more promotion of the reasonable adjustments available to clients, and making plain English commitments.
- Assessed demographic data on at least an annual basis (usually bi-annually) of the members who are engaged with our activities (as Reps and volunteers, club, society, and network members) and working to address where our engaged students do not reflect (or exceed) the University overall population data.
- Monitored the demographics of the candidates in our Leadership Elections as above.
- Changed the name of our BAME Network to our Race Equity Network, in consultation with students.
- Maintained a cultural calendar and arranged events, publicity, and promotion around this.
- Our annual Varsity competition was themed #Proud2Play to promote all abilities and inclusion in Sport.
- Raised policies and practices around religious observance with the University.
- Raised the need for more gender-neutral facilities across campus with the University.
- Worked with the University's Disability Service on supporting students with neurodivergence as part of their induction, arranging bespoke activities.
- Improved the signage within the SU and the layout of welcome area (following recommendations from the University's Disability Service who audited our space).
- Commenced work on recommendations provided to us by a former student on how we can help make campus better for our members who are neurodivergent.
- Raised awareness around the use of pronouns.
- Worked with IT Services and Student Services on how we can enable students to change their name on SOLE and have that change reflected across all University IT platforms.

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Going forward, we are committed to:

- Encouraging more of our student staff, student group members, and Trustees to complete Diversity training.
- Undergoing further race equity training as an organisation and working ensure we have more diversity within our staff team.
- Continuing to learn from others and from best practice in the sector to ensure our processes and procedures are as inclusive and effective as possible.
- Working with the University to develop their commitments to EDI, their APP, inclusion and cultural competency across campus.
- Reporting annually on progress against our EDI Policy and action plan.
- Working to implement Equality Impact Assessments for all major events and changes (we will seek more guidance on how to do this effectively and proportionally).
- Continuing to review and improve the accessibility of our Help and Advice Service in terms of audio accessibility, language, website content, bookings process, and how we support neurodiverse students.
- Working to ensure we have more diversity within the memberships of our sports clubs, societies, networks, Rep cohorts and volunteers, and supporting our student groups to be inclusive.
- Monitoring University progress in decolonising the curriculum and supporting religious observance.
- Continuing our accessibility work in terms of our space/building, liaising with University Estates on improvements we believe are needed, including for wheelchair users and those with physical impairments.
- Looking to source better, affordable, and accessible furniture for the welcome area of the SU.
- Setting targets for engagement in the Leadership Elections 2024.
- Working with the University to evaluate and monitor implementation of their Access and Participation Plan, and engage students in this process.
- Continuing to work with the University to ensure adequate prayer facilities and gender-neutral facilities across the University estate for our students.
- Continuing to raise the need for a hardship fund for international students.

Living and delivering on our EDI Policy will be an intrinsic part our new longer-term strategic framework, and will be reflected in our themes, aims, visions, values, and KPIs.

14. LOCAL AND NATIONAL DEMOCRACY AND POLITICS

14.1 UNION LEADERSHIP ELECTIONS

The Union's Leadership Elections took place in March and saw 7 students stand for the 3 positions, with the President post uncontested (and the candidate running for a second term in office). We were delighted to have the highest number of nominations through our 'Recommend a Friend' scheme, whereby students could be recommended by others as a potential candidate. This year we received 73 (in comparison to 60 last year) and many conversations took place with those recommended as a result. Many of them were first or second years who decided not to stand this year but seemed very keen to do so in future years.

A total of 3,100 votes were cast by 1,101 individual voters, representing 12% of the student population (the sector average is between 10 and 15%). This was a reduction on the percentage of students voting in 2022 (20%) and we believe a week of terrible weather did, sadly, play a part. We also less candidates standing, one of whom was out on placement. We were delighted to see a candidate from a professional course and have reflected on their experience and how we can work to ensure our elections evolve to be as accessible and equitable as possible for these students.

The elections had a great, positive atmosphere, with staff going out and talking to many, many students and learning about their experiences and raising awareness of the Union and its services and structure. The following candidates were successfully elected as the Union's Executive for 2023/24:

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SU President - Al Linforth

Vice President Education - Gemma Allcott

Vice President Student Activities - Meg Lee

The Union continued working to increase the diversity of the elections, exploring ways to raise their profile and visibility, particularly within under-represented groups. Our primary aim with this work is to ultimately improve our election candidate diversity as well as our voter diversity, making the union feel inclusive and reflective of our membership. We recognise this is a long-term goal and we would be looking to build on this work every year, with groundwork laid this year. Actions we took this year included:

- **Collecting Data:** We chose to again use NUS' Candidate Demographics Service, to alleviate our time resource on collecting this data and allow us access to comparisons across the movement.
- **Upskilling Staff:** Union staff were encouraged to read NUS Race Equity in SU Elections Guidance on and watch the NUS Elections Development Week - Diversifying Your Candidates resource.
- **Marketing Approach:** We prioritised ensuring our promotional and training material, and reflected the diversity of our student population. Our 'What is an officer' communications were based on a diversity of backgrounds and self-identifying groups. We looked at approaching promotion by using questions such as, 'Don't see yourself represented at WSU?', 'What do your leaders look like? Could you lead?' and 'Are you the missing piece?'. Unfortunately, due to resource challenges, we were unable to fully enact this plan and so will revisit next year. We used targeted emails to Networks to try to encourage engagement from nominations through to voting and again used the voter leader board approach, to encourage voter engagement.
- **Candidate Support & Aftercare:** We offered all interested students an opportunity to book confidential 121 sessions with SU staff to discuss the elections. We found these particularly useful for students considering running with additional needs or caring considerations, as they acted as a safe space to work through accessibility questions. We, also, talked to candidates after the elections to understand their experiences and capture their feedback and have some good ideas from this to take into 2023/24.

14.2 ALL STUDENT MEETING

We held our annual All Student Meeting in February, providing a review of Union activities during the 2021-22 academic year, an update on our priorities for the current year. Sadly, we only had 14 students attend and so did not reach quoracy but those who attended were highly engaged and asked questions or made suggestions around:

- The possibility of an open forum with the VC and more information about / contact with the leadership team of the University, such as Heads of School and PVCs. This was fed back to the senior management team and actioned through 'Pizza with the PVC' and we were also reassured of plans to develop more noticeboards across the campuses displaying senior staff and explaining their roles.
- An end of year sports event for students not in BUCS teams - we delivered this in May in our inaugural Home Varsity event
- The Spelling and Grammar policy of the Office for Students and how this disadvantages some students.
- Employability support for students.

14.3 ENGAGEMENT WITH LOCAL AND NATIONAL POLITICS

The Officers met with Robin Walker MP in November 2022, to discuss their concerns around the lack of financial support for students. Mr Walker agreed to write a letter to the Chancellor prior to the budget debate advocating for tailored financial support for students as a result. He also took their concerns to the APPG for Students Inquiry into the cost-of-living crisis on students, which the Union also fed into, of which he was a member. The Officers asked to meet Mr Walker again after the APPG report was published but this request was declined due to 'the high number of requests' for meetings being received at that time at the Constituency Office. They subsequently arranged a meeting with Labour Party Parliamentary Candidate for Worcester, Tom Collins, in May

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to raise a range of issues affecting students, including the cost of living.

The Union and Officers also contributed to the following over the year:

- OfS consultation around harassment and sexual misconduct
- House of Lords Inquiry into the OfS
- OfS consultation on the National Student Survey (NSS)
- Worcestershire County Council Local Transport Plan consultation
- Department for Levelling Up, Housing and Communities consultation on Rental Reform

The Union has a proud recent history of engagement in national and local democracy and social issues and we are confident this will continue in 2023/24.

15. MARKETING AND COMMUNICATION

Throughout the year, the Union continued to communicate to students across a range of platforms, including social media, physical and digital displays, direct email, and face-to-face promotion.

Social Media

Following a general decrease in engagement during the 2021-22 academic year, social media began to see more positive results during 2022-23. Overall, there was an increase in engagement on SU Facebook and Instagram, as well as The Hangar Facebook and Instagram. The SU also launched a TikTok channel to ensure the Union continues to utilise the platforms most used by our members and to help showcase the student experience. Despite these positives, TeamWorc Facebook and Twitter continued to decrease in the number of followers along with declining engagement with content. As a result, TeamWorc Facebook and Twitter have been discontinued ahead of the 2023-24 academic year, allowing for increased and more focused content on the platforms most used by our students. Followers across our platforms were as follows:

	2021-22	2022-23	Increase/decrease
SU Facebook	8,900	9,000	+100
Hangar Facebook	1,400	1,500	+100
TeamWorc Facebook	2,800	2,800	0
SU Instagram	3,800	4,500	+700
Hangar Instagram	1,600	1,800	+200
Twitter	7,200	7,100	-100
TikTok	n/a	700	+700

Insights Consultation

One of the major marketing campaigns during the year was to promote the Insights survey; our consultation for our new longer-term strategic framework. The overarching theme of the promotional campaign was 'Tell Us How You Really Feel', encouraging students to provide honest feedback on their experiences at the University and SU. The campaign was prominent across all social media platforms for the first six weeks of semester two, with further promotion via targeted emails, and physical and digital displays. There were also significant levels of in-person outreach to promote the main survey and accompanying creative pop-ups. Over 900 responses were received from students, providing feedback on a wide range of experiences and concerns. Much of this feedback came from in-person promotion and direct conversations with students, highlighting the need to increase this aspect of marketing outreach.

16. STUDENT EMPLOYABILITY AND DEVELOPMENT

The Union continued to invest time into training students for various roles, as well as to directly employ students as Assistants for Graphic Design, Welcome Desk, Bar, and Security. Numbers attending **training for student roles** were as follows:

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- Sports and Societies' committee training conference - 120 attendees
- Student Network committee training - 27 (24 in 2021/22)
- New student staff training - 12 (16 in 2021/22)
- School Rep training - 23 out of 23 Reps
- Course Rep training - 395 trained out of total number of 429 Course Reps listed on SOLE, representing 92% (compared with 75% of total number of Reps trained in 2021/22)
- Elections - 20 bookable slots were offered to prospective candidates. In total, 11 students attended, 7 of whom went on to run in the elections. Those who did not go on to stand were first- or second-year students who stated they were interested in running after their final year (we believe most were put forward by others in the 'recommendation' stage, which is very positive).

Over the year, an average of 20 students were employed with us each month supporting The Hangar, our Welcome Desk, and marketing functions, working a total of 6605 hours and earning £69,655. Following agreement by the Trustee Board in November 2022, the pay for student staff was increased from Minimum Wage to Living Wage. It was felt that not only were student staff suffering financial hardship during the cost-of-living crisis but also the disparity between pay, based on age, was unfair to younger staff undertaking the same roles.

The move to Living Wage in November 2022 at £9.50 per hour, and the subsequent increase in April 2023 to £10.42 per hour, cost the SU an additional £4.4k during the 22/23 financial year. The full year impact is expected to be close to £6k, due to the disproportionately higher number of hours worked in September and October. Whilst the increase cost to the SU is not inconsiderable, the increased benefit on student wellbeing was important to the Union and students told us it prevented them from having to seek additional employment to cope in times of very high costs of food and accommodation.

The Union continues to support students through the job application process, with bespoke on-line guides on how to complete application forms, as well as a 'Guide to Interviews and the World of Work'. The 'Work with Us' page of our website the guide is hosted on received over 2,206 views across the year. We also make a point of providing feedback following all unsuccessful applications and interviews. Over the year, we received 51 applications for student staff roles.

17. THE HANGAR

Whilst the 2022/23 trading year was not affected by COVID the impact of bar closures in the previous two years had a material effect on students wanting to drink at the Hangar Bar. Welcome Week started well and engagement with students was high but spend per head from the start was below previous years, a trend witnessed across other Student Unions and public bars in general. Popular events during the Welcome Festival period included Binglow, Film Nights, Karaoke, Quiz and many cultural and educational events. Students were electing to enjoy the entertainment but were spending less.

Throughout the year the venue hosted numerous large events, including the Winter Ball, Celebration Week, along with the largest ever number of student-takeover nights. The student nights were popular and provided an opportunity for student groups to raise much needed funds for their own club or society as well as various charities and the student chosen RAG charity of the year, WARS. Student led functions are actively encouraged and help develop students' ability to organise events, budget, market them, and set realistic goals and expectations. Many of the events held were very successful for student engagement, even if bar takings were low. The overall evening attendance for the year was in excess of 12,000.

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Overall, the bar takings from drink sales were £139.1k, compared to £175.7k in 2021/22 and £110.4k in 2020/21 (a year significantly affected by Covid). This represented a 21% reduction in prior year sales and below the budget set for the year. During the Welcome Festival and semester 1, although sales were down it was only by a few percentage points, but semester 2 was severely impacted by the cost of living crisis with a focus more on getting by and purchasing food rather than the consumption of drink (even non-alcoholic sales were down on prior year). With lower student attendance at events at weekends the venue staff made a fresh attempt at securing external bookings, and it is pleasing to note the revenue from external hire is on the increase and was £1.5k ahead of prior year. The annual school prom event was a huge success and showcases the University to local students.

During 2022/23 the Hangar venue was been adapted to encourage more students to utilise the space during the day. The addition of 2 dartboards (including 1 set for wheelchair users), a table tennis table, an additional pool table and X-Box console encouraged a more diverse range of students to use the space to relax and unwind between lectures. The additional TV screens acquired last year has allowed more visual events to be shown, as well as improving the use of electronic quizzes at student events and on the regular Quiz Tuesday.

Takings throughout the week are now more evenly spread. Karaoke on a Friday and Quiz on Tuesday remain the 2 most popular nights but students seem to be enjoying the quieter nights as well and whilst takings are down on every night the differential between a Monday and Friday is much decreased.

We remain limited in terms of our ability to innovate and extend our offer due to the space we occupy and the University's catering contract with Chartwells. We continue to discuss our challenges with the University at quarterly finance meetings. As a place for students to meet and enjoy themselves, the Hangar has had a very successful year but this has not been reflected in wet sales. We have catered to the changing student demographic as best we can and we remain buoyed by levels of student engagement.

We once again achieved Gold in Best Bar None and, this year, also received 2 awards. One was for Community and Enrichment for our tea dance, repair café, Go Green Week, Community Cupboard, Breakfast Club, and using the building as a warm hub during winter. The other was a Policy and Procedure Award for our pronouns, health and safety, EDI, and zero tolerance policies/procedures and how we train our staff in these.

18. SUSTAINABILITY

The Union achieved **Very Good in the Green Impact Students Union (GISU)** accreditation scheme following our 2023 submission, which is the second highest accreditation we can obtain. Over the year, we worked with students, the University's Sustainability Team and internally to achieve the following:

- Maintaining Responsible Futures accreditation, delivering Go Green Week (in partnership with the University) and hosting several Repair Cafés at St John's Campus.
- Achieving the 5th highest response rate in the country for the SOS-Sustainability Skills Survey, with 421 students taking part.
- Continuing the process of aligning all our work to the UN Sustainable Development Goals, aligning all our Bye Laws, our 2022-23 Operational Plan and now our EDI Action Plan.
- Increasing awareness of sustainability issues amongst the staff team including sharing information and best practice, allowing time for an educational but rewarding sustainability staff quiz and "15 minutes of Fairtrade Fun".
- Re-invigorating our internal Sustainability Committee, reviewing our organisational sustainability policy, implementing a Single Use Plastic Audit of the SU, and planting an Apple Tree on St John's Campus as part of the Thatcher's Community Orchard Project.
- Establishing a Community Cupboard which supports students and those in the community who may be struggling to afford essential items such as food due to increasing costs of living.
- Continuing to support students to set up societies that actively promote the environment. The Allotment and

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Gardening Society was founded this year and saw relatively good engagement.

- Supporting our student groups to complete a Sustainability Checklist, which encourages committees and members to think about (and act on) how the operations of their groups could be better for the environment. These checklists resulted in groups sharing transport to events, holding meetings online, reusing materials, and using materials that are better for the environment (e.g. aerial fitness began using natural rosin when performing).

We also created a new page on our website this year detailing our credential around ESG (Environmental, Social, Governance), which can be found here <https://www.worcsu.com/yourunion/aboutwsu/esg/>. We point to this, as well as our section on EDI, in all our vacancy advertisements.

19. STAFF DEVELOPMENT

Staff learning, development, and wellbeing is very important to the Union. We continued to hold fortnightly team meetings (chaired by different members of the team) to aid teamwork and communication, as well as staff morning breakfasts as a more informal, relaxed group activity. We also introduced a new staff newsletter (to help keep student staff informed of what was going on in the Union), arranged activities out of the office, and down time when major national or international events were taking place, such as the World Cup.

Student staff were all inducted into their roles and had places on the Union's Staff Consultative Forum and Health and Safety Committee. Several student staff received recognition throughout the year for great work (through an on-line nomination process) and received a letter and shopping voucher. In Semester 2, 5 members of core staff received reward and recognition from the Senior Management Team for excellent work and contributions, and across the year, staff regularly thanked and praised each other on email, WhatsApp and Teams for good work, teamwork, and support. Examples of great teamwork over the year were Welcome Week, Elections, Varsity, and Celebration Week. The Staff Consultative Forum had a refresh and new members, as well as a new process for liaising with the Senior Management Team.

Union staff and Officers undertook learning and development over the year, as well as being encouraged to get involved in projects outside of their immediate area of work to widen their knowledge and develop new skills. Courses and learning undertaken included and attended courses over the year which included Diversity & Inclusion, Health & Safety, GDPR, Information Security Awareness, Disability Awareness, First Aid, Mental Health First Aid, 'Understanding and Disrupting Antisemitism in SUs, UJS (Union of Jewish Students) Antisemitism Training and Recruitment and Selection. As well as these, staff and Officers attended many of the annual conferences and events, including Strategic Conversation, Membership Services Conference, SOS-UK (Students Organising for Sustainability) Sustainability Summit, SU Digital, BUCS Conference, NUS Conference, The NUS Trade Show, and Lead and Change.

Core staff had their Personal Performance Appraisals held and objectives set, which fed into the Union's operational plan. All members of the team have at least one objectives around continuing professional development.

19.1 EMPLOYEE PULSE SURVEY 2022

In 2021 and 2022, the Union we commissioned NUS and Agenda Consulting to conduct the Employee Engagement Survey (EES) with our core and student staff team. The operational plans for 2021/22 and 2022/23 then included areas where staff felt there was room for improvement. Actions and initiatives that have come as a direct result of these surveys include commissioning an independent Pay and Reward Review (leading to a new pay framework and principles), reviewing and clarifying non-salary staff benefits and rewards, revising the Staff Consultative Forum, buying in Staff Savvy as a more central HR function, reviewing our recruitment and induction processes, creating a new staff newsletter, and more staff 'down time/days'.

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Most organisations and Unions who take part in the EES conduct it once every two years and so this year we conducted a short, internal 'pulse' survey to the team to check progress on areas where we identified for more development and improvement in the 2022 survey. The surveys were different for student staff and core staff and specific questions were selected from the previous EES to cover the areas of:

Student staff (8 questions in total)	Core staff (12 questions in total)
<ul style="list-style-type: none">- Getting a sense of personal achievement through the work- Receiving thanks and feedback for good work done- Being kept informed of what is happening elsewhere in the organisation- The organisation sharing information and enabling open and honest communication	<ul style="list-style-type: none">- Receiving thanks and reward for good work done- Staff wellbeing and work life balance- Teamwork and co-operation between departments- Staff kindness and respect towards each other- Encouraging innovation- Attracting and retaining a diverse workforce- Sharing good practice and enabling learning and development- Creating a compelling vision for the organisation

In total, 6 student staff (out of 19) and 12 (out of 19) core staff filled in the survey. Overall, the results were positive and an improvement on the scores in these areas in 2022.

For student staff, all of them agreed or strongly agreed that they got a sense of personal achievement through work, received thanks and feedback for good work done, and that the organisation practiced open, honest communication and shares information. They either agreed or neither agreed or disagreed that they were kept informed of what is happening elsewhere in the organisation and so this is something we will be working on in 2023/24.

In the core staff survey, improvements (some marked) were seen in the following areas (staff agreeing/strongly agreeing):

- I receive a good service from other departments in the Union
- Colleagues trust and respect each other
- High standards are expected of all employees
- Innovation is encouraged (increased by 39%)
- The organisation works to attract, develop and retain people with diverse backgrounds
- I am rewarded fairly for the contribution I make (increased by 32%)
- The organisation cares about its employees

Responses agreement the same in the following:

- Knowledge and good practice is shared across the organisation to promote learning
- The leadership group creates a compelling vision

And, finally, agreement decreased in these areas:

- I am able to achieve a good work life balance (reduced by 5%)
- The organisation encourages me to learn and develop my potential

Some of the free text comments provided included:

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- 'Staff engaged really well with students and candidates during the Elections'
- 'Career progression is limited'
- 'Everyone is so helpful and collaborative'
- 'Do less and do it more effectively'
- 'Workload can feel very big'
- Offer more training/learning opportunities
- Great place to work - staff care about their work but times when we need to work better as a team for students'
- 'Keep trying new things - rethinking could help save money'
- 'Period of high turnover but team have done a great job with lovely attitude to work and supporting each other'
- 'Doing good stuff around diversity and inclusion'
- 'Looking forward to creating new plan and vision'

Going forward, we will work with the Staff Consultative Forum on what staff think reward and recognition should look like, what they consider to be learning and development, and how we can improve our communication to our student staff. We are very keen that, as we don't have a large budget for formal training courses, we ensure that staff feel developed and upskilled from being an employee. The vast majority of staff who leave the organisation move on to more senior or skilled roles so we are confident that we foster professional learning but it is important to us that our employees recognise and feel this. The new strategic framework, which has been in development throughout 2022/23, will also be able to provide more clarity in terms of a compelling vision for the organisation.

20. OVERALL PERFORMANCE AND STUDENT SATISFACTION

With regards to the Union's 18 Key Performance Indicators (KPIs) set in 2017/18 (and up for review as part of the longer-term strategic planning that is underway), the following was seen:

- o improvements were seen in 7 areas,
- o performance remained the same (or was not comparable) in 4 areas
- o performance declined in 7 areas
- o (NB some KPIs saw both an increase and a decline within them, depending on the range of measures for that KPI).
- o 4 KPIs were no longer measurable in 2022/23 in the way they had been previously. This was mainly due to their being previously measured by responses in our annual Big Worc Survey which did not take place in 2023. This was due to our insight work taking priority and not wishing to 'over-survey' students).

No.	KPI	Performance up on 2021/22	Performance down on 2021/22	No longer measurable or stayed the same	Comments
1	Satisfaction with the Students' Union for our members increases year on year - target of 80% across the board	.			Performance up in CES Q14 and up in NSS Q25++Big Worc Survey not run in 2023
2	The percentage of the student body aware of the range of services run by the SU increases year on year			.	Big Worc Survey not run in 2023

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3	The percentage of the student body filling in our Big Survey increases year on year	.	Big Worc Survey not run in 2023
4	The percentage of the student body satisfied that we are representing them and providing them with a voice increases year on year	.	Performance up in CES Q5.3 by 4% and Q 5.4 by 14 % 13% in NSS Q25 (different question)++Big Worc Survey not run in 2023
5	The number of students voting in our Leadership Elections - target of 20% of membership	.	40% decrease on 2022 (and 12% of population - 20% in 2022)
6	The number of available positions in our governance structures are filled - target of at least 80%	.	86% of Student Council (SC) positions filled (100% in 2021/22)
7	The number of ideas submitted to the SU increases year on year	.	16 ideas (26 in 2021/22)
8	The number of students accessing our advice and support service increases year on year	.	2% increase in numbers of cases, individual students, and 9% increase in contacts
9	The number of welfare campaigns delivered by Officers year on year that meet the SU's campaign objectives	.	Safe sex express - engagement increased significantly, as did housing-related and cost-of-living campaigns.
10	The number of students who are members of an SU club or society increases year on year	.	Sports and society and Network members decreased

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	The number of clubs and societies increases year on year - target of 60 societies and 50 clubs			
11	Number of volunteering hours given by students increases year on year	.		Both up (Clubs by 1, Socs by 4)
12	The percentage of students saying that being involved with the SU enhanced their employability increases year on year	.		More hours logged but by more students
13	Worcester sits in the top 50 in the BUCS League		.	Big Worc Survey not run in 2023++++
14	The number of students attending events in the Hangar increases year on year		.	64th out of 149 institutions with 566 points (61st in 2022)
15	The SU achieves at least Silver Best Bar None accreditation each year	.		Recorded attendees down 360 on 2021/22++Big Worc Survey not run in 2023
16	The profitability of SU commercial services and contracts increases year on year	.	.	Retained Gold BBN and received 2 commendations for policies and procedures and community involvement
17		.		Overall revenue down

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(For reference, for the previous question of 'Overall I am satisfied with the services provided by the Students' Union including advice, representation, societies, volunteering, entertainment and sport.' the overall University response came in at 69% satisfied).

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In terms of these surveys, as already mentioned in section 2, it remains frustrating that they no longer question students on their satisfaction with more aspects of the Union - in the main survey for the NSS, rather than in optional questions. The changing questions, also, make comparisons more difficult year on year. We feel the optional questions in the NSS need rephrasing to elicit more helpful information, and their optional nature give them a sense of lower importance or relevance. The surveys do, however, enable us to gather some useful information in relation to academic representation and identify areas where we need improve satisfaction rates and focus efforts going forward. Again, as mentioned in the report already, we did not run our annual Big Worc Survey in 2023, due to our insight work and not wishing to overburden students but we will create a new regular survey to seek views, test progress against our strategic plans, and ensure continuous service development.

FINANCIAL REVIEW

Financial position

Income from all sources totalled £991,083 (2022: £1,028,790). Total expenditure of £1,053,966 (2022: £1,004,864) on all the students' services we provide, which left a deficit for the year of £62,883 (2022 surplus £23,925).

A new deficit funding agreement came into effect just after the year end in respect of the Student Union Superannuation Scheme. This has resulted in an actuarial loss on the scheme in the year of £55,752 (2022: nil). Once this is taken into account, the net reduction in funds this year was £118,635 (2022: increase in funds of £23,925).

The General Fund balance at the year end stood at £214,292 (2022: £298,228).

Restricted funds, which represent monies raised by the Union's various clubs and societies were £197,039 (2022: £189,244).

Reserves policy

The primary aim of the policy is to ensure that sufficient reserves are in place to provide funds for investment in the Union and its activities, thus enhancing the experience of students at this University. With a secure base of reserves, the Trustees of WSU will be exercising their duty to oversee the finances of the organisation in a prudent and proper manner and to minimise risks to the organisation's viability.

The level of reserves needed at any one time was reviewed again in-year by the Trustee Board and was agreed to be sufficient and realistic at 3 months operating costs (as defined by the annual budgeted organisational expenditure), known as the 'operating reserve'.

Reserves in excess of the required reserves are held as 'free reserves' or 'designated reserves', in accordance with the Trustee Board. If reserves fall below 3 months' operating costs for more than 6 months, the Trustees should ask the management to formulate a recovery plan to be submitted to Trustee Board for approval. If there are surplus funds available above the minimum level, the Committee should plan to utilise these within three years.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

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FUTURE PLANS

As mentioned, during 2022/23, we undertook widespread consultation as part of the planning for a new longer-term strategic framework, through which revised core aims, mission, values and KPIs will be set. The Union commissioned the Insight Manager from Queen Mary's Students' Union in a consultancy capacity to ensure a robust but affordable process. The insight outreach work resulted in 493 responses from students to the main insights survey and a further 323 responses to a series of pop-up consultations and emoji check-ins. Students were purposefully not asked about the Students' Union in particular or isolation but about their whole University experience.

From the data and feedback received from students, which was deemed statistically robust, 5 overarching strategic challenges were pulled out by the consultant:

- Stress, feeling overwhelmed, and poor mental health
- Financial pressures
- Perceived differences between subsets of students and how they are prioritised by the Union and the University
- The need for the Union to hold the University to account
- Becoming the best possible Students' Union and making it easier to get involved with us

The Union now needs to ensure that it focuses its attention in these areas to reflect what students have told us. In consultation in 2021/22, with students involved in a range of fora, as well as through the Union's Big Worc Survey, we asked what areas they wanted us to prioritise going forward. A total of 378 students ranked theirs in the following order:

- 1st - Advice and Wellbeing
- 2nd - EDI (Equality, Diversity and Inclusion)
- 3rd - Clubs and Societies
- 4th - Student Representation (Student Council, Networks)
- 5th - Academic Reps (School and Course Reps)
- 6th - Employability
- 7th - Social Events and The Hangar
- 8th - Sustainability
- 9th - Teamworc ACTION - volunteering opportunities
- 10th - Involvement in national democracy / NUS

This will also be factored into our strategic planning process.

Operationally, some of the immediate priorities of the 2023/24 officer and staff team are:

- Continuing work to support students during the cost-of-living crisis.
- Making sure EDI is central to all we do and the activities and events we facilitate.
- Develop the Networks in a new structure in which the Committee members receive a financial bursary.
- Continue to work with the University to increase the financial support available from the University for international students.
- Deliver on recommendations from a former student on how to make our spaces more accessible for neurodiverse students.
- Making it easier for students to report problems with landlords and in private accommodation (particularly any landlords advertising on Studentpad).
- Working with the University to review our Mitigating Circumstances processes to include a provision for self-certification.
- Supporting the safety and sense of belonging of transgender and non-binary students.
- Increasing engagement of a more diverse range of students in Sport.
- Embracing students from the new Medical School and ensuring they feel part of the Union.

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- Supporting and promoting the learning of British Sign Language by University students and staff.
- Ensuring students in under-represented groups feel heard by us and that we facilitate positive change for them.
- Increase the number of and engagement in general interest and academic societies.
- Rewarding students who volunteer as part of committees and supporting them to understand how this experience translates into the workplace.
- Revive the #NeverOK Consent campaign.
- Encouraging student groups to collaborate together to increase a sense of community and belonging to #Teamworc.
- Increasing our in-person outreach activities across the campuses.
- Continuing to provide accessible ways for students on professional courses to engage with us.
- Continue to have a positive staff culture where all staff are welcoming to students, where their contribution is valued and rewarded, and they feel genuine job satisfaction.
- Raising awareness amongst our members of the role of the OfS and of government legislation that affects them.
- Seeking creative and appropriate additional sources of revenue, including bookings within the Hangar space, media sales, and external partnerships.

FUTURE FUNDING

We will work with the University annually to negotiate on our annual block grant. This is to ensure we continue to maximise our impact and are able to maintain our services in the current financial environment where costs continue to rise or remain high, as well as to develop as an organisation to meet the needs of our increasingly diverse student body. We aim to reach out to more and more of our members and make them feel the Union is relevant to them, whilst minimising financial risk to the Union and ensuring we are future proof and maintain healthy reserves. We will continue to allocate as much resource as possible to student-facing services and representation and to work hard behind the scenes to review contracts and reduce costs wherever possible. We feel strongly that there is a need to strategically review the Union's funding, space, operations, and facilities on St John's campus and elsewhere to maintain and build on student satisfaction levels and to support the University's aims around recruitment, retention, and progression.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution

The University of Worcester Students' Union (hereafter referred to as 'WSU' or 'the Union') falls under the definition of a "Students' Union" in section 20(1) of the Education Act 1994, and has charitable status. The University of Worcester (hereafter referred to as the University) exercises its duty under the Education Act 1994 to take such steps as are reasonably practicable to secure that the Union operates in a fair and democratic manner and is accountable for its finances.

Since becoming a registered charity, WSU has a dedicated Board of Trustees, consisting of up to three full time officers, up to four student trustees, and up to three external trustees. The Student and Lay Trustees are selected on the basis of their appropriateness, experience and expertise by a simple majority vote of an Appointments Panel. Appointments of student trustees need to be ratified by a majority vote of Student Council. The Board of Trustees has overall responsibility for the good governance and financial stability of the Union and has been responsible for passing policies and procedures to bring the Union up to date with changing legal requirements.

The Union is a democratic organisation, with the ultimate decision making power being its membership through Student Council, which is the sovereign body. Student Council agrees the Policy of the Union, discusses wider and national issues that affect students at Worcester, guides strategic campaigns, represents the voice of students, and makes, appeals and amends the Bye-Laws, jointly with Trustees. Student Council continued to hold the officers accountable for their actions this year through a number of virtual meeting and 2 out of four were quorate (meaning some votes then needed to be conducted over email post meeting).

Officers are elected into position by cross campus secret ballot, for a one-year term of office to an Executive Committee. The Executive Committee oversee the day to day student-centered activities of the Union and are accountable to Student Council. All Executive Officers should receive an induction and training into their legal and administrative responsibilities, with an on-going programme of development during their term of office. The Executive Committee Members are able to run for re-election for a second year on the same terms.

The Union employs non-student professional staff to ensure effective management and delivery of its many activities and services and to implement the policy decisions made through the democratic process. There is delegated authority, through the Chief Executive Officer, for operational decision-making and accountability within the various areas of the Union, in accordance with agreed structures. The Chief Executive is accountable to the Board of Trustees.

WORCESTER STUDENTS' UNION

Report of the Trustees for the Year Ended 31 July 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT RELATIONSHIP WITH THE UNIVERSITY OF WORCESTER

The Union receives a Block Grant from the University and occupies buildings owned by the University, which also pays for utilities. This support is intrinsic to the relationship between the University and Union. Although the Union seeks to supplement and diversify its income through commercial and trading activities where possible, it continues to be dependent on the support of the University. The Union believes this that this support is an integral part of the University structure and strategic plans and of utmost value to the overall student experience.

The Union believes it has continued to demonstrate its value and impact in facilitating opportunities and communities for students, providing students with a voice, and continuously improving the experience at Worcester. The Union remains grateful to the University for their ongoing support and looks forward to continued collaboration as it works to support its diverse membership, ensuring students can create positive, ensuring memories of their time at University.

CHARITY GOVERNANCE CODE

The Union is committed to the seven principles outlined in the Code as follows:

1. Organisational Purpose

The Union continues to have strong organisational purpose and to work to its charitable objectives, laid out in its Constitution. As mentioned above, the Union worked to an operational plan for the year, with the previous, longer-term, strategic planning period coming to an end in July 2021. Significant work was undertaken over the year, however, to consult the Union's membership on what the focus should be for a new longer-term strategic framework for the organisation and this is now in development. In the 2017/18 academic year, the Union developed 18 KPIs against which it continues to measure and benchmark its development and performance. These KPIs will, also, be revisited during the current strategic planning process.

2. Leadership

The Board of Trustees works with the Chief Executive and senior management in the organisation to agree a clear strategic direction and to ensure that the organisational values are reflected and demonstrated in its work.

3. Integrity

Trustees of the organisation are expected to follow the Nolan Principles of Public Life and receive training on this. They are also expected to maintain the independence of the Union and to ensure it works to its charitable aims at all times.

4. Decision-making risk and control

The Board maintains strong oversight of the organisation, delegated where appropriate to sub-committees with defined terms of reference. Key procedures and policies of the Union, as well as organisational performance and legal compliance are reviewed on a regular basis. The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error (see risk management section below for more detail).

5. Board effectiveness

The structure and composition of the Board, as well as recruitment to it, ensure an appropriate balance of skills, knowledge and student representation. A Skills and Experience Matrix has been created to support this process. Trustees receive training upon their appointment and an induction to the Union and their role. The Board and its Sub-Committees meet regularly to receive information and reports and to have full and frank discussions of important issues. The Chief Executive also maintains email communication with the Board between meetings on important matters, as well as meets with the Chair and Deputy Chair at least once between full Board meetings to discuss current management priorities.

WORCESTER STUDENTS' UNION

Report of the Trustees for the Year Ended 31 July 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

6. Diversity

The Board values diversity in all its forms and is committed to reaching out to under-represented groups when recruiting Trustees to ensure they are reflective of the membership of the Union and of society. As with staff recruitment, the Union looks to external support and expertise when recruiting Lay Trustees, where this is affordable. When recruiting Student Trustees from its membership, the Union will do its utmost to target promotion amongst cohorts of students which are typically under-represented. Monitoring of diversity of Board membership is undertaken alongside similar monitoring of diversity amongst staff.

7. Openness and accountability

Building trust to secure the confidence of our members and stakeholders is a key part of how the Union operates. Student Council receives updates on the work on the Board and vice versa. The Board also ensures that the Union's membership is kept informed of progress and performance through annual meetings (All Student Meetings), as well as accessible information published on the Union's website, including summary minutes of full Board meetings. A Register of Declarations of Interest for Trustees is also maintained and reviewed regularly.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The Board of Trustees reviews the risk factors that could affect the strategic, operational and business interests of the Union. Considering the possible risks, the Board has put in place a risk register with attendant checks and balances to ensure compliance with health and safety, employment law and financial competency. The Union also maintains its own annual Statement of Legal Compliance, which is reviewed at by the Board at the same time each year as the risk register. The register was reviewed during the academic year and areas deemed to be of heightened risk, as we emerged from the pandemic, are listed below, with associated actions to try and mitigate or annual. **It is worth noting that the number of heightened risk areas increased from 2 in 2021/22 to 6 this year.**

- **That the continued success of the Union is vested in a small number of individuals who are highly exposed and that there is no succession plan for key and senior staff:** The Chief Executive is continuing work to develop the Senior Management Team and share responsibilities, where possible and appropriate, to expose senior members of staff to different areas of the organisation's operations. Senior manager posts have a 3 months' notice period. A new organisational structure was developed in 2022/23, to include a new Director role in Membership and Representation. The number of Academic and Welfare Advisors in post was increased to 2 in August 2022, as well as the number of core staff in the Marketing and Communications team (to replace sessional, student staff). Key areas, such as Finance have operational guides to enable continuity of practice. Communication is maintained with the University Executive regarding any notable staff absences, particularly of senior staff. Interim, short-term external management support was secured from NUS due to senior manager vacancies/turnover/illness in the first half of the year.

- **The Union receives a cut in its annual block grant from the University as a result of low student recruitment (particularly in light of current inflationary rises to general costs and salaries):** The block grant increased for the academic year 2021/22 but remained the same for 2022/23. The University has recruitment strategies in place (at the time of updating the risk register, this appeared mainly around healthcare and education), as well as around retention and progression. The Union has been advised to expect no increase in the block grant for 2023/24. The Union continues to implement cost saving measures where it can and look into alternative income streams that are appropriate and that do not breach existing sponsorship contracts but this remains very challenging. The Union occupies a University building, in which the University's caterers run outlets. The Union meets on a quarterly basis with the PVC(Students) and PVC (Finance and Resources).

- **Union trading operations are not profitable as expected as a result of University or external influences:** a key concern, heightened by the national cost of living crisis during the 2022/23 academic year and students' much reduced spending power, as well as the Autumn statement and rise in the National Living Wage. The Union meets on a quarterly basis with the PVC(Students) and PVC (Finance and Resources) and attends the University's Audit Committee each November following the production of annual accounts. Monthly accounts are shared with the University Executive and Trustee Board. The Union continues to implement cost saving measures where it can and look into alternative income streams that are appropriate and that do not breach existing sponsorship contracts but this remains very challenging. The Union occupies a University building, in which the University's caterers run outlets, which limits the ability to diversity operations and independent income. Issues affecting income and financial sustainability are discussed with the Trustee Board in a timely manner and communicated to the University. Monthly meetings take place with Venue staff and senior managers. Efforts being made to increase external bookings in the venue to pre pandemic levels and to ensure student events are as cost sensitive as possible to entice students in. Good practice researched in the sector and the SU continues to try and engage with the Worcester BID, which has been affected by turnover in BID management.

WORCESTER STUDENTS' UNION

Report of the Trustees for the Year Ended 31 July 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

- **The Union suffers a significant fall in income through a lack of sponsorship contracts (also heightened risk in 2021/22):** Monthly meetings are held with key sponsorship partners, including Tramps and Dominoes. The contract with principle decreased during pandemic and increased for 2022/23 but remained half that of pre pandemic levels. Contract with Dominos remains stable and at previous levels. Contracts are renegotiated in a timely manner by Union management and the Trustee Board and University kept informed of any concerns around renewal or a reduction of income from any agreement. Opportunities sought for additional income (as per risks above) where possible and advice / best practice sought from the sector.

- **The Union and its staff are adversely affected by negative developments with pension provider/s, namely SUSS (also heightened risk in 2021/22):** Communication has been maintained with SUSS Trustees, and NUS. AGMs attended, and questions posed regarding projections for the scheme. Advice regularly sought from Auditors and the University is being kept abreast of developments. Successive valuations suggest that the annual cost for Unions will continue to rise at a steady rate. Latest AGM confirmed continuingly low levels of funding for the scheme (less than 50%) and the move to a fiduciary management model with Schroders. The recovery period for the scheme is likely to be extended further to 2037. Option for 3 year up front payment remains but appears to demonstrate questionable value. Next valuation is due September 2023.

- **That staff morale and retention are negatively affected by perceived low pay, reward, and advancement opportunities within the Student's Union structure. Particularly in the context of the 'Great Resignation' post Covid, increasing expectations by employees, and the cost-of-living crisis (including current inflationary increases on wages):** The Trustee Board are consulted on strategic issues relating to staff pay and reward, including annual cost of living rises, increments that go beyond individual pay scales, and organisational change. An external pay and reward review was commissioned in 2021/22 to provide a new organisational pay policy and framework to increase transparency and understanding of roles (implemented in Summer 2022). Annual salary benchmarking exercise takes place with comparable roles in region and similar sectors. Work is ongoing with the Board to continuously review and reflect upon non-pay benefits for staff. Staff are informed of the additional benefits of working for the SU aside from pay, including training and development, life insurance (whilst in service), EAP, Edenred discount childcare vouchers, and other discount vouchers. Core staff all have an annual objective related to training and development within their personal appraisal. An organisational restructure took place in 2022/23, due to a need to address management resource in student engagement. This incorporated promotion of an existing member of staff.

Pay policy for senior staff

The level of remuneration agreed for senior members of staff for the academic year, was based on benchmarking with equivalent position in other Unions nationally, with an external pay and reward review for the Union conducted over several months in 2022, by Atkinson HR Limited, whilst taking into consideration the size and turnover of the Union, as well as the location of the institution and the size of the Union's membership. A benchmarking exercise was also undertaken using Croner Group data in April 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1145192

Principal address

Henwick Grove
Worcester
Worcestershire
WR2 6AJ

WORCESTER STUDENTS' UNION

Report of the Trustees for the Year Ended 31 July 2023

Trustees

A.Linfirth - appointed June 2022
M.Lee - ended term of office June 2023
G.Allcott - ended term of office June 2023
S. James - appointed June 2023
I. Price - appointed June 2023
M. Osborne - appointed October 2021
D.Dudley - ended term of office June 2023
M.Payne - appointed March 2022
E. Boddice - appointed October 2022
R. Williams - appointed October 2019, commenced second term in office October 2022
M. Jolley - commenced second term of office July 2019, term extended for a year in July 2022, ended term of office June 2023
M.Brittain - appointed Oct 2018, commenced second term of office October 2021
E. Burke - appointed May 2023

Auditors

Knox Cropper LLP
Chartered Accountants and Statutory Auditors
153 -155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WORCESTER STUDENTS' UNION

**Report of the Trustees
for the Year Ended 31 July 2023**

Approved by order of the board of trustees on 3 October 2023 and signed on its behalf by:

A handwritten signature in black ink, consisting of a large, stylized loop followed by a horizontal stroke.

Trustee

Report of the Independent Auditors to the Trustees of Worcester Students' Union

Opinion

We have audited the financial statements of Worcester Students' Union (the 'charity') for the year ended 31 July 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's and groups affairs as at 31 July 2023 and of its incoming resources and application of resources, 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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.

Report of the Independent Auditors to the Trustees of Worcester Students' Union

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- The Group is required to comply with charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charity complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the group's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

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

**Report of the Independent Auditors to the Trustees of
Worcester Students' Union**

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Knox Cropper LLP

Knox Cropper LLP
Chartered Accountants and Statutory Auditors
153 -155 London Road
Hemel Hempstead
Hertfordshire
HP3 9SQ

11th April 2024

WORCESTER STUDENTS' UNION

Consolidated Statement of Financial Activities for the Year Ended 31 July 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	606,910	-	606,910	604,950
Charitable activities	5				
Student activities		-	163,293	163,293	173,866
Bar		126,699	-	126,699	156,379
Other trading activities	3	91,027	-	91,027	93,397
Investment income	4	3,154	-	3,154	197
Total		827,790	163,293	991,083	1,028,789
EXPENDITURE ON					
Raising funds	6	106,775	-	106,775	81,099
Charitable activities	7				
Representation		108,074	-	108,074	103,973
Advice and welfare		67,665	-	67,665	62,565
Student activities		318,733	155,498	474,231	465,474
Bar		272,042	-	272,042	266,455
Affiliations		25,179	-	25,179	25,298
Total		898,468	155,498	1,053,966	1,004,864
NET INCOME/(EXPENDITURE)		(70,678)	7,795	(62,883)	23,925
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes		(55,752)	-	(55,752)	-
Net movement in funds		(126,430)	7,795	(118,635)	23,925
RECONCILIATION OF FUNDS					
Total funds brought forward		(70,496)	189,244	118,748	94,823
TOTAL FUNDS CARRIED FORWARD		(196,926)	197,039	113	118,748


The notes form part of these financial statements

WORCESTER STUDENTS' UNION

**Consolidated Balance Sheet
31 July 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	12	<u>11,485</u>	<u>-</u>	<u>11,485</u>	<u>14,383</u>
CURRENT ASSETS					
Stocks	14	6,537	-	6,537	8,623
Debtors	15	19,582	-	19,582	3,361
Cash at bank and in hand		<u>217,257</u>	<u>197,039</u>	<u>414,296</u>	<u>497,306</u>
		243,376	197,039	440,415	509,290
CREDITORS					
Amounts falling due within one year	16	<u>(40,570)</u>	<u>-</u>	<u>(40,570)</u>	<u>(36,202)</u>
NET CURRENT ASSETS		<u>202,806</u>	<u>197,039</u>	<u>399,845</u>	<u>473,088</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		214,291	197,039	411,330	487,471
PROVISIONS FOR LIABILITIES	17	<u>(411,218)</u>	<u>-</u>	<u>(411,218)</u>	<u>(368,724)</u>
NET ASSETS		<u>(196,927)</u>	<u>197,039</u>	<u>112</u>	<u>118,747</u>
FUNDS	18				
Unrestricted funds				(196,927)	(70,497)
Restricted funds				<u>197,039</u>	<u>189,244</u>
TOTAL FUNDS				<u>112</u>	<u>118,747</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 3 October 2023 and were signed on its behalf by:



Trustee

The notes form part of these financial statements

WORCESTER STUDENTS' UNION

Charity Balance Sheet 31 July 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	12	11,485	-	11,485	14,383
Investments	13	<u>1</u>	<u>-</u>	<u>1</u>	<u>1</u>
		11,486	-	11,486	14,384
CURRENT ASSETS					
Stocks	14	6,537	-	6,537	8,623
Debtors	15	19,582	-	19,582	3,361
Cash at bank and in hand		<u>217,257</u>	<u>197,039</u>	<u>414,296</u>	<u>497,306</u>
		243,376	197,039	440,415	509,290
CREDITORS					
Amounts falling due within one year	16	(40,570)	-	(40,570)	(36,202)
NET CURRENT ASSETS		<u>202,806</u>	<u>197,039</u>	<u>399,845</u>	<u>473,088</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		214,292	197,039	411,331	487,472
PROVISIONS FOR LIABILITIES	17	(411,218)	-	(411,218)	(368,724)
NET ASSETS		<u>(196,926)</u>	<u>197,039</u>	<u>113</u>	<u>118,748</u>
FUNDS	18				
Unrestricted funds				(196,926)	(70,496)
Restricted funds				<u>197,039</u>	<u>189,244</u>
TOTAL FUNDS				<u>113</u>	<u>118,748</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 3 October 2023 and were signed on its behalf by:

Trustee

The notes form part of these financial statements

WORCESTER STUDENTS' UNION

**Consolidated Cash Flow Statement
for the Year Ended 31 July 2023**

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(83,508)</u>	<u>26,625</u>
Net cash (used in)/provided by operating activities		<u>(83,508)</u>	<u>26,625</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(2,656)	(2,118)
Interest received		<u>3,154</u>	<u>197</u>
Net cash provided by/(used in) investing activities		<u>498</u>	<u>(1,921)</u>
Change in cash and cash equivalents in the reporting period			
		(83,010)	24,704
Cash and cash equivalents at the beginning of the reporting period		<u>497,306</u>	<u>472,602</u>
Cash and cash equivalents at the end of the reporting period		<u>414,296</u>	<u>497,306</u>

The notes form part of these financial statements

WORCESTER STUDENTS' UNION

Notes to the Consolidated Cash Flow Statement for the Year Ended 31 July 2023

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(62,883)	23,925
Adjustments for:		
Depreciation charges	5,554	4,718
Interest received	(3,154)	(197)
SUSS Pension deficit movements	(13,258)	(11,351)
Decrease in stocks	2,086	738
(Increase)/decrease in debtors	(16,221)	9,542
Increase/(decrease) in creditors	4,368	(750)
Net cash (used in)/provided by operations	<u>(83,508)</u>	<u>26,625</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.22 £	Cash flow £	At 31.7.23 £
Net cash			
Cash at bank and in hand	<u>497,306</u>	<u>(83,010)</u>	<u>414,296</u>
	<u>497,306</u>	<u>(83,010)</u>	<u>414,296</u>
Total	<u>497,306</u>	<u>(83,010)</u>	<u>414,296</u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Allocation and apportionment of support costs

The bases on which support costs have been allocated is set out in note 8 of the accounts.

Tangible fixed assets

There is no set de minimis level for the capitalisation of tangible fixed assets and each case is dealt with on an individual basis.

The policy with respect to impairment reviews of fixed assets is that reviews will be carried out if events indicate that the carrying value of any fixed asset may not be recoverable. Impairment losses are recognised in the SOFA.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Retail fixtures and fittings -	10 to 30% per annum straight line and 20% reducing balance
Administration fixtures & fittings -	20% per annum reducing balance
Improvements to premises -	10 to 20% per annum straight line and 20% reducing balance

1. ACCOUNTING POLICIES - continued

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The Union participates in the Students' Union Superannuation Scheme (SUSS), a defined benefit scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary.

The most recent valuation of the Scheme was carried out as at 30 June 2022 and showed that the market value of the Scheme's assets was £106,697,000 with these assets representing 44% of the value of benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £136,645,000

The 2022 valuation recommended a monthly contribution requirement by each participating Union intended to clear the ongoing funding deficit ending in 2037, increasing by 5% each year.

The scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the Union.

Under FRS 102, where a scheme participates in a multi-employer defined benefit pension scheme that is in deficit and the employer has entered into an agreement to fund the deficit the entity shall recognise a liability for the contributions payable that arise from the agreement. As the agreement runs until 2037, a discount rate of 3.8% has been applied in determining the net present value of the contributions made in the period.

The union also contributes to the Aegon Pension Scheme. The annual contributions payable are charged to the income and expenditure account.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued for the Year Ended 31 July 2023

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Grants	600,000	600,000
Other grants	<u>6,910</u>	<u>4,950</u>
	<u>606,910</u>	<u>604,950</u>

Grants received, included in the above, are as follows:

	2023	2022
	£	£
University of Worcester	<u>600,000</u>	<u>600,000</u>

3. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Marketing	60,750	58,425
Other	705	25
NUS Extra	229	1,020
Commissions receivable	5,321	3,245
Varsity income	16,843	16,809
Events income	<u>7,179</u>	<u>13,873</u>
	<u>91,027</u>	<u>93,397</u>

4. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	<u>3,154</u>	<u>197</u>

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued for the Year Ended 31 July 2023

5. INCOME FROM CHARITABLE ACTIVITIES

		2023 £	2022 £
Student Activity	Activity		
Membership	Student activities	163,293	173,866
Bar	Bar	<u>126,699</u>	<u>156,379</u>
		<u>289,992</u>	<u>330,245</u>

6. RAISING FUNDS

Raising donations and legacies

	2023 £	2022 £
Staff costs	90,913	68,909
Telephone	-	158
Postage and stationery	-	(100)
Marketing costs	<u>13,920</u>	<u>12,132</u>
	<u>104,833</u>	<u>81,099</u>

Other trading activities

	2023 £	2022 £
Purchases	1,255	-
Bad debts	<u>687</u>	<u>-</u>
	<u>1,942</u>	<u>-</u>
Aggregate amounts	<u>106,775</u>	<u>81,099</u>

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued for the Year Ended 31 July 2023

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Representation	-	108,074	108,074
Advice and welfare	49,652	18,013	67,665
Student activities	348,142	126,089	474,231
Bar	163,963	108,079	272,042
Affiliations	25,179	-	25,179
	<u>586,936</u>	<u>360,255</u>	<u>947,191</u>

8. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Representation	70,664	37,410	108,074
Advice and welfare	11,777	6,236	18,013
Student activities	82,440	43,649	126,089
Bar	70,665	37,414	108,079
	<u>235,546</u>	<u>124,709</u>	<u>360,255</u>

Activity	Basis of allocation
Management	Based on estimated usage of resources
Governance costs	Based on estimated usage of resources

9. TRUSTEES' REMUNERATION AND BENEFITS

	2023 £	2022 £
Trustees' salaries	63,306	61,680
Trustees' social security	4,864	4,649
	<u>68,170</u>	<u>66,329</u>

Each of the Executive Committee's sabbatical officers received remuneration as authorised in the Union's governing document, for the representation, campaigning and support work they undertake as distinct from their trustee responsibilities.

Trustees' expenses

	2023 £	2022 £
Trustees' expenses	<u>570</u>	<u>311</u>

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued for the Year Ended 31 July 2023

10. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	567,740	522,793
Social security costs	40,147	34,605
Other pension costs	31,019	32,866
	<u>638,906</u>	<u>590,264</u>

The average monthly number of employees during the year was as follows:

	2023	2022
Full time	21	18
Students - Semester only	15	22
	<u>36</u>	<u>40</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023	2022
£60,001 - £70,000	1	-
	<u>1</u>	<u>-</u>

The key management personnel of the charity during the year ended 31 July 2023 comprised of the Chief Executive, Director of Finance, Director of Representation and Membership Services and the Venue and Events Manager.

The total amount paid, including Employers National Insurance and Pension, to the Key Management Personnel for the year ended 31 July 2023 was £181,477.

WORCESTER STUDENTS' UNION

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2023**

11. COMPARATIVES FOR THE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	604,950	-	604,950
Charitable activities			
Student activities	-	173,866	173,866
Bar	156,379	-	156,379
Other trading activities	93,397	-	93,397
Investment income	197	-	197
Total	<u>854,923</u>	<u>173,866</u>	<u>1,028,789</u>
EXPENDITURE ON			
Raising funds	81,099	-	81,099
Charitable activities			
Representation	103,973	-	103,973
Advice and welfare	62,565	-	62,565
Student activities	309,356	156,118	465,474
Bar	266,455	-	266,455
Affiliations	25,298	-	25,298
Total	<u>848,746</u>	<u>156,118</u>	<u>1,004,864</u>
NET INCOME	6,177	17,748	23,925
RECONCILIATION OF FUNDS			
Total funds brought forward	(76,673)	171,496	94,823
TOTAL FUNDS CARRIED FORWARD	<u>(70,496)</u>	<u>189,244</u>	<u>118,748</u>

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued
for the Year Ended 31 July 2023

12. TANGIBLE FIXED ASSETS

Group and Charity

COST

At 1 August 2022

Additions

At 31 July 2023

DEPRECIATION

At 1 August 2022

Charge for year

At 31 July 2023

NET BOOK VALUE

At 31 July 2023

At 31 July 2022

Fixtures
and
fittings
£

909,621

2,656

912,277

895,238

5,554

900,792

11,485

14,383

13. FIXED ASSET INVESTMENTS

Charity

MARKET VALUE

At 1 August 2022 and 31 July 2023

NET BOOK VALUE

At 31 July 2023

At 31 July 2022

Unlisted
investments
£

1

1

1

There were no investment assets outside the UK.

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued
for the Year Ended 31 July 2023

14. STOCKS

Group and Charity

Stocks

2023	2022
£	£
<u>6,537</u>	<u>8,623</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Group and Charity

Trade debtors

Other debtors

2023	2022
£	£
<u>17,883</u>	<u>1,694</u>
<u>1,699</u>	<u>1,667</u>
<u>19,582</u>	<u>3,361</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2023	2023	2023	2022
Trade creditors	14,665	7,398	14,665	7,398
Taxation and social security	12,051	10,504	12,051	9,304
Other creditors	13,854	18,300	13,854	18,300
Inter company	-	-	-	1,200
	<u>40,570</u>	<u>36,202</u>	<u>40,570</u>	<u>36,202</u>

17. PROVISIONS FOR LIABILITIES

Provisions

2023	2022
£	£
<u>411,218</u>	<u>368,724</u>

The above provision relates to the deficit funding contributions the Union is required to make to SUSS (see notes 1 and 19).

18. MOVEMENT IN FUNDS

Group and Charity

	At 1.8.22 £	Net movement in funds £	Transfers between funds £	At 31.7.23 £
Unrestricted funds				
General fund	298,228	(56,666)	(27,270)	214,292
Pension deficit	<u>(368,724)</u>	<u>(69,764)</u>	<u>27,270</u>	<u>(411,218)</u>
	(70,496)	(126,430)	-	(196,926)
Restricted funds				
Clubs and societies	189,244	7,795	-	197,039
TOTAL FUNDS	<u>118,748</u>	<u>(118,635)</u>	<u>-</u>	<u>113</u>

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued
for the Year Ended 31 July 2023

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

Group and Charity	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	827,790	(884,456)	-	(56,666)
Pension deficit	-	(14,012)	(55,752)	(69,764)
	827,790	(898,468)	(55,752)	(126,430)
Restricted funds				
Clubs and societies	163,293	(155,498)	-	7,795
TOTAL FUNDS	<u>991,083</u>	<u>(1,053,966)</u>	<u>(55,752)</u>	<u>(118,635)</u>

Comparatives for movement in funds

Group and Charity	At 1.8.21 £	Net movement in funds £	Transfers between funds £	At 31.7.22 £
Unrestricted funds				
General fund	303,402	20,620	(25,794)	298,228
Pension deficit	(380,075)	(14,443)	25,794	(368,724)
	(76,673)	6,177	-	(70,496)
Restricted funds				
Clubs and societies	171,496	17,748	-	189,244
TOTAL FUNDS	<u>94,823</u>	<u>23,925</u>	<u>-</u>	<u>118,748</u>

WORCESTER STUDENTS' UNION

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2023**

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

Group and Charity	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	854,923	(834,303)	20,620
Pension deficit	-	(14,443)	(14,443)
	854,923	(848,746)	6,177
Restricted funds			
Clubs and societies	173,866	(156,118)	17,748
TOTAL FUNDS	<u>1,028,789</u>	<u>(1,004,864)</u>	<u>23,925</u>

A current year 12 months and prior year 12 months combined position is as follows:

Group and Charity	At 1.8.21 £	Net movement in funds £	Transfers between funds £	At 31.7.23 £
Unrestricted funds				
General fund	303,402	(36,046)	(53,064)	214,292
Pension deficit	(380,075)	(84,207)	53,064	(411,218)
	(76,673)	(120,253)	-	(196,926)
Restricted funds				
Clubs and societies	171,496	25,543	-	197,039
TOTAL FUNDS	<u>94,823</u>	<u>(94,710)</u>	<u>-</u>	<u>113</u>

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued for the Year Ended 31 July 2023

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

Group and Charity	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,682,713	(1,718,759)	-	(36,046)
Pension deficit	-	(28,455)	(55,752)	(84,207)
	1,682,713	(1,747,214)	(55,752)	(120,253)
Restricted funds				
Clubs and societies	337,159	(311,616)	-	25,543
TOTAL FUNDS	<u>2,019,872</u>	<u>(2,058,830)</u>	<u>(55,752)</u>	<u>(94,710)</u>

Clubs and societies - these funds represent income from the various student clubs and societies which is specifically to be spent on the fund or society to which it relates.

19. EMPLOYEE BENEFIT OBLIGATIONS

The Union participates in the Students' Union Superannuation Scheme, which is a defined benefit scheme whose membership consists of employees of students' unions and related bodies throughout the country. Benefits in respect of service up to 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the Scheme closed to future accrual.

The most recent valuation of the Scheme was carried out as at 30 June 2022 and showed that the market value of the Scheme's assets was £106,697,000 with these assets representing 44% of the value of benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £136,645,000.

The assumptions which have the most significant effect upon the results of the valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions applied at 30 June 2022:-

- **Discount rate:** Bank of England gilt curve + 1.5% pa, linearly changing over a term of 13 years to gilts curve + 0.25% pa.
- **Pension increases:** A model of each increase, allowing for insurers' relative pricing of different caps and collars..

The 2022 Valuation recommended a monthly contribution requirement by each Participating Employer expressed in monetary terms intended to clear the ongoing funding deficit by 1 May 2037 and will increase by at least 5% each year.

WORCESTER STUDENTS' UNION

Notes to the Financial Statements - continued for the Year Ended 31 July 2023

19. EMPLOYEE BENEFIT OBLIGATIONS - continued

These contributions also include an allowance for cost of the ongoing administrative and operational expenses of running the Scheme of £5,038 pa. Surpluses or deficits which arise at future valuations will also impact on the Union's future contribution commitment. In addition to the above contributions, the Union also pays its share of the Scheme's levy to the Pension Protection Fund.

The liability provided for in respect of the SUSS pension deficit amounted increased to £411,218 (2022: £368,724) at 31 July 2023(see note 17).

The Union also has members in the Aegon Pension Scheme which is a defined contribution scheme.

The total contributions due to the Schemes by the Union in respect of eligible employees for the year ended 31 July 2023 are disclosed in the staff costs note.

20. RELATED PARTY DISCLOSURES

The union is in receipt of a recurrent grant from the parent body to cover salaries and overheads. The amount received for the year ended 31 July 2023 was £600,000 (2022: £600,000).

At the year end the total due to the union from the University of Worcester was £100 (2022: Nil).

21. ULTIMATE CONTROLLING PARTY

The union is controlled by the executive committee which is subject to democratic election by the voting membership of the union. The ultimate control of the union is vested under the constitution in the membership in General meeting. As such no single person or entity controls the union.