wqe | Wyggeston & Queen Elizabeth I College

WQE AND REGENT COLLEGE GROUP

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2025

KEY MANAGEMENT PERSONNEL, BOARD OF GOVERNORS AND PROFESSIONAL ADVISORS

KEY MANAGEMENT PERSONNEL

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

Paul Wilson	Principal and Accounting Officer
Carolyn Davies	Associate Principal - Finance, Estates and Risk (retired 14 August 2025)
Daanyaal Ismail	Chief Financial Officer and Associate Principal - Finance, Estates and Risk (from 8 September 2025)
Andrew Jackson	Associate Principal - Curriculum and Progression
Sarah Oldfield	Associate Principal - Learning and People Strategy
Tim Rogers	Associate Principal - QA and Improvement Planning
Donna Trusler	Associate Principal - Students and Welfare

BOARD OF GOVERNORS

A full list of Governors is given on pages 15 to 17 of these financial statements. Rachel Middleton was the Director of Governance to the Corporation for the year under review.

PRINICPAL PLACE OF BUSINESS

WQE and Regent College Group
University Road
Leicester
LE1 7RJ

PROFESSIONAL ADVISORS

Financial statements auditors and reporting accountants:

RSM UK Audit LLP
Rivermead House
7 Lewis Court
Grove Park
Leicester
LE19 1SD

Bankers:

Lloyds Bank plc
Butt Dyke House
33 Park Row
Nottingham
NG1 6GY

Solicitors:

Nelsons Solicitors
Penine House
8 Stanford Street
Nottingham
NG1 7BQ

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025

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STRATEGIC REPORT

OBJECTIVES AND STRATEGIES

The Governing Body present their annual report together with the financial statements and auditor's report for the WQE and Regent College Group 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 WQE and Regent College Group. The College is an exempt charity for the purposes of Part 3 of the Charities Act 2011.

On 29 March 2018, Wyggeston & Queen Elizabeth I College merged with Regent College by way of a Type B merger. The rights, assets and liabilities of Regent College were passed to Wyggeston & Queen Elizabeth I College with effect from the merger date. The name of the merged College was changed to WQE and Regent College Group with effect from 29 March 2018, with the approval of the Secretary of State.

MISSION

Governors are committed to ensuring that the College meets the needs of the communities it serves, provides a high quality education for all its students and uses its resources in the most efficient and effective way. WQE and Regent College Group (WQE) serves Leicester, Leicestershire and the surrounding areas as a provider of distinctive, accessible and high quality sixth form education, enabling Level 3 success and supporting progression to Higher Education and the early development of young professionals.

PUBLIC BENEFIT

WQE is an exempt charity under Part 3 of the Charities Act 2011 and is regulated by the Secretary of State for Education. The members of the Corporation (the Governing Body), who are trustees of the charity, are disclosed on pages 15 to 17. 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.

In delivering its mission, the College provides identifiable public benefits through the advancement of education to over 3,850 students without charge. 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. This Report sets out the College's strategic objectives, key indicators, student achievements and curriculum developments all of which demonstrate the College's aim of delivering an outstanding education for its students.

STRATEGY AND OBJECTIVES

The College has a regularly reviewed strategic development plan and during 2024/25 medium term strategic plans were reviewed and updated, taking account of our operating context as well as building on previous strategic plans. The college has now confidently emerged from the challenging pandemic period which had impacted significantly on our plans for strategic development and the Corporation updated and reconfirmed commitment to the mission the College. This is to serve Leicester, Leicestershire and the surrounding areas as a provider of distinctive, accessible and high quality sixth form education, enabling level three success, and supporting progression to Higher Education and the early development of professionals. The strap line of 'Preparing Young Professionals' is now well established and guides all aspects of planning and delivery.

The Corporation monitors the development and performance of the College against eleven strategic areas that make up the strategic plan:

1) Extending Reach and Student Recruitment Strategy
2) Curriculum and Skills, including Preparing Young Professionals Strategy
3) Teaching and Learning Strategy
4) Quality Improvement Strategy

5) People Strategy
6) Digital Strategy
7) Student Engagement, Safety and Support
8) Sports, Culture and Arts Strategy
9) Financial Planning and Strategy
10) Sustainability Strategy
11) Estates Strategy

The College engages with all its stakeholders to develop critical aspects of life and learning at WQE as we continue to embed our five interrelated key themes articulating the uniqueness of WQE; **Curiosity, Commitment, Challenge, Community and Consideration**.

The College's principal strategic objectives are:

- Provide a high quality and accessible sixth form college experience for the benefit of young people in Leicester and Leicestershire in particular
- Focus on the 16-19 age group and be specialists in this age range
- Provide an inclusive academic and classroom-based vocational curriculum offer, from Entry level to Level 3, including SEND provision
- Give high priority to the development of the skills and attributes for adult life, learning to be effective citizens
- Provide coherent academic and pastoral support, appropriate to this age group, maintaining a single point of contact for each student to provide this coherence, with three-way engagement between students, the College and parent/carers
- Provide well supported transition to a new and high-quality learning environment and supporting preparation for the opportunities beyond the 16-19 phase
- Provide a clear step to greater independence, supporting preparation and readiness for young adulthood
- Provide a more mature learning community than is typical in a school environment, where young people come together from across the local area and learn to be active valued members of a diverse community
- Prepare our students for success in higher education, further training and/or sustained employment, ensuring they have resilience and the flexibility to adapt and make the most of emerging opportunities in the future
- Ensure sustainability is at the heart of our work, including by engaging, educating and empowering our students in respect of sustainability issues to make a key difference now and in the future.

The overarching strategic development and financial plans are supported by operational Development and Quality Improvement Plans. Key targets for 2024/25 and achievement against these indicators is addressed below:

Development plan target	Target 2024/25	Outcome 2024/25
Student Recruitment - number of full-time 16-19 students	3,856	3,853
Student Outcomes:		
A Level pass rate	98%	95%
A Level high grades (A* - B)	50%	36%
Level 3 Vocational pass rate	98%	97%
Finance - financial health category	Good	Outstanding
Quality – Ofsted rating for overall effectiveness	Good or better	Good

16-19 student numbers in 2024/25 were in line with the College's target and the prior year (2023/24 - 3,786).

Significant work continues to be undertaken with regard to student recruitment to ensure that students enrol on the appropriate programmes and having regard to the physical capacity of the College. In 2025/26, the 16-19 student number is expected to show modest growth, reflecting the increasing 16-19 demographic in the local areas and the physical capacity of the College. The positive impact of the past merger on the combined curriculum offer and the demographic growth in year 11 school cohorts in the City gives the College confidence that future student number targets are achievable. Future student number targets are closely linked with planning for the development of the estate.

The vast majority of the provision of the College is A Level and Level 3 vocational. The College also provides a small number of courses at all levels below this to support progression to Level 3 programmes. The Corporation closely monitors outcomes of all courses and regularly reviews the programmes offered in line with the College's mission.

The College has a quality improvement strategy and is investing considerable efforts into continuing to improve achievement rates and student progress. Strengthening the approach to data analysis, in order to better identify sub-groups where performance gaps exist, has been a key part of this work and this approach continues to be embedded into our quality improvement strategy. A particular priority in 2024/25 was the further raising of the outcomes on our vocational provision. This work resulted in an increase of almost 5.3 percentage points in the achievement rate of our Level 3 vocational provision and a 4.5 percentage points increase in the achievement rate on our Level 2 vocational provision.

In March 2024, the College was inspected by Ofsted and received a Good rating for overall effectiveness and a Good rating for all sub-categories:

- Overall effectiveness is Good
- The quality of education is Good
- Behaviour and attitudes are Good
- Personal development is Good
- Leadership and management are Good
- Education programmes for young people are Good

FINANCIAL OBJECTIVES

The College's Financial Objectives for 2024/25 included the following key targets:

- operation of sound and efficient financial management and operating controls with improvements to financial systems kept under review;
- maintain a sound operating financial basis, measured against the key indicators in the table below;
- ensure that proposals for cost savings are costed and planned to ensure implementation can be achieved in line with financial plans;
- to ensure the College has adequate resources to fulfil its mission and provide opportunities for the highest quality of education within the best possible environment with well qualified and well motivated staff.

Other than performance against DfE funding target, the College met or exceeded its financial objectives for 2024/25. Performance against DfE funding target reflects student numbers; recruitment in 2024/25 was very slightly below target. The Corporation reviewed the key indicators in June 2025 and, having regard to the financial environment the College is operating in, agreed the indicators set out below for 2025/26.

Indicators	Financial Objective 2025/26	Actual 2024/25	Financial Objective 2024/25
Cash days in hand	60	65	60
Current ratio in excess of	1.50	2.46	2.0
Cash flow from operations	Positive and covering interest and debt repayments (if applicable)	£2,126k	Positive and covering interest and debt repayments (if applicable)
Performance against DfE funding target	100%	103%	100%
Financial Health Grade	Good	Outstanding	Good

The College has continued to invest significantly in its estate, completing the third package of its long term estates strategy in September 2025. Careful financial management has allowed the College to plan for and deliver significant investment into its estate as part of the vision to ensure outstanding teaching and learning facilities, including specialist spaces.

The ability of the College to progress identified future projects, including decarbonisation works, will be dependent on capital funding available from funding bodies.

The impact of inflation has contributed to a challenging financial environment, particularly the impact on utility costs and pay inflation, which has not been fully matched by a corresponding increase in funding rates. A key financial objective for 2024/25 is to ensure that the difficult financial environment the College is operating in is fully taken into account and contingency proposals for financial savings are costed and planned to ensure that implementation can be achieved if and when necessary.

The Department for Education (DfE) introduced new controls for the College on 29 November 2022 on the day the Office for National Statistics reclassified colleges as public sector organisations in the national accounts. The College has reviewed its policies, procedures and approval processes in line with the latest College Financial Handbook, to ensure there are systems in place to identify and appropriately manage any transactions for which DfE approval is required. These changes have not had a material impact on the College's operations or financial position or the basis on which the financial statements are prepared.

PERFORMANCE INDICATORS

Internal KPI's and the College's performance against them have been set out above.

The College is committed to observing the importance of sector measures and indicators including measures that are assessed externally including Financial Health, delivery against funding targets and achievement rates. The College's Financial Health is Outstanding for 2024/25.

FINANCIAL POSITION

FINANCIAL RESULTS

WQE generated a surplus in the year, before FRS 102 defined benefit pension adjustments, of £487k (2023/24 – surplus of £756k) with total comprehensive income for the year of £492k (2023/24 – £789k). The surplus for the year of £949k (2023/24 - £1,084k) is after reflecting £462k in relation to FRS 102 credits (2023/24: £332k).

At 31 July 2025, the Group had accumulated reserves of £23,629k (2023/24 - £23,137k) and cash and investment balances of £7,160k (2023/24 - £7,607k). The College regularly reviews the extent of its reserves and cash balances to allow it to invest in its estate and manage the difficult external funding environment.

Tangible fixed asset additions in the year amounted to £2,960k (2023/24 - £1,895k), of which additions to land and buildings amounted to £0k (2023/24 - £1,569k), assets in the course of construction were £2,173k (2023/24 £87k) and IT equipment was £787k (2023/24 - £239k). Additions in the year primarily relate to the refurbishment works to the estate and the IT infrastructure and hardware replacement programme.

The College has significant reliance on the education sector funding bodies for its principal funding source, largely from recurrent grants. In 2024/25 the funding bodies provided 98% of the College's total income (2023/24 – 97%). This reliance on funding body income is expected to continue in 2025/26, and future years.

The College has one subsidiary company, QED (Leicester) Ltd, which has been dormant during the year ended 31 July 2025.

FINANCIAL PLAN AND FORECASTS

The Corporation approved the budget in June 2025 which set objectives for 2025/26. In April 2025, financial forecasts were considered by the Corporation for the three-year period to 2028. The College aims to maintain a financial health rating of at least Good during this period.

TREASURY POLICIES AND OBJECTIVES

The College has a treasury management policy and procedures in place, which sets out treasury management arrangements to manage cash flows, banking arrangements and the risks and approvals associated with these activities.

CASH FLOWS

The net cash inflow from operating activities in the year was £2,126k (2023/24 - £1,091k).

RESERVES POLICY

In December 2024, the College adopted a formal Reserves Policy to guide future financial decision-making. The policy establishes the minimum levels of cash working capital and unrestricted reserves considered appropriate by the Corporation to ensure that the College can meet its short-term obligations while maintaining long-term financial sustainability. It also recognises the importance of maintaining sufficient reserves to support the College's core activities and charitable objectives in the event of unforeseen financial pressures.

Restricted and endowed funds are, by their nature, subject to external conditions and therefore not generally available for operational purposes. Accordingly, only unrestricted reserves may be applied at the discretion of the Corporation in furtherance of the College's objectives.

As at 31 July 2025, Group reserves include £411k (2023/24: £417k) held as restricted funds. The income and expenditure reserves (unrestricted funds excluding revaluation reserves) total £17,718k (2023/24: £17,104k). The Corporation has identified an appropriate target level of cash balances of at least £3.3m and a general, unrestricted reserve value of at least £10m (excluding pension provisions). The current reserves position will continue to be reviewed annually against this target, with plans implemented as necessary to bring reserve levels in line with the policy over the duration of the strategic plan through prudent management of financial resources.

GOING CONCERN

After making appropriate enquiries, the Corporation considers that the College has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

CURRENT AND FUTURE DEVELOPMENTS

FINANCIAL HEALTH

The Financial Health Grade for 2024/25 is Outstanding.

STUDENT NUMBERS

The primary source of funding received by the College is from 16-19 DfE funding. This funding is based on student numbers enrolled at the College, using a lagged formula model.

In 2024/25 the College enrolled 3,853 16-19 year-old students, 67 higher than the funded number of 3,786. The cash out-turn generated by these students was £20,464k. The funding allocation for these students was £19,875k giving a funding surplus of £589k.

The College had 5 students funded through the Adult Education Budget. The overall funding outturn was £28k, which was £10k lower than the original allocation for 2024/25 of £38k. The reconciliation process, taking into account funds received for learner support results in a clawback which has been provided for in the 2024/25 accounts.

STUDENT ACHIEVEMENTS

A majority of the College's provision is for full-time students aged 16 to 19 on level 3 courses. These Level 3 students studied GCE, A level and equivalent and vocational courses. A wide range of courses are also provided for students with lower levels of prior attainment. There are clear pathways for progression onto Level 3 courses, providing excellent opportunities for these students.

The College has good levels of student achievement, as evidenced by the following outcomes:

- All qualifications retention rates of 90.6% and pass rates of 94.9%
- A-level pass rate of 94.6% with 36.4% High Grades (A*-B)
- Level 3 vocational pass rate of 97.1% with 47.8% achieving High Grades
- All GCSE pass rate of 94% with 54.7% High Grades (4-9)
- English GCSE pass rate of 99.3% with 68.5% High Grades (4-9)
- High progression rates to positive destinations and higher education.

The progression outcomes for those students who left the College at the end of their course in 2023 were excellent. 94% of all leavers secured positive progression, with 73.5% of level 3 students progressing to Higher Education and 14.5% moving on to apprenticeships or other work-based training. The vast majority of students on lower-level courses secured positive progression with the majority continuing in education; 63% of whom continued to the next level of course at the College.

CURRICULUM DEVELOPMENTS

The College seeks to provide a high quality, inclusive sixth form education for young people in the local area with a focus primarily on enabling progression from Key Stage Four to Level 3 study and achievement, thus facilitating progression into higher education and the early stages of professional careers for those who have these aspirations. Consequently, the curriculum is planned to respond to the education and skills needs of our students and their communities, as well as the key national and local priorities that align to the College's mission. Within this, the efficiency, viability and potential to assure quality of provision are key areas that the College will consider when determining the exact curriculum mix, which is kept under continuous review. As part of this continuous review process, the College is proactively preparing for the impact of the national reshaping of the general vocational courses that the College currently offers. The College seeks to enable participation, progression and the fulfilment of aspiration.

The College has a Curriculum Statement, reviewed annually, which is its statement of curriculum policy and intent. In 2024/25 all full-time students followed a curriculum with two main elements:

1. A main programme of courses including A levels or the equivalent, classroom based vocational courses and GCSEs;
2. A programme of extension options, enrichment, personal development and guidance.

The College does not offer the AS qualification as a stepping stone towards the A level qualification, though a small number of stand alone AS level courses are offered.

PAYMENT PERFORMANCE

The Late Payment of Commercial Debts (Interest) Act 1998, in the absence of agreement to the contrary, requires organisations to make payments to suppliers within 30 days. The target set by the Treasury for payment to suppliers within 30 days is 95%; the College believes it meets this target. The College incurred no interest charges in respect of late payment during the year under review.

POST BALANCE SHEET EVENTS

There are no post balance sheet events of significance.

FUTURE DEVELOPMENTS

The 10-year Estates Strategy was approved by the Corporation in June 2020, with the first three packages of work completed by September 2025. Future packages of works will continue to enable the bringing together of our curriculum and support areas, creating thriving hubs of best practice and the further improvement of the quality and flexibility of general teaching spaces, improving teaching and working conditions for large numbers of staff and students in the College.

The Estates Strategy recognises the ongoing requirement for investment across both campuses to refurbish and remodel facilities, ensuring the provision of an outstanding learning environment for all students through modern and dynamic teaching spaces. The Strategy also outlines a medium- to long-term programme of planned maintenance and focuses on enhancing the existing estate to improve energy efficiency and reduce carbon emissions.

The speed at which our Estates Strategy can be delivered is dependent on the availability of capital funding for sixth form colleges.

The College is reviewing the delivery of all areas of its work, including a review of the curriculum offer, and course delivery locations to support improved flexibility, efficiency and utilisation. Government proposals for the future of vocational qualifications is also a key part of our review of our curriculum offer. The College has recognised a need to continue to grow income alongside implementing plans to further improve efficiency in order to ensure its financial viability given the funding reductions and inflationary pressures anticipated in 2025/26 and future years.

The College undertakes comprehensive and regular financial forecasting, incorporating the financial impact of strategic plans, normally looking five years ahead. Taking account of its current position, strategic plans and the principal risks that it faces, the College believes that it will be able to continue in operation and meet its liabilities for the foreseeable future.

RESOURCES

The College has a variety of resources that it can deploy in pursuit of its strategic objectives. Tangible resources include the main College sites, including the new and refurbished buildings.

Financial:
The Group has £23,629k of net assets. This is stated after taking account of capital grants due after one year of £5,225k.

People:
The College employs 273 people expressed as full time equivalents, of whom 133 are teaching staff. The average headcount for the college was 369 of whom 158 are teaching staff.

Reputation:
The College has a strong reputation locally and nationally. Maintaining the all round high quality of education offered at the College is essential for the College's success in attracting students and maintaining external relationships.

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 its assets, reputation and financial stability. The Corporation has overall responsibility for risk management and its approach to managing risks and internal controls is explained in the Statement on Corporate Governance.

The College's Leadership Teams undertake systematic and regular reviews of the risks to which the College is exposed, including any risks which may arise as a result of new areas of work, or major projects, being undertaken by the College, or external factors such as changing government policy, the legacy impact of the pandemic, the digital environment and the impact of global inflationary pressures. They identify systems and procedures, including specific preventative actions which attempt to mitigate any significant potential impact on the College.

A risk register is maintained at College level which is reviewed at least twice yearly by the Audit & Risk Committee and the Corporation. The risk register identifies the significant 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 main risk factors affecting the College are set out below, along with the actions being taken to minimise them. Not all of these factors are within the College's control. Other factors besides those listed below may also adversely affect the College.

National Policy on Post-16 education

Strategic positioning as a provider of post-16 education and large scale A level and vocational classroom based learning provision is threatened by national policies promoting new competition, an environment that undermines partnership working and which could phase out key vocational qualifications. The government is currently undertaking a major review of curriculum and assessment which may impact on the College's curriculum offer. In addition, there may be industrial relations tensions in the sector resulting from national policies impacting workload and pay expectations.

This risk is mitigated in a number of ways:

- Engagement with key agencies and partners to maximise awareness of emerging plans
- Maintain and build on the SFC brand locally, linked to targeted marketing
- Ensure potential to be able to sustain the breadth of provision across levels and course types
- Develop and implement an ambitious estates strategy, supporting capacity to cluster specialisms and teams
- Implementation of nationally negotiated pay settlements

Financial

The College has considerable reliance on continued government funding through the education sector funding bodies. In 2024/25, 98% of the College's revenue was ultimately publicly funded and this level of reliance is expected to continue. Recent declines in real terms funding linked to rising delivery costs could affect the capacity of the College to consistently ensure cash generation to sustain investment. The College is currently operating in an environment with significant inflationary pressures leading to the real terms funding decrease, particularly in relation to pay expectations. Competition for staff is making recruitment challenging in a number of specialist support areas in particular. Access to capital funding for sixth form colleges is extremely restricted. In the longer term, the loss of the Teachers' Pension Grant remains a key risk.

This risk is mitigated in a number of ways:

- Regular review of expenditure as part of 3-5 year financial planning cycles
- Remain focussed on the management of curriculum cost, including staff utilisation and the efficiency of all programmes of study whilst remaining committed to enrichment and support beyond the core curriculum
- Implementation of nationally negotiated pay settlements
- Identify and develop opportunities to extend and improve the efficient use of technology

Property Strategy

The College has invested considerable resources in improving and developing its estate to deliver an outstanding environment for teaching and learning and has ambitious plans for the future. The grant funding available to Sixth Form Colleges is limited and difficult to access. If successful, delivery of capital projects within the timelines for grant funded investment is challenging. Without further investment in the estate, the College may be unable to accommodate the growth in student numbers in the medium term, as indicated by the current demographic data. The current economic environment is increasing the cost of capital projects and supply chains are increasingly challenging. The College's estate is of an age that significant investment will be required to deliver the College's aspirations in relation to reducing carbon emissions.

This risk is mitigated in a number of ways:

- Approval of a phased Estates Strategy in June 2020, ensuring that the potential of the estate is fully realised in the most efficient way.
- A significant part of the College's building stock has already been replaced or thoroughly refurbished reducing the scale of works required in the short/medium term.
- The College is proactive in bidding for funds to support its property strategy where there are opportunities.
- Careful management of the College's cash reserves has ensured that the College has certain funds available for infrastructure projects.

Technological change and Digital Infrastructure

The College would experience operational difficulties from disruption to its digital infrastructures. The speed of technological change is a risk, especially in the context of increases in cyber attacks in education institutions requiring constant vigilance and review. AI creates new potential compliance challenges and technological change and AI also present emerging risk to other core areas.

This risk is mitigated in a number of ways:

- IT systems are routinely backed up and secured in appropriately controlled environments
- Significant investment in network security infrastructures
- Increased focus on security tools
- Development of a College-wide Digital Strategy
- Consultant advice and external assurance where appropriate

STAKEHOLDERS

In line with other colleges, WQE has many stakeholders. These include:

- Current, future and past students
- Parents/carers of these students
- Our staff and their trade unions. The trade unions of which WQE staff are members are the National Education Union (NEU), the National Association of Schoolmasters Union of Women Teachers (NASUWT) and Unison
- Education sector funding bodies
- Our partner schools
- Our Local Authorities and Leicester and Leicestershire Business and Skills Partnership (LLBSP)
- The wider local community
- Other FE institutions

The College recognises the importance of these relationships and engages in regular communication with all its stakeholders.

STREAMLINED ENERGY AND CARBON REPORTING (SECR)

The College's SECR reporting for the year ended 31 July 2025 is available on our website.

GENDER PAY GAP REPORTING

The College's most recent Gender Pay Gap reporting, for the snapshot date of 31 March 2025, is available on our website.

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 at the College.

The information below is presented in relation to the year ended 31 March 2025

1. **Trade Union Representatives and Full-Time Equivalents**

Numbers of employees in the year ended 31 March 2025	FTE employee number
6	4.90

2. **Percentage of working hours spent on Facility Time**

Percentage of time	Number of representatives
0% of working hours	1
1-50% of working hours	5
51-99% of working hours	0
100% of working hours	0

3. **Total pay bill and facility time costs**

Total cost of facility time	£17,239
Total pay bill	£14,899,946
Percentage of total bill spent on facility time	0.12%

4. **Paid Trade Union Activities**

Time spent on paid trade union activities as a percentage of total paid facility time	28.5%

EQUALITY AND DIVERSITY

The following statement, encapsulating the College's commitment in this area, is included as an integral part of all policy documents:

The College is committed to the equality of opportunity and a proactive approach to equality, which supports and encourages under-represented groups, promotes inclusivity and values diversity.

A central part of the College's mission is to maximise the extent to which members of the College, be they students or employees, are able to fulfil their potential. An intrinsic part of this is to ensure that the College redresses inequality where it can – and certainly does not perpetuate such inequality. The College seeks to be fully compliant with appropriate legislation. The College also seeks to practice what is implied in the policies it develops from such legislation. Wherever it can, therefore, the College scrutinises the impact of its work from an equalities perspective, analysing for example its performance in terms of enrolment, achievement and progression for the students and recruitment, selection and employment for staff. Reporting is thorough and emerging issues are addressed.

The College's Single Equalities Scheme is published on the College's Intranets and Website and it has a Single Equality Scheme Action Plan, which is reviewed regularly and monitored by managers and governors. The College has an Equalities and Diversity Forum which meets regularly.

The College considers all applications for employment based solely on merit. 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, as far as possible, provide identical opportunities to those of non-disabled employees.

The College has a regularly updated Equality & Diversity training programme which all staff and governors attend. Refresher training and training for new starters is carried out on an ongoing basis.

DISABILITY STATEMENT

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

a) counselling and welfare services are available to students and staff, including access to a 24/7 helpline all year;
b) all new buildings are accessible. All specialist accommodation is accessible by wheelchair;
c) the College has a range of specialist equipment which can be made available for use by students and staff and uses software that can provide greater flexibility in learning methods for students with disabilities;
d) the admissions policy for all students is included in the Prospectus. The applications of all students with a significant learning difficulty, disability or medical condition are reviewed to see whether a discretionary offer, below the normal level of attainment, would be appropriate. Wherever a member of the Leadership Team has discretion in allowing special arrangements that deviate from normal College practice, disabilities and health considerations will be amongst the factors taken into account;
e) the College has made a significant investment in the appointment of staff to support students with learning difficulties and/or disabilities. Where appropriate, specialist support is bought in. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities;
f) help available is outlined on the College's intranets; the induction processes also include relevant information.

The College is aware of its obligations under the Disability Equality Duty. In particular, it is aware of the need to involve people with disabilities in planning and decision-making and of the importance of promoting a positive attitude to those with disabilities.

DISCLOSURE OF INFORMATION TO AUDITORS

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

Approved by order of the members of the Corporation on 17 December 2025 and signed on its behalf by:

Sarah Thomson
Chair of the Corporation

STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL

The following statement is provided to enable readers of the annual report and accounts 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:

- in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership).
- in full accordance with the Association of Colleges Further Education Code of Good Governance.

The College is committed to exhibiting best practice in all aspects of corporate governance. In the opinion of the Governors, the College complies with the provisions of the Code and it has complied throughout the year ended 31 July 2025. This opinion is based on the self-review of governance arrangements completed during June 2025, where the Corporation determined its governance arrangements collectively, to be graded 'Good' overall. 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.

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.

Members of the Corporation

The members who served on the Corporation during the year and up to the date of signature of this report are set out below.

Members	Date of appointment	Term of office	Date of resignation/ retirement	Status of appointment	Committee Membership 2024/25	Corporation meeting attendance 2024/25
O Ahmed	**16.11.22**	**19.08.24**	**Tenure ended 19.08.24**	**External Governor**	**n/a**	**n/a**
P Ashton	**09.04.25**	**31.08.29**		**External Governor**	**n/a**	**1/1 as Observer** 1/1 as Governor
F Bettsworth	**15.11.23**	**31.08.25**	**Resigned 31.08.25**	**Staff Governor**	**Finance & Resources, Student Experience, Curriculum**	**5/5**
J Black	**reappointed 24.05.23**	**12.07.27**		**External Governor**	**Audit & Risk, Remuneration, Governance & Search**	**5/5**
T Brookes	**01.11.24**	**30.11.24**	**Tenure ended 30.11.24**	**Student Governor**	**n/a**	**0/2**
S Dadge	**18.05.22**	**19.01.25**	**Resigned 19.01.25**	**External Governor**	**Audit & Risk, Governance &**	**0/3**

					Search	
I Fadiga	20.03.24	19.03.25	Tenure ended 19.03.25	Student Governor	n/a	1/3
S Ghumra	16.11.22	31/12/24	Resigned 31.12.24	Parent Governor	Governance & Search, Remuneration Committee	3/3
B Green	29.03.18; re-appointed 13.10.21	30.12.25		External Governor	Remuneration, Student Experience, Curriculum & Outcomes,	5/5
Onkar Korotana	09.04.25	31.08.29		External Governor	n/a	1/1 as Observer 1/1 as Governor
N McGhee	29.03.18; reappointed on 10.03.20	30.06.25	Tenure ended 30.06.25	External Governor	Governance & Search until Dec 2024, Audit & Risk, Finance & Resources	3/5
I McKenzie	09.04.25	31.08.29		External Governor	n/a	2/2 as Observer
A Obadan	09.04.25	31.08.29		Parent Governor	n/a	1/1 as Observer 1/1 as Governor
N O'Brien	15.11.23	26.06.25	Resigned from 26.06.25	External Governor	Audit and Risk, Remuneration, Student Experience, Curriculum & Outcomes	3/5
P Parkinson	29.03.18; reappointed on 10.03.20, 18.05.22 and 26.06.24	31.08.25	Tenure ended 31.08.25	External Governor. Chair of Governors until 31.08.25	Finance & Resources, Governance & Search, Remuneration	5/5
H Peerbhai	09.04.25	31.08.29		External Governor	n/a	1/1 as Observer 1/1 as Governor
J Phillips	29.03.18; reappointed on 10.30.20	27.06.25	Tenure ended 27.06.25	External Governor	Audit & Risk, Remuneration	3/5
A Stone	13.12.23	12.12.27		Staff Governor	Governance & Search, Student Experience, Curriculum & Outcomes	5/5

S Thomson	**04.10.23**	**03.10.27**	**External Governor,** Chair of Governors from 01.09.25	**Audit & Risk, Governance & Search**	**4/5**
P Wilson	**29.03.18**	**Ex-officio**	**Principal**	**Finance & Resources, Governance & Search, Student Experience, Curriculum & Outcomes**	**5/5**
J Zachariah	**01.11.18; reappointed 18.05.22**	**31.10.26**	**External Governor**	**Governance & Search, Student Experience, Curriculum & Outcomes**	**4/5**

Rachel Middleton served as the Director of Governance for the year under review and to the date of signature of this Report.

During 2024/25 Governors and the Director of Governance received a range of training sessions, briefings and Q&A sessions within and outside of Corporation meetings and Governor Conferences, covering a wide range of topics. Governor role profiles clearly reference a Governor's commitment to playing a full part in College life, including ongoing professional development, participation in a review of individual Governors' performance, as well as a cyclical external review of governance.

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, quality matters and personnel related matters such as health and safety and environmental issues. The Corporation met five times over the course of the year. Corporation meetings are face to face meetings whilst Committee meetings retain an option for members to attend online should face to face attendance prove a challenge.

The Corporation discharges all of its functions directly and reviews the arrangements at the end of each year to ensure they continue to be effective. During the period from 1st August 2024 to 31st December 2024, there were three committees, each with terms of reference, which were approved by the Corporation. These committees were Audit & Risk, Remuneration and Governance and Search. From 1st January 2025 the Corporation revised its governance model, based on a recommendation made in its External Governance Review (June 2024) which recommended that two task & finish groups should be formalised into committees. From January 2025, the Corporation implemented two further committees – Finance & Resources Committee and Student Experience, Curriculum & Outcomes Committee. Committees meet three times a year with the exception of the Remuneration Committee, which convenes twice annually.

Full minutes of all meetings, except those deemed to be confidential by the Corporation, are available from the Director of Governance at: WQE and Regent College Group, University Road, Leicester, LE1 7RJ upon request during office hours. Non-confidential minutes of Corporation meetings are available on the College website at www.wqe.ac.uk.

The Director of Governance maintains a register of financial and personal interests of the Governors and members of the Executive Leadership Team. The register is available for inspection at the above address during office hours.

All Governors 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 that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Director of Governance are matters for the Corporation as a whole. Formal agendas, papers and reports are supplied to Governors in a timely manner prior to Corporation and committee meetings. Briefings are also provided on a periodic 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 Accounting Officer of the College are separate.

Appointments to the Corporation

Any new appointments to the Corporation are a matter for the Corporation as a whole. The Corporation has a Governance & Search Committee consisting of the Chair and Vice Chair of the Corporation, the Principal and a minimum of three other Corporation members. The Committee is responsible for the selection and nomination of any new member for the Corporation's consideration. The Corporation is responsible for ensuring that appropriate induction and training is provided as required.

Members of the Corporation are usually appointed for a term of office not exceeding four years and a maximum of two terms of office. During the period, four External Governors and a Parent Governor were appointed.

Remuneration Committee

Throughout the year ended 31 July 2025, the Remuneration Committee comprised the Chair and Vice Chair of the Corporation, the Chair of the Audit & Risk Committee and a minimum of two other Corporation members. The Committee's responsibilities are to make recommendations to the Corporation on the remuneration and benefits of the Accounting Officer and other senior postholders and the Director of Governance, based on an annual review of their performance. The College has adopted the Association of Colleges Senior Staff Remuneration Code.

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

Terms of reference for this Committee were reviewed for 2025 and reflected the requirements outlined in *Guidance for Approval of Senior Pay* and in HM Treasury's *Managing Public Money*.

Audit & Risk Committee

In the year ended 31 July 2025, the Audit & Risk Committee comprised a minimum of four members of the Corporation. The Committee was chaired by a member of the Corporation. The Accounting Officer and Chair of the Corporation are not eligible to serve on this Committee. The Corporation approved the appointment of a Co-opted Member during the period with the appropriate financial qualifications and experience. The Committee operates in accordance with written terms of reference approved by the Corporation annually. The purpose of the Committee is to advise the Corporation on the adequacy and effectiveness of the College's assurance arrangements, framework of governance, risk management and control processes (including any subcontracting arrangements), and assess their application in practice.

The Audit & Risk Committee met three times during 2024/25. The Corporation approves any variation in the Committee's meeting regularity. It provides a forum for reporting by the College's 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 College's funding bodies, as they affect the College's business. In the year ended 31 July 2025, the Committee approved a programme of external assurance on the College's systems of internal control. Specialist external assurance was sought in a number of areas in accordance with the agreed plan. Their findings were reported to management, the Audit & Risk Committee and the Corporation.

Management is responsible for the implementation of agreed audit and assurance recommendations, and the Audit & Risk Committee monitors progress to ensure such recommendations have been implemented. The Audit & Risk Committee also advises the Corporation on the appointment of regularity and financial statements auditors and their remuneration for audit and non-audit work as well as reporting annually to the Corporation.

The members of the Committee and their attendance records for 2024/25 are shown below:

Name of Governor	Overall Committee meeting attendance
J Black	3/3
N O'Brien	2/3
N McGhee	3/3
Hasan Peerbhai	1/1
Jim Phillips	1/1
S Thomson	3/3

Name of Co-opted Member	Overall Committee meeting attendance
S Harvey	0/3

Finance & Resources Committee

The Finance & Resources Committee was constituted by the Corporation from 1st January 2025 and met twice during the period, with agenda items drawn from a business plan approved by the Corporation. The forerunner of this Committee, operational until 31st December 2024, was the Estates & Finance Task & Finish Group.

Student Experiences, Curriculum & Outcomes Committee

The Student Experiences, Curriculum & Outcomes Committee was constituted from 1st January 2025 and met twice during the period, with agenda items drawn from a business plan approved by the Corporation. The forerunner of this Committee, operational until 31st December 2024, was the Student Outcomes Task & Finish Group.

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 Accounting Agreement between the College and the funding bodies. The Principal is also responsible for reporting to the Corporation any material weaknesses or breakdowns in internal control.

The purpose of the system of internal control

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the College's 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 at WQE and Regent College Group for the year ended 31 July 2025 and up to the date of approval of the annual report and accounts.

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 ending 31 July 2025 and up to the date of approval of the annual report and accounts. 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, administrative 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 guidelines;
- the adoption of formal project management disciplines, where appropriate.

The College did not appoint an internal audit service for the year ended 31 July 2025. College management and Governors have assessed the internal controls and developed a Board Assurance Framework, clearly showing the mapping of assurance sources against the risks identified.

The programme of assurance was agreed with the Audit & Risk Committee; the Committee is provided with regular reports on progress of this assurance activity in the College. This basis of targeted external assurance work will continue for the year ending 31 July 2026.

Risks faced by the Corporation

The role of the College's Audit & Risk Committee is to advise the Corporation on matters relating to its audit and risk arrangements and systems of Internal Control. Its minimum terms of reference during the period were determined by the Post- 16 Audit Code of Practice and its successor, The College Financial Handbook. The Corporation receives reports from the Audit & Risk Committee at its meetings where the Corporation considers and endorses courses of action discussed and proposed by the Audit & Risk Committee. The Audit & Risk Committee proposes the areas of focus for an annual programme of external assurance and additional areas are rolled into the programme should an unexpected risk present itself. The Corporation holds a risk register and this is regularly considered at meetings of the Audit & Risk Committee and the subsequent Corporation meetings.

The Audit & Risk Committee reviewed the Significant Risks outlined by the Principal in a dedicated report, outlining risk, impact, likelihood and mitigations at its meetings on 26 November 2024 and 10 June 2025.

Control weaknesses identified

A report on the effectiveness of internal controls is prepared annually by the College for presentation to the Audit & Risk Committee. The External Auditor reported on the audit for the year ended 31 July 2025 and significant findings show:

- No issues to note of management override of internal controls;
- Adequate assurance has been obtained that income recognition is materially correct;
- No issues in relation to the College applying the going concern principle;
- Key areas of Management's judgement in relation to defined benefit pension scheme assumptions were reasonable;
- No instances of irregularity or impropriety;
- No significant deficiencies in the accounting and internal controls systems;
- No significant issues in relation to capital expenditure.

Responsibilities under accountability agreements

The Department for Education (DfE) introduced new controls for the College on 29 November 2022 on the day the Office for National Statistics reclassified colleges as public sector organisations in the national accounts. The DfE communicated these changes to all college accounting officers and explained plans to introduce a college financial handbook in 2024. The College has reviewed its policies, procedures and approval processes in line with the requirements of the new College Financial Handbook to ensure there are systems in place to handle any transactions of which DfE approval is required in accordance with the financial Handbook in 2024, which has the effective date of 1 August 2024.

Statement from the Audit Committee

The Audit & Risk Committee has advised the Governors that the Corporation has an effective framework for governance and risk management in place. The Audit & Risk Committee believes the Corporation has effective internal controls in place.

The specific areas of external assurance work overseen by the Audit & Risk Committee in 2024/25 and up to the date of the approval of the financial statements are:

- Adequacy and security of IT infrastructure/connectivity
- Data Protection policies and procedures
- Document retention policy and privacy notices
- Continued use of existing assurance processes for major capital projects
- Implementation of Thrive at Work action plan
- Mock funding audit in relation to provisional ILR
- Mock funding audit of Bursary spend, policy and procedures

Review of effectiveness

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control. The Principal's review of the effectiveness of the system of internal control in the year ended 31 July 2025 was informed by:

- the work of auditors and other external advisors
- 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 and the reporting accountant for regularity assurance in their management letters and other reports.

The Accounting Officer has been advised on the implications of the result of the reviews of the effectiveness of the systems of internal control by the Audit & Risk Committee, which oversees the operation of the Board Assurance Framework and other sources of assurance and a plan to address weaknesses and ensure continuous improvement of the systems is in place.

The College Executive Leadership Team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within departments and reinforced by risk awareness training. The College's Executive Leadership Team and the Audit & Risk Committee also receive reports from auditors, external advisors and other sources of assurance, which include recommendations for improvement.

The Audit & Risk 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 College Executive Leadership Team and the Audit & Risk Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception.

At its December 2025 meeting, the Corporation carried out the annual assessment for the year ended 31 July 2025 by considering documentation from the executive leadership team and the Audit & Risk Committee and taking account of events since 31 July 2025. The external auditors were also in attendance.

Based on the advice of the Audit & Risk 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*".

Approved by order of the members of the Corporation on 17 December 2025 and signed on its behalf by:

Sarah Thomson	Paul Wilson
Chair of the Corporation	Accounting Officer

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of the corporation of WQE & Regent College Group, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the College's accountability agreement with DfE, and the requirements of the College Financial Handbook. I have also considered my responsibility to notify the Corporation's Board of Governors and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding. I confirm that I, and the Board of Governors, are able to identify any material irregular or improper use of all funds by the Corporation, or material non-compliance with the framework of authorities.

I confirm that no instances of material irregularity, impropriety or non-compliance 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.

Paul Wilson

Accounting Officer

17 December 2025

STATEMENT OF RESPONSIBILITIES OF THE MEMBERS OF THE CORPORATION

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 accountability agreement, 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 College for that 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 (United Kingdom Accounting Standards). 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 UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Assess whether the Corporation is a going concern, noting the key supporting assumptions, qualifications or mitigating actions as appropriate
- 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 a strategic report, in accordance with paragraphs 3.23 to 3.27 of the FE and HE SORP, that 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 the 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 in order to safeguard its assets and to prevent and detect fraud and other irregularities.

The maintenance and integrity of the College website is the responsibility of the Corporation of the College; the work carried out by the 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 the accountability agreement, 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 17 December 2025 and signed on its behalf by:

Sarah Thomson
Chair of the Corporation

INDEPENDENT AUDITOR'S REPORT TO THE CORPORATION OF WQE AND REGENT COLLEGE GROUP

Opinion

We have audited the financial statements of WQE and Regent College Group (the "College") and its subsidiaries (the "Group") for the year ended 31 July 2025 which comprise the consolidated and college statements of comprehensive income, the consolidated and college balance sheets, the consolidated and college statements of changes in reserves, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is 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 Accounts Direction issued by the Department for Education.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the College's affairs as at 31 July 2025 and of the Group's and the College's surplus of income over expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Accounts Direction issued by the Department for Education.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and 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 governors' 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 group's or 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 governors 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 Report and Financial Statements other than the financial statements and our auditor's report thereon. The governors are responsible for the other information contained within the Report and Financial Statements. Our opinion on the financial statements does not cover the other information and 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 this gives rise to 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
We have nothing to report in respect of the following matters where the Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by the Department for Education requires us to report to you if, in our opinion:
- adequate accounting records have not been kept;
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations required for our audit.

Responsibilities of the Corporation of WQE and Regent College Group
As explained more fully in the Statement of the Corporation's Responsibilities set out on pages 24 to 25, the Corporation is responsible for the preparation of 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 Group's and 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 Group or 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 these financial statements.

The extent to which the audit was considered capable of detecting irregularities, including fraud
Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the group audit engagement team:
- obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the group and College operates in and how the group and college are complying with the legal and regulatory frameworks;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Further and Higher Education SORP and the College Accounts Direction published by the Department for Education. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing financial statement disclosures.

The most significant laws and regulations that have an indirect impact on the financial statements are those which are in relation to the Education Inspection Framework under the Education and Inspections Act 2006, Keeping Children Safe in Education under the Education Act 2002 and the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. We performed audit procedures to inquire of management and those charged with governance whether the group is in compliance with these laws and regulations and inspected correspondence and inspected correspondence with licensing or regulatory authorities.

The group audit engagement team identified the risk of management override of controls and income recognition as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates and substantive testing of the existence of income.

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

Use of our report

This report is made solely to the Corporation, as a body, in accordance with the Accountability Agreement published by the Department for Education and our engagement letter dated 28 August 2025. Our audit work has been undertaken so that we might state to the Corporation, as a body, those matters we are engaged 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 Corporation, as a body, for our audit work, for this report, or for the opinions we have formed.

RSM UK Audit LLP

RSM UK AUDIT LLP
Chartered Accountants
Rivermead House
7 Lewis Court
Grove Park
Leicester
Leicestershire
LE19 1SD
Date: 18 December 2025

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

	Notes	2025		2024	
		Group £'000	College £'000	Group £'000	College £'000
Income:					
Funding Body grants	2	22,029	22,029	21,568	21,568
Tuition fees and education contracts	3	-	-	14	14
Other income	4	306	306	322	322
Investment income	5	253	253	239	239
Total income		22,588	22,588	22,143	22,143
Expenditure:					
Staff costs	6	15,944	15,944	14,849	14,849
Other operating expenses	7	4,661	4,661	5,065	5,065
Depreciation	10	1,271	1,271	1,302	1,302
Interest and other finance costs	8	(237)	(237)	(161)	(161)
Total expenditure		21,639	21,639	21,055	21,055
Surplus before other gains and losses		949	949	1,088	1,088
Loss on disposal of tangible fixed assets	10	-	-	(4)	(4)
Surplus before tax		949	949	1,084	1,084
Taxation	9	-	-	-	-
Surplus for the year		949	949	1,084	1,084
Unrealised surplus/(deficit) on revaluation of assets	11	5	5	37	37
Re-measurement of net defined benefit pension liability/asset	22	(462)	(462)	(332)	(332)
Total Comprehensive Income for the year		492	492	789	789
Represented by:					
Restricted comprehensive income		(6)	(6)	33	33
Unrestricted comprehensive income		498	498	756	756
		492	492	789	789

The notes on pages 34 to 54 form part of these financial statements.

CONSOLIDATED AND COLLEGE STATEMENT OF CHANGES IN RESERVES

	Income and expenditure account	Revaluation reserve	Restricted reserves	Total
	£'000	£'000	£'000	£'000
Group				
Balance at 1 August 2023	16,224	5,740	384	22,348
Surplus from the income and expenditure account	1,084	-	-	1,084
Other comprehensive income	(328)	-	33	(295)
Transfers between revaluation and income and expenditure reserves	124	(124)	-	-
Balance at 31 July 2024	17,104	5,616	417	23,137
Surplus from the income and expenditure account	949	-	-	949
Other comprehensive income	(451)	-	(6)	(457)
Transfers between revaluation and income and expenditure reserves	116	(116)	-	-
Total comprehensive income for the year	614	(116)	(6)	492
Balance at 31 July 2025	17,718	5,500	411	23,629
College				
Balance at 1 August 2023	16,222	5,739	384	22,345
Surplus from the income and expenditure account	1,084	-	-	1,084
Other comprehensive income	(328)	-	33	(295)
Transfers between revaluation and income and expenditure reserves	124	(124)	-	-
Balance at 31 July 2024	17,102	5,615	417	23,134
Surplus from the income and expenditure account	949	-	-	949
Other comprehensive income	(451)	-	(6)	(457)
Transfers between revaluation and income and expenditure reserves	116	(116)	-	-
Total comprehensive income for the year	614	(116)	(6)	492
Balance at 31 July 2025	17,716	5,499	411	23,626

The notes on pages 34 to 54 form part of these financial statements.

BALANCE SHEETS AS AT 31 JULY 2025

	Notes	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Non current assets					
Tangible fixed assets	10	23,912	23,912	22,223	22,223
Investments	11	411	411	417	417
		24,323	24,323	22,640	22,640
Current assets					
Trade and other receivables	12	625	625	443	444
Investments	13	4,392	4,392	4,740	4,740
Cash and cash equivalents		2,768	2,763	2,867	2,861
		7,785	7,780	8,050	8,045
Creditors - amounts falling due within one year	14	(3,165)	(3,163)	(2,203)	(2,201)
Net current assets		4,620	4,617	5,847	5,844
Total assets less current liabilities		28,943	28,940	28,487	28,484
Creditors - amounts falling due after more than one year	15	(5,314)	(5,314)	(5,350)	(5,350)
Defined benefit pension schemes (liability)/asset	22	-	-	-	-
TOTAL NET ASSETS		**23,629**	**23,626**	**23,137**	**23,134**
Restricted reserves					
Endowment funds	11	411	411	417	417
Total restricted reserves		411	411	417	417
Unrestricted reserves					
Income and expenditure account		17,718	17,716	17,104	17,102
Revaluation reserve		5,500	5,499	5,616	5,615
Total unrestricted reserves		23,218	23,215	22,720	22,717
TOTAL RESERVES		**23,629**	**23,626**	**23,137**	**23,134**

The financial statements were approved by the Corporation on 17 December 2025 and authorised for issue and were signed on its behalf by:

Sarah Thomson
Chair of the Corporation

Paul Wilson
Accounting Officer

The notes on pages 34 to 54 form part of these financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS

	Note	*Year ended 31 July 2025*	*Year ended 31 July 2024*
		£'000	*£'000*
Cash flow from operating activities:			
Surplus for the year		949	1,084
Adjustment for non-cash items:			
Depreciation		1,271	1,302
Loss on disposal of tangible fixed assets		-	4
Increase in debtors		(182)	(27)
(Increase)/decrease in creditors due within one year		962	(1,056)
(Decrease)/increase in creditors due after one year		(159)	425
Pensions costs less contributions payable		(462)	(332)
Adjustment for investing or financing activities:			
Investment income		(253)	(239)
Interest payable			-
Net cash flow from operating activities		**2,126**	**1,161**
Cash flows from investing activities			
Investment income		253	239
New deposits		-	(658)
Payments made to acquire fixed assets		(2,960)	(589)
Deferred capital grants received in the year		123	-
Withdrawal of deposits		348	-
Cash flows from financing activities			
Donation to endowment funds		11	4
Repayments of amounts borrowed			-
Increase/(decrease) in cash and cash equivalents in the year		**(99)**	**157**
Cash and cash equivalents at beginning of year	*18*	2,867	2,710
Cash and cash equivalents at end of year		2,768	2,867
Increase/(decrease) in cash and cash equivalents in the year		**(99)**	**157**

The notes on pages 34 to 54 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1 STATEMENT OF ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES

WQE and Regent College Group is a corporation established under the Further and Higher Education Act 1992 as an English general college of further education. The address of the College's principal place of business is given on page 2. The nature of the College's operations is set out in the Report of the Strategic Report. 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

These financial statements have been prepared in accordance with the *Statement of Recommended Practice: Accounting for Further and Higher Education* (the FE HE SORP), the *College Accounts Direction for 2024 to 2025* and in accordance with Financial Reporting Standard 102 – *"The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland"* (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

The principal accounting policies applied in the preparation of these consolidated and separate financial statements are set out below. These policies have been applied consistently to all the years presented, unless otherwise stated.

The consolidated financial statements are presented in sterling which is also the functional currency of the College.

Monetary amounts in these financial statements are rounded to the nearest whole £1,000, except where otherwise indicated.

Basis of Accounting

The financial statements are prepared in accordance with the historical cost convention as modified by the revaluation of certain fixed assets.

Going Concern

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Members Report. The financial position of the College, its cashflow, liquidity and borrowings are presented in the Financial Statements and accompanying Notes.

The College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

Basis of Consolidation

The consolidated financial statements include the College and its subsidiary, QED (Leicester) Limited, controlled by the Group. QED (Leicester) Limited became dormant in July 2021. Control is achieved where the Group has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. All financial statements are made up to 31 July.

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. 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 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.

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 FRS 102. Where part of a government grant is deferred, the deferred element is recognised as deferred income within creditors and allocated between creditors due within one year and creditors due after more than one year, as appropriate. Other, non-governmental, 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 the 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. Income from restricted purpose permanent endowment funds not expended in accordance with the restrictions of the endowment in the period is transferred from the income and expenditure account to accumulated income within endowment funds.

Accounting for post-employment benefits

Post-employment benefits to employees of the College are principally provided by the Teachers Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). These are defined benefit schemes, which are externally funded and contracted out of the State Second Pension.

Teachers' Pension Scheme
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 Group in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of valuations using a projected unit method. The TPS is a multi-employer scheme but sufficient information is not available to use defined benefit accounting and therefore it is accounted for as a defined contribution scheme, with the amount charged to the statement of comprehensive income being the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments.

Leicestershire Local Government Pension Scheme
The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS 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 operating surplus are the current 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 interest and other finance costs. Actuarial gains and losses, including the effect of the asset ceiling, are recognised immediately in other comprehensive income.

The LGPS assets are managed by the scheme trustees at scheme level, and the determination / allocation of assets to each individual employer in the scheme is managed by the scheme actuary. The assets are allocated to each employer for accounting purposes based on the valuation of the assets at the latest triennial valuation as adjusted for subsequent contributions received from the employer, asset returns and benefit payments made (either on a cash basis or actuarial basis).

The retirement benefit obligation recognised represents the deficit or surplus in the defined benefit plans. Any surplus resulting from this calculation is limited to the present value of any economic benefits available in the form of refunds from the plans or reductions in future contributions to the plans.

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.

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.

Where parts of a fixed asset have different useful lives, they are accounted for as separate items of fixed assets.

Land and buildings:
Land and buildings inherited from the Local Education Authority are stated in the balance sheet at valuation on the basis of depreciated replacement cost, as the open market value for existing use is not readily obtainable. Building improvements made since incorporation 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 their expected useful life to the College of between 10 and 55 years. The College has a policy of depreciating major adaptations to buildings over the period of their useful economic life of between 5 and 55 years.

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated as above.

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 at 31 July 1999 (University Road campus) and in 1996 (Regent Road campus), as deemed cost but not to adopt a policy of revaluations of these properties in the future.

Assets under construction:
Assets under construction are accounted for at cost, based on the value of architects' certificates and other direct costs, incurred to 31 July. They are not depreciated until they are brought into use.

Subsequent Expenditure on Existing Fixed Assets:
Where significant expenditure is incurred on tangible fixed assets after initial purchase it is charged to income in the period it is incurred unless it increases the future benefits to the College, in which case it is capitalised and depreciated on the relevant basis.

Equipment:
Equipment costing less than £500 per individual item is recognised as expenditure in the period of acquisition. All other equipment is capitalised at cost. Computer equipment purchased as part of the College's rolling computer refresh is capitalised. Capitalised equipment is depreciated on a straight line basis over its useful economic life as follows:

Plant	10 years
Furniture, fixtures and fittings	5 to 10 years
Computer and electronic equipment	2 to 5 years

Where equipment is acquired with the aid of specific grants, it is capitalised and depreciated as above.

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

Investments

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

Other Investments
Listed investments held as non-current assets and current asset investments, which may include listed investments, are stated at fair value, with movements recognised in Comprehensive Income. Investments comprising unquoted equity instruments are measured at fair value, estimated using a valuation technique.

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 3 months or less from the date of acquisition.

Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS 102 in full in respect of financial instruments.

Financial assets and liabilities
Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions of the instrument.

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

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets measured at fair value through the profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless arrangement constitutes a financing transaction. A financial asset or financial liability that is payable or receivable within one year is measured at the undiscounted amount expected to be received or paid net of impairment, unless it is a financing transaction.

Financial assets and financial liabilities are offset only when there is a current legally enforceable right to set off the recognised amounts and the intention to either settle on a net basis, or to realise the asset and settle the liability simultaneously.

Derecognition of financial assets and liabilities
A financial asset is derecognised only when the contractual rights to cash flows expire or are settled, or substantially all the risks and rewards of ownership are transferred to another party, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party. A financial liability (or part thereof) is derecognised when the obligation specified in the contract is discharged, cancelled or expires.

Taxation

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within categories covered by sections 478-488 of the 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 receives no similar exemption in respect of Value Added Tax. For this reason the College is unable to recover the VAT it suffers on goods and services purchased. Irrecoverable VAT on expenditure is included in the costs of such expenditure and added to the cost of tangible fixed assets as appropriate, where the expenditure itself is a tangible fixed asset by nature.

The College's subsidiary company became dormant in July 2021 and is not subject to corporation tax and VAT.

Provisions and contingent liabilities

Provisions are recognised when:

- 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 and expenditure 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.

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.

Critical accounting judgements and estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

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 group's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

- The estate is subject to ongoing refurbishment and the College must exercise judgement to determine if these refurbishments are capital in nature or should be treated as an expense against income for the period.

Critical accounting estimates and assumptions:

- *Tangible fixed assets*

Tangible fixed assets 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.

- *Local Government Pension Scheme*

The present value of the Local Government Pension Scheme defined benefit obligation 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 22, will impact the carrying amount of the pension obligation. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions obligation 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 obligation.

Determining the existence of a minimum funding requirement for the Local Government Pension Scheme to be included in the asset ceiling in measuring and recognising a surplus in the scheme requires judgement. This judgement is based on an assessment of the nature of the scheme as a statutory scheme and is the inherent implied continuance and the operation of the primary and secondary contributions.

2 Government Grants

	2025		2024	
	Group	**College**	**Group**	**College**
	£'000	**£'000**	**£'000**	**£'000**
Recurrent grants				
Department for Education - 16-18	20,396	20,396	20,121	20,121
Department for Education - Adult Education Budget	32	32	16	16
Department for Education - Apprenticeships (funded)	-	-	-	-
Specific grants				
Department for Education				
Devolved capital grant	95	95	84	84
Teachers' Pension	897	897	665	665
Post 16 National Insurance Contributions Grant	109	109	-	-
Post 16 Budget Grant	241	241	-	-
Additional Tuition Fund	-	-	132	132
Releases of government capital grants	259	259	550	550
Total	**22,029**	**22,029**	**21,568**	**21,568**

3 Tuition fees and education contracts

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
International students fees	-	-	14	14
Total	**-**	**-**	**14**	**14**

4 Other Income

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Other income generating activity	28	28	25	25
Miscellaneous income	278	278	297	297
Total	**306**	**306**	**322**	**322**

5 Investment Income

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Other investment income	11	11	9	9
Income from bank deposits	242	242	230	230
Total	**253**	**253**	**239**	**239**

6 Staff costs and key management personnel remuneration – Group and College

The average number of persons (including key management personnel) employed by the College during the year, expressed as average headcount and calculated on a monthly basis, was:

	2025	2024
	No.	No.
Teaching staff	158	149
Non teaching staff	211	208
	369	357

Staff costs for the above persons:	2025 £'000	2024 £'000
Wages and salaries	11,493	10,545
Social security costs	1,200	1,027
Other pension costs (Note 22)	2,599	2,280
Payroll sub total	15,292	13,852
Contracted out staffing services	652	997
Total staff costs	15,944	14,849

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College. They are represented by the Executive Leadership Team which comprised the Principal and Associate Principals.

Emoluments of Key Management Personnel, Accounting Officer and other higher paid staff:

	2025 No.	2024 No.
The number of key management personnel including the Accounting Officer was:	6	6

The number of staff who received annual emoluments, excluding pension costs but including benefits in kind, in the following ranges was:

	Other staff 2025 No.	Other staff 2024 No.
£60,001 - £65,000	10	1
£65,001 - £70,000	1	-
	11	1

Key management personnel (including the Accounting Officer) total compensation is made up as follows:

	2025 £'000	2024 £'000
Salaries – gross of salary sacrifice	608	596
National Insurance	80	75
Benefits in kind	-	-
Pension costs	171	150
Total emoluments	859	821

There were no amounts due to key management personnel that were waived in the year.

The College operated two salary sacrifice schemes during the year: childcare vouchers and a cycle to work scheme.

The above emoluments include amounts payable to the Accounting Officer, who was also the highest paid of key management personnel, as shown below.

Accounting Officer	**2025**	**2024**
	£'000	**£'000**
Salaries – gross of salary sacrifice	167	159
Benefits in kind	-	-
Pension contributions	48	40
Total emoluments	215	199

The remuneration package of the Principal is subject to annual review by the Remuneration Committee of the Corporation who use benchmarking information to provide objective guidance. The Principal reports to the Chair of the Corporation, who undertakes an annual review of his performance against the College's overall objectives using both qualitative and quantitative measures of performance.

The remuneration of other key management personnel is based on the College's Senior Leadership Scale. Progression up the scale is dependent on acceptable performance, assessed through the College's Performance Review and Development policy.

Relationship of the Principal's pay and remuneration expressed as a multiple:

	2025	**2024**
Principal's basic salary as a multiple of the median of all staff	4.02	3.6
Principal's total remuneration as a multiple of the median of all staff	4.02	3.6

The members of the Corporation, other than the Accounting Officer and the staff members, did not receive any payment from the College except for the reimbursement of travel and subsistence expenses incurred in the course of their duties.

7 Other operating expenses – Group and College

	2025		**2024**	
	Group	**College**	**Group**	**College**
	£'000	**£'000**	**£'000**	**£'000**
Teaching costs	1133	1133	1118	1118
Non teaching costs	1,874	1,874	1,824	1,824
Premises costs	1,647	1,647	2,104	2,104
Catering	7	7	19	19
Total	4,661	4,661	5,065	5,065

Other operating expenses include:

Fees payable to RSM UK Audit LLP in respect of both audit and non audit fees:				
Financial statements audit	59	59	57	57
Other non-audit services				
External non-financial statement audit services	33	33	3	3
Hire of assets under operating leases	40	40	38	38
Payments to subcontractors	534	534	490	490

Fees payable to RSM UK Audit LLP in the table above include VAT. Income receivable by the auditor would be net of VAT.

8 Interest and other finance costs – Group and College

	2025 £'000	2024 £'000
Net interest on defined pension liability (note 22)	(237)	(161)
Total	(237)	(161)

9 Taxation

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

10 Tangible fixed assets – Group and College

	Freehold land and buildings £'000	Assets in the Course of Construction £'000	Equipment £'000	Total £'000
Cost or Valuation				
At 1 August 2024	37,647	87	7,503	45,237
Additions	-	2,173	787	2,960
At 31 July 2025	37,647	2,260	8,290	48,197
Depreciation				
At 1 August 2024	16,694	-	6,320	23,014
Charge for period	865	-	406	1,271
At 31 July 2025	17,559	-	6,726	24,285
Net book amount at 31 July 2025	20,088	2,260	1,564	23,912
Net book amount at 1 August 2024	20,953	87	1,183	22,223

Land and buildings at the University Road Campus were valued in 1999 by GVA Grimley. The valuation at 31 July 1999 was £8,150,000, inclusive of VAT and was at depreciated replacement cost. This basis of valuation was adopted since it was not practical to ascertain an open market value. Land and buildings at the Regent Road Campus were valued in June 1997 at depreciated replacement cost by a professional valuer. The transitional rules set out in FRS 15 (Tangible Fixed Assets) were applied on its implementation. Accordingly, book values at implementation have been retained.

Land and buildings with a net book value of £10,976k (2024 - £11,211k) have been partly financed by exchequer funds, through for example the receipt of capital grants and the value of inherited land and buildings at incorporation. Should these assets be sold or leased the College may be liable to surrender the sale proceeds to the main funding body or use them in accordance with the terms of the financial memorandum of the main funding body.

If land and buildings had not been revalued before being deemed as cost on transition, they would have been included at the following historical cost amounts:

	2025	2024
	£	£
Cost	-	-
Aggregate depreciation based on cost	-	-
Net book amount based on cost	-	-

11 Non-current investments

	2025	2024
	£	£
Investment in subsidiary undertaking at cost	2	2

The College owns 100% of the issued ordinary £1 shares of QED (Leicester) Limited, a company incorporated in England and Wales. QED (Leicester) Limited was incorporated on 12 April 1996 and the principal activity of the company was the commercial activity of its parent undertaking WQE and Regent College Group. This company became dormant in July 2021.

Joint arrangements

The College entered into a joint arrangement with a private sector company, Vardon Health and Fitness Ltd for the use of a sports hall built on its land. The agreement was entered into in December 1997 and the sports hall was opened in December 1998. The College leases its land for one peppercorn rent per annum and the building is leased to the College for one peppercorn rent per annum. The terms of both leases are 99 years. The College has access to the sports hall facilities between the hours of 8.00 a.m. and 6.00 p.m. weekdays and also one night per week until 11.00 p.m. (both term-time only). The College also has unrestricted access to its own fitness suite and sports laboratory within the building.

Restructuring of the operating entity led to the lease to Vardon being assigned to other parties – Cannons and then Thrapston Ltd. In March 2011, the lease was assigned from Thrapston Ltd to the University of Leicester. The health club on the site was operated by Nuffield Health until March 2012, when the University of Leicester took over its operation.

The operator of the health club (formerly Nuffield Health and now the University) is obliged to meet insurance costs, maintenance costs and utility costs for the entire building. The operator retains the right to charge a fair and reasonable proportion of these costs to the College. The College is obliged to meet insurance costs (for that equipment that is owned by the College and stored in the building) and those non-structural maintenance costs pertaining to its own areas.

All costs of construction – save for those in connection with a Groundsman's Store – were met by Nuffield Health. In the event of the sale of the building, buildings proceeds would revert to the University of Leicester, whilst land proceeds would revert to the College.

Endowment assets – Group and College

	2025			2024		
	Restricted Expendable £'000	Restricted Permanent £'000	Total £'000	Restricted Expendable £'000	Restricted Permanent £'000	Total £'000
At 1 August	53	364	417	53	331	384
Movement in valuation of funds	2	3	5	4	33	37
Endowment income	6	-	6	5	-	5
Endowment expenditure	(17)	-	(17)	(9)	-	(9)
Balance at 31 July	44	367	411	53	364	417
Representing						
Elizabeth Maud Vaughan Fund	39	276	315	47	271	318
Prize funds	-	60	60	-	61	61
Thornton fund	1	-	1	2	-	2
Sarah Heron Memorial Funds	-	31	31	-	32	32
Alan Brown Fund	4	-	4	4	-	4
	44	367	411	53	364	417
Represented by:						
Cash balances			44			53
Fixed interest stocks (listed)			79			74
Equities (listed)			197			197
COIF Charities investment fund			91			93
			411			417

The listed stocks were valued at 30 June by HSBC.

Before the College was incorporated on 1 April 1993, its prize and scholarship endowments were held in a Leicestershire County Council common endowment fund which had been set up to hold all such endowments attached to Leicestershire schools. Incorporation took the College out of the control of the County Council and thus it became ineligible to participate in that fund. The Corporation therefore placed these endowments in the Charities Organisation Investment Fund (COIF) drawing income as needed for the purposes of the various trusts.

The balance at 31 July 2025 includes £39k (2024 - £47k) of income in respect of the Vaughan Fund that will be distributed by the Corporation by way of grants in November 2024 and subsequent years.

Vaughan Fund:

The Elizabeth Maud Vaughan Fund was bequeathed to the College upon the death of Miss L M Vaughan on 15th August 2000. The will of Mrs E M Vaughan specifies the terms of this legacy:

I give and bequeath the residuary trust fund to the Governors for the time being of Wyggeston Grammar School for Boys Leicester [now WQE and Regent College Group] to apply the income to arise therefrom in making grants to pupils of the said school proceeding from the school to Universities or other places of higher education such grants to be on the recommendation of the Headmaster for the time being of the said school and the amounts thereof and the conditions attaching to the grants to be at the sole discretion of the Governors for the time being of the said school.

Thornton Fund:

This fund was set up in 2013. A donation was received from Mr Ralph Thornton, a former student of the Wyggeston Grammar School. The fund awards a bursary each year of £500 to a student of the College who is progressing to take up a place in higher education relating to mathematics.

Sarah Heron Memorial Fund:

This is a legacy endowment fund which Regent College administered before merger. The administration of the fund was taken on by the College due to the passing of all trustees of the fund. The terms of this fund are as follows:

To provide books, clothes, school fees or other advantages calculated to enable full educational benefit to girls and boys who have not yet attained their nineteenth birthday, with special regard to the claims of the girls and boys of Wyggeston collegiate sixth form college, Leicester or girls and boys who have attended such school who are for the time being receiving instruction of an educational character elsewhere.

Alan Brown Fund:

The Alan Brown Fund was bequeathed to the College upon the death of Mr A Brown in 2023. The terms of this fund are as follows:

£4,000 to support disadvantaged students to have educational opportunities.
£250 to support the college library resources.

The amount and number of awards for this fund will be dispersed at the discretion of the sub-committee annually which distributes the Vaughan and Thornton funds in a similar way, until the fund has been fully dispersed.

12 Trade and other receivables

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Trade receivables	83	83	21	21
Prepayments and accrued income	381	381	335	335
Amounts owed by group undertakings	-	1	-	1
Other debtors	161	161	87	87
Total	**625**	**626**	**443**	**444**

13 Current investments

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Short-term deposits	4,392	4,392	4,740	4,740
Total	**4,392**	**4,392**	**4,740**	**4,740**

Deposits are held with banks and building societies operating in the London market and licensed by the Financial Conduct Authority with more than three months maturity at the balance sheet date. The interest rates for these deposits are fixed for the duration of the deposit at time of placement.

14 Creditors: amounts falling due within one year

	Group	College	Group	College
	£'000	£'000	£'000	£'000
Trade payables	1,359	1,357	271	269
Taxation and social security	619	619	537	537
Accruals and deferred income	777	777	832	832
Holiday Pay Accrual	50	50	55	55
Deferred income – government capital grants	253	253	263	263
Deferred income – government revenue grants	96	96	95	95
Amounts owed to the DfE	11	11	150	150
Total	**3,165**	**3,163**	**2,203**	**2,201**

15 Creditors: amounts falling due after one year

	2025		2024	
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Other payables	89	89	-	-
Deferred income – government capital grants	5,225	5,225	5,350	5,350
Total	**5,314**	**5,314**	**5,350**	**5,350**

16 Provisions – Group and College

	Defined benefit obligations	Total
	£'000	£'000
At 1 August 2024	-	-
Employer contributions	(800)	(800)
Movements in period	800	800
At 31 July 2025	-	-

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government Pension Scheme. Further details are given in Note 22.

17 Financial instruments

Financial assets – Group and College

The Group and College had the following financial instruments:

	2025	2024
	£'000	£'000
Financial Assets		
Financial Assets measured at fair value through profit and loss	276	271
Total	**276**	**271**

18 Notes to cashflow statement

Analysis of changes in net funds – Group and College

	At 1 August 2024	Cash flows	At 31 July 2025
	£'000	£'000	£'000
Cash and cash equivalents	2,867	(99)	2768
Total	**2,867**	**(99)**	**2,768**

19 Capital commitments – Group and College

	2025	2024
	£'000	£'000
Capital commitments contracted for at 31 July:		
Capital projects	1,826	-
Equipment	211	-
Total	2,037	-

20 Lease obligations – Group and College

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025	2024
	£'000	£'000
Other equipment:		
Not later than one year	38	39
Later than one year and not later than five years	42	68
Later than 5 years	-	-
Total	80	107

21 Contingent liabilities

To the best of the College's knowledge, there are no contingent liabilities.

22 Defined benefit obligations – group and college

The College's employees belong to two principal post-employment benefit plans; the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff and the Leicestershire Local Government Pension Scheme (LGPS) for non-teaching staff. Both are multi-employer defined benefit plans.

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

Total Pension Cost for the Year	2025	2024
	£'000	£'000
Teachers' Pension Scheme: contributions	2,024	1,701
Local Government Pension Scheme:		
Contributions paid	800	750
FRS 102 (28) charge	(225)	(171)
Charge to the Statement of Comprehensive Income	2,599	2,280
Total Pension Cost for the year within staff costs (Note 6)	2,599	2,280

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. 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. The TPS is a multi-employer pension plan and there is insufficient information to account for the scheme on as a defined benefit plan so it is accounted for as a defined contribution plan.

Valuation of the Teachers' Pension Scheme
Not less than every four years the Government Actuary ("GA"), using normal actuarial principles, conducts a formal actuarial review of the TPS. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation was carried out as at 31 March 2020 in accordance with The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2023 and the Employer Contribution Rate was assessed using agreed assumptions in line with the Directions and was accepted at the original assessed rate as there was no cost control mechanism breach.

The valuation report was published on 26 October 2023. The key results of the valuation are:
- Total scheme liabilities for service (the capital sum needed at 31 March 2020 to meet the stream of future cash flows in respect of benefits earned) of £262 billion
- Value of notional assets (estimated future contributions together with the proceeds from the notional investments held at the valuation date) of £222 billion
- Notional past service deficit of £39.8 billion (2016 £22 billion)
- Discount rate is 1.7% in excess of CPI (2016 2.4% in excess of CPI) (this change has had the greatest financial significance)

As a result of the valuation, new employer contribution rates have been set at 28.6% of pensionable pay from 1 April 2024 until 1 April 2028 (next valuation due in 2027) (compared to 23.68% under the previous valuation including a 0.08% administration levy). DfE agreed to pay a Teachers Pensions employer contribution grant to cover the additional costs during the 2023-24 academic year, and currently through to July 2026. The pension costs paid to TPS in the year amounted to £2,042k (2024: £1,701k).

Local Government Pension Scheme

The LGPS is a funded defined benefit plan, with the assets held in separate funds administered by Leicestershire County Council. The total contributions made for the year ended 31 July 2025 were £1,014,000 (2024 - £949,000) of which employer's contributions totalled £800,000 (2024 - £750,000) and employees' contributions totalled £214,000 (2024 - £199,000). The agreed contribution rate for future years are 22% for the College and range from 5.5% to 12.5% for employees, depending on salary according to a national scale.

The following information is based upon a full actuarial valuation of the fund at 31 March 2022 updated to 31 July 2025 by a qualified independent actuary, Hymans Robertson.

	2025	**2024**
Rate of increase in salaries	3.25%	3.25%
Future pensions increase	1.5%	1.5%
Discount rate for scheme liabilities	5.8%	5%
Inflation assumption (CPI)	2.75%	2.75%
Commutation of pensions to lump sums	55%	55%

The average life expectancy for a pensioner retiring at 65 on the reporting date is:

	2025	2024
	Years	Years
Retiring Today:		
Males	20.3	20
Females	23.9	23.9
Retiring in 20 years:		
Males	21.3	21
Females	25.3	25.3

The College's share of assets in the plan at the balance sheet date were:	Fair value 2025 £'000	Fair value 2024 £'000
Equity instruments	12,762	11,287
Debt Instruments	7,854	7,525
Property	1,473	1,328
Cash	2,454	1,991
Total fair value of plan assets	24,543	22,131
Actual return of plan assets	1,904	1,966

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 cost	575	579
Total	**575**	**579**

Amounts included in interest payable

	2025 £'000	2024 £'000
Net interest cost	(237)	(161)
Total	**(237)**	**(161)**

Amounts recognised in other Comprehensive Income

	2025	2024
	£'000	£'000
Return on pension scheme assets	786	960
Experience gains and losses arising on defined benefit obligations	167	(549)
Change in assumptions underlying the present value of scheme liabilities	2,657	783
Asset ceiling restriction	(4,072)	(1,526)
Amount recognised in Other Comprehensive Income	**(462)**	**(332)**

Movement in net defined liability during year

	2025	2024
	£'000	£'000
Net defined liability in scheme at 1 August		
Movement in year:		
Current service cost	(575)	(579)
Employer contributions	800	750
Past service (credit)/cost	-	-
Net interest on the defined liability	237	161
Actuarial gain or loss	3,610	1,194
Asset ceiling restriction	(4,072)	(1,526)
Net defined liability at 31 July	-	-

Asset and Liability Reconciliation:

Changes in the present value of defined benefit obligations

	2025	2024
	£'000	£'000
Defined benefit obligations at start of the period	17,486	16,575
Current service cost	575	579
Interest cost	881	845
Contributions by scheme participants	214	199
Past service cost	-	-
Changes in financial assumptions	(2,730)	(748)
Estimated benefits paid	(506)	(478)
Changes in demographic assumptions	73	(35)
Other Experience	(167)	549
Curtailments and settlements	-	-
Defined benefit obligations at end of period	15,826	17,486

Changes in fair value of plan assets

	2025 £'000	2024 £'000
Fair value of plan assets at start of the period	22,131	19,694
Interest on plan assets	1,118	1,006
Return on plan assets	786	960
Experience gains and losses	-	-
Employer contributions	800	750
Contributions by scheme participants	214	199
Estimated benefits paid	(506)	(478)
Fair value of plan assets at end of period	24,543	22,131

The College is aware that the Court of Appeal upheld the decision in the Virgin Media vs NTL Pension Trustees II Limited case. The decision puts into question the validity of any amendments made in respect of the rules of a contracted-out pension scheme between 6 April 1997 and 5 April 2016. The judgment means that some historic amendments affecting s.9(2B) rights could be void if the necessary actuarial confirmation under s.37 of the Pension Schemes Act 1993 was not obtained.
On 5 June 2025, the Government announced its intention to introduce legislation to give affected pension schemes the ability to retrospectively obtain written confirmation that historical benefit changes met the necessary standards. However, details of the legislation have not been announced and it's not clear how this interacts with the investigations made by the UK Government's Actuary's Department therefore the potential impact if any, on the valuation of scheme liabilities remains unknown.

	2025 £'000
Present value of defined benefit obligations	(15,826)
Fair value plan of assets	24,543
Net Asset	8,717
Restriction to level of asset ceiling	(8,717)
Net asset recognised in the balance sheet	-

The value of the College's share of net assets has been restricted due to the effect of the asset ceiling being the maximum value of the present of the economic benefits available in the form of the unconditional right to reduced contributions from the plan. A corresponding charge has been made to other comprehensive income in the period.

23 Related party transactions – Group and College

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 inevitable that transactions will take place with organisations in which a member of the Corporation may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures.

Jimmy Zachariah is the Chief Executive of the BACA charity and is a Governor of the College. The BACA charity has a sub-contract with the College to deliver Entry level 1 English, Maths and ICT to vulnerable Unaccompanied Asylum-Seeking young people who are not ready to attend lessons in a mainstream learning environment. The College paid the BACA Charity £18k in relation to this work in 2024/25 (2023/24 £20k). At year end the amount owed to the BACA charity was £0.7k. (2023/24 £1.6k)

The total expenses paid to or on behalf of the Governors during the year was Nil (2023/24: £70). This normally represents travel and subsistence expenses and other out of pocket expenses incurred in attending Governor Meetings and events in their official capacity.

No Governor has received any remuneration or waived payments from the College or its subsidiaries during the year (2023/24: £Nil).

24 Business links

Co-operation takes place between the College and the University of Leicester in matters of security of the site. The University Space Centre is built on the College site on land that has been leased to the University for 125 years. The College has further links with the University of Leicester (see note 11).

On 23 March 2012, the College entered into a 125-year lease with Assura Medical Centres Limited for College land to be used for the construction of a medical centre.

25 Amounts disbursed as agent - Group and College

16-19 Bursary Funds

	2025 £'000	2024 £'000
Balance at 1 August	258	133
Funding Body grants - 16-19 Bursary	446	440
Funding Body grants – VYP	31	27
Funding Body grants – Free school meals	110	129
Disbursed to students	(62)	(236)
Consolidated into College accounts	(472)	(207)
Administration costs	(28)	(28)
Balance unspent as at 31 July, included in creditors	283	258

Funding body grants are available solely for students. In the majority of instances, the College only acts as a paying agent. In these circumstances the grants and related disbursements are therefore excluded from the Statement of Comprehensive Income. The income and expenditure consolidated in the College's financial statements relates to subsidised student meals, bus passes, trips and exam fees.

26 Events after the reporting period

There were no events after the reporting period.

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO THE CORPORATION OF WQE AND REGENT COLLEGE GROUP AND THE SECRETARY OF STATE FOR EDUCATION

Conclusion

We have carried out an engagement, in accordance with the terms of our engagement letter dated 28 August 2025 and further to the requirements of the Department for Education (the "DfE") as included in the Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by the DfE, 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 WQE and Regent College Group during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes intended by Parliament or the financial transactions do not conform to the authorities which govern them.

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 for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Basis for conclusion

The framework that has been applied is set out in the Framework and Guide for External Auditors and Reporting Accountants of Colleges and in any relevant conditions of funding concerning adult education notified by a relevant funder.

We have complied with the independence and other ethical requirements of the FRC's Ethical Standard and the ethical pronouncements of the ICAEW. We also apply International Standard on Quality Management (UK) 1 Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements and accordingly maintain comprehensive systems of continuing quality management. We believe the assurance evidence we have obtained is sufficient to provide a basis for our conclusion.

Responsibilities of the accounting officer of WQE and Regent College Group and Corporation

The accounting officer is responsible, under the requirements of the corporation's accountability agreement with the Secretary of State for Education and the College Financial Handbook for ensuring that expenditure disbursed and income received are applied for the purposes intended by Parliament and that the financial transactions conform to the authorities which govern them. The accounting officer is also responsible for preparing the Statement of Regularity, Propriety and Compliance. The Corporation of WQE and Regent College Group (who are also the trustees for the purposes of charity law) are responsible for the proper conduct and financial operation of WQE and Regent College Group and appointment of the accounting officer.

Responsibilities of the reporting accountant

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Framework and Guide for External Auditors and Reporting Accountants of Colleges.

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 the procedures performed vary in nature and timing from, and are less in extent than for a reasonable assurance engagement; consequently a limited assurance engagement 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.

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 for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including the specific requirements of the College Financial Handbook, the accountability agreement with the

Secretary of State for Education and those of any other public funder and high level financial control areas where we identified a material irregularity is likely to arise. It also included areas assessed as presenting a higher risk of impropriety. We undertook detailed testing, on a sample basis, on the identified areas where a material irregularity is likely to arise or potential impropriety, where such areas are in respect of controls, policies and procedures that apply to classes of transactions. Our work was undertaken with due regard to the 'Tests and evidence to support conclusion on regularity' guidance in the Framework and Guide for External Auditors and Reporting Accountants of Colleges.

This work was integrated with our audit of the financial statements and evidence was also derived from the conduct of that audit to the extent it supports the regularity conclusion.

Use of our report

This report is made solely to the Corporation of WQE and Regent College Group and the Secretary of State for Education in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Corporation of WQE and Regent College Group and the Secretary of State for Education 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 WQE and Regent College Group and the Secretary of State for Education for our work, for this report, or for the conclusion we have formed.

RSM UK Audit LLP

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Date: 18 December 2025