



**Mansfield College**  
**University of Oxford**  
**Annual Report and Financial Statements**  
**Year ended 31 July 2014**



**Governing Body, Officers and Advisers**

**Report of the Governing Body**

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**MEMBERS OF THE GOVERNING BODY**

The Members of the Governing Body are the College's charity trustees under charity law. The members of the Governing Body who served in office as Governors during the year, or subsequently, are detailed below together with membership of the Finance and General Purposes Committee and Academic Policy Committee, the two main sub-committees of the Governing Body.

				<i>Committees</i>	
<i>Changes in year</i>				<i>F&amp;GPD</i>	<i>APC</i>
Professor	Ros	Ballaster		•	•
Professor	Jocelyn	Bell Burnell			
Dr	Pam	Berry		•	•
Professor	Steve	Biller			•
Professor	Stephen	Blundell			•
Professor	Jon	Chapman			
Dr	Antoni	Chawluk	(Retired 30/9/13)	•	•
Mr	Allan	Dodd		•	
Dr	Janet	Dyson	(Retired 30/9/13)	•	•
Dr	Nancy	Eisenhauer		•	•
Dr	Pavlos	Eleftheriadis			•
Dr	Marcel	Fafchamps	(Resigned 11/10/13)		
Dr	Marina	Galano			•
Dr	Kathryn	Gleadle			•
Dr	Derek	Goldrei			•
Dr	Andy	Gosler			•
Dr	Vicente	Grau			•
Dr	Emma	Howard	(Appointed 1/9/13)		•
Ms	Helen	Jones		•	
Professor	Peter	Keevash	(Appointed 1/9/13)		•
Baroness	Helena	Kennedy		•	
Dr	Helen	Lacey			•
Dr	David	Leopold			•
Dr	David	Lincicum			•
Dr	Paul	Lodge		•	•
Dr	Jonathan	Marchini	(Resigned 30/9/13)		
Dr	Helen	Margetts			
Professor	James	Marrow			
Dr	Chris	Martin			•
Dr	Derek	McCormack		•	•
Dr	Michelle	Mendelssohn			•
Dr	Katherine	Morris			•
Professor	Colin	Please			•
Dr	Richard	Powell			•
Dr	Joel	Rasmussen			•
Revd	Tanya	Rasmussen			
Ms	Lucinda	Rumsey		•	•
Dr	Alison	Salvesen			•

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Dr	Jason	Smith		•	•
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**SENIOR STAFF**

The senior members of the College to whom day to day management is delegated are as follows.

Principal
Bursar
Senior Tutor and Tutor for Admissions
Dean
Tutor for Graduates

**COLLEGE ADVISERS**

**Investment managers**

Rathbones and Oxford University Endowment Fund

**Auditor**

Critchleys LLP

**Bankers**

HSBC

**Solicitors**

Darbys

**College address**

Mansfield College, Mansfield Rd, Oxford OX1 3TF

**Website**

[www.mansfield.ox.ac.uk](http://www.mansfield.ox.ac.uk)

## **Mansfield College**

The Members of the Governing Body present their Annual Report for the year ended 31 July 2014 under the Charities Act 2011 together with the audited financial statements for the year.

### **REFERENCE AND ADMINISTRATIVE INFORMATION**

Mansfield College in the University of Oxford, which is known as Mansfield College, ("the College") is an eleemosynary chartered charitable corporation aggregate. It was founded in 1886 as a theological non-conformist training college and received its Royal Charter in 1995. The College registered with the Charities Commission on 20<sup>th</sup> September 2011 (registered number 1143860). The names of all Members of the Governing Body at the date of this report and of those in office during the year, together with details of the senior staff and advisers of the College, are given on pages 2 and 3.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Governing documents**

The College is governed by its Charter and Statutes dated 11 April 1995.

#### **Governing Body**

The Governing Body is constituted and regulated in accordance with the College Statutes, the terms of which are enforceable ultimately by the Visitor (the Chancellor of The University of Oxford). The Governing Body is self-appointing. New members are elected on the basis of Statutes I and IV which define the categories of Fellows. The Governing Body determines the strategic direction of the College and regulates its administration and the management of its finances and assets. It meets regularly under the chairmanship of the Principal and is advised by two principal committees.

#### **Recruitment and training of Members of the Governing Body**

New Members of the Governing Body are recruited as a result of joint appointments with the University, College-only appointments and election of Professorial Fellows. They are inducted into the workings of the College, including Governing Body policy and procedures, as required by briefings from College senior officers.

#### **Organisational management**

The Governing Body meets nine times a year unless additional exceptional meetings are required. The work of developing its policies and monitoring the implementation of these is carried out by three Committees:

- The Finance General Purposes and Development Committee (F&GPD) reviews the College's financial performance on a regular basis, and makes recommendations to Governing Body on the annual budget and financial policy. It also considers a range of other related matters including development activity and performance, audit, and personnel matters.
- The Academic Policy Committee (APC) considers the academic policies of the college and looks at long term strategic academic developments and provisions, as well as a range of other academic policies and procedures in relation to student achievement and progress.

#### **Group structure and relationships**

The College is part of the collegiate University of Oxford. Material interdependencies between the University and the College arise as a consequence of this relationship.

#### **Risk management**

The College is engaged in risk assessment on an ongoing basis. When it is not able to address risk issues using internal resources, the College takes advice from external experts with specialist knowledge. Policies and procedures within the College are reviewed by the relevant College Committee, chaired by the Principal or

## **Mansfield College**

the Bursar. Financial risks are assessed by the Finance General Purposes and Development Committee. In addition, the Bursar and administrative and domestic staff heads meet regularly to review health and safety issues. Training courses and other forms of career development are available to members of staff to enhance their skills in risk-related areas.

The Governing Body, which has ultimate responsibility for managing any risks faced by the College, has given consideration to the major risks to which the College is exposed, and has concluded that adequate systems are in place to manage these risks. It is recognised that systems can provide only reasonable but not absolute assurance that major risks have been managed.

### **OBJECTIVES AND ACTIVITIES**

#### **Charitable Objects and Aims**

The College's Objects are to:

- Advance learning, education and research in the arts and the sciences;
- Provide facilities for men and women who shall be members of the University in which they may work for degrees, diplomas and certificates of the University and where men and women may engage in advanced and other study and the conduct and publication of research in Oxford;
- Promote the Christian religion and in particular the Christian traditions originating in the Continental Reformation and English Dissent; and to provide opportunities for the study of theology and training for the Christian Ministry, having regard especially to the ministries of the United Reformed Church in the United Kingdom and the Churches of the Congregational Federation.

### **PUBLIC BENEFIT**

The Governing Body is mindful of the long-standing requirement to provide public benefit and of the disclosure requirements of the Charities Act 2006. In this connection the Governing Body has monitored closely the general and supplemental guidance produced by the Charity Commission, in particular its public benefit guidance on advancement of education and on fee-charging.

The College's public benefit aims are to attract students from diverse backgrounds. The College therefore devotes significant resources to outreach activities to encourage applicants from non-traditional backgrounds, and contributes to general bursary and specific hardship funds in support of widening access. The College continues to be active in carrying out access work with schools and colleges in the maintained sector. The alumni of the College go on to work in many spheres, and to have a beneficial impact on the wider community. Its academics carry out original research which is also of public benefit. Mansfield has also contributed to the funding of bursaries under the Oxford Opportunity Bursary and Oxford Tuition Fee Reduction system in 2013-14. The bursary and fee reduction system provided funding to around twenty percent of undergraduates and in total amounted to £221,552. The College also provides in year support to students encountering financial difficulties from College-specific hardship funds.

The College employs a Chaplain and maintains a chapel which provides opportunities for worship both for college members and the wider community. It also provides seminars and lecture programmes of general interest which are open to all members of the public free of charge and which attract significant numbers of attendees from both within Oxford University and the general public.

### **ACHIEVEMENTS AND PERFORMANCE**

Student numbers in 2013-14 were 221 undergraduates, 103 graduates and 37 visiting students from colleges in USA. Mansfield tutors made significant contributions to their academic disciplines and to the wider academic community with their excellent research, publications and teaching.

## **Mansfield College**

The College built on its reputation as an institution dedicated to widening access to higher education with its outreach work, and offered a higher proportion of places to maintained sector candidates than any other Oxford college.

Students achieved well in their individual academic performance, and overall academic results compared satisfactorily in comparison with previous years and also with similar Oxford colleges.

During the year the College completed a major project which included new kitchens, a new cafeteria and social space, extensive refurbishment of the College dining hall, and further refurbishment of meeting rooms and Fellows' offices. The project also involved a significant improvement in disabled access to the oldest part of the College. The College also continued to invest in improvements to the estate which included significant refurbishment of student bathrooms and kitchens, and replacement of roofs to a student accommodation block and to the College Chapel.

### **FINANCIAL REVIEW**

The College showed a surplus on net incoming/outgoing resources of £249,000. This was after donations of £634,000 during the year. Conference income continued to show year-on-year improvement. Other income sources achieved predicted outcomes and most costs were within budget. Net assets increased from £18.1m in 2012-13 to £18.6m in 2013-14.

#### **Reserves policy**

The College's ongoing reserves policy is to maintain sufficient free reserves, currently defined as £300,000, to enable it to meet its short-term financial obligations in the event of an unexpected and uninsured revenue shortfall, and to allow the College to be managed efficiently and to provide a buffer that would ensure uninterrupted services.

Designated reserves at the year-end comprised £60,000 for buildings related purposes to be spent within the next three years.

#### **Investment policy, objectives and performance**

The College's investment objectives are to balance current and future beneficiary needs by:

- Maintaining (at least) the value of the investments in real terms;
- Producing a consistent and sustainable level of income to support expenditure; and
- Delivering these objectives within acceptable levels of risk.

To meet these objectives the College's investments as a whole are managed in order to maintain diversification across a range of asset classes in order to produce an appropriate balance between risk and return.

The dividend yield from investments is applied to the purposes specified by donors who have contributed to endowments.

At the year end, the College's long term investments, combining the securities and property investments, totalled £11.8m (£11.3m in 2013-13). The overall total investment return from the Rathbone's portfolio was c3.6% over the year, and was c3.8% from the Oxford University Endowment Fund. The Governing Body will keep the level of income withdrawn under review to balance the needs and interests of current and future beneficiaries of the College's activities.

### **FUTURE PLANS**

The core elements of the College's future plans, as agreed by the Governing Body, are to retain a distinctive egalitarian and enlightened culture, to draw talented students from diverse backgrounds and helping to



develop their full potential in preparation for useful lives, and to recruit and retain academic staff who are outstanding in their field.

The College will remain small in terms of student numbers but has ambitious plans to continue to improve facilities for students and staff as a result of new buildings on site for student accommodation, and significant refurbishment to kitchen and dining facilities. Longer term financial forecasts and income generating strategies have been put in place in order to support these plans and ambitions.

#### **STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES**

The Governing Body is responsible for preparing the Report of the Governing Body and the financial statements in accordance with applicable law and regulations. Charity law requires the Governing Body to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice and applicable law.

Under charity law the Governing Body must not approve the financial statements unless it is satisfied that they give a true and fair view of the state of affairs of the College and of its net incoming or outgoing resources for that period. In preparing these financial statements, the Governing Body is required to:

- Select the most suitable accounting policies and then apply them consistently;
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the College will continue to operate.

The Governing Body is responsible for keeping proper accounting records that are sufficient to show and explain the College's transactions and disclose with reasonable accuracy at any time the financial position of the College, and enable it to ensure that the financial statements comply with the Charities Act 2011. It is also responsible for safeguarding the assets of the College and ensuring their proper application under charity law and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Governing Body on 5 November 2014 and signed on its behalf by:

Baroness Helena Kennedy  
Principal

Allan Dodd  
Bursar

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE GOVERNING BODY OF MANSFIELD COLLEGE**

We have audited the financial statements of Mansfield College for the year ended 31 July 2014 which comprise the Statement of Accounting Policies, the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Cash Flow Statement and the related notes numbered 1 to 27. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the College's Governing Body in accordance with section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the Governing Body 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 College and its Governing Body for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of Governing Body and auditor**

As explained more fully in the Statement of Accounting and Reporting Responsibilities, the Governing Body is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Governing Body; and the overall presentation of the financial statements. We read all the information in the Report of the Governing Body to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit.. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on financial statements**

- In our opinion the financial statements:
- give a true and fair view of the state of the group's and the charity's affairs as at 31 July 2014 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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

- We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

## **Mansfield College**

- the information given in the Report of the Governing Body is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept by the parent charity; 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.

Critchleys LLP

Statutory Auditor

Oxford

Date

Critchleys LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

**1. Scope of the financial statements**

The financial statements present the Consolidated Statement of Financial Activities (SOFA), the Consolidated and College Balance Sheets and the Consolidated Cash Flow Statement comprising the consolidation of the College with its wholly owned subsidiary Mansfield College Developments Limited. No separate SOFA has been presented for the College alone as permitted by paragraph 397 of the Charities SORP 2005. The results of the subsidiary, as included the consolidated income, expenditure and results of the College, is disclosed in note 13.

**2. Basis of accounting**

The financial statements have been prepared under the Charities Act 2006 and in accordance with the Statement of Recommended Practice on Accounting and Reporting by Charities issued in 2005 ("the Charities SORP") and applicable accounting standards. The financial statements are drawn up on the historical cost basis of accounting as modified by the revaluation of investment properties and other investments.

**3. Incoming resources from fee income, HEFCE support and other charges for services**

Fees receivable, HEFCE support and charges for services and use of the premises, less any scholarships, bursaries or other allowances granted by the College, but including contributions received from restricted funds, are accounted for in the period in which the related service is provided.

**4. Incoming resources from donations and legacies**

Voluntary income is accounted for when the College has entitlement to the funds, the amount can be reliably quantified and there is reasonable certainty of its ultimate receipt.

Voluntary income received for the general purpose of the College is credited to unrestricted funds.

Voluntary income which is subject to specific wishes of the donor is credited to the relevant restricted fund or, where the donation, grant or legacy is required to be held as capital, to the endowment funds. Where donations are received otherwise than in cash, they are valued at the market value of the underlying assets received at the date of receipt.

**5. Investment income**

Interest on bank balances and fixed interest securities is accounted for in the period to which the interest relates.

Dividend income and similar distributions are accounted for in the period in which they become receivable.

Income from investment properties is accounted for in the period to which the rental income relates.

**6. Expenditure**

Expenditure is accounted for on an accruals basis. Indirect expenditure is apportioned to expenditure categories based on the estimated amount attributable to that activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate. Irrecoverable VAT is included with the item of expenditure to which it relates.

Grants awarded are expensed as soon as they become legal or operational commitments.

Governance costs comprise the costs of complying with constitutional and statutory requirements.

Intra-group sales and charges between the College and its subsidiaries are excluded from trading income and expenditure.

## **7. Leases**

Rentals payable under operating leases are charged in the SOFA on a straight line basis over the relevant lease terms.

The cost of the assets held under finance leases is included within fixed assets and depreciation is charged in accordance with the accounting policy for each class of asset concerned. The corresponding capital obligations under these leases are shown as liabilities. The finance charge element of rentals is charged to the Statement of Financial Activities and classified within finance costs as incurred.

## **8. Tangible fixed assets**

Expenditure on the acquisition, construction or enhancement of land and buildings together with expenditure on equipment costing more than £1,500 is capitalised and carried in the balance sheet at historical cost.

Other expenditure on equipment incurred in the normal day-to-day running of the College and its subsidiaries is charged to the Statement of Financial Activities as incurred.

## **9. Depreciation**

Depreciation is provided to write off the cost of all relevant tangible fixed assets, less their estimated residual value, in equal annual instalments over their expected useful economic lives as follows:

Freehold properties, including major extensions	[50 years]
Leasehold properties	[50 years or period of lease if shorter]
Building improvements	[10 - 30 years]
Equipment	[4 - 10 years]

Freehold land is not depreciated. The costs of maintenance are charged in the Statement of Financial Activities in the period in which it is incurred.

## **10. Investments**

Investment properties are valued as individual investments at their market values as at the balance sheet date. Purchases and sales of investment properties are recognised on exchange of contracts.

Listed investments are valued at their mid-market values as at the balance sheet date. Investments such as hedge funds and private equity funds which have no readily identifiable market value are included at the most recent valuations from their respective managers.

Gains and losses arising on the investments are credited or charged to the Statement of Financial Activities and are allocated to the appropriate Fund according to the "ownership" of the underlying assets.

## **11. Stocks**

Stocks are valued at the lower of cost and net realisable value, cost being the purchase price on a first in, first out basis.

## **12. Foreign currencies**

Transactions denominated in foreign currencies during the year are translated at prevailing rates of exchange at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates applying at the Balance Sheet date or, where there are

related forward foreign exchange contracts, at the contract rates. The resulting exchange differences are taken to the Statement of Financial Activities.

### **13. Investment accounting**

The College invests its permanent endowments as described in the relevant section and applies annual dividend income for the stated purposes of the endowment.

### **14. Fund accounting**

The total funds of the College and its subsidiaries are allocated to unrestricted, restricted or endowment funds based on the origins of the funds and the terms set by the donors. Endowment funds are further sub-divided into permanent and expendable.

Unrestricted funds can be used in furtherance of the objects of the College at the discretion of the Governing Body. The Governing Body may decide that part of the unrestricted funds shall be used in future for a specific purpose and this will be accounted for by transfers to appropriate designated funds.

Restricted funds comprise gifts, legacies and grants where the donors have earmarked funds for specific purposes. They consist of *either* gifts where the donor has specified that both the capital and any income arising must be used for the purposes given *or* the income on gifts where the donor has required that the capital be maintained and the income used for specific purposes.

Permanent endowment funds arise where donors specify that the funds should be retained as capital for the permanent benefit of the College. Any income arising from the capital will be accounted for as unrestricted funds unless the donor has placed restricted the use of that income, in which case it will be accounted for as a restricted fund.

Expendable endowment funds are similar to permanent endowment in that they have been given, or the College has determined based on the circumstances that they have been given, for the long term benefit of the College. However, the Governing Body may at its discretion determine to spend all or part of the capital.

### **15. Pension costs**

The costs of retirement benefits provided to employees of the College through two multi-employer defined pension schemes are accounted for as if these were defined contribution schemes in accordance with the requirements of FRS 17. The College's contributions to these schemes are charged in the period in which the salaries to which the contributions relate are payable.

**Mansfield College**  
**Consolidated Statement of Financial Activities**  
**For the year ended 31 July 2014**

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Endowed Funds £'000	2014 Total £'000	2013 Total £'000
<b>INCOMING RESOURCES</b>						
<b>Resources from charitable activities</b>	1					
Teaching and research		3,590	0	0	3,590	3,390
		<u>3,590</u>	<u>0</u>	<u>0</u>	<u>3,590</u>	<u>3,390</u>
<b>Resources from generated funds</b>						
Legacies and donations		127	286	221	634	583
Trading income	2	170	0	0	170	200
Investment income	3	243	105	69	417	396
Bank and other interest	4	1	0	0	1	6
		<u>541</u>	<u>391</u>	<u>290</u>	<u>1,222</u>	<u>1,185</u>
<b>Other incoming resources</b>		51	0	0	51	127
<b>Total Incoming Resources</b>		<u>4,182</u>	<u>391</u>	<u>290</u>	<u>4,863</u>	<u>4,703</u>
<b>RESOURCES EXPENDED</b>						
<b>Cost of generating funds</b>	5					
Fundraising		274	50	0	324	279
Trading expenditure		164	0	0	164	155
Investment management costs		19	16	12	47	43
		<u>457</u>	<u>66</u>	<u>12</u>	<u>535</u>	<u>477</u>
<b>Charitable activities</b>	5					
Teaching and research		3,737	271	52	4,060	4,109
		<u>3,737</u>	<u>271</u>	<u>52</u>	<u>4,060</u>	<u>4,109</u>
<b>Governance costs</b>	8	19	0	0	19	20
<b>Total Resources Expended</b>		<u>4,213</u>	<u>337</u>	<u>64</u>	<u>4,614</u>	<u>4,606</u>
<b>Net incoming/(outgoing) resources before transfers</b>		(31)	54	226	249	97
Transfers between funds	17	44	29	(73)	0	0
<b>Net incoming/(outgoing) resources before other gains and losses</b>		<u>13</u>	<u>83</u>	<u>153</u>	<u>249</u>	<u>97</u>
Investment gains/(losses)		4	0	234	238	1,286
<b>Net movement in funds for the year</b>		<u>17</u>	<u>83</u>	<u>387</u>	<u>487</u>	<u>1,383</u>
Fund balances brought forward	17	5,911	1,004	11,175	18,090	16,707
<b>Funds carried forward at 31 July</b>	17	<u>5,928</u>	<u>1,087</u>	<u>11,562</u>	<u>18,577</u>	<u>18,090</u>

**Mansfield College**  
**Consolidated and College Balance Sheet**  
**As at 31 July 2014**

	Notes	2014 Group £'000	2013 Group £'000	2014 College £'000	2013 College £'000
<b>FIXED ASSETS</b>					
Tangible assets	10 & 11	9,532	6,212	8,902	6,244
Securities and other investments	12	11,758	11,292	11,758	11,292
		<b>21,290</b>	<b>17,504</b>	<b>20,660</b>	<b>17,537</b>
<b>CURRENT ASSETS</b>					
Stocks		74	69	74	69
Debtors	14	481	642	488	536
Deposits and other short term investments		174	575	136	575
Cash at bank and in hand		1	6	1	6
		<b>730</b>	<b>1,292</b>	<b>699</b>	<b>1,186</b>
<b>CREDITORS: falling due within one year</b>	15	<b>1,389</b>	<b>639</b>	<b>728</b>	<b>565</b>
<b>NET CURRENT ASSETS/(LIABILITIES)</b>		<b>(659)</b>	<b>653</b>	<b>(29)</b>	<b>621</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>20,631</b>	<b>18,157</b>	<b>20,631</b>	<b>18,158</b>
<b>CREDITORS: falling due after more than one year</b>	16	<b>2,054</b>	<b>67</b>	<b>2,054</b>	<b>67</b>
<b>NET ASSETS</b>		<b>18,577</b>	<b>18,090</b>	<b>18,577</b>	<b>18,090</b>
<b>FUNDS OF THE COLLEGE</b>					
	17				
<b>Endowment funds</b>		<b>11,562</b>	<b>11,175</b>	<b>11,562</b>	<b>11,175</b>
<b>Restricted funds</b>		<b>1,087</b>	<b>1,004</b>	<b>1,087</b>	<b>1,004</b>
<b>Unrestricted funds</b>					
Designated funds		9,592	7,198	9,592	7,198
General funds		(3,664)	(1,287)	(3,664)	(1,287)
		<b>18,577</b>	<b>18,090</b>	<b>18,577</b>	<b>18,090</b>

The financial statements were approved and authorised for issue by the Governing Body of  
Mansfield College  
on: 5th November 2014

Trustee:

Baroness Helena Kennedy (Principal)

Trustee:

Allan Dodd (Bursar)



**Mansfield College**  
**Cash Flow Statement**  
**For the year ended 31 July 2014**

	Notes	2014 Group £'000	2013 Group £'000
<b>Net cash inflow/(outflow) from operations</b>	23	<u>2,601</u>	<u>(541)</u>
<b>Returns on investments and servicing of finance</b>			
Income from investments		417	402
Finance costs paid		(52)	(60)
		<u>365</u>	<u>342</u>
<b>Capital expenditure and financial investment</b>			
New endowment capital received		221	243
Payments for tangible fixed assets		(3,523)	(1,156)
Proceeds from sales of tangible fixed assets		0	0
Payments for investments		(228)	0
Proceeds from sales of investments		0	106
		<u>(3,530)</u>	<u>(807)</u>
<b>Management of liquid resources</b>			
Net additions to term deposits		0	1,227
		<u>0</u>	<u>1,227</u>
<b>Financing</b>			
		<u>0</u>	<u>0</u>
<b>Increase/(decrease) in cash in the year</b>		<u>(563)</u>	<u>221</u>
<b>Reconciliation of net cash flow to movement in net funds</b>			
Increase/(decrease) in cash in the year		(563)	221
Transfers to/(from) term deposits and current investments		0	(1,227)
<b>Change in net funds</b>		<u>(563)</u>	<u>(1,006)</u>
<b>Net funds at 1 August</b>		548	1,554
<b>Net funds at 31 July</b>		<u>(15)</u>	<u>548</u>

**Mansfield College**  
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**1 INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted Funds £'000	Restricted Funds £'000	Endowed Funds £'000	2014 Total £'000	2013 Total £'000
<b>Teaching and research</b>					
Tuition fees - UK and EU students	1,082	0	0	1,082	1,030
Tuition fees - Overseas students	226	0	0	226	224
Other fees	517	0	0	517	554
Other HEFCE support	54	0	0	54	48
Other academic income	63	0	0	63	23
College residential income	1,648	0	0	1,648	1,512
	<u>3,590</u>	<u>0</u>	<u>0</u>	<u>3,590</u>	<u>3,390</u>
<b>Public worship</b>					

The above analysis includes £1,040k received from Oxford University under the CFF Scheme, net of College fees received directly (2013 - £965k)

**2 TRADING INCOME**

	2014 £'000	2013 £'000
Conference and function trading income	162	195
Other trading income	8	5
	<u>170</u>	<u>200</u>

**3 INVESTMENT INCOME**

	Unrestricted Funds £'000	Restricted Funds £'000	Endowed Funds £'000	2014 Total £'000	2013 Total £'000
Equity dividends	243	105	69	417	396
	<u>243</u>	<u>105</u>	<u>69</u>	<u>417</u>	<u>396</u>

#### 4 BANK AND OTHER INTEREST INCOME

	Unrestricted Funds £'000	Restricted Funds £'000	Endowed Funds £'000	2014 Total £'000	2013 Total £'000
Bank interest	1	0	0	1	5
Other interest	0	0	0	0	1
	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>6</u>

#### 5 ANALYSIS OF RESOURCES EXPENDED

	Direct staff costs £'000	Other direct costs £'000	Support costs £'000	2014 Total £'000	2013 Total £'000
<b>Costs of generating funds</b>					
Fundraising	200	88	36	324	279
Trading expenditure	111	43	10	164	155
Investment management costs	0	0	47	47	43
<b>Total costs of generating funds</b>	<u>311</u>	<u>131</u>	<u>93</u>	<u>535</u>	<u>477</u>
<b>Charitable expenditure</b>					
Teaching and research	1,904	1,538	618	4,060	4,109
<b>Total charitable expenditure</b>	<u>1,904</u>	<u>1,538</u>	<u>618</u>	<u>4,060</u>	<u>4,109</u>
<b>Governance costs</b>	<u>0</u>	<u>19</u>	<u>0</u>	<u>19</u>	<u>20</u>
<b>Total resources expended</b>	<u>2,215</u>	<u>1,688</u>	<u>711</u>	<u>4,614</u>	<u>4,606</u>

The College is liable to be assessed for Contribution under the provisions of Statute XV of the University of Oxford. The Contribution Fund is used to make grants and loans to colleges on the basis of need. Contribution is calculated annually in accordance with regulations made by the Council.

The teaching and research costs include College Contribution payable of £0k (2013 - £0k).

#### 6 SUPPORT COSTS

	Generating Funds £'000	Teaching and Research £'000	Public Worship £'000	Heritage £'000	2014 Total £'000	2013 Total £'000
Financial and domestic admin	38	305	0	0	343	327
IT	0	112	0	0	112	74
Depreciation	14	189	0	0	203	202
Bank interest payable	0	1	0	0	1	2
Other finance charges	41	11	0	0	52	58
	<u>93</u>	<u>618</u>	<u>0</u>	<u>0</u>	<u>711</u>	<u>663</u>

Finance and administration and human resources costs are attributed according to the estimated staff time spent on each activity.

Depreciation costs are attributed according to the use made of the underlying assets.

IT costs are attributed according to the estimated staff time spent on each activity.

Interest and other finance charges are attributed according to the purpose of the related financing.

**Mansfield College**  
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**7 GRANTS AND AWARDS**

	Unrestricted Funds £'000	Restricted Funds £'000	2014 Total £'000	2013 Total £'000
During the year the College funded research awards and bursaries to students from its restricted and unrestricted fund as follows:				
Scholarships, prizes and grants	20	39	59	58
Bursaries and hardship awards	59	2	61	67
	<u>79</u>	<u>41</u>	<u>120</u>	<u>125</u>

The above costs are included within the charitable expenditure on Teaching and Research.

**8 GOVERNANCE COSTS**

	2014 £'000	2013 £'000
<b>Governance costs comprise:</b>		
Auditor's remuneration - audit services	17	16
Auditor's remuneration - other services	2	4
	<u>19</u>	<u>20</u>

No amount has been included in Governance Costs for the direct employment costs or reimbursed expenses of the College Fellows on the basis that these payments relate to the Fellows involvement in the College's charitable activities. Details of the remuneration of the Fellows and their reimbursed expenses are included as a separate note within these financial statements.

**9 STAFF COSTS**

	2014 £'000	2013 £'000
The aggregate payroll costs for the year including direct staff costs (Note 5) and support staff (included in Note 6) costs were as follows:		
Salaries and wages	2,155	2,114
Social security costs	133	141
Pension costs	290	264
	<u>2,578</u>	<u>2,519</u>

The average number of permanent employees of the College, excluding Trustees, on a full time equivalent basis was as follows.

	2014	2013
Tuition and research	29	26
College residential	28	29
Public worship		
Heritage		
Fundraising	4	3
Support	9	9
Total	<u>70</u>	<u>67</u>

The average number of employed College Trustees during the year was as follows.

	2014	2013
University Lecturers	16	14
CUF Lecturers	3	3
Other teaching and research	17	16
Other	3	2
Total	<u>39</u>	<u>35</u>

The College also benefits from temporary staff, agency workers and those part-time external tutors who are not on the College payroll.

10 TANGIBLE FIXED ASSETS - College

	Leasehold land and buildings £'000	Freehold land and buildings £'000	Plant and Machinery £'000	Fixtures, Fittings and Equipment £'000	Total £'000
<b>Cost</b>					
At start of year	75	7,539	0	504	8,118
Additions	0	2,820	0	42	2,861
<b>At end of year</b>	<b>75</b>	<b>10,358</b>	<b>0</b>	<b>546</b>	<b>10,979</b>
<b>Depreciation</b>					
At start of year	2	1,431	0	441	1,874
Charge for the year	1	162	0	40	203
<b>At end of year</b>	<b>3</b>	<b>1,593</b>	<b>0</b>	<b>481</b>	<b>2,077</b>
<b>Net book value</b>					
At end of year	72	8,765	0	65	8,902
At start of year	73	6,108	0	63	6,244

The College has substantial long-held historic assets all of which are used in the course of the College's teaching and research activities. These comprise listed buildings on the College site, together with their contents comprising works of art, ancient books and manuscripts. Because of their age reliable historical cost information is not available for these assets and could not be obtained except at disproportionate expense. However, in the opinion of the Trustees the depreciated historical cost of these assets is now immaterial.

11 TANGIBLE FIXED ASSETS - Group

	Leasehold land and buildings £'000	Freehold land and buildings £'000	Plant and Machinery £'000	Fixtures, Fittings and Equipment £'000	Total £'000
<b>Cost</b>					
At start of year	75	7,507	0	504	8,086
Additions	0	3,481	0	42	3,523
<b>At end of year</b>	<b>75</b>	<b>10,988</b>	<b>0</b>	<b>546</b>	<b>11,609</b>
<b>Depreciation</b>					
At start of year	2	1,431	0	441	1,874
Charge for the year	1	162	0	40	203
<b>At end of year</b>	<b>3</b>	<b>1,593</b>	<b>0</b>	<b>481</b>	<b>2,077</b>
<b>Net book value</b>					
At end of year	72	9,395	0	65	9,532
At start of year	73	6,076	0	63	6,212

The College has substantial long-held historic assets all of which are used in the course of the College's teaching and research activities. These comprise listed buildings on the College site, together with their contents comprising works of art, ancient books and manuscripts. Because of their age reliable historical cost information is not available for these assets and could not be obtained except at disproportionate expense. However, in the opinion of the Trustees the depreciated historical cost of these assets is now immaterial.

## 12 SECURITIES AND OTHER INVESTMENTS

	2014 £'000	2013 £'000		
<b>Investments</b>				
Valuation at start of year	11,292	10,112		
New money invested	230	194		
Amounts withdrawn	0	(299)		
Investment management fees	(2)	(2)		
(Decrease)/increase in value of investments	238	1,286		
<b>Investments at end of year</b>	<b>11,758</b>	<b>11,292</b>		
Investment in subsidiaries	0	0		
<b>College investments at end of year</b>	<b>11,758</b>	<b>11,292</b>		
<b>Investments comprise:</b>				
	Held outside the UK £'000	Held in the UK £'000	2014 Total £'000	2013 Total £'000
Equity investments	0	11,137	11,137	10,665
Fixed interest stocks	0	347	347	264
Alternative and other investments	0	95	95	93
Fixed term deposits and cash	0	179	179	270
<b>Total investments</b>	<b>0</b>	<b>11,758</b>	<b>11,758</b>	<b>11,292</b>

## 13 SUBSIDIARY UNDERTAKINGS

The College holds 100% of the issued share capital in Mansfield College Developments Limited, a company providing building services to the College premises.

The results of the subsidiaries and their assets and liabilities at the year end were as follows.

	2014 £'000	2013 £'000
	Mansfield College Developments Limited	Mansfield College Developments Limited
Turnover	2,647	1,578
Expenditure	(2,598)	(1,548)
Donation to College under gift aid	(49)	(30)
<b>Result for the year</b>	<b>0</b>	<b>0</b>
<b>Total assets</b>	<b>755</b>	<b>278</b>
<b>Total liabilities</b>	<b>(755)</b>	<b>(278)</b>
<b>Net funds at the end of year</b>	<b>0</b>	<b>0</b>

**14 DEBTORS**

	2014 Group £'000	2013 Group £'000	2014 College £'000	2013 College £'000
<b>Amounts falling due within one year:</b>				
Trade debtors	369	427	215	157
Amounts owed by College members	19	45	19	45
Amounts owed by Group undertakings	0	0	161	173
Prepayments and accrued income	44	45	44	45
Other Debtors	49	125	49	116
	<b>481</b>	<b>642</b>	<b>488</b>	<b>536</b>

**15 CREDITORS: falling due within one year**

	2014 Group £'000	2013 Group £'000	2014 College £'000	2013 College £'000
Bank overdrafts	191	33	191	0
Trade creditors	599	85	214	44
Amounts owed to College Members	3	20	3	20
Taxation and social security	338	66	62	66
Accruals and deferred income	108	115	108	115
Other creditors	150	320	150	320
	<b>1,389</b>	<b>639</b>	<b>728</b>	<b>565</b>

**16 CREDITORS: falling due after more than one year**

	2014 Group £'000	2013 Group £'000	2014 College £'000	2013 College £'000
Other creditors	2,054	67	2,054	67
	<b>2,054</b>	<b>67</b>	<b>2,054</b>	<b>67</b>

Creditors includes the following liabilities , on which security has been given by the Charity.

	2014 Group £'000	2013 Group £'000	2014 College £'000	2013 College £'000
Rathbone Brother Plc	2,054	67	2,054	67
HSBC Bank Plc	191	33	191	0
	<b>2,245</b>	<b>100</b>	<b>2,245</b>	<b>67</b>

A loan from Rathbone Brothers Plc has been secured on the College's investment portfolio.

An overdraft facility provided by HSBC Bank Plc is secured by fixed charge over a number of the College's properties.

# 17 FUNDS OF THE COLLEGE MOVEMENTS

	At 1 August 2013 £'000	Incoming resources £'000	Resources expended £'000	Transfers £'000	Gains/ (losses) £'000	At 31 July 2014 £'000
<b>Endowment Funds - Permanent</b>						
General endowment	6,599	0	0	0	147	6,746
Fellowships	903	5	0	0	13	921
Scholarships/Prizes/Bursaries	558	27	0	0	11	596
Chapel and related purposes	1,104	0	0	0	23	1,127
Other	33	0	0	0	1	34
<b>Endowment Funds - Expendable</b>						
General endowment	1,439	51	(54)	(69)	30	1,397
Fellowships	200	7	(8)	0	4	204
Scholarships/Prizes/Bursaries	87	3	0	(4)	2	88
Other	252	196	(2)	0	3	450
<b>Total Endowment Funds</b>	<b>11,175</b>	<b>290</b>	<b>(64)</b>	<b>(73)</b>	<b>234</b>	<b>11,562</b>
<b>Restricted Funds</b>						
Fellowships	0	30	(32)	3	0	1
Scholarships/Prizes/Bursaries	76	33	(47)	9	0	71
Chapel and related purposes	16	24	(27)	7	0	20
Buildings	889	181	(101)	0	0	968
Other	22	123	(129)	10	0	27
<b>Total Restricted Funds</b>	<b>1,004</b>	<b>391</b>	<b>(337)</b>	<b>29</b>	<b>0</b>	<b>1,087</b>
<b>Unrestricted Funds</b>						
General	(1,287)	691	(4,011)	939	4	(3,664)
Fixed asset designated Fund	6,243	3,492	(203)	0	0	9,532
<b>Other designated funds</b>						
Major works reserve	60	0	0	0	0	60
New buildings reserve	895	0	0	(895)	0	0
<b>Total Unrestricted Funds</b>	<b>5,911</b>	<b>4,182</b>	<b>(4,213)</b>	<b>44</b>	<b>4</b>	<b>5,928</b>
<b>Total Funds</b>	<b>18,090</b>	<b>4,863</b>	<b>(4,614)</b>	<b>0</b>	<b>238</b>	<b>18,577</b>

# 18 FUNDS OF THE COLLEGE DETAILS

The following is a summary of the origins and purposes of each of the Funds

## Endowment Funds - Permanent:

General endowment	A consolidation of gifts and donations where income, but not capital, can be used for the general purposes of the College
Fellowships	Capital balance of past donations where related income, but not the original capital, can be used for supporting Teaching Fellowships
Scholarships/Prizes/Bursaries	Capital balance of past donations where related income, but not the original capital, can be used for the provision of scholarships, prizes and bursaries
Other	A consolidation of gifts and donations where income, but not capital, can be used to support other specified College activities

## Endowment Funds - Expendable:

General endowment	A consolidation of gifts and donations where either income, or income and capital, used for the general purposes of the College
Fellowships	A consolidation of gifts and donations where either income, or income and capital, can be used for supporting Teaching Fellowships
Scholarships/Prizes/Bursaries	Capital balance of past donations where related income, or income and capital, can be used for supporting the provision of scholarships, prizes and bursaries



18 Continued

Other	A consolidation of gifts and donations where either income, or income and capital, can be used for supporting Teaching Fellowships
<b>Restricted Funds:</b>	
Fellowships	A consolidation of gifts and donations where both income and capital must be used for supporting Teaching Fellows
Scholarships/Prizes/Bursaries	A consolidation of gifts and donations where both income and capital must be used for the provision of scholarships, prizes and bursaries
Chapel and related purposes	A consolidation of gifts and donations where both income and capital must be used to support the Chapel and related activities
Buildings	A consolidation of gifts and donations where both income and capital must be used to provide new buildings, and maintain existing buildings
Other	A consolidation of gifts and donations where both income and capital must be used to support a variety of College activities
<b>Designated Funds</b>	
Fixed asset designated fund	Unrestricted Funds which are represented by the fixed assets of the College and therefore not available for expenditure on the College's general purposes
Major works reserve	Unrestricted Funds allocated by the Fellows for future costs of Major Works
New buildings reserve	Unrestricted Funds allocated by the Fellows for future costs of acquiring new buildings During the year ended 31 July 2012 the College sold a student accommodation building, and transferred the gross receipts to the New Buildings Reserve

The General Unrestricted Funds represent accumulated deficits from the College's activities and other sources

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	Total £'000
Tangible fixed assets	8,902	0	0	8,902
Securities and other investments	598	266	10,893	11,758
Net current assets/(liabilities)	(3,572)	821	669	(2,083)
	<u>5,928</u>	<u>1,087</u>	<u>11,562</u>	<u>18,577</u>

20 TRUSTEES' REMUNERATION

The Fellows who are the Trustees of the College for the purposes of charity law receive no remuneration for acting as charity trustees but are paid by either or both of the University and the College for the academic services they provide to the College.

No trustee receives any remuneration for acting as a trustee. However, those trustees who are also employees of the College receive salaries for their work as employees. These salaries are paid on external scales, and 15 trustees are paid as part of a joint arrangement with the University of Oxford.

The College has a remuneration committee chaired by an external chairman, and no trustee is a member of the committee.

Trustees of the College fall into the following categories:  
Professorial fellows, Official fellows, and Supernumary fellows.

There are also 3 trustees, the Principal, the Development Director, and the Bursar, who work full-time on management and fundraising.

All Official fellows are eligible for a housing allowance, which is disclosed within the salary figures below.

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**20 Continued**

Some trustees receive additional allowances for work carried out as part-time college officers. This includes the Senior Tutor, Tutor for Admissions, Tutor for Graduates, the Dean, the Dean of Degrees, the Tutor for Women, and the Welfare Officer. The amounts are included within the remuneration figures below. The total remuneration and taxable benefits as shown below is £770,788 (2012-2013 £744,120).  
The total of pension contributions is £117,624 (2012-2013 £102,568)

Range	2013-2014		2012-2013	
	Number of Trustees	Gross remuneration, taxable benefits, and pension contributions £	Number of Trustees	Gross remuneration, taxable benefits, and pension contributions £
£1 - £999	2	852	1	250
£3000 - £3999			1	3,293
£6000 - £6999			1	6,088
£7000 - £7999	2	14,336		
£8000 - £8999	1	8,197		
£13000 - £13999	2	27,194	2	26,926
£14000 - £14999	1	14,622	1	14,506
£15000 - £15999			2	30,739
£16000 - £16999	1	16,317	1	16,150
£17000 - £17999	2	35,189	1	17,369
£18000 - £18999	3	56,640	2	36,607
£19000 - £19999	9	176,360	9	173,496
£20000 - £20999	2	40,718		
£21000 - £21999	1	21,801	2	42,452
£35000 - £35999	1	35,821		
£39000 - £39999			1	39,723
£43000 - £43999	1	43,828		
£45000 - £45999			1	45,515
£46000 - £46999	1	46,036		
£47000 - £47999	1	47,372		
£48000 - £48999			2	97,980
£49000 - £49999			1	49,587
£62000 - £62999			1	62,786
£65000 - £65999	1	65,083		
£71000 - £71999	1	71,165		
£75000 - £75999			1	75,800
£76000 - £76999	1	76,754		
£89000 - £89999			1	89,168
£90000 - £90999	1	90,124		

5 trustees are not employees, and do not receive remuneration from the College (2012 - 2013 5 trustees)

All trustees may eat at common table, as can all other employees who are entitled to meals whilst working

**Trustee Expenses**

No Fellow claimed any expenses for work as a trustee

## 21 PENSION SCHEMES

### 1. The pension schemes:

The College participates in two principal pension schemes for its staff - the Universities Superannuation Scheme ('USS'), and the University of Oxford Staff Pension Scheme ('OSPS'). Both schemes are contributory defined benefit schemes (i.e. they provide benefits based on length of service and pensionable salary) and are contracted out from the State Second Pension Scheme. The assets of USS and OSPS are each held in separate trustee-administered funds. Both schemes are multi-employer schemes and the College is unable to identify its share of the underlying assets and liabilities of each scheme on a consistent and reasonable basis. Therefore, in accordance with the accounting standard FRS17 "Retirement Benefits", the College accounts for the schemes as if they were defined contribution schemes. As a result, the amount charged to the income and expenditure account represents the contributions payable to the schemes in respect of the accounting period.

In the event of the withdrawal of any of the participating employers in USS, the amount of any pension funding shortfall (which cannot be otherwise recovered) in respect of that employer will be spread across the remaining participating employers and reflected in the next actuarial valuation of the scheme.

However, in OSPS, the amount of any pension funding shortfall in respect of any withdrawing participating employer will be charged to that employer.

### 2. Actuarial valuations

Qualified actuaries periodically value the Schemes. Both USS and OSPS were valued using the "projected unit" method, embracing a market value approach. The resulting levels of contribution take account of actuarial surpluses or deficits in each scheme. The financial assumptions were derived from market conditions prevailing at the valuation date. The results of the latest actuarial valuations and the assumptions which have the most significant effect on the results of the latest valuations and the determination of the contribution levels are shown in the following table.

	USS	OSPS
Date of valuation:	31/03/2011	31/03/2013
Date valuation results published:	15/06/2012	23/06/2014
Value of liabilities:	£35,344m	£597m
Value of assets:	£32,434m	£424m
Funding Surplus/(Deficit):	(£2910m) a & b	(£173m) c
Principal assumptions:		
Rate of interest (past service liabilities)	6.1%pa	-
Rate of interest (future service liabilities)	6.1%pa	-
Rate of interest (periods up to retirement)	-	4.4% pa
Rate of interest (periods after retirement)	-	4.4% pa
Rate of increase in salaries	4.4% pa	4.5% pa
Rate of increase in pensions	3.4% pa d	4.4% pa
Mortality assumptions:		
Assumed life expectancy at age 65 (males)	23.7 yrs	22.5 yrs
Assumed life expectancy at age 65 (females)	25.6 yrs	25.2 yrs
Funding Ratios:		
Technical Provisions basis:	92%	71%
Statutory Pension Protection Fund basis:	93%	69%
"Buy-out" basis:	57%	44%
Estimated FRS17 basis	82% e	75%
Recommended Employer's contribution rate (as % of pensionable salaries):	16% e	21.5%, increasing to 23.5% f
Effective date of next valuation:	31/03/2014	31/03/2016

21 Continued

Notes:

- a. USS' actuarial valuation as at 31st March 2011 identified a funding deficit of £2,910m. The USS Joint Negotiating Committee has proposed, and USS has implemented with effect from 1st October 2011, a package of changes, including the admission of new members into a Career Revalued Benefits section. The changes are required to ensure the future sustainability of the Scheme. Further details about the changes may be reviewed on USS' website, [www.uss.co.uk](http://www.uss.co.uk). After allowing for those changes, the actuary established a long term employer contribution rate of 12.6% of total pensionable salaries for the 2011/12 year, reducing over time. USS agreed with Universities UK, on behalf of all the employers participating in the scheme, to address the deficit by continuing the employer contribution rate at the previously agreed rate of 16% of total pensionable salaries (this being the rate paid by the employers since 1st October 2009) until 31st March 2017, following which the employers will pay an additional 2% of salaries in excess of the blended employer future service cost of accruals. The actuary has certified that the additional contribution should eliminate the deficit by 31st March 2021.
- b. As the work on the 2014 valuation for USS is not yet complete the trustee cannot provide the final figure for funding as at 31 March 2014. However, an estimate has been provided using the assumptions to deliver the 2011 actuarial valuation. On that basis the actuary has estimated that the funding level under the scheme specific funding regime will have fallen from 92% at 31 March 2011 to 85% at 31 March 2014. This estimate is based on the results from the valuation at 31 March 2011 allowing primarily for investment returns and changes to market conditions.
- c. OSPS' actuarial valuation as at 31 March 2013 identified a required long-term employer contribution rate of 20.1% of total pensionable salaries, and a funding deficit of £173m. The University of Oxford, on behalf of all the employers participating in the scheme, has agreed with the trustees of OSPS to address this deficit by raising the employer contribution rate in increments of 0.5% of pensionable salary to 23.5%, with this increase being implemented over the next three years to 1 August 2017. The actuary has certified that the additional contribution should eliminate the deficit by 30 June 2026.
- d. USS' actuary has assumed that pension increases will be 3.4% a year for the three years to 31st March 2014, then 2.6% a year thereafter.
- e. As noted above (note a.), the USS employer contribution rate required for future service benefits alone at the date of the valuation was 12.6% of total pensionable salaries. It was agreed that employers should continue to contribute at the previously agreed rate of 16% of total pensionable salaries (this being the rate paid by the employers since 1st October 2009) until 31st March 2017, following which the employers will pay an additional 2% of salaries in excess of the blended employer future service cost of accruals.
- f. As noted above (note c.), the OSPS employer contribution rate required for future service benefits alone at the date of the valuation was 20.1% of total pensionable salaries. It was agreed that employers increase contribution rate by 0.5% each year to 1 August 2017 to 23.5%.

3. Sensitivity of actuarial valuation assumptions:

Surpluses or deficits which arise at future valuations may impact on the College's future contribution commitment. The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

Assumption	Change in assumption	Impact on scheme liabilities	
		USS	OSPS
Valuation rate of interest	increase/decrease by 0.5%	decrease / increase by £3.2bn	decrease / increase by £63m
Rate of pension increases	increase/decrease by 0.5%	increase / decrease by £2.0bn	increase / decrease by £41m
Rate of salary growth	increase/decrease by 0.5%	increase / decrease by £1.2bn	increase / decrease by £13m
Rate of mortality	more prudent assumption (mortality used at last valuation, rated down by a further year)	increase by £0.8bn	increase by £20m

21 Continued

4. Pension charge for the year:

The pension charge recorded by the College during the accounting period was equal to the contributions payable as follows:

Scheme	2014 £000	2013 £000
Universities Superannuation Scheme	160	152
University of Oxford Staff Pension Scheme	130	112
<b>Total:</b>	<b>290</b>	<b>264</b>

22 TAXATION

The College is able to take advantage of the tax exemptions available to charities from taxation in respect of income and capital gains received to the extent that such income and gains are applied to exclusively charitable purposes. No liability to corporation tax arises in the College's subsidiary company because the directors of this company(ies) have indicated that they intend to make donations each year to the College equal to the taxable profits of the company under the Gift Aid scheme. Accordingly no provision for taxation has been included in the financial statements.

23 RECONCILIATION OF NET INCOMING RESOURCES TO  
NET CASH FLOW FROM OPERATIONS

	2014 £'000	2013 £'000
<b>Net incoming resources for the year</b>	<b>249</b>	<b>97</b>
Elimination of non-operating cash flows:		
- Investment income	(418)	(402)
- Endowment donations	(221)	(244)
- Financing costs	52	60
Depreciation	203	202
(Surplus)/loss on sale of fixed assets	0	0
Decrease/(Increase) in stock	(5)	7
Decrease/(Increase) in debtors	161	(292)
(Decrease)/Increase in creditors	2,580	31
<b>Net cash inflow/(outflow) from operations</b>	<b>2,601</b>	<b>(541)</b>

**24 ANALYSIS OF CHANGES IN NET FUNDS**

	2013 £'000	Cash flow £'000	2014 £'000
Cash at bank and in hand	6	(4)	2
Bank overdrafts	(33)	(158)	(191)
	(28)	(162)	(189)
Deposits and other short term investments	575	(401)	174
Bank loans due within one year	0	0	0
Bank loans due after one year	0	0	0
Finance lease obligations due within one year	0	0	0
Finance lease obligations due after one year	0	0	0
	548	(563)	(15)

**25 FINANCIAL COMMITMENTS**

At 31 July the College had annual commitments under non-cancellable operating leases as follows:

	2014 £'000	2013 £'000
<b>Land and buildings</b>		
- expiring within one year	239	237
- expiring between two and five years		
- expiring in over five years		
	239	237

**26 CAPITAL COMMITMENTS**

	2014 £'000	2013 £'000
At 31 July the College had commitments under non-cancellable contracts in respect of additions and alterations to freehold buildings	335	2,938

**27 RELATED PARTY TRANSACTIONS**

The College is part of the collegiate University of Oxford. Material interdependencies between the University and the College arise as a consequence of this relationship. For reporting purposes, the University and the other Colleges are not treated as related parties as defined in FRS8 ("Related party disclosures").

Certain members of the Governing Body, who are the trustees of the College and related parties as defined by FRS 8, receive remuneration as employees of the College. Details of these payments as trustees are disclosed separately in these financial statements.

**28 CONTINGENT LIABILITIES**

During the year the College undertook building improvements. An amount of £155,000 (2013 £nil) is disclosed as a contingent liability, in accordance with FRS12, in relation to disputed building charges which may become payable. At this stage the probability of payment is sufficiently remote that no provision has been made in the financial statements.