

**Argyll College UHI Limited**  
**(A company limited by guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**

**31 July 2022**

**Registered Number SC172157**

**Scottish Charity Number SC026685**

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## Legal and administrative information

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<b>Charity name:</b>	Argyll College UHI Ltd	
<b>Registered office and operational address:</b>	West Bay Dunoon PA23 7HP	
<b>Charity registration number:</b>	SC026685	
<b>Company registration number:</b>	SC172157	
<b>Trustees:</b>	Martin Jones	(Principal)
	Rosemary Allford	(Chair)
	Andrew Campbell	(Chair resigned 10/12/21)
	Maggie Tierney	(Vice Chair)
	Tony Dalgaty	
	James Findlay	(resigned 6/11/2022)
	Elodie Nowinski	
	Bettina Sizeland	
	Faye Tudor	(resigned 10/12/21)
	Jennifer Swanson	(resigned 26/11/21)
	Vicky Gunn	(resigned 4/10/21)
	Emilie Hassard	(resigned 30/06/22)
	Tom Walsh	(appointed 18/1/22)
	David Clayton	(appointed 24/11/21)
	Paul Graham	(appointed 24/11/21)
	Iain Jurgensen	(appointed 24/11/21)
	Heather Stevenson	(appointed 24/11/21)
	Jonathan McCreadie	(appointed 24/11/21)
	Andrew Farina	(appointed 4/2/22)
	Chris Wolfe	(appointed 4/2/22)
<b>Secretary</b>	Ailsa Close	
<b>Senior management team</b>	Martin Jones	Principal
	Elaine Munro	Depute Principal
	Ailsa Close	Finance Director
<b>External auditors</b>	Armstrong Watson Audit Limited 1 <sup>st</sup> Floor, 24 Blythswood Square Glasgow G2 4BG	
<b>Internal auditors</b>	Henderson Loggie LLP, Chartered Accountants The Vision Building, 20 Greenmarket Dundee, DD1 4QB	
<b>Bankers</b>	Bank of Scotland 78 Argyll Street Dunoon PA23 7NH	

## **Report of the trustees and strategic report for the year ended 31 July 2022**

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### **OPERATING AND FINANCIAL REVIEW**

The Board of Management of Argyll College UHI present their report and the audited financial statements for the year ended 31 July 2022.

#### **Legal Status**

The College is constituted as a company and is governed by a memorandum and articles of association. It is recognised by the Inland Revenue as a charity for tax purposes. The Scottish Charity number is SC026685. Following implementation of the Post-16 Scotland Education Act 2013, the College is now an 'assigned college' to the University of the Highlands and Islands (UHI) as the Regional Strategic Body (RSB) for further and higher education in the Highlands and Islands region. UHI assumed formal RSB status on 1 April 2015, and is now the fundable body for the region, distributing further and higher education funds to its assigned colleges.

#### **Scope of the Financial Statements**

The financial statements cover all activities of Argyll College UHI, including the Statement of Comprehensive Income for the year ended 31st July 2022.

#### **Our Vision and Mission**

Argyll College will provide high quality innovative education opportunities, act as an economic driver to enhance the skills and development of the local economy and develop a reputation for excellence which will encourage students to study in the communities we serve.

The charity provides a range of further and higher education to as many of the communities in the area as possible. It does this by having a network of centres, some small, some large, in all the main centres of population. There is a wish to provide roughly the same range of educational activities at all sites but for technical reasons this is sometimes not possible.

The main annual objectives of the charity are to meet the educational delivery targets set by SFC; to maintain quality standards as agreed internally and as assessed by external bodies; and to do all of this within the financial resources made available to the charity. There is generally a target to make a return on annual income for the sole purposes of re-investing that return to improve the ability of the charity to meet its key charitable objectives.

#### **COVID**

During the year, the College followed all relevant covid restrictions. We had support staff back in centres when this was allowed and a number of practical courses were restarted in centres, with all relevant Covid guidance being followed. Safe systems of Covid working practice were put in place for all staff returning to colleges, and for our schools activity when schools reopened. Any courses which could be taught virtually continued to be taught in this way, and support staff who could continue to work from home did so too. Laptops were provided to all staff and Digital Poverty laptops were provided to students who required one. A DSE questionnaire was sent out to all staff in Sept 2021, which was differentiated for hybrid working, working from home, and working in centres. Measures were put in place for requirements that this raised.

In August 2022, students and staff were welcomed back in our centres. Staff who wish to can apply for hybrid working.

## **Report of the trustees and strategic report (cont'd)** *for the year ended 31 July 2022*

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### **Achievements & Performance**

In 2021/22, the College did not meet its FE Credit target of 7000. We achieved a total of 6460 (2021 - 5352). In 2021/22, the HE target was 217 FTEs, up from a target of 195.3 FTEs in 2020/21. Our actual final HE FTE value for the year was 219 (2021 - 254). In addition to this, funded outwith the RAM, there were 13 PGDE teacher education students, studying primary teaching and secondary teaching, and 5 Early Education and Childcare Graduate Apprentices (GA).

In the year, in FE we taught 2029 (headcount) (2021 - 1681) or 462 (2021 – 383) FTE students. In HE, we taught 340 (2021 - 394) (headcount) or 219 (2021 – 254) FTE students.

In early November 2022 the SFC published the high level Student Satisfaction Survey results for full time students in 2021-22 AY. UHI partners only submit data for FT FE students (up to SCQF level 6) although we collect the data for FT HN students and share that across the UHI partnership.

Key points from the survey are:

- Argyll College had the highest response rate from FT FE students within UHI (71.3%) and the 4th highest across the Scottish College sector
- The top 4 highest student satisfaction rates from FT FE students were recorded within the UHI partner colleges, with Argyll having a satisfaction rating of 98.6%. From top to 4<sup>th</sup>: Orkney, NHC, Argyll, WHC.
- Of the 4 colleges with the highest overall student satisfaction rate, Argyll College had the highest % of students responding to the survey
- Argyll College had the third highest overall student satisfaction rate for FT FE learners in the Scottish sector.

We are immensely proud of these findings.

In September 2022, we held the first Argyll College in-person graduation since 2019. This was held in Dunoon for the first time and was a hugely successful event for our students, and their families and support networks. The work and attention to detail of our marketing team is what made this a day that put the focus entirely on our students and allowed us all to recognise their achievements during what have been incredibly challenging times.

A new position of Head of HR and OD was filled from November 2021, and this post has been instrumental in developing our policies and procedures and our interaction with relevant trade unions. Importantly and along with the Depute Principal, they have brought to fruition the restructure of curriculum management in the college. The college had one existing FT Head of Curriculum and five Curriculum Leads (3.8 FTE) who through the NJNC mapping process were mapped to Promoted Lecturer 3 (HoC) and Promoted Lecturer 2 (CL) on NJNC scales. This was applied with effect from the date the college signed up to NRPA, and salary difference backdated to that date. Three of the CLs (2.6 FTEs) remain in those posts, and we recruited a further two (FT) Curriculum Leads and an additional HoC, all of whom started in August 2022, and we anticipate advances in the development of curriculum and improvement in offering to students and employers through this considerable investment.

The Board acknowledges the considerable work carried out by the Depute Principal over the past two years, when the majority of the curriculum management fell to her.

## Report of the trustees and strategic report (cont'd) for the year ended 31 July 2022

In January 2022, we were awarded £270k from the Community Regeneration Fund (CRF), administered by Argyll & Bute Council. This was to develop 1) an incubator for childminding start-up businesses 2) a reimagining of hospitality & catering and construction training in dispersed geographies 3) develop college engagement with business to drive growth. This funding was to be expended by June 2022 originally, but that has now been extended, to the end of November 2022. At the end of July we had spent £84k of the funding. Item 1) above will not be achieved as this activity was instead undertaken by the Council, so it is likely that there will be a significant underspend on the amount awarded.

In January 2022, work on our new Construction and Engineering centre in Campbeltown was completed and was officially opened in May 2022 by Jenni Minto MSP. In 2021/22, teaching to 12 Schools Link engineering students was undertaken in the new premises, and it is intended that further courses will be developed, based on market research into construction through the CRF.

During the year, UHI decided on a rebranding, which Argyll College agreed to be part of. Whilst we were disappointed in the lack of consultation with our staff by UHI prior to the branding being imposed, and also by the failure of UHI to fully fund the rebranding, our Marketing team put in a huge amount of work to make the changes required, which were not insignificant, and we would like to acknowledge their achievement.

Planning and development of the Maritime Industry Training Centre continued, with a full-time staff member devoted to the project. We continue to engage with Argyll & Bute Council, which funded this position for two years, and whose support is greatly appreciated. HIE are also heavily involved in assisting in progressing the project.

We would like to acknowledge the achievement of all of our staff in continuing to provide the services they have to all of our students, and our students for achieving their qualifications during what continued to be difficult circumstances in 2021/22, and would offer our thanks and praise to them all. We would like in particular to recognise our centre staff who were all back in centres as soon as restrictions allowed and who, along with our Student Services team, were always there for students.

### **Financial Results**

The table below shows the Adjusted Operating Position which is intended to reflect the underlying operating performance after allowing for material one-off or distorting items required by the SORP or other items out with the control of the College.

	<b>2021-22 £'000</b>	<b>2020-21 £'000</b>
Surplus/(deficit) before other gains and losses	377	966
Add back:		
Exceptional non-restructuring costs – impairment	181	6
Pension Adjustment – Net service cost	322	283
Pension adjustment – Net interest cost	27	32
Adjusted operating surplus/(deficit)	907	1,287

## **Report of the trustees and strategic report (cont'd)** *for the year ended 31 July 2022*

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### **Taxation Status**

The Company is a charitable company within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the Company is potentially exempt from taxation in respect of income or capital gains received to the extent that such income or gains are applied for charitable purposes only. The College receives no similar exemption in respect of Value Added Tax.

### **Treasury Policies and Objectives**

The College has a Treasury Management Policy and procedures setting out the College position on cash management, investments and borrowings.

### **Cash Flows**

The College had a net cash inflow of £415k in the year to 31st July 2022 compared with a net cash inflow of £1,665k in the prior year.

### **Liquidity**

The College had cash balances of £5,406k at the year end, compared with net cash balances of £4,991k at the end of 2021.

### **Creditor Payment Policy**

The College aims to pay its suppliers within 30 days.

The College's average creditor payment period has decreased from 31 days in 2021 to 14 days at the end of July 2022. Trade Creditors were £187,132 at 31st July 2022 compared with £183,664 at 31st July 2021. The College did not pay any interest during the year under the Late Payment of Commercial Debts (Interest) Act 1998.

### **Future Developments**

The College continues to emphasise the need for its built environment to be improved, with Dunoon remaining a priority for a new centre. We are currently carrying out a tendering process for improvements required at our premises in Helensburgh and are looking at improvements that we can make to the Marina hairdressing salon in Dunoon. We have carried out a conditions survey of our estates and this indicates that a significant amount of money needs to be spent to keep our buildings in a condition suitable for our students to learn from.

With additional curriculum management now in place, we look forward to seeing the curriculum developed, improved and adapted to attract those wishing to undertake FE and HE learning in Argyll, Bute and Arran, and to the needs of employers in these areas.

The college is currently undertaking job evaluation for all our support staff in line with national bargaining agreements. We hope to see this process concluded in 22/23, but this is not within our control.

We continue to work collaboratively with some of our UHI partners and are looking to develop this further in future years.

UHI is currently undertaking a curriculum review and we will be considering this in due course along with our own continued review of our curriculum offering.

## Report of the trustees and strategic report (cont'd) for the year ended 31 July 2022

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### **Principal Risk & uncertainties**

The Board have assessed that the following constitutes risks to the charity:

- At present, COVID 19 remains a risk for the operation of the college
- National Pay Bargaining continues to be a risk for the College. Without continuing additional funding, already imposed pay changes are a risk to the financial sustainability of the organisation.
- Whilst the effects of BREXIT appear minimal for the college, we are aware that the full effect of the loss of European funding is yet to be established. Any increased risk of BREXIT will be that there is increased uncertainty, particularly in relation to funding of capital projects.
- Key staff replacement and cover continues to be a risk given specific areas of expertise covered by them, as duplication of skills in the area is difficult. We are now actively working on succession plans.
- College estates not able to provide flexible response to demand for courses.
- Failure to recruit the numbers of students necessary to achieve our targets.

### **Trade Unions**

Under the Trade Union Act 2016, Trade Union (Facility Time Publication Requirements) Regulations 2017, we have published the following on our website : Facilities Time Publication 1 April 2021 - 31 March 2022.

The following information is provided in furtherance of the requirements of the Trade Union (Facility Time Publication Requirements) Regulations 2017, which took effect from 1 April 2017.

These regulations, emerging from the Trade Union Act 2016, place a requirement for employers in the public sector to publish information on facility time.

Facility time is the provision of paid or unpaid time off from an employee's normal role to undertake Trade Union duties and activities as a Trade Union Representative.

The required information is reported below.

#### **Table 1 Relevant Union Officials**

What was the total number of your employees who were relevant trade union officials during the relevant period?

Number of employees who were relevant union officials during the relevant period	Full time equivalent employee number
4	2.34

#### **Table 2 Percentage of time spent on facility time**

How many of your employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1% - 50%, c) 51% - 99%, d) 100%

Percentage of Time	Number of employees
0%	0
1-50%	4
51-99%	0
100%	0



**Report of the trustees and strategic report (cont'd)**  
*for the year ended 31 July 2022*

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**Table 3 Percentage of pay bill spent on facility time**

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

First Column	Figures
Provide the total cost of facility time	£5,243
Provide the total pay bill	£3,125,749
Provide the percentage of the total pay bill spent on facility time, calculated as (total cost of facility time/total pay bill) x 100	0.17%

**Table 4 Paid trade union activities,**

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities?

Time spent on paid trade union activities as a percentage of total paid facility time hours as calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period/total paid facility time hours) x 100	Total paid facility time hours– 317 Total paid activity hours – n/a Total Paid duty hours – 46.25 % of paid facility time = 100%
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**Equal Opportunities Statement**

Argyll College UHI is committed to promoting equality and positive relations and valuing diversity. A comprehensive approach is intended to meet the needs of individuals, to enable engagement with an accessible curriculum in an inclusive learning environment and workplace.

The College is committed to identifying and eliminating unfair and unlawful discrimination across all protected characteristics reflected in the Equality Act. These include age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief and sexual orientation. Where barriers to learning or employment are identified for an individual the College will deploy resources to provide additional support and access to appropriate opportunities wherever possible.

Argyll College UHI is committed to equality of opportunity and believes education is a right for all. We are committed to ensuring that there will be no discrimination on the grounds of ethnic origin, religion, sex, age or disability. The College believes that there is a duty for everyone associated with the College and all its activities to play their part in ensuring equality of opportunity. Positive steps will be taken to ensure that no forms of discrimination occur.

Argyll College UHI Limited  
(a company limited by guarantee)

## **Report of the trustees and strategic report (cont'd)** *for the year ended 31 July 2022*

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### **Statement as to disclosure of information to auditors**

The board members who held office at the date of approval of this report confirm that:

There is no relevant audit information of which the Charitable Company's Auditors are unaware; and the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**Approved by order of the members of the Board on 9 December 2022 and signed on its behalf by:**

**Rosemary Allford**  
**Trustee and Chair**

**Martin Jones**  
**Principal**

## Statement of corporate governance and internal control for the year ended 31 July 2022

The College is committed to exhibiting best practice in all aspects of corporate governance.

During the financial year, the institution complies with all the principles of the 2016 Code of Good Governance for Scotland's Colleges.

### The Board of Management

The members who served on the Board of Management during the year and up to the date of *signing* the accounts were as follows:

Board member	Date of Appointment	Date of Retirement	Committee Membership
Andrew Campbell	20/04/2010	10/12/2021	L,T&E, F&GP, Noms
Martin Jones	05/11/2018		L,T&E, F&GP, Noms
Tony Dalgaty	08/12/2017		Audit
James Findlay	24/11/2017	06/11/2022	F&GP
Andrew Farina	04/02/2022		F&GP
Chris Wolfe	04/02/2022		L,T&E
Faye Tudor	28/02/2020	10/12/2021	L,T&E
Jennifer Swanson	08/12/2017	26/11/2021	HR&R
Vicky Gunn	05/05/2020	04/10/2021	L,T&E
Tom Walsh	18/01/2022		L,T&E, Audit
Rosemary Allford	05/05/2020		L,T&E, Noms
Elodie Nowinski	05/05/2020		L,T&E, Audit
Maggie Tierney	05/05/2020		F&GP, HR&R, Noms
Bettina Sizeland	05/05/2020		F&GP
Emilie Hassard	01/07/2021	30/06/2022	L,T&E
David Clayton	24/11/2021		Audit, HR&R
Paul Graham	24/11/2021		Audit
Iain Jurgensen	24/11/2021		HR&R
Heather Stevenson	24/11/2021		HR&R
Jonathan McCreadie	24/11/2021		HR&R

## Statement of Corporate Governance and Internal Control (cont'd) for the year ended 31 July 2022

### Attendance at meetings

Attendance at meetings of the Board of Management of Argyll College UHI in 2021-22

Member	Board	Audit	Finance & General	Learning, teaching & engagement	HR & Remuneration	Nominations
Andrew Campbell	50%	N/A	N/A	25%	100%	100%
Martin Jones	100%	N/A	100%	100%	100%	100%
Tony Dalgaty	25%	50%	N/A	N/A	N/A	N/A
James Findlay	50%	N/A	75%	N/A	N/A	N/A
Andrew Farina	50%	50%	25%	N/A	N/A	N/A
Chris Wolfe	50%	N/A	N/A	50%	N/A	N/A
Faye Tudor	50%	N/A	N/A	50%	N/A	N/A
Elodie Nowinski	50%	50%	N/A	25%	N/A	N/A
David Clayton	75%	50%	N/A	N/A	50%	N/A
Jennifer Swanson	0%	N/A	N/A	N/A	25%	N/A
Vicky Gunn	25%	N/A	N/A	25%	N/A	N/A
Maggie Tierney	100%	N/A	100%	N/A	100%	100%
Rosemary Allford	100%	N/A	N/A	100%	N/A	N/A
Tom Walsh	25%	50%	N/A	50%	50%	N/A
Heather Stevenson	75%	N/A	N/A	N/A	100%	N/A
Paul Graham	50%	25%	N/A	N/A	N/A	N/A
Iain Jurgensen	50%	N/A	N/A	N/A	50%	N/A
Johnathan McCreadie	25%	N/A	N/A	N/A	0%	N/A
Emilie Massard	50%	N/A	N/A	75%	N/A	N/A
Bettina Sizeland	100%	N/A	25%	N/A	N/A	N/A

The College is committed to exhibiting best practice in all aspects of corporate governance. This summary describes the manner in which the College has applied good governance during the year.

The College's Board of Governors 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. The Board of Governors have put in place a process going forward for identifying, evaluating and managing the College's significant risks and this will be reviewed on a regular basis. The system has been in place for the year under review and up to the date of approval of the financial statements.

## **Statement of Corporate Governance and Internal Control (cont'd)** **for the year ended 31 July 2022**

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The College's Board of Governors comprises lay members, students and employees appointed as charity trustees under the Charities and Trustee Investment (Scotland) Act 2005. The roles of Chairman and Vice-Chairman of the Board of Governors are separated from the role of the College's Principal.

The Board acknowledges the responsibility for the ongoing strategic direction of the College, approval of major developments and the receipt of regular reports from the Principal on the day to day operations of its business.

The Full Board meets four times a year as do the sub-committees: Finance and General Purposes Committee, Learning, Teaching and Engagement Committee, Audit Committee and the HR & Remuneration Committee. The Nominations Committee is held as and when necessary. All of these Committees are formally constituted with terms of reference.

The Finance and General Purposes Committee inter alia recommends to the Board the College's annual revenue and capital budgets. The Learning, Teaching and Engagement Committee focuses on the quality of learning and teaching and the student experience. The Audit Committee meets with the College's external and internal auditors in attendance when required. The Committee considers detailed reports together with recommendations for the improvement of the College's systems of internal control and management's responses and implementation plans. Whilst the Principal attends meetings of the Audit Committee as necessary, they are not a member of the Committee. The Human Resources & Remuneration Committee comprises at least four non-executive members of the Board of Management. As well as staff matters, the committee is responsible for making recommendations to the Board on the remuneration and benefits of the Principal and other senior staff who fall outwith NRPA.

It is planned that the Board and its sub-committees will participate in annual self-evaluation reviews of its performance. This will be facilitated by the Secretary to the Board using a self- evaluation questionnaire with all questions being discussed by the Board or Committee as a group and their consensus view recorded. Any actions for improvement will be noted and followed up at subsequent meetings of the Board or Committees. The evaluation of the effectiveness of individual members will be considered informally by the Chair of the Board or relevant Committee, and if concerns are noted they will follow these up with the member directly.

Due to COVID, all meetings have been held virtually other than the June 2022 Board meeting, which was held in person in Dunoon. There have been no other impacts arising from COVID on governance and effectiveness of control system.

### **Review of Effectiveness of internal control**

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. The Principal's review of the effectiveness of the system of internal control is informed by:

- The work of internal auditors;
- The work of executive managers within the College who have the responsibility for the development and maintenance of the internal control framework;
- The comments made by the College's external auditors in their management letters and other reports.

The Board of Management has been advised on the implications of the review of the effectiveness of internal control by the Audit Committee, which oversees the work of the Internal Auditors.

The internal audit service concentrates on areas of key activities determined by a risk analysis and in accordance with the annual internal audit plan approved by the Audit Committee. The Internal Auditors have direct access to the Chair of the Audit Committee and issue an annual report with an opinion of the adequacy, reliability and effectiveness of the College's internal control system.

## **Statement of Corporate Governance and Internal Control (cont'd)** *for the year ended 31 July 2022*

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The Senior Management Team and the Audit Committee receive regular reports from internal audit, which include recommendations for improvement. The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Audit Committee considers risk at each committee meeting and receives updates from management in relation to all significant risks.

The Board of Management receives reports thereon from the Audit Committee, the emphasis being on obtaining the relevant degree of assurance and not merely reporting by exception.

### **Going concern**

In preparing these financial statements, the Board has given careful consideration to current and anticipated future solvency requirements of the College and its ability to continue as a going concern for the foreseeable future.

The directors have prepared the financial statements on a going concern basis notwithstanding uncertainties caused by the current national economic issues, and COVID-19 virus. The directors have prepared cashflow forecasts for a period beyond 12 months from the date of approval of these financial statements which indicate that taking into account reasonably possible downturns, the College will have sufficient funds through its operating cashflows and cash reserves to meet its liabilities as they fall due for that period.

On this basis the Board of Management considers that the College is a going concern as described in the Code of Good Governance for Scotland's Colleges and that the financial statements have been prepared on this basis.

Approved by the order of the members of the Board on 9 December 2022 and signed on its behalf by :

**Rosemary Allford**  
**Trustee and Chair**

**Martin Jones**  
**Principal**

## **Statement of Directors Responsibilities**

***for the year ended 31 July 2022***

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The Board, through its Principal, is required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the College and the result for that year.

The Board of Management is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the College and enable it to ensure that the financial statements comply with the Companies Acts, the Statement of Recommended Practice on Accounting for Further and Higher Education 2019 and other relevant accounting standards. In addition, within the terms and conditions of a Financial Memorandum agreed between UHI and the College's Board of Management, the College is required to prepare financial statements for each financial year 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 year.

The financial statements are prepared in accordance with the Accounts Direction issued by the Scottish Funding Council, which brings together the provisions of the Financial Memorandum with other formal disclosures that the Scottish Funding Council require the Board of Management to make in the financial statements and related notes.

In preparing the financial statements, the Board of Management is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare financial statements on the going concern basis unless it is inappropriate to assume that the College will continue in operation. The Board of Management is satisfied that it has adequate resources to continue in operation for the foreseeable future and for this reason the going concern basis continues to be adopted in the preparation of the financial statements.

The Board of Management has taken reasonable steps to:

- Ensure that funds from the Scottish Funding Council and UHI are used only for the purposes for which they have been given and in accordance with the Financial Memorandum with UHI and any other conditions which Scottish Funding Council or UHI 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 prevent and detect fraud;
- Secure the economical, efficient, and effective management of the College's resources and expenditure.

Approved by the order of the members of the Board on 9 December 2022 and signed on its behalf by :

**Rosemary Allford**  
**Trustee and Chair**

**Martin Jones**  
**Principal**

# Independent auditor's report to the trustees and members of Argyll College UHI Ltd

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## Opinion

We have audited the financial statements of Argyll College UHI Ltd (the charitable company') for the year ended 31 July 2022, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Cash Flows, the Statement of Changes in Reserves and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2022 and of the Colleges' surplus 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

## Basis for opinion

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

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the director's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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



## **Independent auditor's report to the trustees and members of Argyll College UHI Ltd *(continued)***

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### **Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinion on other matters prescribed by the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 (as amended)**

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

- the information given in the Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Operating and Financial Review have been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Operating and Financial Review.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 or the Scottish Funding Council Accounts Direction requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns;  
or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the Statement of Corporate Governance and Internal Control does not comply with Scottish Funding Council requirements.

# **Independent auditor's report to the trustees and members of Argyll College UHI Ltd** *(continued)*

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## **Responsibilities of directors**

As explained more fully in the Director's Responsibilities Statement set out on page 13, the directors (who are also the trustees of the charitable company for the purposes of charitable law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine are 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 directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## **Auditors' responsibilities for the audit of the financial statements**

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

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

The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and knowledge of the charitable company to identify or recognise non-compliance with applicable laws and regulations.

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

We identified relevant laws and regulations from our general commercial and sector experience and through discussions with directors and other management to assess the policies and procedures in operation with regards to compliance with laws and regulations.

We obtained an understanding of the legal and regulatory framework that the charitable company operates in and identified the key laws and regulations that:

- Have a direct effect on the determination of material amounts and disclosures in the financial statements. These included compliance with FRS 102, the Statement of Recommended Practice: Accounting for Further and Higher education 2019, the Scottish Funding Council Accounts Direction, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and relevant UK tax legislation.
- Do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's continued ability to operate or to avoid a material penalty.

## **Independent auditor's report to the trustees and members of Argyll College UHI Ltd *(continued)***

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

- Agreeing financial statement disclosures to underlying supporting documentation; and
- Enquiring of management and reviewing board minutes and other correspondence throughout the year to identify actual and potential litigation and claims.

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

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Using analytical procedures to identify any unusual or unexpected relationships,

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

- performed analytical procedures as a risk assessment tool to identify any unusual or unexpected relationships;
- tested journal entries recorded on the Company's finance system to identify unusual transactions that may indicate override of controls;
- reviewed key judgements and estimates for any evidence of management bias.
- reviewed the application of accounting policies with focus on those with heightened estimation uncertainty.

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

- agreeing financial statement disclosures to underlying supporting documentation and
- enquiring of management to identify actual and potential litigation and claims.

Due to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, as with any audit, there remains a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing fraud or non-compliance with laws and regulations and cannot be expected to detect all fraud and non-compliance with laws and regulations.

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

## **Independent auditor's report to the trustees and members of Argyll College UHI Ltd *(continued)***

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### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charity's directors, as a body, in accordance with Section 44 (1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the charitable company's members and directors those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members, as a body, and the charitable company's directors as a body, for our audit work, for this report, or for the opinions we have formed.

Martin Johnston CA (Senior Statutory Auditor)

for and on behalf of

**Armstrong Watson Audit Limited**

Statutory Auditor

Glasgow

Date: 15 Dec 2022

**Statement of comprehensive income**  
*for the year ended 31 July 2022*

	Note	Total 2022 £	Total 2021 £
<b>Income</b>			
SFC grants	3	4,014,476	4,208,670
UHI grants		994,839	985,259
Tuition fees and education contracts	5	1,230,155	763,822
Other operating income	4	25,162	3,853
Commercial training activity		20,896	9,855
Release of deferred capital grant		305,776	134,582
Investment income		592	588
<b>Total income</b>		<b>6,591,896</b>	<b>6,106,629</b>
<b>Expenditure</b>			
Staff costs	7	4,577,303	4,007,249
Other operating expenses	6	1,219,471	893,705
Depreciation		209,606	200,357
Impairment		180,762	6,517
Interest and other finance costs		28,081	32,770
<b>Total expenditure</b>		<b>6,215,223</b>	<b>5,140,598</b>
<b>Surplus/(Deficit) before other gains and losses</b>			
Actuarial gains/(losses) in respect of pension scheme	15	1,880,000	966,031
		<b>376,673</b>	<b>966,031</b>
<b>Total comprehensive income for the year</b>		<b>2,256,673</b>	<b>1,857,031</b>
<b>Represented by:</b>			
Unrestricted comprehensive income for the year		<b>2,256,673</b>	<b>1,857,031</b>

The notes on pages 24 to 37 form part of these financial statements.

**Statement of changes in reserves**  
*for the year ending 31 July 2022*

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	£
<b>Balance at 31 July 2020</b>	995,689
Surplus from the income and expenditure account	966,031
Other comprehensive income	891,000
	<hr/>
<b>Balance at 31 July 2021</b>	<b>2,852,720</b>
Surplus from the income and expenditure account	376,673
Other comprehensive income	1,880,000
	<hr/>
<b>Balance at 31 July 2022</b>	<b>5,109,393</b>
	<hr/> <hr/>

The notes on pages 24 to 37 form part of these financial statements.

**Balance sheet**  
at 31 July 2022

	Note	£	2022 £	£	2021 £
<b>Non-current assets</b>					
Fixed assets	10		<b>3,430,085</b>		3,571,770
<b>Current assets</b>					
Debtors	11	<b>268,368</b>		174,910	
Cash at bank and in hand		<b>5,406,113</b>		4,990,891	
			<u><b>5,674,481</b></u>	<u>5,165,801</u>	
<b>Creditors</b>					
Amounts falling due within one year	12	<b>(1,504,836)</b>		(1,715,589)	
				<u>(1,715,589)</u>	
<b>Net current assets</b>			<b>4,169,645</b>		3,450,212
Creditors: amounts falling due after more than one year	13		<b>(2,490,337)</b>		(2,638,262)
Net pension liability	15		-		(1,531,000)
			<u><b>5,109,393</b></u>		<u>2,852,720</u>
<b>Reserves</b>					
Unrestricted reserves			<u><b>5,109,393</b></u>		<u>2,852,720</u>

The notes on pages 24 to 37 form part of these financial statements.

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to medium-sized companies.

The financial statements were approved by the Board of Trustees on 9 December 2022 and signed on its behalf by Rosemary Allford and Martin Jones

**Name: Rosemary Allford**

**Name: Martin Jones**

**Statement of cash flows**  
for the year ended 31 July 2022

		<b>2022</b>	2021
	Note	£	£
<b>Net cash provided by/(used in) operating activities</b>	20	<b>663,313</b>	1,789,711
<b>Cash flows from investing activities</b>			
Interest received		592	588
Payments to purchase fixed assets	10	(248,683)	(125,347)
Proceeds from sale of assets		-	-
<b>Net cash provided by/(used in) investing activities</b>		<b>(248,091)</b>	(124,759)
<b>Cash flows from investing activities:</b>			
Bank loans repaid		-	-
Interest paid		-	-
<b>Net cash provided by/(used in) financing activities</b>		<b>-</b>	-
<b>Change in cash and cash equivalents in the year</b>		<b>415,222</b>	1,664,952
Cash and cash equivalents at 1 August 2021		<b>4,990,891</b>	3,325,939
<b>Cash and cash equivalents carried forward</b>		<b>5,406,113</b>	4,990,891

The notes on pages 24 to 37 form part of these financial statements.



**Analysis of net debt**  
*for the year ended 31 July 2022*

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**Analysis of net debt**

	<b>At 1 August 2021</b>	<b>Cash flows</b>	<b>At 31 July 2022</b>
	£	£	£
Cash at bank and in hand	4,990,891	415,222	<b>5,406,113</b>
Debt due within 1 year	-	-	-
	<hr/>	<hr/>	<hr/>
	4,990,891	415,222	<b>5,406,113</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 24 to 37 form part of these financial statements.

## Notes to the financial statements

for the year ended 31 July 2022

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### 1. Statement of accounting policies and estimation techniques

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

#### **Basis of preparation**

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education (2019) and in accordance with Financial Reporting Standard 102 — "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland" (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the College's accounting policies.

Argyll College UHI Limited is a private company, limited by guarantee, incorporated and registered in Scotland. The company's registration number is SC172157 and the registered office address is West Bay, Dunoon, PA23 7HP.

#### **Basis of accounting**

The financial statements are prepared in accordance with the historical cost convention and in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education (2019) and in accordance with Financial Reporting Standards FRS 102 and the Companies Act 2006. The accounts are presented in £s sterling and rounded to the nearest £1.

#### **Going concern**

The directors have prepared the financial statements on a going concern basis notwithstanding the uncertainties caused by the current national economic situation and the COVID-19 virus. The directors have prepared cashflow forecasts for a period beyond 12 months from the date of approval of these financial statements which indicate that taking into account reasonably possible downturns, the College will have sufficient funds through its operating cashflows and cash reserves to meet its liabilities as they fall due for that period. On this basis the Board of Management considers that the College is a going concern as described in the Code of Good Governance for Scotland's Colleges and that the financial statements have been prepared on this basis.

#### **Recognition of income**

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved.

The recurrent grant from SFC represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income.

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.

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual method as permitted by FRS 102. Other capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

Income from tuition fees is stated gross of any expenditure which is not a discount and is recognised in the period for which it is received.

**Notes to the financial statements** *(continued)*  
*for the year ended 31 July 2022*

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**2 Accounting policies**

**a) Fixed assets and depreciation**

• **Land and buildings**

Fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its useful life.

Freehold Buildings are depreciated over their expected useful life to the College of 50 years.

• **Equipment**

Equipment costing less than £2,500 per individual item is written off to the income and expenditure account in the period of acquisition. All other equipment is capitalised at cost.

All equipment is depreciated over its useful economic life as follows:

Tenants improvements – Oban	3% Straight Line
Tenants Improvements - Other	Straight line over the lease term ranging from 20 years to 33.3 years
Fixtures, Fittings and Equipment	10% Straight Line
Plant and Equipment	10% Straight Line
Motor Vehicles	20% Straight Line
Library Books and Software	20% Straight Line
Capitalised Hand Tools	25% Straight Line
Computing Equipment	33% Straight Line

**b) Operating leases**

Rentals paid under operating leases are charged to the statement of comprehensive income. The obligation to pay future rentals on operating leases is shown by way of a note to the Accounts.

**c) Pension scheme**

Support staff may join the Strathclyde Pension Fund (SPF), which is administered by Glasgow City Council and which requires contributions to be made to its number 1 fund. This is a defined benefit scheme that is externally funded and contracted out of the State Earnings Related Pension Scheme. Contributions to the scheme are charged to the SOCI so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of periodic valuations.

The College operates a defined contribution scheme for other eligible staff. The assets of the scheme are administered by Trustees in a fund independent from those of the college. The pension costs charged against profits represent the amount of employer's contributions payable to the scheme in respect of the accounting period.

**Notes to the financial statements** *(continued)*  
*for the year ended 31 July 2022*

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**2 Accounting policies (continued)**

**d) Taxation**

The company is a charitable company within the meaning of Section 467 of the Corporation Tax Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied for charitable purposes only.

The College receives no further exemption in respect of Value Added Tax.

**e) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of trade discounts due.

**f) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**g) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discount.

**h) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**i) Accounting estimates and judgements**

**Use of estimates and judgements**

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities at the balance sheet date and the amounts reported for income and expenses during the year. These estimates will by definition, seldom equal the related actual results particularly given changes in economic conditions and the level of uncertainty regarding their duration and severity.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions in accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected. The most important estimates and judgements are set out below.

**Strathclyde Pension Fund**

The costs of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant judgement.

**Notes to the financial statements** *(continued)*  
for the year ended 31 July 2022

<b>3</b>	<b>Scottish Funding Council grants</b>	<b>2022 Total £</b>	<b>2021 Total £</b>
	Scottish Funding Council Recurrent Grant	<b>4,014,476</b>	4,208,670
		<u>                    </u>	<u>                    </u>
<b>4</b>	<b>Other operating income</b>	<b>2022 Total £</b>	<b>2021 Total £</b>
	Rental income	<b>8,592</b>	-
	Facilities hire	<b>662</b>	-
	Vending machine income	<b>130</b>	-
	Hairdressing income	<b>6,594</b>	-
	Catering income	<b>16</b>	-
	Feed-In tariff	<b>8,573</b>	2,416
	Other income	<b>595</b>	1,437
		<u>                    </u>	<u>                    </u>
		<b>25,162</b>	3,853
		<u>                    </u>	<u>                    </u>
<b>5</b>	<b>Tuition fees and education contracts</b>	<b>2022 Total £</b>	<b>2021 Total £</b>
	Further Education – Student fees	<b>67,046</b>	65,522
	Higher Education – Student fees	<b>101,802</b>	73,881
	SAAS income	<b>283,529</b>	324,292
	ILA income	<b>2,400</b>	600
	Government programmes	<b>485,569</b>	168,123
	Bursary income	<b>53,554</b>	10,963
	Other PPE reimbursement	<b>4,200</b>	5,613
	Other grants	<b>232,055</b>	114,828
		<u>                    </u>	<u>                    </u>
		<b>1,230,155</b>	763,822
		<u>                    </u>	<u>                    </u>

**Notes to the financial statements** *(continued)*  
**for the year ended 31 July 2022**

<b>6 Analysis of other operating expenses</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Payments to awarding bodies	<b>74,544</b>	58,458
Property costs	<b>443,295</b>	373,634
Company vehicle costs	<b>45,976</b>	53,363
Office costs	<b>120,889</b>	78,797
Professional fees	<b>55,765</b>	79,685
Student support payments	<b>5,725</b>	4,224
Governance costs	<b>1,137</b>	344
Bad debt provision	<b>21,529</b>	
Other expenses	<b>450,611</b>	245,200
	<b>1,219,471</b>	893,705
	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Other operating expenses include:</b>		
External auditors' remuneration - audit fees	<b>10,500</b>	11,400
External auditors' remuneration - non audit services	-	-
Internal audit fees	<b>8,406</b>	8,966
Operating lease payments	<b>81,192</b>	132,720

**Notes to the financial statements** *(continued)*  
**for the year ended 31 July 2022**

**7 Staff costs**

	<b>2022</b>	2021
	£	£
Wages and salaries	<b>3,192,931</b>	2,898,275
Social security costs	<b>292,909</b>	255,018
Other pension costs	<b>699,523</b>	534,989
Other costs	<b>69,940</b>	32,958
	<b>4,255,303</b>	3,721,240
<u>Exceptional staff costs:</u>		
Redundancy payments	-	3,009
FRS102 adjustment	<b>322,000</b>	283,000
	<b>4,577,303</b>	4,007,249
Analysed as:		
	<b>£000</b>	<b>£000</b>
Administrative & central services	890	778
Premises	337	295
Research grants and contracts	126	110
Academic Teaching	2,437	2,132
Academic Services	465	406
Catering staff/other	-	-
	<b>4,255</b>	3,721

The average monthly number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	<b>2022</b>	2021
	No.	No.
Teaching	<b>44</b>	40
Other staff	<b>44</b>	44
	<b>88</b>	84

**Notes to the financial statements** *(continued)*  
for the year ended 31 July 2022

**8 Senior post-holders' emoluments**

Number of high paid staff (including the Principal) who received emoluments including benefits in kind and excluding pension contributions for the year ended:

	2022		2021	
	Senior Post-Holders	Other Staff	Senior Post-Holders	Other Staff
	No.	No.	No.	No.
£70,000 - £79,999	1	-	1	-
	=====	=====	=====	=====
			<b>2022</b>	2021
			£	£
<b>Senior post-holder emoluments</b>				
<b>Principal's emoluments – Martin Jones</b>				
Salary			<b>77,308</b>	74,338
Pension			<b>22,425</b>	18,280
Employer's NI			<b>9,711</b>	9,043
			-----	-----
			<b>109,444</b>	101,661
			=====	=====

The total remuneration for the senior management team as noted on page 1 of these accounts was £271,868 (2020/21 - £250,565).

**9 Trustees' remuneration and related party transactions**

The Board of Management received £692 (2021 - £Nil) in the year for reimbursement of travel expenses.

Martin Jones, Faye Tudor, Andrew Farina and Chris Wolfe are salaried employees of the College but received no remuneration in respect of their role as director.

During the year the College transacted with Argyll & Bute Council of which £1,473 (2021 - £268) was due from Argyll & Bute Council and £116,284 (2021 - £3,040) was due to Argyll & Bute Council. During the year, the College made purchases of £12,395 (2021 - £11,382) and sales of £27,530 (2021 - £27,463). James Findlay was a Councillor on Argyll & Bute Council but relinquished this role on 6 May 2021.



**Notes to the financial statements** *(continued)*  
for the year ended 31 July 2022

**9 Trustees' remuneration and related party transactions** *(continued)*

Argyll College UHI Limited is a constituent partner of the University of the Highlands and Islands (UHI). During the year the College transacted with UHI of which £8,642 (2021 - £31,065) was due from UHI and £21,966 (2021 - £Nil) was due to UHI. During the year income of £627k was received in relation to higher education activities, £4,014k was received in relation to the provision of education and costs of £24k was paid to UHI.

**10 Fixed assets**

	<b>Leasehold improve- ments</b>	<b>Land &amp; Buildings Freehold</b>	<b>Plant &amp; Equipment</b>	<b>Computer Equipment</b>	<b>Motor Vehicles</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>						
At 1 August 2021	2,270,659	3,064,321	517,946	167,839	84,221	6,104,986
Additions	135,158	77,349	20,837	15,339	-	248,683
Disposals	-	-	(161,690)	-	-	(161,690)
<b>At 31 July 2022</b>	<b>2,405,817</b>	<b>3,141,670</b>	<b>377,093</b>	<b>183,178</b>	<b>84,221</b>	<b>6,191,979</b>
<b>Depreciation</b>						
At 1 August 2020	1,238,100	732,349	397,421	97,059	68,287	2,533,216
Charge for year	72,174	62,834	25,265	40,503	8,830	209,606
Disposals	-	-	(160,451)	-	-	(160,451)
Impairment	179,523	-	-	-	-	179,523
<b>At 31 July 2022</b>	<b>1,489,797</b>	<b>795,183</b>	<b>262,235</b>	<b>137,562</b>	<b>77,117</b>	<b>2,761,894</b>
<b>Net book value</b>						
At 31 July 2022	<b>916,020</b>	<b>2,346,487</b>	<b>114,858</b>	<b>45,616</b>	<b>7,104</b>	<b>3,430,085</b>
At 1 August 2021	<b>1,032,559</b>	<b>2,331,972</b>	<b>120,525</b>	<b>70,780</b>	<b>15,934</b>	<b>3,571,770</b>

**Notes to the financial statements** *(continued)*  
*for the year ended 31 July 2022*

<b>11 Debtors</b>	<b>2022</b>	2021
	£	£
Trade debtors	<b>28,422</b>	91,671
Prepayments and accrued income	<b>239,946</b>	83,239
	<u><b>268,368</b></u>	<u>174,910</u>
	<u><u><b>268,368</b></u></u>	<u><u>174,910</u></u>
<b>12 Creditors: Amounts falling due within one year</b>	<b>2022</b>	2021
	£	£
Trade creditors	<b>187,132</b>	183,664
Taxes and social security costs	<b>105,408</b>	70,872
Other creditors	<b>95,957</b>	69,204
Accruals and deferred income	<b>751,125</b>	870,715
Deferred grants (note 14)	<b>365,214</b>	521,134
	<u><b>1,504,836</b></u>	<u>1,715,589</u>
	<u><u><b>1,504,836</b></u></u>	<u><u>1,715,589</u></u>
<b>13 Creditors: Amounts falling due after one year</b>	<b>2022</b>	2021
	Total	Total
	£	£
Deferred grants (note 14)	<b>2,490,337</b>	2,638,262
	<u><b>2,490,337</b></u>	<u>2,638,262</u>
	<u><u><b>2,490,337</b></u></u>	<u><u>2,638,262</u></u>
<b>14 Deferred grants</b>	<b>2022</b>	2021
	£	£
Balance as at 1 August 2021	<b>3,159,396</b>	3,280,697
Income received	<b>157,087</b>	224,180
Deferred capital grants released to the SOCI	<b>(296,947)</b>	(134,582)
Other deferred grants released to the SOCI	<b>(163,985)</b>	(210,899)
	<u><b>2,855,551</b></u>	<u>3,159,396</u>
Balance as at 31 July 2022	<u><u><b>2,855,551</b></u></u>	<u><u>3,159,396</u></u>

**Notes to the financial statements** *(continued)*  
**for the year ended 31 July 2022**

**15 Pension costs**

Argyll College UHI Ltd operates three pension schemes, the Strathclyde Pension Fund (SPF), the Scottish Teachers Pension Fund (SPPA) and NEST. The total employer's pension cost for the period was as follows:

	<b>31 July 2022 £000</b>	31 July 2021 £000
NEST: Contributions paid	4	9
SPPA: Contributions paid	331	281
SPF scheme:		
Contributions paid	364	246
FRS102 charge	322	283
	<hr/>	<hr/>
Charge to the Statement of Comprehensive Income	<b>1,021</b>	819
	<hr/>	<hr/>
<b>Total pension cost for the year within staff costs</b>	<b>1,021</b>	819
	<hr/> <hr/>	<hr/> <hr/>

**NEST**

NEST is a workplace pension scheme that has been created for auto enrolment. It is run as a trust by NEST Corporation. This means that there are no shareholders or owners and it is run for the benefit of its members. From 1 April 2019, the College pays contributions of 3% of pensionable salary for eligible employees and the employee's contribution rate is 5% of eligible salary.

**SPPA – Teachers Pension**

The College joined the SPPA from 1 December 2018, as part of National Bargaining. Teaching staff are eligible to join the scheme. The College pays contributions of 23%.

**Strathclyde Pension Fund (SPF)**

The College's support staff belong to one principal pension scheme, the Strathclyde Pension Fund (SPF), which is of the Defined Benefit Type. The assets of the SPF scheme are held in a separate, trustee administered fund.

The total contributions made for the year ended 31 July 2022 were £425k of which employer's contributions totalled £364k and employees' contributions totalled £81k. The agreed contribution rates for future years are 29.9% for employers up until 31 March 2024, and from 5.5% up to 8.7% for employees.

**Principal actuarial assumptions**

The following information is based upon a full actuarial valuation of the fund at 31 July 2022 by a qualified independent actuary.

	<b>31 July 2022</b>	31 July 2021
Rate of increase in salaries	<b>3.45%</b>	3.55%
Future pension increases	<b>2.75%</b>	2.85%
Discount rate for scheme liabilities	<b>3.50%</b>	1.60%
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**Notes to the financial statements** *(continued)*  
for the year ended 31 July 2022

**15 Pension costs** *(continued)*

Commutation of pensions to lump sums – An allowance is included for future retirements to elect to take 50% of the maximum additional tax-free cash up to HMRC limits for pre-April 2009 service and 75% of the maximum tax-free cash for post-April 2009 service.

Life expectancy is based on the Fund's VitaCurves, with improvements in line with the CMI 2018 with an allowance for smoothing of recent mortality experience long term rates of 1.5% per annum for males and 1.5% per annum for females. Based on these assumptions, average future life expectancies at age 65 are summarised below:

	<b>At 31 July 2022</b>	At 31 July 2021
Current pensioners		
- Males	<b>19.8</b>	19.8
- Females	<b>22.4</b>	22.6
Future pensioners		
- Males	<b>21.0</b>	21.2
- Females	<b>24.5</b>	24.7

The College's share of the assets in the plan at the balance sheet date and the expected rates of return were as follows. The expected rate of return is set equal to the discount rate as per FRS102 disclosure requirements.

	<b>Estimated split of assets at 31 July 2022</b>	<b>Fair value at 31 July 2022 £'000</b>	Estimated split of assets at 31 July 2021	Fair value at 31 July 2021 £'000
Equities	<b>60%</b>	<b>4,922</b>	66%	5,168
Bonds	<b>27%</b>	<b>2,214</b>	24%	1,879
Property	<b>11%</b>	<b>902</b>	9%	705
Other	<b>2%</b>	<b>164</b>	1%	79
<b>Total fair value of plan assets</b>		<b>8,202</b>		7,831
Weighted average expected long term rate of return		<b>2.85%</b>		2.2%
<b>Actual return on plan assets</b>		<b>(48)</b>		1,330

The amount included in the balance sheet in respect of the defined benefit pension plan enhanced pensions benefits is as follows:

	<b>Year ended 31 July 2022 £'000</b>	Year ended 31 July 2021 £'000
Fair value of plan assets	<b>8,202</b>	7,831
Present value of plan liabilities	<b>(6,696)</b>	(9,362)
Unrecognised surplus	<b>(1,506)</b>	-
<b>Net pensions liability</b>	<b>-</b>	<b>(1,531)</b>

**Notes to the financial statements** *(continued)*  
for the year ended 31 July 2022

**15 Pension costs** *(continued)*

Amounts recognised in the Statement of Financial Activities in respect of the plan are as follows:

	<b>2022</b> <b>£'000</b>	2021 £'000
<b>Amounts included in staff costs</b>		
Current service cost	686	522
Past service cost	-	-
	<u>686</u>	<u>522</u>
<b>Total</b>	<b>686</b>	<b>522</b>
	<u>686</u>	<u>522</u>
<b>Amounts included in interest payable</b>		
Net interest cost / (income)	27	32
	<u>27</u>	<u>32</u>
<b>Total</b>	<b>27</b>	<b>32</b>
	<u>27</u>	<u>32</u>

**Amounts recognised in other gains and losses**

Return on pension plan assets	(48)	1,330
Experience gains and losses on liabilities	(20)	226
Changes in assumptions underlying the present value of plan liabilities	3,454	(665)
Impact of asset ceiling	(1,506)	-
	<u>1,880</u>	<u>891</u>
<b>Amounts recognised in other gains and losses</b>	<b>1,880</b>	<b>891</b>
	<u>1,880</u>	<u>891</u>

**Movement in net defined (liability)**

	<b>2022</b> <b>£'000</b>	2021 £'000
Net defined liability in scheme at 1 August	(1,531)	(2,107)
Movement in year:		
Current service cost	(686)	(522)
Past service cost	-	-
Employer contributions	364	239
Net interest on the defined liability	(27)	(32)
Actuarial gain/(loss)	3,386	891
Actuarial loss on asset ceiling	(1,506)	-
	<u>-</u>	<u>(1,531)</u>
<b>Net defined liability at 31 July 2022</b>	<b>-</b>	<b>(1,531)</b>
	<u>-</u>	<u>(1,531)</u>

**Notes to the financial statements** *(continued)*  
for the year ended 31 July 2022

**15 Pension costs** *(continued)*

<b>Asset and liability reconciliation</b>	<b>2022</b>	2021
	<b>£'000</b>	£'000
<b><u>Changes in the present value of defined benefit obligations</u></b>		
<b>Defined benefit obligations at start of year</b>	<b>9,362</b>	8,467
Current service cost	<b>686</b>	522
Past service cost	-	-
Interest cost	<b>155</b>	122
Contribution by scheme participants	<b>85</b>	72
Experience gains and losses on defined benefit obligations	-	-
Changes in financial assumptions	<b>(3,419)</b>	754
Changes on demographic assumptions	<b>(35)</b>	(89)
Other experience	<b>20</b>	(331)
Estimated benefits paid	<b>(158)</b>	(155)
	<hr/>	<hr/>
<b>Closing defined benefit obligation</b>	<b>6,696</b>	9,362
	<hr/> <hr/>	<hr/> <hr/>
<b><u>Changes in fair value of plan assets</u></b>		
	<b>2022</b>	2021
	<b>£'000</b>	£'000
<b>Fair value of plan assets at start of year</b>	<b>7,831</b>	6,360
Interest on plan assets	<b>128</b>	90
Return on plan assets	<b>(48)</b>	1,330
Employer contributions	<b>364</b>	239
Other experience	-	(105)
Contributions by scheme participants	<b>85</b>	72
Estimated benefits paid	<b>(158)</b>	(155)
	<hr/>	<hr/>
<b>Closing fair value of employer assets</b>	<b>8,202</b>	7,831
	<hr/> <hr/>	<hr/> <hr/>

**16 Capital commitments**

At the end of the year there were capital commitments amounting to £500k for a new heating system in Oban centre and £227k for refurbishment of the Helensburgh Centre. These are non-contractual commitments.

**17 Lease commitments**

At 31 July 2022 the College had outstanding commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows:

	<b>Property</b>	<b>Equipment</b>	<b>Total</b>	<b>Total</b>
	<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2021</b>
	£	£	£	£
Within one year	<b>49,847</b>	<b>4,825</b>	<b>54,672</b>	110,315
Within two to five years	<b>182,162</b>	<b>2,177</b>	<b>184,339</b>	170,107
Over five years	<b>174,972</b>	-	<b>174,972</b>	172,602
	<hr/>	<hr/>	<hr/>	<hr/>
	<b>406,981</b>	<b>7,002</b>	<b>413,983</b>	453,024
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**Notes to the financial statements** *(continued)*  
**for the year ended 31 July 2022**

At 31 July 2022 the College had future minimum lease receipts under non-cancellable operating leases for each of the following periods:

	Property 2022 £	Equipment 2022 £	Total 2022 £	Total 2021 £
Within one year	6,000	-	6,000	-
Within two to five years	24,000	-	24,000	-
Over five years	24,000	-	24,000	-
	<b>54,000</b>	<b>-</b>	<b>54,000</b>	<b>-</b>

**18 Contingent liability**

There are no known matters of contingent liability and consequently no financial provision has been made in these financial statements.

**19 Post-balance sheet events**

There are no post balance sheet events to note.

**20 Reconciliation of net income to net cash from operating activities**

	2022 £	2021 £
<b>Net movements in funds before other recognised gains and losses</b>	<b>376,673</b>	966,031
Adjustments for:		
Interest received	(592)	(588)
Interest paid	-	-
Deferred capital grants released	(305,776)	(134,582)
Depreciation charges	209,606	200,357
Impairment charges	180,762	6,517
Net cost of defined benefit pension	349,000	315,000
(Increase) / decrease in debtors	(93,458)	22,250
Increase / (Decrease) in creditors	(52,902)	414,726
<b>Net cash (used)/provided by operating activities</b>	<b>663,313</b>	1,789,711

**21 Financial instruments**

	Total 2022 £	Total 2021 £
<b>Carrying amount of financial assets</b>		
Debt instruments measured at amortised cost	242,903	285,664
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost,	(1,139,623)	(1,190,411)
	<b>(896,720)</b>	<b>(904,747)</b>

Financial assets are debt instruments measured at amortised cost comprising trade debtors and accrued income.

Financial liabilities measured at amortised cost comprises trade creditors, accruals, and other creditors.