

The logo for Southampton Solent University, featuring a red circle with the university's name in white text.

**Southampton  
Solent**  
University

# Annual Report and Financial Statements

for the year ended 31 July 2025





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# Welcome to Financial Statements – 2024/25



## It is our pleasure to introduce Southampton Solent University's Annual Report and Financial Statements for 2024/25.

This year marked the final chapter of our 2020–25 Strategy: Ready for the Future.

Educational excellence remained a key marker of success for Solent, in 2024/25. The most recent National Student Survey (NSS) results showed improvement in 9 out of 10 categories, with 8 out of 9 scoring above benchmark.

Alongside our excellent education offering, our research strategy continues to deliver, with growing success in grant awards and increased income from Continuing Professional Development (CPD) underpinned by continued our civic commitment through our refreshed Civic Charter committing ourselves to Southampton and wider Hampshire Isle of Wight region.

Our education and research performance carried into our National League table results where we recorded our highest ever position in The Guardian University Guide 2026 (58th), and The Times/Sunday Times University rankings 2026 (76th).

We continue to successfully deliver major capital projects, including commencing the implementation of a new Finance and Resources system and the completion of refurbishment of Christopher Cockerall building into the Centre for Maritime, Engineering, and Technology Skills home to the South Coast Institute of Technology (IoT). The project was partially funded by a £6.4m capital grant from the Department for Education.

The launch of our new vision and strategy in February was a significant milestone, setting a clear ambition for Solent to become the leading practice-led university in the UK by

2035. This was the culmination of a 12-month process involving engagement with students, staff, and our civic and business partners.

Our strategy outlines three Strategic Directions towards achieving our vision, expanding access to excellence, and positioning Solent towards success in a challenging environment.

- Reforming from university to multiversity – responds to our challenges by diversification of student and delivery types.
- Reframing from innovation to diffusion – aligns us with the stress on economic growth as the key government target.
- Refocusing global connectivity for regional gain – working in partnership to grow our global reach and offer Solent degrees in country and reducing our exposure to future government policy on immigration.

2024/25 also marked the 20th anniversary of Solent achieving university status — a proud moment in our history.

Despite these achievements, the higher education sector continues to face significant financial pressures. The regulated home Undergraduate fee now equates to just £6,000 in real terms. While the inflationary increase in 2025/26 is welcome, without above-inflation adjustments, the unit of resource remains effectively fixed at this level.

This has been compounded by a series of Government Policy announcements which have a net cost to the University most significantly National Insurance increase, changes to Capital Grant, and Pension contribution rates. With further policies to come into effect, for example the mooted international student levy, these challenges are expected to persist into and beyond 2025/26.

The sector's financial pressures have further intensified competition in student recruitment. Our home undergraduate recruitment via UCAS has been subject to significant pressure with increased competition across the sector as universities seek to mitigate the decline in the international student market. With this context, while we have not achieved our ambitious targets, we have achieved modest growth year on year.

International student recruitment also remains under considerable pressure. In response, we are planning on expanding overseas partnerships to reduce exposure to the open market.

To mitigate the headwinds of our traditional markets we continue to explore new opportunities. This year we have launched new apprenticeship provision targeting commercial clients outside of UCAS and delivered a new School Structure bringing together Academic Departments towards growth.



In addition to income growth initiatives, we continue to manage costs through prudent financial practices, including strategic investment planning that protects cash reserves while ensuring our campus remains a vibrant, modern environment for learning and research.

Looking ahead, trading conditions remain challenging for student recruitment. We will continue to take proactive steps to enhance market performance and manage costs. Through our new strategic plan — with its dual focus on growth through diversification and financial sustainability — we will begin to deliver results positioning Solent to benefit from the emerging opportunities presented by national Industrial Strategy, and regional devolution.

Finally, we would like to express our gratitude to our dedicated staff, students, and partners for their continued support and contributions. Together, we will build a bright and sustainable future for Southampton Solent University.

Thank you for your continued trust and confidence.

Sincere

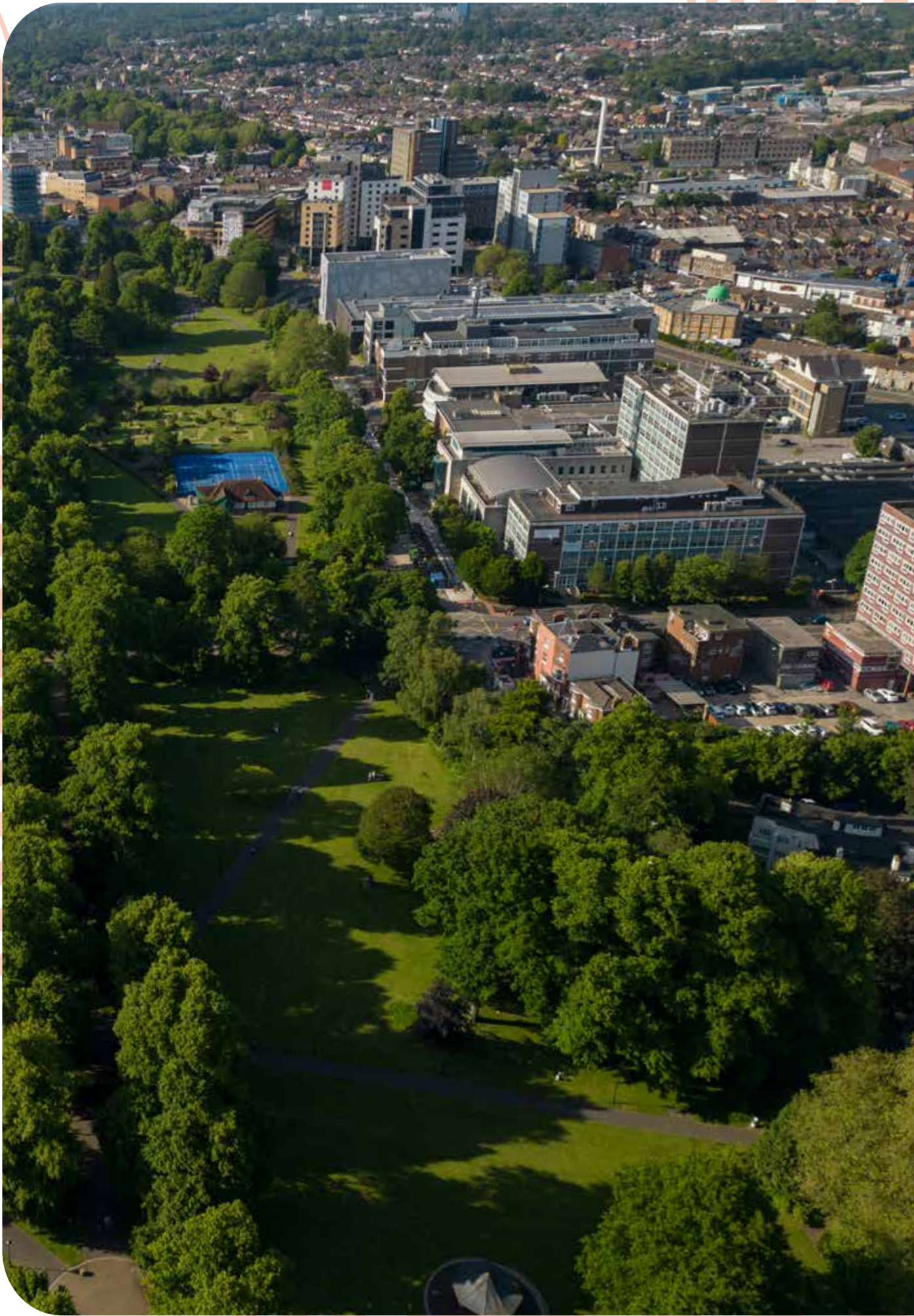
Richard Smith, Pro-Chancellor and Chairman  
of the Board of Governors  
24 March 2026

Professor James Knowles, Vice-Chancellor  
24 March 2026



# Financial highlights

	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Academic Fees and Support Grants	78,431	82,839
Funding Council Grants	11,734	8,403
Research Grants and Contracts	514	291
Other Operating Income	10,773	11,339
Endowment and Investment Income	457	503
Donations and endowments	60	27
<b>Total income</b>	<b>101,969</b>	<b>103,402</b>
<b>Total expenditure</b>	<b>100,898</b>	<b>104,665</b>
<b>Surplus for the Year After Tax</b>	<b>1,034</b>	<b>1,314</b>
<b>Other comprehensive expenditure</b>	<b>(2,098)</b>	<b>(2,982)</b>
<b>Total comprehensive loss for the year</b>	<b>(1,064)</b>	<b>(1,668)</b>
<b>Net cash inflow from operating activities</b>	<b>6,016</b>	<b>3,440</b>
<b>Decrease in cash and cash equivalents in the year</b>	<b>(2,391)</b>	<b>(6,007)</b>
Non-current assets	167,128	163,359
Current assets	30,660	40,855
Current liabilities	(28,157)	(31,863)
Non-current liabilities and provisions	(16,934)	(18,590)
<b>Total Reserves including Pension Liability</b>	<b>152,697</b>	<b>153,761</b>
<b>Other Key Statistics</b>	<b>2025</b>	<b>2024</b>
Average number of employees	852	921



# Our 2035 strategy and vision

Our mission is to become the UK's leading practice-led university – an open and collaborative institution, rooted in our region and connected to the world – transforming the lives and opportunities of our students, partners, and communities.

By 2035, Southampton Solent will be a more open, collaborative, and future-focused institution, driven by the passion to expand access to excellence.


Building on our founding principles as a practice-led university, we will:

- transform Southampton Solent as a multiversity, opening our campuses to students at all stages of their lives, offering a flexible and adaptable approach to excellent education, and fostering diversity, social mobility, and lifelong learning.
- stimulate innovation through our impact-led research, reframing our position as a diffusion engine to drive the best of innovation and development into society through a new, more open approach to knowledge exchange. Collaborating and co-creating with businesses and wider society we will proactively solve problems, deliver future solutions, and enhance prosperity.
- open Southampton Solent to the world, ensuring our students have a global perspective in the classroom and beyond, growing the reach of our partnerships, and increasing our impact, and delivering the finest global knowledge to enrich our region, and physical and digital campuses.

Bringing these three directions together with our existing strengths, will enable our students, partners, and our city and region to thrive in a rapidly changing and more unstable world.

## University to Multiversity

At Southampton Solent University we will address the dual challenges of demographic change and financial sustainability through a considered repositioning of our institution. We will diversify from university to multiversity to meet the needs of our region and to capitalise on the massive demand for higher skills and education globally. We will make education accessible to all, offering opportunities at a wider range of life-stages and through a wider range of study modes based on changing learner needs.


 Southampton Solent University will evolve from traditional to intergenerational learning.”

As a civic university, Southampton Solent University will extend access to our excellent education and world class

facilities. Making our spaces more accessible for local and regional stakeholders will challenge perceived barriers to a university education and support the social mobility of our learners, bringing the benefits of excellent outcomes to a diverse demographic population.

## Innovation to diffusion


Over the next decade, Southampton Solent will become a 'diffusion engine' of intellectual and social innovation. Our intersectional city location will form the core of our identity and purpose. We will bring staff, students, businesses, alumni, and our wider stakeholders together to exchange ideas and co-create through a more open institution and campus. Our approach will build excellence across the development and application of research to deliver inclusive growth.

 We will share good practice and innovative approaches for the benefit of businesses and society.”

Working as a diffusion engine for innovation, we will carefully foster a culture of both research and development. We will pursue talent creation and development, targeting inward investment opportunities to promote regional economic growth and support a vibrant, creative and entrepreneurial culture. We will be a leader in university-led innovation that catalyses the absorptive capacity of businesses and accelerates the adoption of existing ideas and good practice. We will achieve this through close working with businesses both on campus and through our physical and digital innovation hubs and services.

## Global Connectivity for regional gain

Southampton as a port city with international trading links of unique character, has shaped an institution profoundly informed by global developments. Ports have been framed as knowledge trading zones, where traditions of theoretical, cognitive, practical and physical knowledge come together. We are proud to be an institution of the city; where Southampton has thrived on the exchange of goods and people, our university has thrived on the creation and exchange of knowledge.

 Over the next decade, we will enhance the global connectivity of Southampton Solent, being more outward looking and open to the world, working to connect our region with the best global knowledge and talent.”

Southampton Solent University has always been shaped by its city location which, through its excellence in the maritime education area, fosters both regional and global connectivity. It is recognised that the Solent region needs to continue to evolve to drive further economic growth and meet the needs of its communities.



# Educational excellence

At Southampton Solent University, educational excellence is not just a goal, it is a lived reality, demonstrated through the achievements of our students, the innovation of our staff, and our unwavering commitment to inclusive, future-focused learning.

Our TEF gold status, awarded in 2023, is an endorsement of our continued commitment to outstanding teaching, student experience, and graduate outcomes. Our approach is rooted in real-world learning, where course content is designed to inspire active engagement and stretch students to reach their full potential. We tailor academic support to individual needs, ensuring every learner benefits from high-quality resources and a nurturing environment.

Our commitment to maintain our TEF-gold status and educational excellence was reflected in this year's outstanding NSS results. The results for the 2025 National Student Survey (NSS) were particularly strong, with a range of positive outcomes for Solent. The results were supported by a fantastic final response rate of 84.9%, which was 10.7 percentage point above the engagement in the previous year. This was the second highest in the group of universities in the Guardian League Table.

The NSS results for 2024/25 showed improvement on already good results in 9 of the 10 key measures for courses taught on the Southampton campus since last year. Our highest scores include 90.4 for Academic Support and 90.1 for Freedom of Expression, showcasing our ethos and the impact of our equality and wellbeing pillars.

Our strength in teaching showed through in subjects grouped under Biomedical Sciences, Drama, Management Studies and Performing Arts, which were ranked best in the country for the Teaching on my Course category. Highlights for specific courses included our BA (Hons) Acting and Performance, BA (Hons) Fashion Management with Marketing, BSc (Hons) Biomedical Science and BSc (Hons) Sport Coaching courses, which all achieved a positivity measure of 100% for Teaching.

In the individual questions, our performance against the sector and UK Higher Education in general was very strong in ensuring that staff made teaching engaging, that assessment criteria were clear, that assessments allowed students to demonstrate their learning and that feedback helped students to improve their work.

Our ambition is to become the leading UK institution for practice-led education, offering a distinct portfolio of courses to ensure our students are future ready. This has been demonstrated this year with achievements throughout the institution:

- Our students continue to shine on national stages. Two MSc Artificial Intelligence and Data Science students were shortlisted to present at the prestigious BCS Women Lovelace Colloquium, with one earning 2nd place for Best Master's Student Poster among nearly 200 participants. This recognition reflects not only their individual brilliance but also the strength of our academic programmes and the supportive environment we foster.
- Our commitment to academic rigour and industry relevance is evidenced by the reaccreditation of our BSc (Hons) Biomedical Science degree by the Institute of Biomedical Science (IBMS). This follows significant investment in state-of-the-art laboratory facilities and consistently high student satisfaction scores, ensuring our graduates are well-prepared to make meaningful contributions to the healthcare sector.
- Our students contribute to our communities and have impact in the work that they do. Carbon Live, the live events arm of Solent Fashion and Beauty Media's Carbon Magazine project, delivered a series of four student-led events this year with a focus on 'Giving Back'. These initiatives taught students in their final year event project management, graduate citizenship and leadership skills to enhance their CVs. The events, all dedicated to supporting and giving back to children from disadvantaged families, ranged from an Angel Tree giving event and quiz to a crafting event aimed at tackling loneliness. A competition and networking event was run to inspire local primary school children towards careers in the creative industries. Students established partnerships with leading brands such as Mattel and Penguin.

Ensuring our educational excellence extends beyond the institution into our community is reflected in our new partnership with award-winning solicitors Dutton Gregory. In February 2025, the Solent Law Clinic was launched; a free legal service created to enhance students' skills as well addressing the challenges communities are facing. Students volunteering in the clinic, which focuses on family and housing law, are overseen by Solent alumnus, Partner and Head of Family Law at Dutton Gregory, Jonathan Whettingsteel.

Innovation in curriculum design is central to our mission. The launch of the Certificate in Practical Artificial Intelligence, open to students across all disciplines, exemplifies our proactive approach to equipping learners with the skills needed in a rapidly evolving digital world. Developed by in-house experts and supported by a £1 million lab renovation and partnership with IBM, the course reflects our dedication to accessible, flexible, and industry-aligned education.



Our staff are recognised nationally with Rachel Lamb being awarded a prestigious National Teaching Fellowship. This recognition honours individuals who have made an outstanding impact on student outcomes and the teaching profession in higher education. Rachel's award reflects over two decades of exceptional, student-centred and practice-led teaching. Her dedication to Solent's mission, her innovative contributions to learning and teaching and her commitment to sharing good practices to inspire and support colleagues exemplify the values of excellence and inclusivity. This accolade marks a significant milestone for Rachel and for the University's continued commitment to teaching excellence.

We are proud of our thriving culture of co-creation and partnership and this continued with our Student Partners contributing to a range of strategic projects across the University. Through co-creation and collaboration, their work supported enhancements in inclusive learning environments, AI guidance, student engagement and mental health frameworks. The programme also gained national recognition through a conference presentation at the Change Agents' Network Conference, a published book chapter and journal article, and the appointment of the programme lead Dr Karen Arm and student partner Zipporah Akello as co-editors of the International Journal for Students as Partners.

In 2024/25, we launched the Solent Education Innovation Projects (SEIP), reaffirming the University's commitment to advancing innovation in learning and teaching. Eight projects were successfully awarded seed funding to design, implement and evaluate novel approaches aimed at enhancing student learning and engagement. Aligned with the University's strategic priorities, the funded projects spanned a range of subject areas and focused on themes including the innovative use of generative AI and educational technologies, practice-led approaches to teaching and learning, innovation in employability and work-based learning, and enhancements in teaching,

assessment, feedback and marking. Central to SEIP is a strong emphasis on collaboration, co-creation and partnership, ensuring that creative ideas are translated into impactful practices that deliver meaningful benefits for students.

A highlight in Southampton Solent University's learning and teaching calendar for 2024/25 was the annual Solent Learning, Teaching and Research (SLTR) Conference, held on 25 June at the Spark, East Park Terrace campus. The event brought together 195 participants, including staff, students, governors and local partners, for a day of practice-sharing, dialogue and inspiration under the theme 'Advancing Learning, Teaching and Research in the Digital Age'. The conference explored how Solent is cultivating a values-driven academic community committed to inclusive education and sustainable development. Through discussions on AI-enabled knowledge exchange, collaborative innovation and future-focused pedagogy, the event reinforced the University's dedication to shaping the next generation of learners, educators and researchers.

# Student success

Student success is a key priority in our new 2030 strategy. For us, it means ensuring our students are ready for the future world of work, enterprise, and volunteering. We achieve this by offering a portfolio of exciting, relevant, and academically rigorous degree courses with employment-focused, real-world learning that prepares students to succeed.

The NSS 2025 results demonstrated that the University was ahead of the sector in 8 measures and the Office for Student benchmark in 9 measures for our taught population:

- **Teaching** – 2.8 percentage points above benchmark.
- **Learning opportunities** – 2.8 percentage points above benchmark.
- **Assessment and feedback** – 3.0 percentage points above benchmark.
- **Academic support** – 2.8 percentage point above benchmark
- **Organisation and management** - 1.4 percentage point above benchmark.
- **Learning resources** – 2.0 percentage points above benchmark.
- **Student voice** – 2.8 percentage point above benchmark
- **Mental wellbeing services** - 3.3 percentage point above benchmark.
- **Freedom of expression** – 1.8 percentage point above benchmark.

Our goals are to work collaboratively with students to:

- Offer a portfolio of exciting, modern, and academically rigorous courses with employment-focused, real-world learning that prepares students to succeed in their chosen profession, vocation, or enterprise.
- Ensure an innovative and inclusive curriculum with excellent teaching that is face-to-face and online, with wide-ranging opportunities to learn.
- Develop a transformative digital infrastructure for student success and access to state-of-the-art industry-standard specialist equipment including laboratories, studios, and simulators.
- Drive forward an environment where all students can belong and succeed, monitored by progress against KPIs.

During 2024/25 we continued to develop our support for students to succeed. Examples of support provided include:

- Implemented our new attendance system and policy to identify students at risk of not continuing early on and putting appropriate support measures in place to re-engage them with their studies.

- Implemented a new case management system for student services streamlining access to support services for students and enabling better reporting to inform service provision and development.
- Implemented Report + Support providing students with an easily accessible, and if they wish anonymous means, to report any incidents of bullying, harassment or sexual misconduct.
- Responding to over 16,200 student queries in the Student Hub with 74% handled without the need for onward referral.
- Became a signatory of the Disabled Student Commitment and developed an action plan.
- Over 10% of our student population have accessed therapy and mental health advice, or psychological and wellbeing support through our same-day appointment service.
- The allocation of grants and bursaries, including support for estranged and care-experienced students.
- Enhanced our support for placements and strengthened our careers offer by introducing new events such as a week-long Careers Festival and implementing our new careers platform.
- Over 200 students, together with 24 organisations, attended the central University careers fair (October 2024) organised by Solent Careers.
- Over 150 students attended the Spring Forward to the Future event (February 2025) organised by the Business School and Solent Careers. 25 organisations attended, providing networking and industry opportunities for our students.
- Over 180 students attended the Maritime Conference Careers and Networking event (February 2025) organised by the Warsash Maritime School and Solent Careers. 14 organisations attended, providing networking and industry opportunities for our students.
- Held another successful University Mental Health Day with over 400 students and staff in attendance including a keynote by Phil Packer, Founder of BRIT to mark the BRIT challenge.



Deepening our partnership with students and the Students' Union through:

- Approving a new Memorandum of Understanding between the University and Students' Union setting out key operating principles.
- Introducing the Student Experience Committee bringing together senior academic and Professional Services staff and the Students' Union to focus on strategic initiatives relating to student engagement and success.
- Achieving significant enhancements with the course representative system led by the Students' Union with the most elected and trained course representatives to date.
- Co-creating enhancements to the student experience with the Students' Union, through regular and open conversations and problem solving, for example by enhancing our collaborative work in course committees.

We are continuously striving to create an inclusive university by:

- Reviewing our policies and practices to create an environment where all students can thrive.
- Maintaining our Bronze Race Charter Mark Award, which describes our solid foundation for race equality at Solent and lays out a three-year SMART action plan.
- Delivering the milestones in our access and participation plan.

During 2025/26 we will focus on:

- Embedding our new Welcome & Transition Framework and utilising the data from the national Pre-Arrival Questionnaire pilot study to understand the learning needs and expectations of new students to support them with their transition to higher education.
- Embedding our institutional peer mentoring scheme to enable all new students to be mentored by current students supporting their transition to university.
- Piloting an AI tool to support student inquiry management and improve the user experience of systems and services for students.
- Developing an institutional approach to defining and measuring key student engagement indicators to identify students at risk of not continuing early on and putting appropriate support measures in place to re-engage them with their studies.

# Research and knowledge exchange

Research and Knowledge Exchange remain central to Southampton Solent University's strategic objectives, as we strengthen our role as a catalyst for innovation, creativity, and inclusive growth: regionally, nationally, and globally. As a key priority in our strategic vision, these activities underpin our mission to deliver impactful, challenge-led research that enriches student learning and transforms lives. Our core strengths in Environment and Engineering, Human Function and Health, Media, Culture and the Arts, and Social Research and Policy align closely with the United Nations Sustainable Development Goals, ensuring our work contributes meaningfully to global challenges.



Acting as a diffusion engine for innovation, we foster a culture of enterprise and development through close partnerships with businesses, civic organisations, and communities. Through these collaborations, we establish and strengthen impactful initiatives that make a positive difference to our city, region, and beyond.

## Global goals, local impact: Solent's research for sustainable growth

Everything we do is rooted in our commitment to making a lasting impact, through collaborative, community-inspired research and evidence-based practice that enriches lives and drives meaningful change.

- Wheezing is very common in preschool children, especially when fighting infections. While many outgrow it, persistent/severe wheezing can increase the risk of developing asthma later in life. Diagnosing asthma in very young children is challenging, as standard breathing tests are not suitable for this age group. A new research project, funded by Asthma + Lung UK, is exploring a promising alternative: tiny molecules in the blood called microRNAs that have the potential to provide a simple and accurate test to identify which children are more likely to develop asthma, allowing for earlier support and better care.
- Screening Sexual Violence is a pioneering film literacy initiative designed to combat gender-based violence and violence against women and girls through curated short films and expert-led public engagement tools. Originating from a British Academy Mid-Career Fellowship, the project

analysed over 1,400 films across eight countries, revealing the unique power of short film to explore the continuum of sexual violence and spark meaningful, trauma-aware dialogue. The new film resource that was created through the project in association with 16 Days 16 Films, which empowers female filmmakers and campaigns to end violence against women. The resource was launched at Southampton Solent University as part of a 16 Days of Activism event, on the 25 November 2024, the International Day for the Elimination of Violence against Women, where guests were invited to explore the resource and research findings, watch films from the project and take part in a collaborative art piece, Every 11 Minutes. Following its release, the resource is already supporting and informing conversations about gender-based violence, including within education.

- Southampton Solent University has partnered with the charity Communicare in Southampton to co-lead a research project titled "How do we know we do what we say we do?", aimed at developing a community-centred approach to evaluating impact. Funded by the British Society of Gerontology's Averil Osborn Award, the initiative brings together volunteers, service users, and university researchers to co-create a sustainable evaluation method tailored to Communicare's services.

# Engagement with communities

As our external communities continue to feel the impact of the changing political, economic and social environment, Southampton Solent has been working to focus and sustain its collaborative activity, driving mutual impact across the region.



Southampton Solent has a long history of working in collaboration with its communities and as we celebrated and reflected upon 20 years of university status, we also outlined our ongoing commitment to the region by refreshing our Civic Charter. Launched 5 years ago, to help the University strengthen its relationships, the Charter has enabled the University to deliver a series of programmes that have driven engagement with our communities; this includes our University of Sanctuary and Make a Difference Volunteering programmes.

Our refreshed Civic Charter, which was approved by Southampton City Council in July 2025, outlines our ongoing commitment to:

- Enable lifelong learning as a multiversity.
- Build culturally enriched and healthy communities as a fusion engine.
- Globally connect our place to drive economic growth.

As an enabler of lifelong learning, we have continued to drive our work as a University of Sanctuary. We celebrated two of our Sanctuary Scholars successfully graduating from the University and continued to work with partners across the city including CLEAR, Southampton City Council and the University of Southampton, enabling the delivery of the Southampton Sanctuary Network.

Southampton Solent's Make a Difference Volunteering activities ranged from group volunteering to keep city parks, neighbourhoods, and beaches litter-free, to supporting Southampton City Farm with gardening and site maintenance and assisting local primary school children with literacy through our Ready Readers programme. Staff have also shared their professional skills with charities by developing websites, organising sporting programmes, and contributing to frontline support roles such as customer service in charity shops.

To further promote volunteering, the University hosted a 'Get Into Volunteering' festival during National Student Volunteering Week. This event brought 13 local organisations onto campus and resulted in 191 meaningful engagements between charities and our student community.

Being a culturally rich and diverse region, we continued to celebrate the successes of our student and staff communities, starting the year with the annual Unity 101 Community Awards. Through the programme, Course Leader for Performance at Southampton Solent, Annie Sanger Davies was awarded the Community Award, recognising Annie's role as an advocate of connecting students with city residents through creative projects. The year continued with the University continuing to play an active role in key city events and festivals including the ABP Southampton Marathon, Southampton Mela and Southampton Pride.

Alongside our work with the local community, we have also been further strengthening our relationship with industry. Our Impact Boards across Business and Law, Creative Industries, Maritime and Health, Care and Wellbeing continued to support the University's development and early implementation of Strategy 2035. We also championed the region's business community, being a proud sponsor of Portsmouth and South Coast Business Week, the Central South Business Awards and Maritime Solent Awards.

Throughout the year Southampton Solent hosted a series of industry events with partners including Hampshire Chamber of Commerce and Business South, welcoming businesses on campus and collaborating with them through our skill and creative based solutions. We also launched the all-new Bizz Buzz Podcast, which focuses on gaining an insight into those running major businesses and organisations across the Central South. The Podcast is produced by students studying through Southampton's Film and Media Degrees, utilising the University's recording studios. The University renewed its



partnership with Southampton Football Club for a further 3 years. The partnership will see Southampton Solent further strengthen ties between the University, the Club, industry and local communities.

Our impact as a university is far reaching, impacting upon the region and our global communities. Southampton Solent's alumni community are at the core of this, working in industry and with society to make lasting change.

We were delighted to welcome Southampton Solent alumna Louise-Ben Nathan back to campus after 26 years to proudly unveil an Innovate UK purple plaque. Innovate UK launched Women in Innovation in 2016 in response to the limited number of applications for support being submitted by women. Supporting the innovative and essential ideas of women across the UK, this programme enables these ideas to become reality. Louise donated the Purple Plaque to Southampton Solent, which can now be found in our Spark building.

Our current student community continued to benefit from alumni, providing guest lectures and case studies throughout the year. In the 2024/25 academic year, alumni have contributed more than 200 hours of volunteering to the University. Alongside this, donors to the University have continued to support the Local Student Bursary Fund, with Southampton Solent celebrating 5 years of the programme. Donors to the fund were joined by former and current beneficiaries of the scheme and heard from Solent alumni Luke Wateridge about his progression since studying at Solent.





# Access and participation

Access and participation plans set out how higher education providers will improve equality of opportunity for students from disadvantaged backgrounds to access, succeed in, and progress from higher education. In 2019, the Office for Students approved the University's first access and participation plan for 2020 to 2025. A variation to the plan was approved in November 2022. In 2024/25 we have been focused both on the delivery of the final year of our current plan, and the preparation of interventions for our next plan, which will take effect from the 2025/26 academic year and was approved by the OfS in November 2024.



Through partnerships with schools, colleges and local community organisations we provided support for disadvantaged and hard to reach learners to access higher education, this included:

- Attainment-raising activities supporting disadvantaged learners from Southampton including the More Maths programme (delivering weekly small group maths tuition for learners in year 5-11), three large scale GCSE maths revision events (for year 11/12 learners featuring keynote speakers) and our Ready Readers programme (where our staff and student body visit three primary schools on a weekly basis to support year 5 learners).
- Post-16 widening participation activity including applicant transition events, our contextual offer scholarship (providing £500 via fee reductions and catering vouchers to contextual offer students) and campus visits designed specifically for disadvantaged students from local colleges/sixth forms.
- Pre-16 widening participation activity including school campus visits (year 6, year 8/9 and year 10), a large-scale careers event (working in partnership with Southampton City Council) and in school delivering via our Step into Success programme.

- Delivered specific activities/events targeted at people of colour, including 1-day on campus programme in collaboration with the Grit charity (Year 10), Unity 101 Radio Shows (community focussed), Black Business Arts and Music Festival (community focussed), Southampton MELA (community focussed) and offered the Students of Colour scholarship (providing £1000 via fee reductions and catering vouchers).
- Supporting 12 schools and 3 colleges via our membership and hosting of the Southampton Education Forum.

We implemented strategies to reduce awarding gaps:

- For a third consecutive year, 10 Asian, Black, minority ethnic and other (ABMO) students attended a two-day confidence-building programme – Making Waves: Student Success – managed by Solent's student achievement team and delivered in partnership with educational charity Grit.
- We implemented a new mentoring platform and piloted the roll-out of new schemes in a number of academic areas in preparation for the full rollout to all students in September 2025.
- The Disability Advice Team delivered four online and one on-campus transition event to support applicants to prepare for university including support at university, differences between school/college, Disabled Students Allowance (DSA) and planning for independent living.



- The team supported the Widening Participation team with optional breakout rooms for supportive information, advice, and guidance at the end of Solent access support events.
- The Disability Advice Team have established connections with local colleges to offer training and support to students and college staff supporting disabled students. Sessions included City of Portsmouth College staff and to Barton Peveril students. In addition, students from a specialist disability college attended campus about university and support which received positive feedback from staff and students and resulted in requests for sessions for other students next year.
- Simply Social was delivered monthly on campus to facilitate peer support for neurodiverse students. The group will be extended to include all disabled students from September 2025.
- The Disability Advice Team Leaders have become training partners with Guide Dogs UK to deliver Sighted Guide training to university staff. 2 courses have been delivered so far, with more planned in the new academic year.
- The team have updated processes following the University of Bristol vs Abrahart case, and the Disabled Students Commitment, including more flexible evidence requirements, updated support plan format and storage, and constructive evidence. Updated staff training has been developed and will be launched in September 2025.
- Training and staff advice sessions on support for disabled students have taken place throughout the year with various teams, including library, apprenticeships course leaders, and the Advance HE Associate Fellowship course.

- A presentation was jointly created and delivered with the Learning Design Manager at the Solent Learning & Teaching Conference titled 'My students don't read'; encouraging staff to explore and embed assistive technology to support students to read and develop strategies.

We implemented strategies to close gaps in progression to high skilled roles:

- Our professional mentoring program matched 39 students with industry professionals from a range of sectors enhancing students' employability, confidence and connections.
- Solent Careers delivered the inaugural Careers Festival in February with 14 events over 4 days which was well received by students and alumni.
- Solent Creatives employed 44 students, delivered 28 jobs and generated £34k in income.
- Solent Creatives supported students with start-up funding applications awarding to 11 students.
- 1531 employment opportunities were advertised.
- Connections were established with 706 employers.
- Over 350 students were employed through Campus Jobs.

# Our people

The Better Together People and Developing Enabling Plan is centred on a people-first approach and is built around three core themes: Valuing, Developing, and Transforming. It aims to ensure we offer an excellent people experience across the University and achieve our strategic KPI with regards to the staff engagement index.



Our six Solent Values underpin everything we do: Respect, Ownership, Inclusivity, Engagement, Integrity and Teamwork.

## People and Developing Enabling Plan:

During 2024/25, a refreshed People and Developing Enabling Plan was developed and aligned with the University's 2025–2028 Strategic Plan. It highlights the introduction of a data-driven approach to monitor key workforce metrics, inform strategic decisions, and enhance accountability as well as to demonstrate the impact of people priorities whilst supporting continuous improvement.

An extensive review of People and Development policies was complete, with updates made to complement Solent's culture, EDI, EVP and branding and employment law updates whilst ensuring a positive people experience prevails.

At Solent, we believe a diverse and inclusive workforce is vital to our mission of delivering outstanding education and services to our students and the wider community. As part of our ongoing commitment to this culture, we updated our Behaviour at Work Policy, which reinforces our zero tolerance approach to unacceptable behaviour.

Following the success of its inaugural year, the highly anticipated Star Awards returned in June 2025, continuing to shine a spotlight on the exceptional contributions of our colleagues. This peer-nominated awards programme celebrates both individual and team achievements across the University, with 10 awards presented in total.

The Solent Milestone recognition scheme was launched in June 2025, designed to celebrate the dedication and loyalty of our longstanding staff. This initiative formally acknowledges staff as they reach key career milestones, celebrating every five years of service.

Building on the successful implementation of the Professional Services Career Pathways in October 2024, the long-standing review of our Academic Career Pathways Guidance reached a significant conclusion in June 2025. The newly agreed and relaunched guidance marks an important step forward in supporting academic and professional development across the University. The refreshed Academic Career Pathways reflects the University's ongoing commitment to nurturing talent and fostering a culture of excellence in teaching, research and knowledge exchange.

Additionally, a key strategic people project, (Recalibrating Our Capacity), is reaching fruition. The project is to identify and implement initiatives to enhance employee engagement and wellbeing by realising and optimising working capacity and increasing the adoption and proficiency of digital and technological tools, whilst maintaining our student and customer experience.



## Staff Engagement

Employee voice is integral to the people experience at Solent, and we continue to survey our employees to gather their feedback on how it feels to work at Solent. In November 2024 we undertook our triennial staff survey to:

- Understand people's experience of working at Solent, gaining insights into what's important.
- Cultivate a positive culture so that we can support aspirations and growth, benefitting everyone.
- Embrace inclusivity and change, seeking input to improve Solent for all.

Two-thirds (65%) of our colleagues responded to the survey, with 53% engagement (2021: 53%), compared to 49% for the midpoint survey carried out in May 2023. Respondents positively recognising our collaborative environment, felt aligned with our university values and reported positive relationships with their managers.

Communication and workload continue to be key areas for focus moving forward, along with development opportunities for career advancement and promotion.

A two-level approach to action planning has been introduced. A University-led strategy that focuses on institution-wide priorities and systemic improvements, across four key focus areas: Culture of Belonging, Change Agility & Communication, My Wellbeing, and My Development. This is supported by a departmental-led approach that empowers individual departments to take ownership of local actions.

## Equality, Diversity and Inclusivity

The Six Pillars of Equality and Wellbeing was launched in June 2024 covering the following topics: leadership, inclusion and belonging, wellbeing and Accessibility, student success and engagement, communities and collaboration, and evaluating outcomes.

Work to progress the supporting Action Plan continued in the year. Substantial progress was made in embedding Equality & Wellbeing into staff-related initiatives, alongside our continued momentum in fostering a more inclusive and supportive working environment.

The focus for the next phase will be to review the action plan, supporting deeper integration of equality & wellbeing into the University's culture and operations, ensuring that future actions are both meaningful and measurable.

## Wellbeing and Development

Various development activities and wellbeing initiatives have been available for staff during the year, which included Change Agility sessions, supportive conversations about mental health in the workplace and a variety of mental health wellbeing sessions for managers and employees, including supportive techniques on financial and emotional wellbeing.

Suitable management development opportunities continue to be formulated and identified as part of the scoping for the Leadership & Management Development programme.



### Statutory Reporting

In our most recent Gender Pay Gap we achieved a mean Gender Pay Gap of 12.5%, an increase of 4.5% (from 8.0%) on the previous year and above our target benchmark of 8.5%. Within in this period, although the overall female population has increased, there has been a drop in the highest paid quartile. The percentage of male staff has risen in the highest paid and fallen in the lowest pay quartiles.

We achieved a mean Ethnicity Pay Gap of 4.2%, an increase of 0.4% on the previous year (3.8%), largely due to the increase in the ethnic minority population. Whilst overall this is a positive trajectory, the percentage of ethnic minority employees has decreased in the highest pay quartile compared to white employees which has increased, despite a decrease in the overall population.

### Trade Union Facility Time Report (1 April 2024 to 31 March 2025)

Southampton Solent University recognises UCU and UNISON for consultation and negotiation purposes, and in line with our Recognition Agreements and the ACAS Code of Practice grants paid time off for these important trade union duties.

In line with the Trade Union (Facility Time Publication Requirements) Regulations 2017, Solent published the required data in line with the 31 July 2025 deadline. Below is the summary of the information:

Southampton Solent University – Facilities Time Report 2024/25		
	Headcount	FTE
Employees who were relevant trade union officials	14	13.5
<b>Percentage of working hours spent on facilities time:</b>		
0% of working hours	0	
1%-50% of working hours	14	
51%-99% of working hours	0	
100% of working hours	0	
Total pay bill for the tax year 2024/25	£ 38,579,085	
Total cost of facility time	£ 27,555	
Percentage of pay spent on facility time	0.07%	
Hours spent on paid facility time	1,036.35	
Hours spent on paid trade union activities	49.35	
Percentage of total paid facility time hours spent on paid TU activities	4.76%	



# Environmental sustainability

Solent's ongoing success in this area is reflective of a holistic approach to Environmental Sustainability, combining infrastructure upgrades, behavioural change, and community collaboration.

The continued consolidation of the University estate, and targeted actions to conserve energy and water use have resulted in reductions across all forms of utilities. Electricity use in the last year has reduced by 10.5%, gas by 12.9%, geothermal by 22% and water by 20%. Correspondingly, the emissions generated (measured in tonnes of CO<sub>2</sub>) through the use of energy and water have reduced overall by 22% against the targeted 25% reduction set as a university environmental KPI.

Funding for the installation of additional solar PV panels across the new Christopher Cockerell roof has been approved, which will further reduce the demand for electricity, with potential for further PV installation across buildings located on the EPT campus. All such installations will see our reliance and demand on electricity fall further, reducing emissions and expenditure.

The installation of additional energy meters has provided greater clarity of how, when and where energy is used across campus. Plans to install meters at floor and area levels will deepen our understanding of energy use, and identify opportunities and actions needed to further reduce energy consumption across campus buildings.

As expected, waste generation reduced during 2024/25 as the number and scope of refurbishment projects managed in house, reduced. However, as efforts to manage expenditure naturally contribute to reducing waste, total waste fell by 33%, a larger reduction than expected.

The percentage of waste separated for recycling remains below 40%, while efforts continue to educate and encourage staff and students to recycle as much as possible, the key to improving this metric lies with reducing the overall amount of waste generated.

The Carbon Management Plan was approved and is now available for staff, students and general on Solent's website. The Solent Sustainability Group will monitor progress of the plan against agreed targets and working groups will be formed to develop specific objectives and actions to achieve the initial target of net zero carbon emissions in Scopes 1 and 2 by 2035/36.

The Environmental Management System gained full ISO14001:2015 re-certification following a 3-day external audit. The auditor commended the University and its staff for their high-level engagement and awareness of the requirements of the system, as well as the proactive and positive approach to the audit process. The Fire School at Warsash was highlighted as an example of very good management, with no findings raised at that location.



The University supported Southampton's National Park City Festival by hosting the Waves of Change event in the Spark. The festival invited residents to explore the city's green and blue spaces. Waves of Change, a water themed community event, included sustainable market stalls, educational exhibits and guided tours through the Solent Community Garden.

Solent also added their support to Southampton's application to be awarded National Park City status with a letter of support signed by Professor James Knowles.

The HSE Team has continued to promote active travel and other environmental initiatives and issues to staff via the Viva Engage platform, publishing articles on 'why coffee cups can't be recycled', 'The Big Butterfly Count', tips for staying cool in hot weather, the national Clean Air Day and our on-campus Bike Doctor events.

Solent climbed the ranks of the People and Planet University League, rising 25 places and placed joint 1st in the UK in the category of Carbon Reduction, showcasing the hard work and commitment to environmental sustainability. The increase in ranking means Solent was the second highest ranking university in the region, and the highest ranked in Southampton.



# Estates strategy



## Estate Management and Development

Over the past year, the University has continued to advance its estate strategy, sustainability goals, and operational efficiency. A key achievement was the successful combination of a final exit from the Austen Building (ground floor space), negotiated without incurring dilapidation costs or penalties, and the completion of works to create an Institute of Technology (IoT) on the EPT campus. The latter facility was completed and handed over ahead of the start of the 2025 academic year, with a formal unveiling and naming as the South-Coast Maritime and Research Technology Centre (SMART) Centre due to take place early in 2026.

Space utilisation remains a priority, with areas repurposed, and underused spaces taken out of circulation to improve efficiency and reduce costs. The sale of the Warsash Upper Site was completed in August 2025 securing capital receipts, and further efficiencies were achieved through consolidation and optimisation of teaching and workplace spaces.

Lettings within the managed student residences achieved over 90% across the year, generating c£6 million of income, reflecting strong demand and effective management.

In preparation for new primary legislation (Martyn's Law), comprehensive building security risk assessments were undertaken, fire risk assessments reviewed, and premises security strengthened through targeted investment in CCTV infrastructure. Further work and investment will continue to be undertaken in this area to ensure full compliance with legislation prior to the Law being fully implemented, and compliance assessed in 2026/27.

Similarly, compliance and safety remained central to the work of the department with an external compliance assessment, statutory audits, and health and safety reviews completed. No RIDDOR-reportable incidents occurred, and more than 111,000 safety checks were carried out during the year.

## Commercial and Strategic Initiatives

The University actively pursued commercial opportunities in the year, in line with the new strategy, generating increased passive income through facilities hire and external use, with further new revenue streams expected in 2025/26. Commercial parking arrangements contributed to the University's revenue, the catering contract has been extended to drive further operational efficiencies and improve financial sustainability, alongside prudent approaches to managing costs and driving best value across all parts of the service.

A comprehensive business planning exercise aligned estate strategy with institutional goals, and is already being implemented across many of the teams.

Operational restructuring and insourcing delivered benefits, particularly in cleaning services, where a competitive tendering process has improved service delivery and reduced costs. Energy efficiency measures included lighting upgrades, enhanced data tracking, and further systems integration, contributing to reduced consumption and lower utility costs.

Sector engagement continued through representation in AUDE and CUBO, supporting national dialogue on estates and student experience matters. A refreshed campus vision was developed, supported by imagery and conceptual plans outlining future development opportunities.



# Our place in the world

Our place in the world is our continued commitment to creating global citizens by providing an inclusive university culture where all students have access to international opportunities.



The sector continues to experience significant changes in the international student space. Due to a variety of socioeconomic and geopolitical movements, global mobility has slowed for all major receiving countries (UK, USA, Australia and Canada) in the past twelve months.

At Southampton Solent University, whilst we are not protected from these changes, increased collaboration with strong global education partners allied with an expansion of entry points at UG level to include January starts for specific programmes has supported continued demand for our undergraduate provision. Allied to a review of our academic programmes, the University provides globally focused courses at both undergraduate and postgraduate level that meets the needs of our students.

As the UK Government continue to implement changes to immigration policies which directly affect universities, at Solent we will remain agile in targeting specific countries to ensure compliance while attracting highly qualified students who significantly add to the University's academic and social culture. Our International Strategy highlights our whole-university approach to attracting and supporting students, ensuring they are successful in their academic endeavours and leave as alumni work ready and global ambassadors.

One strategic direction of our Strategy 2035 is Global Connectivity for Regional Gain. Recognising the importance of our location as a port city with international trading links of unique character, the University continues to drive forward regional economic growth through our international links and global student and academic communities. Our Warsash Maritime School attracts global businesses to collaborate with the University, bringing fresh initiatives and opportunities to the region.

Providing all students with an opportunity of a global experience as part of their studies is core to the Solent experience and in the past twelve months the University has expanded its global partnerships into Australia and the USA and successfully bid for additional funding from the UK Government to support outbound mobility through the Turing Scheme. Turing funding offers financial support to our students for both short and long-term international mobility opportunities. These opportunities include volunteering, study abroad and work placements globally.

The University also places significant emphasis on supporting current international students. Our collaboration with QAHE supports international students in their first stages of study in the UK. Our foundation offering expanded in 2025 to include a new programme aimed at high academic achievers.

Reflecting the current geopolitical climate, the University will continue to expand its academic offer with overseas partners, bringing Solent's unique practice-led approach globally.



# Financial review for the year ended 31 July 2025

## Scope of the financial statements

The Financial Statements comprise the consolidated results of the University, its fully owned trading subsidiary undertakings: Solent University Limited (SUL), Solent University Services Limited (SUSL) and Solent Skills and its 51% subsidiary Solent Pathway Campus Limited (SPCL). The results of the Solent Students' Union are not included as it is a separate unincorporated association in which the University has no financial interest and no control or significant influence over policy decisions.

The main activities of SUL are to provide short courses, training and facilities, consultancy services, meals, and accommodation for employees of other organisations using the company's facilities for their own training programmes, and miscellaneous commercial activities. SUSL provides support staff to the University.

Solent Skills Limited was set up on 4 November 2025 to provide apprenticeship training staff to the University. Solent Skills has not traded in the financial year ending 31 July 2025.

The University owns 51% of the SPCL share capital, with the remaining 49% being owned by QAHE (Solent) Limited. The company provides foundation courses for overseas students, enabling progression on to Solent undergraduate courses.

## Financial review

Building on the vision, mission, and directions set out in Strategy 2035, a strategic framework has been developed to provide a high-level structure that defines the University's long-term objectives, the priorities it will focus on, and the measures of success that will guide decision-making and resource allocation over the next three years.

Given the current environment of the HE sector, with frozen Home UG tuition fees, additional limitations on international student visas and increase costs, meeting financial KPIs becomes more challenging. During the year, the University has delivered several efficiency initiatives and made changes to its cost base. Whilst some of these initiatives and projects have an immediate impact, others will take time to fully materialise, adding additional constraints in the short term. Without the Government addressing the current university funding system, the financial challenge for the sector will continue to increase. The strategic work being carried out by the University aims to achieve these financial indicators over time, which are monitored and evaluated against the University's financial planning.

## Results for the Year

The University's results are summarised in the Financial Highlights on page 5.

The University has delivered an operating deficit for the financial year 2024/25 of £0.2 million with a surplus of 1.0 million after pensions adjustment (2023/24; surplus of £1.3 million after pensions adjustment), as a result of lower income being offset by measures to control costs.

Total income has decreased by £1.4 million (1.4%) to £102.0 million primarily because of the decrease in tuition fees and education contracts, offset by the increase in funding body grants.

Funding body grants were higher by £3.3 million (39.6%) to £11.7 million, with the half being received from the Office for Students (OfS) and the Department of Education (DfE). The OfS recurrent grant for 2024/25 totalled £3.5 million, which includes a clawback of £0.5m. Targeted Allocations, which is funding received for the additional costs associated with recruiting and teaching students from under-represented social groups and communities, was £1.8 million, slightly less than the previous year (2023/24: £2.0 million). The University has seen a continuous decrease year on year of the OfS recurrent grant. Also included in the funding body grants is £5 million funding from the DfE awarded to the University to invest in the South Coast Institute of Technology, a collaboration of educational institutions working with industry to address the skills gap and support economic growth.

Tuition fees decreased by £4.4 million (5.3%) to £78.4 million primarily due to lower international student income. Included in the home tuition fee is partnership income (2024/25: £14.8 million, 2023/24: £10.8 million) which has a corresponding cost in Other Operating Expenditure.

Other operating income has decreased by £0.6m (5%) to £10.8 million as a result of lower residences income.

Overall total expenditure has decreased by £3.8 million (3.6%) to £100.9 million, with the University identifying savings through business planning to managing its cost and mitigating inflation.

Staff costs decreased by £4.7 million (9.0%) to £47.2 million, partly due to a reduction in staff numbers as the University managed vacancies and lower redundancy costs. For 2024/25, redundancy costs of £0.3 million were lower by £1.7 million (83.1%) compared to 2023/24.

Other Operating Expenditure includes QAHE partnership cost of £12.9 million compared to £9.2 million in 2023/24.

## Investments and Cash Reserves

Overall investments and cash reserves have decreased by £2.4 million, which is primarily due to an operational deficit and a decrease in creditors, offset by a decrease in debtors. Details of the Net cash inflow from operating activities are given under Cash flow below.

The University has continued to invest its funds in short term, highly liquid investments that are readily convertible to known amounts of cash with a short maturity and insignificant risk of change in value.

### Cash flow

The Cashflow Statement on page 54 shows that the University generated a net cash inflow from operating activities of £6.0 million, £2.6 million higher than the previous year. This represents 6.0% of net operating income. The factors contributing to the level of net cash inflow include:

- a surplus of £1.0 million in 2024/25, compared to a surplus of £1.3 million in the previous year.
- a decrease in debtors for 2024/25 compared to 2023/24. The collection of outstanding debt remains a focus, with the University continuing its approach to debt chasing.
- a decrease in creditors compared to 2023/24 has an impact on net cash inflow.
- an increase in capital expenditure with the completion of the Institute of Technology facilities and the end of the OfS capital funded projects.
- proceeds from the sale of the upper site land at Warsash campus.

### Long-Term Borrowing Facility

The University has a term loan and revolving credit facilities (RCF) with Lloyds Bank, secured against The Spark and The Sports Building.

As at 31 July 2025, the amount outstanding on a term loan is £14.3 million. The loan is for a five-year period and will terminate in 2027/28, with the amount on termination expected to be £11.25m. The RCF of £18m, which is for 3 years until 2026 with the option to extend twice by one year, was undrawn during the year.

The University has two hedges in place against the credit facilities.

The University also has a standard commercial loan with Promontoria Holdings, who purchased the loan from Allied Irish Bank in May 2025, secured on individual halls of residence. The amount outstanding as of 31 July 2025 is £1.6 million and will be repaid by July 2026.

The University has an additional £14.5 million revolving credit facility with Barclays Bank which is secured against Kimber Halls of Residence and Mountbatten Library, terminating in 2026. This facility was undrawn during the year.

Note 18 gives further detail of the year end debt position.

## Post Balance Sheet Events

### Exit from Local Government Pension Scheme

On 11 December 2025, following a period of consultation, the University exited the Hampshire County Council Local Government Pension Scheme (LGPS), with all remaining employees who were members of the LGPS on that date having their employment transferred to Solent University Services Limited and being enrolled in the Solent Pension Plan. The University no longer has any active members within the LGPS scheme.

As at 31 July 2025, the University's share of the fund was in a surplus position (£39.9m). The University did not recognise an asset. Recognising a surplus on the balance sheet is restricted to the amount recoverable from reduced future contributions and subject to the scheme's regulations. Under the LGPS Regulations, the administering authority may make reasonable adjustments to the cessation valuation before determining whether any amount is payable.

Whilst the Fund has confirmed that the University will not be required to make an exit payment, the amount and timing of any potential payment remain uncertain.

This represents a non adjusting post balance sheet event.

### Amendment to Revolving Credit Facility

In March 2026, the University agreed revised terms on its revolving credit facilities with Lloyds Bank plc and Barclays Bank plc as part of a refinancing exercise.

The existing facilities were combined into a single £25m revolving credit facility with a single set of financial covenants and shared security over a pool of University assets. The facility has a maturity date of 31 August 2027.

The commitment under the facility reduced from £32.5m to £25m, reflecting the University's expected liquidity requirements.

The key terms approved are:

Quantum	£25m RCF
Hold Levels	£14m Lloyds, £11m Barclays
Structure and Security	Club facility with shared fixed charge security over a common pool of assets
Maturity Date	31 August 2027

This represents a non adjusting post balance sheet event.

## Financial Performance Indicators

A new set of KPIs were introduced as part of the University's Strategy 2035 Ready for the Future.

The key financial themes are to:

- Manage resources and finances to provide sustainability of income and expenditure to deliver the strategic plan.
- Support the University through improved decision making and robust financial processes.
- Allocate resources for students ensuring transparency and value for money.
- Ensure financial risks are communicated and managed appropriately.

The financial measures which have been identified to track progress towards achievement of the strategic objectives are:

Performance Indicator	Outcome for 2024/25	Outcome for 2023/24
Operating surplus of 1% of total income across all activities.	0.2%	(3.1)%
Staff cost as % of income, defined as staff costs excluding severance (and pension adjustment) against total income, (net QAHE), 55%.	52%	54%
Increase in tuition fee income of 5% year on year, rolling average of 3 years.	-6%	-7%
Non-traditional income* of £20m in 5 years (15% year on year).	£12.5m	£11.3m

\*Non-traditional income consists of non credit bearing courses, apprenticeships, net partnership income.

The Chief Financial and Operating Officer, together with the finance senior management team, is responsible for monitoring the financial KPIs which have been developed as part of the strategic plan process.

## Future Outlook and Going Concern

The HE sector continues to face financial challenges as a result of the Home UG frozen fees, inflation and the decrease in international students, mainly due to changes to the visa policy in the UK. The OfS financial sustainability report of higher education providers, November 2025 update, suggests that the short and medium term is likely to remain challenging.

The political context for universities remains uncertain. Whilst the Government's announcement in November 2024 to increase tuition fees to £9,535 was welcomed, the introduction of the international student levy (August 2028) will add additional financial pressure on universities. Without the Government addressing the current university funding system, the financial challenge for the sector will continue.

The launch of the University's new vision and strategy was a significant milestone, setting a clear ambition for Solent to become the leading practice-led university in the UK by 2035. Work continues to ensure the University has a financially sustainable business model for the foreseeable future.

The University is committed to income diversification and growth over the next few years and will look to increase student numbers and income through various initiatives. The University recognises that growth and recruitment in the current environment are increasingly challenging and uncertain. Throughout the year, the University continued to focus on student recruitment, as well as exploring new initiatives.

The 2025/26 budget and medium-term financial plans propose a measured level of student recruitment, recognise key strategic aims of the organisation and acknowledge the risks and opportunities for 2025/26 and outer years.

During the year, the University effectively managed its costs through delivering efficiency initiatives and adjusting its cost base. It will continue to take actions to control costs, aim to deliver future income growth and generate operational surplus in future years to enable future investments and to build resilience. The University recognises that in the face of the financial challenges it could take several years to achieve a surplus level that meets its KPIs.

Having sufficient liquidity to meet the University's short and medium term obligations, as well as meeting loan covenants are key to ensuring that the University is a going concern. The University agreed revised terms on its revolving credit facilities (£25m), ensuring it has access to borrowing and to manage its seasonal cash flow. Cash flow, capital spend and liquidity days are monitored closely, with clearly defined indicators to trigger corrective action.

The unpredictable political and economic environment continues to generate a level of uncertainty in the University's forecasting. To eliminate short-term financial risks, the University has continued to review its financial plan and stress tested various scenarios.

To justify preparing the financial statements on a going concern basis the University has:

- Modelled the budget for 2025/26 and forecast to 2029/30 for two scenarios, without and with the divestment programme.
- Reviewed the impact of the different scenarios on the cash flow forecasts.
- Considered the credit facilities that are available to the University (£25m).
- Presented and discussed these financial scenarios to the University Board of Governors, together with early indicators for financial stability.
- Agreed and modelled covenants as part of a refinancing exercise, ensuring sufficient headroom around potential downside scenarios after considering the nature and extent of the uncertainties identified.

Through a combination of a review of financial plans based on known and likely recruitment levels for 2025/26, future covenant modelling and the continued review of the University's cost base, the Executive and the Board of Governors considers that Solent University has adequate resources to justify preparing the financial statements on a going concern basis.

## Treasury Management

The University aims to safeguard its assets whilst at the same time aiming to achieve the best possible return on its investment. The over-riding principle however must be to minimise risk rather than maximise return.

The financing and liquidity of the University and its exposure to financial risk are managed by the central Finance Service. The University's financial strategy sets out the minimum liquidity levels needed to ensure that financial and operational control is maintained. A rolling five-year forecast is prepared each year, which incorporates a review of capital expenditure, cash generated and any future borrowing requirements.

The University's Treasury Management Policy is in line with CIFPA Treasury Management in the Public Services: Code of Practice and Cross-Sectoral Guidance Notes (2011 Edition).

## Pensions

The University has three defined benefit pension schemes for staff, which are the Teachers' Pension Scheme (TPS), the Hampshire County Council Local Government Pension Scheme (HCCLGPS), and the Universities Superannuation Scheme. A defined contribution scheme Solent Pension Plan administered by Aviva is also available to all University staff.

The disclosure notes on pages 67 to 70 relate primarily to the HCCLGPS and unfunded obligations. The latest actuarial valuation of the fund took place as of 31 March 2022 and was updated by Hymans Robertson, as actuaries appointed by Hampshire County Council, to assess the University's share of assets and liabilities of the scheme as of 31 July 2025.

The liabilities are particularly sensitive to gilt yields, a 0.1% change increasing or decreasing liabilities by 2.1%. The discount rate used in 2024/25 is 5.8% compared to 5.0% in 2023/24.

Although overall LGPS is in surplus, the University is unable to recognise any share of this. Recognising a surplus on the balance sheet is restricted to the amount recoverable from reduced future contributions and subject to the scheme's regulations. For LGPS, the regulations allow for a refund of the surplus at the point of cessation, subject to the Fund's discretion. A review of contribution rates to unwind the surplus will be determined by the scheme actuary during the 2025 tri-annual revaluation.

The University's share of the HCCLGPS is shown as a zero asset as at 31 July 2025 (2023/24: zero asset).

## Risk and Risk Management

The University has an established risk management policy which identifies management of risk as a responsibility of all management post holders, as appropriate to their level of accountability, led by the Vice-Chancellor. The Risk

Management Group (RMG) has continued to adopt an analysis process which identifies the top institutional risks as identified by the Vice Chancellor's group and considers the top risks prioritised by faculty and service managers. This ensures there is consistency between those risks perceived by top managers and the management teams of faculties and services, with differences considered by RMG.

As a largely teaching orientated institution these processes revolve mainly around the planning, marketing, budgeting, and student support measures necessary to recruit and retain students, enhance the student experience, and protect income streams. Conventional business recovery financial management, and health and safety action plans are also in place. The effects of the fast-moving educational environment are closely monitored, with departments and services considering operational risks regularly as circumstances change, ensuring that emerging risks are identified, reported, and mitigated.

The Audit Committee (AC) of the Board of Governors is briefed at each of its meetings on the latest Vice-Chancellor's Group (VCG) risk analysis update and progress on the larger cycle of analysis, contingency and action planning. This provides AC members with reassurance that executive action is underway and with an opportunity to seek clarification where appropriate. The final annual action plan is agreed with the University Senior Management Team as part of this process to ensure their ownership and then reviewed by Audit Committee. As Chair of RMG, the Chief Financial and Operating Officer provides a direct link with VCG in reviewing all levels of risk across the University.

With current government policies, funding and inflationary pressures on operating costs and pensions the risk to financial stability across the education sector remains high. The University has reviewed its financial stability and developed a financial plan to mitigate the identifiable risks, as detailed in the Future Outlook and Going Concern section (page 30).

Enrolment and recruitment remain challenging in an increasingly competitive environment, with the decline in international student applications and cost of living issues creating sector risks. With the higher education landscape every changing, the University's Strategy 2035 will build on its strong brand, develop new and existing partnerships and expand its collaborative activities to become the leading practice-led university over the next 10 years.

With increasing external and internal demands, management information remains key. The University's capacity and capability to adapt to the ever-changing environment through systems, people and processes is monitored closely by senior management.

## Creditor Payment Policy

It is the University's policy to pay suppliers 30 days after receipt of invoice unless special terms have been negotiated.

# Corporate governance

## List of governors 2024/25

Governor	Type	Attendance at Board Meetings
Chinmay Darji	Student Governor (left 13 June 2025)	3/3
Philip de Klerk	Independent Governor	3/4
Mohammad Galib	Student Governor (from 15 June 2025)	1/1
Mike Gaston	Co-opted Governor	3/4
Jennifer Glastonbury	Independent Governor (left 31 July 2025)	4/4
Adam Golton	Independent Governor (from 1 August 2024)	4/4
Dr Francesca Gwynne	Staff Governor	4/4
Neil Hayward	Independent Governor	4/4
Don Iro	Vice Chair & Independent Governor	3/4
Professor James Knowles	Vice-Chancellor & Governor	4/4
Professor Dame Julie Lydon DBE	Independent Governor	4/4
Fay Quayle	Independent Governor (from 1 August 2024)	2/4
Sharath Ranjan	Independent Governor	3/4
Lisa-Jane Risk	Independent Governor	2/4
Sanidhya Shetty	Student Governor	3/4
Richard Smith	Chair of Board & Independent Governor (from 1 August 2024)	4/4
Beth Topazio	Staff Governor	3/4
Dr Alan Whitehead CBE	Independent Governor (from 1 August 2024)	4/4
Professor Allan Youp OBE	Independent Governor (from 1 August 2024)	3/4
Councillor Alexander Winning	Independent Governor (left 31 October 2024)	0/4
Bridget Woolven	Clerk to the Governors	4/4

# Statement of public benefit



Southampton Solent University is a higher education corporation as set up under the Further and Higher Education Act 1992. The University is a charity under statute, also known as an 'exempt charity'.

The Governors, as trustees of an exempt charity, are aware of the guidance issued by the Charity Commission on public benefit. Given the activities of the University and the student population that it serves, the Governors consider that the University meets its statutory requirements in all respects. The University's mission and vision (detailed on page 7) are translated into the University's strategic plan, 'Strategy 2035 Ready for the Future'. It is this strategy which enables the University.



# Corporate governance statement



Southampton Solent University is a vibrant and enterprising modern university with a focus on student success, preparing our graduates to be work-ready, world-ready, and future-ready. The University is a friendly, open, and inclusive place which offers excellence and distinctiveness.

We offer practical and professional education with courses uniquely tailored to industry needs. Our approach is creative, inclusive and student focused, and we have strong international ties. We are also one of the world's leading maritime education and training providers, with a range of unique resources and facilities.

The University's undergraduate and postgraduate students are the prime beneficiaries of the University's activities and are directly engaged in learning or research. In the 2024/25 academic year, the University enrolled students from the UK, EU and overseas on full- and part-time programmes at all levels from HND and foundation degree to PhD. The quality of the University's teaching and the positive student experience is reflected in its continuing success in the National Student Survey (NSS) and in achieving Teaching Education Framework (TEF) Gold.

This links with our mission to deliver excellent university education that enables learners from all backgrounds to become future ready.

# Corporate governance statement

The following statement is provided to enable readers of the financial statements of the University to obtain a better understanding of the governance and legal structure of the institution.

The University is committed to exhibiting best practice in all aspects of corporate governance and endeavours to conduct its business in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership), and with the guidance to higher education institutions (HEIs) which has been provided by the Committee of University Chairs (CUC) in Appendix 1 of its Higher Education Code of Governance 2020. The University has put systems in place for identifying, evaluating, and managing its significant risks. The processes are reviewed regularly by the University under the guidance of a risk management group which reports to the Audit Committee.

The institution is independent, established as a higher education corporation under the terms of the Education Reform Act 1988 and the Further and Higher Education Act 1992. Its objects, powers and framework of governance are set out in the Instrument, the latest version of which was approved by the Board in December 2024, and the Articles of Government, the latest version of which was approved by the Board in August 2024.

The Articles require the institution to have a Board of Governors and an Academic Board, each with clearly defined functions and responsibilities, to oversee and manage its activities.

The Board of Governors is the executive governing body, responsible for the finance, property, human resources, and employment policy of the institution. It is specifically required to determine the educational character and mission of the institution and to set out its general strategic direction; and to appoint and determine the pay and conditions of service of the Vice-Chancellor, the Clerk to the Governors and the holders of other such senior posts as the Board of Governors may determine.

The Board complies with the Committee of University Chairs (CUC) HE Code of Governance 2020 and has adopted the statement of primary responsibilities as set out by the CUC in Appendix 2 of the Code, namely:

- To set and agree the mission, strategic vision, and values of the institution with the Executive.
- To agree long-term academic and business plans and key performance indicators and ensure that these meet the interests of stakeholders, especially staff, students, and alumni.
- To ensure that processes are in place to monitor and evaluate the performance and effectiveness of the institution against the strategy, plans and approved key performance indicators, which should be, where possible and appropriate, benchmarked against other comparable institutions.

- To delegate authority to the head of institution (HoI) for the academic, corporate, financial, estate and human resource management of the institution, and to establish and keep under regular review the policies, procedures and limits within such management functions as shall be undertaken by and under the authority of the Head of Institution.
- To ensure the establishment and monitoring of systems of control and accountability, including financial and operational controls, risk assessment, value for money arrangements and procedures for handling internal grievances and managing conflicts of interest.
- To establish processes to monitor and evaluate the performance and effectiveness of the governing body itself.
- To conduct its business in accordance with best practice in HE corporate governance and with the principles of public life drawn up by the Committee on Standards in Public Life.
- To safeguard the good name and values of the institution.
- To appoint the Head of Institution as Chief Executive and to put in place suitable arrangements for monitoring their performance.
- To appoint a secretary to the governing body and to ensure that, if the person appointed has managerial responsibilities in the institution, there is an appropriate separation in the lines of accountability.
- To be the employing authority for all staff in the institution and to be accountable for ensuring that an appropriate human resources strategy is established.
- To be the principal financial and business authority of the institution, to ensure that proper books of account are kept, to approve the annual budget and financial statements, and to have overall accountability for the institution's assets, property, and estate.
- To be the institution's legal authority and, as such, to ensure systems are in place for meeting all the institution's legal obligations, including those arising from contracts and other legal commitments made in the institution's name. This includes accountability for health, safety, and security and for equality, diversity, and inclusion.
- To receive assurance that adequate provision has been made for the general welfare of students.
- To act as trustee for any property, legacy, endowment, bequest, or gift in support of the work and welfare of the institution.

- To ensure that the institution’s constitution is always followed, and that appropriate advice is available to enable this to happen.
- To promote a culture which supports inclusivity and diversity across the institution.
- To maintain and protect the principles of academic freedom and freedom of speech legislation.
- To ensure that all students and staff have opportunities to engage with the governance and management of the institution.

The Board has a majority of independent members, chosen in line with strict criteria contained in the legislation.

The Chair and Vice Chair of the Board are elected from among the independent members every three years. There is also the provision for the appointment of co-opted members, some of whom are members of the staff of the University, and for the appointment of two representatives of the student body.

The Board of Governors has an equality and diversity policy in respect of its own membership and a code of conduct. During 2024/25, the Board comprised a 40/60 ratio in female/male Governors, with a quarter of members of non-white ethnicity.

Before joining the Board, all members are required to provide a satisfactory fit and proper person declaration in accordance with public interest governance principles.

In accordance with the Articles of Government, the University has appointed a Clerk to the Board. The Clerk provides independent advice on matters of governance to all Board members. Board members have no financial interest in the corporation and receive no remuneration from the University in respect of their duties as Governors other than reimbursement of reasonable expenses for travelling and subsistence.

The University maintains a register of interests of members of the Board and senior officers. The register is publicly available on the University’s website.

Much of the detailed work of the Board is initially handled by its committees: Finance & Resources, Audit, Governance, People & Culture and Remuneration. The decisions of these Committees are formally reported to the Board. All these Committees are formally constituted with terms of reference and comprise mainly independent and co-opted members of the Board.

Audit and Remuneration Committees also have an external co-opted member with expertise specific to that Committee. An evaluation conducted by each of the Committees concluded that the terms of reference had been covered during the year. Full, confidential minutes of all meetings of the Audit, Finance & Resources and Governance, and People & Culture Committees and of the Board itself are published to Board members, and redacted minutes are published on the University’s website. The Remuneration Committee Chair provides an oral report at Board meetings.

## Finance and Resources Committee

The Finance & Resources Committee considers and keeps under review such strategic aspects of people, finance, estates, and resource management as are required for the fulfilment of the strategic plan. These include the recommendation to the Board of Governors of an annual budget, both revenue and capital; regular monitoring of management accounts and progress of the capital programme against approval; advice to the Board of Governors on employment policy and pensions strategy; and approval of a framework for the pay and conditions of staff other than senior postholders.

The membership of the Finance & Resources Committee during 2024/25 is given below:

Name	Committee role
Adam Golton (from 1 August 2024)	Chair
Chinmay Darji (left 13 June 2025)	Member
Mohammad Galib (from 15 June 2025)	Member
Jennifer Glastonbury (left 31 July 2025)	Member
Lisa-Jane Risk	Member
Beth Topazio	Member
Professor Allan Youp OBE (from 1 August 2024)	Member

## Audit Committee

The Audit Committee remit includes advising the Board of Governors on the appointment of both internal and external auditors, agreeing their respective audit fees, and any questions of resignation or dismissal of the auditors; it considers and agrees an internal audit plan each year and the scope for the internal auditors in the context of key risks faced by the University; and it reviews both the internal and external auditors’ respective recommendations for improvement of the University’s systems of internal control, governance, and risk management arrangements together with management’s responses and implementation plans.

It reviews and recommends the annual financial statements to the Board and considers arrangements that are in place to promote sustainability, economy, efficiency, and effectiveness, and for the management and quality assurance of data submitted to the Office for Students (OfS) and the other funding bodies; receives and considers reports from the OfS as they affect the University’s business, and monitors compliance with the regulatory requirements; oversees the University’s policy on fraud and irregularity, and on reporting serious and reportable incidents and whistleblowing; and ensures that all significant losses have been properly investigated and reported.

The membership of the Audit Committee during 2024/25 is given below:

Name	Occupation	Qualification
Philip de Klerk (Chair)	Lately Group Chief Financial Officer, Europcar	Masters, Business Economics. Master of Law
Mike Gaston	CEO and Principal, Havant and South Downs College	Business and Public Administration
Don Iro	Entrepreneur	BEng (Hons) Electronic Engineering
Philip Ouma (Co-opted Member)	Senior Audit Manager, KPMG	Master in Business Administration
Fay Quayle (from 1 August 2024)	Head of Communications, NHS England	Masters in Strategic Communications
Dr Alan Whitehead CBE (from 1 August 2024)	Vice President, British Institute of Energy Economics	PhD Political Science

Whilst senior executives attend the meetings of the Audit Committee as necessary, they are not members of the Committee. The Committee meets with the external and internal auditors on their own prior to the start of the meeting which considers the University's annual financial statements.

Following an annual self-evaluation in June 2025 of the work of the Audit Committee, members were satisfied that the Committee had discharged its duties in accordance with its terms of reference.

### Governance Committee

The Governance Committee keeps under review the membership of the Board of Governors and its Committees and makes recommendations to the Board for new, independent, and co-opted external members. It oversees the recruitment, induction, training, and development of the members of the Board; and ensures that the Board and its Committees evaluate their performance on a regular basis. The Committee is also responsible for recommending to the Board of Governors arrangements for the three-yearly review of the effectiveness of the Board and its Committees as recommended by the Committee of University Chairs (CUC).

The Governance Committee also reviews the University's governing instruments and considers the effectiveness of the arrangements to select and recruit the Chair and Vice Chair of the Board, the Clerk to the Governors, the Chancellor, and the Vice-Chancellor.

The membership of the Governance Committee during 2024/25 is given below:

Name	Committee role
Don Iro (from 1 August 2024)	Chair
Dr Francesca Gwynne	Member
Professor James Knowles	Member
Sharath Ranjan	Member
Richard Smith (from 1 August 2024)	Member
Councillor Alexander Winning (left 31 October 2024)	Member

### Remuneration Committees: senior leadership team and Vice-Chancellor

The Remuneration Committees comprise only independent members and are chaired by a member who is neither Chair nor Vice Chair of the Board. Membership includes Chairs of Audit and Finance & Resources, the Chair of the Board, and an externally co-opted member with a background in remuneration policy and strategy.

#### Remuneration Committee (Vice-Chancellor)

It is the responsibility of the Remuneration Committee (Vice-Chancellor) to address the performance, remuneration and conditions of service of the Vice-Chancellor.

#### Remuneration Committee (Senior Postholders)

It is the responsibility of the Remuneration Committee (Senior Postholders) to address performance, remuneration, conditions of service and severance for senior postholders, Vice-Chancellor's Group (VCG), other staff on spot salaries including Directors/Heads and the Clerk to the Governors.

The membership of the Remuneration Committee during 2024/25 is given below:

Name	Committee role
Neil Hayward	Chair
Georgina Corbett (left 30 November 2024)	Co-opted Member
Philip de Klerk	Member
Adam Golton (from 1 August 2024)	Member
Richard Hortop (from 1 August 2024)	Co-opted Member
Professor Dame Julie Lydon DBE	Member
Richard Smith (from 1 August 2024)	Member

## People & Culture Committee

Established at the start of 2024/25, People & Culture Committee has oversight and assurance of people-related issues including equality, diversity and inclusion, and health and wellbeing.

The membership of the People & Culture Committee during 2024/25 is given below:

Name	Committee role
Sharath Ranjan	Chair
Dr Francesca Gwynne	Member
Neil Hayward	Member
Fay Quayle (1 August 2024)	Member
Sanidhya Shetty	Member
Councillor Alexander Winning (left 31 October 2024)	Member

## Strategy 2035

On 19 August 2025, the Board of Governors approved the first of three three-year strategic plans to deliver Strategy 2035. Covering the period 2025 to 2028, three-year strategic plan one (3YSP1) aims to strengthen the University's market position by delivering a new operating model which ensures ongoing sustainability and delivers growth. The plan is built around six strategic objectives, focused on transformation for growth and delivering sustainability.

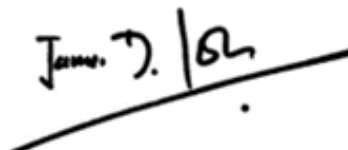
Overseen by the Board of Governors, progress in the implementation of 3YSP1 will be monitored by the Finance and Resources Committee, with responsibility for the delivery, budget management, and integration of strategic initiatives into annual business and capital plans residing with a Governance Board comprising members of the Vice-Chancellor's Group. Delivery of the three-year strategic plan and framework is underpinned by 14 initiatives which vary in terms of their scale, complexity, and impact. The first of these will be taken forward in 2025/26.

Approved by the Board of Governors on 24 March 2026

And signed on its behalf by:



Richard Smith, Pro-Chancellor and Chairman of the Board of Governors  
24 March 2026



Professor James Knowles, Vice-Chancellor  
24 March 2026

## Responsibilities of the University Board of Governors

The Board of Governors is responsible for the administration and management of the affairs of the University, including ensuring an effective system of internal control, and is required to present audited financial statements for each financial year.

The Board is responsible for keeping proper accounting records which disclose with reasonable accuracy, at any time, the financial position of the University; and to enable it to ensure that the financial statements are prepared in accordance with applicable laws and regulations.

In addition, within the terms and conditions of funding which set out the conditions of funding from the Office for Students (OfS), the Board of Governors is required, through its designated office holder, to prepare financial statements for each financial year which give a true and fair view of the situation of the University.

### Financial statements

In preparing the financial statements, the Board of Governors has ensured that:

- Suitable accounting policies are selected and applied consistently.
- Judgements and estimates are made that are reasonable and prudent.
- Applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Financial statements are prepared on the going concern basis unless it is inappropriate to presume that the University will continue in operation.

### Internal control

As the Board of Governors of Southampton Solent University, we have responsibility for maintaining a sound system of internal control that supports the achievement of policies, aims and objectives, while safeguarding the public and other funds and assets for which we are responsible in accordance with the responsibilities assigned to the governing body in the instrument and articles and the terms and conditions of registration and funding with the OfS.

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the nature and extent of those risks, and to manage them efficiently, effectively, and economically. This process has been in place throughout the year and up to the date of approval of the financial statements and accords with the OfS guidance.

The Board of Governors has responsibility for reviewing the effectiveness of the system of internal control.

The University has established the following processes:

- The University has appointed external auditors, BDO LLP, whose role is to provide an independent opinion on the University's annual financial statements. These statements summarise the University's financial performance during the year. The Board of Governors, on the advice of Audit Committee appoints the external auditor. BDO LLP is invited to each Audit Committee meeting.
- The University's internal auditor is responsible for providing an independent appraisal of the University's financial and operational activities. The University's internal audit function is currently provided by PwC. The internal auditors report to the Audit Committee and attend each meeting. Among the internal auditors' principal areas of audit are key financial issues, risk management, value for money, internal controls, and governance. The annual internal audit plan includes specific themed audits which are agreed by the Audit Committee.
- The audit plan is used to assess the internal controls and accounting systems in place in the University and is linked to risk identified in the University's risk register.

The University annually monitors the delivery of the University's strategic plan. As part of its monitoring process, the Board approves the financial forecast, which is subsequently submitted to the OfS:

- The Board of Governors has requested the Audit Committee to provide oversight of risk management. A risk management group has been established and the Audit Committee receives a report at each of its meetings on any movement in the major risks for the University identified for that year. Any matters of concern are reported to the Board of Governors.
- The Board of Governors has requested the Audit Committee to provide an opinion on the management and quality assurance of data provided to OfS, the Higher Education Statistics Agency (HESA), the Student Loans Company (SLC) and other public bodies. To provide the opinion, the Committee seeks and assesses information and evidence from management and auditors during the year.
- The Board of Governors receives regular reports concerning internal control via the Audit Committee minutes.
- The Audit Committee receives regular reports from internal audit which includes the internal auditor's independent opinion on the adequacy and effectiveness of the University's system of internal control together with recommendations for improvement.
- A regular process of meetings, workshops and discussions is used at both university-level and cascaded through individual academic departments, schools, and services to identify and keep up to date the record of risks facing the University.
- A system of key performance and risk indicators has been developed.
- A robust risk prioritisation methodology based on risk ranking and cost-benefit analysis has been established.

- A university-wide risk register is maintained.
- Reports are received from budget-holders, department heads and project managers on internal control activities.

Our review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive managers within the University, who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports.

In February 2022, Audit Committee approved the award of the internal audit contract to PwC for a period of two years to 31 July 2024 with three optional one-year extensions to July 2027. In March 2025, Audit Committee approved a one year extension to 31 July 2025. PwC has been the University's internal auditor since August 2019.

The internal auditors submit regular reports which include the internal auditor's independent opinion on the adequacy and effectiveness of internal control together with recommendations for improvement.

In November 2024, Audit Committee approved a four year contract with BDO LLP from 1 August 2024. BDO LLP has served as the University's external audit provider since 2004.

### Compliance with Office for Students (OfS) conditions of registration

The Board of Governors is responsible for ensuring that the ongoing conditions of registration with the OfS are met.

Responsibility for compliance with the OfS' ongoing conditions of registration is assigned to individual members of the Vice-Chancellor's Group, working with senior staff in the services. Reports, and updates to the OfS' regulatory framework, are presented to the Board of Governors and the Vice-Chancellor's Group. Reportable events are logged and reported to the Audit Committee and Board of Governors.

The University's control mechanisms ensure compliance with its obligations when utilising public funds, specifically in relation to regularity and propriety. The University's financial regulations, with which all staff must comply and which are overseen by the Finance & Resources Committee, include provisions for procurement, value for money, financial controls and use of funds for the means for which they have been provided.

The University operates a scheme of delegation which includes approval flows and authorisation limits. Processes are in place regarding contracting to ensure that proper due process has been followed and to maintain fraud prevention measures.

The above processes provide a control environment to ensure that public funds are correctly utilised for the purposes intended and in an efficient and effective manner, satisfying compliance with regularity and propriety requirements.

The University's control framework is monitored in several ways including internal and external audit. Internal audit reviews annually, on a cyclical basis, the financial systems and controls. External audit checks that funds have been applied for the intended purposes in accordance with funding conditions. Reference to this is included in the External Auditor's report.

### Review of effectiveness of governance arrangements

The CUC's Higher Education Code of Governance 2020 states that: 'governing bodies must conduct a regular, full and robust review of their effectiveness and that of their committees, reviews must be conducted at least every three years with an annual summary of progress towards achieving any outstanding actions arising from the last effectiveness reviews.'

An effectiveness review was conducted during summer 2022 by Advance HE. The main purpose of the review was to assess the quality of factors required for effective governance, namely: structures and processes, effective membership, communication and information and academic assurance. Via observation at meetings, it also sought feedback on the quality of working relationships and boardroom behaviour.

A triennial review was carried out in December 2025.



# Independent auditor's report to the Board of Southampton Solent University

## Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the University's affairs as at 31 July 2025 and of the Group's and the University's income and expenditure, gains and losses, changes in reserves and of the Group's cash flows for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

We have audited the financial statements of Southampton Solent University ("the University") and its subsidiaries ("the Group" for the year ended 31 July 2025 which comprise the Consolidated and University Statement of Comprehensive Income and Expenditure, the Consolidated and University Statement of Changes in Reserves, the Consolidated and University 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Independence

We are independent of the Group and the University 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.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the board members' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified

any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group and the University'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 board members with respect to going concern are described in the relevant sections of this report.

## Other information

The Board of Governors is responsible for the other information. The other information comprises the information included in the Annual Report and Financial Statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

**Opinion on other matters required by the Office for Students ("OfS") and UK Research and Innovation (including Research England), the Education and Skills Funding Agency (now part of the Department for Education) and the Department for Education**

In our opinion, in all material respects:

- Funds from whatever source administered by the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation.
- Funds provided by the OfS, UK Research and Innovation (including Research England), the Education and Skills Funding Agency (now part of the Department for Education) and the Department for Education have been applied in accordance with the relevant terms and conditions.

- The requirements of the OfS's Accounts Direction (OfS 2019.41) have been met.

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

- The University's grant and fee income, as disclosed in note 4 to the accounts, has been materially misstated.
- The University's expenditure on access and participation activities for the financial year, as has been disclosed in note 30 to the accounts, has been materially misstated.

### Responsibilities of the board members

As explained more fully in the Responsibilities of the University Board of Governors, the board members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the board members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the board members are responsible for assessing the Group and the University'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 board members either intends to liquidate the Group or the University or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

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

### Extent to which the audit was capable of detecting irregularities, including fraud

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

### Non-compliance with laws and regulations

Based on:

- Our understanding of the Group and University and the sector in which it operates;
- Discussion with management and those charged with governance and the Audit Committee;
- Obtaining an understanding of the Group's and University's policies and procedures regarding compliance with laws and regulations; and
- Direct representation from the Accountable.

We considered the significant laws and regulations to be Financial Reporting Standard 102, the Statement of Recommended Practice: Accounting for Further Education and Higher Education (FEHE SORP 2019), the OfS' Accounts Direction (OfS 2019.41) and UK tax legislation.

The Group and University is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be registration with the Office for Students and their ongoing conditions of registration.

Our procedures in respect of the above included:

- Review of minutes of meetings of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation; and
- Review of legal expenditure accounts to understand the nature of expenditure incurred.

### Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- Enquiry with management and those charged with governance, including the Audit Committee regarding any known or suspected instances of fraud;
- Obtaining an understanding of the Group's and University's policies and procedures relating to:
  - Detecting and responding to the risks of fraud; and
  - Internal controls established to mitigate risks related to fraud.
- Review of minutes of meetings of those charged with governance for any known or suspected instances of fraud;

- Discussion amongst the engagement team as to how and where fraud might occur in the financial statements; and
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be posting inappropriate journals to manipulate financial results and management bias in accounting estimates.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met defined risk criteria, by agreeing to supporting documentation; and
- Assessing significant estimates made by management for bias, including the assessment of the assumptions in estimating the liability arising from the University's participation in the Local Government Pension Scheme.


We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members who were all deemed to have appropriate competence and capabilities and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

## Use of our report

This report is made solely to the University's Board of Governors, as a body, in accordance with Section 75 of the Higher Education Research Act 2017 and the charters and statutes of the University. Our audit work has been undertaken so that we might state to the University's board those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the University and the board members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:  
  
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David I'Anson (Senior Statutory Auditor)  
 For and on behalf of BDO LLP, Statutory Auditor Southampton, UK

25 March 2026

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

# Accounting policies

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

## General

Southampton Solent University is a higher education corporation and an exempt charity under the Charities Act 2011. Its registered office and principle place of business is Southampton Solent University, East Park Terrace, Southampton SO14 0YN

## Basis of preparation

These financial statements have been prepared under the historical cost convention (modified by the revaluation of fixed assets and derivative financial instruments), in accordance with the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019 and in accordance with Financial Reporting Standards FRS 102. The University is a public benefit entity and therefore has applied the relevant public benefit requirement of FRS 102.

## Going Concern

Alongside other HE institutions, the political and economic environment remains challenging for Solent University, as detailed in the Future outlook and going concern section on page 31.

The financial statements have been prepared on a going concern basis based on forecasts of financial performance and cash flows for the period to 31 July 2027, being a period of at least 12 months from the approval of the financial statements, which demonstrate that the University and the Group have sufficiently liquidity to pay liabilities as they fall due and comply with banking covenant requirements during this period.

In August 2025 the Board approved a budget for the year to 31 July 2026 and subsequent financial forecasts to 31 July 2030. Since the budget and plans were approved, student recruitment for 2025/26 has been less than budgeted.

The forecasts for the financial year ending 31 July 2026 and 31 July 2027 were updated to reflect the financial impact of the known September 2025 recruitment and a reset of the January 2026 and May 2026 targets.

The Board has also considered reasonable actions to reduce the University's cost bases as a result of the shortfall in recruitment and mitigate the overall financial impact of lower than anticipated income.

The University has worked closely with the banks to agree revised terms on its banking facilities. Forecasts continue to show that the University has sufficient liquidity within its agreed facilities to meet all anticipated liabilities as they fell due and comply with banking covenant requirements during the going concern assessment period, with a reasonable level of headroom to accommodate unforeseen events.

At the date of approval of these financial statements, and having considered the matters referred to above, the Board of Governors consider it appropriate to continue to adopt the going concern basis in preparing the financial statements.

## Basis of consolidation

The consolidated financial statements include the University and all its subsidiaries for the financial year to 31 July 2025. Solent University Limited (SUL), Solent University Services Limited (SUSL) and Solent Skills Limited are wholly owned subsidiaries of the University. Solent Campus Pathway Limited is a 51% owned subsidiary consolidated on the basis that the University has a controlling interest in the company. The consolidated financial statements do not include those of the Solent Students' Union as it is a separate unincorporated association in which the University has no financial interest and no control or significant influence over policy decisions.

## Income recognition

### Tuition fees and education contracts

All income from tuition fees, short-term deposits and other operating income is credited to the Consolidated Statement of Comprehensive Income and Expenditure on a receivable basis.

Fee income is stated gross of any expenditure which is not a discount. Where the amount of the tuition fee is reduced, by a discount for prompt payment, income receivable is shown net of the discount. Bursaries and scholarships are accounted for gross as expenditure and not deducted from income.

Funds the University receives and disburses as paying agent on behalf of a funding body are excluded from the income and expenditure of the University where the University is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

### Grant funding

Government revenue grants including funding council block grant and research grants are recognised in income over the periods in which the University recognises the related costs for which the grant is intended to compensate. Where part of a government grant is deferred it is recognised as deferred income within creditors and allocated between creditors due within one year and due after more than one year as appropriate.

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

### Capital grants

Capital grants are recognised as income when the University is entitled to the funds subject to any performance related conditions being met.

### Investment Income

Investment income is credited to the statement of income and expenditure on a receivable basis.

### Research and development

Research and development expenditure is written off in the year incurred.

### Repairs and Maintenance

Expenditure on building maintenance is charged to the Income and Expenditure Account in the year in which it is incurred. The University maintains a rolling ten-year long-term maintenance plan, which is reviewed on a regular basis. Only to the extent that the costs arise under dilapidation clauses within operating leases is a regular charge made to the Income and Expenditure Account, on the basis that the dilapidating event is deemed to be the passage of time, subject to periodic valuation.

### Tangible Fixed Assets

#### i. Inherited assets – land and buildings

As a consequence of the Education Reform Act 1988, the freehold interest in the land and buildings occupied by the University was transferred from Hampshire County Council with effect from 1 April 1989. These were not valued prior to transfer. On 31 July 1998 a valuation of the open market for existing use was made by Chesterton International Limited, a firm of international property advisors, using the depreciated replacement cost basis.

The University will account for its property, plant and equipment using the cost method. Under the transitional arrangements of FRS102, a valuation of the University's inherited assets was carried out by BNP Paribas Real Estate as at 31 July 2014. This valuation is the deemed cost, subject to annual testing for indicators of impairment.

#### ii. Assets acquired after incorporation

Tangible asset additions whose cost of acquisition exceeds £10,000 are capitalised. Items costing less than this are written off in the year of purchase.

#### iii. Assets under construction

Assets under construction represent the costs of assets under development. As these assets become complete and operational they are transferred to the appropriate asset category and depreciated over their useful lives.

### Impairment

A review for impairment of assets is carried out if events or changes in circumstances indicate that the carrying amount may not be recoverable, whether through the economic benefits of use or through disposal. Where there is evidence of impairment, fixed assets are written down to the recoverable amount.

### Depreciation

Depreciation is provided on all tangible assets other than freehold or long leasehold land and assets under construction,

at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, as follows:

- Freehold buildings over 50 years\*
- Long leasehold buildings over the life of the lease up to 50 years. For leases longer than 50 years, over the greater of 50 years or 75% of the life of the lease.
- Building refurbishments over 15 years
- Computer equipment and software over 3 to 10 years
- Other equipment over 5 to 15 years
- Vehicles over 5 years
- Vessels over 5 to 15 years

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\* Where the major components of freehold buildings have significantly different useful lives, the initial cost or the replacement cost of a component shall be allocated to its major components and each component depreciated separately over its useful life.

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### Borrowing Costs

Borrowing costs which are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised as part of that fixed asset.

### Intangible Assets

Intangible assets purchased separately are initially recognised at cost.

Subsequently, intangible assets are stated at cost less accumulated amortisation and accumulated impairment losses. Intangible assets are amortised on a straight line basis over their estimated useful life of three to ten years from initial use of the asset.

### Investments

Investments in subsidiaries are carried at cost-less impairment in the University's accounts. Current asset investments are held at fair value with movements recognised in the Statement of Comprehensive Income and Expenditure.

### Financial instruments

#### i. Financial assets

Financial assets, other than investments, are initially measured at transaction price (including transaction costs) and subsequently held at cost, less any impairment.

#### ii. Financial liabilities and equity

Financial liabilities and equity are classified according to the substance of the financial instrument's contractual obligations, rather than the financial instrument's legal form. Financial liabilities are initially measured at transaction price (including transaction costs) and subsequently held at amortised cost.

## Hedge accounting

The University utilises variable to fixed rate interest swaps to manage its exposure to interest rate cash flow risk on its variable rate debt. These derivatives are measured at fair value at each reporting date by the issuing bank. To the extent the hedge is effective, movements in fair value are recognised in other comprehensive income and included within income and expenditure (I&E) unrestricted reserves. Any ineffective portion of those movements are recognised in the statement of comprehensive income and expenditure for the period.

## Taxation

The University is an exempt charity within the meaning of schedule 3 of the Charities Act 2011, and is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010, and therefore meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the University is potentially exempt from taxation in respect of income or capital gains received within categories covered by section 287 CTA2009 and sections 471 and 478-488 of the CTA2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

The University receives no similar exemption in respect of value added tax (VAT). Irrecoverable VAT on inputs is included in the costs of such inputs. Any irrecoverable VAT allocated to tangible fixed assets is included in their cost.

The University's subsidiaries are liable to Corporation Tax in the same way as any other commercial organisation.

## Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when:

- (a) The University has a present obligation (legal or constructive) as a result of a past event;
- (b) It is probable that an outflow of economic benefits will be required to settle the obligation; and
- (c) A reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision, where material, is determined by discounting the expected future cash flows at a pre-tax rate that reflects risks specific to the liability. A contingent liability arises from a past event that gives the University a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the University. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required, or the amount of the obligation cannot be measured reliably.

A contingent asset arises where an event has taken place that gives the University a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the University. Contingent assets and liabilities are not recognised in the Balance Sheet but are disclosed in the notes.

## Finance Leases

Assets held under finance leases, which are leases where substantially all the risks and rewards of ownership of the asset have passed to the University and hire purchase contracts are capitalised in the balance sheet and are depreciated over their useful lives. The capital elements of future obligations under the leases and hire purchase contracts are included as liabilities in the balance sheet.

The interest elements of the rental obligations are charged in the income and expenditure account over the periods of the leases and hire purchase contracts and represent a constant proportion of the balance of capital repayments outstanding.

### Operating Leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any leases premiums or incentive are spread over the term of the lease.

## Pensions

The University has two principal pension schemes for staff, the Teachers' Pension Scheme (TPS) and the Hampshire County Council Local Government Pension Scheme (HCCLGPS). The schemes are defined benefit schemes, which are externally funded and contracted out of the State Second Pension.

The assets of the TPS are held in a separate trustee-administered fund. Because of the nature of the scheme, the scheme's assets are not hypothecated to individual institutions and scheme-wide contribution rates are set. The University is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of these schemes on a consistent and reasonable basis and therefore as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the statement of comprehensive income and expenditure represents the contributions payable to the schemes in respect of the accounting period.

The University is able to identify its share of assets and liabilities of the HCCLGPS, accounting for the scheme as a defined contribution scheme.

In addition, a small number of staff are members of the Universities Superannuation Scheme (USS). Under FRS 102, deficit recovery plans for multi-employer pensions schemes such as USS will need to be recognised as a liability on the balance sheet and unwound over time as the liability is discharged.

No deficit recovery plan was required from the 2023 valuation, because the scheme was in surplus. Changes to contribution rates were implemented from 1 January 2024 and from that date the University was no longer required to make deficit recovery contributions.

Solent University Services Limited operates a defined contribution pension scheme for its employees.

### Defined Benefit Plan

Defined benefit plans are post-employment benefit plans other than defined contribution plans. Under defined benefit plans, the University's obligation is to provide the agreed benefits to current and former employees, and actuarial risk (that benefits

will cost more or less than expected) and investment risk (that returns on assets set aside to fund the benefits will differ from expectations) are borne, in substance, by the University.

The University recognises a liability for its obligations under defined benefit plans net of plan assets. This net defined benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the fair value (at bid price) of plan assets. The calculation is performed by a qualified actuary using the projected unit credit method.

Where the calculation results in a net asset, recognition of the asset is limited to the extent to which the University is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

#### Defined Contribution Plan

A defined contribution plan is a post-employment benefit plan under which the organisation pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution pension plans are recognised as an expense in the income statement in the periods during which services are rendered by employees.

#### Employment benefits

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

Redundancy costs paid to employees predominately represent cash redundancy payments, pension contributions and payments in lieu of notice, which are charged to the income and expenditure account when the redundancy is confirmed with an employee.

The judgement that no pension asset should be recognised in respect of the LGPS scheme given that the asset is unlikely to be realised through reduced contributions or a repayment from the scheme.

#### Reserves

Reserves are classified as restricted or unrestricted. Restricted reserves include balances where the donor has designated a specific purpose and therefore the University is restricted in the use of these funds.

#### Cash and cash equivalents

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

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value and an original maturity of three months or less.

#### Foreign currencies

Transactions in foreign currencies are recorded at the rate of exchange ruling at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling either at year-end rates or, where there are related forward foreign exchange contracts, at contract rates. Foreign exchange differences are recognised in the surplus or deficit for the year.

#### Significant Judgements and Estimates

In preparing these financial statements, the University have made the following judgements:

- Determine whether leases entered into by the group either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the group's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.
- The critical underlying assumptions in relation to the estimate of the pension defined benefit scheme obligation such as standard rates of inflation, mortality, discount rate and anticipated future salary increases. Variations in these assumptions have the ability to significantly influence the value of the liability recorded and annual defined benefit expense.

Other key sources of estimation uncertainty:

##### i. Tangible fixed assets (see note 13)

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

##### ii. Intangible assets (see note 12)

Intangible assets are amortised over their useful lives taking into account residual values, where appropriate. In assessing asset lives, factors such as technological innovation and duration of software contracts are taken into account.

##### iii. Trade receivables (see note 15)

The estimate for receivables relates to the recoverability of the balances outstanding at year end. A review is performed on the debtor balances based on the ageing of debts and historic results of known recoverability.



# Consolidated and University Statement of Comprehensive Income and Expenditure Year Ended 31 July 2025

	Notes	Consolidated		University	
		2025	2024	2025	2024
		£'000	£'000	£'000	£'000
<b>Income</b>					
Tuition fees and education contracts	1	78,431	82,839	75,272	80,702
Funding body grants	2	11,734	8,403	11,734	8,403
Research grants and contracts	3	514	291	514	291
Other income	5	10,773	11,339	12,059	13,064
Investment income	6	457	503	428	464
Donations and endowments	7	60	27	60	27
<b>Total income</b>		<b>101,969</b>	<b>103,402</b>	<b>100,067</b>	<b>102,951</b>
<b>Expenditure</b>					
Staff costs	8	47,230	51,883	35,847	42,579
Other operating expenses		43,628	42,391	53,354	51,225
Depreciation and amortisation	12 and 13	9,848	9,776	9,713	9,618
Interest and other finance costs	9	192	615	107	615
<b>Total expenditure</b>	10	<b>100,898</b>	<b>104,665</b>	<b>99,021</b>	<b>104,037</b>
<b>Gain/(Loss) before other gains/(losses)</b>		<b>1,071</b>	<b>(1,263)</b>	<b>1,046</b>	<b>(1,086)</b>
(Loss)/Gain on disposal of fixed assets		(49)	2,415	(49)	2,415
Gain on investments		12	162	12	162
<b>Surplus before tax</b>		<b>1,034</b>	<b>1,314</b>	<b>1,009</b>	<b>1,491</b>
Taxation	11	-	-	-	-
<b>Surplus for the year</b>		<b>1,034</b>	<b>1,314</b>	<b>1,009</b>	<b>1,491</b>
<b>Other comprehensive expenditure</b>					
Actuarial loss in respect of pension schemes	20	(1,810)	(1,799)	(1,810)	(1,799)
Fair value loss in respect of cash flow hedge		(288)	(1,183)	(288)	(1,183)
<b>Total comprehensive Loss for the year</b>		<b>(1,064)</b>	<b>(1,668)</b>	<b>(1,089)</b>	<b>(1,491)</b>
<b>Represented by:</b>					
Restricted comprehensive income for the year		12	162	12	162
Unrestricted comprehensive loss for the year		(1,076)	(1,830)	(1,101)	(1,653)
Loss attributable to the University		<b>(1,064)</b>	<b>(1,668)</b>	<b>(1,089)</b>	<b>(1,491)</b>

The notes on pages 55 to 74 form part of these financial statements.

All items of income and expenditure relate to continuing activities.

## Consolidated and University Statement of Changes in Reserves Year ended 31 July 2025

Consolidated	Restricted	Unrestricted	Total
	£'000	£'000	£'000
<b>Balance at 1 August 2023</b>	<b>1,370</b>	<b>154,059</b>	<b>155,429</b>
Surplus for the year	162	1,152	1,314
Other comprehensive loss	-	(2,982)	(2,982)
Transfer of funds	(65)	65	-
<b>Total comprehensive Income/(Loss)</b>	<b>97</b>	<b>(1,765)</b>	<b>(1,668)</b>
<b>Balance at 1 August 2024</b>	<b>1,467</b>	<b>152,294</b>	<b>153,761</b>
Surplus for the year	12	1,022	1,034
Other comprehensive loss	-	(2,098)	(2,098)
Transfer of funds	(2)	2	-
<b>Total comprehensive Income/(Loss)</b>	<b>10</b>	<b>(1,074)</b>	<b>(1,064)</b>
<b>Balance at 31 July 2025</b>	<b>1,477</b>	<b>151,220</b>	<b>152,697</b>

University	Restricted	Unrestricted	Total
	£'000	£'000	£'000
<b>Balance at 1 August 2023</b>	<b>1,370</b>	<b>154,194</b>	<b>155,564</b>
Surplus for the year	162	1,329	1,491
Other comprehensive loss	-	(2,982)	(2,982)
Transfer of funds	(65)	65	-
<b>Total comprehensive Income/(Loss)</b>	<b>97</b>	<b>(1,588)</b>	<b>(1,491)</b>
<b>Balance at 1 August 2024</b>	<b>1,467</b>	<b>152,606</b>	<b>154,073</b>
Surplus for the year	12	997	1,009
Other comprehensive loss	-	(2,098)	(2,098)
Transfer of funds	(2)	2	-
<b>Total comprehensive Income/(Loss)</b>	<b>10</b>	<b>(1,099)</b>	<b>(1,089)</b>
<b>Balance at 31 July 2025</b>	<b>1,477</b>	<b>151,507</b>	<b>152,984</b>

The notes on pages 55 to 74 form part of these financial statements.

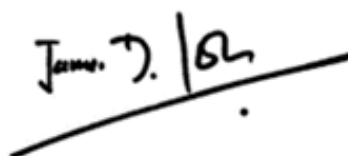
## Consolidated and University Balance Sheet as at 31 July 2025

	Notes	Consolidated		University	
		2025	2024	2025	2024
		£'000	£'000	£'000	£'000
<b>Non-current assets</b>					
Intangible assets	12	13,487	10,967	13,487	10,967
Tangible fixed assets	13	153,641	152,392	151,465	150,019
Investments	14	–	–	3,051	3,051
		167,128	163,359	168,003	164,037
<b>Current assets</b>					
Trade and other receivables	15	14,386	21,868	14,067	22,583
Current investments	16	1,475	1,509	1,475	1,509
Interest rate swap-cash flow hedge		2,368	2,656	2,368	2,656
Cash and cash equivalents		12,431	14,822	11,550	13,450
		30,660	40,855	29,460	40,198
Less Creditors: amounts falling due within one year	17	(28,157)	(31,863)	(27,545)	(31,572)
<b>Net current assets</b>		2,503	8,992	1,915	8,626
<b>Total assets less current liabilities</b>		169,631	172,351	169,918	172,663
Creditors: amounts falling due after more than one year	18	(13,458)	(15,888)	(13,458)	(15,888)
<b>Provisions</b>					
Pension provisions	20	–	–	–	–
Other provisions	20	(3,476)	(2,702)	(3,476)	(2,702)
<b>Total Net Assets</b>		<b>152,697</b>	<b>153,761</b>	<b>152,984</b>	<b>154,073</b>
<b>Restricted Reserves</b>					
I & E reserve – restricted reserve	21	1,477	1,467	1,477	1,467
<b>Unrestricted Reserves</b>					
I & E reserve – restricted reserve Unrestricted Reserves		151,220	152,294	151,507	152,606
		<b>152,697</b>	<b>153,761</b>	<b>152,984</b>	<b>154,073</b>

These Financial Statements were approved and authorised for issue by the Board of Governors on 24 March 2026



Pro-Chancellor and Chairman  
of the Board of Governors



Professor James Knowles, Vice-Chancellor

The notes on pages 55 to 74 form part of these financial statements.

# Consolidated Cash Flow Statement

## Year ended 31 July 2025

	Notes	2025	2024
		£'000	£'000
<b>Cash flow from operating activities</b>			
Surplus for the year		1,034	1,314
<b>Adjustment for non-cash items</b>			
Depreciation and amortisation	12 and 13	9,848	9,776
Gain on investments	21	(12)	(162)
Decrease/(Increase) in debtors	15	1,111	(1,520)
(Decrease)/Increase in creditors	17	(3,874)	1,087
Pension cost less contribution payable	20	(1,810)	(1,950)
Increase/(decrease) in other provisions	20	774	(135)
<b>Adjustment for investing or financing activities</b>			
Investment income	6	(457)	(503)
Interest payable	9	834	856
Loss/(Gain) on the sale of fixed assets		49	(2,415)
Capital Grant Income	2	(1,481)	(2,908)
<b>Net cash inflow from operating activities</b>		<b>6,016</b>	<b>3,440</b>
<b>Cash flows from investing activities</b>			
Proceeds from sales of fixed assets		6,371	–
Capital Grant Receipts		1,481	2,908
Investment income		457	503
Payments made to acquire fixed assets		(9,246)	(5,631)
Payments made to acquire intangible assets		(4,134)	(3,499)
		<b>(5,071)</b>	<b>(5,719)</b>
<b>Cash flows from financing activities</b>			
New finance lease		310	–
Interest paid		(604)	(856)
Interest element of finance lease		(19)	–
Disposal of Investment		46	–
Repayments of amounts borrowed		(3,069)	(2,872)
		<b>(3,336)</b>	<b>(3,728)</b>
<b>Decrease in cash and cash equivalents in the year</b>		<b>(2,391)</b>	<b>(6,007)</b>
Cash and cash equivalents at beginning of the year		14,822	20,829
Cash and cash equivalents at end of the year		12,431	14,822

The notes on pages 55 to 74 form part of these financial statements.

# Notes to the Accounts for the year ended 31 July 2025

## 1. Tuition Fees and Educational Contracts

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Full-time home and EU students	53,880	54,792	53,880	54,792
Full-time international students	13,297	17,413	13,297	17,413
Part-time students	725	718	725	718
Non credit bearing course fees	5,870	5,604	4,437	3,938
Apprenticeship fees	2,837	2,918	2,837	2,918
Other	1,822	1,394	96	923
	<b>78,431</b>	<b>82,839</b>	<b>75,272</b>	<b>80,702</b>

## 2. Funding Body Grants

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
<b>Recurrent grants</b>				
Office for Students	3,515	3,984	3,515	3,984
Research England	380	441	380	441
<b>Specific Grants</b>				
Selective Initiatives	5,375	1,345	5,375	1,345
Higher Education Innovation Fund	1,162	1,205	1,162	1,205
Capital grant	1,302	1,428	1,302	1,428
	<b>11,734</b>	<b>8,403</b>	<b>11,734</b>	<b>8,403</b>

## 3. Research Grants and Contracts

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Research councils	50	64	50	64
Research charities	32	12	32	12
Government (UK and overseas)	338	196	338	196
Other	94	19	94	19
	<b>514</b>	<b>291</b>	<b>514</b>	<b>291</b>

## 4. Grant and Fee Income

The sources of grant and fee income is as follows:

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Grant income from the Office for Students	4,817	5,412	4,817	5,412
Grant income from other bodies	5,755	1,786	5,755	1,786
Fee income for taught awards (exclusive of VAT)	72,561	77,235	70,835	76,764
Fee income for research awards (exclusive of VAT)	514	291	514	291
Fee income from non-qualifying courses (exclusive of VAT)	5,870	5,604	4,437	3,938
<b>Total grant and fee income</b>	<b>89,517</b>	<b>90,328</b>	<b>86,358</b>	<b>88,191</b>

## Notes to the Accounts for the year ended 31 July 2025 continued

### 5. Other income

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Residences, catering and conferences	6,739	7,555	6,729	7,565
Other services rendered	1,769	1,966	1,325	1,500
Other income	2,265	1,818	4,005	3,999
	<b>10,773</b>	<b>11,339</b>	<b>12,059</b>	<b>13,064</b>

### 6. Investment income

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Other investment income	457	503	428	464
	<b>457</b>	<b>503</b>	<b>428</b>	<b>464</b>

### 7. Donations and Endowments

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Unrestricted donations	60	27	60	27
	<b>60</b>	<b>27</b>	<b>60</b>	<b>27</b>

## Notes to the Accounts for the year ended 31 July 2025 continued

### 8. Staff costs

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Salaries	35,731	38,776	26,061	31,214
Social security costs	4,296	4,298	3,260	3,547
Other pension costs	8,032	8,512	7,360	7,745
Pension adjustment	(1,168)	(1,709)	(1,168)	(1,709)
Redundancy costs	339	2,006	334	1,782
<b>Total staff costs</b>	<b>47,230</b>	<b>51,883</b>	<b>35,847</b>	<b>42,579</b>

<b>Redundancy staff numbers</b>	<b>13</b>	<b>88</b>	<b>10</b>	<b>74</b>
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	Consolidated		University	
	2025	2024	2025	2024
	£	£	£	£
<b>Emoluments of current Vice-Chancellor</b>				
Salary	220,458	220,000	220,458	220,000
Pension contributions	31,966	38,408	31,966	38,408
<b>Total</b>	<b>252,424</b>	<b>258,408</b>	<b>252,424</b>	<b>258,408</b>

The remuneration of the Vice-Chancellor is set by the University's Remuneration Committee. The Remuneration Committee is chaired by an independent member of the Governing Body with four independent governor members (including the Chair of the Board of Governors) and one independent specialist. The committee framework for decision making considers guidance from the CUC HE Senior Staff Remuneration Code (November 2021) and the CUC HE Code of Governance September (2020).

In determining the remuneration of the Vice-Chancellor, consideration will be given to established independent sources of benchmark reward data for roles in comparable organisations. Sources include, the annual UCEA Senior Staff Remuneration Survey and the Annual Survey of Vice Chancellor's Remuneration from the Committee of University Chairs (CUC).

The Committee also consider the performance of the Vice-Chancellor via annual Performance Development Review (PDR), carried out by the Chair of the Board of Governors. This is based on a discussion of achievement against objectives over the preceding 12 months and contribution to the environment and shape of the University, delivery of the University's strategic vision and the overall performance of the University. In preparation for the PDR, the Chair of the Governors shall consider the views of members of the Board of Governors.

Following these discussions and the PDR meeting, the Chair of the Governors will present an assessment of performance against objectives together with recommendations to the Remuneration Committee (Vice-Chancellor) for consideration. Formal minutes will provide a written record of the assessment.

#### **Vice-Chancellors remuneration as a multiple of the median staff of the University per the Office for Students accounts direction.**

The median ratio calculations are calculated in accordance with the methodology proscribed by the Office for Students and are based on all staff employed at any point during the respective financial year; all part-time staff have been converted to full-time as required by this methodology.

	2025	2024
	No.	No.
<b>Multiples for the Vice-Chancellor</b>		
Basic Pay	5.1	5.3
Total Remuneration	5.4	5.5

## Notes to the Accounts for the year ended 31 July 2025 continued

### 8. Staff costs (continued)

Higher Paid Staff: The table below shows the number of staff with a basic salary above £100,000 per annum, including the Vice-Chancellor:

	Consolidated		University	
	2025	2024	2025	2024
	No.	No.	No.	No.
£100,000 to £104,999	1	–	1	–
£105,000 to £109,999	2	1	–	–
£125,000 to £129,999	2	–	1	–
£140,000 to £144,999	1	1	–	–
£220,000 to £224,999	1	1	1	1
	<b>7</b>	<b>3</b>	<b>3</b>	<b>1</b>

Banding calculation is based on pay scale as at 31 July.

The increase in 2025 is due to the lower number of higher paid staff reported in 2024 as a result of staff changes during the year.

Average staff numbers by major category:	Consolidated		University	
	2025	2024	2025	2024
	FTE	FTE	FTE	FTE
Academic Departments	423	464	365	435
Administration	241	254	109	125
Academic Services	134	149	88	99
Premises	44	41	28	29
Residences, Catering and Conferences	8	12	2	3
Research Grants and Contracts	2	1	1	–
	<b>852</b>	<b>921</b>	<b>593</b>	<b>691</b>

#### Key management personnel

Key management personnel are those staff with authority and responsibility for planning, directing and controlling the activities of the University.

The University's current convention is to define 'key management personnel' as the members of the University Executive Team, which consist of the Vice Chancellor, the Chief Financial and Operating Officer, PVC Students and Governance, PVC Research Academic Strategy Planning, Pro Vice Chancellor Education, Chief People and Culture Officer and Chief Marketing Officer.

Staff costs includes compensation paid to key management personnel:

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
	1,181	1,340	595	434

## Notes to the accounts for the year ended 31 July 2025 continued

### 8. Staff costs (continued)

#### Board of Governors

The University's Governors are the trustees for charitable law purposes. Due to the nature of the University's operations and the composition of the Board of Governors, with some members being drawn from local public and private sector organisations, it is possible that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving organisations in which a member of the Board of Governors may have an interest, including those identified below, are conducted at arms length and in accordance with the University's Financial Regulations and usual procurement procedures.

No member of the Board of Governors has received any remuneration/waived payments from the University or its subsidiary companies during the year (2024: £nil) in respect of activities undertaken as a consequence of Board membership.

Total expenses paid to or on behalf of members of the Board of Governors was £3,096 (2024: £1,197). This included reimbursement of travel and subsistence expenses incurred in course of those duties noted above.

### 9. Interests and other Financial Costs

	Notes	Consolidated		University	
		2025	2024	2025	2024
		£'000	£'000	£'000	£'000
Loan interest		815	856	730	856
Finance lease interest		19	–	19	–
Net interest on pension liabilities	20	(642)	(241)	(642)	(241)
		<b>192</b>	<b>615</b>	<b>107</b>	<b>615</b>

### 10. Analysis of Total Expenditure

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
<b>Other operating expenses include:</b>				
External auditors in respect of audit services	95	81	82	70
External auditors in respect of non-audit services	31	23	20	12
Academic departments	17,623	14,876	16,726	14,166
Academic services	4,082	3,770	4,081	3,768
Administration and central services	11,865	11,851	22,709	21,525
Premises	7,063	9,367	6,867	9,261
Residences, catering and conferences	2,705	2,302	2,705	2,302
Research grants and contracts	164	121	164	121
	<b>43,628</b>	<b>42,391</b>	<b>53,354</b>	<b>51,225</b>

### 11. Taxation

No corporation tax charge (2024: £nil) arises on consolidation as a result of taxable profits in a subsidiary undertaking. Under the Education Reform Act 1998 the University obtained charitable status, consequently it is not liable to corporation tax on its income and gains. No deferred taxation has been provided in the accounts on the basis that future taxable profits of all subsidiary companies will be paid to the University by way of Deed of Covenant.

## Notes to the accounts for the year ended 31 July 2025 continued

### 12. Intangible Assets

	Operational	Under construction	Total	Operational	Under construction	Total
	2025	2025	2025	2024	2024	2024
	£'000	£'000	£'000	£'000	£'000	£'000
Balance b/f	10,527	440	10,967	5,534	3,438	8,972
Additions	1,120	3,014	4,134	(40)	3,539	3,499
Transfer to operational	–	–	–	6,537	(6,537)	–
Amortisation charge for the year	(1,614)	–	(1,614)	(1,504)	–	(1,504)
Closing balance	<b>10,033</b>	<b>3,454</b>	<b>13,487</b>	<b>10,527</b>	<b>440</b>	<b>10,967</b>

## Notes to the accounts for the year ended 31 July 2025 continued

### 13. Fixed Assets

Consolidated	Freehold and Leasehold				Total
	Land	Building	Asset Under Construction	Equipment	
Cost	£'000	£'000	£'000	£'000	£'000
At 1 August 2024	20,820	177,618	4,123	13,931	216,492
Additions	–	–	8,503	1,031	9,534
Transfers	–	1,642	(1,642)	0	0
Disposals	–	(3,732)	0	(575)	(4,307)
<b>At 31 July 2025</b>	<b>20,820</b>	<b>175,528</b>	<b>10,984</b>	<b>14,387</b>	<b>221,719</b>
<b>Depreciation</b>					
At 1 August 2024	–	55,766	–	8,334	64,100
Charge for the year	–	6,793	–	1,441	8,234
Disposals	–	(3,681)	–	(575)	(4,256)
<b>At 31 July 2025</b>	<b>–</b>	<b>58,878</b>	<b>–</b>	<b>9,200</b>	<b>68,078</b>
<b>Net Book Value at 31 July 2025</b>	<b>20,820</b>	<b>116,650</b>	<b>10,984</b>	<b>5,187</b>	<b>153,641</b>
<b>Net Book Value at 31 July 2024</b>	<b>20,820</b>	<b>121,852</b>	<b>4,123</b>	<b>5,597</b>	<b>152,392</b>

University	Freehold and Leasehold				Total
	Land	Building	Asset Under Construction	Equipment	
Cost	£'000	£'000	£'000	£'000	£'000
At 1 August 2024	20,500	175,018	4,123	12,859	212,500
Additions	–	–	8,503	1,031	9,534
Transfers	–	1,642	(1,642)	–	–
Disposals	–	(3,659)	–	(575)	(4,234)
<b>At 31 July 2025</b>	<b>20,500</b>	<b>173,001</b>	<b>10,984</b>	<b>13,315</b>	<b>217,800</b>
<b>Depreciation</b>					
At 1 August 2024	–	55,028	–	7,453	62,481
Charge for the year	–	6,743	–	1,356	8,099
Disposals	–	(3,670)	–	(575)	(4,245)
<b>At 31 July 2025</b>	<b>–</b>	<b>58,101</b>	<b>–</b>	<b>8,234</b>	<b>66,335</b>
<b>Net Book Value at 31 July 2025</b>	<b>20,500</b>	<b>114,900</b>	<b>10,984</b>	<b>5,081</b>	<b>151,465</b>
<b>Net Book Value at 31 July 2024</b>	<b>20,500</b>	<b>119,990</b>	<b>4,123</b>	<b>5,406</b>	<b>150,019</b>

Leased assets included above:	Freehold and Leasehold				Total
	Land	Building	Asset Under Construction	Equipment	
	£'000	£'000	£'000	£'000	£'000
Net Book Value at 31 July 2025	712	–	–	295	1,007
Net Book Value at 31 July 2024	712	–	–	–	712

## Notes to the accounts for the year ended 31 July 2025 continued

### 14. Non-current Investments

#### Consolidated

	Subsidiary companies	Other fixed asset investments	Total
	£'000	£'000	£'000
<b>At 1 August 2024</b>	–	–	–
Impairment	–	–	–
<b>At 31 July 2025</b>	–	–	–

#### University

<b>At 1 August 2024</b>	3,051	–	3,051
Additions	–	–	–
Impairment	–	–	–
<b>At 31 July 2025</b>	<b>3,051</b>	–	<b>3,051</b>

The non-current investments have been valued at cost less impairment.

#### Subsidiary Undertakings

The University owns 100% of the issued ordinary share capital of £2.55 million (2024: £2.55 million) of Solent University Limited, a company registered in England.

The main activities of this undertaking are to provide short courses, training and facilities, consultancy services, and meals and accommodation for employees of other organisations using the company's facilities for their own training programmes.

The University owns 100% of the issued ordinary share capital of £0.5 million (2024: £0.5 million) of Solent University Services Limited, a company registered in England on the 19th July 2018.

The main activities of this undertaking are to provide education support services.

The University owns 51% of the issued ordinary share capital of £1,000 of Solent Pathway Campus Limited. The main activity of the company is to deliver foundation courses allowing access to undergraduate courses at Solent.

The University owns 100% of the issued ordinary share capital of £1 of Solent Skills Limited.

Solent Skills Limited was incorporated on 4 November 2024 to provide apprenticeship training staff to the University. Solent Skills has not traded during the financial year 31 July 2025.

	<b>Consolidated and University</b>
	<b>£'000</b>
<b>Amounts falling due within one year:</b>	
HCB Holding Limited	49
Impairment	(49)
A not for profit bank, aimed at supporting the local economy	–

## Notes to the accounts for the year ended 31 July 2025 continued

### 15. Trade and Other Receivables

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
<b>Amounts falling due within one year:</b>				
Trade receivables	9,348	11,065	8,160	9,756
Other trade receivables	2,288	7,827	1,119	7,342
Prepayments and accrued income	2,750	2,976	2,746	2,976
Amounts due from subsidiary companies	–	–	2,042	2,509
	<b>14,386</b>	<b>21,868</b>	<b>14,067</b>	<b>22,583</b>

Amounts due from subsidiary undertakings are unsecured, repayable on demand and do not attract interest.

### 16. Current Investments

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Short term investment in COIF Charities Investment Funds	1,475	1,509	1,475	1,509
	<b>1,475</b>	<b>1,509</b>	<b>1,475</b>	<b>1,509</b>

The investments are publicly traded and are valued at the year end at fair value through the income and expenditure. The investment re-invests all income. The unrealised gain was £12k (2024: £162k).

### 17. Creditors: amounts falling due within one year

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Secured loans	2,612	3,015	2,612	3,015
Obligations under finance leases	74	–	74	–
Trade payables	14,088	17,558	13,894	17,123
Social security and other taxation payable	1,042	1,144	751	934
Salaries and wages	2,234	3,474	2,058	3,169
Accruals and deferred income	3,722	3,634	3,310	3,357
Other payables	4,385	3,038	3,683	3,024
Amounts due to subsidiary companies	–	–	1,163	950
	<b>28,157</b>	<b>31,863</b>	<b>27,545</b>	<b>31,572</b>

Amounts due to subsidiary undertakings are unsecured, repayable on demand and do not attract interest.

## Notes to the accounts for the year ended 31 July 2025 continued

### 18. Creditors: amounts falling due after more than one year

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Obligations under finance lease	182	–	182	–
Secured loans	13,276	15,888	13,276	15,888
<b>Total creditors due after more than one year</b>	<b>13,458</b>	<b>15,888</b>	<b>13,458</b>	<b>15,888</b>

Analysis of finance lease:

<b>Due within one year or on demand (Note 17)</b>	74	–	74	–
Due between one and two years	74	–	74	–
Due between two and five years	148	–	148	–
	<b>222</b>	<b>–</b>	<b>222</b>	<b>–</b>
Less: finance charges allocated to future years	(41)	–	(41)	–
<b>Total obligations under finance lease</b>	<b>255</b>	<b>–</b>	<b>255</b>	<b>–</b>

Analysis of secured and unsecured loans

<b>Due within one year or on demand (Note 17)</b>	2,612	3,015	2,612	3,015
Due between one and two years	1,002	2,612	1,002	2,612
Due between two and five years	3,006	3,006	3,006	3,006
Due in five years or more	9,268	10,270	9,268	10,270
<b>Due within one year</b>	<b>13,276</b>	<b>15,888</b>	<b>13,276</b>	<b>15,888</b>
<b>Due within one year</b>	<b>15,888</b>	<b>18,903</b>	<b>15,888</b>	<b>18,903</b>

Secured loans amortised to 2023 and 2026

	15,888	18,903	15,888	18,903
	<b>15,888</b>	<b>18,903</b>	<b>15,888</b>	<b>18,903</b>

Included in loans are the following:

Borrower	Lender	Interest rate %	Term	Amount	Amount	Amount	Amount
				£'000	£'000	£'000	£'000
University	Promontoria Holdings	8.11	2026	1,610	3,623	1,610	3,623
University	Lloyds Bank	3.445	2028	14,278	15,280	14,278	15,280
				<b>15,888</b>	<b>18,903</b>	<b>15,888</b>	<b>18,903</b>

The Lloyds Bank loans are secured by a first legal charge over The Spark and the Sports Complex. The University has an undrawn credit facility of £18m with Lloyds Bank until 2026, with the option to extend twice by one year.

Promontoria Holdings purchased the Allied Irish Bank loan the 10 May 2025. The security was transferred unchanged over Chantry, Deanery and David Moxon Annexe, for which the loan was used to purchase the freehold interest in the properties.

There is also an undrawn credit facility of £14.5m from Barclays Bank until 2026 that is secured on Kimber Halls of Residence and Mountbatten Library.

## Notes to the accounts for the year ended 31 July 2025 continued

### 19. Financial Instruments

	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Financial assets that are debt instrument measured at amortised cost	24,067	33,714	22,871	33,057
Financial liabilities measured at amortised cost	(36,785)	(44,177)	(36,875)	(44,015)
Derivative financial instruments designated as hedges of variable interest rate risk	2,368	2,656	2,368	2,656
Total creditors due after more than one year				

Financial assets measured at amortised cost comprise cash, trade receivables, research grant receivables, other receivables and amounts due from subsidiary companies.

Financial liabilities measured at amortised cost comprise secured loans, finance leases, trade payables, salaries and wages, other payables and amounts due to subsidiary companies.

Derivative financial instruments designated as hedges of variable interest rate risk comprise interest rate swaps.

### 20. Provisions for Liabilities and Charges

#### Consolidated and University

	Pension	Leasehold Dilapidation	Reorganisation	Student Protection	OFS Grant Repayment	Total
	£'000	£'000	£'000	£'000	£'000	£'000
At 1 August 2024	–	2,173	529	–	–	2,702
Utilised in year	–	(666)	(352)	–	–	(1,018)
Additions	–	–	–	1,292	500	1,792
Released in year	–	–	–	–	–	–
<b>At 31 July 2025</b>	<b>–</b>	<b>1,507</b>	<b>177</b>	<b>1,292</b>	<b>500</b>	<b>3,476</b>

#### Reorganisation provision

The reorganisation provision represents obligations due to employees where restructuring agreements have been reached with employees under the Universities redundancy programme prior to year end.

#### Leasehold Dilapidation provisions

The leasehold dilapidation provision represents obligations under the leases of the existing properties to make good dilapidations prior to the expiry of each lease.

#### Student Protection provision

The Student Protection provision represents obligations to students following action taken in accordance with the University's Student Protection Plan.

#### OFS Grant Clawback Provision

The Office for Students clawback provision represents repayment of recurrent grant funding received.

# Notes to the accounts for the year ended 31 July 2025 continued

## 20. Provisions for Liabilities and Charges (continued)

### Teachers' Pension Scheme

Southampton Solent University is a member of the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff.

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary – these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

### Valuation of Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every four years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design and benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 26 October 2023. The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 28.6% of pensionable pay (plus an additional 0.08% administration levy).
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a national past service deficit of £39,800 million.

The total pension contributions for the University in respect of current employees were:

	2024-25	2023-24
	£'000	£'000
<b>Employer's contributions to Teachers' Pension Scheme</b>	3,928	3,996

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website. Under the definitions set out in the FRS 102, the TPS is an unfunded multi-employer pension scheme.

The University has accounted for its contributions to the scheme as if it were a defined contribution scheme.

The University has set out above the information available on the scheme.

	2025	2024
	£'000	£'000
<b>Outstanding contributions and included within creditors as 31 July</b>	438	485

# Notes to the accounts for the year ended 31 July 2025 continued

## 20. Provisions for Liabilities and Charges (continued)

### Hampshire County Council Local Government Pensions Scheme

The Local Government Pension Scheme (LGPS) is a defined benefit scheme based on final pensionable salary. The results below relate to the funded and unfunded liabilities within the fund which is part of the LGPS. The funded nature of the LGPS requires the employer and its employees to pay contributions into the fund, calculated at a level to balance the pension liabilities with investment assets. The unfunded liabilities are termination benefits made on a discretionary basis upon early retirement in respect of members of the LGPS. No fund exists to meet these benefits.

The Hampshire County Council Local Government Pension Scheme (HCCLGPS) is valued every three years by a professionally qualified independent actuary using the Projected Unit method, the rates of contribution being determined by the actuary. The latest published actuarial assessment of the HCCLGPS was at 31 March 2022, including the Rates and Adjustments Certificate which sets out the contributions payable by employers from 1 April 2023 to 31 March 2026. The contribution level was separated in April 2011 into two components, a forward contribution rate, and an additional contribution to address the fund deficit set at each triannual valuation.

#### The level of employers' contributions is set out below:

	From 1 April 2025	From 1 April 2024	From 1 April 2023
Contribution Rate	24.2%	24.2%	24.2%
Additional contributions to address fund shortfall	£614,000	£595,000	£576,000

The University also has unfunded obligations of £143k in respect of enhanced pension entitlements to staff who took early retirement under a reorganisation programme in 1993.

### Universities Superannuation Scheme

The University participates in the Universities Superannuation Scheme (USS), a defined benefit scheme which is contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not linked to individual institutions and a scheme-wide contribution rate is set. The University is therefore exposed to actuarial risks associated with other universities employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis and therefore, as required by FRS102(28), accounts for the scheme as if it were a defined contribution scheme.

The 31 March 2020 valuation identified a funding shortfall of £37.4bn. Employers contributions were 21.1% rising to 21.4% from 1 October 2021 and again to 21.6% from 1st April 2022. The deficit recovery contributions ended in December 2023 therefore there is no requirement for the University to recognise a liability and consequently the prior years provision has been released.

	2024-25 £'000	2023-24 £'000
Provision brought forward	-	150
Staff Costs	-	(145)
Interest Payable (Included in pension finance costs – note 9)	-	4
Contributions	-	(9)
<b>Provision carried forward</b>	<b>-</b>	<b>-</b>

The University has 4.1 FTE staff in the USS scheme and therefore it is deemed to be immaterial to the Universities financial statements. No further disclosures are included.

### FRS 102

Details in respect of the pension liabilities are provided in accordance with FRS 102. As noted earlier it is not possible to identify the University's share of the underlying assets and liabilities of the Teachers' Pension Scheme or USS and therefore the following disclosures relate to the HCCLGPS.

Date of last full actuarial valuation	31 March 2022
Expected employer contributions next year	£3.361m
Duration of Liabilities @ aged 65	23.6 years

## Notes to the accounts for the year ended 31 July 2025 continued

### 20. Provisions for Liabilities and Charges (continued)

#### Hampshire County Council Local Government Pensions Scheme

The valuation used for FRS 102 disclosures has been based on the most recent actuarial valuation at 31 March 2022. The valuation of the defined benefit pension scheme has been carried out by a qualified actuary based upon assumptions. While key assumptions used in the valuation are based on published information, there is a degree of judgement involved in selecting the most appropriate financial variables for the scheme.

The major assumptions used by the actuary for the purposes of FRS 102 were:

	31 July 2025	31 July 2024	31 July 2023
Discount Rate	5.80% pa	5.00% pa	5.05% pa
CPI Inflation	2.75% pa	2.75% pa	3.00% pa
Rate of increase in salaries	3.75% pa	3.75% pa	4.00% pa

The mortality assumptions are based on the recent actual mortality experience of members within the fund and allow for expected future mortality improvements

Mortality Assumptions	At 31 July 2025	
	Retiring in Today	Retiring in 20 years
Male	22.3	22.7
Female	24.8	25.7

The major categories of plan assets as a percentage of total plan assets are shown in the table:

Asset Allocation	Value at 31 July 2025	Value at 31 July 2024
Equities	54.0%	55.0%
Property	9.0%	7.0%
Government bonds	34.0%	37.0%
Cash	3.0%	1.0%
Total	100.0%	100.0%

Changes in global and UK economic pressures and tightening of monetary policy have a significant impact on asset markets and corporate bonds yields, which are key to the FRS102 assessment of the net pension asset or liability. The valuation has resulted in a pension surplus, but an asset ceiling has been applied to capped this to nil as the University does not consider it to be recoverable.

## Notes to the accounts for the year ended 31 July 2025 continued

### 20. Provisions for Liabilities and Charges (continued)

Amounts recognised in income statement	2025	2024
	£'000	£'000
<b>Reconciliation to Balance Sheet</b>		
	Value at 31 July 2025	Value at 31 July 2024
	£000	£000
<b>Funded Benefits</b>		
Fair Value of Scheme Fund Assets	176,491	165,474
Present Value of Liabilities	(136,551)	(153,039)
Effect of the asset ceiling on net assets	(39,940)	(12,435)
<b>Funded Net Pension</b>	<b>–</b>	<b>–</b>
<b>Unfunded Benefits</b>		
Present Value of Liabilities	(143)	(152)
<b>Unfunded Net Pension Liability</b>	<b>(143)</b>	<b>(152)</b>
<b>Total Net Pension Deficit</b>	<b>(143)</b>	<b>(152)</b>
<b>Operating cost</b>		
Current Service Cost	2,077	2,502
Past Service Cost	512	95
Interest Cost (included in Pension Finance Costs – Note 9)	(642)	(244)
<b>Pension expense recognised in profit and loss</b>	<b>1,947</b>	<b>2,353</b>
Allowance for administration expenses included in Current service cost	0.3%	0.3%
<b>Amounts recognised in other comprehensive income</b>		
	2025	2024
	£'000	£'000
Asset loss arising during the period	2,699	4,778
Liability gain arising during the period	(23,005)	(1,640)
<b>Total amount recognised in other comprehensive income</b>	<b>(20,306)</b>	<b>3,138</b>
<b>Changes to the present value of the defined benefit obligation</b>		
	2025	2024
	£'000	£'000
Opening Value of Liabilities	153,191	148,070
Current Service Cost	2,077	2,502
Interest Cost	7,627	7,460
Contributions by Participants	768	895
Actuarial losses	(23,005)	(1,640)
Net Benefits Paid Out	(4,451)	(4,168)
Past Service Cost	512	95
Unfunded benefits paid	(25)	(23)
<b>Closing Value of Liabilities</b>	<b>136,694</b>	<b>153,191</b>

The closing liability includes £143,000 (2024: £152,000) in respect of unfunded benefits.

## Notes to the accounts for the year ended 31 July 2025 continued

### 20. Provisions for Liabilities and Charges (continued)

<b>Changes to the present value of the defined benefit obligation</b>	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Opening fair value of assets	165,474	152,136
Interest income on assets	8,269	7,704
Remeasurement gains on assets	2,699	4,778
Contributions by the employer	3,732	4,129
Contributions by participants	768	895
Net benefits paid out	(4,451)	(4,168)
Unfunded benefits paid	(25)	(23)
Contributions in respect of unfunded benefits paid	25	23
<b>Closing fair value of assets</b>	<b>176,491</b>	<b>165,474</b>

<b>Actual return on assets</b>	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Interest income on assets	8,269	7,704
Gain on assets	2,699	4,778
<b>Actual return on assets</b>	<b>10,968</b>	<b>12,482</b>

#### 2024 Pension Increase order

LGPS benefits (in payment and those accruing) increased by 1.7% in April 2025, in line with government past practice of linking the annual Pensions Increase Order (PIO) to the CPI figure from the preceding September. This increase was lower than the long-term CPI assumption used the 2024 disclosures, meaning that the impact was lower than previously anticipated and will lead to a 'gain' on the University obligations of £1,445,000.

### 21. Restricted Reserves

Reserves with restrictions are as follows:

	<b>2025</b>	<b>2024</b>
<b>Donations</b>	<b>Total</b>	<b>Total</b>
<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Balances at 1 August</b>	<b>1,467</b>	<b>1,370</b>
Investment income	12	162
Expenditure	(2)	(65)
<b>Movement for the year</b>	<b>10</b>	<b>97</b>
<b>At 31 July</b>	<b>1,477</b>	<b>1,467</b>

<b>Analysis of other restricted funds /donations by type of purpose:</b>		
Project support	1,475	1,463
Student Bursaries	2	4
	<b>1,477</b>	<b>1,467</b>

## Notes to the accounts for the year ended 31 July 2025 continued

### 22. Cash and Cash Equivalents

	1 Aug 2024	Cash Flows	31 July 2025
Consolidation	£'000	£'000	£'000
Cash and cash equivalents	14,822	(2,391)	12,431

### 23. Consolidated Reconciliation of Net Debt

Reserves with restrictions are as follows:

	£'000
<b>Net debt 1 August 2024</b>	<b>4,316</b>
Investment income	2,391
Expenditure	310
Investment income	(3,015)
Expenditure	(54)
Investment income	288
<b>Net debt 31 July 2025</b>	<b>4,236</b>
Change in net debt	<b>(80)</b>

#### Analysis of net debt:

	2025	2024
	£'000	£'000
Cash and cash equivalents	12,431	14,822

#### Borrowings: amounts falling due within one year

Secured loans	2,612	3,015
Obligations under finance leases	74	–
	<b>2,686</b>	<b>3,015</b>

#### Borrowings: amounts falling due within one year

Obligations under finance leases	182	–
Derivatives	(2,368)	(2,656)
Secured loans	13,276	15,888
	<b>11,090</b>	<b>13,232</b>

#### Net debt

**1,345**      **1,425**

### 24. Capital Commitments

Analysis of net debt:	Consolidated		University	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Secured loans				
Commitments contracted but not provided for at 31 July	858	9,137	858	9,137

### 25. Contingent Liabilities

At 31 July 2025 the Governors were not aware of any liabilities for which full provision has not been made.

# Notes to the accounts for the year ended 31 July 2025

## 26. Operating Lease Obligations

Consolidated and University	Land and Buildings	Plant and Machinery	Total	Total
	£'000	£'000	£'000	£'000
Access investment	147	254	401	1,337
Support for disabled students	–	254	254	129
Research and evaluation expenditure	–	289	289	112
Total	–	543	543	241

## 27. Events after the Reporting Period

### Exit from Local Government Pension Scheme

On 11 December 2025, following a period of consultation, the University exited the Hampshire County Council Local Government Pension Scheme (LGPS), with all remaining employees who were members of the LGPS on that date having their employment transferred to Solent University Services Limited and being enrolled in the Solent Pension Plan. The University no longer has any active members within the LGPS scheme.

As at 31 July 2025, the University's share of the fund was in a surplus position (£39.9m). The University did not recognise an asset. Recognising a surplus on the balance sheet is restricted to the amount recoverable from reduced future contributions and subject to the scheme's regulations. Under the LGPS Regulations, the administering authority may make reasonable adjustments to the cessation valuation before determining whether any amount is payable.

Whilst the Fund has confirmed that the University will not be required to make an exit payment, the amount and timing of any potential payment remain uncertain.

This represents a non adjusting post balance sheet event.

### Amendment to Revolving Credit Facility

In March 2026, the University agreed revised terms on its revolving credit facilities with Lloyds Bank plc and Barclays Bank plc as part of a refinancing exercise.

The existing facilities were combined into a single £25m revolving credit facility with a single set of financial covenants and shared security over a pool of University assets. The facility has a maturity date of 31 August 2027.

The commitment under the facility reduced from £32.5m to £25m, reflecting the University's expected liquidity requirements.

The key terms approved are:

Quantum	£25m RCF
Hold Levels	£14m Lloyds, £11m Barclays
Structure and Security	Club facility with shared fixed charge security over a common pool of assets
Maturity Date	31 August 2027

This represents a non adjusting post balance sheet event.

## Notes to the accounts for the year ended 31 July 2025 continued

### 28. Subsidiary Undertakings

The subsidiary companies and joint venture (all of which are registered in England & Wales), wholly-owned or effectively controlled by the University, are as follows:

Company	Principal Activity	Status	Note
Solent University Limited	Maritime based consultancy and training	100% owned	14
Solent University Services Limited	Education support services	100% owned	14
Solent Pathway Campus Limited	Education services	51% owned	14
Solent Skills Limited	Education support services	100% owned	14

The registered office for the subsidiary companies noted above is East Park Terrace, Southampton, SO14 0YN

### 29. Related Party Transactions

Transactions are disclosed where members of the Board of Governors, trustees and senior members of staff disclose an interest in a body with whom the University undertakes transactions which are considered material to the University's financial statements and/or the other party. Due to the nature of the University's operations and the composition of the Board of Governors, being drawn largely from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving organisations in which a member of the Board of Governors may have an interest are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures.

For further detail on Board of Governors remuneration, refer to Note 8.

The University has had transactions with its subsidiary companies. These transactions are eliminated on consolidation and the University has taken the advantage of the exemption within FRS 102 not to disclose such items in these financial statements.

#### Southampton Solent University

	Sales to related party	Purchases from related party	Amounts owed related part	Grants and loans made to related party
	£'000	£'000	£'000	£'000
<b>Solent Students Union 2024-25</b>				
Trade	11	1	-	-
Grant	-	-	-	627
<b>Solent Students Union 2024-25</b>				
Trade	16	15	-	-
Grant	-	-	152	587

The University has a close working relationship with Solent Students Union, which remains a separate entity. The SU president is a member of the University's Board of Governors.

### 30. Access and Participation Plan

#### Consolidated and University

	OFS Plan	OFS AFR Return including disability	Actual 2024-25	Variance to AFR	Actual 2023-24
	£'000	£'000	£'000	£'000	£'000
Access investment	854	863	790	73	833
Support for disabled students	-	731	692	39	720
Financial support provided to students	752	611	571	40	962
Research and evaluation expenditure	286	289	216	73	158
<b>Total</b>	<b>1,892</b>	<b>2,494</b>	<b>2,269</b>	<b>225</b>	<b>2,673</b>

The University access and participation plans can be found at:  
<https://www.solent.ac.uk/about/our-policies-and-legal-information/university-access-agreements>



# Principal address and advisors

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## Auditors

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