Annual Report and Financial Statements for Year Ending 31 July 2024

GLASGOW CLYDE COLLEGE

GLASGOW CLYDE COLLEGE
Annual Report and Financial Statements – For Financial Period 2023/24

TABLE OF CONTENTS

Performance Report

PERFORMANCE REPORT

PERFORMANCE OVERVIEW

The financial statements cover all activities of the College for the twelve-month period ended 31 July 2024. Where information is included regarding the College's plans for future years, the College's view has been based on the information available at the time of compiling these financial statements.

This section of the report provides information on the purpose and objectives of Glasgow Clyde College, the main issues and risks that it faces, and a high-level assessment of its performance over the year.

INTRODUCTION FROM THE PRINCIPAL AND CHIEF EXECUTIVE

I am pleased to present the Annual Report and Financial Statements for Glasgow Clyde College for the 2023/24 academic year, marking our eleventh year of operation since our establishment in 2013. This year has once again been highly successful for our students, who have acquired new skills, discovered their talents, and reached new heights of achievement. In doing so, we have remained steadfast in our values of being *principled*, *passionate*, *pioneering*, and *people centred*.

Throughout 2023/24, Glasgow Clyde College delivered academic, vocational, and technical programmes to over 17,000 students and Modern Apprentices. While most of our students come from our local communities, our growing reputation has attracted a significant number of students from further afield. We are proud to be the *college of choice* for such a diverse student body, which reflects the rich cultural diversity of our region. This diversity underscores our *people-centred* commitment to meeting the needs of all students, whether local or from more distant communities. Additionally, we continued to see a further shift in demand toward part-time study among adult learners, especially in our higher education programmes.

The cost-of-living crisis continued to heavily impact the communities we serve, many of which face long-standing economic and social challenges. As a college serving some of the most deprived areas in Scotland, as defined by the Scottish Index of Multiple Deprivation (SIMD), we responded by mobilizing our resources and forging partnerships to provide enhanced support to our students and their families. In line with our *principled* values, we ensured that our response was swift and effective, providing the best possible support. Despite these efforts, the extreme financial pressures faced by many households, combined with a tight labour market, contributed to an increase in course withdrawals, a challenge we are addressing in our ongoing strategic planning.

In autumn 2023, the College was alerted to the presence of Reinforced Autoclaved Aerated Concrete (RAAC) in two areas of the Cardonald campus. We immediately closed these areas for detailed structural surveys. This led to the closure of part of the sports hall complex and restricted access to the boiler house for the remainder of the academic year. While this posed challenges, we upheld our *people-centred* ethos by ensuring alternative facilities were made available, minimizing the impact on students. Plans for remedial works were developed, and these are expected to be carried out during the 2024/25 academic year, funded from our existing capital allocation.

In response to these challenges, Glasgow Clyde College reaffirmed its role as a vital hub within the communities we proudly serve. Our collaboration with a wide range of partner organizations, along with the support and challenge they provide, continues to inspire us to innovate and push boundaries in support of our students.

As an *anchor institution*, Glasgow Clyde College remains focused on delivering socially progressive solutions in partnership with like-minded organizations. Our students and staff are actively engaged in community development, volunteering, and fundraising, all part of our *people-centred* approach to transforming lives. Additionally, we work closely with local councils, business groups, and employers to support the economic development of the Glasgow region—another example of our *pioneering* efforts to drive regional growth.

Our approximately 1,100 staff members embody the College's core values, with their professionalism, energy, and unwavering commitment to student success being evident throughout the year. Their *passionate* dedication fosters a culture of innovation, allowing us to achieve sector-leading practices that have been recognized nationally.

This academic year, however, was marked by long-running national industrial action by both lecturer and support staff trade unions regarding pay award disputes. The College experienced thirty-two days of strike action, including four days of full campus closures, as well as action short of strike (ASOS) which significantly disrupted services. It is deeply disappointing that, once again, the national bargaining process resulted in industrial action that affected our students and the College sector. We remain *principled* in our belief that student welfare should remain paramount in these discussions.

Our approach to collaboration is central to everything we do. We maintain strong regional ties with Glasgow Kelvin College, City of Glasgow College, and the Glasgow Colleges' Regional Board (GCRB). Together, we are committed to advancing shared goals, supporting regional and national priorities, promoting economic growth across the city region.

In September 2024, Education Scotland conducted an Annual Engagement Visit, highlighting thirty-two areas of positive practice and identifying two areas for improvement: tracking student meta-skills development and ensuring consistency in student representative training. These areas of improvement align with our own internal evaluations, and we had already begun taking steps to address them, reaffirming our commitment to continuous improvement.

At the start of the academic year levels of early withdrawal were below the previous year and showing a positive response to the revised approaches taken by curriculum teams to ensure students are effectively inducted onto their courses. Sadly, however national industrial action had a very damaging impact on both the retention and attainment of students as the year progressed. Apart from part-time Further Education students disappointingly all other modes and levels of study performed below the level achieved in the previous year.

The Glasgow Clyde Education Foundation (GCEF) has been instrumental in supporting the College's development, aligned with our *pioneering* ambitions. In 2023/24, GCEF supported key initiatives, including enhancements to the Cardonald campus, digital learning advancements, and the growth of commercial activities that diversify income streams and strengthen financial sustainability.

Since its inception, Glasgow Clyde College has built a reputation for being *principled*, financially sound, strategically focused, and resilient. In 2023/24 the Scottish Funding Council reduced the credit allocation of all colleges by 10% as part of a strategy to stabilise the weaking finances of the sector but maintaining a flat cash settlement. The impact of this strategy at Glasgow Clyde College was a contraction in the curriculum offer but an overall maintenance of student numbers. In financial terms 2023/24 was a positive year with the college generating a small adjusted operating surplus of £192k. This performance was due to careful stewardship, prudent budget control and several one-off positive impacts.

However, the underlying financial sustainability of the college continues to be undermined by a failure of SFC revenue funding keeping pace with rapidly escalating pay and non-pay costs. In future years, unless substantial changes to the national revenue funding methodology are implemented it will be extremely challenging for the college to remain financial sustainable. We are relentless in our approach to addressing these challenges, with a clear focus on long-term sustainability.

The ongoing cost-of-living crisis and tight labour market have posed challenges, particularly in retaining students who find employment before completing their qualifications. We remain hopeful that many of these students will return once financial pressures ease, demonstrating our *people-centred* focus on supporting students through their entire journey.

The Glasgow Clyde College Student Association (GCCSA) continued to advocate for students and enhance the student experience, embodying our *passionate* commitment to student welfare. GCCSA worked closely with senior management to ensure its efforts remained impactful.

I am immensely proud of the service that Glasgow Clyde College has provided to its students and communities during 2023/24. Our enduring commitment to the highest standards, guided by our values of being *principled*, *passionate*, *pioneering*, and *people-centred*, has been central to everything we do. As we look ahead to 2024/25, I am confident that the College will continue to thrive, driven by our unique culture and unwavering commitment to student success.

Jon Vincent
Principal and Chief Executive

PURPOSE AND ACTIVITIES

COLLEGE MISSION, VISION, VALUES AND STRATEGIC PLAN

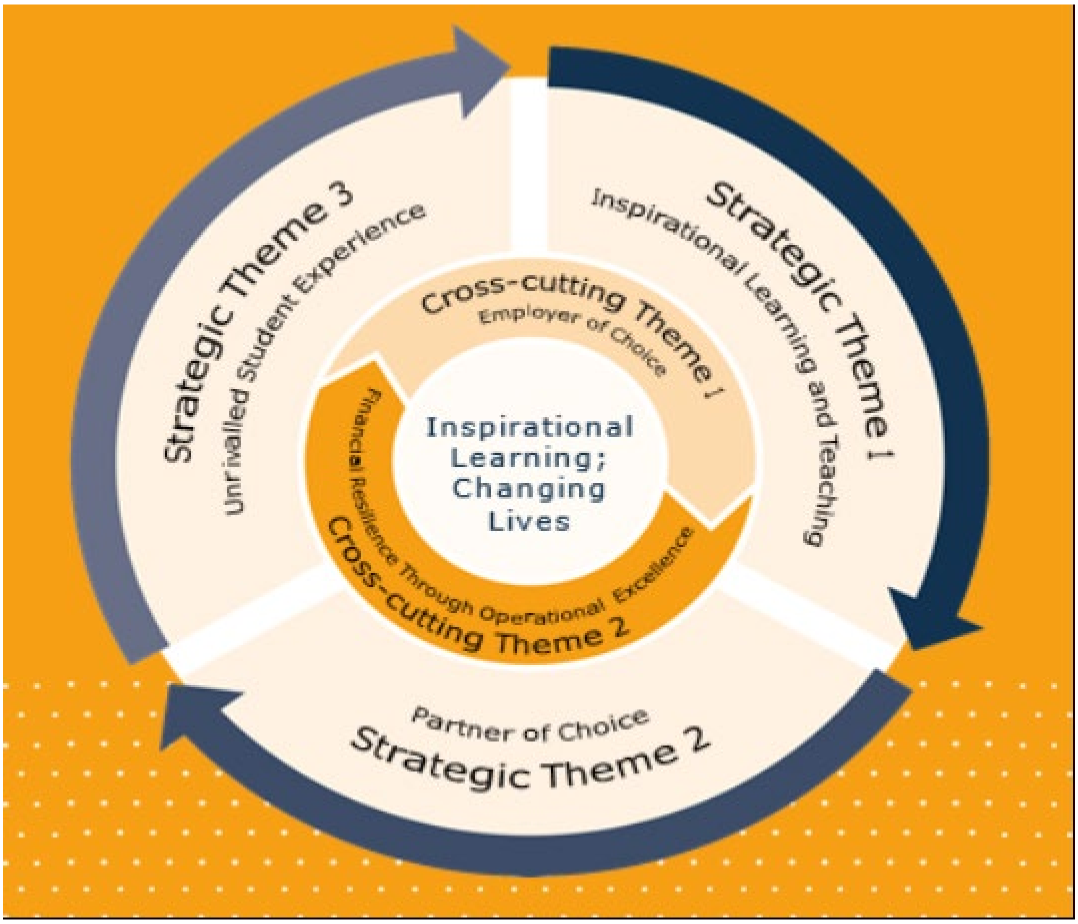
The College's Mission, Vision, and Values as approved by the Board of Management, and the key themes in the College's Strategic Plan are outlined below:

College Mission
Inspirational Learning; Changing Lives

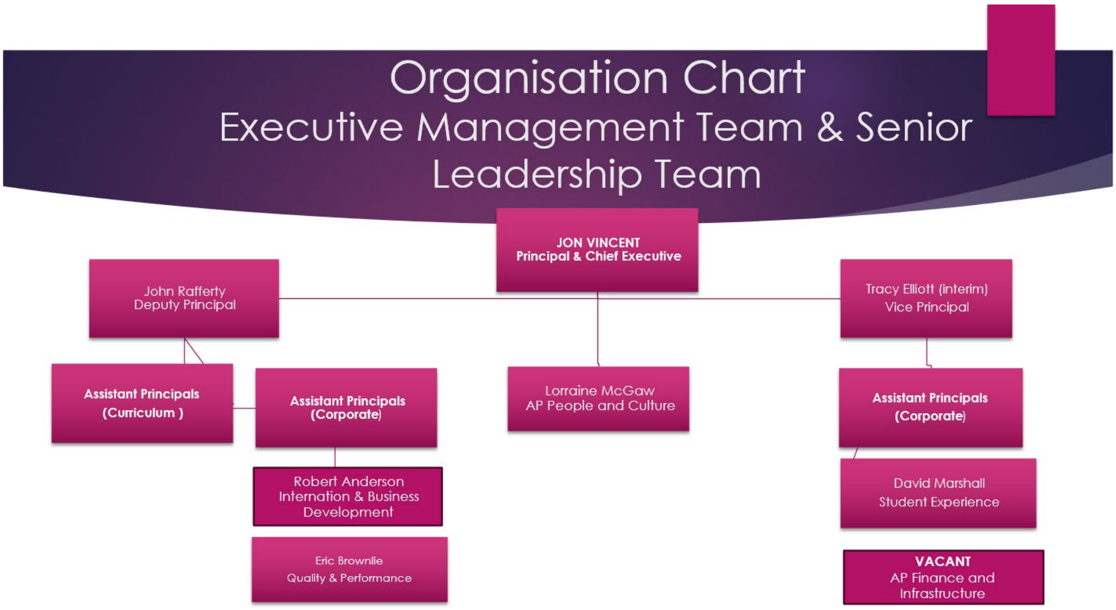
College Vision
By 2025 Glasgow Clyde College will be celebrated as a socially progressive College which is relentlessly focused on improving the prosperity of the communities it serves. The College will be acknowledged for its unrivalled 'career ready' students, employment focused curriculum, pioneering approaches, financial resilience and members of staff who are passionate in their pursuit of excellence. Glasgow Clyde College will be the partner of choice for employers, the employer of choice for members of staff and the College of choice for our communities.

College Values
Our values are People Centred, Pioneering, Principled, Passionate

College Strategic Plan 2022-2025
Our Strategic Plan "Releasing Potential" is built around three strategic themes and two cross-cutting themes. These five themes are shown in the Strategic Plan Framework diagram below:



COLLEGE STRUCTURE



RISK MANAGEMENT

Glasgow Clyde College has in place a Risk Management Policy as approved by the Board. The aim of the policy is to ensure that the College's system of internal control is effective in managing risks.

The Board of Management is of the view that there is a satisfactory process in place for identifying, evaluating and managing the significant risks faced by the College. The risk management process is regularly reviewed by the Board of Management. The College has a Strategic Risk Register which is regularly updated and reported quarterly to Board meetings which reflect the risk scorings based on impact and likelihood of each risk as assessed at each review.

The Senior Leadership Team (the designated risk management group) supports, advises on, and implements this Risk Management Policy of the Board. During 2023/24, whilst an interim structure was in place, the Principal was the lead officer in updating the College Strategic Risk Register. In the new structure, the Chief Operating Officer will be the lead officer for this going forward.

The Board of Management sets the College Risk Appetite across key risk activity areas and the appetite overall has been assessed as 'open', where open is defined as being willing as an organisation to consider all potential delivery options and choose the one that is most likely to result in successful delivery while also providing an acceptable level of risk and/or reward.

The College has an on-going process to develop and embed the system of internal control, including financial, organisational and governance risk management which is designed to protect the College’s operations, assets and reputation. This work is reviewed by the Audit Committee at each of its quarterly meetings.

The College’s Strategic Risk Register is updated regularly and reported to the Audit Committee, Finance & Resources Committee and the Board of Management on a quarterly basis.

Based on the College's on-going activity and planned developments, the Senior Leadership Team reviews and updates the College's Strategic Risk Register on a regular basis. The College Strategic Risk Register as at the date of the signing of the financial statements has fourteen key risks identified and each risk is ranked based on assessment of impact and probability. Each risk is owned by a member of the Senior Leadership Team who identifies mitigating actions. Further information in respect of the College's Risks is included in the Key Issues and Risks section within the Accountability Report.

GOING CONCERN AND FINANCIAL SUSTAINABILITY

In preparing the financial statements, the Board of Management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless deemed inappropriate.

The Scottish College sector as a whole is facing a range of challenges which are having a direct impact on its short to medium term financial sustainability. Some of the key challenges are:

- increased staff costs due to National Bargaining pay awards;
- flat cash SFC funding settlements
- wider economic factors including escalating fuels costs and pay and non-pay inflation; and
- ongoing financial and non-financial impacts of the post COVID-19 environment.

The College is preparing these financial statements on a going concern basis as it is anticipated to have sufficient funds to continue to trade and to meet its liabilities as they fall due in the twelve months from the signing of these financial statements. The going concern concept as it applies to public bodies such as the College assumes that, in the absence of legislative or similar change, funding will continue to be provided by the Scottish Government in order that liabilities will be met as they fall due.

In order to secure medium term financial sustainability, the College has a three-year financial plan which has been approved by the College Senior Leadership Team and the Board of Management. The future financial position of the College is challenging as, without mitigating actions, it is forecasting operating deficits ranging from £0.5million to £6.3million over the financial plan period as a result of annual pay offers made by Colleges Employers Scotland against a flat cash funding settlement outcome notified by the Scottish Government. Therefore, while the College has a plan for growth in its commercial income, it anticipates having to continue to take significant decisions on spending priorities and its operating model, requiring substantial savings through further significant reductions in its staff and non-staff costs.

In light of the information outlined above, the Board of Management is satisfied that the College has adequate resources to continue in operation for at least twelve months from the date of signing of this report. For this reason, the going concern basis continues to be adopted in the preparation of the financial statements.

KEY PERFORMANCE INDICATORS

The College's performance against key performance indicators for academic year 2023/24 is shown below and is compared to target and to the preceding academic year:

STUDENT ACTIVITY PERFORMANCE INDICATORS

Key Performance Indicator (KPI)	Purpose	22/23 Actual	22/23 Target[2]	23/24 Actual[3]	23/24 Target[2]
EFFICIENCY					
Performance against Credits activity target	Measures performance against GCRB target	-1.1%	0.0%	+2.0%	-1.0%
LEARNING AND TEACHING EFFECTIVENESS [1]					
Successful outcome for Full Time FE enrolments on recognised qualifications	Measures Full Time FE student success	59.0%	72.0%	56.6%*	62%
Successful outcome for Part Time FE enrolments on recognised qualifications	Measures Part Time FE student success	71.1%	78.0%	72.7%*	73%
Successful outcome for Full Time HE enrolments on recognised qualifications	Measures Full Time HE student success	65.8%	78.0%	63.6%*	68%
Successful outcome for Part Time HE enrolments on recognised qualifications	Measures Part Time HE student success	73.5%	86.0%	68.6%*	76%
% of credits delivered to residents of SIMD10 postcodes	Measures credits in SIMD10 postcodes	29.8%	28.5%	29.6%	29%
% of successful SIMD10 students	Measures SIMD10 student success	66.0%	70.0%	65.4%	68%
% of students satisfied with their learning experience	Measures student satisfaction	93.8%	95.0%	96.2%	96%

1 Effectiveness measures are based on latest recommended methodology from SFC, reflecting number of successful students divided by number of students initially enrolled and who attended at least one session.
2 Student Activity Targets for 2022/23 were agreed with GCRB in 2019/20. SFC subsequently withdrew ROA guidance, so 2023/24 targets were set by the College.
3 These KPIs are based on 99.7% of results processed.

OTHER COLLEGE PERFORMANCE INDICATORS

Key Performance Indicator (KPI)	Purpose	22/23 Actual	22/23 Target	23/24 Actual	23/24 Target
EFFICIENCY					
Working days lost through sickness absence	Measures lost staff time	5.1% [3]	3.9%	4.7%	3.9%
Permanent Staff Turnover	Measures level of staff changes	2.1%	N/A	10.7%[4]	N/A
Tonnes of CO_2 emissions tCO_2e *(Scope 1,2,3 excl supply chain)*	Measures carbon emissions	1,976	1,955	2,055[5]	1,916
FINANCIAL					
Adjusted Operating surplus as % of total income	Measures level of operating surplus generated before key adjustments	-0.9%	-0.9%	0.4%	0.0%
Non SFC Income as percentage of total income	Measures reliance on SFC income source	24.0%	23.2%	21.8%	21.4%
Current assets: current liabilities (excl. deferred capital grants and Job Evaluation provision)	Measures short term assets to liabilities	1.2	1.1	1.2	1.0
Days cash [6]	Measures level of cash	72	38	87	36

[3] *A review of 2022/23 absence statistics indicates that the transition back to in-person working environments after a prolonged period of remote working and uncertainty resulted in an increased level of sickness absence. The College remains steadfast in its commitment to devising holistic strategies to minimise staff absence as far as possible.*

[4] *The KPI for permanent staff turnover has increased in 2023/24 due to Voluntary Severance.*

[5] *2023/24 emissions were higher than 2022/23 as gas consumption increased. This is due to lower temperatures, additional weekend opening due to capital works and efficiency issues as plant and equipment continues to age.*

[6] *Days cash are higher than target due to forecast potential SFC funding claw backs, accruals for 2022/23 and 2023/24 teaching staff pay awards, ring fenced funds and other year-end movements in working capital. When such items are excluded, the days cash at July 2024 was 26 days. Further information on cash flow is outlined on page 23 of this report.*

PERFORMANCE ANALYSIS

This section of the report provides more detailed analysis of the performance of Glasgow Clyde College over the year.

LEARNING AND TEACHING

Glasgow Clyde College offers a broad range of course opportunities across a wide range of curricular areas. In order to meet the needs of local communities and individuals, programmes are offered ranging from Access level through to Honours degrees at our 3 Glasgow Campuses. Courses are delivered through the College's 3 Faculties: the Faculty of Future Technologies and Design; the Faculty of Health, Wellbeing and Management; and the Faculty of Arts and Continuing Education.

Courses are delivered through full-time, part-time, work-based and online study modes, with community-based delivery in venues across the city. Evening and Leisure classes also complement the portfolio and provide vital ways into learning for mature students. Full details of the courses delivered by the College are available on the College website at www.glasgowclyde.ac.uk

The delivery of the College's curriculum during academic session 2023/24 saw some strong recovery in terms of recruitment. Following disappointing pass rates in 2021/22, the College also saw signs of improved retention and attainment in session 22/23 and this continued into early 23/24 with early withdrawal figures down as low as 6.6%, compared to 9% the previous year.

The main recruitment period saw all 3 faculties finish almost 11% above target for enrolments. All individual subject areas also finished above target, aside the 2 exceptions of Hair & Beauty (-5%) and Supported Learning (-8%.) By the end of the year, the college had made 15,550 enrolments.

Whilst we anticipated a year of continuing positive progress, industrial relations emerged as the most serious challenge of the year, with both support and teaching staff undertaking national strike action throughout session 2023/24. Whilst the support unions eventually settled their dispute, teaching unions went on to implement 32 days of strike action, the largest disruption to learning in the sector's history, which was further exacerbated by 'action short of strike action' or ASOS, which meant that many lecturers withheld results from students.

Because of experience of similar industrial action in session 22/23, the college was able to ameliorate the impact on student progression and limit the amount of non-resulting to only 10% of staff. The number of lost days through strike action however, at almost 60% of teaching staff, did end up limiting our attempts at reducing further withdrawal rates. Across the college, further withdrawal rose by only 0.1%, but for full-time FE students it rose by 2.5% and for full-time HE students it rose by 1.3%. Consequently, pass rates for session 23/24, landed below last year's levels in most modes of study at 2% - 4.9% below last session for both full-time FE and HE courses, depending on the mode of study. Surprisingly, however, Part-time FE attainment improved by 1.6% which accounts for 52% of our enrolments.

The College delivered 116,060 credits in the 23/24 academic compared to the 124,940 delivered the previous session. This was a planned reduction in credits in line with the SFC sustainability measure, implemented nationally, which set a lower credit target, of 113,721, in exchange for a higher credit price. The College fell comfortably above this new credit target which allowed the college to roll out several iterations of a VS scheme, and reduce the number of temp staff appointments, to help reduce staffing costs. The impact on students was minimised by reducing the length of full-time programmes so that similar numbers of students could be served within this smaller resource.

Commentary on 2023/24 KPIs

- **Credits activity target:** The College finished the year at **+2.0%** above the SFC target.
- **Outcome for Full-time FE:** The final college PIs are now concluded with Full-time FE landing at 56.6% which is 2.4% below last year's figure.
- **Outcome for Part-time FE:** An outturn of **72.7%** was realised which was a 1.6% improvement on last year. This suggests that part-time students were less impacted by strike action than full-time – possibly because more than half had already completed their programme of study before strike action began in earnest.
- **Outcome for Full-time HE:** A best outturn of **63.6%** was realized, almost a 2% reduction on last year. This is possibly the result of universities offering unconditional places to all HNC students in May 2024 as a measure to combat the resulting embargo, which meant college-based university applicants did not have to complete their HNC course to progress to university. Those who stayed would have continued to receive a disrupted service in most subjects.

- **Outcome for Part-time HE**: An outturn of **68.6%** was realised which was a 4.9% drop on last year. Again, this is possibly because HE students progressing to university had less of an imperative to complete their programme, but it will also include a large number of day-release apprentices in Engineering and Construction who could not complete their programme due to industrial action.
- **Credits delivered to SIMD10:** 29.6% of credits were delivered to students from SIMD10 postcodes with 46% of our learners coming SIMD10 or SIMD 20 postcodes.
- **Outcome for SIMD10:** This is unknown at the time of writing as the PI's as still not finalized and it is difficult to produce a draft PI for this metric.
- **Satisfaction Levels:** These grew by 0.2% to **96.2%** and are already at sector leading levels. This is a surprising outcome in what was a very challenging year for students.

Education Scotland visited the College in May 2024 for their Annual Engagement Visit and published a very strong report which highlighted 32 areas of positive progress with only two minor areas for development.

Areas of positive progress included:

- The approachability of staff in support teams and curricular areas.
- Improvements in attainment and retention.
- The nurture training initiatives throughout the college.
- Innovative partnership working in CLD and the Glasgow Project which help learners furthest from employment.
- The pioneering work on dyslexia by the ESOL team.
- The quality of professional dialogue in the college on all aspects of teaching and learning
- The pioneering work on AI and eLearning
- The detailed use of performance data and benchmarking to analyse course performance and inform reflection during the programme of deep dives.

Going forwards, their only suggestions for improvement centred around making greater use of SPARQS training for student class rep induction and ensuring more course teams more explicitly develop meta-skills in their curricula.

A completely new quality assurance system called the Tertiary Education Quality Framework (or TEQF) will replace the Education Scotland arrangements, so this may be their final read out on Glasgow Clyde's performance. Senior staff attended a number of engagement events with QAA to input into the design of the new quality model.

The college was shortlisted for no fewer than 5 College Development Network (CDN) awards, a college record, which highlighted a wide variety of excellent practice. These included our marketing and communications campaigns, our employer connections, our staff health and wellbeing initiatives, our skills development projects and our innovation in making the college the first breast feeding friendly college in Scotland.

E-Learning continued to be a major strength of the college with an emerging focus this year on the use of AI in teaching and learning. A major pilot was completed in the use of a new AI development tool called Teachermatic, culminating in the college hosting a national conference in AI at our Langside Campus in February 2024.

In implementing its Strategic Plan, and within the context of the Glasgow Region Outcome Agreement the College intends to:

- continue to deliver as broad a range of curriculum areas as resources allow and demand justifies;
- introduce new areas where there is a proven demand and realign provision to reflect decreased skills need or demand;
- continue to offer routes for students to progress from introductory, pre-vocational/access level provision through to HND programmes within the College in key areas, and where no such option exists within the curriculum, to support progression routes to advanced provision elsewhere within the Region;
- build on expertise in E-Learning acquired during the emergency years to both enhance traditional learning models and reach new commercial audiences;
- where appropriate, seek to increase degree provision in specialist areas or work in partnership with universities to create seamless tertiary pathways;
- develop commercial programmes and services both nationally and internationally;
- in conjunction with Local Authority Education Departments provide appropriate senior phase programmes including Foundation Apprenticeships to meet identified sustainable local demand for school/college provision in line with the Developing the Young Workforce agenda;
- work with the Glasgow South and North West Community Planning Partnerships to ensure provision is delivered to support the Local Authority's Improvement Plan identified local needs;
- develop further customised provision and support for young people not in education, employment, or training, or at risk of dropping out of education or training;
- promote and enhance the niche areas within the broad-based curriculum where the College has national recognition as a provider;
- meet the potential growth in demand within Glasgow for training in the health and life sciences sectors;
- maintain the qualified childcare workforce in line with the Scottish Government's plans on higher numbers of hours of childcare provision; and
- maximise the synergies between mainstream curriculum and employer needs.

The College is a member of the Glasgow Colleges Group (GCG). The GCG Learning and Teaching group, comprising senior staff from each of the three colleges, meets regularly to exchange developments and curriculum proposals. This group also includes representatives from GCRB, SDS and the SFC.

CLIMATE CHANGE

Glasgow Clyde College is committed to minimising the negative impact its activities have on the environment. The College is fully compliant with the requirements specified in the Climate Change (Scotland) Act 2009 including the reporting requirements. The College has signed up to the Race to Net Zero Greenhouse Gases Commitment and a Climate Change Action Plan (CCAP) was prepared and approved by the Board of Management in June 2022.

The College's Climate Change Action Plan has a series of actions which are listed by each three-month period and progress against these actions is monitored by the College Climate Change Group and reported quarterly to the Audit Committee and annually to the Board of Management. The CCAP links each action to the five key activity areas of the UK HE/FE Climate Commission's Climate Action Roadmap for FE Colleges which are: leadership and governance; learning, teaching, and research; estates and operations; partnerships and engagement; and data collection.

The College has previously performed well in carbon emission reduction having reduced its reported emissions by 54% between 2014/15 and 2020/21. The target in the College CCAP from its approval in 2022 is to reduce the College's annual carbon footprint by 3% to 5% annually to 2025. The target in the future Race to Net Zero Commitment signed by the College is to reduce College greenhouse gas emissions to zero by 2045.

Recent key actions taken by the College include the upgrade of the Anniesland Campus Building Management System (BMS) to manage energy consumption more efficiently, with similar upgrades planned for the Cardonald and Langside campuses, and targeted messaging and training for students and staff with climate change/sustainability now being embedded in the curriculum.

Also, as per the Scottish Government Order introduced in 2015 requiring all public bodies to submit an annual report to Sustainable Scotland Network (SSN), detailing their compliance with the climate change duties, the College has complied with the reporting requirements for 2023/24 by submitting its report by the deadline of 30 November 2024. The College SSN Reports Emissions data from 2015 onwards is outlined in the table below.

Sustainable Scotland Network (SSN) Reports	**tCO2e**	**Annual Redn / Increase**	**Annual (Redn) / Increase %**
2014/15 Original Baseline Emissions	4,553		
2015/16 Actual Emissions	3,617	-936	-21%
2016/17 Actual Emissions	3,147	-470	-13%
2017/18 Actual Emissions	2,923	-224	-7%
2018/19 Actual Emissions	2,468	-455	-16%
2019/20 Actual Emissions	2,024	-444	-18%
2020/21 Actual Emissions *(**Note 1)***	2,080	56	3%
2021/22 Actual Emissions	2,015	-65	-3%
2022/23 Actual Emissions *(**Note 2)***	1,976	-39	-2%
2023/24 Actual Emissions ***(Note 3)***	2,055	79	4%
Total Reduction Against Original 2014/15 Baseline		**-2,498**	**-55%**

Note 1: Although there were closures due to COVID in 2020/21 CO2 Emissions increased in that year due to a new metric for estimating the impact of Homeworking.
Note 2: 2022/23 emissions include F gas emissions of 48 which were not previously reported on. Therefore, when these are excluded the 2022/23 emissions were 1,928 meaning there was a real terms reduction of 87 which equates to 4.3%.
Note 3: 2023/24 emissions were higher than 2022/23 as gas consumption increased. This is due to lower temperatures, additional weekend opening due to capital works and efficiency issues as plant and equipment continues to age.

EQUAL OPPORTUNITIES

Through its Values, the College is dedicated to upholding the principles of Equal Opportunities and is unwavering in its commitment to ensuring that every individual, whether they are learners or staff members, experiences a fair and just environment. We hold diversity in high regard, embracing and celebrating differences in race, sex, gender, sexual orientation, disability, religion or belief, and age. Our commitment to equality is embedded in every aspect of our policies and procedures, which all undergo a rigorous equality impact assessment.
In the spirit of inclusivity, the College welcomes applications from individuals with disabilities, taking into account their unique abilities and talents. We guarantee an interview to any disabled applicant who meets the essential criteria for a position.

Furthermore, if an existing employee becomes disabled, we spare no effort to accommodate their needs and ensure that their employment with the College continues. Our policy is designed to provide training, support career development and open doors to promotional opportunities, striving to offer an experience for disabled employees that is indistinguishable from that of their non-disabled counterparts. The College proudly bears the title of a Disability Confident employer.

DIVERSITY AND INCLUSION

The College reports on its Public Sector Equality Duties on a bi-annual basis to ensure that we are able to meet the requirements set down by the Equality Act 2010. The College has an Equality, Diversity, and Inclusion (EDI) Committee which acts as an advocate for the equality agenda within the College and the wider community. The EDI Committee oversees compliance with the equality, diversity and inclusion obligations and duties set out within the Equality Act 2010 and other relevant legislation and government guidance and the membership consists of learners and staff. The College has a clear set of values, and these are being used to further build staff confidence to disclose information concerning their protected characteristics, thus allowing us more reliable data to report upon and ultimately act upon that will remove any remaining barriers for staff with protected characteristics and promote a more inclusive workforce.

The College launched its 2022-25 Strategic Plan in 2022 which is fully supported by the College Equality Outcomes agreed in line with the Public Sector Equality Duty reporting cycle and new National Equality Outcomes. Projects are continuing to ensure progress against the College Equality Outcomes and to ensure mainstreaming of equalities is pursued across all aspects of College delivery. A number of specific initiatives continue to promote staff and student safety, to increase awareness of challenges faced by specific groups with shared protected characteristics, to support the health and wellbeing of staff and students and to promote the embedding of EDI within the curriculum. Initiatives are designed to promote the concept of the wider College Community to include staff, students and other stakeholders and to ensure that College services support, and are representative of, the wider communities in which we operate.

As a recipient of public funds Glasgow Clyde College is committed to Fair Work practices. This agenda is being led for the sector by College Employers Scotland and a draft sectoral Fair Work Statement and articulation of high-level practices is under development. The statement sets out the sector’s commitments via a Fair Work Working Group, which includes membership and contributions from the Glasgow colleges.

COMMITMENT TO FAIR WORK PRACTICES

Glasgow Clyde College has consistently demonstrated its commitment to the principles of Fair Work, ensuring a positive working environment for all employees. This report outlines the college’s adherence to key Fair Work principles, providing evidence of how these principles are integrated into its policies and practices.

1. Effective Voice and Union Recognition

Glasgow Clyde College acknowledges the importance of giving employees a strong voice in the workplace. The college has established formal channels of communication, including recognition of key trade unions, Unison and GMB for support staff, and EIS-FELA for lecturing staff. Regular joint negotiation and consultation (JCNC) meetings are held to ensure continuous dialogue between the unions and the management team. Additionally, informal meetings with union representatives further reinforce this collaborative approach.

To engage with staff beyond formal union representation, the college has instituted a staff voice group, which meets regularly with the Principal and senior leaders and has representation from each college department. Through these meetings and various platforms like the internal newsletter Clyde Connects, employees are kept informed about significant updates. Team meetings, all-staff engagement and pulse surveys along with our online suggestion/feedback box also serve as critical tools for gathering feedback. Furthermore, employees have representation on the college board, reinforcing their involvement in decision-making processes. These practices demonstrate Glasgow Clyde College's commitment to maintaining genuine and effective communication channels at both individual and collective levels.

2. Investment in Workforce Development

Glasgow Clyde College believes that workforce development is a shared responsibility, providing extensive opportunities for employees to engage in lifelong learning. The college allocates a central budget for continuous professional development (CPD) and maintains an active learning and development planner, offering regular updates on available activities. Lecturing staff are particularly supported through programmes such as the TQFE (Teaching Qualification in Further Education), with time-off for study purposes.

The college offers a wide range of training courses and specialised teacher training, ensuring that all employees have access to the necessary resources for personal and professional growth. The college's commitment to lifelong learning extends to financial sponsorships for further and higher education qualifications, including undergraduate and postgraduate degrees. Moreover, all employees are encouraged to keep their professional qualifications up to date through an annual personal development review process.

3. Avoidance of Zero-Hours Contracts

The college has taken a clear stance against the inappropriate use of zero-hours contracts. All staff, whether permanent or temporary, are provided with confirmed hours and clear work patterns, ensuring job security and fairness. Fixed-term employees are moved to permanent contracts after two years of continuous service, in alignment with national agreements. Furthermore, shifts are planned well in advance, and generous shift payments are made according to national collective agreements. Glasgow Clyde College guarantees no compulsory overtime, further safeguarding the rights of its workforce.

4. Tackling the Gender Pay Gap and Fostering Inclusivity

In its commitment to inclusivity, Glasgow Clyde College actively addresses issues such as the gender and ethnicity pay gaps. The college annually reviews these pay gaps and has implemented a range of actions to ensure gender balance and ethnic inclusivity across the college. Management development programmes now place a greater focus on ethnicity inclusivity, and the college publishes a bi-annual Equalities Report, tracking progress against its diversity objectives.

Moreover, the college's policies are designed to support employees with diverse needs. Employees with disabilities are offered reasonable adjustments to facilitate their ongoing participation in the workforce. Policies such as Dignity and Respect, Family Friendly, and various leave provisions ensure an inclusive environment that accommodates different life stages, including maternity, paternity, and adoption leave. Notably, the college has achieved Menopause Friendly accreditation and offers tailored support for female staff experiencing menopause, further highlighting its dedication to fostering a supportive workplace.

5. Commitment to Paying the Real Living Wage

As a Living Wage Accredited Employer, Glasgow Clyde College pays all employees at least the real Living Wage. The college adheres to nationally negotiated pay rates and offers comprehensive flexible working arrangements, promoting work-life balance. For example, hybrid working options are available to eligible employees, and lecturers are entitled to work off-site for up to one day a week. This flexibility extends to a wide range of leave provisions, from compassionate leave to sabbaticals, ensuring that employees can meet personal responsibilities while maintaining their professional roles.

6. Flexible and Family-Friendly Working Practices

From the first day of employment, all Glasgow Clyde College staff have access to flexible working arrangements. These options include part-time work, job shares and compressed hours. The college has also implemented hybrid working practices for staff who are in a role that lends itself to this approach. This approach ensures that employees with disabilities or long-term health conditions are accommodated through flexible working options where appropriate. Additionally, the college's digital infrastructure supports remote work, allowing staff to work collaboratively while maintaining flexibility.

7. Opposition to 'Fire and Rehire' Practices

Glasgow Clyde College does not support the use of 'fire and rehire' tactics, which are considered detrimental to fair employment practices. The college follows national collective agreements for any changes to terms and conditions and ensures that such changes are made through a consultative process involving union representatives and employees. In cases of voluntary severance, departing employees are prohibited from being re-employed within the college or the wider Glasgow region for two years, ensuring a transparent and fair approach to workforce management.

8. Conclusion

In summary, Glasgow Clyde College exemplifies the principles of Fair Work through its commitment to effective communication, workforce development, inclusivity, and fair employment practices. Our policies and procedures not only meet legal requirements but also go beyond to create a positive, supportive, and flexible working environment for all employees.

GLASGOW CLYDE COLLEGE STUDENT ASSOCIATION

Session 2023/24 saw Glasgow Clyde College Student Association (GCCSA) continue to provide a representative voice for the student population at the College. The team saw a new President and 3 new Vice-Presidents elected. One of the Vice-Presidents left in early 2024 to focus on her studies. The team were fully supported by the GCCSA Coordinator and GCCSA Engagement Assistant for the academic year.

The team has been enhanced this session by the introduction of an Active Campus Coordinator. The post has been fully funded by SportScotland for a 2-year period with the aim of increasing the availability of opportunities to participate in physical activity for students. A wide range of activities have been delivered which have seen student groups including ESOL, Supported Learning, Employability and General Education engage with a diverse range of activities including football, basketball, boccia and gym use. Significant partnership working has taken place with the Sports department which has seen access to facilities increase and students being given the opportunity to have volunteering opportunities in their chosen area of study and some paid opportunities to provide gym support and supervision.

The GCCSA Coordinator provided an annual report on activity and this has informed the self-evaluation and development of an operational plan This allowed core activity including work on Gender Based Violence, the LGBT+ activity, wellbeing initiatives, food poverty support, cost of living crisis support, cycling initiatives, ICT support, language exchange and equality to continue on productively whilst enabling sabbatical officers the opportunity to prioritise projects they had proposed through their election manifestos.

Partnership work with key sectoral stakeholders including NUS, SPARQs, GCRB, SSS and Cycling Scotland supported a wide range of activity for GCCSA and allowed the team to actively participate across the range of College management groups and committees and ensure student voices were fully heard. An extended recruitment process allowed us to employ a fixed-term Cycling Officer who made a very positive impact in a short time but left to take up a full-time permanent post elsewhere.

GCCSA has worked very closely with our Marketing team to expand their social media footprint through targeted initiatives that continued to promote a sense of belonging. Routinised activity including Freshers days, Refreshers Days and Christmas Fayres were delivered to promote engagement and ensure a fun element to activities. GCCSA have also fully embraced the Nurture work being led by Claire Glen within the College.

The year was heavily impacted by the levels of industrial action which led to the cancellation of many planned events. A successful election has seen a new sabbatical team ready to drive forward with initiatives in the new academic year and this will include some engagement that was not able to be delivered last session due to industrial action.

RESOURCES AND FINANCIAL PLANNING

The main issue for the sector and for the College for the future is financial sustainability over the medium to long term, and this is affected particularly by rising staff costs through annual pay awards associated with national bargaining which are not funded by any associated increase in SFC income.

Members of the Senior Leadership Team and the Board of Management review the College's financial plans regularly and after much discussion on future financial sustainability the College's three-year Financial Forecast Return was approved by the Board of Management at its June 2024 meeting and submitted to the SFC.

The College implemented a financial sustainability plan during the year which included significant staff cost savings and non-staff cost savings for the period 2023/24 and future years. Staff cost savings are naturally a key area for the College's financial planning given the proportion of the College's cost base being staff costs at circa 70% which is as a direct result of the nature of teaching and related support service delivery.

The College's future resource planning will need to continue to reduce both its annual staff costs and non-staff cost base significantly to seek to mitigate rising costs through unfunded annual pay awards and other inflationary pressures. It is important to highlight that each additional 1% increase in staff costs equates to circa £400k per annum in additional staff costs.

The College is also seeking to maximise its commercial income and surplus plan over the forthcoming period to aim to alleviate some of the pressures of its future financial plans and financial sustainability. Following the changes to this area through the impact of the COVID-19 pandemic, the commercial income plan was revisited and there is a five-year commercial plan through to 2027/28 which reflects the new range of course delivery models with more online delivery where possible and with a focus on future reskilling and upskilling courses.

However, following the Scottish Government decision to withdraw the Flexible Workforce Development Fund (FWDF) and the Skills Development Scotland (SDS) announcement that funding for Individual Training Accounts will not be available for 2024/25, this plan is now under review. The progress on this commercial plan will continue to be an area of focus for the College and the Board of Management through the period to 2027/28 to measure progress on achievement against targets.

ESTATES STRATEGY AND CAPITAL INVESTMENT

The purpose of the College's estates strategy and capital masterplan is to maintain and further develop a high-quality estate which facilitates an appropriate learner experience for students and an effective working environment for staff. The College has buildings and grounds at its three main campuses at Hatfield Drive in Anniesland, Mosspark Drive in Cardonald and Prospecthill Road in Langside.

The College's estates capital master plan is informed by an estates condition survey prepared for the whole College estate in June 2021 plus emerging needs for high priority maintenance during the period since the survey. The Cardonald campus is the oldest part of the College's estate with the main Tower building at that campus being over 50 years old. The main buildings at the other two campuses are now over 10 years old and are needing significant investment over the coming years, particularly at the Anniesland campus.

There has been a focus on estates high priority maintenance projects in recent years which are those that have been funded through SFC/GCRB to ensure a suitable fit-for-purpose estate is maintained.

The College's SFC/GCRB capital maintenance funding allocation for 2023/24 was a total of £3.036M which consists of £947k of revenue lifecycle maintenance funding and £2.089M of capital high priority maintenance funding. SFC/GCRB also approved a further £640k of additional capital funding to support the necessary works in respect of the Anniesland windows repair and replace project and other previously displaced projects.

This funding was used to address works related to the aforementioned Anniesland windows project, the Cardonald campus lifts replacement project, the Anniesland Campus Building Management System replacement/upgrade and a range of other smaller works including RAAC survey works.

On 9 August 2023, further to increasing public awareness of concerns regarding RAAC (a lightweight, aerated form of concrete that was most used in buildings from the 1960s up to 1990). SFC wrote to colleges to request information on the presence of RAAC in college estate buildings.

The College commissioned the relevant surveys and, in September 2023, received reports that confirmed there is no RAAC at either the Anniesland or Langside campuses. However, RAAC has been identified in the boiler room and changing rooms at the Cardonald campus. In those areas where the College technical advisors have recommended access restrictions these have been implemented. A plan is in place to complete the required works over the two-year period of 2024/25 and 2025/26.

REVIEW OF FINANCIAL PERFORMANCE

Overall, for the twelve-month period from August 2023 to July 2024, Glasgow Clyde College is reporting a deficit of £5,396k (2022/23 restated deficit: £1,303k) which included an adjustment to remove multi-year SFC Job Evaluation Funding of £3,921k in line with advice from our external auditors and the revised SFC Accounts Direction which states *'It is important to note that this is a technical accounting change only. The Scottish Government remains clear that responsibility for Job Evaluation funding commitments now rests with it until the process is complete'*.

There was an unrealised surplus of £4,544k on Revaluation of Land and Buildings (2022/23: restated unrealised deficit £6,742k). In addition, the prior year asset impairment adjustment of £4,394k in respect of the Anniesland Campus windows and the RAAC which was identified at the Cardonald campus has been reduced by £2,494k. This adjustment reflects the Anniesland Campus windows rectification works which were undertaken during 2023/24 and an updated cost estimate for the planned Cardonald RAAC remedial works. The rectification works resulted in an asset addition of £1,846k, off-set by a matching disposal to recognise that this is a replacement of part of an existing asset rather than an enhancement or new asset.

Actuarial losses on Defined Benefit Pension Plans for the period were £3,423k (2022/23: losses £16,419k). Therefore, the Total Comprehensive Income for the period is reported as negative £3,627k (2022/23: restated negative £28,858k).

The College's income was £48.0million for the period to 31 July 2024 which, as stated above included an adjustment to remove multi-year SFC Job Evaluation Funding of £3,921k in line with advice from our external auditors and the revised SFC Accounts Direction (2022/23: restated £54.6million).

At 31 July 2024, following movements in the pension asset, the College has an accumulated income and expenditure reserve of £6.4million (2022/23: restated £14.0million) and a cash balance of £11.6million (2022/23: £10.1million). Further information in respect of cash balances and the related impact on the College's liquidity position is outlined on page 23 of this report.

Fixed assets have increased by £3.3million during the year due to additions of £3.0million, a revaluation uplift of £4.5million and a reduction in the impairment adjustment of £2.5million, a disposal of £1.8million an in-year depreciation charge of £4.9million. Tangible fixed asset additions and transfers during 2023/24 of £3.0million across all asset categories (2022/23: £2.7million) consisted of a range of SFC Funded Capital Backlog Maintenance projects as outlined earlier in this report.

The overall Balance Sheet position appears to have deteriorated in year, primarily as a consequence of the prior year restatement of the July 2023 position due to changes to the July 2022 Land and Buildings fixed asset valuation, details of which are outlined in Note 12 to the financial statements, and the adjustment to remove multi-year SFC Job Evaluation Funding of £3,921k in line with advice from our external auditors and the revised SFC Accounts Direction. In addition, the July 2024 Actuarial Valuation in respect of the Strathclyde Pension Fund has resulted in a £3.4million reduction in the Net Pension Asset which has reduced from £3.4million to nil. The College has £77.8million of net assets as at 31 July 2024 (2022/23: restated £81.4million).

No debt was held by the College. The College is in receipt of SFC main teaching and fee waiver grant funding and generates income from its commercial activities through the provision of professional qualifications and vocational training to its customers.

ADJUSTED OPERATING POSITION

The Statement of Comprehensive Income (SOCI) presents the financial performance during the accounting period in accordance with the FE/HE Statement of Recommended Practice (SORP). The adjusted operating position (AOP) is intended to reflect the underlying operating performance of the College after allowing for non-cash adjustments and other material one-off or distorting items required by the SORP or other items out with the control of the institution. The adjusted operating position is therefore designed to smooth any volatility in reported results arising from FRS 102 and also to recognise that some of the reported costs do not have an immediate cash impact on the College. This should give a better indication of the College's cash generating capacity.

The adjusted operating position is outlined in the table below and explanatory notes are provided where appropriate.

Adjusted Operating Position	**2023-24 £'000**	**2022-23 £'000 Restated**
Surplus/(deficit) before other gains and losses	**(5,396)**	**(1,303)**
Add back:		
Depreciation (net of deferred capital grant release) on both government-funded and privately funded assets including NPD assets *(Note 1)*	1,754	1,504
Costs of Job Evaluation exercise not matched by revenue funding (Note 2)	3,921	-
Non-cash pension adjustment - Net service cost *(Note 3)*	203	979
Non-cash pension adjustment - Net interest cost *(Note 4)*	(177)	(688)
Non-cash pension adjustment - Early retirement provision *(Note 5)*	49	(176)
Deduct:		
Non-Govt capital grants (e.g., Arm's Length Foundation capital grant) *(Note 6)*	-	(652)
Revenue funding allocated to loan repayments and other balance sheet items - *Payments to Early Retirement Provision (Note 7)*	(162)	(160)
Adjusted operating surplus/(deficit)	**192**	**(496)**

Note 1: Depreciation does not have an immediate cash impact on the institution, and, in any case, capital expenditure will largely be funded by government or Arm's Length Foundation (ALF) grants, so the charge is taken out.
Note 2: Costs of Job Evaluation exercise not matched by revenue funding. Adjustment to remove multi-year SFC Job Evaluation Funding of £3,921k in line with advice from our external auditors and the revised SFC Accounts Direction which states 'It is important to note that this is a technical accounting change only. The Scottish Government remains clear that responsibility for Job Evaluation funding commitments now rests with it until the process is complete'
Note 3: The adjustments to the pensions charge represent the net service cost (i.e., the present value of projected benefits resulting from employee service in the current year less cash contributions paid).
Note 4: The net interest cost is the interest accumulated on the pension liability and this is offset against the current year's interest earned on pension assets.
Note 5: The early retirement provision adjustment relates to the gain/loss arising from the actuarial valuation during the year. This excludes any adjustments to valuations as a result of adding or deleting employees.
Note 6: Capital grant income is not matched by SOCI expenditure as it has been used to fund capital assets which will be depreciated over the life of the asset.
Note 7: Revenue funding allocated to non-SOCI payments e.g. loan repayments and other balance sheet items.

OTHER PERFORMANCE REPORT AREAS

Taxation Status

Glasgow Clyde College is within the Scottish Charity Register SC021182 and is entitled, in accordance with section 13(1) of the Charities and Trustee Investment (Scotland) Act 2005, to refer to itself as a Charity registered in Scotland. The College is recognised by HM Revenue and Customs as a charity for the purposes of section 467, Income and Corporation Taxes Act 2010 and is exempt from corporation tax on its charitable activities. The College receives no similar exemption in respect of Value Added Tax.

Treasury Policies and Objectives

Glasgow Clyde College has a Treasury Management policy in place which recognises that effective treasury management supports the achievement of its business and service objectives. The College is committed to the principles of achieving value for money and to effectively managing its cash resources.

Cash Flows

Cash flow projections are prepared annually, broken down on a monthly basis to ensure that cash levels are sufficient to meet the needs of the College. Cash flow movements in the period resulted in a net increase of £1.47million as a result of movements in working capital, some of which have occurred as a result of the income being deferred where activity is continuing in academic year 2024/25. Of the overall cash balance held as at 31 July 2024, approximately £1.2million relates to SFC funding which is expected to be clawed back. The College is also holding approximately £3.3million in cash to fund the 2022/23 and 2023/24 teaching staff pay awards. When these balances and other year-end working capital movements are excluded, the College is holding baseline cash of approximately £3.5million (26 days).

Liquidity

The College uses two key ratios to assess liquidity which are:

a) Current assets: Current liabilities; and
b) Days cash: Total expenditure excluding depreciation and any transfer to arms-length foundation.

At the end of July 2024, the ratio of current assets: current liabilities excluding deferred capital grants was 1.1 (July 2023: 1.2) and the days cash: expenditure excluding depreciation was 87 (July 2023: 72).

Creditor Payment Policy

The College complies with the Confederation of British Industry (CBI) Prompt Payment Code and has a policy of paying its suppliers on a net monthly basis unless supplier payment terms are different in which case payment is made in accordance with those terms. Any invoices in dispute are handled as quickly as possible. There are no matters to disclose under the Late Payment of Commercial Debts (Interest) Act 1998 during the period.

Modern Slavery and Human Trafficking Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Glasgow Clyde College rejects modern slavery in all its forms.

The College publishes an annual Modern Slavery and Human Trafficking Statement on its website which is designed to satisfy the requirements of Part 6 of the Modern Slavery Act 2015, by informing our students, staff and the public about Glasgow Clyde College and its procedures, actions and commitment with respect to understanding potential Modern Slavery risks related to its activities and to minimise the risk of slavery and human trafficking in its supply chains.

The College's statement can be found at Slavery Act Statement | Glasgow Clyde College

Anti-Bribery, Fraud and Corruption Policy

The College has an Anti-Bribery, Fraud and Corruption Policy which states that it is the policy of the Board of Management to provide a high standard of service and accountability to protect against bribery, fraud and corruption within the College and from external sources. Fraud is defined as a crime in which some kind of deception is used for personal gain.

The key elements of this policy are:

- adequate preventative measures systems and procedures, which incorporate internal controls, including adequate separation of duties to ensure that, as far as possible, errors, fraud and corruption are prevented;
- systems for detection and investigation, including policy guidance and the Fraud Response Plan;
- understanding and awareness within the College of the College's agreed policies and procedures e.g., Financial Regulations;
- an open, honest and transparent culture; and
- the adoption of a policy for Unethical Behaviour and Whistleblowing.

This policy has been developed with due regard to all relevant legislation including the Bribery Act 2010.

The Performance Report is approved by the Principal and Chief Executive

Jon Vincent
Principal and Chief Executive

Date:

Accountability Report

ACCOUNTABILITY REPORT

The Accountability Report comprises the Corporate Governance Report and the Remuneration and Staff Report and is signed by the Chair and the Principal.

CORPORATE GOVERNANCE REPORT

The Corporate Governance Report comprises the following sections:

- Board of Management Report
- Corporate Governance Statement
- Statement of the Board of Management's Responsibilities

BOARD OF MANAGEMENT REPORT

The membership of the Board of Management and its related Committees during the year to 31 July 2024 and up to the date of signing these statements is outlined below:

a) Members who are not staff or students of the College:

David Newall, Chair	Former University Secretary, University of Glasgow
Sandra Heidinger (until 31 July 2024)	Special Adviser to the Principal, University of Strathclyde
Maureen McKenna	Self-employed Education Consultant
Runa McNamara	Company Director, Amethyst Global Ltd Director – Qualifi, a UK Awarding Organisation
Alan O' Donnell	Director Easee UK Ltd and Electro-peds Ltd
Lindsey Paterson	Former partner, PricewaterhouseCoopers LLP a professional services organisation
Michael Payne	Senior Advisor, KPMG from 9 January 2023 until 29 September 2023 Commercial Director, The Exeter from 2 October 2023
Margaret Swiderska	Head of Group Finance, The Medical and Dental Defence Union of Scotland
David Watt (until 31 July 2024)	Chartered Accountant
Rosalind Micklem	Former Scotland Director, Equality and Human Rights Commission
Fergus Brown	Head of Human Resources, College of Medical, Veterinary and Life Sciences, University of Glasgow
Kathleen Sweeney	Regional Secretary, Independent Schools Bursars Association and Consultant, Navigator Law
Stuart Porteous	Head of Executive Governance and Individual Accountability, Natwest Group (up until October 2023), Self-employed consultant
David Duncan (from 1st August 2024)	Deputy Vice Chancellor - Operations and Chief Operating Officer and University Secretary, University of Glasgow
Gavin Lee (from 1st August 2024)	Director of Strategic Planning and Development, University of the West of Scotland

None of the above Board members receive any remuneration. Expenses may be claimed for attendance at meetings.

b) Members who are staff or students of the College:

Jon Vincent	Principal & Chief Executive Officer, Glasgow Clyde College
Andrew Jack	Students' Association Vice-President (until 31 August 2024)
Mursal Noori	Students' Association Vice-President (from 1 September 2024)
Martina Tuskova	Students' Association President
Paula Dixon	Teaching Staff Member (from 14 November 2023 until 14 February 2024)
Morven Gourlay	Teaching Staff Member (from 1 June 2024)
Rena McAdam	Support Staff Member (from 8 September 2023)
Lindsay Devanney	Trade Union Representative (from 1 June 2024)
Anna Magiera	Trade Union Representative (from 1 June 2024)

Board Attendance

All Board meetings for the period 1 August 2023 to 31 July 2024 were held on campus with the majority of Committee meetings held remotely. The Board held a development event on 30 August 2023 and 4 September 2024. The following table demonstrates Board members' attendance at Board meetings in the period 1 August 2023 to 31 July 2024 (the development event is included as one day for the purposes of this table).

NAME	NUMBER OF POSSIBLE MEETINGS	NUMBER OF MEETINGS ATTENDED	PERCENTAGE ATTENDED
F Brown	5	5	100
P Dixon	1	1	100
L Devanney	1	0	0
M Gourlay	1	0	0
S Heidinger	5	5	100
A Jack	5	5	100
R McAdam	5	4	80
M McKenna	5	3	60
R McNamara	5	4	80
A Magiera	1	1	100
R Micklem	5	5	100
D Newall	5	5	100
A O'Donnell	5	4	80
L Paterson	5	4	80
M Payne	5	4	80
S Porteous	5	4	80
K Sweeney	5	4	80
M Swiderska	5	4	80
M Tuskova	5	5	100
J Vincent	5	5	100
D Watt	5	5	100

Committees of the Board

The Board has six standing committees:

- Audit Committee;
- Finance and Resources Committee;
- Learning and Teaching Committee;
- Nominations and Governance Committee;
- Organisational Development Committee; and
- Remuneration Committee

All Committees are formally constituted and are made up of members of the Board of Management which includes the Principal, two Student Members, two Staff members and two trade union representatives. The membership of Committees is regularly reviewed to ensure an appropriate balance of skills, experience, independence and knowledge to enable the Committee to discharge its duties and responsibilities effectively. The Audit Committee had one co-opted member until 31 August 2024.

The Board has delegated specific functions to each Committee as contained in each Committee's Terms of Reference which are regularly reviewed. Senior executives of the College attend Committee meetings and present reports as necessary.

The following table provides information on the function of each Committee and on the number of meetings in the period 1 August 2023 to 31 July 2024.

NAME	FUNCTION	MEMBERSHIP
Audit (4 meetings)	The Committee satisfies itself as to the adequacy and effectiveness of the College's internal financial and management systems and advises the Board on the College's process for risk, control and corporate governance. The Committee reviews the Internal Auditor's reports on the effectiveness of the College's internal controls and risk management systems together with the relevant management responses and implementation plans. The Committee reviews the work of External Audit, including their independent and objective opinion of the audit of the annual report and accounts. It also considers reports from Audit Scotland as they affect the College's business and monitors adherence to the regulatory requirements. At its November 2023 meeting, the Audit Committee met with the External and Internal Auditors in private with no members of the Executive Management Team present.	**David Watt, Chair** Lindsey Paterson Rena McAdam Stuart Porteous Michael Payne James Olatoke (Co-optee) Andrew Jack
NAME	FUNCTION	MEMBERSHIP
Finance and Resources (4 meetings)	The Committee recommends the annual revenue and capital budgets to the Board of Management and monitors the College's financial performance in relation to the approved budgets, including estates and resources implications.	**David Newall, Chair** Anna Magiera Kathleen Sweeney Margaret Swiderska Martina Tuskova Jon Vincent
NAME	FUNCTION	MEMBERSHIP
Learning and Teaching (3 meetings)	The Committee provides assurance to the Board in relation to the effectiveness of the strategic direction of learning, teaching and assessment in the College.	**Maureen McKenna, Chair** Jon Vincent Runa McNamara Alan O'Donnell Andrew Jack Morven Gourlay

NAME	FUNCTION	MEMBERSHIP
Organisational Development (3 meetings)	This Committee considers all policy aspects relating to staffing including equality and diversity issues, human resource issues, staff governance, staff well-being and health and safety matters.	**Sandra Heidinger, Chair** Jon Vincent Fergus Brown Lindsay Devanney Ros Micklem Martina Tuskova
NAME	FUNCTION	MEMBERSHIP
Remuneration (2 meeting)	The Committee determines the remuneration of the most senior staff, including the Principal within an agreed funding envelope.	**Sandra Heidinger, Chair** David Newall David Watt Maureen McKenna
NAME	FUNCTION	MEMBERSHIP
Nominations and Governance (3 meetings)	The Committee makes proposals for succession planning and board member recruitment. The Committee takes due regard of the Public Sector Equality Duty and guidance on Board diversity. Recruitment processes are agreed on to support the Board's aims in these areas and to take account of the current mix of Board member skills. The Committee's remit also includes responsibility for consideration of the governance framework within which the Board of Management operates.	**David Newall, Chair** Lindsey Paterson Fergus Brown Rena McAdam

The Board maintains a current register of interests for all Board members. Board members declare any conflicts of interest in the business of the meeting prior to the commencement of each meeting of the Board and its Committees.

The Register of Interests for the Board of Management members who served from 1 August 2023 onwards can be found at **https://www.glasgowclyde.ac.uk/about-us/board-of-management/register-of-interests**

Executive Management Team

Jon Vincent, Principal and Chief Executive Officer
John Rafferty, Deputy Principal
Janet Thomson, Vice Principal, Resources & College Development (up until 31 August 2023)
Tracy Elliott, Interim Vice Principal, Resources & College Development (from 1 October 2023)
Niall MacPherson, Interim Chief Operating Officer (from 8 July 2024)

The Register of Interests for the Executive Management Team can also be found at **https://www.glasgowclyde.ac.uk/about-us/board-of-management/register-of-interests**

Data Security, Data Protection and Freedom of Information

There were no personal data-related incidents reported to the Information Commissioner's Office during the 2023/24 financial period. All processing of information within the College during the financial period 2023/24 complied with the appropriate legislation including the General Data Protection Regulation (GDPR), the Data Protection Act 2018 and the Freedom of Information (Scotland) Act 2002. Common themes for FOI requests included information around ICT procurement, senior staff travel expenses, RAAC, and requests about the scale and impact of redundancy and VS.

Accounting Policies

The Accounting Policies applied by the College are set out in pages 53 to 58. Financial Reporting Standard 102 – Employee Benefits sets out the treatment of on-going pension obligations and the basis on which provisions have been made. The Board notes that the period end liabilities are sensitive to the underlying assumptions of the College's representative actuaries.

STATEMENT OF THE BOARD OF MANAGEMENT'S RESPONSIBILITIES

In accordance with the College's Articles of Governance, the Board of Management of Glasgow Clyde College is responsible for the administration and management of the affairs of the College, including ensuring an effective system of internal control, and is required to present audited financial statements for each financial period.

The Board of Management is responsible for ensuring that proper accounting records are maintained which disclose with reasonable accuracy at any time the financial position of the College and to enable it to ensure that the financial statements are prepared in accordance with the Constitution, the Statement of Recommended Practice: Accounting for Further and Higher Education Institutions, the 2023/24 Government Financial Reporting Manual (FReM) where applicable, and other relevant accounting standards. It is the duty of the Board of Management, through its designated office holder, to prepare financial statements for each financial period which give a true and fair view of the College's state of affairs and of the surplus or deficit and cash flows for that period.

In causing the financial statements to be prepared, the Board of Management 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; and
- the financial statements are prepared on a going concern basis, unless it is inappropriate to presume that the College will continue in operation.

The Board of Management has a responsibility to:

- ensure that funds from the Glasgow Colleges' Regional Board are used only for the purposes for which they have been given and in accordance with the Further and Higher Education (Scotland) Act 2005, the College's Financial Memorandum with the Glasgow Colleges Regional Board (GCRB), and any other conditions which GCRB and the Scottish Funding Council (SFC) may from time to time prescribe;
- ensure that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources;
- safeguard the assets of the College and hence to take reasonable steps to prevent and detect fraud;
- ensure reasonable steps have been taken to secure the economical, efficient and effective management of the College's resources and expenditure; and
- ensure sound corporate governance and the proper conduct of the College's operations.

The key elements of the College's system of internal financial control, which is designed to discharge the responsibilities set out above, include the following:

- clear definitions of the responsibilities of, and the authority delegated to, heads of academic faculties and schools and heads of support and administrative departments;
- a comprehensive medium and short-term planning process, supplemented by detailed annual income, expenditure, capital and cash flow budgets;
- regular reviews of key performance indicators and business risks and quarterly reviews of financial results involving variance reporting and updates of forecast outturns;
- clearly defined and formalised requirements for approval and control of expenditure, with investment decisions involving capital or revenue expenditure being subject to formal detailed appraisal and review according to approval levels set by the College and the Board of Management;
- comprehensive Financial Regulations, detailing financial controls and procedures, approved by the Board of Management; and
- a professional Internal Audit team whose annual programme is agreed by the Audit Committee and endorsed by the Board of Management and whose head provides the Board of Management with a report on internal audit activity within the College and an opinion on the adequacy and effectiveness of the College's system of internal control, including internal financial control. Any systems of internal financial control can, however, only provide reasonable, but not absolute assurance against material misstatement or loss.

Statement of disclosure to the Auditor

- so far as the Board of Management is aware, there is no relevant audit information of which the College’s auditor is unaware;
- the Board has taken all the steps that it ought to have taken as a Board of Management to make itself aware of any relevant audit information and to establish that the College’s auditor is aware of that information
- the annual report and accounts as a whole are fair, balanced and understandable; and
- the Board take responsibility for the annual report and accounts and the judgements required for determining that it is fair, balanced, and understandable.

CORPORATE GOVERNANCE STATEMENT

The purpose of this Corporate Governance Statement is to assist the reader of the financial statements in understanding how the principles have been applied for the period of the financial statements and for the future of the College going forward.

This governance statement supplements the information provided in the financial statements. It sets out the governance structures, risk management and internal control processes that have been operating in the College in the year to 31 July 2024 and reports the Board’s assessment of the effectiveness of these arrangements.

The Glasgow Colleges' Regional Board (GCRB) achieved fundable body status from April 2017 and, as a result, the GCRB Financial Memorandum has applied to the College from April 2017 onwards.

It is a condition of the Financial Memorandum with the Scottish Funding Council and GCRB that governing bodies comply with the principles of good governance set out in the 2022 Code of Good Governance for Scotland's colleges. The Board of Management of Glasgow Clyde College is committed to exhibiting best practice in all aspects of Corporate Governance. The College complies with all the principles of the 2022 Code of Good Governance for Scotland's colleges, and it has complied throughout the year ended 31 July 2024.

The last externally facilitated review of the Board's effectiveness was completed in March 2021. Annual self-evaluations are undertaken as part of the work of the Nominations and Governance Committee.

The College's internal auditor has expressed the opinion that the Board of Management of Glasgow Clyde College has adequate and effective arrangements for risk management, control and governance and that the College has proper arrangements in place to promote and secure Value for Money. The following internal audit reports have been reviewed by the Audit Committee in the financial year to 31 July 2024.

Internal Audit Review	**Overall Conclusion**	**Grading of Recommendations**
Procurement and Creditors/Purchasing	Good	No recommendations
Software Licensing	Good	2 Low Priority
Internal Audit Business Process Review: Student Support - Extended Learning Support (ELS) - BPR reports are not graded	Not applicable	4 potential areas for improvement
Health and Safety	Good	3 Low Priority
Environmental Sustainability	Good	4 Low Priority
Data Protection	Satisfactory	3 Low Priority

Going Concern

The Board of Management is satisfied that the College has adequate resources to continue in operation for at least twelve months from the date of signing of this report. For this reason, the going concern basis continues to be adopted in the preparation of the financial statements. Page 9 of this report sets out the wider context of going concern and financial sustainability.

Governance Framework

The Board's Governance Framework includes an assessment of the Board's performance in achieving objectives set within the context of a Board Development Plan which was updated in June 2021, following the externally facilitated review and reviewed at the 13 September 2022 and 30 August 2023 development days. Details of the Board of Management structure is outlined on page 29 under the section 'Committees of the Board'.

The Chair meets annually with individual Board members to discuss performance and personal development needs. The Vice-Chair/Senior Independent Member undertakes an annual appraisal of the Chair, where feedback on the Chair's performance and future objectives are discussed. Each Committee member is asked to provide feedback on the performance of the respective Committee chairs to the Board Chair who discusses that feedback with the relevant chairs highlighting any suggested areas for improvement.

To ensure the Board is well informed regular briefings and updates are issued, and papers of interest, guidance or policy are regularly circulated and monitored. In addition, all Board members have access to the College Development Network and the training opportunities available.

KEY ISSUES AND RISKS

The College Strategic Risk Register as at the date of the signing of the financial statements has fourteen key risks identified and each risk is ranked based on assessment of impact and probability. Of these fourteen risks four are scored as high after mitigating actions, nine are scored as medium after mitigating actions, and one is scored as low after mitigating actions.

In particular, the risk in respect of financial sustainability has increased as the College continues to operate in a funding environment which has seen another year of flat cash income settlements while recent inflationary pressures have seen both utility prices and wage costs increase. This continues to put a strain on the College's operating model. In common with the rest of the sector, the College experienced unprecedented levels of strike action and Action Short of Strike (ASOS) during the year and while the impact of this action is still being managed, the recent settlement of the long-running pay agreement for lecturing staff has meant the risk has now been downgraded. Finally, the risk of resolving RAAC located in some buildings at the Cardonald campus remains unchanged as the College looks to undertake a programme of remedial works in the coming months.

The four risks which have a high residual risk score, and a summary of key mitigating actions are as outlined below:

Risk	**Summary of Key Mitigating Actions**
Risk 1 – Failure to manage College financial sustainability	Development of Financial Sustainability Plan. In-year cost reduction plans and efficiency savings through improved business processes and delivery models.
Risk 2 - Failure to maintain and develop appropriate accessible, dynamic, flexible learning and social spaces which are fit for purpose for teaching and learning and staff working environment	Provision of inspiring spaces for study and socialising including a planned Learning Spaces project, development of Capital Masterplan (informed by local condition surveys) and completion of a revised remedial work plan in respect of autoclaved aerated concrete (RAAC) to ensure teaching spaces are fully utilised.
Risk 3 – Implications of national bargaining and possible negative impact on **employee relations**	Continued engagement with national bargaining process including clear emphasis on financial sustainability and flat cash SFC funding, whilst maintaining local relationships with Trade Unions and wider stakeholders in addition to business continuity planning used to ensure all stakeholders are appropriately communicated with in any potential industrial action.
Risk 4 - High Impact Business Continuity incident e.g. cyber attack and/or insufficient investment in ICT infrastructure, pandemic, fire, long term power loss, power rationing	Business Continuity Plan subject to annual update and testing. Regular Fire risk assessments. ICT backup procedures in place; Cyber essentials+ status maintained. Maintained business interruption and cyber security insurance policies. Infrastructure designed not to have single points of failure with all campuses operating a sophisticated dual-core network topology; access to expert shared service advice centre.

Statement On System of Internal Control

The College's Board of Management is responsible for the College's system of internal control and for reviewing its effectiveness. Such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can only provide reasonable and not absolute assurance against material misstatement or loss. Systems of control have been in place for the year under review and up to the date of approval of the annual report and accounts.

The College has an approved Risk Management Policy which was approved by the Board of Management. There is also a Strategic Risk Register for the College, and each identified risk has a member of the Senior Leadership Team identified as the risk owner. The owner is responsible for ensuring that the mitigating counter measures are implemented for each risk, and for reviewing and updating the commentary and rating of each risk on an on-going basis. The College Strategic Risk Register is reviewed regularly by the Senior Leadership Team and is presented quarterly to the Audit Committee and the Board of Management. The College Risk Appetite has been set by the Board of Management.

The Senior Leadership Team (SLT) receives reports on key financial and non-financial performance matters with risk implications considered for each report, and the SLT considers possible control issues brought to their attention by early warning mechanisms which are embedded within the operational units.

In order to comply with the Scottish Public Finance Manual (SPFM) the College has in place a Certificate of Assurance process to support the governance statement in the financial statements and to enable the overall Certificate of Assurance for the College to be signed by the Principal. The Principal is required to submit a Certificate of Assurance statement to GCRB who in turn is required to submit a statement to SFC as part of their March year-end process. SFC are then required, in turn, complete a statement for submission to the Scottish Government.

For the Certificate of Assurance completion, the College uses an internal process where identified key senior managers provide assurances to the Principal on the elements within the assurance checklist which relate to their areas.

The College has a dedicated Clerk to the Board resource who reports to the Chair of the Board.

REMUNERATION AND STAFF REPORT

Introduction

The College is required to prepare and publish within its financial statements an annual Remuneration and Staff Report under the 2023/24 Government Financial Reporting Manual (FReM) issued by the Scottish Government, for the period ending 31 July 2024.

Remuneration Policy

The Remuneration Committee determines the salaries and conditions of service of the Principal and members of Senior Leadership Team, within the Budget approved by the Board of Management, and having regard to the Scottish Government's Public Sector Pay Policy. The Committee meets a minimum of once a year.

Remuneration including salary and pension entitlements

The details in the salary and pension tables, median and fair pay disclosures, salaries and related costs of the College workforce and exit packages are subject to audit.

Salary entitlements

The following table provides details of the remuneration and pension interests of senior management. No overtime or bonus payments are made to senior management.

	Year ended 31 July 2024			Year ended 31 July 2023		
Name	**Salary £'000**	**Pension Benefit £'000**	**Total £'000**	**Salary £'000**	**Pension Benefit £'000**	**Total £'000**
Jon Vincent	140-145	10-15	150-155	135-140	15-20	150-155
John Rafferty	100-105	15-20	120-125	95-100	*(5-10)	90-95
Janet Thomson (Left August 2023)	15-20	0-5	15-20	90-95	70-75	165-170
Tracy Elliott (from October 2023)	75-80	110-115	190-195	-	-	-
Niall MacPherson (from July 2024)	5-10	-	5-10	-	-	-

The information reported in the above tables is calculated based on methodologies provided by the relevant pension agencies. Two members of the senior management above are members of the Scottish Teachers Superannuation Scheme and two are members of the Strathclyde Pension Fund.

*Negative Values: During periods of pay restraint and / or where inflation is higher than pay increases then increase in pension due may not be sufficient to offset the inflation increase and the pension value can reduce

The increase in pension benefits for Tracy Elliott are higher than those of the other members due to the increase in contributions during the year from prior years.

Niall MacPherson did not pay any pension contributions into the SPF pension fund up to 31st July 2024.

The total annual equivalent salary for each member of the senior management team during 2023/24 is as follows:

Name	Position	£'000
Jon Vincent	Principal	143
John Rafferty	Deputy Principal	104
Janet Thomson (Left August 2023)	Vice Principal	97
Tracy Elliott (from October 2023)	Interim Vice Principal	97
Niall MacPherson (from July 2024)	Interim Chief Operating Officer	100

Fair Pay Disclosure

Colleges are required by the FReM to disclose the relationship between the remuneration of the highest paid official and the median remuneration of their workforce. We have also included the 25th and 75th percentiles.

	2023-24 £'000	2022-23 £'000	% Change	2023-24 Ratio	2022-23 Ratio
Range of workforce remuneration	22-143	19-136	-	-	-
Highest paid official remuneration	143	136	4%	-	-
Ratio: Median	41	43	-4%	3.4	3.2
Ratio: 25th percentile	29	29	0%	4.9	4.6
Ratio: 75th percentile	43	43	0%	3.3	3.1

Based on the 12-month equivalent figures above, the banded remuneration of the highest paid official in the organisation in the financial year 2023-24 was £140,000 - £145,000 (2022-23 £135,000 - £140,000). This was 3.4 times (2022-23 3.2 times) the median remuneration of the workforce which was £41,310 (2022-23 £42,837). The range of remuneration was from the lowest at £22,492, to highest at £142,359. (2022-23 £18,992 -£135,503). This was a reduction of 4% on the previous year.

The 25th percentile in the financial year 2023-24 was £29,171 (2022-23 £29,349). The highest paid official in the organisation in the financial year was 4.9 times (2022-23 4.6 times) the 25th percentile of the workforce.

The 75th percentile in the financial year 2023-24 was £43,357 (2022-23 £43,357). The highest paid official in the financial year was 3.3 times (2022-23 3.1 times) the 75th percentile remuneration of the workforce.

The median ratio has increased as SLT and support pay awards were implemented in 2023/24 and include back-dated pay to 2022/23. No pay awards were implemented in 2023/24 for teaching staff as national bargaining negotiations were still ongoing at the end of the academic year.

Employees receive no benefits other than their annual salary and relevant employer's pension contributions.

Accrued Pension Benefits

Pension benefits for employees are provided through the Scottish Teachers Superannuation Scheme (STSS), a defined benefit scheme, which is notionally funded and contracted out of State-Earnings – Related Pension Scheme and the Local Government Pension Scheme (LGPS).

Both STSS and LGPS Funds are defined benefit pension schemes which changed from final salary schemes to career average schemes from 1 April 2015 and are contracted out of the State Earnings-Related Pension Fund.

The schemes' normal retirement age is 65. Contribution rates are set annually for all employees and can be found in note 19.

There is no automatic entitlement to a lump sum. Members may opt to give up (commute) pension for lump sum up to the limit set by the Finance Act 2004. The accrual rate guarantees a pension based on final pensionable salary and years of pensionable service.

Senior Officials Pension

Pension benefits are provided to senior officials on the same basis as all other staff. The accrued pension benefits for senior officials are set out in the table below.

Name	Accrued pension at pension age at 31 July 2024	Accrued lump sum at pension age at 31 July 2024	Real increase in pension 1 Aug 2023 to 31 July 2024	Real increase in lump sum 1 Aug 2023 to 31 July 2024	CETV at 31 July 2024	CETV at 31 July 2023	Real increase in CETV
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Jon Vincent	20-25	0	0-2.5	0	326	282	8
John Rafferty	40-45	105-110	0-2.5	0	916	824	25
Janet Thomson (Left August 2023)	30-35	15-20	0	0	543	538	0
Tracy Elliott* (from October 2023)	35-40	30-35	5-7.5	5-7.5	663	424	203
Niall MacPherson** (from July 2024)	-	-	-	-	-	-	-

*Tracy Elliott was a member of the SPF before moving into the role of interim Vice Principal and the CETV shows the full value of the pension to date.
**No pension payments were made to SPF for Niall MacPherson during the financial year 2023/24.

The value of pension benefits accrued during the year is calculated as the real increase in pension multiplied by 20 less the contributions made by the individual. The real increase excludes increases due to inflation or any increase or decrease due to a transfer of pension rights.

Cash equivalent Transfer Value (CETV)

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time.

The value of the accrued pension benefits has been calculated on the basis of the age at which the person will first become entitled to receive a pension on retirement without reduction on account of its payment at that age; without exercising any option to commute pension entitlement into a lump sum; and without any adjustment for the effects of future inflation. The pension figures shown relate to the benefits that the person has accrued as a consequence of their total Local Government service and not just their current appointment.

In considering the accrued pension benefits figures the following contextual information should be taken into account:

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

Real increase in CETV

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

Compensation for loss of office

The College implemented a voluntary severance scheme during 2023/24, and the scheme was approved in advance by GCRB and the Scottish Funding Council in line with relevant guidance.

47 employees (headcount) were approved for voluntary severance terms during this reporting period. Overall, these employees received a combined total of compensation payments of £1,024k. The table below summarises the voluntary severance payments for the College by cost band which were agreed during 2023/24. The cost to the College of buying out the actuarial reduction on staff pension was £144k.

Cost band	Number of compulsory redundancies	Number of other departures agreed	Total number by cost band
<£10,000	**0**	**11**	**11**
£10,000 - £25,000	**0**	**20**	**20**
£25,000 - £50,000	**0**	**15**	**15**
£50,000 - £100,000	**0**	**0**	**0**
£100,000 - £150,000	**0**	**1**	**1**
£150,000 - £200,000	**0**	**0**	**0**
Total number	**0**	**47**	**47**
Total cost (£'000)	**0**	**1,024**	**1,024**

Glasgow Clyde College Workforce

The College employed 720 people in 2023/24 (2022/23: 709) expressed in full time equivalents of whom 424 (59%) were teaching staff (2022/23: 426 (60%)).

For the year to 31 July 2024, in headcount terms the College employed 1,054 people, (2022/23: 1,064) which included 823 permanent members of staff (2022/23: 844) and 231 temporary staff members (2022/23: 220). For the same period the College employed in headcount terms 687 females (2022/23: 679) and 367 males (2022/23: 385). The senior management team in headcount terms consisted of 5 females and 5 males.

Salaries and Related Costs of the College Workforce

	12 months ended 31 July 2024	12 months ended 31 July 2023
	£'000	£'000
Directly employed staff		
Wages and salaries	29,484	31,423
Social security costs	2,699	2,990
Other pension costs excl FRS102 adjustments	5,085	5,578
Sub total	**37,267**	**39,991**
Seconded and agency staff	256	158
Total	**37,523**	**40,149**
Average number of FTE	720	709

Staff turnover is included in the KPI table on page 11.
Note: the movement in FTE does not correlate to the movements in total headcount and the headcount of voluntary severance leavers as some staff work part-time and the majority of voluntary severances leavers left at the end of the academic year. Furthermore, during the year, the College moved cleaning services in-house which resulted in an increase in FTE of 16 across the College.

Pension Arrangements

The College participates in two separate defined benefit pension schemes, which are the Strathclyde Pension Fund (SPF) for support staff, the Scottish Teachers Superannuation Scheme (STSS) for teaching staff. The College accounts for the SPF in accordance with the requirements of FRS102. The College's share of the scheme surplus as at 31 July 2024 was surplus £36.6million (2022/23: surplus £33.2million). However, as in prior years, based on the July reports received from the actuary the College took the approach of applying an asset ceiling adjustment which reduced the pension asset value for July 2024 to nil (2022/23: £3.4million). Further information on pensions is outlined in Note 19.

The College treats the STSS Scheme as a defined contribution scheme as the scheme is not able to calculate the individual employers' share of the overall deficit. Further details regarding the pension arrangements for the College can be found in Note 19 to the Financial Statements including contribution rates payable.

Health, safety, and well-being

At the College, we prioritise the health, safety, and overall well-being of our staff. To achieve this, we have a well-established Health and Safety Committee which assesses the workplace regularly to ensure that our staff work in a safe environment which supports their health and well-being.

In addition, we are committed to fostering a culture of well-being among our staff members. To achieve this, we organise an annual programme of health and well-being activities. This programme provides staff with opportunities to engage in activities to promote physical, mental, and emotional wellness.

Staff relations

The College places significant emphasis on fostering positive industrial relations and maintaining open lines of communication with our staff. We have established two key committees to facilitate this: the Joint Consultation and Negotiation Committee (JCNC) and Management Union Information Exchange Committee (MUIE). These committees convene regularly and consist of members from our Senior Leadership Team (SLT) as well as representatives from our staff trade unions, EIS, GMB and Unison. Through these committees, we actively engage in information sharing, address shared concerns, engage in consultation, and, when necessary, participate in negotiations.

Furthermore, the College has taken proactive measures to ensure the safety and well-being of our staff through our dedicated health and safety committee that includes union representatives. This collaborative effort is aimed at upholding the highest standards of safety and promoting the overall welfare of our staff.

Facility Time

In accordance with the Trade Union (Facility Time Publication Requirements) Regulations 2017, the College provided the following support through paid facility time for union officials working at the College during the year ended 31 July 2024.

Relevant Union Officials

Number of employees who were relevant union officials during the relevant period:	Full-Time equivalent employee number:
8	8

Percentage of time spent on facility time

Percentage:	Number of employees:
0%	-
1%-50%	8
51%-99%	-
100%	-

Percentage of pay bill spend on facility time

Total cost of facility time:	£51,614
Total pay bill:	£36,867,008
Percentage of the total pay bill spent on facility time:	0.14%

Paid trade union activities

Time spent on trade union activities as a percentage of total paid facility time hours:	4.16%

PROFESSIONAL ADVISORS

The Colleges' professional advisors are as below:

Audit Scotland were appointed as Glasgow Clyde College's external auditor from 2022/23 to 2026/27.

Henderson Loggie was appointed internal auditor of the College in August 2017 for a period of three years as a result of a tender exercise. This appointment was extended for a further year as a result of the COVID-19 pandemic. A more recent joint tender exercise was carried out by the College in partnership with Glasgow Colleges' Regional Board and City of Glasgow College in 2020/21. As a result of the joint tender, Henderson Loggie was appointed for a period of three years from August 2021. This appointment was then extended for a further two years from 2024/25 to 2025/26.

Bankers:	Royal Bank of Scotland, 139 St Vincent Street, Glasgow G2 5FY
External Auditor:	Audit Scotland, 4th Floor, 102 West Port, Edinburgh EH3 9DN
Solicitors:	Anderson Strathern, 50 George Square, Glasgow G2 1EH
Internal Auditor:	Henderson Loggie, The Vision Building, 20 Greenmarket Place, Dundee DD1 4QB

The Accountability Report is approved by order of the members of the Board of Management and signed on its behalf by:

David Newall
Chair of Board of Management

Date:

Jon Vincent
Principal and Chief Executive

Date:

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

Reporting on the audit of the financial statements

Opinion on financial statements

have audited the financial statements in the annual report and financial statements of Glasgow Clyde College for the year ended 31 July 2024 under the Further and Higher Education I (Scotland) Act 1992 and section 44(1)I of the Charities and Trustee Investment (Scotland) Act 2005. The financial statements comprise the Statement of Comprehensive Income, Statement of Changes in Reserves, Balance Sheet, and Statement of Cash Flows and notes to the financial statements, including Statement of Accounting Policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In my opinion the accompanying financial statements:

- give a true and fair view of the state of the College's affairs as at 31 July 2024 and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Further and Higher Education (Scotland) Act 1992 and directions made thereunder by the Scottish Funding Council, the Charities and Trustee Investment (Scotland) Act 2005, and regulation 14 of The Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

I conducted my audit in accordance with applicable law and International Standards on Auditing (UK) (ISAs (UK)), as required by the Code of Audit Practice approved by the Auditor General for Scotland. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my report. I was appointed by the Auditor General on 2nd December 2022. My period of appointment is five years, covering 2022/23 to 2026/27. I am independent of the College in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. Non-audit services prohibited by the Ethical Standard were not provided to the College. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern basis of accounting

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

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

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

Risks of material misstatement

I report in my separate Annual Audit Report, the most significant assessed risks of material misstatement that I identified and my judgements thereon.

Responsibilities of the Board of Management for the financial statements

As explained more fully in the Statement of the Board of Management's Responsibilities, the Board of Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the financial reporting framework, and for such internal control as the Board of Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless there is an intention to discontinue the College's operations.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities outlined above to detect material misstatements in respect of irregularities, including fraud. Procedures include:

- using my understanding of the college sector to identify that the Further and Higher Education (Scotland) Act 1992 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 are significant in the context of the College;
- inquiring of the College Principal as to other laws or regulations that may be expected to have a fundamental effect on the operations of the College;
- inquiring of the College Principal concerning the College's policies and procedures regarding compliance with the applicable legal and regulatory framework;
- discussion among my team on the susceptibility of the financial statements to material misstatement, including how fraud might occur; and
- considering whether the audit team collectively has the appropriate competence and capabilities to identify or recognise non-compliance with laws and regulations.

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

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

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

Reporting on regularity of expenditure and income

Opinion on regularity

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

Responsibilities for regularity

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

Reporting on other requirements

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

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

Other information

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

My responsibility is to read all the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or my knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

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

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

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

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

Matters on which I am required to report by exception

I am required by the Auditor General for Scotland to report to you if, in my opinion:

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

I have nothing to report in respect of these matters.

Conclusions on wider scope responsibilities

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

Use of my report

This report is made solely to the parties to whom it is addressed in accordance with the Public Finance and Accountability (Scotland) Act 2000 and for no other purpose. In accordance with paragraph 108 of the Code of Audit Practice, I do not undertake to have responsibilities to members or officers, in their individual capacities, or to third parties.

Stuart Nugent
Senior Audit Manager
Audit Scotland,
4th Floor, South Suite,
The Athenaeum Building,
8 Nelson Mandela Place,
Glasgow,G2 1BT

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

Financial Statements

GLASGOW CLYDE COLLEGE

FINANCIAL STATEMENTS

STATEMENT OF COMPREHENSIVE INCOME

YEAR ENDED 31 July 2024

	Note	Year to 31 July 2024	Year to 31 July 2023 *Restated*
		£'000	£'000
INCOME			
Funding Council Grants	2	41,434	41,504
Removal of SFC Job Evaluation Funding	2	(3,921)	-
Tuition Fees and Education Contracts	3	6,031	5,672
Other Grant Income	4	1,481	1,988
Other Operating Income	5	2,765	4,756
Investment Income	6	177	688
Total Income		**47,967**	**54,608**
EXPENDITURE			
Staff Costs	7	37,520	40,794
Restructuring Costs	7	1,024	1,092
Other Operating Expenses	9	9,918	9,444
Depreciation	12	4,901	4,581
Interest Payable	10	-	-
Total Expenditure		**53,363**	**55,911**
Deficit on Continuing Operations before tax		**(5,396)**	**(1,303)**
Taxation	11	**-**	**-**
Deficit on Continuing Operations after tax		**(5,396)**	**(1,303)**
Unrealised surplus/(deficit) on revaluation of land and buildings	12	**4,544**	**(6,742)**
Non-restructuring costs – Impairment adjustment	12	**648**	**(4,394)**
Actuarial losses on defined benefit pension plans	19	**(3,423)**	**(16,419)**
Total Unrestricted Comprehensive Income for the year		**(3,627)**	**(28,858)**

The Statement of Comprehensive Income is prepared under the FE/HE SORP. The SORP does not permit colleges to reflect the non-cash budget for depreciation in the Statement of Comprehensive Income. Note 25 provides details of the adjusted operating position on a Central Government accounting basis.

STATEMENT OF CHANGES IN RESERVES
YEAR ENDED 31 July 2024

	Income and Expenditure Reserve	Revaluation Reserve	Total
	£'000	£'000	£'000
Balance at 1 August 2023 *(restated)*	**14,021**	**67,390**	**81,411**
Deficit on Continuing Operations after tax	(5,396)	-	(5,396)
Actuarial losses on defined benefit pension plans (Note 19)	(3,423)	-	(3,423)
Unrealised surplus on revaluation of land and buildings (Note 12)	-	4,544	4,544
Impairment Adjustment (Note 12)	-	648	648
Total Unrestricted Comprehensive Income for the year	(8,819)	5,192	(3,627)
Transfer to/from Revaluation Reserve	1,225	(1,225)	-
Balance at 31 July 2024	**6,427**	**71,357**	**77,784**
Balance at 1 August 2022	**29,946**	**80,323**	**110,269**
Deficit on Continuing Operations after tax ***(restated)***	(1,303)	-	(1,303)
Actuarial losses on defined benefit pension plans (Note 19)	(16,419)	-	(16,419)
Unrealised surplus on revaluation of land and buildings ***(restated)*** (Note 12)	-	(6,742)	(6,742)
Impairment Adjustment (Note 12)	-	(4,394)	(4,394)
Total Unrestricted Comprehensive Income for the year ***(restated)***	(17,722)	(11,136)	(28,858)
Transfer to/from Revaluation Reserve	1,797	(1,797)	-
Balance at 31 July 2023 *(restated)*	**14,021**	**67,390**	**81,411**

BALANCE SHEET
YEAR ENDED 31 July 2024

	Note	Year to 31 July 2024	Year to 31 July 2023 *Restated*
		£'000	£'000
FIXED ASSETS			
Tangible Fixed Assets	12	161,621	158,310
Total Fixed Assets		**161,621**	**158,310**
CURRENT ASSETS			
Stocks	13	23	20
Debtors	14	1,541	4,733
Cash and cash equivalents	18	11,617	10,143
Total Current Assets		**13,181**	**14,896**
Less: Creditors – amounts due within one year	15	(13,604)	(15,601)
Less: Other Provisions due within one year	17	(4,519)	(422)
Total Current Liabilities		**(18,123)**	**(16,023)**
NET CURRENT LIABILITIES		**(4,942)**	**(1,127)**
TOTAL ASSETS LESS CURRENT LIABILITIES		**156,679**	**157,183**
Less: Creditors – amounts due after more than one year	16	(77,189)	(77,402)
NET ASSETS BEFORE PENSION ASSET/(LIABILITY)		**79,490**	**79,781**
Funded Pension Asset/(Liability)	19	0	3,449
Unfunded Pension Provision	17	(1,706)	(1,819)
NET ASSETS AFTER PENSION ASSET/(LIABILITY)		**77,784**	**81,411**
RESERVES			
Income and expenditure reserve		6,427	14,021
Revaluation reserve		71,357	67,390
TOTAL		**77,784**	**81,411**

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

David Newall,
Chair
Glasgow Clyde College

Date:

Jon Vincent
Principal and Chief Executive
Glasgow Clyde College

Date:

STATEMENT OF CASH FLOWS
YEAR ENDED 31 July 2024

	Note	Year to 31 July 2024 £'000	Year to 31 July 2023 *Restated* £'000
Cash (out)/inflow from operating activities			
(Deficit) for the year		(5,396)	(1,303)
Adjustment for non-cash items;			
Depreciation	12	4,901	4,581
Prior year adjustment to deferred capital grants	12	-	669
Decrease/(increase) in stock	13	(3)	3
Decrease/(increase) in debtors	14	3,192	(604)
Increase/(decrease) in creditors	15,16	(2,210)	(664)
Increase/(decrease) in Funded pension provisions	19	26	291
Increase/(decrease) in Unfunded pension provisions	17	(113)	(335)
Increase/(decrease) in other provision	17	4,097	(197)
Interest payable/(receivable)	6,10	(177)	(688)
Capital grant income received		(3,019)	(2,952)
Net cash inflow from operating activities		1,298	(1,199)
Cash flows from financing activities;			
Payments to acquire fixed assets	12	(3,020)	(2,731)
Capital grant income received		3,019	2,952
Net cash outflow from financing activities		(1)	221
Cash flows from investing activities;			
Investment income	6	177	688
Interest payable	10	-	-
		177	688
Increase/(decrease) in cash and cash equivalents in the year		1,474	(290)
Cash and cash equivalents at beginning of the year	18	10,143	10,433
Movement in net funds for the period	18	1,474	(290)
Cash and cash equivalents at the end of the year		**11,617**	**10,143**

NOTES TO THE FINANCIAL STATEMENTS

1. STATEMENT OF ACCOUNTING POLICIES

Basis of Preparation

The College is a freestanding corporate body under the provisions of the Further and Higher Education (Scotland) Act 1992. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) 2019: Accounting for Further and Higher Education and in accordance with Financial Reporting Standards FRS 102. Where applicable, the Report and Financial Statements also comply with the 2023-24 Government Financial Report Manual (FReM) issued by the Scottish Government. The financial statements conform to the Accounts Direction and other guidance issued by the Scottish Funding Council.

The College is a public benefit entity and has applied the relevant public benefit requirements of FRS102. The financial statements also conform to guidance published by the Scottish Funding Council.

The preparation of financial statements in compliance with FRS 102 requires the use of certain material accounting estimates. It also requires the Board of Management to exercise judgement in applying the College's accounting policies as described below.

The College has a medium-term Financial Strategy in place, in line with Audit Scotland recommendations for the sector, which seeks to anticipate the likely challenges ahead.

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

Accounting Policies and Basis of Accounting

The financial statements are prepared in accordance with the historic cost convention, modified by the revaluation of certain fixed assets. The presentation currency is pound sterling, and the financial statements are rounded to the nearest thousand.

Judgements in Applying Policies and Key Sources of Estimation Uncertainty

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

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

Estimate	**Basis of estimation**
Valuation of buildings	College buildings are of a specialist nature and are valued on the depreciated replacement cost basis. Judgements are required in respect of asset valuations and, as such, the College engages an external valuer to undertake a valuation review on an annual basis. A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of any fixed asset may not be recoverable.

Useful economic lives of buildings and plant/equipment	Buildings are depreciated over their expected remaining useful economic life as assessed by an independent, qualified valuer. Buildings owned by the College are split into components and each component is valued and depreciated separately. The economic lives currently in use are in the range of 10 to 66 years. The estimated useful life of plant and equipment is 4 to 10 years.
The obligations under the Strathclyde Pension Scheme (SPF)	The Board of Management uses actuarial assumptions determined in conjunction with the Scheme's qualified actuaries which are considered reasonable and appropriate.

Going Concern

The Board of Management is satisfied that the College has adequate resources to continue in operation for at least twelve months from the date of signing of this report. For this reason, the going concern basis continues to be adopted in the preparation of the financial statements.

Revenue Recognition

Income from grants, contracts and other services rendered is recognised in the Statement of Comprehensive Income in proportion to the extent of completion of the contract or service concerned. The main annual recurring allocation from the Scottish Funding Council is intended to meet recurrent costs and is credited direct to the Statement of Comprehensive Income and related costs are reported to the relevant period.

Tuition fees are credited to the Statement of Comprehensive Income in the period in which they are due to be received.

For Bursary, Discretionary and Education Maintenance Allowance funds, the grants are excluded from the Statement of Comprehensive Income of the College as these grants are available solely for students, with the College acting as paying agent. Childcare funds from the SFC and Glasgow Colleges Regional Board are included in the College Statement of Comprehensive Income.

Government Grants

Government revenue grants, including the Glasgow Colleges Regional Board funding council block grant are recognised in income over the periods in which the College recognises the related costs for which the grant is intended to compensate.

Where a capital grant is received from government sources, the income is recognised over the life asset.

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.

Non-Exchange Transactions

Grants from non-government sources are recognised in income when the College is entitled to the income and performance-related conditions have been met. Income received in advance of performance-related conditions being met is recognised as deferred income within creditors on the Balance Sheet and released to income as the conditions are met.

Accounting for Retirement Benefits

The College participates in the Strathclyde Pension Fund (SPF) and the Scottish Teachers Superannuation Scheme (STSS).

The Scottish Teachers Superannuation Scheme is administered by the Scottish Public Pensions Agency. It is a multi-employer defined pension scheme, however, the College is unable to identify its share of the underlying assets and liabilities on a consistent and reliable basis and, therefore, as required by FRS 102 accounts for its participation in the STSS as if it were a defined contribution scheme. As a result, contributions are charged to the Statement of Comprehensive Income as they arise.

This is expected to result in the pension cost being a substantial level percentage of current and future pensionable payrolls. The contributions are determined by qualified actuaries based on periodic valuations using the projected unit basis.

The Strathclyde Pension Fund is administered by Glasgow City Council and requires contributions to be made to its Number 1 fund. The Fund is a defined benefit pension scheme which changed from a final salary scheme to a career average scheme from 1 April 2015 and is contracted out of the State Earnings-Related Pension Fund. Assets and liabilities of the funds are held separately from those of the College. Fund assets are measured using market values. Fund liabilities are measured using a projected unit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liability.

Contributions to the Strathclyde Pension Fund are calculated to spread the cost of pension over employees' working lives with the College. The contributions are determined by an actuary based on triennial valuations using the Age Attained Method. The actuaries also review the progress of the scheme in each of the intervening years. Variations from regular cost are spread over the expected average remaining working lifetime of members of the Fund, after making allowances for future withdrawals.

The expected cost of providing staff pensions to employees contributing to the Fund is recognised in the Statement of Comprehensive Income on a systematic basis over the expected average remaining lives of members of the funds in accordance with FRS 102 and recognises retirement benefits as the benefits are earned and not when they are due to be paid.

The College will consider capping the value of any net pension asset in line with the applicable standard (IFRIC 14) which requires an assessment of present value of (employer) future service costs over an agreed future period less the present value of (employer) future contributions over an agreed future period.

Short Term 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 service to the College. Any unused benefits are accrued and measured as the additional amount the College expects to pay because of the unused entitlement.

Finance Leases

Leases in which the College assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance lease and the corresponding lease liabilities are initially recognised at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term to produce a constant periodic rate of interest on the remaining balance of the liability.

Operating Leases

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

Tangible Fixed Assets

Land and Buildings

Land and buildings in operational use have been included in the Balance Sheet at valuation which, due to their specialised nature in being used as a college, is stated at depreciated replacement cost. The College does not depreciate land.

Values are stated as at the latest full valuation for 31 July 2022, based on the report with reference to that date as prepared by Avison Young UK Limited, Royal Institution of Chartered Surveyors valuation registered specialists, with values being adjusted as appropriate based on the July indexation review as prepared annually by the valuer.

The College has a policy of undertaking a full revaluation at least every five years. In the years where no formal valuation is performed, a review of the impact of indexation of the formal valuation may be performed by the valuer.

Costs incurred in relation to land and buildings after initial purchase or construction, and prior to valuation, are capitalised to the extent that they increase the expected future benefits to the College.

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

Depreciation on buildings is provided in the Statement of Comprehensive Income on opening valuation or cost with an equivalent amount being transferred from the revaluation reserve and included in the Statement of Comprehensive Income.

Plant and Equipment

Individual items of plant and equipment costing more than £10,000 have been capitalised at cost and are depreciated over their useful economic life. All other plant and equipment are written off to the Statement of Comprehensive Income in the period of acquisition.

Assets of lesser value may be capitalised where they form part of a group of similar assets purchased in the same financial year and costing over £30,000 in total.

Plant and equipment are carried at depreciated historical cost, which is used as a proxy for fair value. Depreciated historical cost is deemed to be more appropriate than revaluing for plant and equipment as it is common for such assets to reduce in value, rather than increase, as they are utilised by the College.

Maintenance of Premises

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

Stock

Stock is stated at the lower of cost and net realisable value.

Provisions, Contingent Liabilities and Contingent Assets

Provisions are recognised in the financial statements when the College has a present obligation (legal or constructive) because of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

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

A contingent asset arises where an event has taken place that gives the College 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 College.

Financial Instruments

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

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

Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits repayable on demand and overdrafts and other highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

Taxation

The College has been entered into the Scottish Charity Register and is entitled, in accordance with section 13(1) of the Charities and Trustee Investment (Scotland) Act 2005, to refer to itself as a Charity registered in Scotland. The College is recognised by HM Revenue & Customs as a charity for the purposes of section 505, Income and Corporation Taxes Act 1988 and is exempt from corporation tax on its charitable activities. The College receives no similar exemption in respect of Value Added Tax. For this reason, the College is generally unable to recover input VAT it suffers on goods and services purchased. Non-pay expenditure is therefore shown inclusive of VAT with any partial recovery netted off against these figures.

Events after the Reporting Period

Institutions are required to identify events, favourable and unfavourable, that occur between the end of the reporting period and the date when the financial statements are authorised for issue and make adjustments or disclosures where these are material to the understanding of the financial statements.

Two types of events can be identified:

- adjusting events are those that provide evidence of conditions that existed at the end of the reporting period, for example information that indicates an asset was impaired at the period end; and

- non-adjusting events are those that indicate conditions that arose after the end of the reporting period, for example a decline in the market value of investments between the period end and the date when the financial statements are authorised for issue.

Whilst adjusting events will result in changes to assets or liabilities included in the financial statements, non-adjusting events only result in disclosure.

2. SFC/RSB GRANTS	**Year to 31 July 2024**	**Year to 31 July 2023**
	£'000	£'000
		Restated
FE Recurrent Grant	35,314	34,582
Removal of Job Evaluation Funding	(3,921)	-
Childcare funds	1,073	1,333
Release of SFC deferred capital grants	2,905	2,836
SFC Maintenance Grant	947	947
Other SFC grants	1,195	1,806
Total	37,513	41,504

3. TUITION FEES AND EDUCATION CONTRACTS

	Year to 31 July 2024 £'000	Year to 31 July 2023 £'000
FE Fees – UK & EU	75	125
Fees – non-EU	79	42
HE Fees	2,524	2,867
SDS Contracts	201	200
Other Contracts	3,152	2,438
Total	6,031	5,672

4. OTHER GRANT INCOME

	Year to 31 July 2024 £'000	Year to 31 July 2023 £'000 Restated
European Funds	-	103
Other Grant Income	1,240	1,644
Release of Non SFC Government Capital Grants	241	241
	1,481	1,988

5. OTHER OPERATING INCOME

	Year to 31 July 2024 £'000	Year to 31 July 2023 £'000
Glasgow Clyde Education Foundation Revenue Funding	345	1,672
Glasgow Clyde Education Foundation Capital Funding	0	652
Catering Income	827	839
Other Income Generating Activities	928	952
Income from Coronavirus Job Retention Scheme	-	11
Other Income	665	630
	2,765	4,756

6. INVESTMENT INCOME

	Year to 31 July 2024 £'000	Year to 31 July 2023 £'000
FRS 102 Net Interest income	177	688
	177	688

7. STAFF COSTS

7.01 Staff Costs:

	Year to 31 July 2024 £'000	Year to 31 July 2023 £'000
Wages and salaries	29,484	31,423
Social security costs	2,699	2,990
Other pension costs (excluding FRS102 Adjustments)	5,085	5,578
Restructuring Costs	1,024	1,092
FRS 102 funded pension adjustments	203	979
FRS102 unfunded pension adjustments	49	(176)
Total Staff Costs	38,544	41,886

	Year to 31 July 2024 £'000	Year to 31 July 2023 £'000
Executive Management	474	479
Academic/Teaching Departments	22,944	26,180
Academic/Teaching Support Services	6,286	6,404
Administration and Central Services	5,283	5,183
Premises	1,707	1,278
Catering	574	467
Sub-total Wages & Salaries	37,268	39,991
Exceptional restructuring costs	1,024	1,092
Unfunded Pension Provision adjustment	49	(176)
Funded Pensions FRS102 adjustment	203	979
Total Wages and Salaries (including exceptional restructuring costs)	38,544	41,886

7.02 Staff Numbers:

The average number of persons (including senior post holders) employed by the College during the period, expressed as full-time equivalents (FTE) was:

	Year to 31 July 2024	Year to 31 July 2023 Restated
Executive Management	3	3
Academic/Teaching Departments	424	426
Academic/Teaching Support Services	109	115
Administration and Central Services	118	116
Premises	51	35
Catering	15	14
TOTAL	720	709

The increase in FTE figures during the year is due to the increase in FTE in the cleaning services, with Langside and Anniesland cleaning services being changed to in-house services during the year.

2022/23 and 2023/24 Pay Awards

Through the National Bargaining process, in line with an instruction from College Employers Scotland, teaching and support staff pay awards for 2022/23 and 2023/24 are as outlined below. However, the EIS did not accept the teaching staff pay awards until after the end of the academic year, therefore the costs of the 2022/23 and 2023/24 teaching staff pay awards have been accrued in these financial statements.

Teaching Staff

Effective from 1 September 2023 a consolidated Pay Award of £2,000 for all unpromoted and promoted lecturer scale points.

National Pay Scale	1 Sept 2021	22/23 Pay Award	23/24 Pay Award	1 Sept 2023
Point 1	35,170	2,000	1,500	38,670
Point 2	37,217	2,000	1,500	40,717
Point 3	39,264	2,000	1,500	42,764
Point 4	41,310	2,000	1,500	44,810
Point 5	43,357	2,000	1,500	46,857

From 1st September 2023, the Promoted Lecturer Fixed Points was:

National Fixed Points	1 Sept 2021	2022/23 Pay Award	23/24 Pay Award	1 Sept 2023
Fixed Point 1	47,257	2,000	1,500	50,757
Fixed Point 2	50,394	2,000	1,500	53,894
Fixed Point 3	53,530	2,000	1,500	57,030

The Pay Offer would be applied pro rata for part time employees and staff who commenced or left employment part way through this period. The Pay Offer did not apply to staff on existing conserved salaries.

Support Staff

Effective from 1 September 2022 a consolidated pay award of £2,000 and from 1 September 2023 a consolidated pay award of £1,500 for all support staff.

Senior Leadership Team

The Senior Leadership Team (SLT) is not covered by National Bargaining and the College Remuneration Committee determines the level of pay award. The 2023/24 pay award for SLT members was agreed in May 2024 at 2% from September 2023.

The number of staff in headcount terms, including senior post-holders and the Principal, who received emoluments in the following ranges was:

	Year to 31 July 2024	Year to 31 July 2023
£60,001 to £70,000 per annum	-	-
£70,001 to £80,000 per annum	7	9
£80,001 to £90,000 per annum	-	-
£90,001 to £100,000 per annum	3*	2
£100,001 to £110,000 per annum	1	-
£110,001 to £120,000 per annum	-	-
£120,001 to £130,000 per annum	-	-
£130,001 to £140,000 per annum	-	1
£140,001 to £150,000 per annum	1	-
£150,001 and over	-	-
TOTAL	12	12

** The number of staff above includes two interim posts for the Vice Principal, an interim position that started in October 2023, and another interim post for the Chief Operating Officer that started in July 2024, who replaced the departing Vice Principal who left the College in August 2023.*

Payments in respect of compensation for loss of office are provided in the accounts in the period when severance is approved. Aggregate compensation for loss of office for staff whose earnings were more than £60,000 per annum or where the costs of all the elements of a proposed arrangement amount to more than £75,000 comprised:

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Severance	75	109
Pension Payment	105	-
TOTAL	180	109

8. SENIOR POST HOLDERS EMOLUMENTS	Year to 31 July 2024	Year to 31 July 2023
	Number	Number
The number of senior post-holders including the Principal was:	5*	3

** The number of staff above includes two interim posts for the Vice Principal, an interim position that started in October 2023, and another interim post for the Chief Operating Officer that started in July 2024, who replaced the departing Vice Principal who left the College in August 2023.*

Senior post-holders' annual emoluments are made up as follows:	£'000	£'000
Salaries and related contractual payments	348	328
Employers Pension Contributions	77	72
Total Emoluments	425	400

The above emoluments include amounts payable to the Principal during the financial reporting period (who is also the highest paid Senior Post Holder) were:	£'000	£'000
Salary and related contractual payments	143	136
Employers Pension Contributions	34	31
	177	167

The Principal is an ordinary member of the Scottish Teachers Superannuation Scheme. The College's contributions to the scheme were paid at the same rate as for other members of academic staff.

The members of the Board of Management, other than the Principal and staff members, did not receive any payment from the College other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

9. OTHER OPERATING EXPENSES

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Teaching Departments	2,046	1,707
Administration and Central Services	1,680	1,389
Premises Costs	3,016	3,319
Catering Costs	523	535
Childcare	1,073	1,333
Other	1,324	1,003
Agency Staff Costs	256	158
Total	9,918	9,444

	Year to 31 July 2024	Year to 31 July 2023
Other Operating Expenses include:	£'000	£'000
Auditor's remuneration		
External audit – non-audit services	-	-
External audit of Financial Statements	64	61
Internal audit Services	25	28
Hire of other assets – Operating lease	-	-

10. INTEREST PAYABLE

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Unfunded Pension finance costs	-	-
FRS 102 Net Interest Charge	-	-
	-	-

11. TAXATION

The Board does not consider that the College was liable for any corporation tax arising out of its activities during the period.

12. TANGIBLE FIXED ASSETS

	Land & Buildings	Plant & Equipment	Assets in the course of construction	Total
COST/VALUATION	£'000	£'000	£'000	£'000
As at 1 August 2023 *(restated)*	159,317	14,404	-	173,721
Transfers	-	-	-	-
Additions	2,256	703	61	3,020
Disposals	(1,846)	-	-	(1,846)
Revaluation	4,544			4,544
Impairment reversal	4,394	-	-	4,394
Updated impairment	(1,900)	-	-	(1,900)
As at 31 July 2024	**166,765**	**15,107**	**61**	**181,933**
DEPRECIATION				
As at 1 August 2023 *(restated)*	4,084	11,327	-	15,411
Provided during period	4,365	536	-	4,901
Disposals	-	-	-	-
Revaluation	-	-	-	-
As at 31 July 2024	**8,449**	**11,863**	**-**	**20,312**
NET BOOK VALUE				
As at 1 August 2023 *(restated)*	155,233	3,077	-	158,310
As at 31 July 2024	**158,316**	**3,244**	**61**	**161,621**
At Valuation	155,317	3,097	-	158,414
Financed by Capital Grant	2,999	147	61	3,207
Total as at 31 July 2024	**158,316**	**3,244**	**61**	**161,621**

The land and buildings of the College have been included in the balance sheet on the basis of a full valuation conducted by the College's external valuers, Avison Young, as at 31 July 2022 with values being adjusted as appropriate based on the July 2023 and July 2024 indexation reviews as prepared by the aforementioned valuer. The 2022 full valuation report has recently been revised to remove the impact of notional finance charges in agreement with the external auditor which has resulted in the related 2022/23 figures being restated.

Fixed assets have increased by £3.3million during the year due to additions of £3million, a revaluation uplift of £4.5million and a reduction in the impairment adjustment of £2.5million, a disposal of £1.8million an in-year depreciation charge of £4.9million.

The £2.5million reduction in the prior year asset impairment in respect of the Anniesland Campus windows and the Cardonald campus RAAC reflects the Anniesland Campus windows rectification works which were undertaken during 2023/24 and an updated cost estimate for the planned Cardonald RAAC remedial works. The Anniesland rectification works resulted in an asset addition of £1.8million, off-set by a matching disposal to recognise that this is a replacement of part of an existing asset rather than an enhancement or new asset. Fixed assets have been adjusted for capital additions/transfers and related depreciation.

The land and buildings owned and occupied by the College at 31 July 2024 comprise property, which may not be disposed of, without prior approval of the Scottish Funding Council as follows:

- Hatfield Drive, Anniesland Campus – education and administration
- Mosspark Drive, Cardonald Campus – education and administration
- Prospecthill Road, Langside Campus – education and administration

13. STOCKS	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Goods for Resale	23	20

14. TRADE AND OTHER RECEIVABLES	Year to 31 July 2024	Year to 31 July 2023
Amounts falling due within one year:	£'000	£'000
Trade Debtors – net of provision for doubtful debts	169	294
Debts due from students - net of provision for doubtful debts	51	29
Prepayments and Accrued Income	1,321	4,410
	1,541	4,733

15. CURRENT TRADE AND OTHER PAYABLES	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Payments received in advance	303	281
Trade Creditors	237	233
Deferred Income	2,176	2,522
Deferred Capital Grants	3,147	3,077
Other Taxation (PAYE) and Social Security (NI)	923	706
VAT	-	7
Accruals	4,772	7,621
Other Creditors	2,046	1,154
	13,604	15,601

16. NON-CURRENT TRADE AND OTHER PAYABLES	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Deferred Capital Income	77,189	77,402
	77,189	77,402

17. PROVISIONS FOR LIABILITIES AND CHARGES

	Other Provisions	Unfunded pension	Year to 31 July 2024 Total	Year to 31 July 2023 Total
At 1 August	£'000	£'000	£'000	£'000
Balance at 1 August as previously stated	422	1,819	2,241	2,774
Movements in period	-	(162)	(162)	(618)
Early retiral provision adjustment	-	49	49	(176)
Transfer of Job Evaluation accrual to provisions	3,921	-	3,921	-
Other provisions adjustment in year	176	-	176	261
Balance at end of period	4,519	1,706	6,225	2,241

The unfunded pension liability is in respect of future pension liabilities arising from early retirals. The valuation of the College's liabilities relating to the unfunded early retirement provision has been undertaken by an independent firm of actuaries.

18. CASH AND CASH EQUIVALENTS

	At 31 July 2023	Cash Flows	At 31 July 2024
	£'000	£'000	£'000
Cash at bank and in hand	10,143	1,474	11,617
TOTAL	10,143	1,474	11,617

19. PENSIONS AND SIMILAR OBLIGATIONS

The College's employees belong to one of two principal pension schemes, The Strathclyde Pension Fund (SPF) and the Scottish Teachers' Superannuation Scheme (STSS):

The total pension cost for the College was:

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Contribution to STSS	3,625	3,900
Contribution to SPF	1,466	1,678
Total Pension Cost for period	5,091	5,578
Contribution rates:		
STSS to March	23.00%	23.00%
STSS from April	26.00%	23.00%
SPF to March	19.30%	19.30%
SPF from April	6.50%	19.30%

Scottish Teachers Superannuation Scheme (STSS)

Under the definitions set out in Financial Reporting Standard 102, the Scottish Teachers Superannuation Scheme is a multi-employer pension scheme, however the College is unable to identify its share of the underlying assets and liabilities of the scheme, therefore FRS102 allows the College to account for contributions from this scheme as if it were a defined contribution scheme. The College has set out above the information available on the scheme and the implications for the College in terms of the anticipated contribution rates.

The latest actuarial valuation of the STSS has concluded and was based on scheme data as at March 2020. The valuation has set the employer contribution rates for the period 1 April 2024 to 31 March 2027 and that rate is 26%. In addition, the valuation also measured the movement in the employer cost cap. The employer cost cap was not breached, so there is no requirement for adjustments to be made to scheme benefits.

Under existing legislation, the next valuation will be based on scheme data as at 31st March 2024 and will set the employer contribution rate for the period 1 April 2027 to 31 March 2031.

Strathclyde Pension Fund

The Strathclyde Pension Fund is a funded defined benefit scheme, with the assets held in separate trustee administered funds. The total contributions made for the period ended 31 July 2024 was £2,042k of which employer's contributions totalled £1,466k and employees' contributions totalled £576k.

Reconciliation of opening and closing balances;

	Year ended 31 July 2024	**Year ended 31 July 2023**
	£'000	£'000
Present Value of funded defined benefit obligations	(60,057)	(54,334)
Fair value of Plan Assets	96,619	87,500
Asset Ceiling Adjustment	(36,562)	(29,717)
Net Asset/(Liability)	**0**	**3,449**

Principal Actuarial Assumptions

Major assumption used:	As at 31 July 2024	As at 31 July 2023
Pension increases	2.75%	3.00%
Rate of increase in salaries	3.45%	3.70%
Expected return on assets	5.00%	5.05%
Discount rate for liabilities	5.00%	5.05%

Major categories of plan assets as a percentage of total planned assets

Period Ended:	As at 31 July 2024	As at 31 July 2023
Equities	62%	61%
Bonds	25%	27%
Property	9%	10%
Cash	4%	2%

Mortality has been assumed as future life expectancies at age 65 of:		Males	Females
	Current pensioners	19.5 years	22.3 years
	Future pensioners	20.1 years	24.2 years

Period ended 31 July 2024	**Assets £'000**	**Obligations £'000**	**Net Assets/ (liability) £'000**
Fair value of plan assets	87,500	-	87,500
Present value of funded obligations	-	54,334	(54,334)
Effect of asset ceiling	(29,717)	-	(29,717)
Opening position as at July 2023	**57,783**	**54,334**	**3,449**
Service cost			
Current Service cost	-	1,853	(1,853)
Past service cost (including curtailments)	-	34	(34)
Effect of settlement			
Total Service Costs	**-**	**1,887**	**(1,887)**
Net interest			
Interest income on plan assets	4,431	-	4,431
Interest cost on defined benefit obligation	-	2,753	(2,753)
Interest on the effect of the asset ceiling	(1,501)	-	(1,501)
Total net interest	**2,930**	**2,753**	**177**
Total defined benefit cost recognised in I&E	**2,930**	**4,640**	**(1,710)**
Cashflow			
Participants Contributions	576	576	-
Employer Contribution	1,684	-	1,684
Benefits paid	(2,125)	(2,125)	-
Expected closing position	**60,848**	**57,425**	**3,423**

Remeasurements			
Changes in financial assumptions	-	(2,204)	2,204
Changes in demographic assumptions	-	(839)	839
Other experience	1,073	5,675	(4,602)
Return on assets excluding amounts in net interest	3,480	-	3,480
Changes to the effect of asset ceiling	(5,344)	-	(5,344)
Total remeasurement recognised in SOCI	**(791)**	**2,632**	**(3,423)**
Fair value of plan assets	96,619	-	96,619
Present value of funded obligations	-	60,057	(60,057)
Effect of asset ceiling	(36,562)	-	(36,562)
Closing Position as at 31 July 2024	**60,057**	**60,057**	**0**

Period ended 31 July 2023	**Assets £'000**	**Obligations £'000**	**Net Assets/ (liability) £'000**
Fair value of plan assets	85,537	-	85,537
Present value of funded obligations	-	65,378	(65,378)
Opening position as at July 2022	**85,537**	**65,378**	**20,159**
Service cost			
Current Service cost	-	2,713	(2,713)
Past service cost (including curtailments)	-	-	-
Effect of settlement			
Total Service Costs	**-**	**2,713**	**(2,713)**
Net interest			
Interest income on plan assets	3,003	-	3,003
Interest cost on defined benefit obligation	-	2,315	(2,315)
Total net interest	**3,003**	**2,315**	**688**
Total defined benefit cost recognised in I&E	**3,003**	**5,028**	**(2,025)**
Cashflow			
Participants Contributions	554	554	-
Employer Contribution	1,734	-	1,734
Benefits paid	(1,626)	(1,626)	-
Expected closing position	**89,202**	**69,334**	**19,868**
Remeasurements			
Changes in financial assumptions	-	(17,687)	17,687
Changes in demographic assumptions	-	(921)	921
Other experience	-	3,608	(3,608)
Return on assets excluding amounts in net interest	(1,702)	-	(1,702)
Changes to the effect of asset ceiling	**(29,717)**	-	(29,717)
Total remeasurement recognised in SOCI	**(31,419)**	**(15,000)**	**(16,419)**

Fair value of plan assets	87,500	-	87,500
Present value of funded obligations	-	54,334	(54,334)
Effect of asset ceiling	(29,717)	-	(29,717)
Closing Position as at 31 July 2023	**57,783**	**54,334**	**3,449**

20. RELATED PARTY TRANSACTIONS

The Board of Management of Glasgow Clyde College is a body incorporated under the Post-16 Education (Scotland) Act 2013 which is a modification of the Further and Higher Education (Scotland) Acts 1992 and 2005 and is funded by the Glasgow Colleges Regional Board.

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

The Chair of the College Board of Management is a member of the Glasgow Colleges Regional Board (GCRB). Details of funding received from GCRB as the Regional Strategic Body are outlined at Note 2.

College Board member David Watt is a member of APUC – sector stakeholder rep (audit services). In 2023/24 the College recognised income of £2,134 from APUC for IT rebate credits. In 2023/24 the College recorded £100,574 in expenditure to APUC for procurement services. As at 31July 2024 there was nil debtor and nil creditor balances. Mr Watt is also a Trustee Director at Quarriers. In 2023/24 the College recognised income of £105 for student registration fees. In 2023/24 there was £0 expenditure recorded. As at July 2024 there was a debtor balance of £105 and there was a nil creditor balance.

Sandra Heidinger, Vice Chair of the College Board of Management, is Special Adviser to the Principal of University of Strathclyde. In 2023/24 the College recognised income of £1,750 from the University of Strathclyde for course fees. In 2023/24 the College recorded £7,664 of expenditure with Strathclyde University for staff training. As at July 2024, there was nil debtor and nil creditor balances.

College Board member Runa McNamara is a member of the board of Glasgow Clyde Education Foundation which is as required in the Foundation’s constitution. In 2023/24 the College recognised income of £344,768 from the Foundation to support approved revenue projects. The debtors balance as at 31 July 2024 was £344,768 and the creditor balance was nil.

College Board member Lindsey Paterson’s spouse is an employee of ECC. In 2023/24 the College recorded expenditure of £8,750 with ECC for annual membership. In 2023/24 the College recognised £0 of income from ECC. As at 31 July 2024 there was nil debtor and nil creditor balances.

College Board member Rena McAdam, HR Adviser at GCC, is also a temporary lecturer at City of Glasgow College. In 2023/24 the College recorded expenditure of £21,283 for 1/3 share of Glasgow Colleges Library system admin. In 2023/24 the College recorded £0 income from City of Glasgow College. As at 31 July 2024, there was nil debtor and nil creditor balances.

College Board member Stuart Porteous is a member of Colleges Scotland, Audit & Risk Assurance Committee. In 2023/24 the College recorded expenditure of £55,800 for an annual subscription and £14,421 for Trade Union Facilities Time for Lecturing and Support. In 2023/24 the College recognised £0 income from Colleges Scotland. As at July 2024, there was nil debtor and nil creditor balances.

Jon Vincent, Principal & Chief Executive Officer, is a member of the board of the Energy Skills Partnership (ESP). In 2023/24 the College recorded expenditure of £5,250 with ESP, via Dundee and Angus College, for membership subscription. There was £0 income recognised from ESP. As at July 2024, there was nil debtor and nil creditor balances. Mr Vincent is also a member of Vistage UK Network. In 2023/24 the College recorded expenditure of £7,896 for membership and event fees. In 2023/24 the College recognised £0 income from Vistage UK. As at July 2024, there was nil debtor and nil creditor balances. Jon is also a board member of Worldskills UK. In 2023/24 the College recognised income of £12,490 for competition grants. As at July 2024, there was nil debtor and nil creditor balances. Mr. Vincent is also a Council member of the General Teaching Council (GTC). In 2023/24 annual subscriptions were deducted from lecturers' pay and the College made payment of £8,125 to GTC for these subscriptions. As at 31 July 2023 there was no creditor balance and no debtor balance.

Tracy Elliott, Interim Vice Principal Resources and College Development, is a member of the board of Advanced Procurement for Universities and Colleges (APUC). In 2023/24 the College recorded expenditure of £100,574 with APUC for the procurement service received and for shared services from APUC. The College also recognised income of £2,134 from APUC. As at 31 July 2024, there was nil debtor and nil creditor balances.

Furthermore, Strathclyde Pension Fund (SPF) and the Scottish Teachers Superannuation Scheme (STSS) are post-employment benefit plans for the benefit of employees of the College. Therefore, these schemes are also considered to be related parties. Information in respect of these pensions funds is outlined at Note 19.

21. FE BURSARY AND OTHER STUDENT SUPPORT FUNDS

	FE Bursary	**FE Hardship**	**HE Hardship**	**Other: EMA**	**Year to 31 July 2024**	**Year to 31 July 2023**
	£'000	£'000	£'000	£'000	£'000	£'000
Balance b/fwd.	193	209	1	-	403	754
Allocation received in year	9,549	863	227	301	10,940	10,373
	9,742	1,072	228	301	11,343	11,127
Expenditure	(9,154)	(863)	(198)	(301)	(10,516)	(10,058)
Repaid as claw back	(182)	(209)	(1)	-	(392)	(723)
Virements	-	-	-	-	-	57
Balance c/fwd.	406	-	29	-	435	403
Represented by:						
Retained by College for students	-	-	-	-	-	-
Repayable as Claw back	406	-	29	-	435	403
	406	-	29	-	435	403

All Bursary and Student Support Grants are available solely for students, the College acting only as paying agent. The grants and related disbursements are therefore excluded from the Statement of Comprehensive Income.

22. FE CHILDCARE FUNDS

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Balance b/fwd.	8	-
Allocation received in period	1,073	1,400
	1,081	1,400
Expenditure	(1,073)	(1,335)
Repaid to SFC as claw back	(8)	-
Virements	-	(57)
Balance c/fwd.	-	8
Represented by: -		
Repayable to Funding Council as claw back	-	8
Retained by College for students	-	-
	-	8

Further Education Childcare Fund transactions are included within the College Statement of Comprehensive Income in accordance with Accounts Direction issued by the Scottish Funding Council.

23. CAPITAL COMMITMENTS

	Year to 31 July 2024	Year to 31 July 2023
	£'000	£'000
Contracted for at end of period	861	1,999

24. CONTINGENT LIABILITIES

The College had no material contingent liabilities at 31 July 2024 (2022/23: none).

25. IMPACT OF DEPRECIATION BUDGET ON STATEMENT OF COMPREHENSIVE INCOME

Following reclassification, incorporated colleges received a non-cash budget to cover depreciation, but this additional budget is not recognised under the FE/HE SORP accounting rules. Colleges may show a deficit equivalent to net depreciation as a result of having to meet Government accounting rules and the requirement to spend the entire cash allocation.

Under the FE/HE SORP, the College recorded an operating deficit of £5,396k for the year ended 31 July 2024. After adjusting for the non-cash allocation provided under government rules, the College shows an “adjusted” deficit of £3,848k on a Central Government accounting basis. The deficit is attributable to other factors reflected in the adjusted operating table on page 22 of this report which are largely non-cash pension adjustments and the adjustment for the removal of SFC Job Evaluation funding, and the College is therefore operating sustainably within its funding allocation when reported on a Central Government accounting basis.

	Year to 31 July 2024	**Year to 31 July 2023**
	£’000	£’000 ***Restated***
Deficit before other gains and losses (FE/HE SORP basis) for academic year	(5,396)	(1,303)
Add: Depreciation budget for government funded assets (net of deferred capital grant) for academic year	1,548	1,314
Operating Deficit on Central Government accounting basis for academic year	**(3,848)**	**11**

26. EVENTS AFTER THE REPORTING PERIOD

There were no events occurring after the year-end which require to be disclosed.

APPENDIX 1

Accounts Direction for Scotland's Colleges 2023-24

1. It is the Scottish Funding Council's direction that institutions[1] comply with the 2019 Statement of Recommended Practice: Accounting for Further and Higher Education (SORP) in preparing their annual report and accounts[2].

2. Institutions must comply with the accounts direction in the preparation of their annual report and accounts in accordance with the Financial Memorandum with the Scottish Funding Council (SFC) or the Regional Strategic Body (RSB) (for assigned colleges).

3. Incorporated colleges and Glasgow Colleges' Regional Board are also required to comply with the Government Financial Reporting Manual 2023-24 (FReM) where applicable. In cases where there is a conflict between the FReM and the SORP, the latter will take precedence.

4. Incorporated colleges and Glasgow Colleges' Regional Board must send two copies of their annual report and accounts to the Auditor General for Scotland by 31 December 2024.

5. The annual report and accounts should be signed by the chief executive officer / Executive Director and by the chair, or one other member of the governing body.

6. Incorporated colleges and Glasgow Colleges' Regional Board should reproduce this Direction as an appendix to the annual report and accounts.

Scottish Funding Council

18 September 2024

1 The term "institutions" includes colleges and Glasgow Colleges' Regional Board
2 Glasgow Colleges' Regional Board's accounts are prepared on a consolidated basis, incorporating the results of City of Glasgow College, Glasgow Clyde College and Glasgow Kelvin College. New College Lanarkshire's accounts are also prepared on a consolidated basis, incorporating the results of South Lanarkshire College.

Accounts Direction for Scotland's Colleges 2023-24 - Scottish Funding Council (sfc.ac.uk)