



St Hilda's College

Annual Report and Financial Statements

Year ended 31 July 2019

St Hilda's College
Annual Report and Financial Statements
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The Governing Body presents its 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 Hilda's College is an eleemosynary chartered charitable corporation aggregate. It was founded by Dorothea Beale in 1893 as a Hall for Women Students and received its first Royal Charter in 1926, when it was incorporated under the title "Principal and Council of St Hilda's College, Oxford". In 1960 it became a College of the University. The College's most recent Supplemental Charter, granted in 2007, changed the name of the College to St Hilda's College in the University of Oxford and permitted the admission of male students.

The College is registered with the Charity Commission, with registration number 1137537.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing documents

The College is governed in accordance with its Royal Charter dated 25 July, 2007 and its Statutes.

Governing Body

The Governing Body of the College is constituted and regulated in accordance with the College Statutes, the terms of which are enforceable ultimately by the Visitor, Dame Elizabeth Butler-Sloss. The College Statutes are as made from time to time by order of Her Majesty in Council in accordance with the Royal Charter of 2007, and the Universities of Oxford and Cambridge Act 1923.

The Governing Body determines the on-going strategic direction of the College and regulates its administration and the management of its finances and assets. It meets regularly under the chairmanship of the Principal and is advised by a range of committees.

The names of all Members of the Governing Body together with details of the senior staff and advisors of the College are given on pages 12-14.

Recruitment and training of members of the Governing Body

New members of the Governing Body are elected by the Governing Body, on the basis of their knowledge of and contribution to education, learning and research within the College and the University of Oxford, or on the basis of their possession of professional and administrative qualifications and skills that enable them to contribute towards the governance of the College. New members are inducted into the workings of the College and their role as trustees by the Principal, the College Officers and others. Further training is arranged as appropriate.

Organisational Management

The Governing Body normally meets six times a year. The work of developing policies for the approval of the Governing Body and monitoring the implementation of these is carried out by a number of Standing Committees. The main ones are:

- The General Purposes Committee, which oversees the implementation of the College's strategic, academic and financial plans and policies on behalf of the Governing Body and approves deviations from those plans in defined, limited circumstances under delegated authority.
- Investment Committee, which monitors the performance of investment managers and holds them to account.
- Development Advisory Committee, which provides a forum in which representatives of Fellows, Senior and Junior members and alumnae review progress in fund raising and discuss strategy.
- Tutorial Committee, which deals with educational matters and matters of tutorial control for undergraduates and academic advice and progression for graduates.

These committees, except the Tutorial Committee are chaired by the Principal and consist of trustees of the College supplemented, in the case of the Investment Committee, by Ms C Burton, an alumna of the College, and in the case of the Development Advisory Committee, by Mrs M Ellis, Ms J Archer, and Dr M Gregory, an Emeritus Fellow of the College. The Tutorial Committee is chaired by the Senior Tutor.

Subject to the oversight of the Standing Committees, the day-to-day running of the College is entrusted to its principal officers: the Principal, the Bursar, the Senior Tutor and the Development Director.

A Remuneration Committee has also been established, the role of which is to advise Governing Body on the level of remuneration and benefits for the Principal and Fellows of the College. It comprises four alumnae and two Emeritus or Supernumerary Fellows not in receipt of remuneration or benefits from the College. The members are Ms J Almond, Ms M Harris, Dr M Gregory and Dr S Watkinson. There are currently two vacancies.

Group structure and relationships

The College has three wholly-owned non-charitable subsidiaries: St Hilda's Properties Ltd, which is dormant, St Hilda's College Developments Ltd and St Hilda's College (Trading) Ltd, whose annual profits are donated to the College under the Gift Aid Scheme. In addition, the College also owns another subsidiary company, The Jacqueline Du Pre Music Building Ltd, a company limited by guarantee and an exempt charity. This company is currently dormant.

The activities of St Hilda's College (Trading) Ltd primarily comprise the letting of College facilities when not in use by the College. The subsidiaries' aims, objectives and achievements are covered in the relevant sections of this report. St Hilda's College Developments Ltd provides construction services to the College.

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.

The College also administers many special trusts, as detailed in Note 17 to the financial statements.

OBJECTIVES AND ACTIVITIES

Charitable Objects and Aims

The College's charitable objectives as stated in its Royal Charter are:

- To provide education and residential accommodation for women and men who are members of the College and the University of Oxford.
- To maintain, continue and develop the College ethos and tradition of providing encouragement and support in academic research and education undertaken by women and men.
- To do all other such things as are incidental or conducive to these objects.

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 education, in conjunction with the University of Oxford, to some 600 undergraduates and graduates. This develops the students academically and prepares them to play a full and effective role in society;
- to encourage applications from excellent students who might benefit from an Oxford education but who might not otherwise consider applying to the College;
- to participate with the University of Oxford and others in a bursary scheme to provide financial assistance to eligible undergraduate students of modest means. The College also provides scholarships to graduates

and financial support available to all students for books, travel grants, and in cases of unexpected financial hardship;

- to advance research through the support given to College fellows by means of sabbatical and research leave and by appointing research fellows; and
- to support a community programme of educational concerts.

ACHIEVEMENTS AND PERFORMANCE

Academic

Undergraduate Achievements

At the start of the year the College recognises academic achievement by awarding scholarships and exhibitions to students that have achieved excellent grades in their examinations or have shown remarkable progress in their study, this year we awarded 35 scholarships and 10 exhibitions. At the end of the year the University also recognised our students by the award of Gibbs Prizes. This year we had four students being awarded Gibbs prizes; for best performance in the Preliminary Examinations in Economics and in English Language and Literature; for the excellent performance in Practical work for Engineering Science; and a Mathematician received a Gibbs Prize for his Part B examinations. There were also two students who were awarded the Proxime Accessit Gibbs Prize, one for BMS Prelims and one for Medicine's First BM Part II. Finally there were two Book Prizes awarded, one for Prelims in Biochemistry and one for FHS History.

In terms of end of year results, approximately twenty percent of students gained firsts or distinctions in their prelims or mods. For those students who took second or third year FHS examinations (Mathematics, Engineering and Physics) an additional nine students gained either firsts or distinctions. The Finalists this year did particularly well, 39 students gaining first class degrees, 66 students gaining an upper second class degree and only 5 gaining a lower second class degree. With only one third class and no unclassified degrees, the finals results for 2019 were an all-time record for St Hilda's. Our students achieved our highest number of firsts this summer: two up from the previous record in 2018. With more students graduating this year our overall Norrington score was 72.79%, marginally down from last year's high of 72.84%. This places St Hilda's in a very respectable 18 place out of the 30 undergraduate colleges. Our congratulations go out to all our highly accomplished students and tutors in this our 125th year.

The Student Body

The number of enrolled students during the year was 632 across the full range of disciplines, of which 393 were following 3- or 4-year undergraduate degree courses at the University of Oxford, 239 were carrying out research for Doctorates, studying Clinical Medicine, or following 1- or 2-year graduate courses. The geographical origin of current students is similar to recent years (there are marginally more UK graduates and EU undergraduates), and is shown in the table below.

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Year ended 31 July 2019

| Geographic origin | Undergraduates | Postgraduates |
|--------------------------|-----------------------|----------------------|
| UK | 286 | 103 |
| Other EU/EEA | 34 | 54 |
| Overseas | 73 | 82 |
| Total | 393 | 239 |

The composition of the undergraduate student body in terms of their secondary schools at the point of applying to the College was 41% UK maintained schools, 34% UK independent schools, and 25% non-UK schools. Of the total student body approximately 51% are female and 49% are male.

Admissions, Access and Outreach

This year the University published again its Annual Admissions Statistical Report, drawing together data about undergraduate admissions for the University as a whole, and for individual colleges and subjects.

When comparing St Hilda's admissions statistics on student diversity and educational background the College is either above the average for the University or very close to the average. St Hilda's has an above average number of students from postcodes with low progression to Higher Education (POLAR1+2), as well as female students and Asian students. For all other diversity measures we are within approximately 1% of the average University figures. In the coming year we will support one of the University's new initiatives "Opportunity Oxford" which is designed to enhance access to a greater number of students from disadvantaged backgrounds. Practically this means making additional offers of places to students who would not have otherwise gained a place, these students will be supported by summer bridging courses to facilitate their transition to studying at Oxford.

In parallel with the University's Statistical Report publication last year the University announced both a substantial expansion of its flagship UNIQ summer school, increasing the number of places available by 500, in addition to introducing a funding scheme for admission interview related travel expenses for students of similar backgrounds. St Hilda's support both of these University Access activities this year, for the first time hosting 30 UNIQ students in the Spring interested in either studying Mathematics, English or History at Oxford. We will evaluate the impact of the UNIQ course in the coming admissions cycle, and if it looks promising we plan to expand our offering, with the kind financial support of an alumna.

During 2018-19 the core aims of the college's Outreach Programme remained the same. We are the main point of contact in the University for our link region schools in Surrey; the Admissions and Outreach Officer offers direct support to the Surrey maintained schools, with a particular focus on students in YR9-13 from disadvantaged or under-represented backgrounds. The regional approach to outreach is changing this year with colleges acting in small consortia, to work together enhancing support for a greater area; we plan to work

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with Somerville, St Hugh's and St John's Colleges across the coastal regions of Kent, Sussex and Hampshire which has low progression to University and high levels of socio-economic disadvantage. This outreach support is in addition to the wider recruitment objective of increasing the number and quality of first choice applications. We recognise the need for recruitment, access and outreach to be expanded, so we are investigating strategies to widen our reach. These strategies include an expansion of our videos featuring our students and tutors, a new formal Student Ambassador Programme, and the launch of a Senior Member Ambassador Programme to present St Hilda's to a larger number of schools distributed across the UK.

Student financial support

During the year, the College provided £357,794 in financial support to both undergraduate and postgraduate students as shown in the table below.

| | 2019 | 2018 |
|---|----------------|----------------|
| Oxford Opportunity Bursaries (undergraduates) | 94,120 | 101,770 |
| Book grants | 2,255 | 3,655 |
| Sports & extra-curricular grants | 5,331 | 4,754 |
| Research & travel grants | 45,768 | 52,074 |
| Scholarships & prizes | 147,603 | 98,010 |
| Bursaries & hardship funds | 62,717 | 75,850 |
| Total | 357,794 | 336,113 |

Community music events

The College's Jacqueline du Pré Music Building ('JdP') is a very prestigious and popular venue for the performing arts, for College social and domestic events and for conferences. This includes numerous events of an educational nature aimed at children and their families and other events aimed at the public in general.

During term time, the College holds regular Cushion Concerts on Sundays for children aged under and over 5 and their families. The Cushion Concerts introduce children and their families to a wide variety of different instruments, demonstrating how they work and what kind of music they play. In the forthcoming year, a new version of this popular series is being devised by the Oxford-based clarinetist, Catriona Scott, a music alumna of St Hilda's.

This year's Christmas pantomime for children, *Winnie and Wilbur's Christmas Adventure*, was an unprecedented success, featuring fifteen sold-out performances before Christmas and a special relaxed performance for young people with special needs. Thanks to the support of Louisa Service, we will continue to create a new Christmas show each year in memory of Sir Robert Mayer. We continue a fruitful relationship with Wild Boor Ideas to create a new *Supermarket Scrooge* show this year (with additional support from the

Arts Council and Oxfordshire Council's Culture Fund), which combines family entertainment with educational themes and music theatre, and will be associated with a number of workshops in libraries across Oxfordshire promoting literacy. Louisa Service's donation will also be supporting an extra children's concert this year for the fourth time, in which a group of professional musicians show how different musical ensembles work together to create different musical textures and forms.

FINANCIAL REVIEW

Income and expenditure for the year

The financial statements present the accounts of College and its subsidiaries including all operating income and expenditure, donations and investment income, assets and liabilities. The combined operations of the college and its subsidiaries showed net income before gains for the year of £147k (2018: £1,148k). Including net gains on investments of £2,204k, net assets increased by £2.3m to £115.8 million, an increase of almost 2% over the previous year, £73.8m of which is invested.

The major sources of recurring income for the College are tuition fees, accommodation and catering charges, investment income, conferences, and donations, together with income from miscellaneous sources. Income for the year from all sources was £10,743k, a 3% increase on the previous year. The increase was due to higher fee and residential income as well as increase in donations.

The major items of expenditure are staff costs, particularly for academic teaching and for staff providing residential and support services. Expenditure increased in aggregate by 14% from the previous year, to £10,596k, due to in the main to increase in staff costs as result of the increase in pension provision.

The Governing Body continues to exercise firm control over costs and to seek additional income via existing and new income generating activities, ranging from conferences and events to alumni giving. It is evident that the College is highly dependent upon these supplementary income streams as well as the income from the invested endowment.

125th Anniversary celebrations and long term funding

In 2018 the College celebrated the 125th anniversary of its foundation in 1893. To mark the occasion, the College has embarked upon a programme of building on the College site. The programme is aimed at increasing and improving the stock of rooms available to undergraduates of the College and providing additional teaching and research facilities. Further details can be seen on the College website

www.st-hildas.ox.ac.uk .

The costs of construction are expected to exceed £35 million, which will be funded by a judicious combination of fundraising and long term borrowings already taken down in December 2015.

Reserves

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

The College's free reserves at the year-end amounted to £2,604k (2018: £1,138k). Restricted reserves at the year-end were £2,625k (2018: £2,325k). These comprise of funds for scholarships, bursaries, and teaching support.

Investment policy, objectives and performance

The College Statutes allow the College to invest permanent endowment funds to maximise the related total return, and to make available for expenditure each year an appropriate proportion of the unapplied total return. The College's investment objectives are to balance current and future beneficiary needs by:

- maintaining (at least) the value of the investments in real terms;
- producing a consistent and sustainable amount to support expenditure; and
- delivering these objectives within acceptable levels of risk.

The College's long-term investments are managed by Sarasin & Partners on a total return basis, maintaining diversification across a wide range of asset classes in order to produce an appropriate balance between risk and return. The investments are held in the Climate Active Endowment fund. The investment strategy, policy and performance is monitored by the Investment Committee. At the 31 July 2019 year end, these investments totalled £53.8 m (2018 £51.2m). The total return for the year was approximately 8.2%, net of investment costs.

Under the total return on investment accounting basis, it is the Governing Body's policy to draw down in support of its activities 3.5% of the value of the relevant investments. However, to smooth and moderate the amounts withdrawn, this 3.5% is calculated by averaging the year end investment values of each of the last five years.

The proceeds of the issue of £20 million unsecured notes have been invested in a portfolio of short term investment grade corporate bonds until needed to fund construction.

Risk management

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Report of the Governing Body
Year ended 31 July 2019

The College has on-going processes which operated through out the financial year for identifying, evaluating and managing the principal risks and uncertainties faced by the College and its subsidiary in undertaking their activities. When it is not able to address risk issues 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 Bursar. Financial risks are assessed by the General Purposes Committee and investment risks are monitored by the Investment Committee. In addition, the Bursar and heads of department meet regularly to review health and safety issues. Training courses are available to members of staff to enhance their skills in risk-related areas.

The principal risks faced by the College are largely financial in nature and relate to its ability to fund increasing levels of operating expenditure and the planned capital development programme. The high proportion of assets invested in financial markets is also a source of risk.

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

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

The Governing Body is responsible for preparing the Report of the Governing Body and the financial statements in accordance with applicable law and regulations.

Charity law requires the Governing Body to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

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 incoming or outgoing resources for that period. In preparing these financial statements, the Governing Body is required to:

- select the most suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures that are explained in the accounts; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the College will continue to operate.

The Governing Body is responsible for keeping proper accounting records that are sufficient to show and explain the College's transactions and disclose with reasonable accuracy at any time the financial position of the College and enable 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 Hilda'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 names of members of the Governing Body who served in office as trustees during the year or subsequently are shown in the table below.

During the year the activities of the Governing Body were carried out through a number of committees. The membership of these committees is shown in the table below for each Fellow.

- (1) General Purposes Committee
- (2) Investment Committee
- (3) Development Advisory Committee
- (4) Tutorial Committee

| | | (1) | (2) | (3) | (4) |
|---------------------------|-----------------|-----|-----|-----|-----|
| Sir Gordon Duff | | • | • | • | |
| Professor J M Yeomans | | | | | • |
| Dr A Avramides | | | | | • |
| Professor A Cooper-Sarkar | Retired 30/9/19 | • | | | • |
| Professor I M Moroz | | | | | • |
| Miss M Croghan | Retired 30/9/19 | | | | |
| Dr K J Clarke | | | | | • |
| Professor P Schleiter | | | | | • |
| Professor S Jones | | | | | • |
| Dr M Kean | | • | | • | • |
| Professor L J Smith | | | | | • |
| Dr R M Armstrong | | | | | • |
| Dr H Swift | | • | | | • |
| Dr H Smith | | | | | • |
| Dr G Paul | | • | • | • | • |
| Professor G Seregin | Retired 30/9/19 | | • | | • |
| Professor D Filatov | | | | | • |
| Ms B Travers | | | | • | |
| Dr E Payne | | | | | • |
| Dr K Hoge | | | | • | • |
| Dr M Glitsch | | | | | • |
| Professor F Macintosh | | | | | |
| Professor R Condry | | | | • | |
| Professor S Todd | | | | | • |
| Dr S McHugh | | | | | • |
| Professor A Noble | | | | | |
| Professor D Wakelin | | • | | • | |
| Professor A Katzourakis | | | | | • |
| Dr D Howey | | | | | • |
| Dr P Hulley | | | | | • |

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

| | | (1) | (2) | (3) | (4) |
|---------------------------|-------------------|-----|-----|-----|-----|
| Professor D Ganjee | | | | | • |
| Mr F Gargent | | • | • | • | |
| Dr C Swales | | | | | • |
| Dr D Bulte | | | • | | • |
| Dr L Wild | | • | | | • |
| Professor J Barlow | | • | | | |
| Dr S Norman | | • | | | • |
| Dr A Kock | | • | | | • |
| Professor C Schenk | | | • | | |
| Professor C Gwenlan | | | | • | • |
| Professor Duncan Richards | | | | | |
| Dr B Havelkova | Appointed 1/7/19 | | | | • |
| Dr Mathew Parrott | Appointed 1/9/19 | | | | • |
| Dr Andrea Mondino | Appointed 1/10/19 | | | | • |

College Officers

The College Officers to whom day to day management of the College is charged are as follows.

| | |
|--------------------|-----------------------------|
| Sir Gordon Duff | <i>Principal</i> |
| Mr Frank Gargent | <i>Bursar</i> |
| Dr Sarah Norman | <i>Senior Tutor</i> |
| Ms Bronwyn Travers | <i>Development Director</i> |

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Investment managers

Sarasin & Partners LLP
Juxon House
100 St Paul's Churchyard
London
EC4M 8BU

J P Morgan International Bank Ltd
1 Knightsbridge
London
SW1P 9UH

Auditor

Critchleys Audit LLP
Beaver House
23-38 Hythe Bridge Street
Oxford

College address

Cowley Place
OX4 1DY

Website

www.st-hildas.ox.ac.uk

Bankers

Lloyds Plc.
1-5 High Street
Oxford
OX1 4AA

Solicitors

Penningtons Manches LLP
9400 Garsington Road
Oxford Business Park
Oxford
OX4 2HW

Approved by the Governing Body on ----- and signed on its behalf by:

Principal

St Hilda's College
Independent auditor's report to the Members of the Governing Body
Year ended 31 July 2019

Opinion

We have audited the financial statements of St Hilda's College ("the Charity") for the year ended 31 July 2019 which comprise the Statement of Accounting Policies, the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements. 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).

This report is made solely to the College's Governing Body, as a body, in accordance with sections 144 of the Charities Act 2011 and the regulation made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Members of the Governing Body those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College's Governing Body as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the group and the charity's affairs as at 31 July 2019 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 Charity 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 Members of the Governing Body's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

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Independent auditor's report to the Members of the Governing Body

Year ended 31 July 2019

- the Members of the Governing Body have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the 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 Members of the Governing Body 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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 Act 2011 requires us to report to you if, in our opinion:

- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the Members of the Governing Body

As explained more fully in the Statement of Accounting and Reporting Responsibilities (set out on page 11), the Members of the Governing Body 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 they 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 Members of the Governing Body are responsible for assessing the 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 Members of the Governing Body 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

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 Financial Reporting Council's website at: www.frc.org.uk/apb/scope/private.cfm. This description forms part of our auditor's report.

Critchleys Audit LLP

Statutory Auditor

Oxford

Date:

Critchleys Audit LLP is eligible to act as an auditor in terms of sections 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. The subsidiaries have been consolidated from the date of formation being the date from which the College has exercised control through voting rights in the subsidiaries. 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 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 that 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 carries 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. 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.

In the view of the Governing Body, no assumptions concerning the future or estimation uncertainly affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

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, HEFCE support and other charges for services

Fees receivable, less any scholarships, bursaries or other allowances granted from the College unrestricted funds; HEFCE 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.

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.

Income from fixed interest debt securities is recognised using the effective interest rate method.

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.

6. Tangible fixed assets

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

Under FRS 102, the College has elected to use the fair value of certain freehold and leasehold properties as a 'deemed cost'. The valuation was undertaken by Carter Jonas at 1 August 2014. The buildings will be subject to annual depreciation and no further revaluations will be necessary.

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 £10,000 together with expenditure on equipment costing more than £5,000 is capitalised.

Where a part of a building or equipment is replaced and the costs capitalised, the carrying value of those parts replaced is adjusted 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.

7. Depreciation

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

| | |
|---|--------------|
| Freehold properties, including major extensions | 50 years |
| Equipment | 3 - 10 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.

8. Investments

Investment properties are initially recognised at their cost and subsequently measured at their 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.

Investments such as hedge funds and private equity funds which have no readily identifiable market value are initially measured at their costs and subsequently measured at their fair value at each reporting date without deduction of the estimated future selling costs. Fair value is based on the most recent valuations available from their respective fund managers.

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

9. 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.

10. 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.

11. Total Return investment accounting

The College statutes authorise the College to adopt a 'total return' basis for the investment of its permanent endowment. The College can invest its permanent endowments without regard to the capital/income distinctions of standard trust law and with discretion to apply any part of the accumulated total return on the investment as income for spending each year. Until this power is exercised, the total return is accumulated as a component of the endowment known as the unapplied total return that can be either be retained for investment or release to income at the discretion of the Governing Body

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 total return arising from the capital that is allocated to income 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.

12. Pensions

The College participates in Universities Superannuation Scheme and the University of Oxford Staff Pension Scheme. These schemes are hybrid pension schemes, providing defined benefits (for members), as well as defined contribution benefits. The assets of the schemes are each held in a separate trustee-administered fund. Because of the mutual nature of the schemes, the assets 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 scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the College therefore accounts for the schemes as if they were wholly defined contribution schemes. As a result, the amount charged to the profit and loss account represents the contributions payable to each scheme. Since the College has entered into agreements (the Recovery Plans) that determine how each employer within the schemes will fund the overall deficit, the college recognises a liability for the contributions payable that arise from the agreements (to the extent that they relate to the deficit) and therefore an expense is recognised.

FRS 102 makes the distinction between a group plan and a multi-employer scheme. A group plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents an industry-wide scheme such as Universities Superannuation Scheme or one for employers in the same locality such as the University of Oxford Staff Pension Scheme. The accounting for a multi-employer scheme where the employer has entered into an agreement with the scheme that determines how the employer will fund a deficit results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) and the resulting expense in profit or loss in accordance with section 28 of FRS 102. The trustees are satisfied that Universities Superannuation Scheme and the University of Oxford Staff Pension Scheme both meet the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the recovery plans in existence at the date of approving the financial statements.

St Hilda'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 | 5,792 | - | - | 5,792 | 5,446 |
| Other Trading Income | 3 | 210 | - | - | 210 | 281 |
| Donations and legacies | 2 | 1,151 | 813 | 5 | 1,969 | 1,899 |
| Investments | | | | | | |
| Investment income | 4 | 1,099 | 17 | 1,652 | 2,768 | 2,801 |
| Total return allocated to income | 13 | 1,598 | - | (1,598) | - | - |
| Other income | 1 | 4 | - | - | 4 | 4 |
| Total income | | 9,854 | 830 | 59 | 10,743 | 10,431 |
| EXPENDITURE ON: | | | | | | |
| Charitable activities: | | | | | | |
| Teaching, research and residential | 5 | 9,162 | 549 | - | 9,711 | 8,359 |
| Generating funds: | | | | | | |
| Fundraising | | 469 | - | - | 469 | 465 |
| Trading expenditure | | 141 | - | - | 141 | 159 |
| Investment management costs | | 78 | 2 | 195 | 275 | 300 |
| Total Expenditure | | 9,850 | 551 | 195 | 10,596 | 9,283 |
| Net Income/(Expenditure) before gains | | 4 | 279 | (136) | 147 | 1,148 |
| Net gains/(losses) on investments | 10, 11 | (509) | 21 | 2,692 | 2,204 | 933 |
| Net Income/(Expenditure) | | (505) | 300 | 2,556 | 2,351 | 2,081 |
| Net movement in funds for the year | | (505) | 300 | 2,556 | 2,351 | 2,081 |
| Fund balances brought forward | 17 | 58,957 | 2,325 | 52,125 | 113,407 | 111,326 |
| Funds carried forward at 31 July | | 58,452 | 2,625 | 54,681 | 115,758 | 113,407 |

St Hilda'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 | 61,145 | 55,920 | 61,145 | 55,920 |
| Property investments | 10 | 1,012 | 1,012 | 1,012 | 1,012 |
| Other Investments | 11 | 72,791 | 75,275 | 72,793 | 75,277 |
| Total Fixed Assets | | 134,948 | 132,207 | 134,950 | 132,209 |
| CURRENT ASSETS | | | | | |
| Stocks | | 35 | 36 | 35 | 36 |
| Debtors | 14 | 1,596 | 1,211 | 1,214 | 1,409 |
| Investments | | 3,143 | 1,878 | 3,143 | 1,879 |
| Cash at bank and in hand | | 1,021 | 1,510 | 559 | 1,274 |
| Total Current Assets | | 5,795 | 4,635 | 4,951 | 4,598 |
| LIABILITIES | | | | | |
| Creditors: Amounts falling due within one year | 15 | 2,588 | 2,011 | 1,882 | 1,976 |
| NET CURRENT ASSETS/(LIABILITIES) | | 3,207 | 2,624 | 3,069 | 2,622 |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | 138,155 | 134,831 | 138,019 | 134,831 |
| CREDITORS: falling due after more than one year | 16 | 20,414 | 20,559 | 20,414 | 20,559 |
| NET ASSETS/(LIABILITIES) BEFORE PENSION ASSET OR LIABILITY | | 117,741 | 114,272 | 117,605 | 114,272 |
| Defined benefit pension scheme liability | 21 | 1,983 | 865 | 1,983 | 865 |
| TOTAL NET ASSETS/(LIABILITIES) | | 115,758 | 113,407 | 115,622 | 113,407 |
| FUNDS OF THE COLLEGE | | | | | |
| Endowment funds | 17 | 54,681 | 52,125 | 54,681 | 52,125 |
| Restricted funds | 17 | 2,626 | 2,325 | 2,626 | 2,325 |
| Unrestricted funds | | | | | |
| General funds | | 9,800 | 4,802 | 9,664 | 4,802 |
| Designated funds | 17 | 50,635 | 55,020 | 50,635 | 55,020 |
| Pension reserve | 17 | (1,983) | (865) | (1,983) | (865) |
| | | 115,758 | 113,407 | 115,622 | 113,407 |

The financial statements were approved and authorised for issue by the Governing Body of St Hilda's College on 13 November 2019

Sir Gordon Duff

Frank Gargent

St Hilda'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 | <u>(313)</u> | <u>(583)</u> |
| Cash flows from investing activities | | | |
| Dividends, interest and rents from investments | | 2,768 | 2,801 |
| Proceeds from the sale of property, plant and equipment | | - | |
| Purchase of property, plant and equipment | | (6,222) | (4,485) |
| Proceeds from sale of investments | | 4,688 | 50,660 |
| Purchase of investments | | - | (49,464) |
| Net cash provided by (used in) investing activities | | <u>1,234</u> | <u>(488)</u> |
| Cash flows from financing activities | | | |
| Repayments of borrowing | | (150) | (150) |
| Cash inflows from new borrowing | | - | |
| Receipt of endowment | | 5 | 19 |
| Net cash provided by (used in) financing activities | | <u>(145)</u> | <u>(131)</u> |
| Change in cash and cash equivalents in the reporting period | | <u>776</u> | <u>(1,202)</u> |
| Cash and cash equivalents at the beginning of the reporting period | | 3,388 | 4,585 |
| Change in cash and cash equivalents due to exchange rate movements | | - | - |
| Cash and cash equivalents at the end of the reporting period | 24 | <u>4,164</u> | <u>3,388</u> |

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

1 INCOME FROM CHARITABLE ACTIVITIES

| | 2019 | 2018 |
|---|--------------|--------------|
| | £'000 | £'000 |
| Teaching, Research and Residential | | |
| Unrestricted funds | | |
| Tuition fees - UK and EU students | 1,564 | 1,585 |
| Tuition fees - Overseas students | 1,129 | 989 |
| Other HEFCE support | 242 | 220 |
| Other academic income | 73 | 89 |
| Residential income | 2,784 | 2,563 |
| Total Teaching, Research and Residential | 5,792 | 5,446 |
| Other charitable income | 4 | 4 |
| Total income from charitable activities | 5,796 | 5,450 |

The above analysis includes £1908k received from Oxford University from publicly accountable funds under the CFF Scheme (2018: £1878k).

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 £66k (2018: £98k). These are not included in the fee income reported above.

2 DONATIONS AND LEGACIES

| | 2019 | 2018 |
|-------------------------------|--------------|--------------|
| | £'000 | £'000 |
| Donations and Legacies | | |
| Unrestricted funds | 1,151 | 1,510 |
| Restricted funds | 813 | 370 |
| Endowed funds | 5 | 19 |
| | 1,969 | 1,899 |

3 INCOME FROM OTHER TRADING ACTIVITIES

| | 2019 | 2018 |
|-----------------------------------|--------------|------------|
| | £'000 | £'000 |
| Subsidiary company trading income | 190 | 256 |
| Other trading income | 20 | 25 |
| | 210 | 281 |

4 INVESTMENT INCOME

| | 2019 | 2018 |
|--|--------------|--------------|
| | £'000 | £'000 |
| <i>Unrestricted funds</i> | | |
| Commercial rent | 73 | 73 |
| Income from fixed interest stocks | 1,000 | 1,093 |
| Bank interest | 26 | 12 |
| | 1,099 | 1,178 |
| <i>Restricted funds</i> | | |
| Equity dividends | 17 | 11 |
| | 17 | 11 |
| <i>Endowed funds</i> | | |
| Equity dividends | 1,652 | 1,612 |
| Income from fixed interest stocks | - | - |
| Interest on fixed term deposits and cash | - | - |
| Other investment income | - | - |
| | 1,652 | 1,612 |
| Total Investment income | 2,768 | 2,801 |

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

| 5 ANALYSIS OF EXPENDITURE | 2019 £'000 | 2018 £'000 |
|--|---------------|---------------|
| Charitable expenditure | | |
| Direct staff costs allocated to: | | |
| Teaching, research and residential | 4,216 | 4,204 |
| Other direct costs allocated to: | | |
| Teaching, research and residential | 2,191 | 2,032 |
| Support and governance costs allocated to: | | |
| Teaching, research and residential | 3,304 | 2,123 |
| Total charitable expenditure | <u>9,711</u> | <u>8,359</u> |
| Expenditure on raising funds | | |
| Direct staff costs allocated to: | | |
| Fundraising | 321 | 314 |
| Trading expenditure | 45 | 50 |
| Other direct costs allocated to: | | |
| Fundraising | 103 | 108 |
| Trading expenditure | 74 | 89 |
| Investment management costs | 275 | 300 |
| Support and governance costs allocated to: | | |
| Fundraising | 46 | 44 |
| Trading expenditure | 21 | 19 |
| Total expenditure on raising funds | <u>885</u> | <u>924</u> |
| Total expenditure | <u>10,596</u> | <u>9,283</u> |

The 2018 resources expended of £9,283k represented £8,784k from unrestricted funds, £313k from restricted funds and £186k from endowed funds.

6 ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

| | Generating Funds £'000 | Teaching and Research £'000 | 2019 Total £'000 |
|-------------------------------|------------------------------|--------------------------------------|------------------------|
| Financial administration | 55 | 349 | 404 |
| Domestic administration | - | 77 | 77 |
| Human resources | - | 49 | 49 |
| IT | 6 | 180 | 186 |
| Depreciation | - | 970 | 970 |
| Loss/(profit) on fixed assets | - | 27 | 27 |
| Interest payable | - | 520 | 520 |
| Other finance charges | - | 1,118 | 1,118 |
| Governance costs | 6 | 14 | 20 |
| Investment management charges | 275 | - | 275 |
| | <u>342</u> | <u>3,304</u> | <u>3,646</u> |

| | Generating Funds £'000 | Teaching and Research £'000 | 2018 Total £'000 |
|-------------------------------|------------------------------|--------------------------------------|------------------------|
| Financial administration | 58 | 358 | 416 |
| Domestic administration | - | 89 | 89 |
| Human resources | - | 28 | 28 |
| IT | 5 | 156 | 161 |
| Depreciation | - | 881 | 881 |
| Loss/(profit) on fixed assets | - | - | - |
| Interest payable | - | 690 | 690 |
| Other finance charges | - | (97) | (97) |
| Governance costs | - | 18 | 18 |
| Investment management charges | 300 | - | 300 |
| | <u>363</u> | <u>2,123</u> | <u>2,486</u> |

Financial, 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.

| | 2019 £'000 | 2018 £'000 |
|---|---------------|---------------|
| Governance costs comprise: | | |
| Auditor's remuneration - audit services | 18 | 16 |
| Auditor's remuneration - other services | 2 | 2 |
| | <u>20</u> | <u>18</u> |

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

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

Bursaries and hardship awards

Total unrestricted

| | | |
|--|------------|------------|
| | 15 | 32 |
| | 122 | 136 |
| | <u>137</u> | <u>168</u> |

Restricted funds

Grants to individuals:

Scholarships, prizes and grants

Bursaries and hardship awards

Total restricted

| | | |
|--|------------|------------|
| | 186 | 126 |
| | 35 | 42 |
| | <u>221</u> | <u>168</u> |

Total grants and awards

| | | |
|--|------------|------------|
| | <u>358</u> | <u>336</u> |
|--|------------|------------|

The figures shown above include the cost to the College of the Oxford Bursary scheme. Students of this college received £198k (2018: £256k).

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

8 STAFF COSTS

| | 2019 | 2018 |
|---|---------------------|--------------|
| | £'000 | £'000 |
| The aggregate staff costs for the year were as follows. | | |
| Salaries and wages | 4,226 | 4,202 |
| Social security costs | 306 | 309 |
| Pension costs: | | |
| Defined benefit schemes | 1,706 | 476 |
| Defined contribution schemes | 1 | 2 |
| | <u>6,239</u> | <u>4,989</u> |

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

| | 2019 | 2018 |
|----------------------|-------------------|------------|
| Tuition and research | 20 | 21 |
| College residential | 64 | 62 |
| Fundraising | 6 | 6 |
| Support | 24 | 23 |
| Total | <u>114</u> | <u>112</u> |

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

| | | |
|-----------------------------|------------------|-----------|
| University Lecturers | 14 | 12 |
| CUF Lecturers | 10 | 11 |
| Other teaching and research | 6 | 5 |
| Other | 5 | 8 |
| Total | <u>35</u> | <u>36</u> |

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 | 2 | 2 |
|-----------------|----------|---|

The number of the above employees with retirement benefits accruing was as follows:

| | | |
|-----------------------------|-----------------|----------|
| In defined benefits schemes | <u>2</u> | <u>2</u> |
|-----------------------------|-----------------|----------|

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

9 TANGIBLE FIXED ASSETS

| Group & College | Freehold land and buildings £'000 | Assets Under Construction £'000 | Fixtures, fittings and equipment £'000 | Total £'000 |
|------------------------------------|--|--|---|----------------|
| Cost | | | | |
| At start of year | 52,896 | 5,703 | 1,763 | 60,362 |
| Additions | 4,035 | 1,916 | 271 | 6,222 |
| Disposals | (29) | - | - | (29) |
| At end of year | 56,902 | 7,619 | 2,034 | 66,555 |
| Depreciation and impairment | | | | |
| At start of year | 3,235 | - | 1,207 | 4,442 |
| Depreciation charge for the year | 791 | - | 179 | 970 |
| Depreciation on disposals | (2) | - | - | (2) |
| At end of year | 4,024 | - | 1,386 | 5,410 |
| Net book value | | | | |
| At end of year | 52,878 | 7,619 | 648 | 61,145 |
| At start of year | 49,661 | 5,703 | 556 | 55,920 |

During the year borrowing costs totalling £171k were capitalised as part of the construction of the student facilities on the main College site

10 PROPERTY INVESTMENTS

| Group & College | Commercial £'000 | 2019 Total £'000 | 2018 Total £'000 |
|---------------------------------|---------------------|------------------------|------------------------|
| Valuation at start of year | 1,012 | 1,012 | 1,012 |
| Disposals | - | - | - |
| Valuation at end of year | 1,012 | 1,012 | 1,012 |

A formal valuation of the commercial properties was prepared by Carter Jonas as at 31 July 2014. This valuation has not been updated at 31 July 2019 as the trustees are of the view that any change in value would not be material.

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

11 OTHER INVESTMENTS

All investments are held at fair value.

| | 2019 | 2018 |
|---|----------------|---------|
| | £'000 | £'000 |
| Group investments | | |
| Valuation at start of year | 75,275 | 75,538 |
| New money invested | - | 50 |
| Amounts withdrawn | (7,080) | (3,662) |
| Reinvested income | 2,667 | 2,716 |
| Investment management fees | (275) | (300) |
| (Decrease)/increase in value of investments | 2,204 | 933 |
| Group investments at end of year | 72,791 | 75,275 |
| Investment in subsidiaries | 2 | 2 |
| College investments at end of year | 72,793 | 75,277 |

| 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 | 26,601 | 10,437 | 37,038 | 24,505 | 9,830 | 34,335 |
| Property funds | | 4,033 | 4,033 | | 4,684 | 4,684 |
| Fixed interest stocks | | 16,727 | 16,727 | | 31,103 | 31,103 |
| Alternative and other investments | | 1,995 | 1,995 | | 3,379 | 3,379 |
| Fixed term deposits and cash | | 12,998 | 12,998 | | 1,774 | 1,774 |
| Total group investments | 26,601 | 46,190 | 72,791 | 24,505 | 50,770 | 75,275 |

12 PARENT AND SUBSIDIARY UNDERTAKINGS

The College holds 100% of the issued share capital in St Hilda's College (Trading) Ltd, a company providing conference and other event services on College premises and 100% of the issued share capital in St Hilda's College Developments Ltd, The Jacqueline Du Pre Music Building Ltd and St Hilda's Properties Ltd, both of which are currently dormant .

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

| | Parent College | St Hilda's College (Trading) Ltd | St Hildas College Developments Ltd |
|-------------------------------------|----------------|-------------------------------------|---------------------------------------|
| | £'000 | £'000 | £'000 |
| Income | 10,743 | 206 | 5,108 |
| Expenditure | (10,596) | (138) | (5,040) |
| | - | - | - |
| Result for the year | 147 | 68 | 68 |
| Total assets | 139,901 | 473 | 941 |
| Total liabilities | (24,279) | (473) | (941) |
| Net funds at the end of year | 115,622 | - | - |

13 STATEMENT OF INVESTMENT TOTAL RETURN

The Trustees have adopted a duly authorised policy of total return accounting for the College investment returns with effect from August 2000. The investment return to be applied as income is calculated as 3.5% (2015: 3.5%) of the average of the year-end values of the relevant investments in each of the last 5 years. The preserved (frozen) value of the invested endowment capital represents its open market value in August 2009 together with all subsequent endowments valued at date of gift.

| | Trust for Investment £'000 | Permanent Endowment Unapplied Total Return £'000 | Total £'000 | Expendable Endowment £'000 | Total Endowments £'000 |
|--|----------------------------------|--|----------------|----------------------------------|------------------------------|
| At the beginning of the year: | | | | | |
| Gift component of the permanent endowment | 14,584 | | 14,584 | | 14,584 |
| Unapplied total return | | 10,851 | 10,851 | | 10,851 |
| Expendable endowment | | | | 26,690 | 26,690 |
| Total Endowments | 14,584 | 10,851 | 25,435 | 26,690 | 52,125 |
| Movements in the reporting period: | | | | | |
| Gift of endowment funds | 1 | | 1 | 4 | 5 |
| Investment return: total investment income | | 834 | 834 | 818 | 1,652 |
| Investment return: realised and unrealised gains and losses | | 1,355 | 1,355 | 1,337 | 2,692 |
| Less: Investment management costs | | (97) | (97) | (98) | (195) |
| Other transfers | - | - | - | - | - |
| Total | 1 | 2,092 | 2,093 | 2,061 | 4,154 |
| Unapplied total return allocated to income in the reporting period | | (811) | (811) | (787) | (1,598) |
| Expendable endowments transferred to income | | | | - | - |
| | - | (811) | (811) | (787) | (1,598) |
| Net movements in reporting period | 1 | 1,281 | 1,282 | 1,274 | 2,556 |
| At end of the reporting period: | | | | | |
| Gift component of the permanent endowment | 14,585 | - | 14,585 | - | 14,585 |
| Unapplied total return | | 12,132 | 12,132 | - | 12,132 |
| Expendable endowment | | | | 27,964 | 27,964 |
| Total Endowments | 14,585 | 12,132 | 26,717 | 27,964 | 54,681 |

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14 DEBTORS

| | 2019 | 2018 | 2019 | 2018 |
|---|---------------------|--------------|---------------------|--------------|
| | Group | Group | College | College |
| | £'000 | £'000 | £'000 | £'000 |
| Amounts falling due within one year: | | | | |
| Trade debtors | 857 | 170 | 81 | 30 |
| Amounts owed by College members | - | 2 | - | 2 |
| Amounts owed by Group undertakings | - | - | 411 | 409 |
| Loans repayable within one year | 14 | 15 | 14 | 15 |
| Prepayments and accrued income | 708 | 990 | 691 | 919 |
| Other debtors | 17 | 34 | 17 | 34 |
| | <u>1,596</u> | <u>1,211</u> | <u>1,214</u> | <u>1,409</u> |

15 CREDITORS: falling due within one year

| | 2019 | 2018 | 2019 | 2018 |
|------------------------------------|---------------------|--------------|---------------------|--------------|
| | Group | Group | College | College |
| | £'000 | £'000 | £'000 | £'000 |
| Bank loans | 150 | 150 | 150 | 150 |
| Trade creditors | 1,825 | 761 | 121 | 732 |
| Amounts owed to Group undertakings | - | - | 766 | - |
| Taxation and social security | (156) | 58 | 95 | 92 |
| College contribution | - | - | - | - |
| Accruals and deferred income | 366 | 745 | 361 | 719 |
| Other creditors | 403 | 297 | 389 | 283 |
| | <u>2,588</u> | <u>2,011</u> | <u>1,882</u> | <u>1,976</u> |

16 CREDITORS: falling due after more than one year

| | 2019 | 2018 | 2019 | 2018 |
|------------|----------------------|---------------|----------------------|---------------|
| | Group | Group | College | College |
| | £'000 | £'000 | £'000 | £'000 |
| Bank loans | 600 | 750 | 600 | 750 |
| Bond* | 19,814 | 19,809 | 19,814 | 19,809 |
| | <u>20,414</u> | <u>20,559</u> | <u>20,414</u> | <u>20,559</u> |

A loan of £1.5m was drawdown in July 2014 to fund the purchase of student accommodation. The interest rate is 1.4% over LIBOR. The loan is repayable in equal quarterly instalments over 10 years

In December 2015 the College made a private placement of Long Term Notes in 2 tranches of £10M over 30 years @ 3.37% and £10M over 40 years @ 3.24%

Interest is payable on 15th June and 15th December each year.
 * net of issue costs

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17 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 | | | | | | |
| Student Support Funds | 1,084 | 31 | 4 | 25 | 51 | 1,137 |
| JRF Funds | 1,504 | 39 | 5 | 55 | 64 | 1,547 |
| Teaching Funds: | | | | | | |
| Humanities & Social Sciences | 6,384 | 218 | 26 | 204 | 352 | 6,724 |
| Medical Sciences | 1,609 | 54 | 6 | 51 | 87 | 1,693 |
| Physical & Life Sciences | 2,480 | 83 | 10 | 79 | 134 | 2,608 |
| General purpose | 12,262 | 408 | 49 | 392 | 662 | 12,891 |
| Other purposes | 113 | 3 | - | 4 | 5 | 117 |
| Endowment Funds - Expendable | | | | | | |
| Student Support Funds | 4,484 | 144 | 17 | 104 | 235 | 4,742 |
| JRF Funds | 2,051 | 55 | 6 | 46 | 90 | 2,144 |
| Teaching Funds: | | | | | | |
| Humanities & Social Sciences | 3,757 | 120 | 14 | 120 | 195 | 3,938 |
| Medical Sciences | 1,021 | 34 | 4 | 33 | 55 | 1,073 |
| Physical & Life Sciences | 1,329 | 44 | 5 | 43 | 72 | 1,397 |
| Other purposes | 1,274 | 37 | 4 | 10 | 60 | 1,357 |
| Endowment Funds - Expendable Designated | | | | | | |
| Student Support Funds | 621 | 25 | 2 | 18 | 34 | 660 |
| JRF Funds | 1,043 | 28 | 3 | 61 | 46 | 1,053 |
| Teaching Funds: | | | | | | |
| Humanities & Social Sciences | 3,209 | 109 | 13 | 103 | 178 | 3,380 |
| Medical Sciences | 2,583 | 86 | 10 | 82 | 140 | 2,717 |
| General purpose | 5,143 | 134 | 16 | 165 | 224 | 5,320 |
| Other purposes | 174 | 5 | 1 | 3 | 8 | 183 |
| Total Endowment Funds - College | 52,125 | 1,657 | 195 | (1,598) | 2,692 | 54,681 |
| Total Endowment Funds - Group | 52,125 | 1,657 | 195 | (1,598) | 2,692 | 54,681 |
| Restricted Funds | | | | | | |
| Transfer from endowment funds for spending | | (1,598) | | 1,598 | - | - |
| Student support funds | 40 | 8 | 1 | - | 2 | 49 |
| Scholarship & Bursary Fund | 949 | 125 | 106 | - | - | 968 |
| Access | 72 | 6 | 19 | - | - | 59 |
| College Contribution fund | 35 | 330 | 287 | - | - | 78 |
| Fellowship funds | 598 | 23 | 24 | - | 19 | 616 |
| Library fund | 64 | 3 | 4 | - | - | 63 |
| Other funds | 567 | 160 | 110 | - | - | 617 |
| 125 Fund | | 175 | | | | 175 |
| Total Restricted Funds - College | 2,325 | (768) | 551 | 1,598 | 21 | 2,626 |
| Total Restricted Funds - Group | 2,325 | (768) | 551 | 1,598 | 21 | 2,626 |
| Unrestricted Funds | | | | | | |
| General funds | 1,138 | 8,671 | 7,943 | (1,247) | (509) | 2,604 |
| 125 Fund | 3,664 | 1,047 | | (2,349) | | 7,060 |
| Designated | 55,020 | | 789 | 3,596 | | 50,635 |
| Pension reserve | (865) | | 1,118 | | | (1,983) |
| Total Unrestricted Funds - College | 58,957 | 9,718 | 9,850 | - | (509) | 58,316 |
| Unrestricted funds held by subsidiaries | | 136 | | | | 136 |
| Total Unrestricted Funds - Group | 58,957 | 9,854 | 9,850 | - | (509) | 58,452 |
| Total Funds College | 113,407 | 10,607 | 10,596 | - | 2,204 | 115,622 |
| Total Funds Group | 113,407 | 10,743 | 10,596 | - | 2,204 | 115,758 |

18 FUNDS OF THE COLLEGE DETAILS

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

Endowment Funds - Permanent:

* A consolidation of gifts and donations where income, but not capital, can be used for the general purposes of the charity

Endowment Funds - Expendable:

* A consolidation of gifts and donations where either income, or income and capital, can be used for the general purposes of the charity

Restricted Funds:

* A consolidation of gifts and donations where both income and capital can be used for restricted purpose

Designated Funds

Fixed asset designated

* Unrestricted Funds which are represented by the fixed assets of the College , less external borrowing to fund their acquisition and therefore not available for expenditure on the College's general purposes

125 Fund

*This is a fund used for projects relating to the 125th anniversary of the College

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

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds £'000 | Restricted Funds £'000 | Endowment Funds £'000 | 2019 Total £'000 |
|-----------------------|--------------------------------|------------------------------|-----------------------------|------------------------|
| Tangible fixed assets | 61,145 | - | - | 61,145 |
| Property investments | 1,012 | - | - | 1,012 |
| Other investments | 18,976 | - | 53,815 | 72,791 |
| Net current assets | (284) | 2,626 | 866 | 3,207 |
| Long term liabilities | (22,397) | - | - | (22,397) |
| | <u>58,452</u> | <u>2,625</u> | <u>54,681</u> | <u>115,758</u> |
| | Unrestricted Funds £'000 | Restricted Funds £'000 | Endowment Funds £'000 | 2018 Total £'000 |
| Tangible fixed assets | 55,920 | - | - | 55,920 |
| Property investments | 1,012 | - | - | 1,012 |
| Other investments | 24,064 | - | 51,211 | 75,275 |
| Net current assets | (615) | 2,325 | 914 | 2,624 |
| Long term liabilities | (21,424) | - | - | (21,424) |
| | <u>58,957</u> | <u>2,325</u> | <u>52,125</u> | <u>113,407</u> |

20 TRUSTEES' REMUNERATION

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

No trustee receives any remuneration for acting as a trustee. However, those trustees who are also employees of the college receive salaries for their work as employees. These salaries are paid on external academic and academic-related scales and often are joint arrangements with the University of Oxford.

Where Tutorial Fellows are eligible for a Housing Allowance, these are disclosed within the salary figures below.

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 on p.3 of the Report of the Governing Body.

Remuneration paid to trustees

| Range | 2019 | | 2018 | |
|-----------------|----------------------------|---|----------------------------|---|
| | Number of Trustees/Fellows | Gross remuneration, taxable benefits and pension contributions £ | Number of Trustees/Fellows | Gross remuneration, taxable benefits and pension contributions £ |
| £1,000-£1,999 | 3 | 3,900 | 3 | 3,900 |
| £9,000-£9,999 | - | - | 1 | 9,685 |
| £10,000-£10,999 | - | - | 1 | 10,839 |
| £11,000-£11,999 | - | - | 1 | 11,842 |
| £12,000-£12,999 | 1 | 12,131 | - | - |
| £18,000-£18,999 | - | - | 1 | 18,761 |
| £19,000-£19,999 | 2 | 39,123 | 1 | 19,040 |
| £20,000-£20,999 | - | - | 2 | 41,374 |
| £21,000-£21,999 | 4 | 86,570 | 9 | 193,630 |
| £22,000-£22,999 | 8 | 176,878 | - | - |
| £25,000-£25,999 | - | - | 1 | 25,903 |
| £26,000-£26,999 | 1 | 26,449 | - | - |
| £41,000-£41,999 | - | - | 1 | 41,708 |
| £42,000-£42,999 | 1 | 42,722 | - | - |
| £44,000-£44,999 | 1 | 44,000 | - | - |
| £53,000-£53,999 | - | - | 8 | 430,581 |
| £54,000-£54,999 | 1 | 54,382 | - | - |
| £55,000-£55,999 | 6 | 331,781 | 1 | 55,327 |
| £56,000-£56,999 | 1 | 56,697 | - | - |
| £57,000-£57,999 | - | - | 1 | 57,427 |
| £58,000-£58,999 | 1 | 58,797 | - | - |
| £73,000-£73,999 | - | - | 1 | 73,418 |
| £75,000-£75,999 | 1 | 75,204 | - | - |
| £80,000-£80,999 | - | - | 1 | 80,969 |
| £83,000-£83,999 | - | - | 1 | 83,103 |
| £85,000-£85,999 | 2 | 170,365 | - | - |
| £88,000-£88,999 | - | - | 1 | 88,270 |
| £90,000-£90,999 | 1 | 90,035 | - | - |
| £96,000-£96,999 | - | - | 1 | 96,791 |
| £99,000-£99,999 | 1 | 99,203 | - | - |
| Total | 35 | 1,368,237 | 36 | 1,342,568 |

9 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 trustee claimed expenses for any work performed in discharge of duties as a trustee.

See also note 26 Related Party Transactions

Key management remuneration

The total remuneration paid to key management was £404k (2018: £393k).

Key management are listed on p. 13 of the report of the Governing Body

21 Pension Schemes

The College participates in two principal pension schemes for its staff - the Universities Superannuation Scheme (USS) and the University of Oxford Staff Pension Scheme (OSPS). The assets of the schemes are each held in separate trustee-administered funds. USS and OSPS schemes are contributory mixed benefit schemes (i.e. they provide benefits on a defined basis - based on length of service and pensionable salary and on a defined contribution basis - based on contributions into the scheme.) Both are multi-employer schemes and the College is unable to identify its share of the underlying assets and liabilities relating to defined benefits of each scheme on a consistent and reasonable basis. Therefore, in accordance with the accounting standard FRS 102 paragraph 28.11, the College accounts for the schemes as if they were defined contribution schemes. As a result, the amount charged to the Statement of Financial Activity represents the contributions payable to the schemes in respect of the accounting period.

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

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

The College has made available the National Employment Savings Trust for non-employees who are eligible under automatic enrolment regulations to pension benefits.

Actuarial valuations

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

| | USS | OSPS |
|--|--|---|
| Date of valuation: | 31/03/2017 | 31/03/2016 |
| Date valuation results published: | 28/01/2019 | 28/04/2017 |
| Value of liabilities: | £67.5bn | £661m |
| Value of assets: | £60.0bn | £/528m |
| Funding surplus / (deficit): | (£7.5bn) | (£133m) |
| Principal assumptions: | | |
| · Investment return | CPI-0.53% to CPI-1.32%pa ^c | - |
| · Rate of interest (periods up to retirement) | - | 'Gilts' + 1.2%pa |
| · Rate of interest (periods up after retirement) | - | 'Gilts' + 1.2%pa |
| · Rate of increase in salaries | CPI+ 2%pa | RPI + 1%pa |
| · Rate of increase in pensions | CPI pa | Average RPI/CPI pa |
| Mortality assumptions: | | |
| · Assumed life expectancy at age 65 (males) | 24.2 yrs | 22.4 yrs |
| · Assumed life expectancy at age 65 (females) | 26.0 yrs | 24.7 yrs |
| Funding Ratios: | | |
| · Technical provisions basis | 89% | 80% |
| · Statutory Pension Protection Fund basis | 72% | 67% |
| · 'Buy-out' basis | 48% | 42% |
| · Estimated FRS 102 Total Funding level | 77% | 82% |
| Recommended employer's contribution rate (as % of pensionable salaries): | 18% increasing to 24.2% by 1/4/20 | 23% decreasing to 19% from 01/08/2017 ^f |
| Effective date of next valuation: | 31/03/2018 | 31/03/2019 |

a. USS's actuarial valuation as at 31 March 2017 takes into account the revised benefit structure effective 1 April 2016 agreed both by the Joint Negotiating Committee and the Trustee in July 2015 following the Employers' consultation which concluded in June 2015. Key changes agreed include: for Final Salary section members, the benefits built up to 31 March 2016 were calculated as at that date using pensionable salary and pensionable service immediately prior to that date and going forwards will be revalued in line with increases in official pensions (currently CPI); all members accrue a pension of 1/75th and a cash lump sum of 3/75ths of salary each year of service in respect of salary up to a salary threshold, initially £55,000 p.a., with the threshold applying from 1 October 2016; member contributions are 8% of salary but will increase in stages from 1 April 2019 to a level of 11.7% from 1 April 2020; a defined contribution benefit for salary above the salary threshold at the total level of 20% of salary in excess of the salary threshold. Further details about benefits may be reviewed on USS' website, www.uss.co.uk. For the period up to 1 April 2016 the employer deficit contribution was 0.7% p.a. of salaries based on the assumptions made. After allowing for those changes, the actuary established an employer contribution rate of 18% pa of salaries for the period from 1 April 2016 to 31 March 2019, 19.5% from 1 April to 30 September 2019, 22.5% from 1 October 2019 to 31 March 2020 and a long-term rate of 24.2%. On the assumptions made and with the salary threshold and defined contribution section implemented this gives rise to deficit contributions of at least 5% p.a. of salaries from 1 April 2020. At 31 March 2019 USS reported that the estimated funding deficit was £5.7 bn (92% funded).

b. OSPS' actuarial valuation as at 31 March 2016 identified a required long-term employer contribution rate of 17.3% of total pensionable salaries, with a funding deficit of £133 m. The valuation results reflect a number of changes to benefits that were agreed following an Employers' consultation in early 2017, including from 1 April 2017 a change in indexation based on the average of RPI and CPI, from 1 October 2017 a defined contribution section for new entrants and from 1 April 2018 breaking the final salary link for certain members and increased employee contributions. The actuary has certified that the recovery plan should eliminate the deficit by 30 June 2027. The next triennial valuation is due with an effective date of 31 March 2019.

c. USS' actuary has assumed that the investment return is CPI-0.53% in year 1, decreasing linearly to CPI-1.32% over 10 years, CPI+ 2.56% from year 11 reducing linearly to CPI+1.7%.

d. USS' actuary has assumed that general pay growth will be CPI +2% in year 1, CPI + 2% in year 2 and thereafter. It is assumed that CPI is based on the RPI assumption (market derived price inflation of 3.6% p.a less an inflation risk premium) less RPI/CPI gap of 1.0% p.a.

e. The total employer contributions of 18% of salaries include provisions for the cost of future accrual of defined benefits (DB) (net of member contributions to the DB section), deficit contributions, administrative expenses of 0.4% of salaries and from the implementation of the salary threshold the employer contribution towards defined contribution benefits including employer matching contributions and certain investment management costs relating to the DC section. The 2017 actuarial valuation was the fourth valuation for the scheme under the scheme - specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £60.0 billion and the value of the scheme's technical provisions was £67.5 billion indicating a shortfall of £7.5 billion and a funding ratio of 89%.

f. As noted above (note b), the OSPA employer contribution rate required for future service benefits in the defined benefit section alone is 17.3% of total pensionable salaries from 1 April 2018. The employer contribution rate was 23% from 1 August 2016 to 31 July 2017. It was agreed that employer contribution rate would be 19% for both defined benefits members and defined contributions members who join on or after 1 October 2017. Part of contribution for defined contribution members would be 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.

Sensitivity of actuarial valuation assumptions

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

| Assumption | USS Change in assumption | Impact on USS liabilities |
|-----------------------|--|-------------------------------|
| Initial discount rate | increase / reduce by 0.25% | decrease / increase by £3.3bn |
| Asset values | reduce by 10% | increase by £6.0bn |
| RPI inflation | increase / reduce by 0.25% | increase / decrease by £3.3bn |
| Rate of mortality | more prudent assumption (mortality used at last valuation, rated down by a further year) | increase by £1.6bn |

| Assumption | OSPS Change in assumption | Impact on OSPS technical provisions (from 80% funded at 31/03/2016) |
|----------------------------|--|--|
| Valuation rate of interest | decrease by 1.0% | 68% |
| Rate of pension increases | increase by 1.0% | 69% |
| Life expectancy | more prudent assumption (life expectancy increases by 3 years) | 72% |

Deficit Recovery Plans

In line with FRS 102 paragraph 28.11A, the College has recognised a liability for the contributions payable for the agreed deficit funding plan. The principle assumptions used in these calculations are tabled below:

| | OSPS | USS |
|--|------------|------------|
| Finish Date for Deficit Recovery Plan | 30/06/2027 | 31/06/2034 |
| Average staff number increase | 1%-2% | 1%-2% |
| Average staff salary increase | 2.00% | 2.00% |
| Average discount rate over period | 1.25% | 1.58% |
| Effect of 0.5% change in discount rate | 9k | 68k |
| Effect of 1% change in staff growth | 15k | 60k |

A provision of £1,983m has been made at 31 July 2019 (2018: £865m) for the present value of the estimated future deficit funding element of the contributions payable under these agreements, using the assumptions shown. The provision reduces as the deficit is paid off according to the pension recovery scheme.

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Pension charge for the year

The pension charge recorded by the College during the accounting period (excluding pension finance costs) was equal to the contributions payable after allowance for the deficit recovery plan as follows:

| | 2018/19 | 2017/18 |
|---|------------|------------|
| | £'m | £'m |
| Scheme | | |
| Universities Superannuation Scheme | 385 | 376 |
| University of Oxford Staff Pension Scheme | 234 | 214 |
| National Employment Savings Trust | 1 | 2 |
| Total | 620 | 592 |

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

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

| | 2019 | 2018 |
|--|--------------|--------------|
| | Group | Group |
| | £'000 | £'000 |
| Net income/(expenditure) | 2,351 | 2,081 |
| Elimination of non-operating cash flows: | | |
| Investment income | (2,768) | (2,801) |
| (Gains)/losses in investments | (2,204) | (933) |
| Endowment donations | (5) | (19) |
| Depreciation | 973 | 881 |
| (Surplus)/loss on sale of fixed assets | 27 | |
| Decrease/(Increase) in stock | 1 | 2 |
| Decrease/(Increase) in debtors | (385) | (345) |
| (Decrease)/Increase in creditors | 579 | 647 |
| (Decrease)/Increase in provisions | - | |
| (Decrease)/Increase in pension scheme liability | 1,118 | (96) |
| Net cash provided by (used in) operating activities | (313) | (583) |

24 ANALYSIS OF CASH AND CASH EQUIVALENTS

| | 2019 | 2018 |
|--|--------------|--------------|
| | £'000 | £'000 |
| Cash at bank and in hand | 1,021 | 1,510 |
| Notice deposits (less than 3 months) | 3,143 | 1,878 |
| Total cash and cash equivalents | 4,164 | 3,388 |

25 CAPITAL COMMITMENTS

The College had contracted commitments at 31 July for future capital projects totalling £13.7m (2018 - £292k).

26 RELATED PARTY TRANSACTIONS

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

27 POST BALANCE SHEET EVENTS

As set out in Note 21 in respect of the USS pension scheme, a new Schedule of Contributions to fund the deficit based on the 2018 valuation has been agreed. This results in a decrease of £651,024 in the provision for the Obligations to fund the deficit on the USS pension which would instead be £959,477. This adjustment will be reflected in the College's financial statements for the year ended 31 July 2020