SHIPLEY COLLEGE

Annual Report and Financial Statements
Year ended 31 July 2025

Key Management Personnel, The Corporation and Professional Advisers

Key management personnel

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

Diana Bird Principal and CEO: Accounting officer
John Flaherty Vice Principal Finance and Planning
Greg O'Shea Vice Principal Curriculum

The Corporation

A full list of Governors making up the Corporation body is given on page 15 to 17 of these financial statements.

The Principal, two Vice Principals and Director of Governance are designated as Senior Post holders.

Professional advisers

BANKERS:
Lloyds PLC
67 Park Row
Leeds
LS1 1NX

SOLICITORS:
Rolitts
Citadel House
58 High Street
Hull
HU1 1QE

FINANCIAL STATEMENTS & REGULARITY AUDITORS :
Forvis Mazars LLP
5th Floor
3 Wellington Place
Leeds
LS1 4AP

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STRATEGIC REPORT

NATURE, OBJECTIVES AND STRATEGIES

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

LEGAL STATUS

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

PUBLIC BENEFIT

Shipley College is an exempt charity under Part 3 of the Charities Act 2011 and is regulated by the Secretary of State for Education as Principal Regulator for all FE Corporations in England. The members of the Corporation, who are trustees of the charity, are disclosed on pages 16 to 18.

In setting and reviewing the College's strategic objectives, the Corporation has had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education.

The College provides the following identifiable public benefits through the advancement of education:

- High-quality teaching and learning
- Widening participation and tackling social exclusion
- Excellent progression outcomes for students
- Strong student support systems
- Meeting the needs of employers, industry and commerce
- Aligning our provision with Local Skills Improvement Plan (LSIP)

The College provides identifiable public benefits through the advancement of education to approximately 2,154 adult students and 1,008 16-19 year olds including at least 201 students with high needs. The College provides courses without charge to young people, to those who are unemployed, and adults taking English and maths courses. The College adjusts its courses to meet the needs of local employers and provided training to 189 apprentices. The College is committed to providing information, advice and guidance to the students it enrols and to finding suitable courses for as many students as possible regardless of their educational background.

IMPLEMENTATION OF THE STRATEGIC PLAN

This year represented the final year under the College's previous strategic plan, which was reviewed annually with operational plans prepared for each academic year concerning new developments, quality improvement, finance, human resources and employer responsiveness.

PERFORMANCE INDICATORS

Performance against the Strategic Plan was underpinned by 4 Strategic goals each of which have a number of Key Performance Indicators.

Strategic Goal 1: To ensure student achievement and attainment rates are in the top 10% for education performance by 2024. This includes measures for all funded provision including 16-19 achievement, 19+ achievement, apprenticeship achievement and achievement of learners with High Needs, and progress measures for English, maths and Value Added at Level 3.

Strategic Goal 2: To meet local, regional and national skills priorities through an innovative and highly responsive curriculum offer. This includes measures for recruitment numbers for 16-18s, learners with High Needs, T levels, apprentices, 19+ learners studying at Level 3, and at Level 4 and above.

Strategic Goal 3: To ensure an exceptional student experience leading to fulfilling lives and high value careers. Measures are set around student destinations, attendance, take up of work placement opportunities and participation in enrichment activities such as the Duke of Edinburgh scheme and the John Muirs award.

Strategic Goal 4: To retain financial stability to invest in inspiring education and learning resources. Financial measures around EBITDA and turnover are addressed in more detail in the next section. The College has measures relating to improvements to the estate and digital infrastructure and uses the Sustainable Development Scorecard to measure progress towards our sustainable development goals.

The Principal reports to the Corporation on progress in relation to these indicators. Retention and achievement performance is reported at every Corporation meeting. Other indicators are presented as appropriate.

The College is committed to observing the importance of sector measures and indicators.

In 23/24 the College had the second highest achievement rates of the West Yorkshire colleges for both 16-18 year olds and the highest for young apprentices (age 16-23). 24/25 data is not yet published.

In November 24, Ofsted undertook a monitoring visit, confirming that the College had made significant progress against 2 recommendations and reasonable progress against the further 2 recommendations since the Enhanced Inspection in October 23 which judged the College as 'Requires Improvement' and making a 'reasonable' contribution to meeting the skills' needs of the district.

In June 2023 the College successfully reapplied for the Matrix standard (the Department for Education's quality standard for organisations that deliver information, advice, and guidance (IAG) services). The accreditation lasts for 3 years and will be up for renewal in 2026.

FINANCIAL OBJECTIVES

The College has a clear finance strategy and plan that is built into its main plans, risk register, and reports to Governors, which are reviewed three times a year. The systems and processes that help achieve the College's financial goals are part of the Finance Service Standards. These include regular reports to the Corporation and managers at all levels, with set timescales, clear responsibilities, and plans for the resources needed to meet targets. They also help identify and manage any potential risks.

In addition to supporting the Strategic Plan of the College the Corporation has 3 financial objectives:

- To maintain good financial management and reporting which records the achievement of the agreed quantitative performance indicators
- To maintain good financial management systems which maintains the confidence of funding bodies, suppliers and professional advisers
- To manage non pay expenditure but maintain a high standard of College accommodation and equipment

The College's financial strategy includes a series of performance indicators which have been agreed to monitor the successful implementation of the policies. These are the College long term measures.

Key Performance Indicator	Measure/Target	Achievement in 2024/25
Financial Health Score	Good with a score of at least 190	270 (Outstanding)
Earnings before interest, tax, depreciation and amortisation (EBITDA)	EBITDA above 4% of income	EBITDA = 7.12%
	available to support pay increase	pay increase implemented 01/01/2025
	Adjusted operating surplus of at least 2% of income	5.04%
	Turnover of over £12m	£13.7m
Cash flow	Net Positive Cashflow	Cash increase of £1.3 million including cash on deposit
	Cash days in hand over 25	122 days
	Adjusted current ratio over 1.4	2.04
	No bank loans	Nil
Staff costs	Staff cost of < 70% of income	66.05%

FINANCIAL POSITION

Financial Results for the Year

The College generated an operating surplus of £664k, before the impact of the Defined Benefit Scheme adjustments. The effect of these adjustments are detailed below:

	2024/25		2023/24	
	£'000	£'000	£'000	£'000
Operating surplus / (deficit) before pension reserve adjustments		664		(217)
Pension adjustments:				
Pension cost – note 6	(86)		(123)	
Pension Finance cost – note 9	(157)	243	(88)	211
Surplus / (deficit) for the year – Page 35		907		(6)

Following a small operating deficit in 2023/24 the results for 2024/25 reflect the increases in 16-19 funding (both growth in numbers and small increases in funding rates) whilst maintaining the cost base at 2023/24 levels. All metrics have been delivered, resulting in an estimated Financial Health score of 270.

The College delivered a surplus before other gains and losses in the year of £984k (2023/24: deficit of £6k), with a total comprehensive surplus of £683k (£664k plus £16k enhanced pension provision and £3k revaluation reserve) (2023/24 deficit of £198k). This follows a charge on the pension provision of £227k as set out in note 21.

The main sources of income upon which the College depends, in addition to the funds provided by the funding bodies which represents 92% of income, are Other grant funded schemes and Fee income and Advanced Learner loans. These additional sources represent 8% (2023/24 9%) of total operating income. The College continues to seek opportunities to increase additional non funding body income in future years with full cost work as well as maximising opportunities arising from the Apprenticeship Levy and project funding streams.

The College has one subsidiary company - Shipley College Developments Limited. Shipley College Developments Limited is expected to design and build the planned new build. Further details are explained in the Further Developments section below.

Consolidated accounts have not been prepared for the year to 31 July 2025 as the assets and liabilities are immaterial.

Treasury and Reserves policies and objectives

Treasury management is the management of the College's cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.

The College has a Reserves and treasury management policy in place as part of the annexes to the Financial Regulations. This is reviewed by the Finance and Resources Committee on behalf of the Corporation. The College recognises the importance of reserves in the financial stability of an organisation, whilst ensuring that adequate resources are provided for the College's core business. The College targets a positive net current asset position.

Financial regulations relating to Short term borrowing for temporary revenue purposes and all other borrowing has been updated to reflect the requirement for Department of Education approval due to the reclassification of the College from 29 November 2022 as a central government body.

The College has a long term target EBITDA of 4% of income and generation of a net cash surplus to allow investment in the College infrastructure.

The College currently holds no restricted reserves.

Cash flows and liquidity

The College had cash reserves, including cash on deposit at the year end of £4,399k (2023/24 £3,056k) achieving the College target to generate an increase in cash reserves. The College has no loans at the current time or in the previous year.

CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE

Student Numbers

Funded numbers for 16-18 year olds were 1,008 versus a contract of 927 in 2024/25.

The devolved Adult Skills Fund budget was not achieved in 2024/25. This was due to funding rule changes reducing course viability, difficulties recruiting specialist tutors, wider staff recruitment and retention issues, and curriculum changes such as withdrawing horticulture.

Early indications for 2025/26 suggest:

- Similar 16-18 numbers
- Lower Apprenticeship enrolments compared to 23/24
- Achievement of the ASF contract remains a challenge.

Student Achievement

Student achievement rates for 16-18 are above the national average and for 19+ are below the national average. Student achievement for apprenticeship provision is at national average.

Curriculum Developments

The College plans to:

- provide a good, balanced range of choices in the context of the district's 16-19 Strategy
- deliver courses that contribute towards meeting the skills' needs of the district
- make an active contribution to local regeneration through community based provision and support for local companies
- play an active role in a range of Leeds City Region Partnerships

- through effective coordination with Job Centre Plus, provide effective provision for the unemployed
- ensure the effectiveness of the College's contribution to the funding agencies and District targets in line with the national, regional and district priorities.

Payment Performance

The Late Payment of Commercial Debts (Interest) Act 1998, in the absence of agreement to the contrary, requires organisations to make payments within 30 days. The target set by the Treasury for payment to suppliers within 30 days is 95%. During the accounting period 01 August 24 to 31 July 25, the College paid 86.1% of its invoices within 30 days. A further 8.2% were paid within 30 days of resolution of a query or payment of an invoice received significantly after the invoice date. The College incurred no interest charges in respect of late payment for this period.

Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the College to publish information on facility time arrangements for trade union officials. The College has two trade union representatives (0.6 FTE) from the University and College Union (UCU) who have been in post since March 2024. There is no formal facility time, with activity being on an ad-hoc basis. The College has no current Trade Union representative for service staff.

Events after the end of the reporting period

There are no post balance sheet events which require reporting.

Future developments

The College is under Plan Led Funding and hence income for 2025/26 has been confirmed by the Department for Education at £8,703k for the 16-19 allocation. In addition, the College has contracts from the Department for Education and West Yorkshire Combined Authority totalling £2,328k for Adult Education which can be subject to clawback for underachievement.

The College has secured £5,390k from the Shipley Towns Fund allocation for a new Community, Heritage & Future Technology Centre to support the Colleges expansion with T Level courses, plus other community uses. The professional fees incurred in 2024/25 accounts have been included in assets under construction on the balance sheet as planning permission has been granted and the funding contract nears agreement. These fees have been fully grant funded by Bradford Council.

The building will consist of:

(i) Future Technology Centre: will focus on T-level / 16-18 qualifications, in particular multimedia, cyber-security, MedTech, and robotics. The project would provide five additional College classrooms and include Registry and Reception services.

(ii) Heritage Hub: will include permanent and temporary exhibition spaces. The permanent space will host the Saltaire Collection, a collection of items that reflects all aspects of living in the village since its creation in the 1850s. There will also be a community classroom for groups of visiting school children and other groups.

This project will allow the College to reduce its leased spaces. Planned opening is September 2027.

The Towns Fund grant is expected to be in advance of spend and will therefore not have a negative impact on the cashflow. Corporation has approved a contribution of up to £500k from its reserves to support the Towns Fund project.

Work has been completed in the year following the approval of a FE Capital Transformation Fund (FECTF) project resulting in the refurbishment of large elements of the College's 'Mill', 'Exhibition' and 'Salt' Buildings with some minor works at the Jonathan Silver Building. The project has resulted in circa 2,500m^2 of educational space plus key external building fabric elements improving from ESFA Grade B or C to Grade A. During 2024/25 £1,146k has been spent out of a total projected cost of £4,100k.

Going Concern

The balance sheet shows a total net assets of £3,924k. The notional LGPS pension asset on valuation at 31 July 2025 of £6,113k has not been reflected in the accounts as detailed in note 21.

In addition, the long term liabilities include £5,625k of deferred capital grants which relates to income to be released as related assets are depreciated so will not affect the cash flow of the College.

As set out on page 7, the College has generated an operating surplus of £664k, before the cost of the Defined Benefit Scheme adjustments.

The College has prepared 3 year financial forecasts and 2 year cash flow statements and has successfully secured new income sources in this period. Based on this, the Corporation is confident that the College will generate sufficient cash flows to meet its obligations as they fall due for payment. For this reason, it continues to adopt the going concern basis in preparing these financial statements.

RESOURCES

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

Tangible resources include the freehold of the Mill Building and Leasehold improvements on the Salt and Exhibition and Jonathan Silver Buildings within the Saltaire campus. The operating leases of the Salt and Exhibition Buildings and gardens (where the Jonathan Silver Building is now situated) have been extended for 150 years from 2021 to assist in securing resources for the College.

Financial

The College has £1,678k of net current assets, this is after £391k holiday pay accrual and £534k deferred income from Government capital grants in line with the requirements of FRS102 (see note 16). The holiday pay accrual will be released as part of the normal salary payment in August and the capital grant released to income over the next twelve months so these do not affect the cash flows of the College.

People

As at 31 July 2025 the College had 199 people in full time equivalent posts, of which 133 have direct teaching posts. This represents 314 members of staff, of which 219 have a direct teaching role. The average number of full-time equivalent posts over the year was 193 as shown in note 6.

Reputation
The College is well-regarded in the local community. Preserving a strong and reputable brand is crucial to attracting students and building successful external partnerships.

PRINCIPAL RISKS AND UNCERTAINTIES:

The College has well developed strategies for managing risk and strives to embed risk management in all that it does. Risk Management processes are designed to protect the College's assets, reputation and financial stability.

As set out in the College's Risk Management arrangements, the Risk Management Group regularly reviews the risks to which the College is exposed. They identify systems and procedures, including specific preventable actions which should mitigate any potential impact on the College. The internal controls are then implemented and the subsequent year's appraisal will review their effectiveness and progress against risk mitigation actions. In addition to the annual review, the Principal and the Risk Management Group also consider any risks which may arise as a result of new areas of work being undertaken by the College.

The Risk Register is maintained at College level and is reviewed annually by the full Corporation and more frequently by Audit Committee and Curriculum and Quality and The Finance and Resources Committees. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

The Risk Register incorporates the Risk Management Plan which supports the principal risk factors. Other key items of College documentation, such as the Departmental/Service improvement plans, embed awareness of risk into College processes.

Outlined below is a description of the principal risk factors that are covered in the College's Risk Management Plan. Not all the factors are within the College's control. Other factors besides those listed below may also adversely affect the College.

1. Government funding

The College has considerable reliance on continued government funding through the further education sector funding bodies. In 2024/25, 92% of the College's revenue was ultimately public funded and this level of requirement is expected to continue. There can be no assurance that government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

The College is aware of several issues which may impact on future funding:

- There is considerable competition for full time student numbers in the local area with the majority of secondary schools operating a sixth form.
- Bradford and Leeds demographics show a key issue will be shortage of spaces in the longer term.
- Three new free school applications have been approved in the district (Leeds, Keighley and Bradford) which will increase the number of post 16 places in the district

The College needs to maintain recruitment in the medium term, in order to maintain the level of 16-18 income.

2. Failure to maintain the financial viability of the College

The College's financial health grade for 2024/25 is expected to be classified as "Outstanding", driven by the exceptional surplus delivered. Based on the 3 year forecasts, the Corporation believes the underlying health grade to be "Good". The College has a record of accurate financial planning. The budget set for 2025/26 is for a small operating profit. In 2024/25 the College increased its 16-18 numbers in line with other colleges in the district. The College has effectively managed the costs of delivery during the year, but the costs to deliver are expected to increase going forward, including a planned pay increase of 4%. This is to be partly funded out of accumulated reserves, although the final figure and timing has not yet been agreed by the Corporation.

Risks to the College's financial position are mitigated in a number of ways:

- By rigorous budget setting procedures and sensitivity analysis
- Regular in year budget and cash-flow monitoring
- Robust financial controls
- Exploring ongoing procurement efficiencies
- Exploring opportunities for project funding

3. Maintain adequate funding of pension liabilities

The financial statements report the share of the Local Government Pension Scheme on the College's balance sheet in line with the requirements of FRS 102. As reported on page 54 as part of note 21, the College has taken the decision not to recognise the pension fund assets quantified in the valuation at 31 July 2025. The College continues to make contributions as advised by the pension actuaries.

The increased pension costs for the Teachers Pension Scheme arising from an increase in employer pension contribution rates in September 2019, which are set at National level, are currently funded by the Education and Skills Funding Agency. The College continues to recognise that the termination of this funding is a key risk to maintaining the financial viability of the College.

STAKEHOLDER RELATIONSHIPS

In line with other colleges and with universities, Shipley College has many stakeholders. These include:

- Students
- Staff
- the Education Skills Funding Agency
- the Local Authority
- the Department for Education
- Employers (with specific links)
- Employer Representative Bodies
- the local community
- other Further Education institutions
- Trade unions
- Local Enterprise Partnerships (LEPs)
- West Yorkshire Consortium of Colleges
- West Yorkshire Combined Authority and
- Professional bodies.

The College recognises the importance of these relationships and engages in regular communication with them through a variety of means.

EQUAL OPPORTUNITIES AND EMPLOYMENT OF DISABLED PERSONS

Equal Opportunities

The College respects and values the social and cultural diversity of its learners and employees by seeking to ensure that all have the opportunity to participate fully and achieve their potential irrespective of any of the following Equality Act 2010 'protected characteristics':

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race,
- religion or belief,
- sex,
- sexual orientation.

In achieving this objective, Shipley College is committed to promoting the Public Sector Duty and has in the performance of its corporate responsibilities due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010
- Advance Equality of Opportunity and foster good relations between people who share a protected characteristic and people who do not share it.

The College achieves the aims of the Public Sector Duty by:

- Providing a learning and work environment which is inclusive
- Ensuring all policies, procedures and the design and delivery of the College services are free from discrimination and are appropriately monitored to respond to the diverse needs of all learners, employees and the wider community.

The College considers all applications from disabled persons. Where an existing employee becomes disabled, every effort is made to ensure that employment with the College continues. The College's policy is to provide training, career development and opportunities for promotion which are, as far as possible, identical to those for other employees. An Annual Report of key Equality and Diversity data is produced each year linked to an Equality and Diversity Plan which is updated each year and monitored by managers and governors.

The College is accredited as a Mindful Employer and a Disability Confident employer. We are also part of the West Yorkshire Fair Work Charter and have signed the Menopause Workplace Pledge.

Disability Statement

The College seeks to achieve the objectives set down in the Equality Act 2010:

a) All College adaptations and building works are undertaken in accordance with Part M (Access to and Use of Buildings) of the Building Regulations. The College's Jonathan Silver Building which was opened in September 2015, is designed to meet the needs of high needs learners and contains specialist areas and equipment.

b) The College has appointed a Head of Learning Support, who provides information, advice and arranges support where necessary for students with disabilities

c) There is a list of specialist equipment, such as a Deaf Call system and portable induction loops, which the College can make available for use by students and a range of assistive technology is available in the Learning Resource Centre.

d) The Admissions Policy for all students is described in the College Prospectus. Appeals against a decision not to offer a place are dealt with under the Compliments and Complaints Policy.

e) The College has made a significant investment in the appointment of specialist lecturers to support students with learning difficulties and/or disabilities. There are a number of Learning Support Assistants who can provide a variety of support for learning. There is an ongoing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities. Students are supported in a variety of ways as set out in the Additional Learning Support Policy.

f) Specialist programmes are described in College prospectuses, and achievements and destinations are recorded and published.

g) Pastoral support and welfare services are available on the Student Portal, with access instructions issued to students at induction.

DISCLOSURE OF INFORMATION TO AUDITORS

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

The report of the Members of the Corporation was approved by the members on 9 December 2025 and signed on its behalf by:

Peter G Whittle
Peter G Whittle (Dec 19, 2025 10:20:59 GMT)

Peter Whittle, Chair of the Corporation
19/12/2025

STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL

The following statement is provided to enable readers of the Annual Report and Financial Statements of the College to obtain a better understanding of its governance and legal structure.

This statement covers the period from 1 August 2024 to 31 July 2025 and up to the date of approval of the annual report and financial statements.

The College endeavours to conduct its business:

i. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership)

ii. in full accordance with the guidance to colleges from the Association of Colleges in the Code of Good Governance for English Colleges (“the Code”) -2015 and the 2023 update from January 2024.

In the opinion of the Governors, the College is working towards compliance with all the provisions of the Code. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes account of The Code of Good Governance for English Colleges issued by the Association of Colleges in 2023. The Corporation formally adopted this at its December 2023 meeting and adhered to this from January 2024.

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

Governors serving on the College Board during 2024/25 and up to the date of signature of this report

Name	Date of appointment	Term of office	Date of resignation	Status of appoint-ment	Attendance at Full Corporation	Committees served and attendance
Mr P Whittle	Apr 2021 Reappointed Dec 2024 from Apr 2025	4 years		Member	3/4	Chair of the Corporation (From Feb 24) F&R (3/4) Search (1/1)
Mr P Goodridge	Mar 2024 Reappointed Dec 2024 from Mar 2024	1 year 4 years		Member	2/3	Vice Chair of Corporation F&R (3/3) GSR (3/4)

Name	Date of appointment	Term of office	Date of resignation /end of term	Status of appoint-ment	Attendance at Full Corporation	Committees served and attendance
Ms D Bird	Sep 2022	N/a		Principal (Accounting Officer)	3/3	F&R (3/3) GSR (3/3) C&Q (3/3)
Ms R Arora	Jan 2022	4 years		Member	1/3	C&Q (0/3)
Ms J Beaumont	Oct 2012 Reappointed Oct 2022	3 years	October 2025	Member	3/3	C&Q (1/3) F&R (2/3) Chair of GSR (4/4)
Mr D Butcher	Apr 2015 Reappointed Apr 2022	4 years		Member	3/3	Chair of F&R (3/3)
Mr N Hainsworth	Jul 2007 Reappointed Jul 2023	3 years		Member	2/3	Chair: Audit (2/2)
Mr P Hunter	Dec 2016 Reappointed Dec 2023	3 years		Member	1/3	Chair: C&Q (3/3)
Mr S Kundu	Dec 2023 Reappointed Dec 2024	4 years		Member	3/3	F&R (1/2)
Ms G Jeffrey	Jan 2021 Reappointed Dec 2024 from Jan 2025	4 years		Member	2/3	F&R (3/3) GSR (3/4)
Ms C O'Connor	Mar 2020 Reappointed Mar 2024	3 years	October 2025	Member	2/3	C&Q (2/3)
Ms K Robinson	Mar 2020 Reappointed Dec 2023 from Mar 2024	3 years	July 2025	Member	2/3	Audit (2/2) GSR (3/4)

Mrs S Tinsley	Apr 2021 Reappointed Dec 2024 from Apr 2025	4 years	March 2025	Member	0/1	C&Q (1/2) Audit (1/2)
Name	**Date of appointment**	**Term of office**	**Date of resignation**	**Status of appoint-ment**	**Attendance at Full Corporation**	**Committees served and attendance**
Mr Q Naqvi	Mar 2024	1 year	Sep 2024	Member	0/0	Audit (0/0)
Mr P Riley	Sep 2024 Sept 2025	1 year 4 Years		Member	3/3	Audit (2/2)
Ms F Alexander	Jul 2025	1 year		Member	1/1	C&Q (1/1)
Mr L Masters	Oct 2024	1 year	August 2025	Student Member	1/2	-
Miss M Hussain	Oct 2024	2 years		Student Member	1/2	-
Mr J Charles	Oct 2025	1 Year		Student Member	-	-
Ms S Cowling	Feb 2024	4 years	April 2025	Staff Member	0/1	C&Q (0/2)
Ms R Hoyland	July 2023	4 years	April 2025	Staff Member	1/1	C&Q (1/2)
Ms L Pripachailo	May 2025	4 Years		Staff Member	1/1	F&R (1/1)
Ms S Hussain	May 2025	4 Years		Staff Member	1/1	C&Q (1/1)
Vacancies: up to 2 external members						

Director of Governance:

Mrs D Carter

The Governance Framework

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

The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, Managing Public Money (MPM), quality matters and personnel related matters such as health and safety, equality and diversity and environmental issues. The Corporation meets each term.

The Corporation conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the full Corporation. These committees are:

- Finance and Resources,
- Governance, Search and Remuneration
- Curriculum and Quality; and
- Audit.

The Corporation, Finance and Resources, Audit and Curriculum & Quality Committees convene termly. The Governance, Search and Remuneration Committee is convened at least once a year.

Full approved minutes of all meetings, except those deemed to be confidential by the Corporation, are available on the College's website at www.shipley.ac.uk or from the Director of Governance at:

Shipley College
Victoria Road
Shipley
BD18 3LQ

The Director of Governance maintains a register of financial and personal interests of the members of the Corporation. The register is available for inspection at the above address.

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

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

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

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

Appointments to the Corporation

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a Governance, Search and Remuneration committee consisting of five members of the Corporation, which is responsible for the selection and nomination of any new member for the Corporation's consideration. The Corporation is responsible for ensuring that appropriate training is provided as required.

Members of the Corporation are appointed for a term of office not exceeding 4 years and shall not serve for more than 8 years (following policy approval at the December 2025 Corporation meeting) subject to exceptional reasons.

Corporation performance

The College carried out an external review of Governance by the AoC during the period January to May 2024. An action plan was created from the recommendations of this review has been monitored at each Governance, Search and Remuneration Committee meeting and Corporation meetings.

The Corporation has a self assessment process consisting of a questionnaire completed by Governors annually. The outcome of the 2024/25 process shows positive outcomes. A number of governors commented on these questions which will be considered by the Governance, Search and Remuneration Committee.

Governors have a very good range of skills and are enthusiastic and committed in their support of the College. Their knowledge of finance, curriculum, audit and IT is appropriate to the size of the College. Some governors have an educational background and training activities for all governors related to teaching & learning ensure continuous development of governors' understanding and skills in challenging learners' achievements and weaknesses in the quality of provision.

During 2024/25 individual governor attendance at Corporation and Committee meetings was 78%, this was a 7% increase compared to 2023/24. It is below the sector average of 82%, but within the national range of 71% to 94%. Seven members had a 100% attendance record at Corporation and Committee meetings.

There are 2 training events per year for Governors which include updates on Corporate Governance and key changes in the College. The Director of Governance attends regular external training events, utilises a number of update services, passed the Level 6 Award exam for Further Education Governance Professionals in April 2024 and attended and passed the IoD Governance Profession Leadership Programme in January 2025.

Governance, Search and Remuneration Committee

Throughout the year ended 31 July 2025, the College's Governance, Search and Remuneration Committee comprised of five members of the Corporation.

The Committee's main responsibilities are:

- Advising on the appointment of Members (other than as a Staff or Student Member) of the Corporation and such other matters relating to membership and appointments as the Corporation may remit to the Committee.
- Gathering, screening and shortlisting nominations in respect of vacancies on the Corporation.
- Considering and making recommendations to the Corporation on the composition and balance of the Corporation and its Committees.

- For advising the Corporation on the reappointment of members on the expiry of their term of office.
- To make recommendations to the Board on the remuneration and benefits of the Principal and other senior post holders.

Details of remuneration for the year ended 31 July 2025 are set out in note 6 to the financial statements.

The Corporation has adopted the AoC's Code of Conduct and the AoC's Senior Staff Remuneration Code.

In accordance with the provisions of the Articles of Government the Corporation have determined that "senior post" means the post of Principal and Director of Governance and such other senior posts as the Corporation may decide from time to time i.e. the Vice Principal Finance & Planning and Vice Principal Curriculum. The Senior Post Holder Remuneration Policy pays due regard to the Association of Colleges' Senior Post Holder Remuneration Code. It provides a set of principles for setting Senior Post Holder pay and conditions and a procedure for making such decisions.

Audit Committee

The Audit Committee comprises of 3 - 6 members of the Corporation (excluding the Principal, Chair of the Corporation and Chair of the Finance & Resources Committee). The committee operates in accordance with written terms of reference approved by the Corporation. Its purpose is to advise the Corporation on the adequacy and effectiveness of the College's system of internal control and its arrangements for risk management, control and governance processes.

The Audit Committee usually meets three times a year and provides a forum for reporting by the College's internal and external auditors, who have access to the Committee for independent discussion, without the presence of College management. The committee also receives and considers reports from the Funding Body as they affect the College's business. Due to not being quorate the Audit committee met twice in the 2024/25 academic year with the final meetings business being delegated to the July Corporation Board.

The College appoints specialist services to review the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of assurance and report their findings to management and the Audit Committee. Management are responsible for the implementation of agreed recommendations and the Audit Committee undertakes periodic follow up reviews to ensure such recommendations have been implemented.

The Audit Committee also advises the Corporation on the appointment of Internal, Regularity and Financial statement auditors and their remuneration for both audit and non-audit work as well as reporting annually to the Corporation.

Finance & Resources Committee

The Finance & Resources Committee comprises 7 members of the Corporation (and excludes the Chair of Audit). The committee operates in accordance with written terms of reference approved by the Corporation. Its main responsibilities are:

- To monitor the implementation of the College's Financial Strategy
- To recommend annual estimates of income and expenditure for approval by the Corporation
- To evaluate and advise the Corporation on major financial proposals and major capital projects
- To regularly monitor:

- Updates to the 3 year financial forecasts of the College and cashflow forecasts
- Management accounts and Year end Financial Statements
- Regularity reports including managing public money statements as required
- Key Performance Indicators

Curriculum and Quality Committee

The Curriculum and Quality Committee comprises of up to 10 members of the Corporation. The committee operates in accordance with written terms of reference approved by the Corporation. Its main responsibilities are:

- To consider and recommend to the Corporation the College's Annual Self-Assessment Report and advise the Corporation on the College's arrangements for monitoring the College Quality Improvement plan (QIP) arising from the report.
- To consider and recommend to the Corporation the College's Development Plan and advise the Corporation on the College's arrangements for monitoring the plan.
- To consider the Quality Policy and annual Quality Cycle including supporting data sources for the College and make recommendations to the Corporation on assessing quality and ensuring continuous improvement.
- To undertake an annual review of the educational character of the College and maintain an overview of the College's curriculum and programme developments, making recommendations to the Corporation, as appropriate.
- To monitor and review for presentation to the Corporation:
    - Student end of year achievement rates compared to relevant national averages.
    - Student achievement of aspirational target grades.
- To receive an annual report and recommend to the Corporation the College performance management, training and development process for observation of teaching, learning and assessment (OTLA).

Internal Control

Scope of responsibility

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

The Corporation has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the College's policies, aims and objectives whilst safeguarding the public funds and assets for which they are personally responsible, in accordance with the responsibilities assigned to them in the Financial Memorandum between the College and the funding bodies. They are also responsible for reporting to the Corporation any material weaknesses or break-downs in internal control.

The purpose of the system of internal control

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

Capacity to handle risk

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

The risk and control framework

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

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

The College management and Governors assess the assurance provided by the internal controls against the College Risk Register together with the programme of 3rd party assurance agreed with the Audit Committee each year.

The College appointed an internal audit service for the year ended 31 July 2025 who carried out an audit of the recruitment policies and processes, resulting in minor recommendations.

The Committee was provided with regular reports on this assurance activity in the College which included a follow up on the previous recommendations. The Corporation has identified its key risks as detailed in the Strategic Report. No significant internal control weaknesses failures have arisen.

Responsibilities under funding agreements

The Department for Education and Education and Skills Funding Agency introduced new controls for the college on 29 November 2022 on the day that the Office for National Statistics reclassified colleges as public sector organisations in the national accounts. The ESFA chief executive communicated these changes to all college accounting officers and introduced a college financial handbook in 2024. The College has reviewed its policies, procedures and approval processes in line with these new requirements to ensure there are systems in place to identify and handle any transactions for which DfE approval is required.

Statement from the Audit Committee

The Audit Committee has advised the board of governors that the Corporation has an effective framework for governance and risk management in place. The committee believes that the Corporation has effective internal controls in place. The specific areas of work undertaken by the Audit Committee in 2024/25 and up to the date of approval of the financial statements covered the areas of governance, risk management and internal control, which provided assurance against the strategic risks identified.

Review of effectiveness

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. The Accounting Officer's review of the effectiveness of the system of internal control is informed by:

- The work of the specialist auditors appointed for specific assurance
- The work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework
- Comments made by the College's financial statements auditors, the reporting accountant for regularity assurance, and the regularity auditors in their external auditor's auditor findings report (management letter) and other reports.
- The regularity self-assessment questionnaire

The Accounting Officer has been advised on the implications of the result of their review of the effectiveness of the system of internal control by the audit committee which oversees the work of internal audit assurance providers, and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Accounting Officer and Senior Leadership Team receive reports setting out key performance and risk indicators and consider possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments. The Principal and Senior Leadership Team and Audit Committee also receive regular reports from internal audit assurance providers, which include recommendations for improvement. The audit committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the Accounting Officer and the audit committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its July 2025 meeting, the Corporation carried out the annual assessment for the year ended 31 July 2025.

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

Going Concern

The Corporation has reviewed the College strategic priorities, 3 year financial forecasts and cash flow statements and the risk register. Based on these, the Corporation is confident that the College will generate sufficient cash flows to meet its obligations as they fall due for payment. For this reason, it continues to adopt the going concern basis in preparing these financial statements.

Approved by order of the members of the Corporation on 9 December 2025 and signed on its behalf by:

Peter G Whittle
Peter G Whittle (Dec 19, 2025 10:20:59 GMT)

Peter Whittle
Chair of the Corporation

Diana Bird
Diana Bird (Dec 19, 2025 14:41:40 GMT)

Diana Bird
Principal, CEO & Accounting

19/12/2025

officer
19/12/2025

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer, I confirm that the Corporation has had due regard to the framework of authorities governing regularity, priority and compliance, and the requirements of grant funding agreements and contracts with DfE, and has considered its responsibility to notify DfE of material irregularity, impropriety and non-compliance with those authorities and terms and conditions of all funding.

I confirm on behalf of the corporation that after due enquiry, and to the best of my knowledge, I am able to identify any material irregular or improper use of funds by the Corporation, or material non-compliance with the framework of authorities and the terms and conditions of funding under the corporation's grant funding agreements and contracts with DfE, or any other public funder. This includes the elements outlined in the "Dear accounting officer" letter of 29 November 2022 and ESFA's bite size guides.

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

Diana Bird
Diana Bird (Dec 19, 2025 14:41:40 GMT)

Diana Bird
Principal, CEO & Accounting Officer
19/12/2025

Statement of the chair of governors

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

Peter G Whittle
Peter G Whittle (Dec 19, 2025 10:20:59 GMT)

Peter Whittle
Chair of the Corporation

19/12/2025

STATEMENT OF THE RESPONSIBILITIES OF THE MEMBERS OF THE CORPORATION FOR THE FINANCIAL STATEMENTS

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

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

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

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare financial statements on the going concern basis, unless it is inappropriate to assume that the College will continue in operation.

The Corporation is also required to prepare the Strategic Report which describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the Corporation.

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

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

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

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

Approved by order of the Members of the Corporation on 9 December 2025 and signed on its behalf by:

Peter G Whittle
Peter G Whittle (Dec 19, 2025 10:20:59 GMT)

Peter Whittle
Chair of the Corporation

19/12/2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CORPORATION OF SHIPLEY COLLEGE

Opinion

We have audited the financial statements of Shipley College (the 'College') for the year ended 31 July 2025 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Statement of Cashflows and notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice) and the 2019 Statement of Recommended Practice: Accounting for Further and Higher Education.

In our opinion, the financial statements:

- give a true and fair view of the state of the College's affairs as at 31 July 2025 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Corporation is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the College and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report, the Statement of Corporate Governance and Internal Control, the Statement of regularity, propriety and compliance and the Statement of the Responsibilities of the Members of the Corporation for the Financial Statements.

We have nothing to report in respect of the following matters where the Post 16 Audit Code of Practice issued by the Education and Skills Funding Agency requires us to report to you if, in our opinion:

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

Responsibilities of Corporation

As explained more fully in the Statement of Responsibilities of the Members of the Corporation set out on page 27, the Corporation is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Corporation 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 Corporation is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Corporation either intend to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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.

Based on our understanding of the College and its industry, we considered that non-compliance with the following laws and regulations might have a material effect on the financial statements: compliance with the ESFA funding agreements, the OfS regulatory framework, the OFSTED regulatory framework, safeguarding, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, and HM Treasury's "Managing public money".

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the College is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the College which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as tax legislation and pension legislation.

In addition, we evaluated the Members of the Corporation and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of management override of controls, and determined that the principal risks related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to revenue recognition (which we pinpointed to the cut-off assertion for non-funding body grant income) and significant or one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the Members of the Corporation and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the OfS Audit Code of Practice requires us to report to you if, in our opinion:

- the provider's grant and fee income, as disclosed in the notes to the financial statements, has been materially misstated.

Use of the audit report

This report is made solely to the Corporation as a body in accordance with Article 22 of the College's Articles of Government. Our audit work has been undertaken so that we might state to the Corporation those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the Corporation as a body for our audit work, for this report, or for the opinions we have formed.

Michael Speight
Michael Speight (Dec 19, 2025 15:32:11 GMT)

Forvis Mazars LLP

Chartered Accountants and Statutory Auditor

5th Floor, 3 Wellington Place, Leeds, LS1 4AP

19/12/2025

REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO THE CORPORATION OF SHIPLEY COLLEGE AND SECRETARY OF STATE FOR EDUCATION ACTING THROUGH EDUCATION AND SKILLS FUNDING AGENCY ("ESFA")

In accordance with the terms of our engagement letter dated June 2025 and further to the requirements and conditions of funding in ESFA and DfE's accountability agreements, grant funding agreements and contracts, or those of any other public funder, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Shipley College during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

The framework that has been applied is set out in the Post-16 Audit Code of Practice (the Code) issued by ESFA and in any relevant conditions of funding, concerning adult education notified by a relevant funder.

This report is made solely to the corporation of Shipley College and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the corporation of Shipley College and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept, or assume, responsibility to anyone other than the corporation of Shipley College and ESFA for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Shipley College and the reporting accountant

The corporation of Shipley College is responsible, under the requirements of the Further & Higher Education Act 1992, subsequent legislation and related regulations and guidance, for ensuring that expenditure disbursed, and income received, are applied for the purposes intended by Parliament, and the financial transactions conform to the authorities that govern them.

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

Approach

- We conducted our engagement in accordance with the Code issued by ESFA. We performed a limited assurance engagement as defined in that framework.
- The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.
- A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

- Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the corporation's income and expenditure.
- The work undertaken to draw to our conclusion includes:
- Reviewed the statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding.
- Reviewed the College's completed self-assessment questionnaire on regularity.
- Read the accountability agreements, grant funding agreements and contracts with the ESFA.
- Tested a sample of expenditure disbursed and income received to consider whether they have been applied to purposes intended by Parliament and in accordance with funding agreements where relevant.
- Tested a sample of individual learner records.
- Obtained the policy for personal gifts and/or hospitality.
- Obtained the register of personal interests.
- Obtained the financial regulations/financial procedures.
- Obtained the College's whistleblowing policy.
- Reviewed the College's compliance with the requirements of HM Treasury's "Managing Public Money" document.

Conclusion

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

Signed:

Forvis Mazars LLP
Forvis Mazars LLP (Dec 19, 2025 15:33:05 GMT)

Forvis Mazars LLP

19/12/2025

STATEMENT OF COMPREHENSIVE INCOME

	Note	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
INCOME			
Funding body grants	2	12,659	11,511
Tuition Fees and Education contracts	3	195	293
Other grants and contracts	4	295	405
Other income	5	742	579
Total income		13,891	12,788
Expenditure			
Staff costs	6	8,609	8,326
Other operating expenses	8	3,533	3,993
Depreciation	11	740	468
(Profit)/Loss on disposal of Fixed assets	11	95	(1)
Interest and Other Finance Costs	9	7	8
Total expenditure		12,984	12,794
Surplus / (deficit) before tax		907	(6)
Taxation	10	-	-
Surplus for the year		907	(6)
Actuarial (loss)in respect of pension schemes	21	(227)	(192)
Total Comprehensive surplus/ (deficit) for the year		680	(198)

The notes on pages 37-56 form part of these financial statements

STATEMENT OF CHANGES IN RESERVES

	Income and expenditure account £'000	Revaluation reserve £'000	Total £'000
Balance at 31 July 2023	3,349	98	3,447
Deficit for the year	(6)	-	(6)
Other comprehensive loss	(192)	-	(192)
Total comprehensive deficit for the year	(198)	-	(198)
Transfers between revaluation and income and expenditure reserves	3	(3)	-
Balance at 31 July 2024	3,154	95	3,249
Surplus for the year	907	-	907
Other comprehensive loss	(227)	-	(227)
Total comprehensive surplus for the year	680	-	680
Transfers between revaluation and income and expenditure reserves	4	(4)	-
Balance at 31 July 2025	3,838	91	3,929

The notes on pages 37-56 form part of these financial statements.

BALANCE SHEET 31 JULY 2025

	Note	2025	2024
		£'000	£'000
NON CURRENT ASSETS			
Tangible Fixed Assets	11	7,996	7,884
Investments	12	1	1
		7,997	7,885
CURRENT ASSETS			
Trade and other receivables	13	579	1,689
Cash and cash equivalents	14	2,799	1,556
Short term cash investment	15	1,600	1,500
Total current assets		4,978	4,745
Creditors: amounts falling due within one year	16	(3,298)	(3,826)
Net current assets		1,680	919
Total assets less current liabilities		9,677	8,804
Creditors: amounts falling due after more than one year	17	(5,625)	(5,416)
Provisions			
Defined benefit obligations	21	-	-
Other Provisions	18	(123)	(139)
TOTAL NET ASSETS		3,929	3,249
UNRESTRICTED RESERVES			
Income and expenditure account	21	3,838	3,154
Revaluation reserve		91	95
TOTAL UNRESTRICTED RESERVES		3,929	3,249

These financial statements on pages 37-56 were approved and authorised for issue by the Corporation on 9 December 2025 and were signed on its behalf by:

Peter G Whittle
Peter G Whittle (Dec 19, 2025 10:20:59 GMT)

Peter Whittle
Chair of the Corporation

19/12/2025

Diana Bird
Diana Bird (Dec 19, 2025 14:41:40 GMT)

Diana Bird
Principal, CEO & Accounting Officer

19/12/2025

STATEMENT OF CASH FLOWS
YEAR ENDED 31 JULY 2025

	Notes	2025	2024
		£'000	£'000
Cash flow from operating activities			
Surplus for the year		907	(6)
Adjustment for non cash items			
Depreciation		740	467
Disposal of grant funded assets		(48)	-
Loss on disposal of fixed assets		141	-
Deferred capital grants released to income		(560)	(272)
Defined benefit pension scheme cost less contributions payable		(86)	(107)
Decrease / (increase) in debtors		1,110	(213)
(Decrease) / increase in creditors		(641)	603
Adjustment for investing and financing activities			
Pension finance cost		(157)	(88)
Net cash inflow from operating activities		1,404	384
Cash flow from investing activities			
Capital Grants received		931	2,413
Payments made to acquire fixed assets		(992)	(2,594)
Short term cash investment		(100)	(100)
Net cash outflow from investing activities		(161)	(281)
Increase in cash and cash equivalents in the year		1,243	103
Cash and cash equivalents at beginning of the year	14	1,556	1,453
Cash and cash equivalents at end of the year	14	2,799	1,556

The notes on pages 37 to 56 form part of these financial statements.

1. ACCOUNTING POLICIES

Statement of accounting policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the financial statements.

Basis of preparation

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the College's accounting policies.

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention.

Basis of consolidation

The College's financial statements do not consolidate the results of Shipley College Developments Limited on the grounds that the subsidiaries undertakings are dormant or not considered material to the financial statements.

Going Concern

The activities of the College, together with the factors likely to affect its future developments and performance are set out in the Strategic Report. The financial position of the College, and its cash flow are presented in the Financial Statements and accompanying notes. The College has no loans or long term liabilities which could crystallise in the next 12 months.

The balance sheet shows a total net assets of £4,006k, including the pension liabilities.

The net current assets position remains strong and there is sufficient cash to support operations and capital projects. The College forecasts and financial projections indicate that it will be able to operate within its cash reserves.

Accordingly, the Corporation has a reasonable expectation that the College will generate sufficient cash flows to meet its obligations as they fall due for payment. For this reason, it continues to adopt the going concern basis in preparing these financial statements.

Recognition of income

- ***Revenue Grant funding***

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved. Any under achievement for the Adult Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body following the year end, and the results of any funding audits. 16-18 learner-responsive funding is not normally subject to reconciliation and is therefore not subject to contract adjustments.

Grants (including research grants) from non-government sources are recognised in income when the College is entitled to the income and performance related conditions have been met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the balance sheet and released to income as the conditions are met.

1. ACCOUNTING POLICIES (CONTINUED)

- ***Capital Grant funding***

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual model as permitted by FRS102. Other, non government capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the Balance Sheet and released to income as conditions are met.

- ***Fee Income***

Income from tuition fees is stated gross of any expenditure which is not a discount and is recognised in the period for which it is received.

- ***Investment Income***

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

Agency arrangements

The College acts as an agent in the collection and payment of certain discretionary support funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the income and expenditure of the College where the College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction. These transactions are shown separately in note 23, except for 5% of the grant which is available to the College to cover administration costs relating to the grant.

The College acts as a managing agent for The Salt Foundation to run the Victoria Hall in Saltaire on their behalf. Related payments received from their clients and payment to staff and suppliers are excluded from the income and expenditure of the College. The College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction. These transactions are shown separately in note 23, except for the charge the College makes for providing this service.

Accounting for Post retirement benefits

Retirement benefits for employees of the College are provided by the Teachers' Pension Scheme (TPS) and the West Yorkshire Pension Fund (WYPF). These are defined benefit plans which are externally funded and contracted out of the State Second Pension.

- ***Teachers Pension Scheme (TPS)***

The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a prospective benefit method.

As stated in Note 21, the TPS is a multi employer scheme and the College is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions

recognised as an expense in the income statement in the periods during which services are rendered by employees.

- ***West Yorkshire Pension Scheme (WYPF)***

The WYPF is a funded scheme and the assets are held separately from those of the College in separate trustee administered funds. The WYPF liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to the

1. ACCOUNTING POLICIES (CONTINUED)

operating surplus are the current service costs, past service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred.

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

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

Short term Employment benefits

Short term employment benefits such as salaries and compensated absences (holiday pay) are recognised as an expense in the year in which the employees render service to the College. Any unused benefits are accrued and measured as the additional amount the College expects to pay as a result of the unused entitlement.

Enhanced pensions

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

Non Current Assets - Tangible fixed assets

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

Freehold Land and buildings

Land and Buildings inherited from the Local Education Authority are stated in the balance sheet at valuation, the associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic cost of the assets and the actual charge for the year calculated on the revalued amount is released to the income and expenditure account on an annual basis. Building improvements made since the valuation are included in the balance sheet at cost. Freehold land is not depreciated as it is considered to have an infinite useful life. Freehold buildings are depreciated over the expected useful economic life to the College of 50 years.

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated as above. The related grants are credited to a deferred capital grant account and are released to the income and expenditure account over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

1. ACCOUNTING POLICIES (CONTINUED)

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

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

Leasehold property Improvements
The value of the buildings inherited from the Local Education Authority has since been removed from the balance sheet.

Building improvements made to existing buildings held under operating leases are included in the balance sheet at cost and depreciated over the expected useful economic life to the College, being the lower of 50 years, period of the lease or expected life of the improved asset.

Subsequent expenditure on existing fixed assets
Where significant expenditure is incurred on tangible fixed assets it is charged to the income and expenditure account in the period it is incurred, unless it meets one of the following criteria, in which case it is capitalised and depreciated on the relevant basis:

- Market value of the fixed asset has subsequently improved
- Assets capacity increases; or
- Substantial improvement in the quality of output or reduction in operating costs; or
- Significant extension of the assets life beyond that conferred by repairs and maintenance.

Buildings owned by third parties
Where land and buildings are used, but the legal rights are held by a third party (for example a charitable trust), they are only capitalised if the College has rights or access to ongoing future economic benefit.

Equipment
Equipment is defined as any item (including furniture and sets of inter-dependent items) purchased or hired by the College which has an expected useful lifespan of at least one year. Equipment costing more than £500 and all computer workstations are capitalised at cost in the period of acquisition and depreciated over 5 years on a straight line basis.

Where equipment is acquired with the aid of specific grants it is capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred capital grant account and released to income and expenditure account over the expected useful economic life of the related equipment.

Leased assets
Costs in respect of operating leases are charged on a straight-line basis over the lease term to the Statement of Comprehensive Income and Expenditure. Any lease premiums or incentives relating to leases signed after 1st August 2014 are spread over the minimum lease term.

Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as finance leases.

Maintenance of Premises
The cost of routine corrective maintenance is charged to the income and expenditure account in the period it is incurred.

1. ACCOUNTING POLICIES (CONTINUED)

Investment in subsidiaries

Investments in subsidiaries are accounted for at cost less impairment in the individual financial statements.

Taxation

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore meets the definition of a charitable company for UK corporation tax purposed. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within the categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The College is partially exempt in respect of Value Added Tax, so it can only recover a minor element of the VAT charged on its inputs, in 2024/25 this was 6.35% (2023/24 6.45%). Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

Provisions and contingent liabilities

Provisions are recognised if:

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

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

A contingent liability arises from a past event that gives the College a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the College. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

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

Financial liabilities

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

All Financial liabilities held by the College are classified as basic financial instruments in accordance with FRS 102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are

subsequently measured at amortised cost, however the College has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the balance sheet at historical cost.

1. ACCOUNTING POLICIES (CONTINUED)

Cash and cash equivalents

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

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of 90 days or less from the date of acquisition. Cash investments with a maturity of more than 90 days are shown in the balance sheet as short term investments.

Judgements in applying accounting policies and key sources of estimation uncertainty

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

- Determine whether leases entered into by the College either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the College's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset.
- As the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a notional surplus. As management do not consider that the College will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102

Other key sources of estimation uncertainty

- Tangible fixed assets

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

- West Yorkshire Pension Scheme

  The present value of the West Yorkshire Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 July 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

1. ACCOUNTING POLICIES (CONTINUED)

The 2023/24 and 2024/25 valuations include a prospective allowance for McCloud liabilities of 1.07% of Pensionable Pay over the accounting period.

2. FUNDING BODY GRANTS	**2025 £'000**	**2024 £'000**
Funding body recurrent grant:		
Education and Skills Funding Agency 16-18	8,049	6,930
Education and Skills Funding Agency Adults	1,719	1,816
Release of government capital grants	560	271
Education and Skills Funding Agency Apprenticeships	422	572
Funding body non recurrent grants	1,909	1,922
	12,659	11,511

3. TUITION FEES AND EDUCATION CONTRACTS	**2025 £'000**	**2024 £'000**
UK Further Education Students	160	251
Apprenticeship fees	4	7
Advanced Learning loans	31	35
	195	293

4. OTHER GRANTS AND CONTRACTS	**2025 £'000**	**2024 £'000**
Other Grants and contracts	295	405

5. OTHER INCOME	**2025 £'000**	**2024 £'000**
Government Capital Grants release – non funding bodies	1	1
Other income	504	441
Investment income	237	137
	742	579

6. STAFF COSTS

The average number of persons (including key management personnel) employed by the College during the period, expressed as average full-time equivalents and headcount, was:

	2025 Headcount	2025 FTE	2024 Headcount	2024 FTE
Teaching and teaching support staff	219	133	212	145
Non – teaching staff	95	66	77	57
	314	199	289	202

	2025 £'000	2024 £'000
Wages and salaries	6,262	6,303
Social security costs	580	531
Other pension costs including adjustments to defined benefit pensions of -£72k and enhanced pensions of -£14k (2023/24 -£107k and -£16k)	1,283	1,238
	8,125	8,072
Contracted out staffing services	484	254
TOTAL STAFF COSTS	8,609	8,326

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the Senior Leadership Team which comprises the Principal and the two Vice Principals.

	2025 No.	2024 No.
The number of Key management personnel including the Accounting Officer was:	3	4

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

The number of key management personnel who received annual emoluments, excluding pension contributions and employer's National Insurance but including benefits in kind, in the following ranges was:

6. STAFF COSTS (CONTINUED)	2025	2024
Key management personnel	**No.**	**No.**
£10,001- £60,000	-	2
£65,001- £70,000	-	-
£70,001- £75,000	-	1
£75,001- £80,000	2	-
£95,001- £100,000	-	1
£105,001 - £110,000	1	-
	3	4

Two other members of staff received annual emoluments, excluding pension contributions but including benefits in kind, in excess of £60,000.

	2025	**2024**
Key management personnel compensation is made up as follows	**£'000**	**£'000**
Salary	260	269
Employer's national insurance contributions	30	33
Benefits in kind	-	-
	290	302
Pension contributions	57	60
Total emoluments	347	362

There were no amounts due to key management personnel that were waived in the year, nor any salary sacrifice arrangements in place. No compensation was paid to key management personnel for loss of office.

No member of the Corporation received any payment from the College for expenses incurred in the course of their duties.

The above compensation includes amounts paid to the Accounting Officers (who are also the highest paid officers) of:

	2025	**2025**	**2024**	**2024**
	£'000	**£'000**	**£'000**	**£'000**
	Total	Total	Total	Total
Salary	106	106	99	99
Benefit in kind	-	-	-	-
	106	106	99	99
Pension contributions	28	28	25	25
Total	134	134	124	124

6. STAFF COSTS (CONTINUED)

The Pension contributions in respect of the Principals and senior post-holders are in respect of the employer's contributions to the Teachers' Pension Scheme and West Yorkshire Pension Fund and are paid at the same rate as for other employees.

The College's median pay for all other Corporation employees in 2024/25 was £27,931 per annum.

The Fair Pay Review published in the Hutton Report for the public sector recommended that an organisation's pay multiple should be no greater than 20:1. The College's pay multiple based on the Principal's basic salary in 2024/25 was 3.8:1.

7. OVERSEAS ACTIVITIES

There were no costs incurred during 2024-25 in respect of overseas activities.

8. OTHER OPERATING EXPENSES

	2025 £'000	2024 £'000
Teaching costs	297	261
Non Teaching costs	1,602	2,286
Premises costs	1,634	1,446
	3,533	3,993

Other operating expenses include:	2025 £'000	2024 £'000
Operating lease rentals		
Land and Buildings	125	115
Plant and Machinery	18	17
Auditor's remuneration		
Financial statements audit	26	27
Regularity audit	3	3
Teachers' Pension assurance	1	1
Internal audit assurance provided by separate supplier to other audit work	2	5

9. INTEREST AND OTHER FINANCE COSTS

	2025 £'000	2024 £'000
Net interest on defined pension liability (note 21)	-	-
Net interest on enhanced pension provision	7	8
	7	8

10. TAXATION

The members do not believe that the College was liable for any corporation tax arising out of its activities during either year.

11. TANGIBLE FIXED ASSETS

	Freehold land and buildings	Assets under Construction	Long leasehold improve - ments	Equipment	Total
	£'000	**£'000**	**£'000**	**£'000**	**£'000**
Cost or Valuation					
At 1 August 2024	1,494	510	7,647	2,562	12,213
Additions	125	78	195	594	992
Disposals	(43)	-	(267)	(35)	(345)
At 31 July 2025	1,576	588	7,575	3,121	12,860
Depreciation					
At 1 August 2024	524	-	2,441	1,363	4,328
Charge for Year	72	-	284	384	740
Eliminated on disposal	(16)	-	(157)	(31)	(204)
At 31 July 2025	580	-	2,568	1,716	4,864
Net book value at 31 Jul 2025	996	588	5,007	1,405	7,996
Net book value at 1 Aug 2024	970	510	5,206	1,198	7,884

In line with the Management judgement noted on page 42, Assets under construction relate to the pre-approval costs of the College's new build project funded by the Towns Fund. Building is expected to commence in early 2026, and be ready by autumn 2027.

12. NON CURRENT INVESTMENTS

	2025 £'000	2024 £'000
Investment in subsidiary companies	1	1
	1	1

The College owns 100 per cent of the issued ordinary £1 shares of Shipley College Developments Limited, a company incorporated in England and Wales. The principal activity of Shipley College Developments Limited was to design and build the Jonathan Silver Building for the College.

Shipley College Developments Limited is currently a dormant company but is expected to become active during 2025/26 to design and build the planned new build.

The College owned 100 per cent of the issued ordinary £1 shares of Shipley College Services Limited, a company incorporated in England and Wales, the company has been dormant since incorporation and was dissolved on 24 October 2023.

13. TRADE AND OTHER RECEIVABLES

	2025 £'000	2024 £'000
Amounts falling due within one year:		
Trade receivables	38	208
Other receivables	37	34
Amount owed from Subsidiary undertakings	1	1
Amounts owed by the funding body (DfE)	287	1,180
Prepayments and accrued income	216	226
	579	1,689

14. CASH AND OTHER CASH EQUIVALENTS

	At 31 July 2024 £'000	Cash flows £'000	At 31 July 2025 £'000
College Cash in hand and at bank	1,556	1,243	2,799
TOTAL	1,556	1,243	2,799

15. SHORT TERM INVESTMENTS

	At 31 July 2024 £'000	Cash flows £'000	At 31 July 2025 £'000
College Cash on deposit for 3 to 6 months	1,500	100	1,600
TOTAL	1,500	100	1,600

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £'000	2024 £'000
Trade creditors	378	1,170
Taxation and social security	163	178
Other creditors	171	162
Deferred income – capital grants	534	420
Deferred income – revenue grants	740	622
Holiday pay accrual	321	296
Accruals and deferred income	991	978
	3,298	3,826

17. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	2025 £'000	2024 £'000
Deferred income – capital grants	5,625	5,416

18. PROVISIONS

	Defined benefit obligations £'000	Enhanced pensions £'000	Total £'000
At 1 August 2024	-	139	139
Decrease in provision	-	(16)	(16)
At 31 July 2025	-	123	123

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government Pension Scheme. Further details are given in note 21 including the treatment of an unrecognised surplus.

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

The principal assumptions for this calculation are:	2025 £'000	2024 £'000
Interest Rate	5.5%	4.8%
Inflation Rate	2.7%	2.8%

19. OPERATING LEASES

At 31 July 2025, the College had outstanding commitments for future minimum lease payments under non-cancellable operating leases as follows:

Land and buildings

	2025 £'000	2024 £'000
Due within one year	131	115
Later than one year and not later than five years	526	461
Later than five years	1,631	1,431
Total Future minimum lease payments due	2,288	2,007

A total of £125k was recognised as an operating lease expense in the year (2024 £115k).

Equipment

	2025 £'000	2024 £'000
Due within one year	21	14
Later than one year and not later than five years	58	6
Total Future minimum lease payments due	79	20

A total of £18k was recognised as an operating lease expense in the year (2024 £17k).

20. FINANCIAL COMMITMENTS

As at 31 July 2025 the College had £95k of commitments for equipment orders (2024 £196k) and £9k of commitments for building works (2024 £1,056k).

21. DEFINED BENEFIT OBLIGATIONS

The College's employees belong to two principal employment benefit plans, the Teachers' Pensions Scheme (TPS) for academic and related staff, and the West Yorkshire Pension Fund for non-teaching staff. Both are defined benefit plans.

The total pension cost for the period:	**2025 £'000**	**2024 £'000**
Teachers' Pension Scheme: contributions paid	798	760
West Yorkshire Pension Fund –contributions paid	571	601
Defined benefit obligation accounting adjustment	(72)	(107)
Enhanced pension charge to Statement of Comprehensive income	(14)	(16)
Total pension cost for the year within staff costs	1,283	1,238

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £155k (2024 £142k) were payable to the schemes at 31st July and are included within creditors.

Teachers' Pension Scheme

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

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

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

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

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

The latest actuarial review of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222.2 billion giving a notional past service deficit of £39.8 billion.

As a result of the valuation, new employer contribution rates were set at 28.68% of pensionable pay from 1 April 2024. The Department for Education agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2023-24 and 2024-25 academic years.

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

The pension costs paid to TPS in the year amounted to £798k (2024: £760k).

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined benefit scheme, with the assets held in separate funds administered by the West Yorkshire Pension Fund (WYPF). The total contribution made for the year ended 31 July 2025 was £773k of which employers' contributions totalled £580k and employee's contributions totalled £194k. The contribution rates from April 2017 have been 5.5% - 9.9% for employees based on salary levels. The employers' contribution rates have been as follows:

April 2021 - 18.3%
April 2022 - 19.1%
April 2023 - 19.3%
April 2024 - 19.5%
April 2025 - 16.6%

21. DEFINED BENEFIT OBLIGATIONS (CONTINUED)
Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2019 updated to 31 July 2023 by a qualified independent actuary.

	At 31 July 2025	At 31 July 2024
Rate of increase in salaries	3.75%	3.85%
Rate of increase for pensions in payment/inflation	2.5%	2.6%
Discount rate for scheme liabilities	5.8%	5.0%
Inflation assumption (CPI)	2.5%	2.6%
Commutation of pensions to lump sums – maximum cash v 3/80th cash	75%	75%

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations at age 65 are:

	At 31 July 2025	At 31 July 2024
Aged 65 at accounting date		
Males	20.9	20.7
Females	24.1	24.0
Aged 45 at accounting date		
Males	21.8	21.7
Females	24.8	24.7

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

	Value at 31 July 2025 £'000	Value at 31 July 2024 £'000
Equities	16,468	15,473
Government Bonds	2,105	1,717
Other Bonds	813	781
Property	563	527
Cash/liquidity	375	527
Other	521	488
College share of total market value of assets	20,845	19,513
Present value of scheme liabilities		
Funded	(14,721)	(16,498)
Unfunded	(11)	(13)
Asset/Deficit in the scheme	6,113	3,002
Notional surplus not recognised	(6,113)	(3,002)
	-	-

21. DEFINED BENEFIT OBLIGATIONS (CONTINUED)

As the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a notional surplus. As management do not consider that the College will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102.

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

	2025 £'000	2024 £'000
Amounts included in staff costs		
Current service costs	505	502

	2025 £'000	2024 £'000
Amounts included in financing costs		
Net finance cost	(157)	8

	2025 £'000	2024 £'000
Amounts recognised in Other Comprehensive Income		
Return on pension plan assets excluding amounts included in net interest	249	1,174
Actuarial (loss)/gain on liabilities in defined benefit pension scheme	2626	(6)
Management reduction in Actuarial gain on liabilities in defined benefit pension scheme	(3,111)	(1,371)
Actuarial gain on liabilities in enhanced pension provision	9	11
Amounts recognised in Other Comprehensive Income	(227)	(192)

	2025 £'000	2024 £'000
Movement in net defined asset / (liability) during year		
Deficit in scheme at 1 August	-	-
Movement in year:		
Employer's service costs (net of employee contributions)	(505)	(502)
Employer's contributions	577	609
Net interest	164	96
Actuarial gain	2,875	1,168
Notional surplus not recognised	(3,111)	(1,371)
Net defined asset at 31 July	-	-

21. DEFINED BENEFIT OBLIGATIONS (CONTINUED)

	2025 £'000	2024 £'000
Asset and Liability Reconciliation		
Changes in the present value of the defined benefit obligations		
Defined benefit obligations at start of period	16,511	15,562
Current service cost	505	502
Interest cost	815	771
Contributions by scheme participants	193	189
Changes in financial assumptions	(2,626)	6
Estimated benefits paid	(666)	(519)
Defined benefit obligations at end of period	14,732	16,511

Fair value of plan assets at the start of period	16,511	15,562
Interest on plan assets	979	867
Return on plan assets less interest on plan assets	249	1,174
Employer contributions	577	609
Contributions by scheme participants	193	189
Estimated benefits paid	(666)	(519)
Notional surplus not recognised	(3,111)	(1,371)
Fair value of plan assets at the end of the period	14,732	16,511

The impact of the pension liability on the College's reserves is

	2025 £'000	2024 £'000
Income and Expenditure before pension liability	3,915	3,154
Pension liability	-	-
Income and expenditure account	3,915	3,154

On 26 October 2018, the High Court handed down a judgement involving the Lloyds Banking Group's defined benefit pension schemes. The judgement concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits ('GMP'). There has also been court action regarding age discrimination in the fire service with regard to pension benefits. The impact on the LGPS, and the financial impact has been reflected in the FRS102 LGPS positions for the since the 2018/19 accounts. The 2021/22 and 2022/23 valuations include a prospective allowance for McCloud liabilities of 1.07% of Pensionable Pay over the accounting period.

22. RELATED PARTY TRANSACTIONS

Due to the nature of the College's operations and the composition of the Corporation, being drawn from local public and private sector organisations, it is possible that transactions will take place in which a member of the Corporation may have an interest. All transactions are, however, conducted in accordance with the College's financial regulations and normal procurement procedures.

No expenses have been paid to or on behalf of the Corporation during the year for travel and subsistence expenses and other out of pocket expenses incurred in attending Corporation meetings and charity events in their official capacity.

No member of the Corporation has received any remuneration or waived payments from the College or its subsidiaries during the year (2024 – none).

Transactions with funding bodies are detailed in note 2.

During the year Shipley College Developments Limited, a wholly owned subsidiary of the College, made no sales to the College (2024: nil).

During the current and previous years Shipley College made no sales to Shipley College Developments Limited.

At 31 July 2025 Shipley College Developments Limited owed Shipley College £1k (2024 £1k).

23. AMOUNTS DISBURSED AS AGENT

Learner Support Funds	**Year ended 31 July 2025**	**Year ended 31 July 2024**
	£'000	**£'000**
Funding body grants		
16-18 discretionary bursary fund	267	231
Advanced learning loan bursary fund	2	24
TOTAL	269	255
Disbursed to students	(178)	(209)
Staffing	(9)	(10)
Balance unspent in the year	82	36

Learner Support Funds	**Year ended 31 July 2025**	**Year ended 31 July 2024**
	£'000	**£'000**
Balance at 1 August 2024 included in creditors	36	31
Funds returned to the funding body	(20)	(31)
Funds retained due to reassessment of clawback	-	-
Funds unspent in year	66	36
Balance at 31 July 2025 included in creditors	82	36

AMOUNTS DISBURSED AS AGENT (CONTINUED)

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

The Salt Foundation

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Balance at 1 August included in debtors/(creditors)	10	39
Paid to staff engaged by the College	175	173
Paid to suppliers on behalf of the charity	114	135
Income retained	20	16
Funds received from the charity	(357)	(353)
Funds received on behalf of the charity	-	-
Balance at 31 July included in (creditors)/debtors	(38)	10

The College acts as the managing agent for The Salt Foundation to handle the costs of running the Victoria Hall, Saltaire as an events venue on behalf of The Salt Foundation. All costs incurred are reimbursed by the Salt Foundation. In these circumstances related expenditure is therefore excluded from the Statement of Comprehensive Income.

The income from providing this service and all other transactions with The Salt Foundation, including expenditure incurred by the College for its use of space in the Victoria Hall, and the rent of the Salt and Exhibition buildings is included in the Statement of Comprehensive Income.