



St Anne's College

Annual Report and Financial Statements

Year ended 31 July 2019

St Anne's College
Annual Report and Financial Statements
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St Anne's College

Report of the Governing Body

Year ended 31 July 2019

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.

		(1)	(2)	(3)	(4)
Ms. H.M. King	Principal	•	•	•	
Prof. J Abeler					
Prof. J Baird					
Mr J Banbrook	Domestic Bursar	Elected 19/06/2019	•		
Dr. D Belyaev					
Prof. G A D Briggs					
Dr. R Chard	Vice Principal	•	•		
Dr. H C Christian			•		
Dr. S M Clegg		Elected 13/06/2018			
Prof. A Cocks					
Prof. R S Crisp					
Dr. G B Davies					
Prof C Deane					
Prof. P J Donnelly					
Prof. R Firth		Retired 31/08/2018			
Prof. B Flyvbjerg		•			
Mr. J E Ford	Treasurer	•	•	•	
Mr. P Ghosh					
Prof. A Goodwin		Retired 20/07/2018			
Dr. I Goold					
Dr. S Gronlie					
Prof. C R M Grovenor				•	
Prof. T H Hall			•		
Prof. B M Hambly			•		

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Prof. N Harnew					
Prof. M Harry			•		
Dr. G Hazbun					
Prof. J Hippisley-Cox	Elected 28/11/2018				
Prof. C Holmes					
Prof. H Hotson					
Prof. P Irwin					
Prof. P J Jeavons					
Dr. F Johnston					
Dr. J Katz					
Dr. A Klevan					
Dr. S Khan					
Dr. E Koutsoupas					
Prof. L Lazarus				•	
Prof. M G L Leigh		•			
Prof. T J Lyons				•	
Prof. P McGuinness		•			
Prof. S N MacFarlane					
Prof V Murphy					
Prof. D W Murray					
Dr. G Nelson		•			
Dr. T J O'Shaughnessy		•		•	
Dr. S. Park					
Prof. D R Porcelli					
Prof. D Pyle					
Prof. R Reed					
Prof. M Reynolds					
Dr P Rice					
Prof. S. Robinson					

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Prof. A Rogers			•		
Dr. B Rosic					
Prof. S Shuttleworth					
Dr T Schwanen		•			
Dr. S C Stephen Senior Tutor		•	•		
Prof. F Szele					
Dr. A Tzanakopoulos					
Prof. P Vyas					
Prof. S Waters					
Prof. K Watkins					
Ms. Clare White Fellow Librarian		•	•		
Prof. P R Wilshaw		•			
Dr. S Wordsworth		•			
Prof. Y Yadgar					
Non trustee committee members					
Dr. D. Bryan	External				•
Ms. Jane Bevis	External				•
Mr. P Donovan	External			•	
Ms. C Dryhurst	External				•
Mr. James Graham	External				•
Mr. W Mather	External			•	•
Ms. R Radcliffe	External				•
Mr. M Redman	External			•	
Mr. C Rodgers	External			•	
Ms K Roydon	External -Appointed 06/03/2019			•	
Mr. N Talbot-Rice	External -Retired 29/01/2019			•	

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During the year, the activities of the Governing Body were carried out through four main committees. The current membership of these committees is shown above for each Fellow.

- (1)** Council & Finance Committee
- (2)** Academic Committee
- (3)** Investment Committee
- (4)** Remuneration Committee

The Statutes require the Investment Committee to have, as well as the members of Governing Body noted above, at least two members who are experienced and carrying on business in investment matters. These external members are supplemented by three other external members who are either elected or co-opted to the Committee.

The remuneration committee reviews and approves the remuneration of members of the Governing Body and consists of six independent members; the Principal and Treasurer are in attendance except for matters concerning their own remuneration.

COLLEGE SENIOR STAFF

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

The Principal	Ms. H M King
The Vice-Principal	Dr. R Chard
The Treasurer	Mr. J E Ford
The Senior Tutor	Dr. S C McKellar
The Domestic Bursar	Mr. J Banbrook
The Director of Development	Ms. J Foster - Resigned 31/03/2019

COLLEGE ADVISERS

Investment Managers

Newton Investment Management Limited - The Bank of New York Mellon Centre, 160 Queen Victoria Street, London EC4V 4LA

Advisory Board

Although not required in the College Statutes, the Governing Body has created an Advisory Board, which comprises seven external members with relevant experience, and includes alumnae of the College; The Principal, Vice-Principal, Senior Tutor, Treasurer and Domestic Bursar attend meetings as non-voting members.

The Board can meet up to twice a year and reports to the Governing Body. It has no formal responsibility for the College's governance and its remit is to offer independent advice to the Governing Body on a range of

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issues, including financial and risk management, capital project planning, administrative effectiveness, College structures and key priorities. The board did not meet in the financial year up to 31 July 2019.

Auditor

Messrs Crowe U.K. LLP - Aquis House, 49-51 Blagrove Street, Reading RG1 1PL

Bankers

Clydesdale Yorkshire Bank Limited - 30 St Vincent Place, Glasgow G1 2HL

Royal Bank of Scotland PLC - 32 St Giles, Oxford OX1 3ND

Solicitors

Blake Morgan LLP - Seacourt Tower, West Way, Botley, Oxford OX2 0FD

College Address

Woodstock Road

Oxford OX2 6HS

Website

www.st-annes.ox.ac.uk

The Members of the Governing Body present their Annual Report for the year ended 31 July 2019 under the Charities Act 2011 together with the audited financial statements for the year.

REFERENCE AND ADMINISTRATIVE INFORMATION

St Anne's College in the University of Oxford, which is known as St Anne's College ("the College"), is a charity incorporated by royal charter which was granted in 1952.

The College registered with the Charities Commission on 30th June 2011 (registered number 1142660).

St Anne's College traces its origin to the Association for the Education of Women in Oxford which was founded in 1879. In 1898 the name was changed to the Society for Home Students which endured until 1942 when it became St Anne's Society. Until 1921 activities were governed by a Council and the Delegacy for Women Students of the University. From 1921 the Society was governed by its own Delegacy of the University until 1952 when, with the grant of a Royal Charter, it was admitted to full College status in the University as St Anne's College. The Statutes adopted in 1952 provided for a Council to control and oversee the organisation and in 1958 an amendment to the Statutes replaced the Council with the Governing Body which is described in this report.

Further amendments to the Statutes in 1977 allowed the appointment of men to the Governing Body and the admission of male students and the first male undergraduates arrived in 1979. St Anne's College is now one of the largest Colleges in Oxford for both undergraduate and postgraduate students and is committed to furthering intellectual emancipation by attracting a wide range of students from different cultures and backgrounds.

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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 2-6.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing documents

The College is governed by its Charter and Statutes.

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, who is the Bishop of Oxford. The Governing Body appoints the Principal, Fellows, Tutors, Lecturers, Librarian and such administrative and other Officers as the Governing Body thinks necessary from time to time. The Governing Body appoints Committees and delegates to them such powers as it thinks fit, again subject to the Statutes.

The Governing Body has such powers as are conferred on it by its Charter and shall subject thereto and to the Statutes, have the entire direction and management of the affairs of the College. 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 with the Principal as Chair and is advised by four main committees and a range of sub-committees.

Recruitment and training of Members of the Governing Body

Members of the Governing Body are normally recruited through a joint appointment process with the University of Oxford in the case of academics, which includes open advertisement of the posts and a professional selection and appointment process. In the case of posts funded entirely by the College, recruitment is also through open advertisement followed by a selection and appointment process including an external representative where appropriate.

Governing Body has discretion to elect Fellows in other categories as provided in the Statutes.

New members of Governing Body are inducted into the workings of the College, including Governing Body policy and procedures, by meetings with College officers and reference to operating manuals.

Members of the Governing Body may attend external trustee training and information courses to keep them informed on current issues in the sector and on regulatory requirements.

Remuneration of Members of the Governing Body and Senior College Staff

Members of the Governing Body, who are primarily Fellows, are teaching and research employees of the College or University and receive no remuneration or benefits from their trusteeship of the College. Those trustees that are also employees of the College receive remuneration for their work as employees of the College which is set based on the advice of the College's Remuneration Committee, entirely comprised of independent external members. Where possible, remuneration is set in line with that awarded to the University's academic staff.

The remuneration of senior College staff is set by the Governing Body in line with College pay policy.

Organisational management

The members of the Governing Body meet a minimum of four times a year. The work of developing their policies and monitoring the implementation of these is carried out by four main Committees:

- The Council: The Principal, Vice-Principal, Senior Tutor, Treasurer, and the Domestic Bursar are ex officio members of Council. There are also eight elected Governing Body Fellows, engaged in full time academic employment, normally representing each of the academic divisions as defined by the University, and normally including at least one Professorial Fellow.

Council reports to Governing Body and meets six times a year; it has the role of a General Purposes Committee to which the Governing Body delegates certain responsibilities of decision making and College management, consistent with the Governing Body's own responsibilities as the College's sovereign body as set out in the Statutes. It covers financial and fundraising matters and is responsible for keeping the financial position of the College under review and to review the Medium Term Financial and Risk Management Strategies and to recommend any action deemed to be necessary or desirable consequent upon these.

- The Investment Committee: The Principal and Treasurer are ex officio members of the committee and there are four further Governing Body members and five external members who are experienced in investment matters. It meets four times a year, reports to Council and it oversees the effective management of all the College's endowment and other funds in pursuit of the College's strategic objectives.
- The Academic Committee: The Principal, Vice Principal, Senior Tutor (acting also as the Tutor for Admissions and the Tutor for Graduates), the Treasurer, the Librarian, and the College Registrar are ex officio members and there are five other academic members of the Governing Body. Academic Committee reports to the Council and meets six times a year. It oversees the academic activities of the College and in particular makes recommendations to Council on all new or replacement academic appointments and on undergraduate and graduate admissions policy.
- The Remuneration Committee: The remuneration committee reviews and approves the remuneration of employees who are also members of the Governing Body and Trustees and consists of six independent members; the Principal and Treasurer are in attendance except for matters concerning their own remuneration. The committee meets at least once a year.

The day-to-day running of the College is delegated to the College Senior Staff noted above.

Group structure and relationships

The College has two wholly owned non-charitable subsidiaries: St Anne's College Services Company Limited, whose annual profits are donated to the College under the Gift Aid Scheme, and St Anne's College Developments Limited, which undertakes certain College building works and is currently not trading. The trading activities of St Anne's College Services primarily comprises of the letting of the College facilities when not in use by members of the College. The subsidiaries' aims, objectives and achievements are covered in the relevant sections of this report.

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.

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OBJECTIVES AND ACTIVITIES

Charitable Objects and Aims

The College's Charitable Object as stated in the Charter is "the advancement of learning, education and research and to be a College within the University of Oxford where women and men may carry out academic study and research".

The Governing Body has considered the Charity Commission's guidance on public benefit and in keeping with its objects, the College's aims for the public benefit are:

- To provide teaching facilities and individual or small-group tuition, as well as pastoral, administrative and academic support through its tutorial and graduate mentoring systems;
- To provide social, cultural, musical, recreational and sporting facilities to enable each of its students to realise as much as possible of their academic and personal potential whilst studying at St Anne's; and
- To support research work pursued by its Fellows through promoting interaction across disciplines, providing facilities and providing grants for national and international conferences, research trips and research materials; granting sabbatical leave from teaching duties on a regular basis, and encouraging Fellows to apply for grants from University and external bodies to support them in pursuing their research for longer periods. Where Fellows gain grants for research leave, the College normally releases them from teaching for that period of time.

The criteria that the College uses to assess success are as follows:

Students: Degree classifications, prizes awarded and feedback from students.

Research: Number of publications and external recognition including positions awarded and membership of external bodies.

Environment: ensuring full compliance with public health and safety requirements including regular inspections and fire drills; using feedback from students; peer comparisons with other Colleges; and feedback from other guests.

Finance: the College operates a number of key performance indicators including an operating surplus target. It ensures compliance with financial covenants to maintain debt serviceability. The aims set for the College's subsidiaries are to help finance the achievement of the College's aims as above.

Activities and objectives of the College

The College's activities are focused on furthering its stated objects and aims for the public benefit.

Following an extensive consultation with students, staff, alumnae, donors and other supporters the College drafted its "Purpose on a Page" In 2017 This was ratified by Governing Body at the end of Hilary Term 2018.

The Purpose on a Page outlines the aspiration of the College, as well as its ambition, beliefs, values, and approach in order to guide future decision making, to ensure a shared and consistent ethos and direction of travel. Its aspiration was agreed to be "to understand the world and change it for the better and its ambition "to be a diverse and inclusive community contributing to the university's vision to lead the world in education and research, and securing the College's legacy and future." Its values were reinforced as "forward looking and outward facing; diverse and multidisciplinary; ambitious and down-to-earth; independent and collaborative; and rigorous and supportive."

Its beliefs were outlined "as a community:

- “to want to be the home of choice for the brightest and most ambitious students including those from under-represented groups;
- to take pride in supporting, enabling and promoting our academics’ research;
- to inspire every student with the joys of intellectual pursuit as we advance world-class research;
- to inspire and challenge all our students to fulfil their academic potential and prepare for future careers;
- to respect, promote and celebrate difference; diversity of people, their ideas and accomplishments being a rich source of learning;
- to support and guide all in our community to be well and do well, building their resilience and readiness for the future;
- to build on the richness of our history, and the achievements of our predecessors and alumnae in our ambition to make a distinct and enduring contribution to the university’s future;
- we need the funding, facilities and resources of a world class College environment for learning, teaching, and research in order to attract the brightest minds and to support their aspirations;

As trustees, we

- have a duty of care to our staff, students and academics;
- must leave the College stronger and better than we found it, fit for the long term;
- inspire every student with the joys of intellectual pursuit as we advance world class research.”

The College’s approach in achieving all of this echoes its Latin motto being “Purposefully and boldly.”

During 2018/19 the College began to implement these beliefs through a series of work streams and actions. Concerning increasing diversity, see the initiatives outlined as part of academic performance. In relation to becoming more of an inclusive community, the College is reviewing its statutes and bylaws to encourage greater representation of early career research staff and administration staff on its governing committees. Separately it undertook a research survey which made practical recommendations to share and celebrate the work of its academic staff which might not otherwise be recognised. A working party has been looking into how the College prepares its students for work after Oxford, building on existing activities including CV clinics, internships and alumnae mentoring. It recently launched a masterplan to understand better its accommodation needs and its capacity to develop the College site. The £25 million bond, launched in March 2019 will also give it resources to help develop this future vision. A review into the management of the endowment, launched in July 2019 will try to ensure that its investments are managed in a sustainable manner both financially and with a view to the wider environment.

Financial Support for Students

The College charges the following fees:

- Course fees at externally regulated rates to undergraduates and to graduate students.
 - Accommodation and meal charges at reasonable rates, benchmarked to other Colleges in the University.
-

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In order to assist undergraduates entitled to student support, the College provides, through a scheme operated in common with the University and other Colleges, bursary support for those of limited financial means. For the academic year 2018/19 the number of Student Support awards made was 93 out of a Home/EU undergraduate population of 365; 44 of the awards were at the maximum value and the average value of the awards was £2760. The scheme is approved by the Office of Fair Access and provides benefits at a substantially higher level than the minimum OFFA requirement. The College also provides access to book awards, free vacation residence and travel grants to undergraduates.

To support the costs of graduate students, the College provides financial support including a number of scholarships each year to fund fees and living costs, and access to support and travel grants to meet costs involved in research, fieldwork and presenting papers at conferences. The College also offers Graduate Development Scholarships to doctoral students who, under guidance of Tutorial Fellows, take responsibility for some undergraduate teaching.

In addition to its other programmes, the College operates several hardship funds for which all students incurring unexpected financial hardship are eligible.

ACHIEVEMENTS AND PERFORMANCE

Academic results

In undergraduate finals examinations 30% of students achieved firsts, improving on the performance of 2018, the number of 2.1s decreased to 65% from 67% in 2018.

18 University prizes were awarded to 16 St Anne's students for their performance in finals and other end of year examinations. The College remains determined to ensure that all students achieve their potential and continues to seek to balance actively supporting students, and encouraging responsibility for their academic performance.

Outreach and Access

2018/19 saw ever intensifying outreach and access-related activity to ensure that everyone who has the potential to succeed at Oxford is encouraged to apply and given an equal chance of securing a place. St Anne's worked hard over the year to encourage potential applicants to apply to St Anne's, putting on several residential programmes, increasing its work with schools, students, parents and teachers, collaborating with charities like Generating Genius, and invigorating its Open Days offer. St Anne's launched a sustained intervention programme in the North East in the summer of 2019 and will work over two years with a group of sixth form students from low socio-economic backgrounds who are interested in applying to Oxford and other Russell Group universities, to help them make strong applications. St Anne's is also an early adopter of the University's new access programmes. Opportunity Oxford, which aims to increase the number of high-achieving students admitted to Oxford from backgrounds identified as priorities for widening participation. Foundation Oxford will offer state school students from less advantaged areas who have also experienced personal disadvantage or a severely disrupted education the chance to study at Oxford.

Student Welfare

St Anne's introduced a 'Be Well Do Well' campaign in the 2017/18 academic year and continues to encourage students to lead happy and balanced lives while working hard and doing as well as they can academically. Our current Dean of Welfare started in October 2018, joining a committed group in the College which works to ensure that our students receive the highest possible levels of support informed by best practice in the sector.

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Diversity and Inclusion

St Anne's continues to work towards achieving ever greater diversity amongst its staff and student body. 2018/19 saw the launch of a new scholarship for an undergraduate of Muslim faith and the appointment of Tom Ilube as an Advisory Fellow. Tom brings a wealth of knowledge and contacts with him and it is hoped that his appointment will help St Anne's increase the number of Black and Minority Ethnic students - a currently underrepresented group - in the College.

Research results

Dr Catherine Charlwood presented her work entitled 'Such a Pair: The Twin Lives of Humans and Trees' at this year's Hay Festival on 30 May. Catherine is the winner of the annual Institute for Sustainable Practice, Innovation and Resource Effectiveness (INSPIRE) Lecture, organised by the University of Wales Trinity Saint David (UWTSD) and the Association for the Study of Literature and the Environment, UK & Ireland (ASLE-UK). The INSPIRE lecture is competition-based and aims to showcase research which explores the relationship between literature and the sustainability debate. Her illustrated lecture traced the twin lives, and connected deaths, of humans and trees in English verse, especially in the poetry of Thomas Hardy and Charlotte Mew. **Dr Nele Demeyere**, Lecturer in Psychology, has been given the Stroke Association's Priority Programme Award. The formal award was presented on 15 May at the Stroke Association's yearly Keynote Lecture. The aim of the research is to increase our understanding of how stroke affects people's thinking and mood in the longer term. **Professor Imogen Goold**, Fellow and Tutor in Law, Associate Professor in Law, delivered the 2019 Baron de Lancey Lecture on 8 March 2019. It was entitled 'Should parents have the final say on the medical treatment of their children?' Imogen also joined up with alumna Jo Delahunty to give an 'in conversation' talk on 2 May at Gresham College discussing decision-making on behalf of critically ill children. **Professor Matthew Leigh**, Professor, Fellow and Tutor of Classical Languages, has been invited by Princeton University to spend the 2020 Spring Semester as Professor of Classics. He will take a senior level Latin class and a graduate seminar. **Dr Liora Lazarus**, Fellow and Tutor in Law, Associate Professor in Law, has been appointed Head of Research at the Bonavero Institute of Human Rights. **Professor David Murray**, Engineering Science, has been presented with a Gold Excellence in Teaching Award by the Department of Engineering Science. **Dr Shameeq Sayeed**, Clinical Tutor, is working with the Foundation for Family Medicine in Palestine (FFMP) in the occupied Palestinian Territories towards developing family medicine capacity as part of a collaboration with An-Najah National University (Nablus) and the Medical Aid for Palestinians charity. The work is in partnership with the two major providers of primary care in the West Bank – the Ministry of Health (MoH) and the United Nations Relief and Works Agency (UNRWA). **Dr Robert Stagg**, Lecturer in English Language and Literature, will be the Pforzheimer Visiting Research Fellow in the Humanities at the Harry Ransom Center, University of Texas, Austin, 2019-20. **Dr Ed Tarleton**, Lecturer in Maths for Materials, has won the Rising Stars in Computational Materials Science Prize. The aim of this initiative is to recognize the accomplishments and promise of researchers in the early stages of their independent careers and draw international attention to the work they are doing. The papers invited for inclusion in the Rising Stars initiative are featured in a special issue of Computational Materials Science. **Professor Antonios Tzanakopoulos**, Fellow in Law at St Anne's and Associate Professor at the Law Faculty of the University, also serves as a member of the Scientific Council of the Greek Ministry of Foreign Affairs. In that role, he advised the Greek Foreign Minister in the run up to the 'Prespa Accord', an international agreement struck by Greece and its northern neighbour, (now) North Macedonia, resolving a 27-year dispute over the name of the state, which was named in the UN and other international organisations as the 'former Yugoslav Republic of Macedonia'. In January and February, while the agreement was before the Greek Parliament, and in the midst of a motion of no confidence in the Greek Government on account of the deal, Antonios appeared in many Greek media, explaining the legal details of the deal and dispelling

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misinformation. Antonios has been nominated for this year's Student Led Teaching Awards, organised by the Oxford University Student Union in the category of 'Most Acclaimed Lecturer'. Every year Oxford SU acknowledges the University's lecturers and staff members who stand out from the rest and inspire, challenge and engage their students. The Student-Led Teaching Awards scheme highlights the importance of the student experience and student's voices. **Professor Kate Watkins**, Professor of Cognitive Neuroscience, Fellow and Tutor in Psychology, is the principal investigator in a clinical trial using electrical brain stimulation to improve fluency without the need for speech training.

The Centre for Personalised Medicine

The partnership between the Wellcome Centre for Human Genetics and the College was formed in 2013 as a communication and engagement vehicle for students, academics, clinicians and the public to explore the challenges and benefits of this specialist field. The centre was successfully refunded in 2018 with the ambition of increasing its scope outside Oxford to engage with wider audiences. During the year it increased its research interaction with colleagues in Hong Kong, Macau and the Pearl River Delta, initiating a Dr Stanley Ho Scholarship to Oxford and developing a new partnership with the University of Padua in Italy. Professor Peter Donnelly, co-founder of the CPM was awarded a knighthood in 2019 Queen's Birthday Honours for services to the understanding of human genetics in disease.

The Oxford Comparative Criticism and Translation Research Centre (OCCT)

OCCT is a collaboration between St Anne's and TORCH (The Oxford Research Centre in the Humanities) which began in 2013. It brings together academics and postgraduates from English, Modern Languages, Oriental Studies, Classics, Music and Fine Art to research how literature and other artworks move between languages; it projects a vision of the literary humanities with diversity and the trans-cultural at its core; and it gives an institutional identity to the disciplines of Comparative Literature and Translation Studies at Oxford. OCCT has created a populous and energetic interdisciplinary community, one that is particularly successful in nurturing the work of postgraduates and early-career academics. It has produced a series of high-profile publications and developed a substantial international reputation: a delegation from OCCT were the representatives from Europe at the 2019 Mellon-funded Global Humanities Institute in Santiago, Chile. OCCT has won significant research and donor funding; it has also established a multilingual enrichment programme with a local school; and it runs popular public events such as Oxford Translation Day. The new MSt in Comparative Literature and Critical Translation, which began in October 2019, embodies OCCT's research and is anchored in St Anne's, with students clustered here and income from the course paying for space in the Library & Academic Centre.

Conference results

The conference business increased revenues to £2.3 million. Overall client retention and new client enquiry remains strong.

Fundraising

Fundraising at the College has helped support St Anne's new outreach programme, Aim for Oxford. The College's first ever Giving Day in March raised significant funds from a large number of donors around the world via an online giving platform and contributed towards Aim for Oxford, welfare in College and the St Anne's Annual Fund. In support of teaching and research at the College, a new endowment fundraising campaign for the Tutorial Fellowship in Economics was launched and the College continues to fundraise towards the goal of endowing a Graduate Development Scholarship in Law. An important source of income to the College continues to be the benefit of generous legacies from alumnae, which support many areas of

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College life including student support, infrastructure and teaching/research, with 11 significant receipts this year. Fundraising is undertaken by professionals employed by the College as well as on occasion by alumnae themselves who act as year champion volunteers and are actively supported by members of the Development Office. The College benefits from the input of a Development Board which meets several times throughout the year to advise on our long term fundraising and alumnae engagement strategies. The St Anne's Society regional branches also voluntarily make donations to the College and we are aware of, but do not monitor, their activities. St Anne's College is registered with the Fundraising Regulator and has undertaken work to ensure it meets their requirements, as well as ensuring compliance with GDPR. This includes working with the University of Oxford and implementing policies and procedures to ensure best practice. A link is included to our privacy notice in all communications as well as an opt out option. We take our relationships with all donors seriously and have implemented a donor charter and vulnerable person's policy to further protect individuals. All our fundraising is with those with whom we have a pre-existing relationship and we continue to work to improve our data and to ensure that all evidence of consent is recorded (where this is required). We have not received any complaints about our fundraising activities during the period covered by this report.

Endowment performance

Income generated of £1,719K (2018 £1,688k) represented a yield of 4.03% on the value of the fund on 1st August 2018. Capital values ended the year higher than at the start due to asset selection and allocation with strong growth coming from overseas' equity markets. Taken together, the Endowment fund produced a total return of 9.5% (2018 9%).

FINANCIAL REVIEW

Total income at £13,072k (2018 £13,674k) was lower than the previous year as donations for capital projects came to a natural end. Expenditure shows an increase of 10% to £13,225k (2018 £12,000k), affected by an increase in the pension provision for deficit funding (£1,217k), the net effect being an overall operating loss before investment gains of £153k (2018 surplus £1,674k.)

After the year-end, the Pensions Regulator agreed a new schedule of contributions based on the 2018 actuarial valuation of the USS pension scheme (see note 30 Post Balance Sheet Events). If agreement had been in place by 31st July 2019, the USS pension provision would have reduced by £655k, with a resulting net operating surplus before investment gains of £502k.

Returning to operating matters, income from charitable activities was up (6%): academic income increased 9%, assisted by continued buoyancy in income from visiting students; residential income increased 3% due to a £143k increase in revenue from charitable conferences. This trend continued in non charitable trading income; taken together the conference business increased income year on year by 12%, or £251k. As anticipated, all categories of donation income decreased this year, due to a £900k reduction in legacy receipts, and the winding down of pledges for the Tim Gardam Library, causing donations for restricted purposes to decrease by £522k. Investment and other income showed small increases.

Within total expenditure, staff costs rose by 5.8% before the increase in the pension deficit provision. Grants and awards increased again by £43k, with more funds being allocated and donated for graduate scholarships and student welfare.

Investment gains were higher than last year (+£420k.) £2,350k of the gain is attributable to funds held with fund managers, including a growing investment into the OUem, with property revaluations making up the

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balance. The interest rate swap was unwound on repayment of the mortgage, generating a £51k credit to funds against the provision held at the start of the year.

Total fixed assets increased by 5% to £74,900k mostly due to increases in the value of the endowment. Working capital increased by £238k in the year, in large part due to the deferred recognition of the arrangement costs for the private placement of the bond.

In March 2019 the college issued a 40 year note payable for £25 million in the form of a private placement with a large UK institutional investor. The bond was issued in two tranches: the first which funded in March 2019 for £10 million was used to repay existing debt; the second, for £15 million will fund in March 2022, the proceeds from which will support future needs for student accommodation. As a result, long term liabilities increased by £3,398k with the first tranche of the bond being used to repay existing mortgages and loans. The other long term liability is the adjustment for its pension schemes' liability of £2,467k; with both the OSPS provision increasing by £106k and the USS provision by £1,111k, continuing to reflect College's share of both potential deficit support. The College cash position increased by £2,979k to £9,201k, with £469k generated by operating activities.

The College remains sensitive to the risk of higher inflation following continued fluctuations in the value of sterling and to the unsettled political picture regarding tuition fees and Brexit. As in previous years, it continues to keep a close eye on costs and continues to look to diversify its sources of income.

Reserves policy

The College's policy is to seek to generate a surplus of income over expenditure that enables it to continue its programme of refurbishment and development whilst securing its long term viability.

Total funds of the College and its subsidiaries at the year-end amounted to £70,803k (2018 £68,565k). This is made up of endowment capital of £45,138k, of which £30,313k is held for restricted purposes, and restricted funds of £11,930k. General funds of £16,202k, which, after pension provision, are a net £13,735k (2018 £13,780k). After deducting the carrying value of tangible fixed assets, held for the Charity's own use, adjusted for borrowing there were no free reserves, as defined by the Charity Commissioners.

Despite the absence of free reserves the Governing Body is of the opinion that the College has sufficient cash and reserves to run efficiently with day to day working capital being met by careful management of short term liquid resources. Given the high level of functional fixed assets that the College owns this is not an uncommon situation.

The College conducted a detailed review of its reserves' policy in 2016/17. This reinforced the overall principle to maintain sufficient operational reserves to enable it to meet its financial obligations in the event of an unexpected revenue shortfall. The review focused on income streams that might be deemed more vulnerable. These are the revenue streams that might be most at risk following a downturn in the economy or any serious geo-political event. It is felt that such a policy would support sufficient operational reserves in order to do the following:

- maintain inflation adjusted expenditure on repairs maintenance to support the fabric of the college;
- maintain pension reserves at similar levels to current;
- provide a buffer against possible significant declines in these less predictable income streams for at least 3 years. It is felt that is sufficient time to allow College to adjust its financial model accordingly.

The operational reserves would mainly be held in cash or more liquid investments, the balance being tied up in working capital, and less liquid investments. This policy did not anticipate any significant new building

projects but the current level of operational reserves does allow some additional capacity with regards to projected cash flow requirements and possible payment risk with regards to donations. As part of the investment review launched in July 2019, the College will be modelling cash flow projections and reviewing further the types of investments required for both its operational and strategic reserves. This initiative together with the completion of the site master plan may lead to a further more detailed review of the reserves next year.

Risk management

The College has on-going processes, which operated throughout the financial year for identifying, evaluating and managing the principal risks and uncertainties faced by the College and its subsidiaries in undertaking its activities. When it is not able to address risks using internal resources, the College takes advice from experts external to the College with specialist knowledge. Policies and procedures within the College are reviewed by the relevant College Committee, chaired by the Principal or one of the College officers. Financial risks are assessed by the Council & Finance Committee and investment risks are monitored by the Investment Committee. In addition, the Domestic Bursar and domestic staff heads meet regularly to review health and safety concerns. 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, who have ultimate responsibility for managing any risks faced by the College, have reviewed the processes in place for managing risk and the principal identified risks to which the College and its subsidiaries are exposed and have concluded that robust systems are in place to manage these risks. The principal risks and uncertainties faced by the College and its subsidiaries that have been identified are categorised as follows:

- A heavy reliance on academic conferences means that the conference business may be susceptible to a downturn here if there is a challenge to their funding model or increased competition outside Oxford. College is working with Conference Oxford on diversifying the target market for our conference business. The conference staff continue to diversify their client base reducing reliance on larger clients.
- In common with many universities and colleges, the College has experienced a greater need for welfare support amongst students. The College introduced a resilience programme under the title of "Be Well Do Well" in 2017 and recruited a new Dean of Welfare in 2018 to help further develop strategy around student welfare needs.
- Financial fraud combined with 'cyber crime' is another area of increasing risk. The combination of robust internal controls, and an annual audit review of these specific areas in Treasury, helps mitigate this risk. The College, like many others in the collegiate university, also has specialist insurance in place.

Investment policy, objectives and performance

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

- maintaining / achieving modest growth in the value of the investments in real terms;
 - producing a consistent and sustainable amount to support expenditure;
 - delivering these objectives within acceptable levels of risk.
-

St Anne's College

Report of the Governing Body

Year ended 31 July 2019

To meet these objectives the College's investments as a whole are managed to achieve maximum capital growth subject to meeting a specific annual income target, maintaining diversification across a range of asset classes in order to produce an appropriate balance between risk and return.

FUTURE PLANS

The College's future plans are as follows:

- to continue to provide a centre for the provision of first class teaching and research within the collegiate university of Oxford;
- to provide support to our students through financial assistance, welfare provision and investment in accommodation;
- to increase investment in refurbishment of College buildings and to investigate opportunities for renovation where possible. Building on earlier studies, the College commissioned a masterplan in 2019 which will assist in better understanding its accommodation needs and the potential for future development of the college site.
- to ensure that we maintain a diversified range of income streams including the development of new sources.

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. Under that law the Governing Body have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including Financial Reporting Standard 102: The Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102).

Under charity law the Governing Body must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the College and of its net income or expenditure 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, including The Charities SORP (FRS 102), have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 them to ensure that the financial statements comply with the Charities Act 2011. They are 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.

St Anne's College
Report of the Governing Body
Year ended 31 July 2019

Approved by the Governing Body on 4th December 2019 and signed on its behalf by:

Ms Helen King
Principal

Independent Auditor Report to the Members of St Anne's College

Opinion

We have audited the financial statements of St Anne's College for the year ended 31 July 2019 which comprise the Consolidated Statement of Financial Activities, Consolidated and Charity balance sheets, Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charity's affairs as at 31 July 2019 and of the group's incoming resources and application of resources, including its income and expenditure 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.

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 group 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Independent Auditor Report to the Members of St Anne's College

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

We have nothing to report in this regard.

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 Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; 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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees are responsible for assessing the group's and the parent charity'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 trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

A further description of our responsibilities for the audit of the financial statements is located on the

St Anne's College

Independent Auditor Report to the Members of St Anne's College

Financial Reporting Council's website at: 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 charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe U.K. LLP

Statutory Auditor

Reading

Crowe U.K. LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under 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 Statement of Cash Flows for the College and its wholly owned subsidiaries St Anne's College Services Company Limited and St Anne's College Developments Limited. No separate SOFA has been presented for the College alone as currently permitted by the Charity Commission on a concessionary basis for the filing of consolidated financial statements. A summary of the results and financial position of the charity and each of its material subsidiaries for the reporting year are set out in note 12.

2. Basis of accounting

The College's individual and consolidated financial statements have been prepared in accordance with United Kingdom Accounting Standards, in particular 'FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102).

The College is a public benefit entity for the purposes of FRS 102 and a registered charity. The College has therefore also prepared its individual and consolidated financial statements in accordance with 'The Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with FRS 102' (The Charities SORP (FRS 102)).

The financial statements have been prepared on a going concern basis and on the historical cost basis, except for the measurement of investments and certain financial assets and liabilities at fair value with movements in value reported within the Statement of Financial Activities (SOFA). The principal accounting policies adopted are set out below and have been applied consistently throughout the year.

3. Accounting judgements and estimation uncertainty

In preparing financial statements, it is necessary to make certain judgements, estimates and assumptions which affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the Governing Body to have most significant effect on amounts recognised in the financial statements.

The College participates in two multi-employer defined benefit pension plans, the Universities Superannuation Scheme ("USS") & the Oxford Staff Pension Scheme ("OSPS"). In the judgement of the Governing Body there is insufficient information about the plans' assets and liabilities to be able to reliably account for its shares of the defined benefit obligations and the plans' assets in the financial statements and therefore the plans are accounted for as defined contribution schemes (see note 20). The College does however recognize its share of the deficit plans currently in place on both schemes (see note 20).

The College carries an investment property at fair value in the balance sheet, with changes in fair value being recognised in the income and expenditure section of the SOFA. Independent valuations are obtained to determine fair value at the balance sheet date.

Before legacies are recognised in the financial statements, the Governing Body has to exercise judgement as to what constitutes sufficient evidence of entitlement to the bequest. Sufficient entitlement exists once notification of payment has been received from the executor(s) of the estate or estate accounts are available which indicate there are sufficient funds in the estate after meeting liabilities for the bequest to be paid.

FRS 102 explicitly requires accrued compensated absences to be accounted for. An accrual in respect of accrued holiday pay for non-academic staff has been assessed but not recognised in the financial statements due to immateriality.

4. Income recognition

All income is recognised once the College has entitlement to the income, the economic benefit is probable and the amount can be reliably measured.

a) Income from fees, OfS support and other charges for services

Fees receivable, less any scholarships, bursaries or other allowances granted from the College unrestricted funds, OfS support and charges for services and use of the premises are recognised in the period in which the related service is provided.

b) Income from donations, grants and legacies

Donations and grants that do not impose specific future performance-related or other specific conditions are recognised on the date on which the charity has entitlement to the resource, the amount can be reliably measured and the economic benefit to the College of the donation or grant is probable. Donations and grants subject to performance-related conditions are recognised as and when those conditions are met. Donations and grants subject to other specific conditions are recognised as those conditions are met or their fulfilment is wholly within the control of the College and it is probable that the specified conditions will be met.

Legacies are recognised following grant of probate and once the College has received sufficient information from the executor(s) of the deceased's estate to be satisfied that the gift can be reliably measured and that the economic benefit to the College is probable.

Donations, grants and legacies accruing for the general purposes of the College are credited to unrestricted funds, forming part of either general reserves.

Donations, grants and legacies which are subject to conditions as to their use imposed by the donor or set by the terms of an appeal are 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 in kind (as distinct from cash or other monetary assets), they are measured at the fair value of those assets at the date of the gift.

c) Investment income

Interest on bank balances is accounted for on an accrual basis with interest recognised in the period to which the interest relates.

Dividend income and similar distributions are recognised on the date the share interest becomes ex-dividend or when the right to the dividend can be established

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

5. Expenditure

Expenditure is accounted for on an accruals basis. A liability and related expenditure is recognised when a legal or constructive obligation commits the College to expenditure that will probably require settlement, the amount of which can be reliably measured or estimated.

Grants awarded that are not performance-related are charged as an expense as soon as a legal or constructive obligation for their payment arises. Grants subject to performance-related conditions are expensed as the specified conditions of the grant are met.

All expenditure including support costs and governance costs are allocated or apportioned to the applicable expenditure categories in the Statement of Financial Activities (the SOFA).

Support costs which includes governance costs (costs of complying with constitutional and statutory requirements) and other indirect costs are apportioned to expenditure categories in the SOFA 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.

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

6. Leases

Leases of assets that transfer substantially all the risks and rewards of ownership are classified as finance leases. The costs of the assets held under finance leases are included within fixed assets and depreciation is charged over the shorter of the lease term and the assets' useful lives. Assets are assessed for impairment at each reporting date. The corresponding capital obligations under these leases are shown as liabilities and recognised at the lower of the fair value of the leased assets and the present value of the minimum lease payments. Lease payments are apportioned between capital repayment and finance charges in the SOFA so as to achieve a constant rate of interest on the remaining balance of the liability

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Rentals payable under operating leases are charged in the SOFA on a straight line basis over the relevant lease terms. Any lease incentives are recognised over the lease term on a straight line basis.

7. Tangible fixed assets

Land is stated at cost. Buildings and equipment are stated at cost less accumulated depreciation and any accumulated impairment losses.

Expenditure on the acquisition or enhancement of land and on the acquisition, construction and enhancement of buildings which is directly attributable to bringing the asset to its working condition for its intended use and amounting to more than £1,000 together with expenditure on equipment costing more than £1,000 is capitalised.

Where a part of a building or equipment is replaced and the costs capitalised, the carrying value of those parts replaced is derecognised and expensed in the SOFA.

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

8. 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:

St Anne's College
Statement of Accounting Policies
Year ended 31 July 2019

Freehold properties, including major extensions	50 years
Leasehold properties	50 years or period of lease if shorter
Building improvements	5 - 20 years
Equipment	3 - 25 years

Freehold land is not depreciated. The cost of maintenance is charged in the SOFA in the period in which it is incurred.

At the end of each reporting period, the residual values and useful lives of assets are reviewed and adjusted if necessary. In addition, if events or change in circumstances indicate that the carrying value may not be recoverable then the carrying values of tangible fixed assets are reviewed for impairment.

9. Investments

Investment properties are initially recognised at their cost and subsequently measured at their fair value (market value) at each reporting date. Purchases and sales of investment properties are recognised on exchange of contracts.

Listed investments are initially measured at their cost and subsequently measured at their fair value at each reporting date. Fair value is based on their quoted price at the balance sheet date without deduction of the estimated future selling costs.

Changes in fair value and gains and losses arising on the disposal of investments are credited or charged to the income or expenditure section of the SOFA as 'gains or losses on investments' and are allocated to the fund holding or disposing of the relevant investment.

10. Financial instruments other than investments

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Other financial instruments College employed an interest rate swap in 2012 to fix the cost of its debt for 10 years. Derivative financial instruments are initially measured at fair value on the date the contract is entered into. Fair value is assessed each year and changes are credited or charged to other recognised gains or losses in the SOFA. Hedge accounting is not currently applied to derivatives.

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

The functional and presentation currency of the College and its subsidiaries is the pound sterling.

Transactions denominated in foreign currencies during the year are translated into pounds sterling using the spot exchange rates at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into pounds sterling at the rates applying at the reporting date. Foreign exchange gains and losses resulting from the settlement of transactions and from the translation of monetary assets and liabilities denominated in foreign currencies at the exchange rates at the reporting date are recognised in the income and expenditure section of the SOFA.

13. Fund accounting

The total funds of the College and its subsidiaries are allocated to unrestricted, restricted or endowment funds based on the terms set by the donors or set by the terms of an appeal. 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 specified that the funds are to be used for particular purposes of the College. 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 or permitted the capital to be maintained and with the intention that the income will be used for specific purposes within the College's objects.

Permanent endowment funds arise where donors specify that the funds are to be retained as capital for the permanent benefit of the College. Any part of the income earned will be accounted for as unrestricted funds unless the donor has placed restrictions on 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 their discretion determine to spend all or part of the capital.

14. Pension accounting policy

The College participates in Universities Superannuation Scheme and the University of Oxford Staff Pension Scheme. These schemes are hybrid pension schemes, providing defined benefits based on salaries as well as benefits based on contributions.

The assets of the schemes are each held in a separate trustee-administered fund. Because of the mutual nature of the schemes, the assets applicable to the defined benefit membership are not attributed to individual Colleges and scheme-wide contribution rates are set. The College is therefore exposed to actuarial risks associated with other Universities' and Colleges' employees and is unable to identify its share of the underlying assets and liabilities of the defined benefit scheme on a consistent and reasonable basis.

As required by Section 28 of FRS 102 "Employee benefits", the College accounts for the schemes as if they were wholly defined contribution schemes and contributions to these schemes are recognised as a liability and an expense in the period in which the salaries to which the contributions relate are payable.

St Anne's College
Statement of Accounting Policies
Year ended 31 July 2019

The College has entered into agreements for both schemes (the Recovery Plans) that determine how each employer within the schemes will fund the overall scheme deficits. A liability is recognised at each balance sheet date for the discounted value of the expected future contribution payments under these past service deficit funding agreements, with changes to these liabilities being recognised as an expense in the periods in which the changes occur.

St Anne's College
Consolidated Statement of Financial Activities
For the year ended 31 July 2019

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Endowed Funds £'000	2019 Total £'000	2018 Total £'000
INCOME AND ENDOWMENTS FROM:						
Charitable activities:						
Teaching, research and residential	1	8,759	-	-	8,759	8,258
Public worship		-	-	-	-	-
Heritage		-	-	-	-	-
Other Trading Income	3	946	-	-	946	837
Donations and legacies	2	545	727	183	1,455	2,774
Investments						
Investment income	4	110	-	1,719	1,829	1,714
Other income		83	-	-	83	91
Total income		10,443	727	1,902	13,072	13,674
EXPENDITURE ON:						
Charitable activities:						
Teaching, research and residential		9,881	1,649	-	11,530	10,343
Generating funds:						
Fundraising		740	-	-	740	747
Trading expenditure		727	-	-	727	693
Investment management costs		28	-	200	228	217
Total Expenditure		11,376	1,649	200	13,225	12,000
Net Income/(Expenditure) before gains		(933)	(922)	1,702	(153)	1,674
Net gains/(losses) on investments	10, 11	10	-	2,330	2,340	1,920
Net Income/(Expenditure)		(923)	(922)	4,032	2,187	3,594
Transfers between funds	16	827	891	(1,718)	0	-
Other recognised gains/losses						
Gains/(losses) on complex financial instruments		51	-	-	51	192
Net movement in funds for the year		(45)	(31)	2,314	2,238	3,786
Fund balances brought forward	16	13,780	11,962	42,823	68,565	64,779
Funds carried forward at 31 July		13,735	11,931	45,137	70,803	68,565

St Anne's College
Consolidated and College Balance Sheets
As at 31 July 2019

	Notes	2019 Group £'000	2018 Group £'000	2019 College £'000	2018 College £'000
FIXED ASSETS					
Tangible assets	9	29,412	30,252	29,508	30,347
Property investments	10	871	1,550	871	1,550
Other Investments	11	44,617	39,542	44,617	39,542
Total Fixed Assets		74,900	71,344	74,996	71,439
CURRENT ASSETS					
Stocks		119	105	116	103
Debtors	13	2,326	2,274	2,364	2,210
Cash at bank and in hand		9,201	6,222	9,010	6,168
Total Current Assets		11,646	8,601	11,490	8,481
LIABILITIES					
Creditors: Amounts falling due within one year	14	3,276	3,528	3,315	3,531
NET CURRENT ASSETS/(LIABILITIES)		8,370	5,073	8,175	4,950
TOTAL ASSETS LESS CURRENT LIABILITIES		83,270	76,417	83,171	76,389
CREDITORS: falling due after more than one year	15	10,000	6,602	10,000	6,602
NET ASSETS/(LIABILITIES) BEFORE PENSION ASSET OR LIABILITY		73,270	69,815	73,171	69,787
Defined benefit pension scheme liability	20	2,467	1,250	2,467	1,250
TOTAL NET ASSETS/(LIABILITIES)		70,803	68,565	70,704	68,537
FUNDS OF THE COLLEGE					
Endowment funds		45,138	42,824	45,138	42,824
Restricted funds		11,930	11,961	11,930	11,961
Unrestricted funds					
Designated funds		-	-	-	-
General funds		16,202	15,370	16,103	15,342
Loan swap reserve		-	(340)	-	(340)
Pension reserve	20	(2,467)	(1,250)	(2,467)	(1,250)
		70,803	68,565	70,704	68,537

The financial statements were approved and authorised for issue by the Governing Body of St Anne's College on 4th December 2019

Trustee:

Trustee:

St Anne's College
Consolidated Statement of Cash Flows
For the year ended 31 July 2019

	Notes	2019 £'000	2018 £'000
Net cash provided by (used in) operating activities	23	469	330
Cash flows from investing activities			
Dividends, interest and rents from investments		1,829	1,714
Proceeds from the sale of property, plant and equipment		-	-
Purchase of property, plant and equipment		(616)	(959)
Proceeds from sale of investments		670	170
Purchase of investments		(2,925)	(444)
Net cash provided by (used in) investing activities		(1,042)	481
Cash flows from financing activities			
Repayments of borrowing		(6,631)	(654)
Cash inflows from new borrowing		10,000	-
Receipt of endowment		183	96
Net cash provided by (used in) financing activities		3,552	(558)
Change in cash and cash equivalents in the reporting period		2,979	253
Cash and cash equivalents at the beginning of the reporting period		6,222	5,969
Cash and cash equivalents at the end of the reporting period	24	9,201	6,222

1 INCOME FROM CHARITABLE ACTIVITIES

	2019 £'000	2018 £'000
Teaching, Research and Residential		
Unrestricted funds		
Tuition fees - UK and EU students	1,972	1,949
Tuition fees - Overseas students	1,179	1,058
Other fees	766	572
Other HEFCE support	209	218
Other academic income	167	135
College residential income	4,466	4,326
	8,759	8,258
Total Teaching, Research and Residential	8,759	8,258
Total income from charitable activities	8,759	8,258

The above analysis includes £3361k received from Oxford University from publicly accountable funds under the CFF Scheme (2018: £3225k).

Under the terms of the undergraduate student support package offered by Oxford University to students from lower income households, the college share of the fees waived amounted to £1k (2018: £7k). These are not included in the fee income reported above.

2 DONATIONS AND LEGACIES

	2019 £'000	2018 £'000
Donations and Legacies		
Unrestricted funds	545	734
Restricted funds	727	1,249
Endowed funds	183	791
	1,455	2,774

3 INCOME FROM OTHER TRADING ACTIVITIES

	2019 £'000	2018 £'000
Subsidiary company trading income	912	804
Other trading income	34	33
	946	837

4 INVESTMENT INCOME

	2019 £'000	2018 £'000
<i>Unrestricted funds</i>		
Bank interest	110	26
	110	26
<i>Endowed funds</i>		
Other property income	11	14
Equity dividends	1,361	1,248
Income from fixed interest stocks	259	333
Interest on fixed term deposits and cash	77	88
Other investment income	11	5
	1,719	1,688
Total Investment income	1,829	1,714

5 ANALYSIS OF EXPENDITURE

	2019 £'000	2018 £'000
Charitable expenditure		
Direct staff costs allocated to:		
Teaching, research and residential	4,841	4,549
Other direct costs allocated to:		
Teaching, research and residential	2,962	3,246
Support and governance costs allocated to:		
Teaching, research and residential	3,727	2,548
Total charitable expenditure	11,530	10,343
Expenditure on raising funds		
Direct staff costs allocated to:		
Fundraising	348	361
Trading expenditure	295	267
Other direct costs allocated to:		
Fundraising	136	150
Trading expenditure	150	136
Investment management costs	4	2
Support and governance costs allocated to:		
Fundraising	256	236
Trading expenditure	282	290
Investment management costs	224	215
Total expenditure on raising funds	1,695	1,657
Total expenditure	13,225	12,000

The 2018 resources expended of £12,000k represented £10277k from unrestricted funds, £1531k from restricted funds and £192k from endowed funds.

The College is liable to be assessed for Contribution under the provisions of a new replacement for Statute XV of the University of Oxford. The scheme has been approved by the Council of the University, but will not be placed for approval before Congregation, then Her Majesty in Council until early 2020. The papers agreed by Council clearly set out a liability in respect of 2018-19. A provision has therefore been made in these accounts in accordance with the tax levied for 2016-17. The Contribution Fund is used to make grants and loans to colleges on the basis of need.

The teaching and research costs include College Contribution payable of £2k (2018 - £0k).

6 ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

	Generating Funds £'000	Teaching and Research £'000	2019 Total £'000
Financial administration	182	368	550
Domestic administration	72	208	280
Human resources	55	109	164
Investment Management	217	-	217
IT	63	123	186
Depreciation	122	1,334	1,456
Bank interest payable	10	324	334
Other finance charges	18	1,226	1,244
Governance costs	23	35	58
	762	3,727	4,489

	Generating Funds £'000	Teaching and Research £'000	2018 Total £'000
Financial administration	193	367	560
Domestic administration	66	188	254
Human resources	53	102	155
Investment Management	209	-	209
IT	56	111	167
Depreciation	119	1,394	1,513
Bank interest payable	10	319	329
Other finance charges	14	38	52
Governance costs	21	29	50
	741	2,548	3,289

Financial and domestic administration, IT and human resources costs are attributed according to the estimated staff time spent on each activity.
Depreciation costs and profit or loss on disposal of fixed assets are attributed according to the use made of the underlying assets.
Interest and other finance charges are attributed according to the purpose of the related financing.
Governance costs are allocated according to purpose of costs incurred.

	2019 £'000	2018 £'000
Governance costs comprise:		
Auditor's remuneration - audit services	24	23
Auditor's remuneration - tax advisory services	1	1
Other governance costs	33	26
	58	50

Auditor's remuneration for audit services is shown including irrecoverable VAT and disbursements. 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.

7	GRANTS AND AWARDS	2019 £'000	2018 £'000
	During the year the College funded research awards and bursaries to students from its restricted and unrestricted fund as follows:		
	Unrestricted funds		
	Grants to individuals:		
	Scholarships, prizes and grants	80	84
	Bursaries and hardship awards	6	32
	Total unrestricted	86	116
	Restricted funds		
	Grants to individuals:		
	Scholarships, prizes and grants	355	308
	Bursaries and hardship awards	112	86
	Total restricted	467	394
	Total grants and awards	553	510

The figure included above represents the cost to the College of the Oxford Bursary scheme. Students of this college received £257k (2018: £240k). Some of those students also received fee waivers amounting to £78k (2018: £72k).

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

8 STAFF COSTS

	2019 £'000	2018 £'000
The aggregate staff costs for the year were as follows.		
Salaries and wages	6,388	4,912
Social security costs	432	410
Pension costs:		
Defined benefit schemes	663	656
Defined contribution schemes	60	26
Other benefits	-	-
	7,542	6,004

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

	2019	2018
Tuition and research	11	9
College residential	73	72
Fundraising	6	5
Support	24	24
Total	114	110

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

University Lecturers	27	28
CUF Lecturers	7	7
Other teaching and research	5	5
Other	5	5
Total	44	45

The nature of the payment was salary and associated benefits in respect of tuition.

The following information relates to the employees of the College excluding the College Trustees. Details of the remuneration and reimbursed expenses of the College Trustees is included as a separate note in these financial statements.

The number of employees (excluding the College Trustees) during the year whose gross pay and benefits (excluding employer NI and pension contributions) fell within the following bands was:

£60,001-£70,000	2019 1	2018 1
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The number of the above employees with retirement benefits accruing was as follows:

In defined benefits schemes	2019 1	2018 1
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9 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
Cost					
At start of year	-	40,319	-	5,282	45,601
Additions	-	452	-	164	616
Disposals	-	-	-	(77)	(77)
Transfers		(118)		118	-
At end of year	-	40,653	-	5,487	46,140
Depreciation					
At start of year	-	13,000	-	2,349	15,349
Depreciation charge for the year	-	1,116	-	340	1,456
Depreciation on disposals	-	-	-	(77)	(77)
At end of year	-	14,116	-	2,612	16,728
Net book value					
At end of year	-	26,537	-	2,875	29,412
At start of year	-	27,319	-	2,933	30,252
College					
	Leasehold land and buildings £'000	Freehold land and buildings £'000	Plant and machinery £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost					
At start of year	-	40,448	-	5,287	45,735
Additions	-	452	-	164	616
Disposals	-	-	-	(77)	(77)
Transfers		(118)		118	-
At end of year	-	40,782	-	5,492	46,274
Depreciation and impairment					
At start of year	-	13,039	-	2,349	15,388
Charge for the year	-	1,115	-	340	1,455
At end of year	-	14,154	-	2,612	16,766
Net book value					
At end of year	-	26,628	-	2,880	29,508
At start of year	-	27,409	-	2,938	30,347

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 other treasured artefacts. Because of their age and, in many cases, unique nature, 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.

The transfer in fixed assets is made up of the reclassification to fixtures, fittings and equipment from land and buildings, representing part of the cost of cabling of the Tim Gardam Library and Academic Centre (£118k).

10 PROPERTY INVESTMENTS

Group	Agricultural £'000	Commercial £'000	Other £'000	2019 Total £'000	2018 Total £'000
Valuation at start of year	-	-	1,550	1,550	1,038
Additions and improvements at cost	-	-	-	-	695
Disposals	-	-	(670)	(670)	(170)
Revaluation gains/(losses) in the year	-	-	(9)	(9)	(13)
Valuation at end of year	-	-	871	871	1,550
College	Agricultural £'000	Commercial £'000	Other £'000	2019 Total £'000	2018 Total £'000
Valuation at start of year	-	-	1,550	1,550	1,038
Additions and improvements at cost	-	-	-	-	695
Disposals	-	-	(670)	(670)	(170)
Revaluation gains/(losses) in the year	-	-	(9)	(9)	(13)
Valuation at end of year	-	-	871	871	1,550

The formal valuation of the investment property was prepared by Mark Chater MRICS of Carter Jonas as at 31 July 2016. The shared equity properties were formally valued at 31 July 2017, by George Densham MRICS of Carter Jonas. Where appropriate the property values have been reviewed at 31st July 2019 with reference to local market price change, and values have been adjusted in accordance with Governing Body policy to continue to review their market values on a regular basis, with all properties being formally revalued every 5 years.

11 OTHER INVESTMENTS

All investments are held at fair value.

	2019 £'000	2018 £'000
Group investments		
Valuation at start of year	39,542	37,357
New money invested	2,925	394
Amounts withdrawn	-	-
Reinvested income	-	50
Investment management fees	(200)	(192)
(Decrease)/increase in value of investments	2,350	1,933
Securities investments at end of year	44,617	39,542
Investment in subsidiaries	-	-
College investments at end of year	44,617	39,542

St Anne's College
Notes to the financial statements
For the year ended 31 July 2019

Group investments comprise:	Held outside the UK £'000	Held in the UK £'000	2019 Total £'000	Held outside the UK £'000	Held in the UK £'000	2018 Total £'000
Equity investments	13,559	18,641	32,200	13,043	17,312	30,355
Global multi-asset funds	-	-	-	-	-	-
Property funds	-	1,559	1,559	-	1,492	1,492
Fixed interest stocks	2,711	5,519	8,231	2,045	5,313	7,358
Alternative and other investments	-	90	90	-	-	-
Fixed term deposits and cash	-	2,536	2,536	-	337	337
Total group investments	16,270	28,347	44,617	15,088	24,454	39,542

12 PARENT AND SUBSIDIARY UNDERTAKINGS

The College holds 100% of the issued share capital in St Anne's College Services Company Limited, (Co No. 4338617, registered address: St Annes College, Woodstock Road, Oxford, Oxfordshire, OX2 6HS) a company providing conference and other event services on the College premises, and 100% of the issued share capital in St Anne's College Developments Limited (Co No. 4941553, registered office address: St Annes College, Woodstock Road, Oxford, Oxfordshire, OX2 6HS), a company set up to provide design and build construction services to the College. St Anne's College Developments Limited is exempt from the requirements to prepare individual accounts under section 394A of the Companies Act 2006, or to file individual company accounts under 448A of the Companies Act 2006.

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

	St Anne's College £'000	St Anne's College Services Ltd £'000	St Anne's Development Company Ltd £'000
Income	12,160	912	-
Expenditure	(10,107)	(727)	-
Donation to College under gift aid	116	(116)	-
Result for the year	2,169	69	-
Total assets	86,486	361	-
Total liabilities	(15,782)	(169)	-
Net funds at the end of year	70,704	192	-

13 DEBTORS

	2019	2018	2019	2018
	Group	Group	College	College
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Trade debtors	1,798	1,878	1,636	1,725
Amounts owed by College members	56	78	56	78
Amounts owed by Group undertakings	-	-	200	89
Prepayments and accrued income	212	245	212	245
Other debtors	260	73	260	73
	2,326	2,274	2,364	2,210

Other debtors includes £170k deferred arrangement costs for the private placement of the long term note (see note 15). This balance will be amortised over the term of the note, 40 years, and is represented as a £4k short term debtor and a £166k long term debtor.

14 CREDITORS: falling due within one year

	2019	2018	2019	2018
	Group	Group	College	College
	£'000	£'000	£'000	£'000
Bank loans	300	380	300	380
Trade creditors	104	358	104	358
Amounts owed to College Members	129	86	129	86
Amounts owed to Group undertakings	-	-	209	175
Taxation and social security	193	180	148	124
College contribution	2	-	2	-
Accruals and deferred income	2,362	2,345	2,237	2,229
Other creditors	186	179	186	179
	3,276	3,528	3,315	3,531

15 CREDITORS: falling due after more than one year

	2019	2018	2019	2018
	Group	Group	College	College
	£'000	£'000	£'000	£'000
Bank loans	-	6,262	-	6,262
Note Payable	10,000	-	10,000	-
Interest rate swap	-	340	-	340
	10,000	6,602	10,000	6,602

With the exception of a remaining unsecured loan balance of £300k (note 14) which will be repaid in August 2019, all bank loans were repaid during the year.

The interest rate swap which had been taken out to fix the interest costs on the two secured loans at March 2012, has been unwound and settled during the year. The provision taken in earlier years, in accordance with FRS102, in respect of the fair value of the swap, has been reversed.

In 2019 the College entered into the private placement of an unsecured long term note, drawn down in two tranches: on 20th March 2019 £10M over 40 years fixed at 2.69%; the deferred £15M fixed at 2.87% will be drawn down on 21st March 2022. Interest is payable on 20th September and March each year. Both tranches, totalling £25M, are repayable on 20th March 2059.

16 ANALYSIS OF MOVEMENTS ON FUNDS

	At 1 August 2018 £'000	Incoming resources £'000	Resources expended £'000	Transfers £'000	Gains/ (losses) £'000	At 31 July 2019 £'000
Endowment Funds - Permanent						
Tutorial & Research Fellowships	12692	567	(59)	(478)	743	13,465
Bursaries	2,186	90	(2)	(86)	35	2,223
Scholarships	433	18	(2)	(18)	24	455
Prizes	512	22	(3)	(21)	28	538
Student support	89	4	-	(4)	5	94
General purposes	12033	493	(59)	(491)	671	12,647
Endowment Funds - Expendable						
Tutorial & Research Fellowships	10,426	427	(52)	(427)	576	10,950
Bursaries	1,812	95	(9)	(74)	103	1,927
Scholarships	919	110	(5)	(44)	50	1,030
Prizes	666	27	(3)	(27)	37	700
Library	254	10	(1)	(11)	14	266
Student support	708	34	(4)	(33)	39	744
Other purposes	94	4	(1)	(4)	5	98
Total Endowment Funds - College	<u>42,824</u>	<u>1,902</u>	<u>(200)</u>	<u>(1,718)</u>	<u>2,330</u>	<u>45,138</u>
Total Endowment Funds - Group	<u>42,824</u>	<u>1,902</u>	<u>(200)</u>	<u>(1,718)</u>	<u>2,330</u>	<u>45,138</u>
Restricted Funds						
Tutorial & Research Fellowships	251	216	(1,084)	866	0	249
Bursaries	31	0	(158)	152	0	25
Scholarships	163	34	(148)	55	0	104
Prizes	41	0	(33)	31	0	39
Library	10	0	(12)	10	0	8
Student support	34	0	(27)	30	0	37
Other purposes	106	300	(187)	9	0	228
Building funds	11,325	177	-	(262)	0	11,240
Total Restricted Funds - College	<u>11,961</u>	<u>727</u>	<u>(1,649)</u>	<u>891</u>	<u>-</u>	<u>11,930</u>
Total Restricted Funds - Group	<u>11,961</u>	<u>727</u>	<u>(1,649)</u>	<u>891</u>	<u>-</u>	<u>11,930</u>
Unrestricted Funds						
Fixed asset designated Fund	-	-	-	-	-	-
General funds	15,342	10,443	(10,517)	827	10	16,105
Loan swap reserve	-340	0	289	-	51	-
Pension reserve	-1,250	0	(1,217)	-	0	(2,467)
Total Unrestricted Funds - College	<u>13,752</u>	<u>10,443</u>	<u>(11,445)</u>	<u>827</u>	<u>61</u>	<u>13,638</u>
Unrestricted funds held by subsidiaries	28	0	69	-	0	97
Total Unrestricted Funds - Group	<u>13,780</u>	<u>10,443</u>	<u>(11,376)</u>	<u>827</u>	<u>61</u>	<u>13,735</u>
Total Funds	<u>68,565</u>	<u>13,072</u>	<u>(13,225)</u>	<u>-</u>	<u>2,391</u>	<u>70,803</u>

17 FUNDS OF THE COLLEGE DETAILS

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

Endowment Funds - Permanent:

Tutorial & Research Fellowships
Bursaries
Scholarships
Prizes
Student support
General purposes

A consolidation of gifts and donations where income, but not capital, can be used for the purposes of the charity shown here.

Endowment Funds - Expendable:

Tutorial & Research Fellowships
Bursaries
Scholarships
Prizes
Library
Student support
Other purposes

A consolidation of gifts and donations where either income, or income and capital, can be used for the purposes of the charity shown here.

Restricted Funds:

Tutorial & Research Fellowships
Bursaries
Scholarships
Prizes
Library
Student support
General purposes
Other purposes
Building funds

A consolidation of gifts and donations, and unspent income from permanent or expendable endowment funds, where income & capital can be used for the restricted purposes shown here. Unspent income is carried forward for use in future years.

This fund represents all donations received for building works. These funds are released to unrestricted reserves over the estimated useful life of each building.

General Unrestricted Funds:

The General Unrestricted Funds represent accumulated income from the College's activities and other sources that are available for the general purposes of the College. The specific effect of the two FRS102 dictated Loan swap and Pension Deficit reserves on general unrestricted funds are shown for clarity.

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	2019 Total £'000
Tangible fixed assets	29,412	-	-	29,412
Property investments	518	-	353	871
Other investments	-	-	44,617	44,617
Net current assets	(3,728)	11,930	167	8,370
Long term liabilities	(12,467)	-	-	(12,467)
	13,735	11,930	45,137	70,803

	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	2018 Total £'000
Tangible fixed assets	30,252	-	-	30,252
Property investments	508	-	1,042	1,550
Other investments	(2,092)	-	41,634	39,542
Net current assets	(7,036)	11,961	148	5,073
Long term liabilities	(7,852)	-	-	(7,852)
	13,780	11,961	42,824	68,565

19 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.

Trustees of the college fall into the following categories:

Principal
Professorial Fellow
Official Fellow
Fellow by Special Election
Research Fellow

There are also 4 trustees (Senior Tutor, Librarian, Treasurer, Domestic Bursar) who work full time on management and administration.

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. They may also claim employment related expenses. No expenses are reimbursed in respect of Trustee activity. Salaries are paid on external academic and academic-related scales and often are joint arrangements with the University of Oxford.

Some trustees receive additional allowances for additional work carried out as part time college officers. These are the Vice-Principal and the Dean. These amounts are included within the remuneration figures below.

Governing Body trustees are eligible for a Housing Allowance, which is disclosed within the salary figures below. Two trustees live in rooms owned by the college. Governing Body Trustees are eligible for college housing schemes. Two trustees live in a property owned jointly with the College.

The College has a Remuneration Committee which makes recommendations to Governing Body on pay and benefits which are outside of external scales. The composition of the Remuneration Committee is set out in pp 2-5 of the section, Governing Body, Officers and Advisers.

The total remuneration and taxable benefits as shown below is £1,651k (2018 £1,638k). The total of pension contributions is £218k (2018 £214k).

Remuneration paid to trustees

Range	2019 Gross remuneration, taxable		2018 Gross remuneration, taxable	
	Number of Trustees/Fellows	benefits and pension contributions £	Number of Trustees/Fellows	benefits and pension contributions £
£1,000-£1,999	-	-	1	1,293
£3,000-£3,999	-	-	2	7,190
£6,000 - £6,999	1	6,370	-	-
£10,000-£10,999	-	-	1	10,969
£11,000-£11,999	2	23,251	1	11,688
£12,000-£12,999	-	-	1	12,480
£15,000-£15,999	-	-	1	15,679
£16,000 - £16,999	1	16,422	-	-
£17,000-£17,999	-	-	1	17,388
£18,000-£18,999	1	18,927	3	55,550
£19,000-£19,999	2	39,591	-	-
£20,000-£20,999	1	20,694	-	-
£22,000-£22,999	1	22,712	15	336,277
£23,000-£23,999	13	311,463	4	93,217
£24,000-£24,999	6	146,920	1	24,084
£25,000-£25,999	2	50,358	1	25,019
£27,000-£27,999	-	-	1	27,418
£28,000-£28,999	1	28,950	-	-
£35,000-£35,999	-	-	1	35,487
£40,000-£40,999	1	40,932	-	-
£53,000-£53,999	-	-	1	53,768
£54,000-£54,999	-	-	3	164,297
£55,000-£55,999	1	55,050	4	221,156
£56,000-£56,999	4	226,944	-	-
£57,000-£57,999	1	57,182	-	-
£58,000-£58,999	2	116,682	-	-
£76,000-£76,999	-	-	2	153,014
£79,000-£79,999	1	79,316	-	-
£81,000-£81,999	-	-	1	81,797
£83,000-£83,999	-	-	1	83,817
£84,000-£84,999	1	84,334	-	-
£86,000-£86,999	1	86,457	-	-
£93,000-£93,999	-	-	1	93,161
£98,000-£98,999	1	98,276	-	-
£113,000-£113,999	-	-	1	113,688
£119,000-£119,999	1	119,932	-	-
Total	45	1,650,763	48	1,638,437

21 trustees are not employees of the college and do not receive remuneration.

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

Other transactions with trustees

No fellow claimed any expenses for work as a trustee. During the ordinary course of their employment as fellows some of the Trustees enter into normal trading activities with the College. These transactions are not material to either party and are on terms offered to other fellows of the College. As such no further disclosure of these transactions is deemed necessary.

See also note 28 Related Party Transactions.

Key management remuneration

The total remuneration paid to key management was £570k (2018: £564k).

Key management are considered to be those with executive influence to direct and control the activities of the College; their names are listed on page five of the Trustees' report.

20 PENSION SCHEMES

The College participates in the Universities Superannuation Scheme ("the USS") and the University of Oxford Staff Pension Scheme ("the OSPS") on behalf its fellows and staff. St Anne's College has made available the National Employment Savings Trust for non-employees who are eligible under automatic enrolment regulations to pension benefits.

As explained in the accounting policies, due to insufficient information being available to enable the College to use defined benefit accounting for these schemes, in accordance with the provisions of FRS 102 both employee schemes are accounted for as if they were defined contribution schemes.

Both schemes have put in place agreements for additional contributions to fund their past service deficits and the College has recognised a liability for the present value of the future contributions that it estimates will be payable as a result of these deficit funding agreements as explained below and reported in note 30.

Universities Superannuation Scheme

The pension charge for the year in the Statement of Financial Activities includes £1,589k (2018 £354k) in relation to the USS. This represents contributions of £448k payable to the USS together with the cost of the increase in the deficit funding liability between the opening and closing balance sheet dates of £1,111k (2018 was a decrease of £65k).

Following changes to the USS, this scheme now comprises two parts, USS Retirement Income Builder which is a defined benefit arrangement and USS Investment Builder which is a defined contribution arrangement. The latest triennial actuarial valuation of the USS defined benefit liabilities was carried out as at 31 March 2017 to meet the requirements of the Pensions Act 2004 and was published in January 2019. This actuarial valuation showed a shortfall of £7.5bn in the USS with the scheme assets being sufficient to cover 89% of its 'technical provisions' liabilities.

Over the course of 2018 the USS stakeholders on the Joint Negotiating Committee (UUK and UCU) appointed a panel to review this 2017 valuation and this resulted in a number of recommendations being made. However, as the statutory deadline for completing the 2017 valuation had already passed by this point, it was concluded that the most appropriate way for the Trustee to address such fundamental recommendations properly was to embark on a new valuation as at 31 March 2018. This further actuarial valuation has now been completed and on 13 September 2019 the contribution rates required of members and employers under the 2018 valuation were confirmed.

Following the 2017 valuation the actuary determined that the USS funding rates should increase from a total of 26% of salaries (employer 18%, employee 8%) to 28.3% of salaries (employer 19.5%, employee 8.8%) from 1 April 2019 with further proposed increases at 1 October 2019 and again at 1 April 2020. Although the initial increases were implemented, the further increases have been replaced by amended contribution rates based on the 2018 valuation.

The overall contribution rate from 1 October 2019 required to fund the current benefit arrangements will now be 30.7% of salaries from 1 October 2019 until 30 September 2021 (employer 21.1%, employee 9.6%) and 34.7% from 1 October 2021 (employer 23.7%, employee 11%) (subject to a 2020 valuation).

Following the completion of the 2018 actuarial valuation, a new deficit recovery plan has also been agreed which amends the deficit recovery plan as set out in the 2017 valuation Schedule of Contributions. This new plan includes in the contributions above deficit payments of 2% of salaries from 1 October 2019 to 30 September 2021 and then payments of 6% of salaries from 1 October 2021 to 31 March 2028.

The College has used a financial modeller to estimate the expected future deficit funding contributions payable and the present value of this amount is recognised as a liability in the balance sheet. Changes in the estimated amount of this deficit funding liability each year are shown on the Statement of Financial Activities. For the year ended 31 July 2019 the College's provision for the USS deficit funding liability was £1,729k (2018 £618k).

No adjustment has been made to reflect the revised deficit recovery plan agreed after the year end. With the revised discount rate relevant to the length of the recovery plan of 1.36% and assuming all other assumptions used to calculate the provision remain unchanged, this would have resulted in a revised consolidated provision of £1,074k, a decrease of £655k from the current consolidated year end provision and a reduction in the charge to the Consolidated Statement of Financial Activities of £655k. See also Note 30.

Further details on the Actuarial Valuations of the USS can be found on the USS website <https://www.uss.co.uk/how-uss-is-run/2018-valuation/2018-valuation-updates/13-september-2019>

Oxford Staff Pension Scheme

The pension charge for the year includes £380k (2018: £360k) in relation to the OSPS. This represents contributions of £274k payable to the OSPS as adjusted by the change in the deficit funding liability between the opening and closing balance sheet dates of £106k.

The latest formal actuarial valuation of OSPS was carried out as at 31 March 2016 to meet the requirements of the Pensions Act 2004 and was published in April 2017. This valuation showed the scheme assets as £527.8m, being sufficient to cover 80% of its liabilities of £660.7m on a technical provisions basis with an overall shortfall of £132.9m. The latest actuarial update at 31 March 2018 shows an increase in this shortfall to £191.8m which represents a funding level of 78%, although a subsequent informal update at the end of August 2018 showed that the funding level was estimated to be comfortably above 80%.

Based on the 2016 valuation, the University completed a consultation with active members of the scheme regarding the benefits payable from the scheme in future. Following this a number of changes were made including from 1 April 2017 changing the basis used for indexation under the scheme, from 1 October 2017 closing the defined benefits scheme to new entrants and from 1 April 2018 changing the benefits structure from benefits being linked to salary at retirement to being calculated on a career average basis and increasing the rates of member contribution (for the standard cost plan from 6.6% to 8%). Reflecting the above changes from 1 April 2018 the net cost to the employers of future benefits reduced from 22.1% to 17.3% of pensionable salaries.

The trustee and University have agreed a recovery plan under which the employers are paying 19% from August 2017 for both defined benefits members and defined contributions members who join on or after 1 October 2017. Part of the contributions for defined contribution members is paid to the defined benefit section to cover the deficit recovery plan, the provision of ill-health and death-in service benefits and the expenses of administering the defined contribution section. In addition, the employers will continue to reimburse the scheme in respect of Pension Protection Fund (PPF) and other levies collected by the Pensions Regulator. These contributions, together with an allowance for the Scheme's assets to return 2.5% per annum above gilt yields, are expected to eliminate the technical provision deficit by 30 June 2027.

A provision of £738k has been included in the financial statements as at 31 July 2019 (2018: £632k) for the present value of the estimated future deficit funding element of the contributions payable under this recovery plan agreement. In determining the level of this provision it has been assumed that the College will continue to have a constant level of employee participation in this scheme and that the relevant earnings of these employees will increase in line with the actuary's projected long-term salary rate increases.

A copy of the full actuarial valuation report and other further details on the scheme are available on the University of Oxford website <https://www.admin.ox.ac.uk/finance/epp/pensions/schemes/osps/publications/>

Included in other creditors are pension contributions payable of £0k (2018: £0k).

21 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 companies because the directors of these companies 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.

22 FINANCIAL INSTRUMENTS

The financial statements include the following in respect of financial instruments:

	2019 Group £'000	2018 Group £'000
Financial assets measured at fair value	44,617	39,542
Financial liabilities measured at fair value	(2,467)	(1,590)
Financial assets measured at amortised cost	11,409	8,266
Financial liabilities measured at amortised cost	(11,077)	(7,550)

The consolidated College's income, expenditure, gains and losses, measured through the SOFA, in respect of financial instruments are:

	2019			2018		
	Income £'000	Expense £'000	Gains / (losses) £'000	Income £'000	Expense £'000	Gains / (losses) £'000
Financial assets at fair value	-	-	2,330	-	-	1,937
Financial liabilities at fair value	-	(1,217)	51	-	(34)	192
Financial assets measured at amortised cost	-	1	-	-	(6)	-
Financial liabilities measured at amortised cost	-	334	-	-	329	-

Financial assets measured at fair value comprise investment securities held by the College (note 11).

Financial liabilities measured at fair value comprise the long term liabilities of the USS and OSPS pension schemes (note 20) and the release of the revaluation provision of the College's interest rate swap (note 15).

Financial assets measured at amortised cost comprise cash and cash equivalents, and debtors excluding prepayments.

Financial liabilities measured at amortised cost comprise long and short term creditors, excluding deferred income.

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

	2019 Group £'000	2018 Group £'000
Net income/(expenditure)	2,187	3594
Elimination of non-operating cash flows:		
Investment income	(1,829)	(1,714)
(Gains)/losses in investments	(2,140)	(1,728)
Endowment donations	(183)	(791)
Depreciation	1,455	1,514
Decrease/(Increase) in stock	(14)	(2)
Decrease/(Increase) in debtors	(52)	(711)
(Decrease)/Increase in creditors	(172)	134
(Decrease)/Increase in pension scheme liability	1,217	34
Net cash provided by (used in) operating activities	469	330

24 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2019 £'000	2018 £'000
Cash at bank and in hand	2,663	1,058
Notice deposits (less than 3 months)	6,538	5,164
Total cash and cash equivalents	9,201	6,222

25 FINANCIAL COMMITMENTS

At 31 July the College had annual commitments under non-cancellable operating leases as follows:	2019 £'000	2018 £'000
Other		
expiring within one year	24	10
expiring between two and five years	45	1
	69	11

26 COMMITMENTS UNDER OPERATING LEASES

St Anne's College earns rental income by letting its property to assured shorthold tenants under non cancellable operating leases. Leases in which substantially all risks and rewards of ownership are retained by another party, the lessor, are classified as operating leases. Payments, including prepayments, made under operating leases are charged to income on a straight line basis over the period of the lease.

At 31st July the College had contracted with tenants to receive the following future minimum lease payments:	2019 £'000	2018 £'000
expiring within one year	15	17
expiring between two and five years	-	14
	15	31

27 CAPITAL COMMITMENTS

The College had contracted commitments at 31 July for future capital projects totalling £14k (2018 - £110k).

28 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 FRS 102

Members of the Governing Body, who are the trustees of the College and related parties as defined by FRS 102, receive remuneration and facilities as employees of the College. Details of these payments and reimbursed expenses as trustees are disclosed separately in these financial statements (note 19).

No trustees had loans outstanding from the College at the start and/or end of the year.

The College has properties with the followings net book values owned jointly with trustees under joint equity ownership agreements between the trustee and the College.

	2019 £'000	2018 £'000
Dr F Szele	195	198
Dr K Watkins	158	149

All joint equity properties are subject to sale on the departure of the trustee from the College. The trustees forgo housing allowance on the College owned share of the properties at the assessed current market rate.

29 CONTINGENT LIABILITIES

There are no contingent liabilities as at 31st July 2019.

30 POST BALANCE SHEET EVENTS

As set out in Note 20 in respect of the USS pension scheme, a new Schedule of Contributions based on the 2018 actuarial valuation has been agreed. This results in a decrease of £655k in the provision for the obligation to fund the deficit on the USS pension which would instead be £1,074k. This adjustment will be reflected in the College's Financial Statements for the year ended 31 July 2020.