

**Birmingham Metropolitan College**  
**Annual Report and Financial Statements**

For the year ended 31<sup>st</sup> July 2025

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## Reference and Administrative Details

**Key management personnel are defined as members of the College Senior Leadership Team and were represented by the following in 2024/25:**

Patricia Carvalho; Principal and CEO; Accounting Officer  
Anna Jackson; Deputy Principal  
Fiona Yardley; Chief Financial Officer  
Stephen Belling; Company Secretary  
Alison Jones; Director – People and Culture  
Andrew Crowther; Director – Estates and Facilities  
Ben Gamble; Vice Principal Quality, Teaching and Learning  
Dan Mooney; Director of Management Information Systems  
Jan Myatt; Vice Principal Matthew Boulton College  
Kay Burton Williams; Director – Student Experience  
Melanie Brittain; Director – Finance (until 17<sup>th</sup> January 2025)  
Sarah Howard; Director – Finance (1<sup>st</sup> June 2025 until 2<sup>nd</sup> July 2025)  
Randeep Sami; Vice Principal James Watt College  
Suzie Branch-Haddow; Vice Principal External Development  
Zoe Lee; Director – Marketing and Communications

### Board of Governors

A full list of Governors is given on page 12-13 of these financial statements. Mr S Belling acted as Company Secretary from 1<sup>st</sup> August 2024 to the date of the signing of these financial statements.

### Professional advisers

**Financial statements auditor and reporting accountants:**

MHA Audit Services LLP (Trading as MHA)  
6<sup>th</sup> Floor,  
2 London Wall Place,  
London,  
EC2Y 5AU

**Internal auditor:**

RSM Risk Assurance Services LLP  
10<sup>th</sup> Floor,  
103 Colmore Row,  
Birmingham,  
West Midlands,  
B3 3AG

**Banker:**

Barclays  
PO Box 3333,  
One Snowhill,  
Snow Hill Queensway,  
Birmingham,  
B3 2WN

**Solicitor:**

Freeths LLP  
The Colmore Building,  
Colmore Circus,  
Birmingham,  
B4 6AT

## Strategic Report

### Operating and Financial Review

#### OBJECTIVE AND STRATEGY

The members present their report and the audited financial statements for the year ended 31 July 2025.

#### Legal status

The Corporation was established under the Further and Higher Education Act 1992 for the purpose of conducting Birmingham Metropolitan College. The College is an exempt charity for the purposes of Part 3 of the Charities Act 2011.

#### Mission

The College's mission, as approved by its members is 'Inspiring Futures, Realising Dreams.' We aim to provide excellent learning opportunities to serve the needs of Birmingham and the City Region. The College will achieve its mission by focussing on its strategic goals, which focus on five areas and are set out as follows:

- *be a significant contributor to skills development in Birmingham and the City Region (KPI 1);*
- *provide a consistently high-quality learning experience (KPI 2);*
- *equip our students for the future (KPI 3);*
- *be an inspiring place to work (KPI 4); and*
- *have a strong financial base to invest in a sustainable future for the college (KPI 5).*

In order to achieve these strategic goals, the College will build on its core values. The College values, which define how we operate, are:

- Building a culture of belonging inclusive diverse and supportive community.
- Motivating staff, students and our communities by inspiring personal growth, curiosity accountability and determination
- Empowering others through collaboration, equity, responsiveness and innovation
- Thriving in a culture of transparency, integrity and trust

The College's annual business plan set out specific 2024/25 objectives within the context of the overall mission, values and goals explaining what actions the College would take towards achievement of these objectives and how the College would measure success. Further detail is contained in the Key Performance Indicators section below.

#### Resources

The College has various resources that it can deploy in pursuit of its strategic objectives.

The College employs 686 people (expressed as full-time equivalents), of whom 399 are teaching staff. The College enrolled approximately 11,269 students. The college's student population includes 5,203 16-to-18 year-old students and 6,066 adult learners, including 954 apprentices and 239 higher education students.

The College has £38 million of net reserves and long-term debt of £3.1 million. During the year the College had tangible resources comprised of 4 sites throughout the West Midlands Combined Authority area.

#### Stakeholders

The College has many stakeholders including:

- its current, future and past students;
- its staff and their trade unions;

- the employers it works with;
- the professional organisations in the sectors where it works;
- its partner schools and universities; the wider college community;
- its local borough councils, combined authority and Local Enterprise Partnership
- the DfE, WMCA, OfS and other funding bodies

## DEVELOPMENT AND PERFORMANCE

### Financial Results

The College generated a surplus in the year of £2,211k (2023/24 a surplus of £2,129k), with a total comprehensive income of £236k (2023/24 £2,269k) following an actuarial loss in respect of pension schemes of £1,975k. Strong budgetary control throughout the year led to a significant improvement in outturn and as a result the college has a financial health score of 'Good' at the year end.

During the year the College received funding from the DfE in respect of employers' national insurance costs this was effective from April-26 and totalled £240k.

Overall income has increased by over £6m compared to 2023/24 this is largely due to increased income for 16-19 funding in year which included growth funding. During the year our funding contract with West Midlands Combined Authority was increased by £425k for adult skills fund delivery and £250k for free courses for jobs due to over performance. An increase in other income was supported by an increase in DfE teachers' pension grant and increased interest income supported by higher cash balances.

Staffing costs have increased during the year by £3.5m compared to 2023/24; 2024/25 included a pay award of the real living wage or 2.5% pay award effective from January 2025, and a further non-consolidated pay of 3% within a minimum of £1k pro rata for the period January 2025 to July 2025. The colleges West Midlands Pension Fund employer contribution rate decreased from 22.3% to 21.5% effective from April 2025. Whilst the DfE's national insurance support helped offset the increased costs resulting from the rise in Employer NI rate from 13.8% to 15% the College still incurred additional expenses, as the change affected both staffing costs and certain outsourced contracts. Throughout the year our pay to income ratio have been controlled by a combination of budgetary controls where income targets have not been achieved and also through vacant posts.

Comprehensive income decreased significantly in the year to £236k (£2,269k in 23/24) impacted by the actuarial loss in respect of the pension scheme.

The College has cash balances of £10,663k; of which £2,375k is restricted cash (23/24 £7,443k). The majority of restricted cash is related to the FE Condition Grant which was received in June. The in-year increase in cash balance is driven by the Colleges improved trading position, £449k cash received for the 16-19 growth in year and £675k additional WMCA funding grant allocations.

Tangible fixed asset additions during the year amounted to £3,150k. This is split between building improvements of £1,312k, assets under construction of £235k and equipment of £1,603k. The college has continued to adopt a very tight Capital Expenditure policy to ensure compliance with the DfE loan covenant. If the college is able to continue with the improving financial performance and increase cash generation then it will be able to commit more cash for capital improvements but is expected to continue to track materially under depreciation levels.

## Reserves

The College has accumulated reserves of £38,639k and cash and short-term investment balances of £10,663k. The College long term aim is to accumulate reserves and cash balances to create a contingency fund and to allow further investment in resources.

## Sources of income

The College has significant reliance on the education sector funding bodies for its principal funding source, largely from recurrent grants. In 2024/25 the funding bodies provided 94% of the total income (2023/24 – 93%). This has increased marginally in the last year due to a decrease in full cost activity and other income from non-learning activities.

## Financial health

Following the debt restructure undertaken in 2022/23 the College ended 2023/24 with an DfE financial health score of 'Good' for the third consecutive year.

## FUTURE PROSPECTS

### Developments

Over the last year the College has continued to invest in improvements to the estate and IT infrastructure across all campuses. Following the disposal of sites in previous years the organisation continued to concentrate its work in the greater Birmingham area and focussing on its provision at the 4 Birmingham sites at Matthew Boulton, James Watt, Erdington Skills Centre and Sutton Coldfield.

The College has made significant progress in improving the Quality of Teaching & Learning, culminating in a successful Ofsted inspection in October 2023, where the College achieved a "Good" rating. This result reflects the dedication of staff and the effective implementation of the Single Improvement Plan (SIP), developed in collaboration with the FE Commissioner's team. While proud of this achievement, the College remains committed to continuous improvement and is now focused on building on this success through its ongoing College Improvement Plan to further enhance the learning experience for all students.

From August 2024 to December 2024, the Further Education Capital Transformation Fund project has been completed both on time and within budget. The works totalled £9.751m across Sutton Coldfield, Matthew Boulton and James Watt were funded by £7.3m from the DfE FETCF grant, £2m of match funding from BMet and £431k from the DfE reclassification grant allocation. The work has transformed the colleges estate into an excellent environment for learning, providing energy-efficient solutions and reinforced the colleges position as a leader in further education. The full £7.3m FECTF grant has been claimed from the DfE and the retention payment of £188k is profiled to be paid during December 2025.

The strategic plan continues to be a five-year plan taking the college through the remainder of the 2020s up to 2030. Following completion of the Further Education Capital Transformation Fund works the colleges estates strategy was updated and approved in July 2025.

The strategy builds on the 2020 "rightsizing" initiative and shifts focus to consolidation, aligning estate planning with curriculum development, sustainability goals, and financial viability. It supports BMet's 2030 Strategic Plan, emphasizing high-quality learning, skills development, and a sustainable future.

### Key Findings

- Estate Condition: Most buildings are in sound condition (Grade B), though some areas require upgrades. Functionality varies, with some teaching spaces needing modernisation.
- Space Utilization: The college has 27% excess space

- Accessibility: Audits identified physical and procedural barriers, with priority improvements planned, especially at James Watt College.
- Sustainability & Net Zero: Decarbonization plans include PV panels, ASHPs, and BMS upgrades. Sutton Coldfield requires the largest investment (£6.3M) but offers the greatest carbon reduction potential.

#### Curriculum & Masterplans

- Curriculum zoning and masterplans have been developed to better align space with academic delivery.
- Growth sectors include construction (green skills), engineering, digital technologies, health & social care, and business services.

#### Proposed Investment Priorities

##### Top 5 strategic projects:

1. MB 3rd Floor Refurbishment – £1.5m (Foundation Learning Zone)
2. SCC LRC Reimagination – £1.5m (Modern social learning space)
3. JW 3rd & 4th Floor Refurbishment – £3m (Health & Childcare facilities)
4. Enhanced Accessibility (JW) – £50k (Car park improvements)
5. Curriculum Zone Enhancements – £200k (Decorative upgrades)

#### Financial plan

The College governors approved a budget in July 2025 which sets out objectives for the period to 2025/26 which maintains 16-18 student numbers accounting for an increased financial funding allocation, slight growth in apprenticeships while maintaining 19+ income in line with funding allocations as we received growth in year for WMCA income during 2024/25 the allocation for 2025/26 is lower than the final 2024/25 contract. Under the plan the College will remain in DfE financial health rating of 'Good' achieved during 24/25 and maintain this position moving due to an improved current ratio maintaining EBITDA above 6% of income.

#### Treasury policies and objectives

Treasury Management is the management of the College's cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks. The College has a separate treasury management policy and continues to invest surplus cash balances with Barclays generating £287k.

During the year the College was compliant with its DfE debt service covenant.

#### Cash flows and liquidity

A net cash inflow of £3,230k in 2024/25 (23/24: cash inflow of £2,002k). The net cash inflow was impacted by the improved trading position compared to original budget.

#### Reserves

The College currently has no formal Reserves Policy but recognises the importance of reserves in the financial stability of any organisation and ensures that there are adequate reserves to support the College's core activities. As at the balance sheet date the Income and Expenditure reserve stands at £33,970k (2023/24: £33,570k). It is the Corporation's intention to improve reserves over the life of the strategic plan through the generation of annual operating surpluses.

#### Going concern

After making appropriate enquiries, the Corporation considers that the college has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

## **PRINCIPAL RISKS AND UNCERTAINTIES**

### **Risk management**

The College has developed strategies for managing risk and strives to embed risk management in all that it does. Risk management processes are designed to protect its assets, reputation and financial stability. The governing body has overall responsibility for risk management and its approach to managing risks and internal controls is explained in the Statement on Corporate Governance.

A risk register is maintained at the College level which is reviewed at least annually by the Audit Committee and more frequently where necessary. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system. Risk registers are also held at departmental level.

The main risk factors affecting the College are outlined below along with the action taken to minimise them. Not all the factors are within the College's control. Other factors besides those listed below may also adversely affect the College.

- BMet is subject to a successful targeted cyber-attack.
- BMet fails to keep up with the changes from various regulatory bodies which govern their operations.
- BMet have an inability to retain and recruit students.
- BMet fails to deliver the level of income identified in the budget.
- BMet are failing to meet their objective of becoming a truly diverse, equal and inclusive organisation.
- BMet has a lack of diversity within its income streams.
- The Colleges capital projects will lead to financial stress on the organisation.
- Recruitment to the HE provision will decline.
- Within BMet's current staffing arrangements there aren't the right skills and resources in place to support the business.
- The College doesn't have an up to date agile curriculum plan.

These risks are mitigated in a number of ways:

- Cyber training supported by an updated IT security policy and increased monitoring
- Continued Implementation of a rigorous Quality Assurance process to ensure the quality of teaching continues to improve;
- Monitoring of targets to identify areas of weakness before an issue arises and development of action plans to manage such weaknesses;
- Improved cash flow forecasting processes and ensure these are fully integrated with income forecasting process;
- Planning and marketing provision in order to maintain and grow student numbers;
- Rigorous processes for managing the capital projects;
- An external development strategy supported by employer boards;
- A wellbeing engagement strategy & diversity and inclusion strategy

## KEY PERFORMANCE INDICATORS

The Corporation receives regular reports tracking the key performance indicators for the College as agreed as part of the Business review process. The final KPI's for 2024/25 are shown in the table below with appropriate RAG ratings. These KPI's are monitored throughout the year and inform action planning for the following year:

Measure	Target	Actual	RAG	Measure	Target	Actual	RAG
<b>KPI 1</b>				<b>KPI 2</b>			
16-18 student numbers	4,849	5,083	Green	Retention	93%	91%	Yellow
16-18 applications	5,102	5,742	Green	Student attendance	87%	82%	Red
16-18 acceptance of offer	3,066	3,213	Green	Level 3 returners	70%	79%	Green
WMCA ASF inc FCFJ allocation	8,706,702	9,739,113	Green	Recommend the college	93%	90%	Yellow
ESFA ASF inc FCFJ allocation	690,943	691,651	Green	Students agree teaching is good	97%	95%	Yellow
Achieve HE funding	2,799,398	1,598,124	Red	Observed sessions met or exceeded	85%	95%	Green
				Adult pass rate	93%	92%	Yellow
				Room utilisation	35%	29%	Red
<b>KPI 3</b>				<b>KPI 4</b>			
Work experience 16-18	85%	88%	Green	Staff satisfaction	82%	89%	Green
T Level placements	80%	86%	Green	Positive feedback on diversity and inclusion	80%	90%	Green
Apprenticeship new starts	1,667,579	1,201,346	Red	Positive feedback on well being	60%	75%	Green
Delivery of Swaps/Gateways	500,000	361,037	Red	Lost time percentage	3.8%	4.6%	Yellow
Group sizes	18	18	Green	Staff turnover	16.2%	10.5%	Green
23/24 leavers into employment	64%	70%	Green	Staff utilisation	97%	100%	Green
				Industry upskilling	75%	82%	Green
<b>KPI 5</b>							
EBITDA as a percentage of income	8%	11%	Green				
Cash days	33	61	Green				
Current ratio	74%	148%	Green				
Staffs costs as a percentage of	65%	64%	Green				
Generate positive turnover	5%	6%	Green				
Financial health score	180	230	Green				

## OTHER INFORMATION

### Public Benefit

BMet is an exempt charity under the Part 3 of the Charities Act 2011 and is regulated by the Secretary of State for Education. The members of the Corporation, who are trustees of the charity, are disclosed on pages 12 & 13. In setting and reviewing the College's strategic objectives, the Governing Body has had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education.

In delivering its mission, the College provides identifiable public benefits through the advancement of education to approximately 11,269 students, including 147 students with high needs. The college provides courses without charge to young people, to those who are unemployed, and to adults taking English and maths course. The college adjusts its courses to meet the needs of local employers and provides training to 954 apprentices. The college is committed to providing information, advice and guidance to the students it enrolls and to finding suitable courses for as many students as possible regardless of their educational background.

### Diversity and Inclusion

Diversity and Inclusion (D&I) is integral to BMet's organisational culture and success. It underpins our vision, values and goals and our ambition to establish the College as a Further Education anchor institution which provides people with skills and knowledge to take them further in their lives.

Our Culture Development Strategy for 2024-2028 supports our aim to be a confident, highly effective organisation which operates in the best interests for all of our people. It sets out our equality objectives meeting statutory requirements including the Equality Act 2010 and Public Sector Equality Duty 2011. It supports our aim to be an anti-racist organisation, a disability leader and an inspiring place to work.

Our Diversity and Inclusion annual reports and pay gap reports outline the action taken to meet our objectives and progress towards driving an inclusive culture and meaningfully integrating D&I in all aspects of college life. These are published on BMet's website.

The College is committed to serving the needs of our stakeholders and work hard to remove conditions which may place people at a disadvantage irrespective of protected characteristics, including, but not limited to, people of different socio-economic backgrounds, carers, care experienced and Armed Forces veterans and reservists. The College has been a lead organisation for the Colleges West Midlands Race Equality Group and e.g. Birmingham's Disability Festival.

### Pay Gap Reporting

BMet publishes annual gender pay gap, ethnicity pay gap and disability pay gap reports on our website.

### Disability statement

BMet is a Disability Confident Leader having achieved Level 3 of the government's Disability Confident Scheme early in 2025. This reflects our work around proactively attracting, employing and retaining disabled people and those living with health conditions that may impact their wellbeing. It acknowledges our role as a champion within our communities, leading on good practice in the region through, for example, supporting accessible apprenticeships, supported internships and sponsoring and hosting Disability events.

We continue our work to ensure we proactively consider and remove barriers that allow for full participation and success for all our stakeholders. Wellbeing and Engagement is one of the pillars of our Culture Development Strategy for 2024-2028 and we have specific objectives around strengthening mental health awareness, understanding and support.

We are signatories of the Department for Education's 'Education Staff Wellbeing Charter', Working Families' Happy to Talk Flexible Working commitment.

#### Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the college to publish information on facility time arrangements for trade union officials at the college.

Numbers of employees who were relevant in the period	FTE employee number
7	5.5

Percentage of time	Number of employees
0%	0
1-50%	7
51-99%	0
100%	0

Total cost of facility time	£37.1k
Total pay bill	£33,257k

Time spent on paid trade union activities as a percentage of total paid facility time	0.11%
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#### Payment performance

The Late Payment of Commercial Debts (Interest) Act 1998, in the absence of agreement to the contrary, requires organisations to make payments within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95%. During the accounting period 1 August 2024 to 31 July 2025, the College paid 68% of its invoices within 30 days (2023-24 63%). Payment performance has declined below the 95% threshold due to a combination of factors. These include invoices being routed directly to departments instead of the Finance team, purchase orders being raised retrospectively, and delays in goods receipting by budget holders. To improve accountability and visibility, this metric will be monitored on a quarterly basis, and appropriate action will be taken with budget holders contributing to the delays. The College incurred no interest charges in respect of late payment for this period.

#### Going concern

After making appropriate enquiries, the Corporation considers that the college has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

#### Events after the reporting period

There have been no events after the reporting period material to the understanding of the financial statements.

**DISCLOSURE OF INFORMATION TO AUDITOR**

The members who held office at the date of approval of this report confirm that, so far as they are each aware, there is no relevant audit information of which the College's auditor are unaware; and each member has taken all the steps that he or she ought to have taken to be aware of any relevant audit information and to establish that the College's auditors are aware of that information.

Approved by order of the members of the Corporation on 11 December 2025 and signed on its behalf by:



**Afzal Hussain**

Chair of the Corporation

## Statement of Corporate Governance and Internal Control

The following statement is provided to enable readers of the annual report and accounts of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1 August 2024 to 31 July 2025 and up to the date of approval of the annual report and financial statements.

The College endeavours to conduct its business:

- i. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
- ii. in accordance with the Further Education Code of Good Governance produced by the Association of Colleges in The Code of Good Governance in 2023; and
- iii. having due regard to the UK Corporate Governance Code ("the Code") insofar as it is applicable to the further education sector.

The College is committed to exhibiting best practice in all aspects of corporate governance and in particular the College has reported on our Corporate Governance arrangements by drawing upon best practice available, including those aspects of the UK Corporate Governance Code we consider to be relevant to the further education sector and best practice.

In the opinion of the governors, the College complies with all the provisions of the Code in so far as they apply to the Further Education Sector, and it has complied throughout the year ended 31 July 2025. The Corporation recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes full account of, and is substantially compliant with the Further Education Code of Good Governance issued by the Association of Colleges in 2023.

The College is an exempt charity within the meaning of Part 3 of the Charities Act 2011. The Governors, who are also the Trustees for the purposes of the Charities Act 2011, confirm that they have had due regard for the Charity Commission's guidance on public benefit and that the required statements appear elsewhere in these financial statements.

## Members of the Corporation

The members who served on the Corporation during the year and up to the date of signature of this report were as listed in the table below. Please note, the attendance figures in the table relate to the meetings held during the financial year and do not include the attendance for the financial year commencing 1<sup>st</sup> August 2025.

Name	Date of Appointment	Expiry of Term of Office	Date of Resignation	Status of Appointment	Committees Served	Corporation & Committee Attendance During the Financial Year
Angela Myers	27 April 2018	26 April 2026		Independent	Academic Standards and Quality Development	10 out of 11
Prue Huddleston	20 December 2018	19 December 2026		Independent	Academic Standards and Quality Development Governance and Search Remuneration	16 out of 16
Sir Dexter Hutt	14 March 2019	13 March 2027	12 December 2024	Independent (Chair)	Finance and Resources Governance and Search Academic Standards and Quality Development Remuneration	5 out of 8
Peter Croom	12 September 2019	11 September 2027		Independent	Finance and Resources Remuneration Governance and Search	14 out of 16
Helen Miles	29 November 2019	28 November 2027		Independent	Audit and Risk Committee Remuneration Governance and search	13 out of 14

Name	Date of Appointment	Expiry of Term of Office	Date of Resignation	Status of Appointment	Committees Served	Corporation & Committee Attendance During the Financial Year
Alaric Rae	12 November 2020	11 September 2028		Independent	Audit & Risk	9 out of 9
Pat Carvalho	1 June 2021			Principal	Academic Standards, Quality and Development, Finance and Resources, Governance and Search	15 out of 17
Afzal Hussain	16 December 2021	15 December 2025		Independent Governor	Academic Standards, Quality and Development, Governance and Search, Remuneration	13 out of 14
Sharon Isaacs	16 December 2021	15 December 2025		Independent Governor	Audit and Risk	9 out of 9
Roy Priest	11 November 2022	10 November 2026		Independent Governor	Academic Standards, Quality and Development	7 out of 11
Gary Turton	6 March 2023	5 March 2027		Independent Governor	Finance and Resources	11 out of 11
David Brooks	1 September 2023	31 July 2025		Staff Governor	Academic Standards, Quality and Development	9 out of 11
Peter Morrison	1 February 2024	31 January 2028		Independent Governor	Academic Standards, Quality and Development	11 out of 11
Lorain Morrison	1 February 2024	31 January 2028		Independent Governor	Audit and Risk	8 out of 9
Simon Harris	1 September 2024	31 August 2028		Independent Governor	Finance and Resources	9 out of 11
Glenice Alison	1 September 2024	31 August 2026		Staff Governor	Academic Standards, Quality and Development	9 out of 11
Simisio Ndlovu	3 October 2024	31 July 2025		Student Governor	Academic Standards, Quality and Development	2 out of 11
Brandon Chu	3 October 2024	31 July 2025		Student Governor	Academic Standards, Quality and Development	6 out of 11
Samir Aljaff	3 October 2024	31 July 2025		Student Governor	Academic Standards, Quality and Development	6 out of 11
Nicole De Loyola	1 <sup>st</sup> August 2025	31 <sup>st</sup> July 2026		Student Governor	Academic Standards, Quality and Development	N/A
Harinder Randhawa	1 <sup>st</sup> August 2025	31 <sup>st</sup> July 2026		Student Governor	Academic Standards, Quality and Development	N/A
Khadeejah Farooque	1 <sup>st</sup> August 2025	31 <sup>st</sup> July 2026		Student Governor	Academic Standards, Quality and Development	N/A
Verity Mortiboys	1 <sup>st</sup> August 2025	31 <sup>st</sup> July 2027		Staff Governor	Academic Standards, Quality and Development	N/A

Mr Stephen Belling acted as the Company Secretary for the period 1<sup>st</sup> August 2024 to the date of the signing of these financial statements.

## **Statement of Corporate Governance and Internal Control (continued)**

### **The Governance Framework**

It is the Corporation's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct.

The Corporation is provided with information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and risk management measures. The Corporation meets as a minimum on a termly basis and holds a number of "keeping in touch" sessions with management between meetings to keep informed of College matters.

The Corporation conducts its business through a number of committees. During 2024/25 the following committees were in place; Audit and Risk, Remuneration, Governance and Search, Finance & Resources, and Academic Standards and Quality Development. Full minutes of all meetings, except those deemed to be confidential by the Corporation, are available on the College's website at [www.bmet.ac.uk](http://www.bmet.ac.uk) or from the Company Secretary:

Birmingham Metropolitan College  
Jennens Road  
Birmingham  
B4 7PS.

The Company Secretary maintains a register of financial and personal interests of the governors. The register is available for inspection at the above address.

All governors are able to take independent professional advice in furtherance of their duties at the College's expense and have access to the Company Secretary, who is responsible to the Board for ensuring that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Company Secretary are matters for the Corporation as a whole.

Formal agendas, papers and reports are supplied to governors in a timely manner, prior to Board meetings. Briefings are also provided on an ad-hoc basis.

The Corporation has a strong and independent non-executive element, and no individual or group dominates its decision-making process. The Corporation considers that each of its non-executive members is independent of management and free from any business or other relationship which could materially interfere with the exercise of their independent judgement.

There is a clear division of responsibility in that the roles of the Chair of the Corporation and Accounting Officer of the College are separate.

### **Appointments to the Corporation**

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a Governance & Search Committee comprising of five members of the Corporation (including the Principal) which is responsible for the selection and nomination of any new member for the Corporation's consideration. The Corporation is responsible for ensuring that appropriate training is provided as required.

Members of the Corporation are appointed for a term of office not exceeding four years, with extensions allowing a maximum term of office of eight years, with extensions beyond that being granted only in exceptional cases.

## **Statement of Corporate Governance and Internal Control (continued)**

### **Corporation performance**

Sir Dexter Hutt retired from the Board of Governors on 12<sup>th</sup> December 2024.

Following a full external recruitment exercise, Afzal Hussain was appointed to take on the role of Chair of Governors from 1<sup>st</sup> January 2025.

Governors and the Clerk to the Governors undertook a range of action learning during two Governor's strategy and learning days held in October and May covering safeguarding, green skills, regional needs and considered and approved a new Culture Strategy and new Estates Strategy.

A full external governance assessment was undertaken by the Association of Colleges and final report was presented to the Corporation Board on 3<sup>rd</sup> July 2025.

### **Remuneration Committee**

Throughout the year ending 31 July 2025, the College's Remuneration Committee comprised of four members of the Corporation. The Committee's responsibilities are to make recommendations to the Board on the remuneration and benefits of the Accounting Officer and other senior post-holders as appropriate. The Remuneration Committee met on 24 October 2024, 12 December 2024, 6 March 2025 and 2 July 2025.

Details of remuneration for the year ended 31 July 2025 are set out in note 7 to the financial statements.

### **Audit and Risk Committee**

The Audit and Risk Committee comprises of four members of the Corporation (which exclude the Accounting Officer and Chairman). The Committee operates in accordance with its written terms of reference approved by the Corporation. Its purpose is to advise the Corporation on the adequacy and effectiveness of the College's system of internal control and its arrangements for risk management, control and governance processes.

The Audit Committee meets on a termly basis and provides a forum for reporting by the College's internal and financial statement auditor, who have access to the Committee for independent discussion, without the presence of College management. The Committee also receives and considers reports from the main funding bodies as they affect the College's business.

The College's internal auditor reviews the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input and report their findings to management and the Audit Committee.

Management is responsible for the implementation of agreed recommendations and internal audit undertake periodic follow up reviews to ensure such recommendations have been implemented.

The Audit Committee also advises the Corporation on the appointment of internal and financial statements auditor and their remuneration for audit and non-audit work as well as reporting annually to the Corporation.

The Audit Committee met three times in the year to 31 July 2025. The members of the committee and their attendance records are shown below:

<b>Committee member</b>	<b>Meetings attended</b>
Helen Miles	3
Alaric Rae	3
Sharon Isaacs	3
Lorain Morrison	2

## **Internal Control**

### **Scope of responsibility**

The Corporation is ultimately responsible for the College's system of internal control and for reviewing its effectiveness. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Corporation has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the College's policies, aims and objectives whilst safeguarding the public funds and assets for which she is personally responsible, in accordance with the responsibilities assigned to her in the Financial Memorandum between the College and the DfE. She is also responsible for reporting to the Corporation any material weaknesses or breakdowns in internal control.

### **The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Birmingham Metropolitan College for the year ended 31 July 2025 and up to the date of approval of the annual report and financial statements.

### **Capacity to handle risk**

The Corporation has reviewed the key risks to which the College is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Corporation is of the view that there is a formal on-going process for identifying, evaluating and managing the College's significant risks that has been in place for the period ending 31 July 2025 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Corporation.

### **The risk and control framework**

The system of internal control is based on a framework of regular management information, administration procedures including the segregation of duties, and a system of delegation and accountability. In particular, it includes:

- Comprehensive budgeting systems with an annual budget, which is reviewed and agreed by the Corporation.
- Regular reviews by the Corporation of periodic and annual financial reports which indicate financial performance against forecasts.
- Setting targets to measure financial and other performance.
- Clearly defined capital investment control guidelines.
- The adoption of formal project management disciplines, where appropriate.

The College has an internal audit service, which operates in accordance with the requirements of the DfE Post 16 Audit Code of Practice. The work of the internal audit service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Corporation on the recommendation of the Audit Committee.

As a minimum, the Head of Internal Audit (HIA) annually provides the Corporation with a report on internal audit activity in the College. The report includes the HIA's independent opinion on the adequacy and effectiveness of

the College's system of risk management, controls and governance processes. The report includes an independent opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

### **Risks faced by the Corporation**

The Corporation works with the Senior Leadership Team to understand and assess the key risks faced by the College. The Audit Committee scrutinises the risk register and challenges the leadership team on the assessment of risk, the response and the effectiveness of actions taken. The Corporation also has the opportunity to discuss risk in a wider setting and consider its appetite to individual risks. The Corporation recognises the high level risks in the ability to recruit students in all income areas including HE, development of its curriculum to remain relevant to current needs, the need to diversify income streams and to remain financially sustainable, the ability to attract and retain high calibre staff, the extent to which the College's cyber security measures are effective, and the need to properly manage its ongoing capital projects.

### **Control weaknesses identified**

The internal audit opinion for the 12 months ending 31<sup>st</sup> July concluded that the college has an adequate and effective framework for risk management governance and internal control. However their work identified further enhancements to the framework of risk management, governance and internal control to ensure that it remains adequate and effective. The majority of audits provided substantial assurance and good progress in relation to the follow up audit. Within the risk management framework the rating was reasonable assurance all recommendations from the audit were rated as low. The audit committee are satisfied that the action taken is sufficient to address the issues identified.

### **Responsibilities under accountability agreements**

The College has reviewed its policies, procedures and approval processes in line with the 2024-25 college finance hand book and its accountability agreement with DfE to ensure there are systems in place to identify and handle any transactions for which DfE approval is required.

### **Statement from the audit committee**

The audit committee has advised the board of governors that the corporation has an effective framework for governance and risk management in place. The audit committee believes the corporation has effective internal controls in place.

The specific areas of work undertaken by the audit committee in 2024/25 and up to the date of the approval of the financial statements are:

- Risk Management Framework
- Framework for compliance with legal requirements – data and protection
- Professional development controls – training and development
- Follow up
- Key Financial Controls – management accounts and month end processes
- Learner Number Systems
- Internal Audit FY26 programme considering:
  - Business Development framework
  - Business Continuity planning and disaster recovery arrangements
  - HR/Payroll system process
  - Digital strategy arrangements
  - Learner numbers and systems
  - Follow up audit

### Review of effectiveness

As the 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 the internal auditor.
- The work of the executive team members within the College who have responsibility for the development and maintenance of the internal control framework.
- Comments made by the College's financial statements auditor, the regularity auditor, and the funding assurance auditor in their management letters and other reports.

The Accounting Officer has been advised on the implications of the result of his review of the effectiveness of the system of internal control by the Audit Committee, which oversees the work of the internal auditor, and other sources of assurance, and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Executive Team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The Executive Team and Audit Committee also receive regular reports from internal audit and other sources of assurance, 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 Corporation receives reports from the Executive Team and the Audit Committee in relation to internal audit and other risks. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception.

At its November 2025 meeting, the Corporation carried out the annual assessment for the year ended 31 July 2025 by considering documentation from the senior management team and internal audit and taking account of events since 31 July 2025.

Based on the advice of the audit committee and the Accounting Officer, the Corporation is of the opinion that the College has an adequate and effective framework for governance, risk management and control, and has fulfilled its statutory responsibility for "the effective and efficient use of resources, the solvency of the institution and the body and the safeguarding of their assets."

Approved by order of the members of the Corporation on 11 December 2025 and signed on its behalf by:



**Afzal Hussain**  
*Chair of the Corporation*



**Pat Carvalho**  
*Principal and Chief Executive Officer*

### **Statement of Regularity, Propriety and Compliance**

As accounting officer of the Corporation of BMet I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the college's accountability agreement with the DfE and the requirements of the College Finance Handbook. I have also considered my responsibility to notify the Corporation's board of governors and DfE of material irregularity, improper use of all funds by the Corporation or material non-compliance with the framework of authorities.

I confirm that no instances of material irregularity, impropriety or non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the board of governors and DfE.



Pat Carvalho  
*Principal and Chief Executive Officer*  
11<sup>th</sup> December 2025

### **Statement of the chair of governors**

On behalf of the Corporation, I confirm that the accounting officer has discussed their statement of regularity, propriety and compliance with the board and that I am content that it is materially accurate.



Afzal Hussain  
*Chair of the corporation*  
11<sup>th</sup> December 2025

## Statement of the responsibilities of the members of the Corporation

The members of the Corporation, as charity trustees, are required to present audited financial statements for each financial year.

Within the terms and conditions of the College's accountability agreement, funding agreements and contracts with DfE, the Corporation is required to prepare financial statements which give a true and fair view of the financial performance and position of the Corporation for the relevant period. Corporations must also prepare a strategic report which includes an operating and financial review for the year. The bases for the preparation of the financial statements and strategic report are the Statement of Recommended Practice – Accounting for Further and Higher Education, DfE's College Accounts Direction and the UK's Generally Accepted Accounting Practice. In preparing the financial statements, the Corporation is required to:

In preparing the financial statements, the corporation is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess whether the corporation is a going concern, noting the key supporting assumptions qualifications or mitigating actions as appropriate
- prepare financial statements on the going concern basis, unless it is inappropriate to assume that the college will continue in operation.

The Corporation is also required to prepare a strategic report, in accordance with paragraphs 3.23 to 3.27 of the FE and HE SORP, that describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the Corporation.

The corporation is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the college and which enable it to ensure that the financial statements are prepared in accordance with relevant legislation including the Further and Higher Education Act 1992 and Charities Act 2011 (as amended), and relevant accounting standards. It is responsible for taking steps that are reasonably open to it to safeguard its assets and to prevent and detect fraud and other irregularities.

The corporation is responsible for the maintenance and integrity of its website; the work carried out by auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the corporation are responsible for ensuring that expenditure and income are applied for the purposes intended and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from DfE, and any other public funds, are used only in accordance with DfE's grant funding agreements and contracts and any other conditions, that may be prescribed from time to time by DfE, or any other public funder, including that any transactions entered into by the corporation are within the delegated authorities set out in College Financial Handbook. On behalf of the Corporation, the Chair of the Board of governors is responsible for discussing the accounting officer's statement of regularity, propriety and compliance with the accounting officer.

Members of the corporation must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure they are used properly. In addition, members of the corporation are responsible for securing economic, efficient and effective management of the corporation's resources and expenditure so that the benefits that should be derived from the application of public funds from DfE and other public bodies are not put at risk.

Approved by order of the members of the Corporation on 11 December 2025 and signed on its behalf by:



**Afzal Hussain**  
*Chair of the Corporation*

## **Independent Auditor's Report to the Corporation of Birmingham Metropolitan College**

### **Opinion**

We have audited the financial statements of the Corporation of Birmingham Metropolitan College (the 'College') the year ended 31 July 2025 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Statement of Cash Flows, and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is 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 College's affairs as at 31 July 2025 and College's income over expenditure for the year then ended; and
- have been properly prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education, UK GAAP and the current College Accounts Direction.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the Governing Body'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 college'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 governors with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our auditor's report thereon. The governors 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.

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

We have nothing to report in respect of the following matters in relation to which the Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by the Department for Education requires us to report to you if, in our opinion:

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

## **Opinions on other matters prescribed in the Office for Students' Accounts Direction (OfS 2019.41)**

In our opinion, in all material respects

- funds from whatever source administered by the College for specific purposes have been properly applied to those purposes and, if relevant, managed in accordance with relevant legislation;
- funds provided by the Office for Students and the Education and Skills Funding Agency have been applied in accordance with the relevant terms and conditions.
- The requirements of the Office for Students' accounts direction for the relevant year's financial statements have been met.

Under the Office for Students' Accounts Direction, we are required to report to you, if we have anything to report in respect of the following matters:

- The College's grant and fee income, as disclosed in note 2 to the financial statements, has been materially misstated; or
- The College's expenditure on access and participation activities for the financial year, as disclosed in note 8a to the financial statements, has been materially misstated.

We have no matters to report arising from this responsibility.

## **Responsibilities of the Governing Body of Birmingham Metropolitan College**

As explained more fully in the Statement of Corporation Responsibilities on page 20, the Members of the Governing Body is 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 Governing Body determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Governing Body 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 the Governing Body either intends to liquidate the College or to cease operations, or have no realistic alternative but to do so.

## **Auditor responsibilities for the audit of the financial statements**

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

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:

- Obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the college operates in and how the college is complying with the legal and regulatory frameworks;

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of College staff in compliance functions to identify any instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.
- Reviewing minutes of meetings of those charged with governance;
- Reviewing internal audit reports;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

### **Use of our report**

This report is made solely to the Corporation, as a body, in accordance with the Funding Agreement published by the Department for Education and our engagement letter. Our audit work has been undertaken so that we might state to the Corporation those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Corporation as a body, for our audit work, for this report, or for the opinions we have formed.



**MHA**  
Chartered Accountants and Registered Auditor  
London, United Kingdom

Date: 18/12/2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542)

## **Independent Reporting Accountant's Assurance Report on Regularity**

### **To: The Corporation of Birmingham Metropolitan College and Secretary of State for Education,**

In accordance with the terms of our engagement letter dated 21 August 2025 and further to the requirements of Department for Education (DfE), as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Birmingham Metropolitan College during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes identified by Parliament and the financial transactions do not conform to the authorities which govern them.

This report is made solely to the corporation of Birmingham Metropolitan College and the Secretary of State for Education in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the corporation of Birmingham Metropolitan College and the Secretary of State those matters we are required to state in a 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 corporation of Birmingham Metropolitan College and DfE for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of the accounting officer of Birmingham Metropolitan College and the reporting accountant**

The accounting officer is responsible, under the requirements of the corporation's accountability agreement with the Secretary of state for Education and the College Financial Handbook, for ensuring that expenditure disbursed, and income received, are applied for the purposes intended by Parliament, and the financial transactions conform to the authorities that govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received, during the period 1 August 2024 to 31 July 2025 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by DfE, which requires a limited assurance engagement, as set out in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the corporation's income and expenditure.

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety across all of the College's activities;
- Further testing and review of self-assessment questionnaire including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects, the expenditure disbursed and income received during the period 1 August 2024 to 31 July 2025 has not been applied to purposes intended by Parliament, that the financial transactions do not conform to the authorities that govern them.



**MHA**

Chartered Accountants and Registered Auditor  
London, United Kingdom

Date: 18/12/2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542)

All items of income and expenditure relate to continuing activities.

### Statement of Comprehensive Income and Expenditure

	Notes	2025 £'000	2024 £'000
<b>INCOME</b>			
Funding body grants	2a	50,990	45,253
Tuition fees and education contracts	3	2,368	2,515
Other grants and contracts	4	69	298
Other income	5	1,452	736
Investment income	6	<u>1,018</u>	<u>752</u>
<b>Total income</b>		<b>55,897</b>	<b>49,554</b>
<b>EXPENDITURE</b>			
Staff costs	7	33,696	30,193
Other operating expenses	8	14,614	12,730
Depreciation	11	4,942	4,109
Interest and other finance costs	9	312	394
<b>Total expenditure</b>		<b>53,565</b>	<b>47,426</b>
<b>Surplus/(Deficit) before other gains and losses</b>		<b>2,332</b>	<b>2,129</b>
(Loss)/Profit on disposal of assets		(121)	-
<b>Surplus/(Deficit) before tax</b>		<b>2,211</b>	<b>2,129</b>
Taxation	10	-	-
<b>Surplus/(Deficit) for the year</b>		<b>2,211</b>	<b>2,129</b>
Actuarial gain/(loss) in respect of pensions schemes		(1,975)	140
<b>Total Comprehensive Income for the year</b>		<b>236</b>	<b>2,269</b>

**Statement of Changes in Reserves**

	Income and Expenditure account £'000	Revaluation reserve £'000	Total £'000
<b>Balance at 1st August 2023</b>	31,138	4,996	36,134
Surplus/(Deficit) for the year	2,129	-	2,129
Other comprehensive income	140	-	140
Transfers between revaluation and income and expenditure reserves	163	(163)	-
<b>Total comprehensive income for the year</b>	2,432	(163)	2,269
<b>Balance at 31st July 2024</b>	<b>33,570</b>	<b>4,832</b>	<b>38,402</b>
<b>Balance at 1st August 2024</b>	33,570	4,832	38,402
Surplus/(Deficit) for the year	2,211	-	2,211
Other comprehensive income	(1,975)	-	(1,975)
Transfers between revaluation and income and expenditure reserves	163	(163)	-
<b>Total comprehensive income for the year</b>	400	(163)	236
<b>Balance at 31st July 2025</b>	<b>33,970</b>	<b>4,669</b>	<b>38,639</b>

**Balance sheet as at 31 July**

	Notes	2025 £'000	2024 £'000
<b>Fixed assets</b>			
Tangible fixed assets	11	61,455	63,375
		<b>61,455</b>	<b>63,375</b>
<b>Current assets</b>			
Trade and other receivables	12	2,326	1,929
Cash and cash equivalents	17	10,663	7,433
		<b>12,989</b>	<b>9,362</b>
<b>Less: Creditors – amounts falling due within one year</b>	13	(9,825)	(9,005)
<b>Net current assets</b>		<b>3,164</b>	<b>357</b>
<b>Total assets less current liabilities</b>		<b>64,619</b>	<b>63,732</b>
Less: Creditors – amounts falling due after more than one year	14	(24,716)	(24,760)
<b>Provisions</b>			
Other provisions	16	(1,264)	(570)
<b>Total net (liabilities)/assets</b>		<b>38,639</b>	<b>38,402</b>
<b>Unrestricted reserves</b>			
Income and expenditure account		33,970	33,570
Revaluation reserve		4,669	4,832
<b>Total reserves</b>		<b>38,639</b>	<b>38,402</b>

The financial statements on pages 28 to 56 were approved by the Corporation on 11 December 2025 and were signed on its behalf by:



**Afzal Hussain**  
*Chair of the Corporation*



**Pat Carvalho**  
*Accounting Officer*

## Statement of Cash Flows

	Notes	2025 £'000	2024 £'000	
<b>Cash inflow from operating activities</b>				
Surplus/(Deficit) for the year		2,211	2,129	
<b>Adjustment for non cash items</b>				
Depreciation		4,942	4,109	
(Increase)/Decrease in debtors		(397)	2,605	
Increase/(Decrease) in Creditors		1,783	3,136	
Increase/(Decrease) in provisions		694	(1,072)	
(Gain)/Loss on Enhanced Pension Provision		(845)	978	
Pensions costs less contributions payable		(1,130)	(838)	
<b>Adjustment for investing or financing activities</b>				
Investment income		(1,018)	(752)	
Interest payable		285	312	
(Profit)/Loss on sale of fixed assets		121	-	
		<hr/>	<hr/>	
<b>Net cash flow from operating activities</b>		<b>6,647</b>	<b>10,607</b>	
<b>Cash flows from investing activities</b>				
Investment income		1,018	752	
Payments made to acquire fixed assets		(3,150)	(8,045)	
		<hr/>	<hr/>	
<b>Cash flows from financing activities</b>		<b>(2,132)</b>	<b>(7,293)</b>	
Interest paid		(285)	(312)	
Repayments of amounts borrowed		(1,000)	(1,000)	
		<hr/>	<hr/>	
<b>Increase/(Decrease) in cash and cash equivalents in the year</b>		<b>3,230</b>	<b>2,002</b>	
Cash and cash equivalents at beginning of the year	17	7,433	5,431	
Cash and cash equivalents at end of the year	17	10,663	7,433	
<b>Analysis of movement in net funds</b>				
	Brought Forward	Cash Flows	Other noncash changes	Carried Forward
	£'000	£'000	£'000	£'000
Cash at bank and in hand	7,433	3,230	-	10,663
Debt due within one year	(1,000)	1,000	(1,330)	(1,330)
Debt due after more than one year	(4,482)	-	1,330	(3,152)
<b>Total Net funds</b>	<b>1,951</b>	<b>4,230</b>	-	<b>6,180</b>

## Notes to the accounts

*(forming part of the financial statements)*

### 1 Statement of accounting policies

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 (the 2019 FE HE SORP), the College Accounts Direction for 2024-5 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.

#### Basis of accounting

The financial statements are prepared in accordance with the historical cost convention as modified by the use of previous valuations as deemed cost at transition for certain non-current assets.

#### Going concern

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Strategic Report. The financial position of the college, its cashflow, liquidity and borrowings are presented in the Financial Statements and accompanying Notes.

The college currently has £4.5m of loans outstanding with DfE on terms negotiated in 2023 which are secured by a fixed charge on the Erdington Skills Centre. The terms of the agreement are for a total of 7 years at which point the loan will be repaid. The college's forecasts and financial projections indicate that it will be able to operate within this existing facility and covenant for the foreseeable future.

Consequently, the Corporation is confident that the College will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements and have therefore prepared these statements on a going concern basis.

## Notes to the accounts (continued)

### 1 Statement of accounting policies (*continued*)

#### Recognition of income

##### *Revenue grant funding*

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. Any under or over achievement for the Adult Education Budget is adjusted for, and reflected in, the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body, and the results of any funding audits. 16-18 learner-responsive funding is not normally subject to reconciliation and is therefore not subject to contract adjustments.

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

Where part of a government grant is deferred, the deferred element is recognised as deferred income within creditors and allocated between creditors due within one year and creditors due after more than one year as appropriate.

Grants (including research 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.

##### *Capital grant funding*

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, non-governmental, capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being 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 conditions are met.

##### *Fee income*

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 accounts (continued)

### 1 Statement of accounting policies (continued)

#### *Investment income*

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned on a receivable basis.

#### **Agency arrangements**

The College acts as an agent in the collection and payment of certain discretionary support funds and any other arrangements. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the income and expenditure of the College where the College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

#### **Accounting for post-employment benefits**

Post-employment benefits to employees of the College are principally provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). These are defined benefit plans which are funded by external participants.

##### *Teachers' Pension Scheme (TPS)*

The TPS is an unfunded scheme. Contributions to the TPS are calculated 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 valuations using a prospective benefit method.

The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

##### *West Midlands Local Government Pension Scheme (LGPS)*

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred.

Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in interest and other finance costs.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

At the year end, the initial actuarial report from the Scheme Actuary reported a net pension asset of £28,843,000 (FY23/24 £14,436,000). When the Scheme gives rise to a potential asset position, the Governors are required to assess the basis for recognising an asset on the balance sheet against the FRS102 criteria, this being "An entity shall recognise the plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or refunds from the plan." In using the word "shall", the emphasis is placed upon the College to consider the value of such an asset, rather than whether an asset should be recognised in the first instance. Accordingly, the College has considered the value at which they can

## Notes to the accounts (continued)

### 1 Statement of accounting policies (continued)

benefit from either (1) refunds from the plan or (2) reduced contributions. As the College intends to continue to participate in the LGPS, the likelihood of a refund being due from the Scheme has been deemed as remote and not practically achievable. Secondly, the College has undertaken an exercise to assess a minimum funding requirement due to the Scheme in order to calculate the net present value of the asset which will be the value of a continuing liability of the future service cost minus the present value of the employer contributions. The outcome of this calculation has shown that the College is unlikely to gain economic benefit from a reduction in future contributions.

Accordingly, the college has made an impairment charge on the asset reducing the net position at the year ended 31 July 2025 to £Nil. Therefore, no defined benefit pension asset has been included in the financial statements.

#### Short term Employment benefits

Short term employment benefits such as salaries and compensated absences (holiday pay) 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, as a result of the unused entitlement.

#### Enhanced Pensions

The actual cost of any enhanced ongoing pension to a former member of staff is paid by the college annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the College's income in the year that the member of staff retires. In subsequent years a charge is made to provisions in the balance sheet using the enhanced pension spreadsheet provided by the Association of Colleges.

#### Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Where parts of a fixed asset have different useful lives, they are accounted for as separate items of fixed assets.

##### *Land and buildings*

Freehold buildings are depreciated on a straight-line basis over their expected useful lives as follows:

- Freehold – 20-50 years
- Leasehold – across the life of the lease
- Refurbishments – 15 years

Freehold land is not depreciated as it is considered to have an infinite useful life.

Freehold buildings are depreciated over their expected useful economic life to the College of between 20 and 50 years. The College has a policy of depreciating major adaptations to buildings over the period of their useful economic life of between 20 and 50 years.

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.

On adoption of FRS 102, the College followed the transitional provision to retain the book value of land and buildings, which were revalued in 1996, as deemed cost but not to adopt a policy of revaluations of these properties in the future.

## Notes to the accounts (continued)

### 1 Statement of accounting policies (continued)

#### *Assets under construction*

Assets under construction are accounted for at cost, based on the value of architects' certificates and other direct costs, incurred to 31 July. They are not depreciated until they are brought into use.

#### *Subsequent expenditure on existing fixed assets*

Where significant expenditure is incurred on tangible fixed assets after initial purchase it is charged to income in the period it is incurred, unless it increases the future benefits to the College, in which case it is capitalised and depreciated on the relevant basis.

#### *Equipment*

Equipment costing less than £5,000 per individual item is recognised as expenditure in the period of acquisition. All other equipment is capitalised at cost.

All capitalised equipment is depreciated on a straight-line basis over its remaining useful economic life as follows:

• Motor vehicles and general equipment	-	3-5 years
• Computer equipment	-	2-10 years
• Furniture and fittings	-	2-20 years
• Plant	-	15 years

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Comprehensive Income and Expenditure.

#### **Borrowing costs**

Borrowing costs are recognised as expenditure in the period in which they are incurred.

#### **Cash and cash equivalents**

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

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition

#### **Financial liabilities and equity**

Financial liabilities and equity are classified according to the substance of the financial instrument's contractual obligations, rather than the financial instrument's legal form.

All loans, investments and short-term deposits held by the College are classified as basic financial instruments in accordance with FRS 102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are subsequently measured at amortised cost, however the College has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the balance sheet at historical cost. Loans and investments that are payable or receivable within one year are not discounted.

## Notes to the accounts (continued)

### 1 Statement of accounting policies (continued)

#### Foreign currency translation

Transactions denominated in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the end of the financial year with all resulting exchange differences being taken to the income and expenditure account in the period in which they arise.

#### Taxation

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the college is potentially exempt from taxation in respect of income or capital gains received within categories covered by sections 478-488 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The college is partially exempt in respect of Value Added Tax, so that it can only recover around <1% of the VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

#### Provisions and contingent liabilities

Provisions are recognised when

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

Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the statement of comprehensive income in the period it arises.

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.

Contingent liabilities are not recognised in the balance sheet but are disclosed in the notes to the financial statements.

#### Judgements in applying accounting policies and key sources of estimation uncertainty

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

- Determine whether leases entered into by the College either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the college's tangible assets, including goodwill. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

## Notes to the accounts (continued)

### 1 Statement of accounting policies (continued)

#### *Other key sources of estimation uncertainty*

- *Tangible fixed assets*

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

- *Local Government Pension Scheme*

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 July 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**Notes to the Accounts (continued)**

**2a Funding body grants**

	2025 £'000	2024 £'000
<b>Recurrent grants</b>		
Education and Skills Funding Agency - adult education budget	680	525
West Midlands Combined Authority - adult education budget	9,382	8,707
Education and Skills Funding Agency – 16 -18	32,877	29,276
Education and Skills Funding Agency - apprenticeships	4,145	4,009
Office for Students	135	124
<b>Specific Grants</b>		
Teacher Pension Scheme Contribution Grant	1,731	1,292
Releases of government capital grants	1,513	754
Post 16 NI Grant	240	0
Catch Up Funding	0	567
High Value Courses Premium	287	0
<b>Total</b>	<b>50,990</b>	<b>45,253</b>

**2b OFS - Grant Income and Fees**

	2025 £'000	2024 £'000
Grant income from the Office for Students	135	124
Fee income for taught awards (exclusive of VAT)	1,325	1,380
<b>Total grant and fee income</b>	<b>1,459</b>	<b>1,505</b>

FE grant and fee income have been excluded from the note above.

**3 Tuition fees and education contracts**

	2025 £'000	2024 £'000
Adult education fees	175	276
Apprenticeship fees and contracts	24	49
Fees for FE loan supported courses	18	162
Fees for HE loan supported courses	631	615
<b>Total tuition fees</b>	<b>849</b>	<b>1,102</b>
Education contracts	1,520	1,413
<b>Total</b>	<b>2,368</b>	<b>2,515</b>

**4 Other grants and contracts**

	2025 £'000	2024 £'000
European Commission	8	0
Other grants and contracts	61	298
<b>Total</b>	<b>69</b>	<b>298</b>

**Notes to the Accounts (continued)**

**5 Other income**

	2025 £'000	2024 £'000
Other income generating activities	1,406	689
Non government capital grants	46	47
	<hr/>	<hr/>
	<b>1,452</b>	<b>736</b>
<b>Total</b>		

**6 Investment income**

	2025 £'000	2024 £'000
Bank interest receivable	287	245
Net return on pension scheme (note 22)	731	507
	<hr/>	<hr/>
	<b>1,018</b>	<b>752</b>

## Notes to the Accounts (continued)

### 7 Staff costs

The average number of persons (excluding sessional workers) employed by the College during the year, was:

	2025 No.	2024 No.
Teaching staff	399	357
Non teaching staff	<u>284</u>	<u>297</u>
	<b><u>683</u></b>	<b><u>653</u></b>

The average number of persons (excluding sessional workers) employed by the College during the year, described as full-time equivalents, was:

	2025 No.	2024 No.
Teaching staff	347	307
Non teaching staff	<u>254</u>	<u>266</u>
	<b><u>600</u></b>	<b><u>573</u></b>

### Staff costs for the above persons

	2025 £'000	2024 £'000
Wages and salaries	24,946	22,174
Social security costs	2,694	2,149
Other pension costs	<u>5,208</u>	<u>4,432</u>
<b>Payroll sub total</b>	<b><u>32,848</u></b>	<b><u>28,755</u></b>
Contracted out staffing services	<u>679</u>	<u>1,285</u>
	<b><u>33,527</u></b>	<b><u>30,040</u></b>
Restructuring costs - contractual	60	56
Levy Payments	<u>109</u>	<u>97</u>
	<b><u>33,696</u></b>	<b><u>30,193</u></b>

## Notes to the Accounts (continued)

### 7 Staff costs

#### Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Senior Leadership Team which comprises the Principal, Company Secretary and other senior academic and support posts. Staff costs include compensation paid to key management personnel for loss of office.

#### Emoluments of Key management personnel, Accounting Officer and other higher paid staff

	2025 No.	2024 No.
The number of key management personnel including the Accounting Officer was:	14	15

The number of key management personnel and other staff who received annual emoluments, excluding pension contributions and employers national insurance but including benefits in kind, in the following ranges was:

	Key Management Personnel		Other staff	
	2025 No.	2024 No.	2025 No.	2024 No.
Below £60,000	1	1	-	-
£60,001 to £65,000	-	1	10	3
£65,001 to £70,000	2	2	8	8
£70,001 to £75,000	-	-	1	-
£75,001 to £80,000	1	2	-	1
£80,001 to £85,000	2	2	-	-
£85,001 to £90,000	3	3	-	-
£90,001 to £95,000	1	-	-	-
£95,001 to £100,000	-	1	-	-
£100,001 to £105,000	1	-	-	-
£105,001 to £110,000	-	1	-	-
£110,001 to £115,000	1	-	-	-
£115,001 to £120,000	1	1	-	-
£120,001 to £125,000	-	-	-	-
£125,001 to £130,000	-	-	-	-
£155,001 to £160,000	-	-	-	-
£175,001 to £180,000	-	-	-	-
£190,001 to £195,000	-	1	-	-
£196,001 to £200,000	1	-	-	-
	<u>14</u>	<u>15</u>	<u>19</u>	<u>12</u>

Finance Director role has been held by multiple employees during the financial year 2024-25 therefore the banding above has been grouped by post rather than the employees

## 7 Staff costs

Key management personnel compensation is made up as follows:

	2025 £'000	2024 £'000
Salaries - gross of salary sacrifice and waived emoluments	1,309	1,323
Employers National Insurance	171	165
	<u>1,480</u>	<u>1,488</u>
Pension contributions	265	262
	<u>1,745</u>	<u>1,750</u>
<b>Total emoluments</b>		

There were no amounts due to key management personnel that were waived in the year, nor any salary sacrifice arrangements in place.

The above compensation includes amounts payable to the Accounting Officer Pat Carvalho, appointed 01 June 2021 (who is also the highest paid officer) of:

	2025 £'000	2024 £'000
Salaries	196	191
Benefits in kind	-	-
	<u>196</u>	<u>191</u>
Pension contributions	-	0
	<u>196</u>	<u>191</u>
<b>Total remuneration</b>		

The College's Accounting Officer, and other key management personnel, are paid a fair and appropriate remuneration based on the value delivered by the individual in carrying out their role. The factors considered by the College are market rates, roles, skills and experience. The remuneration packages of the Accounting Officer and other key management personnel are regularly bench marked using sector and local information, and remuneration decisions are based on robust evidence. The pay increase for the Accounting Officer is below the 9% requiring DfE approval for renumeration over £150,000.

## Notes to the Accounts (continued)

### 7 Staff costs

#### Relationship of Principal/Chief Executive pay and remuneration expressed as a multiple

	2025	2024
Principal's basic salary as a multiple of the median of all staff	5.4	6.1
Principal and CEO's total remuneration as a multiple of the median of all staff	5.4	6.1

The members of the Corporation other than the Accounting Officer and the staff member did not receive any payment from the institution other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

#### Severance Payments

The College paid two severance payment in the year, disclosed in the following bands:

	2025 No.
Below £25,000	2
£25,001 to £50,000	-
£50,001 to £100,000	-
£100,001 to £150,000	-
£150,000+	-
	<hr/>
	<hr/> <b>2</b> <hr/>

The severance payments were for two employees of £17,500 and £11,900.

## Notes to the Accounts (continued)

### 8 Other operating expenses

	2025 £'000	2024 £'000
Teaching costs	2,299	1,866
Non teaching costs	8,279	6,815
Premises costs	4,037	4,049
<b>Total</b>	<b><u>14,614</u></b>	<b><u>12,730</u></b>
<b>Other operating expenses include:</b>	<b>2025 £'000</b>	<b>2025 £'000</b>
Auditors' remuneration:		
Financial statements audit	51	50
Internal audit	48	35
Depreciation	<u>4,942</u>	<u>4,109</u>

### 8a. Access and participation spending

	2025 £'000	2024 £'000
Access Investment	65	46
Financial Support to Students	9	5
Disability Support	4	4
Research and Evaluation	5	38
<b>Total</b>	<b><u>82</u></b>	<b><u>92</u></b>

Bmet's access and participation plan - <https://www.bmet.ac.uk/about-bmet/governance/office-for-student-registration/>

### 9 Interest payable

	2025 £'000	2024 £'000
On bank loans, overdrafts and other loans:	<u>285</u>	<u>312</u>
	285	312
Net interest on defined pension liability and enhanced pension	<u>27</u>	<u>82</u>
<b>Total</b>	<b><u>312</u></b>	<b><u>394</u></b>

### 10 Taxation

The College was not liable for any corporation tax arising out of its activities during either period.

**Notes to the Accounts (continued)**

**11 Tangible fixed assets**

	Land and buildings		Equipment	Assets in the Course of Construction	Total £'000
	Freehold £'000	Long leasehold £'000			
<b>Cost or valuation</b>					
At 1 August 2024	112,713	110	13,539	7,984	134,346
Additions	1,312	-	1,603	235	3,150
Transfer Asset Under Construction	6,868	-	1,116	(7,984)	-
Disposals	(707)	-	(1,053)	-	(1,761)
<b>At 31 July 2025</b>	<b>120,185</b>	<b>110</b>	<b>15,205</b>	<b>235</b>	<b>135,735</b>
<b>Depreciation</b>					
At 1 August 2024	62,957	59	7,956	-	70,971
Transfer Asset Under Construction	-	-	-	-	-
Charge for the year	2,954	4	1,984	-	4,942
Impairment Loss	-	-	-	-	-
Elimination in respect of disposals	(580)	-	(1,052)	-	(1,633)
<b>At 31 July 2025</b>	<b>65,330</b>	<b>63</b>	<b>8,888</b>	<b>-</b>	<b>74,281</b>
<b>Net book value at 31 July 2025</b>	<b>54,854</b>	<b>47</b>	<b>6,317</b>	<b>235</b>	<b>61,454</b>
Net book value at 31 July 2024	49,756	51	5,584	7,984	63,375

**Notes to the Accounts (continued)**

**12 Trade and other receivables**

	2025 £'000	2024 £'000
Amounts falling due within one year:		
Trade receivables	105	157
Other debtors	2	5
Prepayments and accrued income	1,668	1,170
Amounts owed by the DfE	523	533
Amounts owed by the WMCA	27	63
<b>Total</b>	<b>2,325</b>	<b>1,929</b>

**13 Creditors: amounts falling due within one year**

	2025 £'000	2024 £'000
DfE Loan		
Trade payables	1,330	1,000
Obligations under VAT scheme	1,714	2,201
Other taxation and social security	21	16
Payments received on account	1,220	1,076
Accruals	588	724
Deferred income - government capital grants	2,966	2,886
Amounts owed to the DFE	1,857	801
Other creditors	120	301
<b>Total</b>	<b>9,825</b>	<b>9,005</b>

**14 Creditors: amounts falling due after one year**

	2025 £'000	2024 £'000
DfE Loan		
Deferred income - government capital grants	3,152	4,482
<b>Total</b>	<b>21,564</b>	<b>20,278</b>
<b>Total</b>	<b>24,716</b>	<b>24,760</b>

## Notes to the Accounts (continued)

### 15 Maturity of debt

#### (a) Loans and overdrafts

Loans and overdrafts are repayable as follows:

	2025 £'000	2024 £'000
In one year or less: DFE loan	1,330	1,000
Between one and five years: DFE loan	3,152	4,000
More than five years: DFE loan		482
<b>Total</b>	<b>4,482</b>	<b>5,482</b>

**Notes to the Accounts (continued)**

**16 Provisions**

	Defined benefit Obligations £'000	Enhanced pensions £'000	Other £'000	Total £'000
At 1 August 2024	-	570	-	570
Expenditure in the period	(399)	(178)	-	(577)
Transferred from income and expenditure account	(731)	27	-	(704)
Actuarial loss net of provision against surplus	1,130	845	-	1,975
Release in provision	-	-	-	-
<b>At 31 July 2025</b>	<b>0</b>	<b>1,264</b>	<b>-</b>	<b>1,264</b>

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government pension Scheme. Further details are given in Note 22.

The enhanced pension provision relates to the cost of staff who have already left the College's employment and commitments for reorganisation costs from which the College cannot reasonably withdraw at the balance sheet date. This provision has been recalculated in accordance with guidance issued by the Association of Colleges.

The principal assumptions for this calculation are:

	2025	2024
Price inflation	2.70%	2.80%
Discount rate	5.50%	4.80%

**17 Cash and cash equivalents**

	At 1 August 2024 £'000	Cash flows £'000	Other changes £'000	At 31 July 2025 £'000
Cash and cash equivalents	7,433	3,230		10,663
<b>Total</b>	<b>7,433</b>	<b>3,230</b>	<b>-</b>	<b>10,663</b>

**18 Capital commitments**

	2025 £'000	2024 £'000
Commitments contracted for at 31 July	316	1,388

**Notes to the Accounts (continued)**

**19 Lease Obligations**

At 31 July the College had minimum lease payments under non-cancellable operating leases as follows:

	2025 £'000	2024 £'000
<b>Future minimum lease payments due</b>		
<b>Land and buildings</b>		
Not later than one year	8	8
Later than one year and not later than five years	32	32
later than five years	53	61
	<hr/> 93	<hr/> 101
<b>Other</b>		
Not later than one year	49	56
Later than one year and not later than five years	112	159
later than five years	-	1
	<hr/> 160	<hr/> 216
<b>Total lease payments due</b>	<hr/> 253	<hr/> 316

**20 Contingent liabilities**

The College has no contingent liabilities as at 31 July 2025 (2024: £nil)

**21 Events after the reporting period**

There have been no events after the end of the reporting period.

## Notes to the Accounts (continued)

### 22 Defined benefit obligations

The College's employees belong to two principal post-employment benefit plans: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the West Midlands Local Government Pension Scheme (LGPS) for non-teaching staff. Both are multi-employer defined-benefit plans. The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest formal actuarial valuation of the TPS was as at 31 March 2020 and of the LGPS 31 March 2022.

Total pension cost for the year	2025 £'000	2024 £'000
Teachers Pension Scheme: contributions paid	3,662	2,939
Local Government Pension Scheme:		
Contributions paid	1,955	1,831
FRS 102 (28) charge	(409)	(339)
Charge to the Statement of Comprehensive Income	1,546	1,493
<b>Total Pension Cost for Year</b>	<b>5,207</b>	<b>4,432</b>

Contributions amounting to £611,813 (2024:£569,712) were payable to the scheme and are included in creditors.

#### Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools, colleges and other educational establishments. Membership is automatic for teachers and lecturers at eligible institutions. Teachers and lecturers are able to opt out of the TPS.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act. Retirement and other pension benefits are paid by public funds provided by Parliament.

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The college is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the college has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The college has set out above the information available on the plan and the implications for the college in terms of the anticipated contribution rates.

The valuation of the TPS is carried out in line with regulations made under the Public Service Pension Act 2013. Valuations credit the teachers' pension account with a real rate of return assuming funds are invested in notional investments that produce that real rate of return.

## Notes to the Accounts (continued)

### 22 Defined benefit obligations (continued)

The latest actuarial review of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education (the Department) in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222 billion giving a notional past service deficit of £40 billion (compared to £22 billion in the 2016 valuation).

As a result of the valuation, new employer contribution rates rose from 23.68% to 28.68% from April 2024.

A full copy of the valuation report and supporting documentation can be found on the Teachers' Pension Scheme website.

The pension costs paid to TPS in the year amounted to £4,780k (2024: £3,943k)

### Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by West Midlands Pension Fund. The total contribution made for the year ended 31 July 2025 was £2,134,830 of which employer's contributions totalled £1,960,174 and employees' contributions totalled £214,712. The agreed contribution rates for future years are 22.3% for employers and range from 5.5% to 12.5% cent for employees, depending on salary according to a national scale.

The following information is based upon a full actuarial valuation of the fund at 31 March 2022 updated to 31 July 2025 by a qualified independent actuary.

	At 31 July 2025	At 31 July 2024
Rate of increase in salaries	3.75%	3.75%
Future pensions increases	2.75%	2.75%
Discount rate for scheme liabilities	5.80%	5.00%
Inflation assumption (CPI)	2.75%	2.75%
Commutation of pensions to lump sums	50%	50%

## 22 Defined benefit obligations (continued)

### Local Government Pension Scheme (Continued)

The current mortality assumptions include sufficient allowance for

	At 31 July 2025 years	At 31 July 2024 years
<i>Retiring today</i>		
Males	20.70	20.50
Females	23.90	23.80
<i>Retiring in 20 years</i>		
Males	21.80	21.60
Females	25.20	25.10

The College's share of the assets in the plan and the expected rates of return were:

	Asset allocation expected at 31 July 2025	Fair Value at 31 July 2025	Asset allocation expected at 31 July 2024	Fair Value at 31 July 2024
		£'000		£'000
Equities	50.00%	58,226	51.00%	57,150
Bonds	39.00%	45,416	35.00%	39,220
Property	6.00%	6,987	7.00%	7,844
Cash	5.00%	5,823	7.00%	7,844
<b>Total market value of assets</b>		<b>116,452</b>		<b>112,058</b>

#### Weighted average expected long term rate of return

The return on the Fund in market value terms for the period to 31 July 2025 is estimated based on actual Fund returns as provided by the Administering Authority and index returns where necessary.

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

	2025 £'000	2024 £'000
Fair value of plan assets	116,452	112,058
Present value of plan liabilities	(87,576)	(97,580)
Present value of unfunded liabilities	(33)	(42)
<b>Net pensions asset/(liability)</b>	<b>28,843</b>	<b>14,436</b>
Asset provision	(28,843)	(14,436)
<b>Net pensions asset/(liability)</b>	<b>-</b>	<b>-</b>

**Notes to the Accounts (continued)**

**22 Defined benefit obligations (continued)**

**Local Government Pension Scheme (Continued)**

**Amounts recognised in the Statement of Comprehensive Income in respect of the plan are as follows:**

	2025 £'000	2024 £'000
<b>Amounts included in staff costs</b>		
Current service cost	1,567	1,528
*Past Service Costs	0	0
<b>Total</b>	<b><u>1,567</u></b>	<b><u>1,528</u></b>

**Amounts included in investment income**

Net interest income	(731)	(507)
	<b><u>(731)</u></b>	<b><u>(507)</u></b>

**Amounts recognised in Other Comprehensive Income**

Return on Fund assets in excess of interest	(43)	(3,227)
Change in financial assumptions	(12,704)	(3,551)
Change in demographic assumptions	432	(196)
Experience gain on defined benefit obligation	(962)	3,257
Provision against Surplus	<u>14,407</u>	<u>4,555</u>
<b>Amount recognised in Other Comprehensive Income</b>	<b><u>1,130</u></b>	<b><u>838</u></b>

**Movement in net defined benefit liability during the year**

	2025 £'000	2024 £'000
Surplus/(Deficit) in scheme at 1 August	-	-
Movement in year:		
Staff Costs	(1,552)	(1,514)
Employer contributions	1,961	1,854
Net interest on the defined liability	731	507
Administration expenses	(10)	(9)
Actuarial gain	<u>(1,130)</u>	<u>(838)</u>
<b>Net defined benefit asset/(liability) at 31 July</b>	<b><u>-</u></b>	<b><u>-</u></b>

\* Past service costs above include £Nil (2023: £Nil) in relation to the estimated impact of the recent McCloud judgement.

**Notes to the Accounts (continued)**

**22 Defined benefit obligations (continued)**

**Local Government Pension Scheme (Continued)**

**Asset and Liability Reconciliation**

	2025 £'000	2024 £'000
<b>Changes in the present value of defined benefit obligations</b>		
<b>Defined benefit obligations at start of period</b>	97,622	94,854
Current Service cost	1,567	1,528
Interest cost	4,838	4,753
Contributions by Scheme participants	565	472
Experience gains and losses on defined benefit obligations	(962)	3,257
Changes in financial assumptions	(12,704)	(3,551)
Changes in demographic assumptions	432	(196)
Estimated benefits paid	(3,744)	(3,490)
Past Service cost	-	-
Unfunded pension payments	(5)	(5)
<b>Defined benefit obligations at end of period</b>	<b><u>87,609</u></b>	<b><u>97,622</u></b>

**Reconciliation of Assets**

<b>Fair value of plan assets at start of period</b>	112,058	104,735
Interest on plan assets	5,569	5,260
Return on plan assets	43	3,227
Employer contributions	1,961	1,854
Contributions by Scheme participants	565	472
Estimated benefits paid	(3,744)	(3,490)
Other experience gains	-	-
Administration Expenses	-	-
<b>Fair value of plan assets at end of period</b>	<b><u>116,452</u></b>	<b><u>112,058</u></b>

## Notes to the Accounts (continued)

### 23 Related party transactions

Due to the nature of the college's operations and the composition of the board of governors 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 governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the college's financial regulations and normal procurement procedures.

The total expenses paid to or on behalf of the Governors during the year was £2,516; 14 governors (2024: £2094; 11 governors). This represents travel and subsistence expenses and other out of pocket expenses incurred in attending Governor meetings and charity events in their official capacity.

No Governor has received any remuneration or waived payments from the College or its subsidiaries during the year (2024: None).

### 24 Amounts disbursed as agent

Learner support funds	2025 £'000	2024 £'000
Funding body grants – 16-18 Bursary	1,500	1,247
Other Funding body grants	0	22
	1,500	1,269
Disbursed to students	(1,214)	(834)
Administration costs	(61)	(55)
Balance unspent as at 31 July, included in creditors	225	381

Funding body grants are available solely for students. In the majority of instances, the College only acts as a paying agent. In these circumstances, the grants and related disbursements are therefore excluded from the Statement of Comprehensive Income.

The college distributes 16-19 discretionary and vulnerable bursaries and free meals in further education (FEFM) funds to students as an agent for DfE.

In accounting period ended 31 July 2025, the college received a total of £1,500k and disbursed £1,214k from DfE 16-19 discretionary and vulnerable bursaries and FEFM funding after charging £61k for administration costs.

As at 31 July 2025, the cumulative unspent 16-19 discretionary and vulnerable bursary funds and FEFM funding is £225k. Comparatives for the accounting period ended 31 July 2024 are £1,247k received from DfE, £834k disbursed to learners after charging £55k for administration costs, and total cumulative unspent funds of £381k.