

Charity Registration No. 1143479

Worcester College

Annual Report and Financial Statements

Year ended 31 July 2025

WORCESTER COLLEGE
Annual Report and Financial Statements
Contents

Governing Body, Officers and Advisers	2 - 5
Report of the Governing Body	6 - 17
Auditor's Report	18 - 21
Statement of Accounting Policies	22 - 26
Consolidated Statement of Financial Activities	27
Consolidated and College Balance Sheets	28
Consolidated Statement of Cash Flows	29
Notes to the Financial Statements	30 - 47

WORCESTER COLLEGE

Governing Body, Officers and Advisers

Year ended 31 July 2025

MEMBERS OF THE GOVERNING BODY

The Members of the Governing Body are the College's charity trustees under charity law. The members of the Governing Body, who served in office as trustees during the financial year, or subsequently up to the date of approval of these financial statements, are listed below together with details for those who also held College Officerships:

Governing Body Fellow	College Officers	In year change	(1)	(2)	(3)	(4)	(5)	(6)
Mr David Isaac CBE	Provost		•	•	•	•	•	•
Dr Simon Cowan	Vice Provost	From 12/03/2025		•	•	•	•	•
Professor Kate Tunstall								
Professor Donal Nolan								
Dr Nir Vulkan								
Professor Andrew Carr							•	
Professor Ben Morgan					•			
Dr John Parrington	Head of Research							
Dr Richard Earl	Vice Provost	To 12/02/2025						
Dr Scott Scullion	Dean of Degrees							
Professor Andreas Willi				•				
Professor Endre Süli					•			
Professor Grant Ritchie				•				
Professor Robert Harris								
Dr Paul Azzopardi	Dean			•	•			•
Dr David Steinsaltz								
Dr Conrad Leyser	Financial Aid Officer				•			
Professor Laura Ashe								
Professor Gabriel Stylianides								
Professor Kim Dora	Garden Master							
Dr Antonis Papachristodoulou		To 31/08/24						
Dr Michael Peramatzis		To 09/01/25						
Dr Zofia Stemplowska		To 09/01/25						•
Dr Afifi al-Akiti						•		
Professor Sadie Creese								
Dr James Edwards								
Professor Andrew Stephen						•		
Mr Mark Bainbridge	Fellow Librarian and Data Protection Officer							

WORCESTER COLLEGE**Governing Body, Officers and Advisers****Year ended 31 July 2025**

Governing Body Fellow	College Officers	In year change	(1)	(2)	(3)	(4)	(5)	(6)
Dr Alexander Sturgis								•
Dr Peta Fowler	SCR Steward							
Dr Alice Violet		To 30/09/24						
Professor Andrzej Murawski			•					
Dr Robert Smith	Tutor for Graduates				•			
Professor Hauke Marquardt								
Dr Lisa Wedding	Sustainability Fellow							
Dr Michael Mayo	Director of Visiting Students Programme				•			
Dr Laura Quick		To 31/05/25						
Dr Leah Trueblood		To 20/06/25		•				
Dr Natalia Waights Hickman								
Professor Tsilly Dagan			•					
Professor Iain McCulloch								
Dr Paulo Savaget								
Dr Wouter Mostert							•	
Professor Patricia Clavin								•
Professor Emmanuel Breuillard						•		
Mr Michael Huggins	Finance and Estates Bursar		•	•	•	•	•	•
Professor Jennifer Walshe						•		
Mr Simon Boddie			•					
Leila Ullrich	Equalities Fellow							•
Ronelle Roth								
Helen Parish	Senior Tutor		•	•	•			
Viola Kerr	Development Director					•		
Richard D’Arcy			•					
Weston Struwe				•				
Professor Josephine Quinn		To 31/12/24						

WORCESTER COLLEGE

Governing Body, Officers and Advisers

Year ended 31 July 2025

During the year the activities of the Governing Body were carried out through six principal committees. The membership of these committees during the academic year 2024/25 is shown above for each Fellow.

- (1) Finance Committee
- (2) General Purposes Committee
- (3) Education Committee
- (4) Development Committee
- (5) Estates and Operations Committee
- (6) People and Culture Committee

The Joint Consultative Committee comprising membership from Governing Body, senior staff and Officers of the Middle and Junior Common Rooms discusses matters affecting Middle and Junior Common Room members. Such matters include (but are not limited to) the domestic management of the College, food service provision, and sports and recreational facilities.

Membership details for all committees are available on request.

COLLEGE SENIOR STAFF

The non-Trustee senior staff of the College to whom day to day management is delegated are:

Mr Harmohinder Bahl	Home Bursar
Mrs Jayne Stoddart	Head of Works
Ms Leigh MacNeill	College Accountant

WORCESTER COLLEGE

Governing Body, Officers and Advisers

Year ended 31 July 2025

COLLEGE ADVISERS

Investment managers

Oxford University Endowment Management Ltd
King Charles House
Park End Street
Oxford
OX1 1JD

Auditor

Moore Kingston Smith LLP
6th Floor
9 Appold Street
London
EC2A 2AP

Bankers

The Royal Bank of Scotland
Drummond House
1 Redheughs Avenue
Edinburgh
EH12 9JN

Barclays Bank
Leicester
LE87 2BB

COLLEGE ADDRESS

Worcester College
Walton Street
Oxford
OX1 2HB

College website

www.worc.ox.ac.uk

WORCESTER COLLEGE
Report of the Governing Body
Year ended 31 July 2025

The Members of the Governing Body present their Annual Report for the year ended 31 July 2025 under the Charities Act 2011 together with the audited financial statements for the year.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Provost, Fellows & Scholars of Worcester College in the University of Oxford, which is known as Worcester College, (“the College”) is an eleemosynary chartered charitable corporation aggregate. It was founded through a legacy of Sir Thomas Cookes Bt. under a Royal Charter of Queen Anne dated 1714. The corporation comprises the Provost and Fellows. The College is registered under the Charity Commission (registered number 1143479).

The names of all Members of the Governing Body at the date of this report and of those in office during the year, together with details of the senior staff and advisers of the College, are given on pages 2 to 4.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing documents

The College is governed by its Statutes dated 14 December 2011.

Governing Body

The Governing Body is constituted and regulated in accordance with the College Statutes, the terms of which are enforceable ultimately by the Visitor, who is the Master of the Rolls on behalf of the Crown. New Governing Body fellows are appointed by the existing trustees, for specified periods of time or until retirement. New members of the Governing Body are elected on the basis of expertise in their particular field.

The Governing Body devises and approves the College’s strategy and oversees its administration and also the management of its finances and assets. It meets regularly, chaired by the Provost.

Recruitment and training of Members of the Governing Body

New Members of the Governing Body are normally recruited by open application and interview and are inducted into the workings of the College, including Governing Body policy and procedures, by means of being provided with a copy of the College Statutes, the Fellows’ Handbook, Charity Commission Guidance Notes and informal discussions with colleagues.

Training courses and information to keep members of the Governing Body informed about current issues in the sector and on regulatory requirements are kept under review and offered, as appropriate.

Remuneration of Members of the Governing Body and Senior College Staff

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

The remuneration of senior college staff is approved by Governing Body on the recommendation of the Remuneration Committee.

Organisational management

The members of the Governing Body normally meet twice a term with the provision for extraordinary meetings, if required. Governing Body has established a series of committees to attend to and advise upon the wide range of matters for which Trustees are accountable. Six Principal Committees meet termly to cover the main operational areas of College life and report directly to Governing Body, some of which are informed by operational or specialist sub-committees.

Development Committee

Provides strategic advice to the Development Director and oversight of the College's fundraising activities, policies and donor relations.

Education Committee

Considers all business related to the academic life and activities of the College, with the aim of supporting students and promoting excellence in teaching and research.

Estates & Operations Committee

Provides strategic advice and general oversight to ensure College buildings and facilities meet the academic, social and residential needs of the College community, within its means and for long-term sustainability. The Committee usually meets twice per term. Its sub-committees include those responsible for Health & Safety, IT, Gardens & Grounds and Sustainability.

Finance Committee

Sets and monitors annual financial budgets. It deals with issues of financial management, procurement, reporting and compliance, aiming to secure long-term financial sustainability and value for money across all College expenditures.

General Purposes Committee

Provides a regular forum for the consideration of urgent or strategic issues and those which do not fall wholly within the remits of other committees.

People & Culture Committee

Monitors, facilitates and promotes policies, strategies and actions to strengthen the skills, achievements and impacts of people in the Worcester College community. Its sub-committees include those responsible for HR and Equality, Diversity & Inclusion.

Three Advisory Committees are convened termly to provide strategic advice and oversight for governance, academic and operational areas.

- **Academic Strategy Committee**

Produces and monitors progress on an annual academic strategy which sets out aspirations for the size, shape, performance and provision of teaching and research.

- **Governance & Compliance Committee**

Monitors progress on the College's strategy, and reviews College governance, policies and processes to ensure appropriate measures of transparency, compliance and accountability.

- **Audit & Risk Committee**

Provides review and advice, from external experts, to assist Governing Body in the fulfilment of its corporate governance, and charitable duties.

Two other committees directly report to Governing Body:

- Nominating Committee, which comprises at least five members of Governing Body who are broadly representative of the College's academic community, makes recommendations in relation to the appointment of committee members and senior officers from among the trustees of the College.
- Remuneration Committee, which provides independent advice and recommendations to the Governing Body as to the level of remuneration (including any stipend, allowance or benefit) for members of the Governing Body or other senior staff who may be referred to it. The Committee is chaired by someone who is not a Trustee of the College but has previous experience of serving on a Remuneration Committee or equivalent.

The day-to-day running of the College is delegated to the Provost, supported by the following College Officers and senior staff: the Vice Provost, the Finance & Estates Bursar, the Senior Tutor, the Dean, the Home Bursar, the Development Director, the College Accountant, the Librarian and the Director of the Visiting Student Programme. All meetings of the committees listed above are attended by one or more of these individuals.

Group structure and relationships

The College has a wholly owned trading subsidiary, Worcester College Enterprises Limited whose accounts are consolidated into the accounts of 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.

A separate charity which is not controlled by the College, Worcester College Oxford Endowment Trust, has the support of the College as its principal charitable objective. The Trust makes an annual grant to the College (currently at 4.25% of the value of its assets at year-end).

The College also administers many special funds, as detailed in Note 16 to the financial statements.

OBJECTIVES AND ACTIVITIES

Worcester College is committed to teaching, learning and exchanging ideas which make a positive impact in wider society. As an academic community within the University of Oxford, the College promotes freedom of thought and expression, the integrity of academic research, and the belief that all members of the College should be valued and respected. The College offers a stimulating and supportive teaching and learning environment for students at undergraduate and graduate levels in a wide range of academic disciplines. This is complemented by modern facilities and a range of opportunities for extra-curricular activity.

The College's educational provision works in tandem with the courses of study available to its students within the departments and faculties of the University of Oxford. In particular, the College organises small-group tutorials for undergraduates in which each student's education is steered by research-active academics. This system of supervision, alongside advisors for graduate students, ensures that the College provides an informing, inspiring and challenging learning environment for all its students.

For centuries Worcester College has helped students to achieve their potential and contribute to society after graduation. Alumni have gone on to lead fulfilling lives and have made major contributions in their chosen fields, from academia, education, science and the arts, to faith communities, public service, business and the military.

Charitable Objects and Aims

The College's Objects are the advancement of education, religion, learning and research, by the provision of a college in the University of Oxford, for the benefit of the public.

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 advance education, including extending access

Working with the University of Oxford's departments and faculties, students are admitted from a wide range of demographic, financial and cultural backgrounds solely on the basis of their academic ability and potential.

The College provides opportunities for its students to develop their academic knowledge and potential, and the transferable skills they will need to contribute in the workplace and in society more widely. Small-group tutorial and class teaching for undergraduates is supplemented by the provision of a range of teaching and learning facilities, including three libraries and several lecture/seminar rooms. The College also offers a range of welfare, pastoral and administrative systems to support students, as well as social, cultural, and extra-curricular activities.

The Admissions and Access Officers employed by the College undertake outreach and widening-participation work with schools, colleges and individuals and work with the Senior Tutor to develop and implement policies associated with access to Higher Education. The Senior Tutor, supported by a Graduate Officer, is responsible for work associated with the admission of graduate students.

- To provide bursaries

The College recognises academic achievement through the award of scholarships, exhibitions and prizes for strong performance. Funds are provided to assist students with the purchase of academic books, to help with vacation residence and field trip costs, and for travel associated with attendance at conferences and in furtherance of their academic work.

- To support impecunious students through targeted financial aid.

The College advises and assists students who are in financial hardship. A Student Financial Aid Fund considers applications for assistance from the College's hardship funds and is able to provide help by means of grants, loans or a combination of the two.

- To support college-funded and independent research,

The College funds a number of career development Junior Research Fellowships and Tutorial Fellowships in a wide range of subject areas including biology, social sciences and the history of art. Associations are also offered, by means of Senior Research Fellowships and Supernumerary Fellowships, to individuals in University departments and faculties who are undertaking research.

Through the standard University scheme for sabbatical leave, and in considering requests for special leave, the College also provides replacement teaching to enable Fellows to dedicate between 1 and 3 terms to specific research projects. All Tutorial Fellows and career development Junior Research Fellows are eligible to receive a Teaching and Research Allowance and may apply for assistance towards expenses incurred in attending academic conferences.

Students and academic staff are able to make use of the College's three libraries, and researchers can also apply to access material in the College's archive or special collections of prints drawings and manuscripts.

- To promote religion.

The College employs a full-time Chaplain who, along with the Assistant Chaplain, conducts services in the Chapel and can be approached by students of any faith or none as a member of the welfare team. The Chapel, open every day, acts as a centre of Christian worship but its use by anyone as a space for quiet reflection is also encouraged.

The Chapel supports the College Choir under the direction of the full-time Director of College Music, featuring both mixed-voice choral scholars, boy trebles from Christ Church Cathedral School, and undergraduate organ scholars. The Choir sing regular services of evensong, communion and compline, four times weekly in full term, as well as taking part in concerts, tours, broadcasts and recordings.

A freely accessible multi-faith prayer room is available as an alternative space for prayer and reflection for both groups and individuals, and all services are promoted, internally and externally, by means of notice boards, social media and websites. Information about the variety of faith societies, belief groups and religious centres within the University is provided in the Undergraduate and Graduate Handbooks.

The Chaplain organises various events outside of the Chapel to discuss religion, ethics and morality, usually including a weekly discussion group and a termly dinner with guest speaker, alongside more social activities focussing on wellbeing and pastoral care.

ACHIEVEMENTS AND PERFORMANCE

The Oxford tutorial system presents unique opportunities for our students' academic and personal development and we continue to ensure that all our students benefit from the opportunities that exist in College. These have enabled them to develop the critical academic skills to build self-confidence, thrive as independent learners and continue to be ambitious. We continue to focus on those with the most talent and potential – when considering both students and staff – and are confident that our community will continue to build its resilience and inclusive values.

Delivery of the College Strategy

The College adopted a Five-Year College Strategy in Trinity Term 2022: (1) to promote academic excellence and research (2) to develop of a strong and inclusive College culture and (3) to ensure strong financial stewardship and good governance. The College's Strategy Implementation Group has worked hard to deliver the College's strategic ambitions. Key aspects have been:

- Academic excellence and research – updating the College's Academic Strategy to continue to deliver academic excellence and to enhance research activities within College;
- A strong and inclusive College culture – updating College policies and procedures to create a cohesive community for Fellows, students and staff with increased training as well as the creation of a staff forum to receive staff feedback. The College has also embarked upon a wide range of musical, artistic and community initiatives which have been very well received;
- Strong financial stewardship and good governance – improving governance and financial processes in College with (1) the adoption of a three-year break-even financial strategy and (2) a governance review to ensure that the College and its trustees are able to meet (where relevant) Charity Commission best practice.

Access and Admissions

The Admissions and Outreach team maintains its focus on active engagement with schools in our 'link areas' of West Yorkshire, as determined by the University's regionalisation of access and outreach activity. We continue to work with other Colleges on collaborative events and projects, including ongoing discussions with Brasenose about increasing College and University profiles in Northern Ireland.

At the time of writing, the 2025-26 admissions cycle has reached its conclusion, and we have welcomed a new cohort of students to Worcester. We continue to offer a varied portfolio of events and activities as part of our recruitment activities, including participation in the three University open days, College visits, school-focused activities, and online events focused on UCAS applications, preparation for interviews, and 1:1 support for potential applicants in our link schools. Once again, we are very grateful to our Student Ambassadors whose contribution to the planning and delivery of College recruitment events makes our ambitious programme of events possible. Our Ambassadors play a key role in our Open Day programme, leading College tours, meeting individual potential applicants, and contributing to question-and-answer sessions run by the Senior Tutor and Admissions & Outreach officer. Visitors to open days appreciate the chance to meet current students, and to learn more about the student experience in College and the opportunities available. Our twenty-five Student Ambassadors are supported by twelve 'student helpers' and are paid by the College for the number of hours worked. Feedback indicates that our Ambassadors are pleased to be on equal footing with peers at other colleges, particularly regarding pay and expectations, and are keen to continue their work in College rather than seek opportunities elsewhere. Student Ambassadors are able to feed their own ideas into planning and events, with proposals received this year including the provision of support and advice for young carers, care-experienced, and estranged students, including reassurance that applications are welcomed and resources are available.

In the region of 3,000 visitors attended our June 2025 Open Days, and we welcomed well over 1,000 to the September 2025 Open Day. Our profile, reputation, and energetic engagement with potential applicants mean that Worcester once again received the highest number of applications for undergraduate study of any College. 1,451 applications were received for undergraduate courses, bringing us close to our 2019 peak of 1,461.

We continue to work to targets for undergraduate admissions, maintaining a focus on groups currently under-represented at Oxford University. The commitments made in the University's Access and Participation Plan (All HEI's are required to submit an APP to the Office of Students, and must be approved by the OFS if the provider wants to charge higher tuition fees) require the active engagement of Colleges with the University's targets in this area. Worcester continues to operate within the terms of the University's Common Admissions Framework, and we continue to make significant progress towards achieving our 'local' targets while supporting the work of the University in the delivery of its APP. The College continues to adhere to University guidance on the use of contextual data when assessing applications and build relationships with departmental and university admissions leads but continues to offer places on the basis of academic performance and potential. We maintain an almost identical acceptance rate among applicants from state and independent schools, which we see as testimony to the overall calibre of the students applying from each group and our commitment to ensuring equality of opportunity and outcomes across applicants from all backgrounds. The data for the most recent year shows that the decisions taken in admissions remain a close match for the national population and distribution of A level grades.

We are very grateful for the support of colleagues in the Development Office during the Worcester College Telephone Campaign, which raised £25,000 to support access work. Following discussions between the Admissions Team, the Development Office and Senior Tutor, we intend to use the donation in the first instance to re-establish outbound access initiatives, such as school visits to our regional link areas and Student Ambassador visits to their own former schools or local institutions. The continued investment in Access and Outreach by our Old Members makes a real difference, and we have been able to recognise that investment by hosting groups from schools with which our alumni are connected. Thus far, we have accommodated these requests without compromising our established planning process.

WORCESTER COLLEGE

Report of the Governing Body

Year ended 31 July 2025

We have updated our feedback provision to align with practice across most colleges. Rather than issuing individual feedback responses, we now provide general selection criteria and admissions guidance on our website, offering applicants accessible and consistent information.

Our Admissions, Access & Outreach office continues to offer structured and informal visit days for schools across a wide age range, drawing upon support from tutorial fellows for academic input. Enrichment activities of this type are a core part of our provision, equipping and empowering applicants from under-represented groups within the College and University in line with the requirements of the University's Admissions and Outreach work and the allocation of colleges to *'link areas' across the country*.

The Choral Experience programme provides a platform for students to explore music-making at a university level, sparking interest in Oxford's unique commitment to choral music. Last year's feedback was overwhelmingly positive, and the 2025 Choral Experience was offered as a two-day, non-residential programme on 12 July and 20 September. Caius Lee, Director of Music, is currently exploring a collaboration with the Royal School of Church Music to bolster future participation.

Worcester was well represented at the Oxplore Festival, with a college stand in the exhibition hall, and an opportunity to raise awareness of the support available through outreach teams, particularly in regional link areas. A special event was hosted for Sixth Formers, offering admissions advice and myth-busting around the Oxford application process. This engagement supports our aim of demystifying Oxford and strengthening relationships with schools and prospective students in our outreach regions.

Fellowship and Staff

Our governance is arranged according to our College Statutes and By-Laws, with the College's Governing Body holding overall responsibility for College policies and affairs. The Governing Body is chaired by the Provost. Its membership comprises all Official Fellows (Tutorial and Non-Tutorial) and Professorial Fellows (persons whose posts are statutory Professorships of the University or are similarly ranked by it, and are permanently attached to the College). There are four categories of Fellowship – Research, Supernumerary, Emeritus and Honorary – of which the first two may be elected to membership of the Governing Body.

The College is home to a thriving community of Research, Honorary and Emeritus Fellows. The recent appointment of two Heads of Research from among the fellowship is part of a wider commitment to fostering a lively and supportive research environment, and the provision of support and mentoring to early career researchers. The College supports a range of research activities including seminars, workshops, public lectures, round-table discussions, and interdisciplinary approaches to research and publication that address a public audience.

Last year we appointed to four non-stipendiary Junior Research Fellowships, three stipendiary Junior Research Fellowships, and one Senior Research Fellowship. Such appointments are cyclical; the next series will commence in 2025-26. We recognise the contribution that early career researchers make to the academic community at Worcester, and the importance of providing a mutually supportive research culture and environment in College. Our commitment to the development of a lively research culture has been noted by the University; the Senior Tutor has met twice with members of the University policy unit, and requests for further information have been received from other Colleges. A series of pre-dinner talks and workshops has enabled our early career researchers and Fellows to present 'work in progress' talks, and under the umbrella of our research theme for 2023-4 'Sustainability' a series of research led and practice-focused events have been organised, widening the reach of this work across College, university, and via public engagement.

Student Numbers and Progress

Worcester College is home to 430 undergraduates, 210 postgraduates, and 25 visiting students. Our undergraduate students have been awarded Faculty Prizes across a wide range of subjects, including Classics, Chemistry, Law, Business, Psychology, and Medicine.

WORCESTER COLLEGE
Report of the Governing Body
Year ended 31 July 2025

We have appointed a new Learning Development Officer for the current academic year, following a successful application for donor funding for the post on a fixed-term basis. We will use this time to reflect on learning and academic skills development in College, and how best to support our students. Our LDO has run a dynamic and responsive series of events, group activities and 1-1 sessions targeted at the needs of our students, and engaging with broader teaching and learning focused issues in higher education. Activities include workshops for staff at Worcester on generative AI, to be delivered by an expert from Oxford's Centre for Teaching and Learning, to promote a greater understanding of generative AI, its uses and dangers, and to promote conversations around how to take advantage of it in one's teaching.

The Visiting Students Programme continues to thrive. We retain our reputation for academic excellence within a supportive and diverse learning environment, providing an educational and cultural experience which supports academic development and builds life long memories. In feedback, the students report high levels of satisfaction with three core aspects of the College provision: the quality and support of their tutors; the ability to integrate with matriculated students; and the pastoral support shown by the College. The successful delivery of the Visiting Students Programme forms part of the College Strategy and our academic ambitions. The academic relationship that we build with our Visiting Students is mutually beneficial, exposing students to diverse perspectives and enabling constructive challenge and debate.

Our ambition to enhance our academic provision grows out of this desire to be an outward facing College which welcomes students and visitors from around the globe. The Visiting Students Programme is well supported and resourced in College, but as an area of potential growth also contributes to stability in our financial planning. Worcester's Visiting Students live with the College's matriculated students in College housing on the main site, which facilitates social interaction; any expansion of Visiting Student numbers will be kept within a range that enables us to maintain this approach to accommodation.

The College is home to a vibrant community of graduate students pursuing a wide range of postgraduate taught and research degrees. Application numbers have been buoyant, and our Academic Strategy benchmarking group has identified the expansion of PG numbers and graduate scholarships as a key part of our planning over the next 3-5 years. Support from the Development Office has been much appreciated in this area; we recognise the funding challenges currently facing the HE sector and the importance of funding for research students who will shape the academic culture of the College, University, and wider society in the years ahead.

Student Financial Support

The College has continued to offer financial support to its students, including for academic provision, hardship, bursaries, study grants and extra-curricular activities. Funds were also provided to support other activities including field trips, medical electives, undergraduate research/conference travel, book bursaries, sports bursaries and language tuition. A total of £370k was disbursed during the year (2024: £358k).

Development

This year, we have been pleased to build and embed a number of new initiatives into the annual Development and Alumni Relations plan, based on the solid operational foundations established in 2023-4. Our aim throughout has been to make and strengthen connections with alumni – and this we have done in ever growing numbers. We are delighted that sustained efforts have enriched links between Worcester College and its wider community, and developed support for the College's strategic aims as a leading educational institution.

In cashflow terms, £14,560,188 was received in donations during the financial year 2024-5, including £826,243 in gifts planned in wills. £866,968 was received in unrestricted donations. £10,000,000 of the total amount raised constitutes the second tranche of the transformational pledged gift of £30,000,000 from Old Member Sir Lindsay Owen-Jones to create a new library and graduate student accommodation.

Thanks to the generosity of donors and their appreciation of Worcester's ambition to develop strategically significant areas of college life, it has been possible both to launch and to secure a number of key projects this

WORCESTER COLLEGE

Report of the Governing Body

Year ended 31 July 2025

year. These include support for students from the moment they consider applying to Oxford through outreach and access, and throughout their degree through financial aid and academic skills development. A range of student enrichment programmes in the arts and sport have either been set up or bolstered through donations. Research funding for early-career academics has grown, while donations have launched five new scholarships for students pursuing graduate-level study, with the first beneficiaries joining Worcester in autumn 2025. Donor-funded research opportunities and infrastructure renovations coalescing around the theme of sustainability have led to Worcester being awarded Gold in the *Green Impact Awards* in sustainability. The resounding success of a campaign to restore Worcester's iconic lake saw over £787,000 raised towards a target of £850,000. Of particular note is the re-establishment of teaching and research in the History of Art at Worcester, thanks to the foresight of a generous Old Member who has endowed the Tutorial Fellowship in the subject.

We are deeply grateful to the 1,407 Worcester alumni who chose to make a donation to the College this year – an increase of over 200. Emphasis was placed on two campaigns to inspire alumni to consider contributing to their college: the first Giving Day since 2021 in November, and a telephone campaign with student callers in March. By reaching out to all alumni through the 36-hour focus of the Giving Day we raised over £300,000 – an unprecedented amount for a Giving Day at an Oxford college. Worcester's Old Members responded extremely generously, providing a considerable boost to support for students, music and the restoration fund for Worcester's iconic lake. Expectations were further exceeded when student callers contacted 450 alumni during the Telethon in March and raised £204,000 in regular gifts.

We are especially indebted to those donors who have entrusted the College with unrestricted donations this year. Their confidence in the College and understanding of our financial structure is as vital as it is appreciated.

To bring to life the impact of donors' gifts, an online donor report was produced for the first time. Along with new events for the 1714 Society and the Foundation Circle, the report will enhance our ability to convey gratitude to supporters.

Our programme of regular reunions, online lectures and subject dinners has been adapted to reach as broad a range of alumni as possible. We connected with over 1,000 alumni and guests in person all over the UK, and notably in Hong Kong, Singapore and New York.

The Development and Alumni Relations team benefits from guidance by the Development Advisory Board of volunteers from amongst our Old Member community (now in its second year) and from the Development Committee which reports to Governing Body. We owe a great debt of gratitude to all members for their time and counsel.

Our grateful thanks go to all those whose thoughtful and generous financial support has enabled Worcester to achieve its aims this year.

FINANCIAL REVIEW

The College's financial strategy is to aim to break-even at an operating level in the short term, to generate more income in the medium term and to increase its endowments in the long term, to increase financial security and reduce financial risk. For the third year in a row the College has achieved a near-break-even operating result.

The 2024-25 financial year was challenging. Inflation was 2.5% in the first half of the year, and increased to 3.8% by year end. Inflation in key areas of expenditure – such as energy, and food - was considerably higher. These inflationary pressures were also felt by our loyal and hardworking staff, and we have done what we could to help support them financially, including adopting the University pay settlement. Employer's National Insurance increased in April to 15%.

WORCESTER COLLEGE

Report of the Governing Body

Year ended 31 July 2025

The principal funding sources of the College continue to be fees, accommodation charges, conference income, donations and endowment income. Fee income is received via the University, from the Office for Students (OfS), various funding bodies and students.

The College also receives financial support from many benefactors mentioned above, who enabled us to achieve a near break-even operating position this year (a small deficit of £28k compared to a deficit of £161k after adjusting for the write-back of the pension provision in 2024).

Total income and endowments for the year were £20,317k (compared with £19,227k in 2024). As noted above, this included £3,971k from donations and legacies (2024: £4,248k).

The College's charitable objects continue to be met with resources expended on charitable activities for the year of £18,141k (2024: £14,291k). The 2024 figure was after the write-back of the opening pension provision of £2,496k. No pension provision was required in the year or the prior year.

Incoming resources from charitable activities in the year, principally fees and residential income were £10,177k compared with £9,042k in 2024. Other trading activity for the year generated £3,290k (compared with £3,434k in 2024).

The principal changes in operating results for the year ended 31 July 2025 compared to the previous year were the slight reduction in net other trading income of £77k, largely due to rising costs; lower net development income of £292k; higher investment income of £376k and increasing nets cost of teaching, research and residential by £288k.

The operating cash surplus, which is principally restricted in nature, increased from £9,630k in 2024 to £10,088k in 2025.

During the year the College received a further £10M donation from Sir Lindsay Owen-Jones for the construction of a landmark library, bringing the total funds held for this purpose to £20M. A final instalment of £10M was received after the year end. These funds cannot be recognised as income until certain conditions have been met but they are accumulating interest which is restricted to the library project.

All of the College's fixed asset securities and other investments are managed by Oxford University Endowment Management Limited (OUEM) and total £56,418k (2024: £52,033k).

The Trustees continue to pay particular attention to the College's ability to continue as a going concern in the face of significant economic challenges. Improved trading activity and the generous support of Old Members makes it possible to continue College activities at their present scale but we continue to examine all our operations to ensure value for money and to identify ways of achieving improved financial sustainability on a long-term basis. Having reviewed the current cash position and forecast income and expenditure, and in the light of the College's existing financial resources, the trustees are satisfied that the College is a going concern. However, it should be noted that the operating budget for the coming years continues to remain challenging, and additional income will need to be generated and costs controlled to ensure that the College's finances remain healthy in the medium and longer term .

Reserves policy

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, to allow the College to be managed efficiently and to provide a buffer to ensure uninterrupted delivery of services. The College's current target is to build its free reserves to £1M through accumulating operating surpluses until this amount is maintained. In setting this target, the Trustees were mindful that the College's Expendable Endowment provides a degree of protection in the event of short-term revenue pressure, although taking the view that it is also preferable and prudent to increase the level of free reserves given the long-term purpose of the Endowment.

Free reserves at 31 July 2025 were £326K (2024: £(132k)). The Group's unrestricted reserves at the year-end amounted to £39,447k (2024: £39,471k), represented by a £32,953k fixed asset designated reserve (2024: £33,070k), £6,168k (2024: £6,533k) of a long-term property investment reserve and free reserves of £326k. Free reserves are below the Trustees' target for free reserves, but the Trustees are reassured that the number is positive; they plan to build free reserves to the desired level as operating circumstances permit.

WORCESTER COLLEGE
Report of the Governing Body
Year ended 31 July 2025

The investment strategy, policy and performance are monitored by the Investment Sub-Committee. At the year end, the College's long- term securities totalled £56,418k, (2024: £52,033k) which during the year generated income of £2,165k (2024: £2,407k) and included the recognition of an unrealised gain in the year of £3,545k (2024: gain of £2,321k).

Under the total return accounting basis, it is the Governing Body's policy to extract as income up to 4.5% of the value of the relevant invested funds. The Governing Body will keep the level of drawdown under review to balance the needs and interests of current and future beneficiaries of the College's activities.

Risk management

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.

The Governing Body has ultimate responsibility for managing any risks faced by the College, and the Audit and Risk Committee helps it monitor the major risks to which the College is exposed. A risk register and action plan has been established and responsibility for the management of the key risks resides with the College officers and their relevant committees, with the Audit and Risk Committee receiving periodic reports on the effectiveness of this.

The principal risks and uncertainties faced by the College and its subsidiaries that have been identified are categorised as follows:

- Failure to attract and retain high quality staff. On the academic side this is mitigated by ensuring appropriate remuneration and by a range of additional measures including flexibility of funded leave to support research, and assistance securing housing in Oxford's competitive market. More broadly, the College mitigates this risk by working to attract a wide-range of qualified applicants for position.
- Governance and financial control risks are inherent in any charity of the College's size and complexity. These risks are mitigated by financial and governance controls including strong budgetary and purchasing controls, independent membership of key Committees and clear protocols for managing potential conflicts of interest.
- Risks relating to the management and operations of the College, including health and safety, risk of damage to the historic fabric of the estate, and potential interruption to the College's activities. Mitigation involves a range of preventative and control measures, alongside thorough reporting and oversight, contingency planning and insurance. Other risks relating to the operational activities of the College such as employment of staff and use of IT are managed through clear procedures and monitoring.
- Other risks of harm to the beneficiaries of the charity. This is mitigated through appropriate safeguarding procedures, continued investment in student welfare provision, and the active risk-assessment of events and activities on the College site.
- Financial risk to the College's endowment, including loss of real value through inappropriate investment, and failure to attract sufficient additional endowment funds. The College's endowment is invested with Oxford University Endowment Management to ensure direct oversight and management by investment professionals, with an Investment Subcommittee monitoring performance and reviewing future strategy, including potential concentration risk. Risk of insufficient future donations is mitigated by the activities of the Development Office and the Provost, overseen by both the External Relations Committee and the Finance Committee.
- Reliance on in-year voluntary income to defray operational expenditure. This is being mitigated by a focus on increasing the returns from trading activities, reviewing the size and composition of the student body and continued work on the evolving three-year financial plan.

FUTURE PLANS

The College continues to review all aspects of its operations, including the size and composition of the student body although we expect any changes to be gradual and evolutionary in nature. It will continue to deliver teaching and learning through the tutorial system, to support research, fund scholarships and scholarly activity and to recognise scholarly achievement, support students in financial hardship and provide for the welfare of its students through its welfare team and other support arrangements.

The College's ongoing essential maintenance programme is planned to continue into the next financial year and beyond. It represents a significant expenditure commitment. Alongside this, the free reserves will need to be rebuilt to the target level that the trustees have set in the light of uncertainties in the external environment. These factors further increase the importance of the cost control and commercial revenue work noted above.

STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES

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

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

Under charity law the Governing Body must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the College and of its net income or expenditure for that period. In preparing these financial statements, the Governing Body must:

- select the most suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, 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 which are explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the College will continue to operate.

The Governing Body is responsible for keeping proper accounting records that are sufficient to show and explain the College's transactions and disclose with reasonable accuracy at any time the financial position of the College and enable 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.

Approved by the Governing Body on 03 December 2025 and signed on its behalf by:

David Isaac
Provost

WORCESTER COLLEGE

Report of the Auditor to the Members of the Governing Body

Year ended 31 July 2025

Independent auditor's report to the trustees of Worcester College

Opinion

We have audited the financial statements of Worcester College (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 July 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated and College Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102; The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and College's affairs as at 31 July 2025 and of the group's incoming resources and application of resources, including the group's and the College's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of 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

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report, set out on pages 6 to 17 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.

WORCESTER COLLEGE

Report of the Auditor to the Members of the Governing Body

Year ended 31 July 2025

Matters on which we are required to report by exception

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

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- the parent charity has not kept sufficient accounting records; or
- the parent charity's financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees' Responsibilities Statement set out on page 17, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and the parent charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.

WORCESTER COLLEGE

Report of the Auditor to the Members of the Governing Body

Year ended 31 July 2025

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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

The objectives of our audit in respect of fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

WORCESTER COLLEGE

Report of the Auditor to the Members of the Governing Body

Year ended 31 July 2025

Use of this report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP, Statutory Auditor

6th Floor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Date:

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 subsidiary, Worcester College Enterprises Limited.

No separate SOFA has been presented for the College alone as currently permitted by the Charity Commission on a concessionary basis for the filing of consolidated financial statements. A summary of the results and financial position of the charity and its subsidiary for the reporting year are in note 12.

The accounts of the affiliated student bodies, Worcester College Clubs, Middle Common Room and Junior Common Room have not been consolidated because the College does not control these activities.

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'.

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 accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland' (The Charities SORP (FRS102)).

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. Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the College to continue as a going concern. Having reviewed the current cash position and forecast income and expenditure, and in the light of donations received and pledged to support the College, cost control, fund raising initiatives and the significant expendable endowment funds available, the trustees have concluded that the College will have sufficient liquidity to operate for at least the next twelve months from the date of approval of these financial statements. The College therefore continues to adopt the going concern basis in preparing its financial statements.

4. 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 participates in two multi-employer defined benefit pension plans. In the judgement of the Governing Body, there is insufficient information about the plan assets and liabilities to be able to account reliably for its share of the defined benefit obligation and plan assets in the financial statements and therefore the plan is accounted for as a defined contribution scheme (see note 20).

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. Independent valuations are obtained to determine fair value at the balance sheet date.

4 Accounting judgements and estimation uncertainty (continued)

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.

With respect to the next financial year, the most significant areas of uncertainty that affect the carrying value of assets held by the College and its subsidiaries are the level of investment return and the performance of investment markets.

5. Income Recognition

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

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

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

Conference income in relation to conferences that span the year end is accrued for in accordance with the proportion of completion.

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.

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.

6. 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 include governance costs (costs of complying with constitutional and statutory requirements) and other indirect costs are apportioned to expenditure categories in the SOFA based on the estimated amount attributable to that activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate. Irrecoverable VAT is included with the item of expenditure to which it relates.

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

7. Tangible fixed assets

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

Expenditure on the acquisition or enhancement of land and on the acquisition, construction and enhancement of buildings which is directly attributable to bringing the asset to its working condition for its intended use, together with expenditure on equipment costing more than £2,000, is capitalised.

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

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

8. Depreciation

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

Freehold properties, including major extensions	50 years
Building improvements	50 years
Equipment, Fixtures and Fittings	4 - 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 changes in circumstances indicate that the carrying value may not be recoverable then the carrying values of tangible fixed assets are reviewed for impairment.

9. Investments

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

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

9. Investments (continued)

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

10. 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. Where necessary, provision is made for obsolete, slow moving and defective stock.

11. 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 prevailing rates of exchange 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 balance sheet date. The resulting exchange differences are taken to the SOFA.

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 balance sheet date are recognised in the income and expenditure section of the SOFA.

12. 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 released to income at the discretion of the Governing Body.

13. Fund accounting

The total funds of the College and its subsidiaries are allocated to unrestricted, restricted or endowment funds based on the origins of the funds and the terms set by the donors 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 earmarked funds for specific 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 income 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 that they have been given, for the long-term benefit of the College. However, the Governing Body may at their discretion determine to spend all or part of the capital.

14. Pension costs

The costs of retirement benefits provided to employees of the College through two multi-employer defined benefit pension schemes are accounted for as if these were defined contribution schemes as information is not available to use defined benefit accounting in accordance with the requirements of FRS 102. The College's contributions to these schemes are recognised as a liability and an expense in the period in which the salaries to which the contributions relate are payable.

In addition, a liability is recognised at the balance sheet date for the discounted value of the expected future contribution payments under the agreements with these multi-employer schemes to fund the past service deficits.

The College also operates a defined contribution pension scheme. Contributions to these arrangements are charged to the SOFA in the period in which they are payable.

WORCESTER COLLEGE
Consolidated Statement of Financial Activities
For the year ended 31 July 2025

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Endowed Funds £'000	2025 Total £'000	2024 Total £'000
INCOME AND ENDOWMENTS FROM:						
Charitable activities						
Teaching, research and residential	1	10,177	-	-	10,177	9,042
Other trading income	3	3,290	-	-	3,290	3,434
Donations and legacies	2	1,762	2,137	72	3,971	4,248
Investment income	4	378	336	2,165	2,879	2,503
Total income		<u>15,607</u>	<u>2,473</u>	<u>2,237</u>	<u>20,317</u>	<u>19,227</u>
EXPENDITURE ON:						
Charitable activities						
Teaching, research and residential	5	15,300	2,841	-	18,141	14,291
Generating funds:						
Fundraising		305	-	-	305	289
Trading expenditure		26	-	-	26	25
Total expenditure	5	<u>15,631</u>	<u>2,841</u>	<u>-</u>	<u>18,472</u>	<u>14,605</u>
Net (expenditure)/income before gains		(24)	(368)	2,237	1,845	4,622
Net gains/(losses) on investments		-	-	3,545	3,545	2,321
Net (expenditure)/income		<u>(24)</u>	<u>(368)</u>	<u>5,782</u>	<u>5,390</u>	<u>6,943</u>
Transfers between funds		-	1,483	(1,483)	-	-
Net movement in funds for the year		<u>(24)</u>	<u>1,115</u>	<u>4,299</u>	<u>5,390</u>	<u>6,943</u>
Fund balances brought forward	16	39,471	2,601	60,288	102,360	95,417
Funds carried forward at 31 July	16	<u>39,447</u>	<u>3,716</u>	<u>64,587</u>	<u>107,750</u>	<u>102,360</u>

WORCESTER COLLEGE
Consolidated and College Balance Sheets
As at 31 July 2025

	Notes	2025 Group £'000	2024 Group £'000	2025 College £'000	2024 College £'000
FIXED ASSETS					
Tangible assets	9	33,154	33,271	33,154	33,271
Property investments	10	6,168	6,533	6,168	6,533
Securities and other investments	11	56,418	52,033	56,418	52,033
		95,740	91,837	95,740	91,837
CURRENT ASSETS					
Stocks		257	164	257	164
Debtors	14	2,656	2,598	5,273	4,254
Cash at bank and in hand		11,053	9,892	7,952	7,813
Short-term investments		20,111	9,743	20,111	9,743
		34,077	22,397	33,593	21,974
CREDITORS: falling due within one year	15	(22,067)	(11,874)	(21,583)	(11,451)
NET CURRENT ASSETS		12,010	10,523	12,010	10,523
TOTAL ASSETS LESS CURRENT LIABILITIES		107,750	102,360	107,750	102,360
NET ASSETS BEFORE PENSION LIABILITY		107,750	102,360	107,750	102,360
Defined benefit pension scheme liability		-	-	-	-
NET ASSETS		107,750	102,360	107,750	102,360
FUNDS OF THE COLLEGE					
	16				
Endowment funds		64,587	60,288	64,587	60,288
Restricted funds		3,716	2,601	3,716	2,601
Unrestricted funds					
Designated fixed assets fund		32,953	33,070	32,953	33,070
General funds (excluding pension reserve)		6,494	6,401	6,494	6,401
Pension reserve		-	-	-	-
		107,750	102,360	107,750	102,360

The financial statements were approved and authorised for issue by the Governing Body of Worcester College on 03 December 2025.

David Isaac, Provost

WORCESTER COLLEGE
Consolidated Statement of Cash Flows
For the year ended 31 July 2025

	Notes	2025 Group £'000	2024 Group £'000
Net cash used in operating activities	21	10,088	9,630
Cash flows from investing activities			
Dividends, interest and rents from investments		2,879	2,503
Purchase of property, plant and equipment		(670)	(629)
Purchase of fixed asset investment		(840)	(2,304)
Purchase of current asset investments		(10,368)	(9,742)
Proceeds from disposal of fixed asset investments		-	300
Net cash used in/provided by investing activities		(8,999)	(9,872)
Cash flows from financing activities			
Receipt of endowment		72	288
Net cash provided by financing activities		72	288
Change in cash and cash equivalents in the reporting period		1,161	46
Cash and cash equivalents at the beginning of the reporting period		9,892	9,846
Cash and cash equivalents at the end of the reporting period		11,053	9,892

The College has no net debt and accordingly no net debt note is presented.

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

1 INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£'000	£'000
Teaching, research and residential		
Unrestricted Funds		
Tuition fees - UK and EU students	1,896	1,939
Tuition fees - Overseas students	1,250	970
Other fees	798	961
Other OFS support	115	119
Other academic income	218	160
College residential income	5,900	4,893
	10,177	9,042

The above analysis includes £3,261k received from Oxford University from publicly accountable funds under the College Funding Formula Scheme (2024: £3,028k).

2 DONATIONS AND LEGACIES

	2025	2024
	£'000	£'000
Unrestricted funds	1,762	2,557
Restricted funds	2,137	1,404
Endowed funds	72	287
	3,971	4,248

Restricted funds include grants of £200k (2024: £300k) awarded by the Conference of Colleges Contribution Scheme.

3 INCOME FROM OTHER TRADING ACTIVITIES

	2025	2024
	£'000	£'000
Subsidiary company trading income	1,598	1,271
Other trading income	1,692	2,163
	3,290	3,434

4 INVESTMENT INCOME

	2025	2024
	£'000	£'000
Unrestricted funds		
Equity dividends	2	3
Interest on fixed term deposits and cash	376	93
Other investment income	-	-
	378	96
Restricted funds		
Other investment income	336	-
Endowed funds		
Other investment income	2,165	2,407

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

5 ANALYSIS OF EXPENDITURE

		2025	2024
		£'000	£'000
Charitable expenditure			
Direct staff costs allocated to:	Teaching, research and residential	7,965	4,801
Other direct costs allocated to:	Teaching, research and residential	7,771	6,773
Support and governance costs allocated to:	Teaching, research and residential	2,405	2,717
		18,141	14,291
Expenditure on raising funds			
Direct staff costs allocated to:	Fundraising	138	132
	Trading Expenditure	26	25
Other direct costs allocated to:	Fundraising	91	60
Support and governance costs allocated to:	Fundraising	76	97
		331	314
		18,473	14,605
	Fundraising	305	289
	Trading Expenditure	26	25
		-	
		331	314

The 2025 resources expended of £18,473k (2024: £14,605k) represented £15,631k from unrestricted funds (2024: £12,775k) and £2,841k from restricted funds (2024: £1,810k) and £0k from endowment funds (2024: £20k).

6 ANALYSIS OF SUPPORT AND GOVERNANCE COSTS

	Generating	Teaching	2025
	Funds	Research &	Total
	£'000	Residential	£'000
Financial and domestic admin	40	626	666
Human resources	15	340	355
IT	21	343	364
Depreciation	-	1,057	1,057
Other finance charges	-	10	10
Governance costs	-	30	30
	76	2,406	2,482

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

6 ANALYSIS OF SUPPORT AND GOVERNANCE COSTS (continued)

	Generating Funds	Teaching Research & Residential	2024 Total
	£'000	£'000	£'000
Financial and domestic admin	37	688	725
Human resources	13	403	416
IT	47	541	588
Depreciation	-	998	998
Other finance charges	-	58	58
Governance costs	-	28	28
	<u>97</u>	<u>2,716</u>	<u>2,813</u>

Finance and administration and human resources costs are attributed according to the estimated staff time spent on each activity. Depreciation costs are attributed according to the use made of the underlying assets. IT costs are attributed according to the estimated time spent on each activity. Interest and other finance charges are attributed according to the purpose of the related financing.

	2025 £'000	2024 £'000
Governance costs comprise:		
Auditor's remuneration – audit services	<u>30</u>	<u>28</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

During the year the College funded research awards and bursaries to students from its funds as follows:

		2025 £'000	2024 £'000
Grants to individuals from:			
Unrestricted funds	Scholarships, prizes and grants	64	40
	Bursaries and hardship awards	<u>17</u>	<u>36</u>
		<u>81</u>	<u>76</u>
Restricted funds	Scholarships, prizes and grants	260	208
	Bursaries and hardship awards	<u>29</u>	<u>74</u>
		<u>289</u>	<u>282</u>
Total grants and awards		<u>370</u>	<u>358</u>

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

The figure included above represents the cost to the College of the Oxford Bursaries scheme. Students in the College received £110k in bursaries in (2024: £118k).

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

8 STAFF COSTS

The aggregate payroll costs for the year were as follows:

	2025	2024
	£'000	£'000
Salaries and wages	7,427	7,059
Social security costs	727	596
Pension costs	808	853
	8,962	8,508
Pension provision adjustment	-	(2,554)
	8,962	5,954

The average headcount number of employed employees of the College, excluding Trustees, was as follows:

	2025	2024
Tuition and research	209	185
College residential	93	123
Fundraising	11	6
Support	17	26
Total	330	340

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

	2025	2024
University Lecturers	21	20
CUF Lecturers	12	12
Other teaching and research	5	5
Other	5	5
Total	43	42

Salary and wages costs include severance costs of £30k for three members of staff (2024: £10k for one member of staff).

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

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:

	2025	2024
£60,001 to £70,000	3	3
£70,001 to £80,000	2	2
£80,001 to £90,000	1	-

Details of the remuneration and reimbursed expenses of the College Trustees are included as a separate note in these financial statements.

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

9 TANGIBLE FIXED ASSETS

Group and College	Freehold Land and Buildings £'000	Fixtures, Fittings and Equipment £'000	Total £'000
Cost			
At start of year	46,597	2,002	48,599
Additions	360	310	670
Transfer from investment property	365		365
Disposals	(380)	(333)	(713)
At end of year	46,942	1,979	48,921
Depreciation			
At start of year	13,754	1,574	15,328
Charge for the year	929	126	1,055
Eliminated on disposal	(283)	(333)	(616)
At end of year	14,400	1,367	15,767
Net book value			
At end of year	32,542	612	33,154
At start of year	32,843	428	33,271

Included within Fixtures, Fittings and Equipment above are intangible assets of £201k cost and £34k depreciation.

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

10 PROPERTY INVESTMENTS

Group and College	2025 Total £'000	2024 Total £'000
Valuation at start of year	6,533	4,833
Revaluation gains in the year	-	48
Additions	-	1,652
Transfer to Fixed Asset	(365)	
Valuation at end of year	6,168	6,533

A formal inspection valuation of the College properties was prepared by Mark Charter MRICS of Carter Jonas LLP as at 31 July 2025. Governing Body is satisfied that these valuations are materially accurate at the balance sheet date.

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

11 SECURITIES AND OTHER INVESTMENTS

	2025	2024
Group and College	£'000	£'000
Valuation at start of year	52,033	49,409
Invested in the year	840	652
Amounts withdrawn	-	(300)
Increase/(Decrease) in value of investments	3,545	2,272
Valuation at end of year	56,418	52,033

Group and College investments comprise:

	Held outside the UK £'000	Held in the UK £'000	2025 Total £'000	2024 Total £'000
Global multi-asset funds	47,334	9,084	56,418	52,033

100% of the portfolio is invested with Oxford University Endowment Management (Endowment Fund).

12 PARENT AND SUBSIDIARY UNDERTAKINGS

The College holds 100% of the issued share capital in Worcester College Enterprises Limited, a company providing conference and accommodation services.

The results of the College and subsidiary, and their assets and liabilities at the year-end were as follows.

Worcester College	2025 £'000	2024 £'000	Worcester College Enterprises Limited	2025 £'000	2024 £'000
Income	20,629	18,883	Turnover	1,721	1,286
Expenditure	(18,029)	(14,261)	Expenditure	(443)	(344)
Losses	-	-			
Gains	3,545	2,321			
Result for the year	6,145	6,943	Result for the year	1,278	942
			Donation to College (gift aid)	(1,278)	(942)
				-	-
Total assets	129,328	113,811	Total assets	3,880	2,988
Total liabilities	(20,823)	(11,451)	Total liabilities	(3,880)	(2,988)
Net funds at the end of year	108,505	102,360	Net funds at the end of year	-	-

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

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 November 2003. The investment return, to be applied as income, is calculated as up to 4.5% of the brought forward values of the relevant investments. The preserved (frozen) value of the invested endowment capital represents its open market value in 1992, except where the original donation can be identified, together with the original gift value of all subsequent endowments.

	Permanent Endowment Trust for Investment	Unapplied Total Return	Total	Expendable Endowment	Total 2025
	£'000	£'000	£'000	£'000	£'000
At the beginning of the year:					
Gift component of the permanent endowment	24,131	-	24,131	-	24,131
Unapplied total return	-	10,247	10,247	-	10,247
Expendable endowment	-	-	-	25,910	25,910
Total Endowments	24,131	10,247	34,378	25,910	60,288
Movements in the reporting period:					
Gift of endowment funds	18	-	18	54	72
Investment return: total investment income	-	1,235	1,235	930	2,165
Investment return: realised and unrealised gains and losses	-	2,023	2,023	1,522	3,545
Total	18	3,258	3,276	2,506	5,782
Unapplied total return allocated to income in the reporting period	-	(818)	(818)	-	(818)
Expendable endowments transferred to income	-	-	-	(664)	(664)
Net movements in reporting period	18	2,440	2,458	1,842	4,300
At end of the reporting period:					
Gift component of the permanent endowment	24,149	-	24,149	-	24,149
Unapplied total return	-	12,687	12,687	-	12,687
Expendable endowment	-	-	-	27,752	27,752
Total Endowments	24,149	12,687	36,836	27,752	64,588

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

13 STATEMENT OF INVESTMENT TOTAL RETURN (continued)

	Permanent Endowment Trust for Investment £'000	Unapplied Total Return £'000	Total £'000	Expendable Endowment £'000	Total 2024 £'000
At the beginning of the year:					
Gift component of the permanent endowment	23,150	-	23,150	-	23,150
Unapplied total return	-	8,568	8,568	-	8,568
Expendable endowment	-	-	-	24,352	24,352
Total Endowments	23,150	8,568	31,718	24,352	56,070
Movements in the reporting period:					
Gift of endowment funds	981	-	981	147	1,128
Investment return: total investment income	-	1,329	1,329	1,078	2,407
Investment return: realised and unrealised gains and losses	-	1,286	1,286	987	2,273
Other transfers	-	-	-	-	-
Total	981	2,615	3,596	2,212	5,808
Unapplied total return allocated to income in the reporting period	-	(936)	(936)	-	(936)
Expendable endowments transferred to income	-	-	-	(654)	(654)
Net movements in reporting period	981	1,679	2,660	1,558	4,218
At end of the reporting period:					
Gift component of the permanent endowment	24,131	-	24,131	-	24,131
Unapplied total return	-	10,247	10,247	-	10,247
Expendable endowment	-	-	-	25,910	25,910
Total Endowments	24,131	10,247	34,378	25,910	60,288

14 DEBTORS: falling due within one year

	2025 Group £'000	2024 Group £'000	2025 College £'000	2024 College £'000
Trade debtors	752	1,148	38	239
Amounts owed by Group undertakings	-	-	3,395	2,565
Loans repayable within one year	9	11	9	11
Prepayments and accrued income	1,205	1,033	1,141	1,033
Other debtors	690	406	690	406
	2,656	2,598	5,273	4,254

15 CREDITORS: falling due within one year

	2025 Group £'000	2024 Group £'000	2025 College £'000	2024 College £'000
Trade creditors	423	557	419	553
Amounts owed to College Members	266	234	266	234
Taxation and social security	256	252	157	252
Accruals and deferred income	21,019	10,173	20,639	10,165
Other creditors	103	658	102	247
	22,067	11,874	21,583	11,451

The deferred income figure above represents £20m in 2025 (2024- £10m) received for the building of the new library and student accommodation, which cannot be recognised as income until certain conditions have been met.

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

16 MOVEMENTS OF THE COLLEGE FUNDS

The College accounts for its investment income on a total return basis, which allows the College to invest permanent endowments to maximise total return and to make available an appropriate proportion of the total return for expenditure each year. Until this power is exercised the total return is the 'unapplied total return' and remains as part of the permanent endowment. The College has adopted a total return rate of up to 4.5% on opening values. An amount equal to eligible expenditure is transferred from the permanent endowment fund to restricted funds from which eligible expenditure is spent.

Endowment Funds	At 31 July 2024 £'000	Incoming Resources £'000	Resources Expended £'000	Gains / (Losses) £'000	Transfers £'000	At 31 July 2025 £'000
Permanent						
Fellowships	24,023	863	-	1,411	(559)	25,738
Research Support	1,333	48	-	80	(7)	1,454
Scholarships	2,917	105	-	172	(55)	3,139
Studentships	1,264	45	-	74	(30)	1,353
Donated Collection	1,616	58	-	97	(7)	1,764
Library & Book Conservation	583	22	-	34	(17)	622
The Marriott Trust	1,075	39	-	63	(31)	1,146
Mallinckrodt Fund	840	30	-	49	(79)	840
Other Funds	728	43	-	43	(33)	781
Expendable						
General Fund	5,809	209	-	349	-	6,367
Fellowships	8,805	316	-	509	(344)	9,286
Visiting Fellows	2,140	77	-	124	(83)	2,258
Gardens and Grounds	1,655	108	-	97	(85)	1,775
Student Bursaries & Grants	2,538	91	-	151	(33)	2,747
Teaching Fund	866	32	-	52	(6)	944
Other Funds	4,096	151	-	240	(114)	4,373
Total Endowment Funds	60,288	2,237	-	3,545	(1,483)	64,587
Restricted Funds						
Fellowships	-	-	(903)	-	903	-
Research Support	-	-	(7)	-	7	-
Scholarships	-	-	(55)	-	55	-
Studentships	-	-	(30)	-	30	-
Donated Collection	-	-	(7)	-	7	-
Library & Book Conservation	-	-	(17)	-	17	-
The Marriott Trust	-	-	(31)	-	31	-
Visiting Fellows	-	-	(83)	-	83	-
Student Bursaries & Grants	-	-	(33)	-	33	-
Teaching Fund	25	-	(6)	-	6	25
The Fabric Fund	373	-	(2)	-	-	371
Other Funds	2,203	2,473	(1,667)	-	311	3,320
Total Restricted Funds	2,601	2,473	(2,841)	-	1,483	3,716
Unrestricted Funds						
General Reserve	(132)	13,564	(14,384)	-	1,278	326
Fixed Assets Designated	33,070	322	(439)	-	-	32,953
Designated Reserves	6,533	-	(365)	-	-	6,168
Pension Reserve	-	-	-	-	-	-
Subsidiary	-	1,721	(443)	-	(1,278)	-
Total Unrestricted Funds	39,471	15,607	(15,631)	-	-	39,447
Total Funds	102,360	20,317	(18,472)	3,545	-	107,750

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

16 MOVEMENTS OF THE COLLEGE FUNDS (continued)

The College recognised property within the Expendable Endowed Fund in 2024 of Nil (2023: £1,618k).

Endowment Funds	At 31 July 2023 £'000	Incoming Resources £'000	Resources Expended £'000	Gains / (Losses) £'000	Transfers £'000	At 31 July 2024 £'000
Permanent						
Fellowships	22,877	943	-	927	(724)	24,023
Research Support	1,230	54	-	50	(1)	1,333
Scholarships	2,652	238	-	108	(81)	2,917
Studentships	1,207	53	-	49	(45)	1,264
Donated Collection	1,495	66	-	61	(6)	1,616
Library & Book Conservation	546	29	-	22	(14)	583
The Marriott Trust	1,021	45	-	41	(32)	1,075
Mallinckrodt Fund	-	840	-	-	-	840
Other Funds	690	42	-	28	(32)	728
Expendable						
General Fund	5,355	237	-	217	-	5,809
Fellowships	8,420	377	-	341	(333)	8,805
Visiting Fellows	2,017	89	-	82	(48)	2,140
Gardens and Grounds	1,496	198	-	61	(100)	1,655
Student Bursaries & Grants	2,379	105	-	96	(42)	2,538
Teaching Fund	804	37	-	33	(8)	866
Other Funds	3,881	201	(20)	157	(123)	4,096
Total Endowment Funds	56,070	3,554	(20)	2,273	(1,589)	60,288
Restricted Funds						
Fellowships	-	-	(1,057)	-	1,057	-
Research Support	-	-	(1)	-	1	-
Scholarships	-	-	(81)	-	81	-
Studentships	-	-	(45)	-	45	-
Donated Collection	-	-	(6)	-	6	-
Library & Book Conservation	-	-	(14)	-	14	-
The Marriott Trust	-	-	(32)	-	32	-
Visiting Fellows	-	-	(48)	-	48	-
Student Bursaries & Grants	-	-	(42)	-	42	-
Teaching Fund	25	-	(8)	-	8	25
The Fabric Fund	378	-	(5)	-	-	373
Other Funds	1,823	563	(471)	-	288	2,203
Total Restricted Funds	2,226	563	(1,810)	-	1,622	2,601
Unrestricted Funds						
General Reserve	1,345	11,542	(13,928)	-	909	(132)
Fixed Assets Designated	33,439	629	(998)	-	-	33,070
Designated Reserves	4,833	1,652	-	48	-	6,533
Pension Reserve	(2,496)	-	2,496	-	-	-
Subsidiary	-	1,287	(345)	-	(942)	-
Total Unrestricted Funds	37,121	15,110	(12,775)	48	(33)	39,471
Total Funds	95,417	19,227	(14,605)	2,321	-	102,360

17 DETAILS OF THE COLLEGE FUNDS

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

Permanent Endowment Funds

Fellowships: A total of 14 funds where income, but not capital, is used to support fellowships.

Research Support: A donation where income, but not capital, is used to support research.

Scholarships: A total of 8 funds where income, but not capital, is spent on student scholarships.

Studentships: A donation where income, but not capital, is spent on studentships in a named subject area.

Donated Collection: A bequest where income, but not capital, can be used to conserve a donated collection.

Library and book conservation: Donations and bequests where income, but not capital, can be used to support book conservation and preserve the Old Library.

The Marriott Trust: A donation where income, but not capital, can be used to support the education of the children of the clergy.

Mallinckrodt Fund: A donation where income, but not capital, can be used to support maintenance of College old buildings.

Other Funds: Donations and bequests where income, but not capital, can be used for general purposes.

Expendable Endowment Funds

General Fund: A consolidation of benefactions and donations where either income, or income and capital, can be used for the general purposes of the College.

Fellowships: A total of 5 funds where the income and capital can be applied to support named Fellowships in conjunction with the University of Oxford.

Visiting Fellows: A donation where the income and capital can be applied to support visiting fellows.

Gardens and Grounds: A consolidation of benefactions and donations where either income, or income and capital, can be used for expenses relating to the upkeep of the gardens and grounds.

Student Bursaries and Grants: A consolidation of benefactions and donations where either income, or income and capital, can be used for student bursaries and scholarship grants.

Teaching Fund: A consolidation of benefactions and donations where either income, or income and capital, can be used to support teaching.

Other Funds: A diverse group of donations and bequests where either income, or income and capital, can be used for specific purposes including support for fellowships and students.

Restricted Funds

Fellowships: Income used to support named tutorial and research fellowships.

Research Support: Income used to support research in a named subject area.

Scholarships: Income that can be spent on student scholarships.

Studentships: Income that can be spent on studentships in a named subject area.

Donated Collection: Income used to conserve a donated collection.

Library & Book Conservation: Income used to support book conservation and preserve the Old Library.

The Marriott Trust: Income used to support the education of the children of the clergy.

Visiting Fellows: Income used to support visiting fellows.

Student Bursaries and Grants: Income that can be used for student bursaries and scholarship grants.

Teaching Fund: Income used to support teaching.

The Fabric Fund: Income that can be used for the maintenance of historic buildings.

Other Funds: A diverse group of income and donations to support student activities, fellowships, research, the Library, archives, upkeep of the gardens and maintenance projects.

Designated Funds

Fixed Assets Designated: Unrestricted Funds which are represented by fixed assets of the College and therefore not available for expenditure on the College's general purposes.

Designated: Unrestricted Funds allocated by the Trustees for joint equity and other investment properties.

General Unrestricted Funds represent accumulated income from the College's activities and other sources that are available for the general purposes of the College.

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	2025 Total £'000
Tangible fixed assets	33,154	-	-	33,154
Property investments	6,168	-	-	6,168
Securities and other investments			56,418	56,418
Net current assets	125	3,716	8,169	12,010
Defined benefit pension scheme liability	-	-	-	-
	<u>39,447</u>	<u>3,716</u>	<u>64,587</u>	<u>107,750</u>

	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Funds £'000	2024 Total £'000
Tangible fixed assets	33,271	-	-	33,271
Property investments	6,533	-	-	6,533
Securities and other investments	-	-	52,033	52,033
Net current assets	(333)	2,601	8,255	10,523
Defined benefit pension scheme liability	-	-	-	-
	<u>39,471</u>	<u>2,601</u>	<u>60,288</u>	<u>102,360</u>

19 TRUSTEES' REMUNERATION

Trustee remuneration

The trustees of the College comprise the Governing Body, primarily fellows who are teaching and research employees of the College and who sit on Governing Body by virtue of their employment.

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. Where possible, these salaries are paid on external scales and often are joint arrangements with the University of Oxford.

The Remuneration Committee consists of a majority of external members and makes recommendations to the Governing Body on levels of remuneration, allowances and expenses.

Trustees of the College fall into the following categories: Provost, Tutorial Fellows, Fellow Lecturers, Professorial Fellows, Supernumerary Fellows, and Official Non-Tutorial Fellows.

There are three trustees who work almost full time on management and fundraising; Provost (full time), Finance and Estates Bursar (full time), and Director of Development & Alumni Relations (full time).

Some trustees, tutorial fellows, are eligible for College housing schemes. Five trustees lived in properties owned by the College and did not receive housing allowance. Others may be eligible for a housing allowance which is disclosed within the salary figures below. Two trustees lived in houses owned jointly with the College, as detailed in Note 25.

Some trustees receive additional allowances for additional work carried out as part time College Officers, for example, the Vice Provost, Senior Tutor and Dean. These amounts are included within the remuneration figures below. The total remuneration and taxable benefits as shown below is £1,937,998 (2023-24: £2,072,544). The total of pension contributions is £210,768 (2023-24: £245,219).

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

19 TRUSTEES' REMUNERATION (continued)

There were five trustees during the year who were not employees of the College and did not receive remuneration. All employed trustees, together with other senior employees, are eligible for private health insurance as part of their package of remuneration.

All trustees may eat at common table, as can all other employees who are entitled to meals while working. No fellow claimed any expenses for work as a trustee.

Other transactions with trustees

During the year the partners of some trustees were paid for providing tutorials for students of the College.

Key management remuneration

The total cost of remuneration paid to key management was £1,095k (2024: £1,046k). Key management are considered to be the Provost, the Vice Provost, the Finance & Estates Bursar, the Senior Tutor, the Dean, the Admissions Tutor, the Home Bursar, the Development Director, the College Accountant, the Librarian, the Director of the Visiting Student Programme and the Outreach Fellow.

The following table sets out the remuneration received by Trustees as employees of the College:

	2025		2024	
	Number of Trustees	Gross Remuneration	Number of Trustees	Gross Remuneration
£0,000 - £0,999	1	224	1	208
£5,000 - £5,999	2	11,615		
£6,000 - £6,999	1	6,764		
£10,000 - £10,999			1	10,548
£11,000 - £11,999	1	11,454		
£12,000 - £12,999	1	12,632		
£13,000 - £13,999			1	13,833
£14,000 - £14,999				
£15,000 - £15,999	1	15,846	1	15,240
£16,000 - £16,999	1	16,918	1	16,953
£17,000 - £17,999	1	17,444		
£19,000 - £19,999			1	19,983
£20,000 - £20,999			1	20,166
£21,000 - £21,999				
£24,000 - £24,999	1	24,519		
£25,000 - £25,999	5	129,459		
£26,000 - £26,999	2	52,333	1	26,489
£27,000 - £27,999	2	55,518		
£28,000 - £28,999	1	28,818	9	254,429
£29,000 - £29,999			2	58,767
£30,000 - £30,999			1	30,882
£33,000 - £33,999	1	33,932		
£35,000 - £35,999	1	35,679		
£37,000 - £37,999				
£38,000 - £38,999	1	38,765	1	38,585

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

	2025		2024	
	Number of Trustees	Gross Remuneration	Number of Trustees	Gross Remuneration
43,000 - £43,999			1	43,053
£44,000 - £44,999				
£46,000 - £46,999				
£47,000 - £47,999	1	47,232		
£48,000 - £48,999	1	48,146		
£53,000 - £53,999	1	53,393	1	53,897
£54,000 - £54,999			1	54,523
£55,000 - £55,999			1	55,604
£56,000 - £56,999				
£57,000 - £57,999	1	57,151		
£59,000 - £59,999				
£60,000 - £60,999				
£61,000 - £61,999	1	61,875		
£63,000 - £63,999	4	253,999	1	63,068
£64,000 - £64,999	2	128,892		
£66,000 - £66,999	1	66,787		
£67,000 - £67,999	1	67,633	1	67,312
£68,000 - £68,999				
£69,000 - £69,999	1	69,949	4	278,073
£70,000 - £70,999			1	70,820
£71,000 - £72,999	2	143,037	2	143,365
£73,000 - £74,999			1	73,077
£75,000 - £79,999			2	153,762
£83,000 - £83,999	1	83,796		
£86,000 - £86,999	1	86,057	1	86,927
£90,000 - £99,999			2	189,151
£107,000 - £107,999			1	107,630
£108,000 - £108,999	1	108,526		
£126,000 - £126,999			1	126,201
£169,000 - £169,999	1	169,604		
	43	1,937,997	42	2,072,546

20 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 each scheme 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 benefit 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 Income and Expenditure Account represents the contributions payable to the schemes in respect of the accounting period.

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

Where a scheme valuation determines that the scheme is in deficit on a technical provisions basis (as was the case following the 2020 USS valuation), the trustee of the scheme must agree a Recovery Plan that determines how each employer within the scheme will fund an overall deficit. The College recognises a liability for the contributions payable that arise from such an agreement (to the extent that they relate to a deficit) with related expenses being recognised through the income statement.

The College is aware of the Virgin Media vs NTL Pension Trustees II Limited Court of Appeal judgement, which may give rise to adjustment to the Schemes. At present the legal process is incomplete and therefore we are unable to quantify any potential liabilities.

Schemes accounted for under FRS 102 as defined contribution schemes

Deficit Recovery Plans

Universities Superannuation Scheme

For USS, a deficit recovery plan was put in place as part of the 2020 valuation, which required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. No deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The College was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the income and expenditure account. The latest available complete actuarial valuation of the Retirement Income Builder is as at 31 March 2023 (the valuation date), which was carried out using the projected unit method.

Since the College cannot identify its share of USS Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

Price inflation – Consumer Prices Index (CPI)	3.0% p.a. (based on a long-term average expected level of CPI, broadly consistent with long-term market expectations)
RPI/CPI gap	1.0% p.a. to 2030, reducing to 0.1% p.a. from 2030
Discount rate	Fixed interest gilt yield curve plus: Pre-retirement: 2.5% p.a. Post-retirement: 0.9% p.a.
Pension increases (all subject to a floor of 0%)	Benefits with no cap: CPI assumption plus 3bps Benefits subject to a 'soft cap' of 5% (providing inflationary increases up to 5%, and half of any excess inflation over 5% up to a maximum of 10%): CPI assumption minus 3bps

The main demographic assumptions used relate to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2023 actuarial valuation. The mortality assumptions used in these figures are as follows:

Mortality base table	101% of S2PMA 'light' for males and 95% of S3PFA for females
Future improvements to mortality	CMI_2021 with a smoothing parameter of 7.5, an initial addition of 0.40% p.a., 10% w2020 and w2021 parameters, and a long-term improvement rate of 1.80% p.a. for males and 1.60% p.a. for females

The current life expectancies on retirement at age 65 are:

	2025	2024
Males currently aged 65 (years)	23.8	23.7
Females currently aged 65 (years)	25.5	25.4
Males currently aged 45 (years)	25.7	25.6
Females currently aged 45 (years)	27.2	27.2

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

University of Oxford Staff Pension Scheme

The University of Oxford Staff Pension Scheme (OSPS) is a multi-employer hybrid scheme set up under trust and sponsored by the University. It is the pension scheme for support staff at the University, participating colleges and other related employers. New members joining the scheme build up benefits on a defined contribution basis. Members who joined before 1st October 2017 build up benefits on a career average revalued earnings basis.

The latest full actuarial valuation for the OSPS scheme was completed as at 31 March 2022. The funding position of this scheme has improved significantly moving from deficit of £113m to a surplus of £47m at the valuation date. As a result, the recovery plan agreed at the last valuation is no longer required and the deficit contribution ended on 30th September 2023. A provision of £3,481k was made at 31 July 2023 (2022: £1,539k) to account for deficit recovery payments up to 30th September 2023. That remaining liability was released to the income and expenditure account in 2024.

The Trustee and the University have agreed a new contribution schedule which took effect from 1 October 2023 and takes account of the benefit improvements and changes to member contributions since the last valuation date. It was agreed that the scheme will meet its own running costs from the scheme's assets, including expenses relating to both the DB and DC Sections and the cost of pension Protection Fund /other statutory levies.

The table below summarises the key actuarial assumptions. Further details of the assumptions are set out in the statement of funding principles dated 27 June 2023 and can be found at <https://finance.admin.ox.ac.uk/osps-documents>

Date of valuation:	31/03/2022
Value of liabilities:	£914m
Value of assets:	£961m
Funding surplus / (deficit):	£47m

The principal assumptions used by the actuary were:

Rate of interest (periods up to retirement)	Gilts' +2.25%
Rate of interest (periods after retirement)	Gilts' +0.5%
RPI	Break-even RPI curve less 0.5% pa pre-2030 and 1.0% pa post-2030
CPI	RPI inflation assumption less 1% pa pre-2030 and 0.1% pa post-2030
Pensionable Salary increases	RPI +pa

Funding Ratios:

Technical provisions basis:	105%
'Buy-out' basis:	62%

Non-financial assumptions:

Post-retirement mortality - base table	Non-Pensioners: 105% of standard S3PxA medium tables for both males and females Pensioners: 105% of standard S3PxA medium tables for both males and females
Post-retirement mortality - improvements	Non-Pensioners: 105% of standard S3PxA medium tables for both males and females Pensioners: 105% of standard S3PxA medium tables for both males and females
Recommended employer's contribution rate (as % of pensionable salaries):	16.5% DB for members from 01/10/2023 10% /12% /14% DC members in relation to 4% /6% /8% cost plan - from 01/10/2023
Effective date of next valuation:	31/03/2025

WORCESTER COLLEGE
Notes to the Financial Statements
For the year ended 31 July 2025

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: -

	2025	2024
	£'000	£'000
Scheme		
Universities Superannuation Scheme	616	741
University of Oxford Staff Pension Scheme	186	229
Other Schemes Contributions	6	1
	808	971

Included in other creditors are pension contributions payable of £Nil (2024: £nil).

20 TAXATION

The College is able to take advantage of the tax exemptions available to charities from taxation in respect of income and capital gains received to the extent that such income and gains are applied to purposes that are exclusively charitable.

No liability to corporation tax arises in the College's subsidiary company because the directors of this 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.

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

	2025	2024
	£'000	£'000
Net income	1,845	4,622
Elimination of non-operating cash flows:		
– Investment income	(2,879)	(2,503)
– Endowment donations	(72)	(288)
Depreciation	1,055	998
Surplus on sale of fixed assets	97	7
Decrease in stock	(93)	5
(Increase)/decrease in debtors	(58)	(253)
Increase in creditors	10,193	9,538
Decrease in pension scheme liability	-	(2,496)
Net cash used in operating activities	10,088	9,630

22 CAPITAL COMMITMENTS

The College had no contracted commitments at 31 July for capital projects (2024: £nil).

23 RELATED PARTY TRANSACTIONS

The College is part of the collegiate University of Oxford. Material interdependencies between the University and the College arise as a consequence of this relationship. For reporting purposes, the University and the other Colleges are not treated as related parties as defined in FRS102.

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.

One property is owned under joint equity agreements between the Trustees, named below, 50% and the College, 50%. Full market values of the properties, following an inspection valuation carried out by Carter Jonas LLP:

	2025	2024
	£'000	£'000
Dr J Parrington	820	820
Prof J Quinn	-	730

These trustees do not receive Housing Allowance. All joint equity properties are subject to sale on the departure of the trustee from the College.

One Trustee (Dr Ben Morgan) had a family member or other connected party who was employed by the College on either a permanent or casual basis during the year; neither of these Trustees had supervisory responsibility for the relevant employee or was involved in their recruitment, and all cases have been declared in the register of Trustees' interests. The total value of these transactions was £17,996 (2023: £16,073)

Funds of £16m (2024: £15m) are held at arm's length in the Worcester College Oxford Endowment Trust, which is not controlled by the College but supports the College as its principal charitable objective. The Trust awards the College an annual grant (currently at 4.25% of the value of the Trust's assets at each year-end).

24 CONTINGENT LIABILITIES

There were no known contingent liabilities.

25 POST BALANCE SHEET EVENTS

There are no post balance sheet events to report.

26 ULTIMATE CONTROLLING PARTY

The Trustees believe that the College does not have an Ultimate Controlling Party.