



University of
Roehampton
London



**Annual Report and
Financial Statements**
2017/18

Roehampton University Company Registration Number 05161359
(England and Wales)



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Company Registration Number
05161359

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Chair of Council's Welcome

In 2017/18, the University of Roehampton began our consultation with students and staff on our new Strategic Plan 2019-2022, which provides a clear and ambitious statement of the vision we have for our future. The vision set out in the new Strategic Plan will be underpinned by a renewed Purpose and Commitment to our diverse community of students, staff and the wider world, informed by the principles and ethos of our founding colleges.

We are committed to changing lives by helping our students to develop the confidence, knowledge and adaptability they need for a successful graduate career and fulfilling life. In the last year we have invested in improving teaching and learning facilities, focused on enhancing our curriculum and continued to create opportunities for our students to gain workplace experience.

In 2017/18 our new Library was officially opened, providing an inspirational learning environment in which our students can study and learn, a culmination of a major programme of investment that has transformed our campus. The new Library has created 1,200 study spaces, specialist computing facilities and areas for individual and group study. This investment has already delivered a 47% increase in engagement with our Library Services. Furthermore, the Library and Chadwick Hall, a residential accommodation block also completed during this investment programme, have been recognised with Royal Institute of British Architects (RIBA) Awards, and Chadwick Hall nominated for the RIBA Stirling prize, a testament to our innovation in designing cutting edge facilities for our students.

The next phase of our investment programme has already commenced, to create a new home for our Department of Media, Culture and Language in the Harvey building. On completion, the Harvey Building will provide our students and staff with sector-leading film, television, photographic and sound studios, editing suites, and teaching spaces.

“ Our research delivers impact on a global scale, and we have continued to produce research that enriches culture, informs policy and improves lives. ”

In our drive for teaching excellence, we have continued to review our curriculum to ensure all of our programmes prepare students for their graduate careers and provide students with the skills they need for work. In addition, the University has launched seven four-year degrees in the Business School, designed with an embedded one-year paid work placement in industry. We have also developed a new programme in Digital Media, a programme designed to meet the skills shortage in the creative industries and which will be based in the redeveloped Harvey Building.

The success of our graduates is fundamental to our vision for the future. A central tenet of our curriculum review process has been to place personal skill development at the heart of our programmes, alongside our drive to embed work experience within and alongside study, supported by our Career Mentoring Scheme. The latest Destinations of Leavers in Higher Education (DLHE) Survey indicates that 93% of students who graduated last year were in work or further study within six months, and 73% of these were in graduate-level employment.

The latest Longitudinal Educational Outcomes (LEO) data on graduate salaries demonstrates our graduates typically earn above the national average. Graduates in subjects including Education, Humanities, English, Biological Sciences, Creative Arts, Modern Languages and Law perform particularly well, where the University features in the top 20 institutions in the United Kingdom.

To deliver an exceptional student experience, the University works in partnership with Roehampton Students' Union, our Colleges and members of Student Senate. The National Student Survey 2018 has seen rises compared to 2017, with significant improvements in satisfaction with assessment and feedback, academic support, learning resources, organisation and management, and student voice. Overall, we are now ranked fifth among the 21 major London universities for overall satisfaction. We have also worked hard to address major issues which impact on our students, including mental health, where the University has invested in services, support systems and campaigns to raise awareness and further embed wellbeing initiatives.

Our new Strategic Plan 2019-2022 makes clear that our staff are integral to our success. In 2017/18, the University ran its second Staff Engagement Survey, in which over 86% of staff stated they felt their job made a meaningful contribution to our success. An action plan to enhance staff satisfaction further is now in development.

Our research delivers impact on a global scale, and we have continued to produce research that enriches culture,

informs policy and improves lives. In 2017/18, our income from research grants increased significantly, and our planning for the Research Excellence Framework 2021 is well underway.

In developing our new Strategic Plan 2019-2022 we have reflected on our previous Strategic Plan 2014-2019 and our Roehampton Goals 2025 to assess our strengths and areas for improvement. With the support of staff, students and major stakeholders, I am confident that the new Plan prioritises the best educational experience possible, building upon our international reputation for research and refining our student recruitment activities.

I am particularly delighted at the sustained growth the University has achieved in attracting students to study. Since 2013/14, the University has seen an overall increase of 94% in students studying for a Roehampton degree, and a 9.6% increase in on-campus students. These figures reflect the success of our previous Strategic Plan.

In early 2018 our current Vice-Chancellor, Professor Paul O'Prey CBE, informed Council that he would be stepping down as Vice-Chancellor and retiring in August 2019, following his outstanding leadership of the University since 2004. Under his leadership the University has built on the heritage of its four Colleges to become a centre of excellence for learning and teaching and the most research-intensive modern university in the country. We now have a thriving community of students who gain excellent degree results and perform well in the graduate job market. We also have a flourishing global community of alumni, who mentor and support current students and one another. Perhaps his most impressive achievement is bringing together our four Colleges in the thriving University we see today.

At the time of writing this report, I am currently leading our search for our next Vice-Chancellor with the support of members of Council, staff and our student body.

I would like to take this opportunity to personally thank Professor O'Prey. I am delighted he will lead the implementation of our new Strategic Plan over the coming year, providing the foundations for the next chapter in our history.

Sir David Bell
Chair of Council
November 2018



Strategic Report

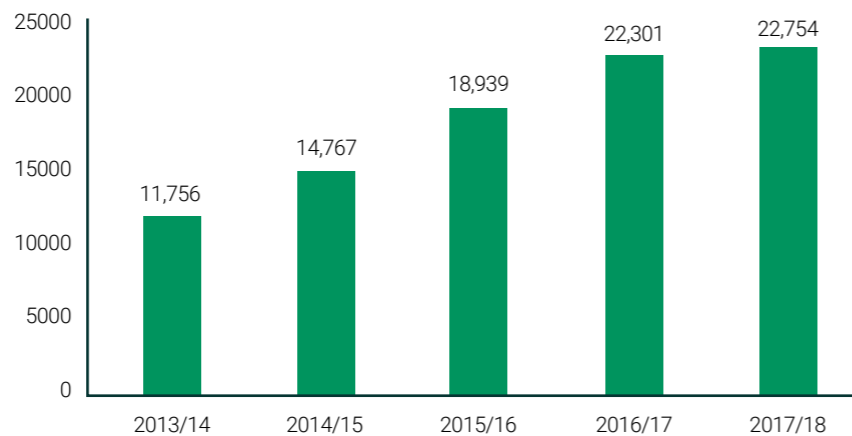
The Strategic Report 2017/18 provides a summary of the University's activities over the 2017/18 financial year, performance against its Key Performance Indicators (KPIs) from the Strategic Plan 2014-2019, and the challenges identified in the new Strategic Plan 2019-2022.

Student population

The University has experienced sustained growth in student enrolments over the previous five academic years, with an overall increase of 94% in students studying for a Roehampton degree, and a 9.6% increase in on-campus students. These increases demonstrate the University's commitment to investment have been highly successful, at a time when its closest competitors are experiencing falls in enrolments in excess of 25%.

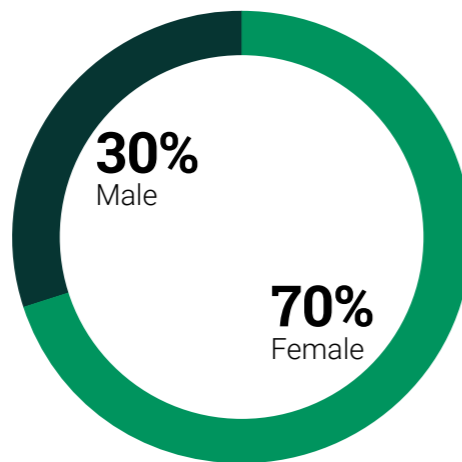
In 2017/18 the University of Roehampton had a total of 22,754 registered students (full person equivalent). Of these, 9,248 were on-campus students (40.7%), 6,852 off-campus students (30.1%) and 6,655 online students (29.2%). This is compared to 2016/17 where 22,301 students were registered (full person equivalent), of which 8,797 were on-campus students (39.4%), 5,504 were off-campus students (24.7%) and 8,000 were online students (35.9%).

Student Enrolments



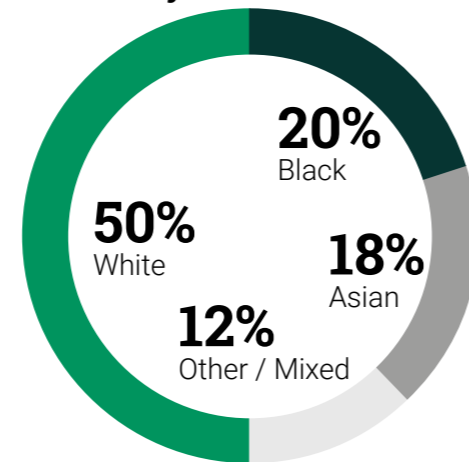
HESA returnable student enrolments between 2013/14 and 2017/18.

Gender



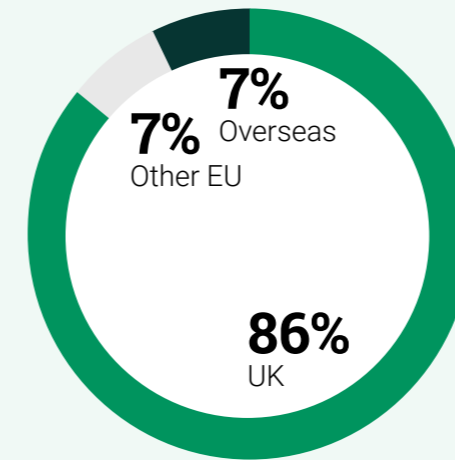
Gender split of on-campus students in 2017/18.

Ethnicity



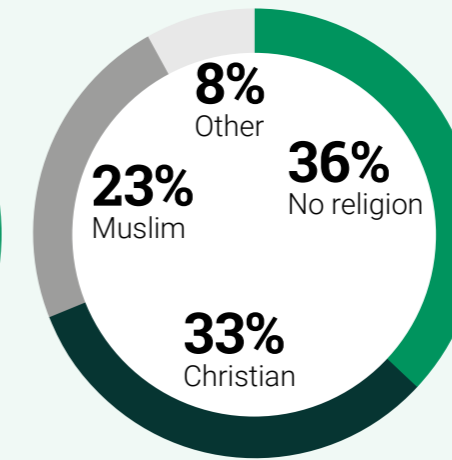
Ethnicity split of on-campus students in 2017/18.

Domicile



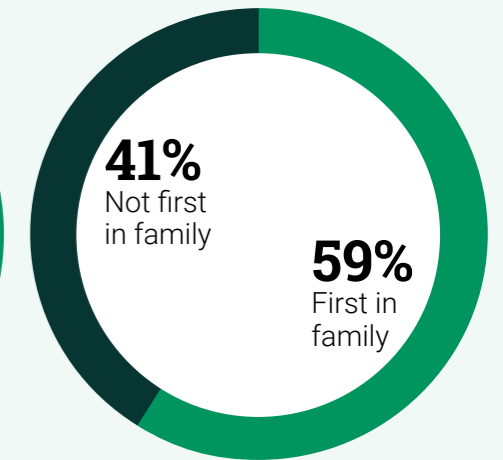
Domicile split of on-campus students in 2017/18.

Religion



Religion split of on-campus students in 2017/18.

First in family



First in the family in higher education split of on-campus students in 2017/18.

Key Performance Indicators

The Strategic Plan 2014-2019 sets out the current KPIs which the University measures itself against to monitor progress and success. Over the course of the implementation of the Strategic Plan 2014-2019, members of Council have been prudent in setting and revising indicators where appropriate.

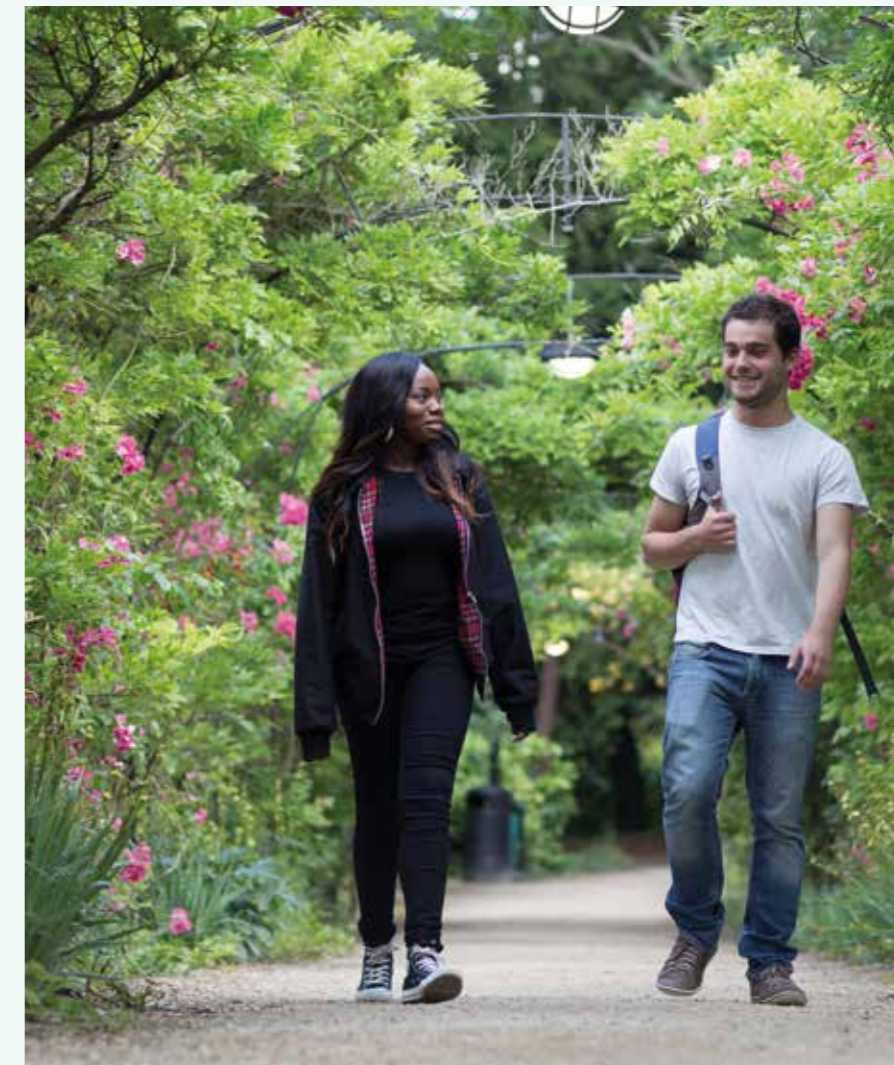
The KPIs identified in the Strategic Plan 2014-2019 are based on the strategic priorities, which are:

- Recruiting high quality students.
- Helping students to achieve their full potential.
- Enhancing student employability
- Supporting staff.
- Creating and disseminating world-class ideas.
- Creating a world-class campus.
- Maintaining financial stability.

The annual Strategic Plan Update reports directly on each of the individual KPIs and presents an analysis of progress on the overall strategic priorities.

League tables

The University of Roehampton is ranked 9th in London in the Times and Sunday Times Good University Guide 2018, above Brunel, Goldsmiths and all other post-1992 universities in London.



Financial Review

The primary purpose of the University's Financial Strategy is to ensure that the University remains financially viable and achieves long-term success and sustainability.

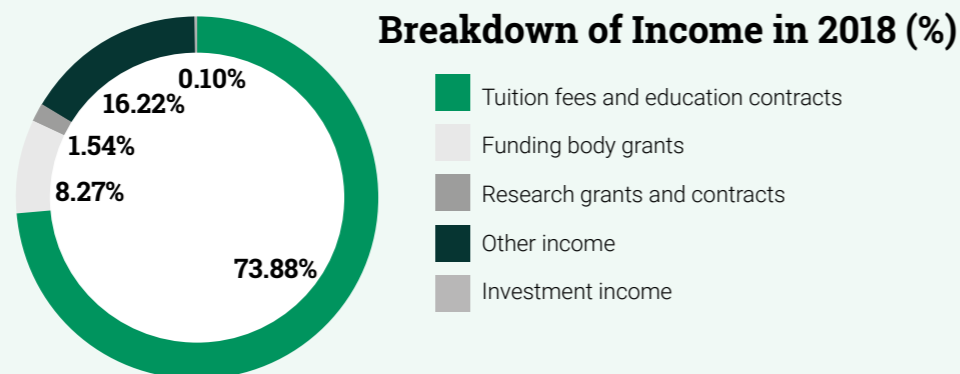
At a glance

2018

Total net assets:
£53,032,000

Surplus:
£1,000,000

Total income:
£134,636,000

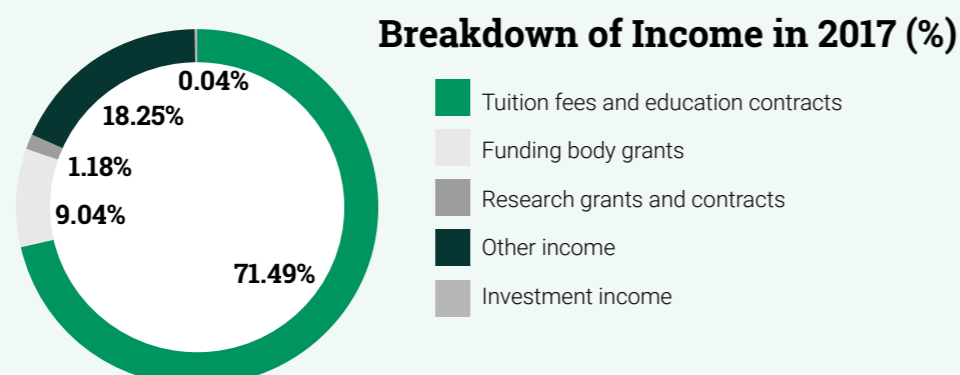


2017

Total net assets:
£27,174,000

Surplus:
£4,583,000

Total income:
£117,783,000



The progress against the 2017 indicators is shown below.

Indicator	Measure	July 2017	July 2018
Staffing	Staff costs as a % of Income	51.4%	53.4%
Liquidity	Net liquidity days	101	88
Historical cost surplus or deficit	Historical cost surplus or deficit as a % of income	3.9%	0.7%
Net cash flow from operating activities	Total net cash inflow from operating activities as a % of total income	17.2%	8.7%
Discretionary reserves	Reserves as a % of income (excluding pension provision)	68%	62.8%
Earnings before interest, taxes, depreciation and amortisation (EBITDA)	EBITDA as % of income	13.2%	11.8%

Earnings before interest, taxes, depreciation and amortisation

Earnings before interest, taxes, depreciation and amortisation is a commonly used measure of the financial performance. EBITDA allows for comparability between businesses and also measures the actual operating performance. For the purpose of calculating EBITDA as a percentage of income, income is adjusted to deduct the effects of the deferred capital grant released. EBITDA remains about the University target of 10% as a percentage of turnover.

Surplus

The consolidated surplus for 2017/18 of £1.0m, this compares with a surplus of £4.6m in the previous financial year. The main reason for the difference is explained below.

Income

Income has increased by £16.9m (14.3%) compared to the prior year. The main drivers of this increase are additional income from Funding Council grants, which increased by £0.5m (4.4%), arising from additional funding from the HEFCE/OfS Higher Education Innovation Fund and a new grant from the HEFCE/OfS Catalyst Fund to support research into barriers to student success. Total tuition fee income increased by £15.1m (17.9%) and with income from full-time Home/EU students increasing by £14.1m (19.3%) from £72.8m to £86.9m. The additional fees are as a result of an increase in the 2017/18 student intake and additional students recruited via the University's collaboration with QAHE (UR) Limited. In contrast, income from full-time international students reduced by £0.1m (-2.0%) to £6.5m. Part-time students saw an increase from £4.7m to £5.8m.

Income from research grants and contracts increased by £0.7m (48%) to £2.1m, this is mainly as a result of being awarded new research contracts in the Department of Humanities and Department of Life Sciences. Other Operating Income increased by £0.3m (1.4%).

Expenditure

Total expenditure rose in year by £20.4m (18.0%) in 2017/18 to £133.6m. This is due in large part to the increased costs of staff (£11.4m) and other operating expenditure (£6.7m) to support the teaching the activities of the University and depreciation (£1.9m) as some large scale projects have completed.

Staff costs

Staff costs of £71.9m represent the most significant item of expenditure. Total staff costs increased by £11.4m. This figure includes pension scheme adjustment costs for the London Government Pension Scheme (LGPS) (FRS 102 post-employment benefits) of £2.8m (2017: £1.4m) and restructuring costs of £1.8m (2017: £1.6m). The cost of living increase in 2017/18 included the nationally agreed 1.7% increase on basic pay.

Staff costs and other operating expenditure costs includes the costs of the University's external partner delivering teaching as part of Roehampton degree courses, this resulted in additional tuition fee income and also operating expenses. In total other operating expenditure rose by £6.8m.

Interest payable

Interest Payable has increased to £0.4m. Included in this total is an additional £0.4m in loan interest as a result of drawing down all of the £75.0m Lloyds bank loan and the FRS 102 post-employment benefits interest adjustment.

Balance sheet

Tangible fixed assets total £214.4m; this figure includes assets under construction of £0.5m. Additional fixed assets in the year total £6.8m.

Pensions

In 2017/18 the total comprehensive income for the year includes an actuarial gain of £24.9m compared with an actuarial gain in 2016/17 of £6.2m. This is reflected as a reduction in Pension fund liability of £20.6m. Following professional advice, the University revised the assumptions used to calculate the pension fund valuation for the London Pension Fund Authority (LPFA) pension scheme. Changes have been made to the discount rate, salary increases, pension increases and mortality rates. The discount rates have increased from 2.7% at 31 July 2017 to 2.9% at 31 July 2018, the changes are detailed in note 23.

Liquidity and reserves

The level of income and expenditure reserves has increased by £25.9m to £52.4m, arising from cash generated in the financial year and the reduction in the LPFA pension liability.

Cash

2016/17
£29,943

2017/18
£30,499

Liquidity

2016/17
101 days

2017/18
88 days

Investments

The University predominantly uses a cash management service to manage its treasury activity. All surplus funds are invested to maximise return. In June 2016, the University agreed an investment policy to ensure that funds are invested under an ethical policy to maximise returns and minimise risks within appropriate investments. This policy is regularly reviewed by the Investments Sub-Committee of the Finance and Estates Committee. The Dove Bowerman and the Gerhard Weiler endowment funds are invested directly with Investec Wealth & Investment Limited; these funds had a value as at 31 July 2018 of £314,783 and £66,335 respectively and are included note 19, endowment reserves.

Post balance sheet events

Post balance sheet events may have a significant effect on the values shown in the accounts, and occur after the balance sheet date but prior to the date on which the accounts are approved by Council. The Council has no post balance sheet events to report.

Student Experience

The University, in partnership with Roehampton Students' Union, the Colleges and members of Student Senate aims to deliver an outstanding student experience that enriches the lives of all students, fosters a culture of wellbeing and values their voices.

In 2017/18 the University appointed a Director of Student Support Services and Director of Student Engagement who provide senior-level leadership on all aspects of student experience. The Vice-Chancellor and all members of the senior team meet the elected student officers of the Students' Union regularly and the Vice-Chancellor continues to chair Student Senate.

To effectively understand the experiences of students the University undertakes a range of exercises to gather student feedback, including University-level and national surveys. Action plans are created with students as a result of their feedback, published online and reviewed on an on-going basis.

The last year saw a strong focus on improving student experience of assessment and feedback and overall academic support. As a result of this work, the University has seen significant improvement in National Student Survey results in relation to these areas since the previous survey, with a 5.2% rise in satisfaction with assessment and feedback and 3.2% in academic support;

two of five areas in which the University saw rises on 2017. Roehampton is now ranked fifth among the 21 major London universities for overall satisfaction.

In response to student feedback, the University has invested significantly in providing support for mental health, including a new Senior Warden role to coordinate out-of-hours provision, revised policies and practices on supporting students with a mental health issue, and a cross-campus campaign to raise awareness of where to seek support.

The first phase of the Student Internal Communications Plan was launched in 2017/18, to raise awareness of academic and non-academic support among students. This was coupled with the design and replacement of all external signage across campus, the launch of a new student app for Welcome Week and a one-stop portal for reporting issues around maintenance, IT and security, and for requesting services such as cleaning.

In response to feedback from students, the University launched a shuttle bus service in early 2018/19, which performs on average 10,000 passenger journeys per month. This investment, alongside a redesign of learning resources available online, the ability to book and have tutorials via Skype, and developments in the virtual learning environment represent significant steps forwards in improving the experience of student's commuting to campus.

The University relaunched its sport offer in 2017/18 under 'Sport and Active Communities'. Students have the opportunity to join 30 different sports clubs, many of which compete in British University and Colleges Sport (BUCS) competitions and regional championships. Furthermore, a significant range of opportunities for students and staff to become more active who do not want to engage in competitive sports are now available.



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86%

of staff who responded felt their role made a meaningful contribution to the overall success of the University

Staff Experience

In 2017/18, the University ran its second Staff Engagement Survey. In the results, 86% of respondents felt their role made a meaningful contribution to the overall success of the University and 80% recognised the University's values. The University will aim to build upon these results with ambitious targets in the Strategic Plan 2019-2022.

During the last year the Human Resources department has worked with managers across the University to develop plans for staff progression and development to encourage more routes for staff to progress. The University has also introduced a staff apprentice programme.

The University continues to build a community that is inclusive, and one that supports staff with family and caring commitments. One of the most significant developments in this area has been increases in parental leave, which is now among the most generous in the sector. Maternity leave has increased from 18 weeks full pay and 8 weeks half pay to 26 weeks full pay, followed by 13 weeks of Statutory Maternity Pay (SMP). Paternity

leave has increased from 2 weeks to 4 weeks paid leave.

The University has also put in place support for EU and other international staff, including an EU staff networking group, advice for EU staff as Brexit approaches and financial aid for international staff who wish to secure UK citizenship.

In 2017/18 the University also launched the first formal Internal Communications Plan for staff, which focuses on how best the University can promote staff benefits and services, as well as ensuring staff are informed of strategic decisions and initiatives. This has been coupled with the introduction of a more comprehensive and streamlined approach to staff induction.

Learning, Teaching and Student Success

Launched in 2016, the curriculum review aims to ensure all academic programmes are up-to-date, attractive, meet the needs of students and are sustainable to deliver.



93% of students are in employment or further study within 6-months of graduating*

The University launched new courses in Accounting and Law in 2016, as well as extended degree programmes across a range of subject areas. These provide an opportunity for students to enrol on a foundation year leading to entry onto an undergraduate programme. 2018 saw the graduation of the first cohort of LLB Law students. It also saw the development of a new Digital Media programme that enrolled its first students in September 2018, as well as four-year programmes in the Business School, offering a placement year.

Ensuring that students have the skills and capabilities to be successful graduates is a core objective of the University's approach to learning and teaching. Academic programmes support students to tackle real-work problems with research-informed approaches and critical analysis of complex information. Students are able to communicate their ideas clearly and effectively, and look for ways to continually develop their performance.

The development of work experience opportunities for students, including taster days, work placement modules and years-in-industry programmes, was also a feature in 2017/18 and will continue to be a priority for the University as it seeks to build on its already strong position in highly skilled graduate employment.

In 2017/18, the University established the Student Experience and Outcomes panel (SEOP) chaired by the Vice-Chancellor. The panel reviews all teaching excellence data at

institutional and subject level in support of our aspirations in the Teaching Excellence and Student Outcomes Framework (TEF).

As of 2017/18, 96% of teaching staff hold recognised higher education teaching qualifications awarded by the Higher Education Academy (now Advance HE). The University has also committed to support academic staff with pursuing externally-accredited academic professional development programmes. These programmes support academics new to teaching, colleagues looking to apply for more senior levels of HEA fellowship and provide a wide range of continuous professional development aimed at addressing the challenges of higher education learning and teaching at the University today.

The University is focused on developing graduates who are able to thrive in a complex and rapidly-changing world. The University's aim is that students become the sort of graduate most valued by employers; confident, critical thinkers, adaptable, open to new ideas, able to work well with people from all walks of life, and with first-class communication skills. The Destination of Leavers from Higher Education Survey (DLHE) 2018 results, which records the achievements of graduates, shows 93.3% (just under 1% increase on last year) are in employment or further study and 73% in graduate employment (an increase of 3% on last year).

This year, the University undertook a number of initiatives to help improve student engagement. The Student Internal Communications Plan provides a framework for how academic support services communicate and engage with students, and a new Student Engagement Strategy with academic departments. These Plans ensure communications to students are well planned and co-ordinated. This has resulted in a number of significant developments, including large increases in engagement by students with the University's career portal, and practical improvements such as the introduction of SMS updates to students regarding lecture changes and the introduction of digital information screens.

In addition, the Student Engagement Strategy aims to boost student engagement through department-based projects, including peer support. This work is already showing results. For example, National Student Survey (NSS) questions on student voice increased by 1.7% year-on-year in 2018, with a 2.5% and 3.6% increase in the questions on opportunities to provide feedback on courses and how feedback was acted on respectively.

A clear priority area has been to address attainment gaps that exist in the student population, shaped by class, ethnicity and age. This work is a focus of the HEFCE-funded RAFA 2 project on assessment literacy that works with students to boost attainment. As

a condition of registration with the new Office for Students in 2018, the University submitted an Access and Participation Plan. This will now form a framework for how the University will improve equality of opportunity for underrepresented groups, to improve access, success and progression.

In 2017/18, the University launched a new Student Engagement Dashboard that integrates data on attendance, library use, engagement with the virtual learning environment activity and assessment. This dashboard is key to the University's retention strategy, by providing timely information on levels of student engagement at an individual level, allowing for targeted academic and wellbeing support for students.

This work is showing early signs of making a difference to student success and student satisfaction. Continuation rates relative to the University's TEF benchmark have improved year-on-year over the past three years and now stand at 89.8%. Work on assessment literacy is also starting to pay off. Student satisfaction on assessment and feedback improved in 2018 for the third year running. The relaunch of academic guidance tutoring last year also appears to be having an impact, with student satisfaction with academic support improving in 2018.

Student Senate provides a valuable forum for gaining detailed feedback on specific proposals aimed at enhancing aspects of the student experience. The University and Roehampton Students' Union work in partnership on a significant number of initiatives to ensure that

the student voice continues to be at the heart of decision making. In order to provide wider career support for students, the University has introduced or enhanced the following initiatives:

- The Hub in Elm Grove opened. This provides a base for careers activities, placements and internships. It also provides alumni with career planning advice, by providing access to high quality information, guidance and practical opportunities for personal and professional development.
- A new Placements and Work Experience Office was established, with the aim of expanding placements and work experience opportunities for students.
- The Roehampton Internships Scheme, supported by Santander Universities, continues to build new relationships with local SMEs providing paid opportunities to Roehampton students and recent alumni.
- The Career Mentoring Scheme, Roehampton Connect, increased its membership to 1,400, with between 150 and 200 mentors offering advice and guidance, support with CVs, work shadowing and work experience at any one time.
- 257 students began The Chancellor's Career Award, an online career development programme, which helps students gain an insight into their strengths and preferences and to prepare for their graduate job search.
- A new entrepreneurship and enterprise programme, LaunchPad, received £50,000 in funding from Santander's Enterprise and Entrepreneurship project fund.
- The first University-wide Careers Fair was held in the Spring. CareerFest saw a week of events, workshops, employer visits and careers advice which encouraged students and alumni to start planning for their future and featured graduate jobs, internships, study abroad opportunities, summer experiences and advice from industry experts. Other events included the Volunteering Fair, Future Leaders Experience Programme, Education Careers Fair, employability events within departments, mentoring workshops and work-ready days.
- Wandsworth Young Chamber of Commerce was launched at the start of the 2017/18 academic year to inspire young members of the borough in business and enterprise through networking, mentoring and work opportunities. Themed events included 'The Effective Entrepreneur', 'Engaging with Mentors' and 'Smart Phone Video Masterclass and Networking'.
- Law students have the opportunity to train with the Citizens Advice Wandsworth (CAW). Students also have the opportunity to spend a semester working at their headquarters. From autumn 2018, CAW will be opening their new Roehampton centre on the University campus, enabling a closer degree of partnership between the University and CAW.



48%

An increase of 48% in research income in 2018 compared to 2017.

The University achieved the largest proportionate increase in QR related Global Challenges Research Funding of any University in the UK for its 2018-21 Strategy.

Research

Our research continues to improve people's lives, shape policy and debate and develop our understanding of the world around us.

Dr Nick Payne in the Department of Life Sciences and his international team discovered that tiger sharks, a potentially dangerous species for swimmers, are most active and abundant in coastal waters of 22 degrees Celsius.

A pilot study by Professor Paul Allen and Dr Natasza Orlov shows that people with schizophrenia can train themselves to control brain regions linked to verbal hallucinations, using an MRI scanner and a computerised rocket game. This new research suggests the pioneering technique might help patients in controlling their symptoms in instances where medication does not work.

Staff from across the University have also contributed to and used key cultural events as the basis for their work. Professor Graham White, Department of Drama, Theatre and Performance, wrote a new play set at the Hague Tribunal around the trial of Ratko Mladic, was aired on BBC Radio 4.

The Curtain Theatre, located in Shoreditch, was bought to life for the first time since the historic venue closed in 1622 with a collaborative event between the University of Roehampton,

the Museum of London Archaeology and The Stage magazine. The event was organised by the team behind the Before Shakespeare project, led by Dr Andy Kesson, which was set up to celebrate London commercial theatre's beginnings during the 16th century, highlighting how these early public playhouses paved the way for entrepreneurial, architectural and creative innovations in the public's perception of theatre.

A number of substantial grants have been awarded to academics across the University:

- Professor Garry Marvin, from the Department of Life Sciences, is using his expertise to support a £2 million research project to help East African communities better understand and benefit from marine cultural heritage.
- Dr Maria Teresa Esposito, Life Sciences, has been granted the prestigious John Goldman Fellowship for Future Science to research chemotherapy resistance in leukaemia patients. The £118,000 fellowship will involve working with leukaemia patients in collaboration with Barts Cancer Institute.

- Dr Mark Jary, from the Department of Media, Culture and Language, was awarded a major research fellowship worth £106,000 from the Leverhulme Trust to work on a book investigating a revolutionary emerging theory on how language works.
- Dr Lewis Halsey and Dr Louise Soanes, from the Department of Life Sciences, have been awarded £119,000 to investigate and promote the value of natural coastal and marine habitats in providing protection against extreme weather.
- Dr Bryony Hoskins, Department of Social Sciences, was awarded £87,000 from UNICEF for the coordination of oversight and technical support for the development of a measurement tool on the 12 core life skills identified by the Life Skills and Citizenship Education (LACE) Initiative in the Middle East and North Africa.

Outreach, Participation and Community Engagement

Outreach and Participation

The University is committed to widening participation and ensuring fair access to all. The University has a strong history of attracting students from a wide range of social and cultural backgrounds and continues to recruit large cohorts of students from under-represented groups.

The latest HESA data indicates that for 2016/17 entrants, 96.5% of young, full-time first-degree entrants to the University were from state schools and colleges, substantially above the national average of 90% and the benchmark for the University of 95.3%. 64.6% of the undergraduate first-year intake qualified for a maintenance grant (having a household income below £25,000) in 2016/17 and 19% of students were classed as mature.

The University works with its partners on a variety of outreach activities. For the 2017/18 academic year these included taster workshops, personal statement workshops, student life presentations, information about studying abroad and attendance at higher education fairs. Other initiatives included:

- COMPASS (the University of Roehampton Compact Scheme). The scheme aims to help teenagers to develop the skills, knowledge and confidence to progress onto higher education.

- Through its work with Aimhigher London South (AHLS), the University supports the enhanced provision of impartial information, advice and guidance across London, to close the gaps and improve the flow of information to schools. In 2017/18 projects included targeting care leavers and young people in care as well as parents who have limited or no experience of HE. The University also engaged with the Aimhigher London South National Collaborative Outreach Programme to support learners and their parents in the parts of the capital that have the lowest levels of progression to HE.
- Re-imagining Attainment for All 2 (RAFA 2), a student-led initiative focusing on the process of academic assessment in higher education with the aim of critically analysing and addressing the attainment gap between black/African/Caribbean/black British, and white students. Additionally, RAFA 2 is exploring the

attainment gap between Muslim women students and white students in general.

- The Class of 2020 in partnership with BT. The programme began in October 2016 and aims to enhance the ambitions of 175 young women through the power of education. Two events were held in 2017/18.
- Delivery of the Pathways to Law programme continued in 2017/18. The programme (run in partnership with the Sutton Trust) seeks to support students from widening participation backgrounds who have aspirations for a career in the legal sector.
- In 2017/18 a taster lecturer scheme was piloted, delivered by doctoral students, where subject masterclasses for students in Years 10-13 took place. Twenty taster lectures were delivered on and off campus in 2017/18 and university experience days were also offered to students in Years 8-10.

Community engagement

In 2017/18 the University placed a particular emphasis on partnership development and public engagement with the local community and businesses, in particular those in the arts and sports sectors. Particular projects include:

- A new partnership with Crystal Palace Football Club. The agreement will see a range of work experience opportunities for University of Roehampton students in 2018/19 and onwards, as well as involvement by Crystal Palace FC staff in careers-related events and activities and extensive links between Crystal Palace Ladies FC and the University of Roehampton Women's Football programme. The agreement will also see links built between the University and the Palace for Life Foundation, a community engagement programme that works with over 13,000 young people in south London every year.
- The University has signed agreements with the Print Room at the Coronet, a theatre based in Notting Hill, and with the People Show, a theatre company based

in Whitechapel. Each will provide further opportunities for Roehampton students to undertake work placements and for staff to engage with these organisations.

- The University has expanded its partnership with Wimbledon Bookfest to become the principal partner for the next five years for the festival and associated schools programme, which now works with over 70 schools in south London. The partnership this year included a new series of lectures by leading academic staff from across the University to take place at the festival each October.
- A partnership with Battersea Arts Centre called 'Creative Arts in the Community'. The agreement allows for students on the University's MA Children's Literature programme to work in collaboration with producers at Battersea Arts Centre. Students on the module gain hands-on experience in arts management, project planning, design, and development, and in working with professionals and children from within the University's local community.
- A partnership with Barnes Children's Literature Festival, one of the largest children's literature festivals in the country.

The partnership provides students with paid and voluntary placement opportunities, including opportunities for Journalism students to promote the festival and provides opportunities for staff to showcase their work.

- An ongoing agreement with the Booker Prize Foundation to distribute 3,500 copies of a contemporary fictional novel as part of the RoeReads initiative. The featured book in 2017/18 was Room by Emma Donoghue who was nominated for the Man Booker Prize in 2010. Copies were given out across campus for free, and staff and students attended a question and answer session about the book with the author.
- A thriving calendar of events open to the public, including public lectures and campus heritage tours.
- An ongoing range of volunteering and sustainability initiatives through Roehampton Students' Union, including the Growhampton project.
- The University also continued to maintain its links with around 400 schools through the School of Education, with a growing School Direct network.

Twenty taster lectures were delivered on and off campus in 2017/18 and university experience days were also offered to students in Years 8-10.



External Engagement, Marketing and Recruitment

In 2017/18 the University introduced a new University external website, a student blog site, and the creation, through the roll-out of the new University brand, of a suite of new publications aimed at prospective students.

The University continued to innovate in digital marketing and social media, with significant rises in engagement on Snapchat and has grown to be the third largest university in London by student FTE on Facebook, and in the top ten on both Instagram and Twitter as measured against the latest HESA data. The University's presence at external recruitment events and fairs has also been reviewed in full.

The University has also seen significant rises in positive media coverage over the last year. Roehampton staff and students have received positive coverage and acted as commentators in national media on BBC radio, BBC online, the Telegraph, Guardian, Express, Times and Daily Mail, and hundreds of local, national and international media outlets.

The University has launched a suite of new scholarships, including scholarships for high achievers and for students with talent in eSports. The latter scholarships are the first of its kind for a UK university.

The University has redesigned its approach to Open Days. Each new student and their visitors are personally greeted by current students, enjoy a one-to-one campus tour, opportunities to meet student groups and sport teams, benefit from personal statement workshops and meet academic from every programme.



Responsible University

Equality, diversity and inclusion

Equality, Diversity and Inclusion are included as strategic priorities in the Strategic Plan 2014-2019 and reflected in the Strategic Plan 2019-2022. In 2017/18 the University introduced new structures to govern equality, diversity and inclusion activity. The Equality, Diversity and Inclusion Committee (EDIC) terms of reference and membership has been revised and is responsible on behalf of University Council for the development of the University's Equality, Diversity and Inclusion Strategy, for ensuring that the University has appropriate policies and procedures in place to meet its legal obligations and in working towards the University's stated Equality Objectives. The Equality, Diversity and Inclusion Group (EDIG), a working group of EDIC is responsible for the day-to-day implementation of the strategy and Equality Objectives and has pursued a range of initiatives over the last year.

Publication of the Annual Equality Report and progression of Equality Objectives

EDIC published the University's Annual Equality Report which demonstrates how the University is meeting the aims of the Equality Duty and how it is progressing its Equality Objectives.

The University published its Gender Pay Report which showed an average median gap of 5.21% compared to a sector average of 14.3%.

Work is underway to ensure that all committees respond to and proactively deal with issues considered equality, diversity and inclusion at each of their meetings.

Charters and awards

The University was awarded an Athena SWAN Bronze Award, supported by a cross-university action plan to be delivered over the next four year. The University submitted to the Stonewall Equality Workplace Index its annual return, including an action plan on improving the experience for lesbian, gay, bi-sexual and trans members of staff and students. Finally, the University has embarked on the Race Equality Charter.



Risk and Uncertainty

The University maintains a fully scored and prioritised High Level Risk Register, with each risk linked to one or more of the University's strategic objectives.

The Vice-Chancellor's Advisory Group (VCAG), formerly the Financial Strategy Group (FSG), is responsible for the review of the High-Level Risk Register on a regular basis throughout the academic year as set out in the Risk Management Policy. During 2017/18, the High-Level Risk Register was revised regularly by the VCAG, presented to Audit Committee and to subsequent Council meetings.

The University has also promoted greater involvement at academic and academic support department level in the risk management process to ensure that risks are identified and managed at the appropriate level within the organisation. For academic departments, the Deputy Provost (Academic Development) maintains a risk register using the University-wide risk register template and consults the academic departmental heads during this process.

The head of each academic support department is responsible for identifying and managing the risks specific to their areas in accordance with the Risk Policy. During the 2016/17 department business planning process, departments were asked to consider

risk by providing an up-to-date risk register. Members of the Vice-Chancellor's Advisory Group consider all department risk registers when updating the University High-Level Risk Register.

The Risk Register is used to identify core areas of work required to be undertaken to ensure adequate and effective risk management. Departments map out their planned actions in relation to each of these key areas of work. This enables the University to maintain a greater level of control in relation to risk and to be more certain about its future direction and, crucially, the extent to which its mission can be achieved.

Top priority high-level risks

As of 31 July 2018, the University had identified three risks with the highest priority:

- Government policy on future funding or places.
- Effects of the UK withdrawal from the EU.
- Student Recruitment.

Government policy on future funding or places

The current political and economic climate has caused significant uncertainty within the higher education sector. In order to mitigate this risk, the Vice-Chancellor and senior staff maintain the University's influence in sector-level discussions on policy through engagement with senior Government officials. The University ensures that it is compliant at all times with the relevant immigration and consumer protection legislation and guidance, as well as undertaking regular financial forecasting and scenario planning to build resilience.

Effects of the UK withdrawal from the European Union

The decision to leave the European Union (EU) following the referendum in 2016 has caused significant uncertainty. The University implemented an Action Plan in October 2016, outlining actions to mitigate any potential negative impacts from the UK leaving the EU. For example, the University has implemented actions to mitigate loss of EU staff and the University has increased EU student recruitment and marketing activities. The University actively engages in consultations at a sector level to help shape any future policy and monitors the likely impact on possible student and staff recruitment of any legislation as a result of the exiting the EU.

Student Recruitment

Over the last five years there have been significant shifts in the sector in regards to the number of students enrolling for study. The University has experienced sustained growth in student recruitment over this period, including a 94% increase in overall student numbers, but recognises the ongoing uncertainty in the sector acting upon student recruitment. Student fee levels are predicted to remain flat for three years although on-going fee reviews provide uncertainty; projections indicate that the impact of Brexit is likely to lead to a reduction in student enrolments from 2020, coupled with the demographic decline in the number of school leavers until 2021.

The University continues to respond robustly to these challenges to mitigate this risk. For example, a number of new subject areas will be launched in the next three years and the University will explore other opportunities to grow the student numbers. The University also undertakes cost efficiencies where possible to ensure financial resilience.

Modern Slavery and Human Trafficking

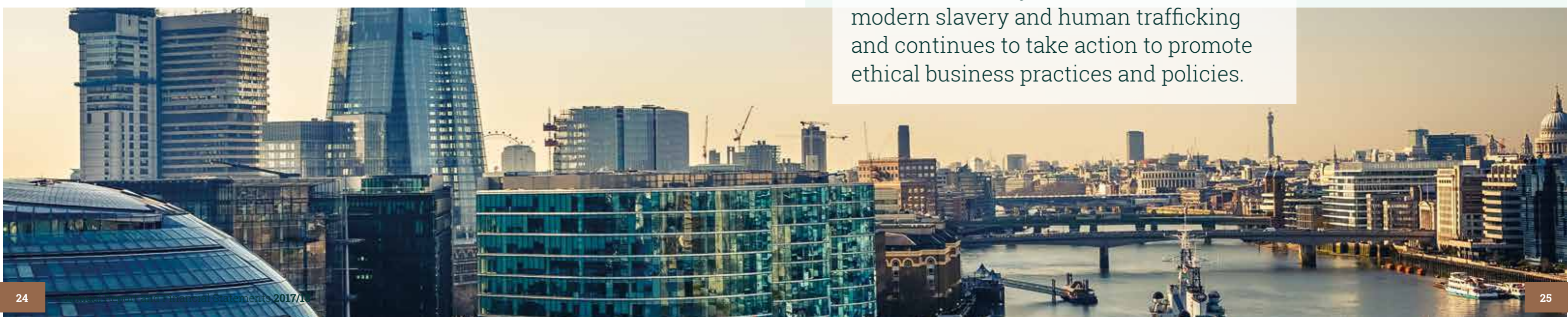
The University supports the UK Government's objectives to eradicate modern slavery and human trafficking and continues to take action to promote ethical business practices and policies to protect workers from being abused and exploited in its business and its supply chain. The University has published a Slavery and Human Trafficking Statement on its website, pursuant to Section 54 of the Modern Slavery Act 2015 which sets out the steps taken by the University during the year ending 31 July 2018, to ensure that slavery and human trafficking are not taking place in its supply chains or in any part of its business.

Approved by and signed on behalf of the Council.



Sir David Bell
Chair of Council
November 2018

The University supports the UK Government's objectives to eradicate modern slavery and human trafficking and continues to take action to promote ethical business practices and policies.





Members of Council Report

Statement of Public Benefit

Roehampton University is an exempt charity under the terms of the Charities Act 2011. In preparing this statement of public benefit, the governors as Trustees of the University have had regard to the Charity Commission's guidance on the reporting of public benefit and its supplementary public benefit guidance on the advancement of education and is confident that it complies with all elements of Charity Law. The University's purpose is defined in the Articles of Association as: 'the establishment conduct and development of a University for the advancement of higher and further education and as an institution for teaching and research.'

Our Aim is to:

- Change lives by helping our students to develop the confidence, knowledge and adaptability they need for a successful graduate career and fulfilling life.
- Understand and help to improve our world through a spirit of curiosity and discovery.
- Support, encourage and challenge each other in a friendly and inclusive community that values people as individuals.

Our Commitment is to provide:

- A community of learning based on partnership that encourages and supports all of our students and staff to achieve their aspirations.
- An excellent education that enables our students to prepare themselves for a successful and fulfilling career in a rapidly changing world.
- A curriculum that meets the needs and expectations of both students and employers, and that reflects the diversity of modern society.
- An excellent research environment that makes a positive contribution to our understanding of the world and helps to improve lives.
- A diverse community that is characterised by friendliness, openness, inclusion, and freedom of thought and expression.
- A wide range of opportunities for our students to develop interests beyond their course of study, encouraging them to grow as individuals.
- A network for communities and partners who share our values to work together in common purpose.

Committee membership

Members of Council, who are the directors of the University for the purposes of company law, present this report and the financial statements for the year ended 31 July 2018. The names of the current members of Council and those who served during the year in question are listed below. All held office throughout the year unless otherwise indicated.

Members of Council and Directors

Sir David Bell - Chair
Sister Lorna Brockett
Nicholas Brookes - (Vice-Chair)
Jonathan Carter (until 30 June 2018)
Dr Sultana Choudhry (from 12 March 2018)
John Constantine (until 16 October 2017)
Janet Cooper OBE
Professor Ann David
Roger Dawe CB, OBE
Sister Christine Edwards
Noel Flannery (until 31 July 2018)
Dennis Hone CBE
Rev Margaret Jones
Stephen Ludlow (until 31 July 2018)
Rev James McKinney
Mark Neale CB
Brian Newey
Chukwuemeka Chika Obinna Goodluck Nwagu (ex officio, from 1 July 2018)
Professor Laura Peters
Professor Paul O'Prey CBE (ex officio)
Sheena Pindoria (from 1 August 2018)
Kevin Thomas (from 12 March 2018)
Jack Wilcock (ex officio, until 30 June 2018)

Members of Finance and Estates Committee

Nicholas Brookes - Chair
Mark Allen
Paul Fothergill
Dennis Hone CBE
Stephen Ludlow - (Vice-Chair) (until 31 July 2018)
Mark Neale
Chukwuemeka Chika Obinna Goodluck Nwagu (ex officio, from 1 July 2018)
Professor Paul O'Prey CBE (ex officio)
Jack Wilcock (ex officio, until 30 June 2018)

Members of Audit Committee

Noel Flannery - Chair (until 31 July 2018)
John Constantine (until 16 October 2017) Roger Dawe CB, OBE
Brian Newey
Sheena Pindoria
Kevin Thomas - Chair (from 1 August 2018)

Members of Remuneration Committee

Sir David Bell - Chair until 12 March 2018 (ex officio)
Nicholas Brookes
Janet Cooper OBE - Chair from 13 March 2018
Professor Paul O'Prey (until 27 November 2017)

Members of Health and Safety Committee

John Constantine - Chair (until 16 October 2017)
Margaret Jones - Chair (from 16 October 2017)
Reggie Blennerhassett (ex officio)
Joanna Brooks (ex officio)
Jackie Brown (ex officio)
Dr Patrick Brady (UCU)
Jonathan Carter (until 30 June 2018)
Frances Coleman (ex officio)
Simon Dorman (ex officio)
Dr Stephen Driver (ex officio)
Michael Drummond (GMB, from 5 October 2017)
Mark Ellul - Vice Chair (ex officio, from 1 September 2018)
Lisa Forbes (ex officio, until 6 February 2018)
Rev Mark Garner (ex officio)
Irene Gerlach (GMB, until 4 October 2017)
Paul MacCourt (ex officio)
Chukwuemeka Chika Obinna Goodluck Nwagu (ex officio, until 2 October 2018)
Professor Claire Ozanne (ex officio)
Andrew Skinner - Vice-Chair (ex officio, until 31 August 2018)
Dr Christopher Stephens (ex officio)
George Walker (ex officio, from 3 October 2018)
Jerry Woods (ex officio, from 6 February 2018)

Members of Nominations and Governance Committee

Sir David Bell – Chair (ex officio)
Reggie Blennerhassett
Nicholas Brookes
Roger Dawe CB, OBE
Chukwuemeka Chika Obinna Goodluck Nwagu (ex officio, from 1 July 2018)
Professor Paul O'Prey CBE (ex officio)
Jack Wilcock (ex officio, until 30 June 2018)

Members of Equality, Diversity and Inclusion Committee (from 28 November 2017)

Professor Paul O'Prey - Chair
Reggie Blennerhassett (ex officio)
Sister Lorna Brockett
Joanna Brooks (ex officio)
Alison Carlisle
Linda Cronin
Professor Lynn Dobbs (ex officio, until 21 September 2018)
Mark Ellul (ex officio)
Professor Anna Gough-Yates (ex officio, from 22 September 2018)
Chukwuemeka Chika Obinna Goodluck Nwagu (ex officio)
Dr Christopher Stephens
Company Secretary
Andrew Skinner (until 31 August 2018)
Mark Ellul (from 1 September 2018)

Clerk to Council

Andrew Skinner (until 31 August 2018)
Dr George Turner (from 1 October 2018)



Corporate Governance

The University is composed of four constituent Colleges: Froebel, Digby Stuart, Southlands and Whitelands.

Legal status

Roehampton University was incorporated as a Company Limited by Guarantee on 23 June 2004 and commenced trading on 1 August 2004. The University is an exempt charity for the purposes of the Charities Act 2011. In 2011, the University adopted the trading name University of Roehampton. The University's legal name remains Roehampton University.

The University is composed of four constituent Colleges: Froebel, Digby Stuart, Southlands and Whitelands, each of which has a Providing Body that owns the land on which the respective College is located. The Colleges are non-autonomous and the University has contractual arrangements with each of their Providing Bodies governing the Colleges' respective relationships with the University, including the use of their property, sole management of all services and facilities relating to the property, control of income and expenditure relating to same, and the University's autonomous conduct of the business of the University as a whole, including the employment of all staff and the conduct of all academic affairs.

The Office for Students

In 2017/18 the University applied to the Office for Students to register as an Approved (Fee Cap) provider. The University received confirmation from the Office for Students on 15 October 2018 that its application had been successful, and as such the University is now

listed on the Register of Higher Education providers officially recognised by the Office for Students.

Governance review

The University has begun a comprehensive review of its governance, conducted by the Special Advisor to the Vice-Chancellor. The review will include consideration of the adequacy and effectiveness of Senate and its committees, and of the adequacy and effectiveness of Council and its committees. In completing this review, the University considers that it will have complied with the third recommendation made by its Internal Auditors in September 2015 and the fourth recommendation made by HEFCE in January 2016.

Apart from points noted above, the University considers it has complied with the HE Code throughout the year.

General Data Protection Regulation

The University has undertaken significant preparations for compliance with the General Data Protection Regulation. This activity has been conducted internally in conjunction with external consultants. The University considers that it is compliant with new data protection legislation, and will continue to work on incorporating best practice into operations.

Statement of the Responsibilities of the Members of Council

The members of the Council are responsible for preparing the strategic report, the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the members of the Council to prepare financial statements for each financial year. Under that law the members of the Council have elected to prepare the group and University financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the members of the Council must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the University and of the surplus of income over expenditure of the group and University for that period.

In preparing these financial statements, the members of the Council are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and accounting 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.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the University will continue in operation.

The members of the Council are also required to give a report, which includes the legal and administrative status of the University. The members of the Council are responsible for keeping adequate accounting records that are sufficient to show and explain the University's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006, its Articles of Association, the Accounts Direction as issued by the Office for Students (OfS) and the Statement of Recommended Practice: Accounting for Further and Higher Education. They are also responsible for safeguarding the assets of the University and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Council are responsible for ensuring that the funds from HEFCE/OfS, Research England and the National College for Teaching and Leadership (NCTL) are used only in accordance with the OfS Terms and Conditions of Funding, and any other conditions that the Office for Students may prescribe from time to time. Members of the Council must ensure there are appropriate financial and management controls in place in order to safeguard public and other funds and to ensure they are used properly. In addition, members of the Council are responsible for securing economical, efficient and effective management of the University's resources and expenditure, so that the benefits that should be derived from the application of public funds by HEFCE, the OfS and Research England are not put at risk.

Financial statements are published on the University's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the University's website is the responsibility of the members of Council. Their responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of Information to Auditors

At the date of making this report, Council confirms that:

- So far as each Member of Council is aware, there is no relevant information needed by the University's auditors in connection with preparing their report of which the University's auditors are unaware.
- Each Member of Council has taken all the steps that he/she ought to have taken as a Member of Council in order to make himself/herself aware of any relevant information needed by the University's auditors in connection with preparing their report and to establish that the University's auditors are aware of that information.

Statement of the University's Structure of Corporate Governance

Statement of Corporate Governance

The HE Code of Governance was published by the Committee of University Chairs (CUC) (the "HE Code") in 2014 and updated in June 2018. The HE Code comprises a series of seven primary elements supported by "must" statements prescribing essential components within each element; "should" statements that illustrate activities that would normally achieve the "must" statements; and "could" statements outlining examples of positive governance practices. The University is compliant with the HE Governance Code.

The Council

The University's governing body is the Council which determines the ongoing strategic direction of the University. It approves major developments and is provided with regular and timely information on the overall financial performance of the University together with other information such as performance against funding

targets, proposed capital expenditure, risk management, legal compliance, quality assurance, and personnel-related and Health & Safety matters.

The Council is composed of up to 20 members:

- Up to 15 independent members, one of whom shall normally have experience of working at a senior level in higher education, and eight of whom are nominated by the College Providing Bodies or equivalent.
- A member elected by the Academic Staff, subject to approval by Council.
- A member elected by the Academic Support Staff, subject to the approval of Council.
- One member nominated by the Senate.
- The Vice-Chancellor.
- The President of the Students' Union.

In 2017/18 the University made a successful application to the Privy Council to make a number of minor changes to its Articles of Association.

Appointments to Council are a matter for the Council as a whole to determine. There is a majority of independent members on the Council. Members of Council are appointed for a term of office not exceeding three years and are eligible to serve up to three consecutive three-year terms.

In 2017/18 the University made a successful application to the Privy Council to make a number of minor changes to its Articles of Association. The changes related to clarification for the appointment of members of its Council and their terms of office, to include a statement on freedom of speech and to make a small number of tidying and consequential amendments.

Council normally meets four times each year. It has six standing committees: Audit Committee, Finance and Estates Committee, Health and Safety Committee, Nominations and Governance Committee, Equality, Diversity and Inclusion Committee, and Remuneration Committee. Council committees are formally constituted with terms of reference and composition set out in the University Regulations. All committees include lay members of Council and the Audit Committee, Finance and Estates Committee and Remuneration Committee also include external members with expertise in the committee's subject area. In addition, the Joint Honorary Awards Committee is a joint committee of Council and Senate.

The Audit Committee oversees an ongoing programme for reviewing the adequacy and effectiveness of the University's system of internal control. It is responsible for meeting with the internal and external auditors, and reviews and discusses reports issued. The auditors have access to the Committee for independent discussion. The Committee also receives and considers

reports to and from the Office for Students as they affect the University's business, and monitors adherence to relevant regulatory requirements.

The Finance and Estates Committee oversees the management and development of University property, in conjunction with the Providing Bodies of the constituent Colleges and on behalf of the University in accordance with the University's Strategic Plan and oversees Campus Strategy. It also recommends to Council the University's annual revenue and capital budgets and receives updated forecasts during the course of the year. It also monitors investment and financing relating to capital developments, and receives reports from Staffing Group.

The Health and Safety Committee has responsibility for ensuring the University's compliance with health and safety legislation, and for overseeing the management of health and safety.

The Nominations and Governance Committee advises Council on the discharge of its responsibilities in relation to appointments to and succession planning for Council and its standing committees, and is also responsible for reviewing the adequacy and effectiveness of governance and for ensuring an appropriate balance of skills, experience and knowledge on Council and its Committees. The Committee has authority to make appointments to Council committees but the appointment of Members of Council and of Chairs of all Council committees is the responsibility of Council.

The Equality, Diversity and Inclusion Committee discharges the Council's responsibilities in relation to equality, diversity and inclusion matters general, and promotes equality, diversity and inclusion throughout the institution. The Committee

is made up of members of Council and senior managers of the University, and includes students and representatives from recognised University trade union branches.

The Remuneration Committee determines the remuneration and benefits of senior post-holders and the Vice-Chancellor, save for the initial terms and conditions for the Vice-Chancellor, which are established by Council. The Committee is chaired by an independent member of Council. The Vice-Chancellor is not a member of Committee and shall be in attendance by invitation to provide relevant information to the Committee except for where discussion relates to their own performance or remuneration.

The Joint Honorary Awards Committee considers and recommends candidates for the award of the Honorary Degrees and Fellowships of the University. It is a joint committee of Senate and Council.

The Clerk to the Council is responsible to the Council for ensuring that all applicable procedures and regulations are complied with, and maintains a register of financial and personal interests of the Members of Council. All members of Committees of Council are able to take independent professional advice in furtherance of their duties at the University's expense and have access to the Clerk to the Council.

Internal Control

As the governing body of the University, the Council is ultimately responsible for the University's system of internal control and for reviewing its adequacy and effectiveness in the achievement of its policies, aims and objectives.

The system of internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives. It can therefore provide reasonable but not absolute assurance of adequacy and effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of University 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 Council has delegated to the Vice-Chancellor the day-to-day responsibility for maintaining a sound system of internal control that supports the achievement of the University's policies, aims and objectives, whilst safeguarding the public funds and assets for which he is personally responsible, in accordance with the responsibilities assigned to him in the Memorandum of Assurance and Accountability between the University and HEFCE and the terms and conditions issued by the Office for Students.

The Vice-Chancellor is also responsible for reporting to Council any material weaknesses or breakdowns in internal control.

The University has a Risk Management Policy which was revised in 2016. The Council's role as defined under this policy is to:

- Set the tone and influence the culture of risk management within the University, including setting the standards and expectations of staff with respect to conduct and probity.
- Approve major decisions affecting the University's risk profile or exposure.
- Monitor the management of high-level risks.
- Satisfy itself that the less high-level risks are being actively managed, with the appropriate controls in place and working effectively.
- Annually review the University's approach to risk management and approve changes or improvements to key elements of its processes and procedures.

The Council has reviewed the key risks to which the University is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Council is of the view that there is a formal ongoing process for identifying, evaluating and managing the University's high-level risks that has been in place for the period ended 31 July 2018 and up to the date of approval of the Annual Report and Financial Statements. This process is regularly reviewed by Council.

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 Council.
- Regular reviews by Council of periodic and annual financial reports which indicate financial performance against forecasts.

The report concluded that assurance can be given of the adequacy of the control environment and that substantial assurance can be given of the adequacy and effectiveness of the University's overall assurance and risk management arrangements.

- Setting targets to measure financial and other performance.
- Clearly defined investment appraisal guidelines.
- The adoption of formal project management disciplines where appropriate.

The University has appointed an internal audit service which operates in accordance with the requirements set out in the Office for Students and Research England Audit Codes of Practice. The work of the internal audit service is informed by an analysis of the risks to which the University is exposed, and annual internal audit plans are based on this analysis. The analysis of risks is endorsed by the Council on the recommendation of the Audit Committee, and Audit Committee agrees an appropriate internal audit plan. Annually, the appointed Internal Auditor, Kingston City Group (KCG), provides Council with a report on internal audit activity in the University. The report includes KCG's independent opinion on the adequacy and effectiveness of the University's system of risk management, controls and governance and value for money processes. The internal audit plan includes an annual opinion on governance informed by the programme of work.

As the Accountable Officer, the Vice-Chancellor has responsibility for reviewing the adequacy and effectiveness of the system of internal control. His review of the adequacy and effectiveness of the system of internal control is informed by:

- The work of the internal auditors.
- The work of the Executive Officers within the University who have responsibility for the development and maintenance of the internal control framework.
- Comments made by the University's external auditors and the Office for Students auditors in their management letters and other reports.

The Vice-Chancellor has been advised on the effectiveness of the system of internal control by the Audit Committee, which oversees the work of the internal auditors. A plan to address weaknesses and ensure continuous improvement of the system is in place.



The Senior Management 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 the University's academic and administrative departments. The Senior Management team and the Audit Committee also receive regular reports from internal audit, which include recommendations for improvement. The Audit Committee's role in this area consists of a high-level review of the arrangements for internal control. The Council regularly considers risk and control and receives reports thereon from the Senior Management team and the Audit Committee.

The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its November 2018 meeting, the Council carried out the annual assessment of risk for the year ended 31 July 2018 by considering reports from the Senior Management team, internal audit and Audit Committee and taking account of events since 31 July 2018.

The report from internal audit considered the mechanisms by which the risk management framework and related processes, internal controls, assurance and performance management tools inter-relate with value for money and, together, combine to provide the Council with the necessary assurance to enable the University to make the disclosures required within the statement of internal control. It concluded that the University, overall, has an appropriate framework for delivering assurance to the governing body on key aspects of governance, risk management and internal control. The report concluded that assurance can be given of the adequacy of the control environment and that substantial assurance can be given of the adequacy and effectiveness of the University's overall assurance and risk management arrangements.

Approved by and signed on behalf of the Council.


Sir David Bell
 Chair of Council
 November 2018



Independent Auditor's Report

Independent Auditor's Report to Members of Council of the University of Roehampton

Opinion

We have audited the financial statements of University of Roehampton ("the University") and its subsidiaries (the 'Group') for the year ended 31 July 2018 which comprises the Consolidated and University Statement of Comprehensive Income, the Consolidated and University Balance Sheets, the Consolidated and University Statement of Changes in Reserves, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the University's affairs as at 31 July 2018 and of the Group's and the University's income and expenditure, gains and losses, changes in reserves and of the group's cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Statement of Recommended Practice: Accounting for Further and Higher 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 University in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the members of council report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the members of council report have been prepared in accordance with applicable legal requirements.
- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of council members' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Opinion on other matters required by the Office for Students ("OfS") and Research England Audit Code of Practice

In our opinion, in all material respects:

- Funds from whatever source administered by the University for specific purposes have been properly applied to those purposes and, if relevant, managed in accordance with relevant legislation;
- Funds provided by OfS and Research England have been applied in accordance with these other terms and conditions attached to them; and
- The requirements of the OfS's Accounts Direction have been met.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and the University and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the members of the council report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of council members' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the council

As explained more fully in the council members responsibilities statement set out on page 31, the council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the council members 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 council are responsible for assessing the Group and the University'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 council either intend to liquidate the Group or the University or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error,

and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

In addition, we also report to you whether income from funding bodies, grants and income for specific purposes and from other restricted funds administered by the University have been properly applied only for the purposes for which they were received and whether income has been applied in accordance with the Statutes and, where appropriate, with the Terms and Conditions of funding from the Office for Students and Research England.

Use of our report

This report is made solely to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the University's council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the University and the council members as a body, for our audit work, for this report, or for the opinions we have formed.

Paula Willock (Senior Statutory Auditor) For and on behalf of BDO LLP, Statutory Auditor, Gatwick

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).



Financial Statements for the year end 31 July 2018

Statement of Comprehensive Income for the year ended 31 July 2018

	Notes	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Income					
Tuition fees and education contracts	1	99,225	99,225	84,126	84,126
Funding body grants	2	11,102	11,102	10,633	10,633
Research grants and contracts	3	2,062	2,062	1,393	1,393
Other income	4	21,777	21,794	21,474	21,468
Investment income	5	135	131	52	52
Total income before endowments and donations		134,301	134,314	117,678	117,672
Endowments and donations	6	335	335	105	105
Total income		134,636	134,649	117,783	117,777
Expenditure					
Staff costs	7	71,850	71,850	60,486	60,486
Other operating expenses	9	48,678	48,691	41,919	41,913
Depreciation	10,11,12	7,297	7,297	5,364	5,364
Interest and other finance costs	8	5,807	5,807	5,431	5,431
Total expenditure		133,632	133,645	113,200	113,194
Surplus before other gains losses and share of operating surplus of joint ventures		1004	1,004	4,583	4,583
(Loss)/ gain on investments	19	(4)	(4)	26	26
Surplus		1,000	1,000	4,609	4,609
Actuarial profit in respect of pension schemes	23	24,858	24,858	6,236	6,236
Total comprehensive income for the year		25,858	25,858	10,845	10,845
Represented by					
Restricted Endowments comprehensive income for the year		(39)	(39)	10	10
Unrestricted comprehensive income for the year		25,897	25,897	10,835	10,835
		25,858	25,858	10,845	10,845
Surplus for the year attributable to:					
University		1,000	1,000	4,609	4,609
Total comprehensive income for the year attributable to University		25,858	25,858	10,845	10,845

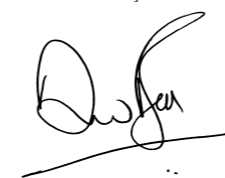
All items of income and expenditure relate to continuing activities and is attributed to activity in the UK.

Consolidated and University Balance Sheets as at 31 July 2018

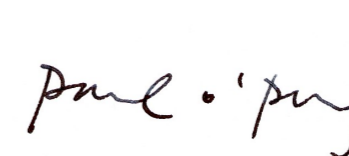
Company registration number 5161359 (England and Wales)

	Notes	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Non-current assets					
Goodwill	10	69	69	77	77
Negative goodwill	12	(56,764)	(56,764)	(58,395)	(58,395)
Net amount of goodwill and negative goodwill		(56,695)	(56,695)	(58,318)	(58,318)
Fixed assets	11	214,391	215,282	216,517	217,408
Investments	13	-	2,130	-	2,130
		157,696	160,717	158,199	161,220
Current assets					
Stocks		99	99	119	119
Trade and other receivables	14	13,147	13,914	8,710	9,179
Investments	15	629	629	668	668
Cash and cash equivalents		30,499	27,366	29,943	27,096
		44,374	42,008	39,440	37,062
Creditors: amounts falling due within one year	16	(20,587)	(20,381)	(21,214)	(20,996)
Net current assets		23,787	21,627	18,226	16,066
Total assets less current liabilities		181,483	182,344	176,425	177,286
Creditors: amounts falling due after more than one year	17	(94,528)	(94,528)	(96,066)	(96,066)
Provisions					
Pension provisions	18	(32,095)	(32,095)	(52,718)	(52,718)
Other provisions	18	(1,828)	(1,828)	(467)	(467)
Total net assets		53,032	53,893	27,174	28,035
Restricted reserves					
Income and Expenditure Reserve - Endowments	19	629	629	668	668
Unrestricted reserves					
Income and Expenditure Account excluding pension reserve		52,403	53,264	26,506	27,367
Total reserves		53,032	53,893	27,174	28,035

The financial statements were approved and authorised for issue by Roehampton University Council on 26 November 2018 and signed on its behalf by:



Sir David Bell
Chair of Council



Professor Paul O'Prey CBE
Vice-Chancellor



Mr Nicholas Brookes
Chair of Finance & Estates Committee

Consolidated and University Statement of Changes in Reserves
Year ended 31 July 2018

	Income and expenditure account		Total excluding non controlling interest
	Endowment £'000	Unrestricted £'000	£'000
Group			
Balance at 1 August 2016	658	15,671	16,329
(Loss)/Surplus from the income and expenditure statement	10	4,599	4,609
Other comprehensive income	-	6,236	6,236
Total comprehensive income for the year	10	10,835	10,845
Balance at 31 July 2017	668	26,506	27,174
Balance at 1 August 2017	668	26,506	27,174
(Loss)/Surplus from the income and expenditure statement	(39)	1,039	1,000
Other comprehensive income	(40)	24,858	24,858
Total comprehensive income for the year	(39)	25,897	25,858
Balance at 31 July 2018	629	52,403	53,032
University			
Balance at 1 August 2016	658	16,532	17,190
(Loss)/Surplus from the income and expenditure statement	10	4,599	4,609
Other comprehensive income	-	6,236	6,236
Total comprehensive income for the year	10	10,835	10,845
Balance at 31 July 2017	668	27,367	28,035
Balance at 1 August 2017	668	27,367	28,035
(Loss)/Surplus from the income and expenditure statement	(39)	1,039	1,000
Other comprehensive income	-	24,858	24,858
Total comprehensive income for the year	(39)	25,897	25,858
Balance at 31 July 2018	629	53,264	53,893

* Opening reserves as at 1 August 2017 have been reduced by a total of £895,000. Of this, £891,000 relates to the effect of a fixed assets adjustment, as explained in note 11, and £4,000 relates to a correction to the reserves balance of Roehampton Construction Services Ltd.

Consolidated Statement of Cash Flow
Year ended 31 July 2018

	Notes	31 July 2018 £'000	31 July 2017 £'000
Cash flow from operating activities			
Surplus for the year		1,000	4,609
Adjustment for non-cash items			
Depreciation	11	8,920	6,986
Amortisation goodwill	10	8	9
Benefit of acquisition of Colleges released to income	12	(1,631)	(1,631)
Decrease/(increase) in stock		20	(15)
Increase in debtors	14	(4,437)	(886)
(Decrease)/increase in creditors	16	(1,025)	4,238
Increase in pension provision	18	4,236	3,590
Increase in other provisions	18	1,361	467
Adjustment for investing or financing activities			
Investment income	5	(135)	(52)
Interest payable	8	4,439	4,038
Endowment income		4	(26)
Amortisation of capital grants		(1,103)	(1,084)
Net cash inflow from operating activities		11,657	20,243
Cash flow from investing activities			
Capital grant receipts		799	795
Investment income		135	52
Payments made to acquire fixed assets		(6,794)	(23,829)
		(5,860)	(22,982)
Cash flow from financing activities			
Interest paid		(4,189)	(3,775)
Interest element of finance lease		(250)	(263)
Endowment cash received		(4)	26
New secured loans		-	20,000
Repayments of amounts borrowed		(581)	(616)
Capital element of finance lease		(246)	(221)
		(5,270)	15,151
Increase in cash and cash equivalents in the year		527	12,412
Cash and cash equivalents at beginning of the year		30,271	17,859
Cash and cash equivalents at end of the year		30,798	30,271



Principal Accounting Policies Year ended 31 July 2018

Legal status

Roehampton University was incorporated as a Company Limited by Guarantee on 23 June 2004 and commenced trading on 1 August 2004. The University is an exempt charity established in England and Wales for the purposes of the Charities Act 2011.

Basis for preparation

These financial statements have been prepared in accordance with the accounting policies set out below, the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2014 and in accordance with Financial Reporting Standards (FRS 102). The University is a public benefit entity and therefore has applied the relevant public benefit requirements of FRS 102.

Basis of consolidation

The consolidated financial statements include the University and all its subsidiaries, Roehampton Corporate Initiatives Limited, Roehampton Hosting Services and Roehampton Construction Services Limited for the financial year to 31 July 2018. Intra-group transactions are eliminated on consolidation.

The consolidated financial statements do not include the income and expenditure of Roehampton Students' Union (RSU) as the University does not exert control or dominant influence over policy decisions.

Associated companies and joint ventures are accounted for using the equity method. The University accounts for its share of transactions from joint operations and jointly controlled assets in the Statement of Comprehensive Income.

Income recognition

Fee income is stated gross of any expenditure which is not a discount and credited to the Statement of Comprehensive Income over the period in which students are studying. Where the amount of the tuition fee is reduced by a discount for prompt payment, income receivable is shown net of the discount. Bursaries and scholarships are accounted for gross as expenditure and not deducted from income.

Investment income is credited to the Statement of Comprehensive Income on a receivable basis.

Funds the University receives and disburses as paying agent on behalf of a funding body are excluded from the income and expenditure of the University where the University is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

Income from the sale of goods or services is credited to the Statement of Comprehensive Income when the goods or services are supplied to the external customers or the terms of the contract have been satisfied.

Grant funding

Government revenue grants including funding council block grant and research grants are recognised in income on a systematic basis over the periods in which the University recognises the related costs for which the grant is intended to compensate. Where part of a government grant is deferred it is recognised as deferred income within creditors and allocated between creditors due within one year and due after more than one year as appropriate.

Grants (including research grants) from non-government sources are recognised in income when the University 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.

Endowments and donations

Non exchange transactions without performance related conditions are classed as donations and endowments. Donations and endowments with donor imposed restrictions are recognised in income when the University is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with the restriction, at which point the income is released to general reserves through a reserve transfer.

Donations with no restrictions are recognised in income when the University is entitled to the funds.

Investment income and appreciation of endowments is recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms applied to the individual endowment fund.

There are four main types of donations and endowments identified within reserves:

1. Restricted donations - the donor has specified that the donation must be used for a particular objective.
2. Unrestricted permanent endowments - the donor has specified that the fund is to be permanently invested to generate an income.
3. Restricted expendable endowments - the donor has specified a particular objective other than the purchase or construction of tangible fixed assets, and the University has the power to use the capital and any income streams.
4. Restricted permanent endowments - the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

Capital grants

Government capital grants are recognised in income over the expected useful life of the asset. Other capital grants are recognised in income when the University is entitled to the funds subject to any performance related conditions being met.

Going concern

After reviewing the University financial position forecasts and financial facilities, Council has a reasonable expectation that the University has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the University has continued to adopt the going-concern basis in preparing the Financial Statements.

Accounting for retirement benefits

The two principal pension schemes for the University's staff are the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). In addition, a number of staff are members of the Universities Superannuation Scheme (USS).

The schemes are defined benefit schemes which are externally funded and were contracted out of the State Second Pension (S2P). Each fund is valued every three years by professionally qualified independent actuaries.

The USS and TPS are multi-employer schemes for which it is not possible to identify the assets and liabilities to University members due to the mutual nature of the schemes and therefore these schemes are accounted for as a defined contribution retirement benefit schemes. A liability is recorded within creditors for any contractual commitment to fund past deficits within the schemes.

Defined contribution plan

A defined contribution plan is a post-employment benefit plan under which the University pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution pension plans are recognised as an expense in the Statement of Comprehensive Income in the periods during which services are rendered by employees.

Defined benefit plan

Defined benefit plans are post-employment benefit plans other than defined contribution plans. Under defined benefit plans, the University's obligation is to provide the agreed benefits to current and former employees, and actuarial risk (that benefits will cost more or less than expected) and investment risk (that returns on assets set aside to fund the benefits will differ from expectations) are borne, in substance, by the University. The Group recognises a liability for its obligations under defined benefit plans net of plan assets. This net defined benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the

fair value (at bid price) of plan assets. The calculation is performed by a qualified actuary using the projected unit credit method. Where the calculation results in a net asset, recognition of the asset is limited to the extent to which the University is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

Enhanced benefits

The actual cost of any enhanced ongoing pension to former members of staff is paid by the University annually. An estimate of the expected future cost of any enhancement to the ongoing pensions of former members of staff is charged in full to the University's Statement of Comprehensive Income in the year that the member of staff retires. In subsequent years a charge is made to provisions in the Balance Sheet to reflect the update to estimated future cost using data provided by OfS.

Employment benefits

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

Foreign currency

Transactions in foreign currencies are translated to sterling at the foreign exchange rate ruling at that date of receipt. Foreign exchange differences arising on translation are recognised in surplus or deficit.

Intangible assets and goodwill

Goodwill arises on consolidation and is based on the difference between the fair value of the consideration given for the undertaking acquired and the fair value of its separable net assets at the date of acquisition. Goodwill is amortised over 20 years representing the remaining estimated economic lives of the long life assets to which the goodwill relates.

Intangible assets are amortised over the remaining estimated economic life of the assets. Goodwill and intangible assets are subject to periodic impairment reviews as appropriate.

Negative goodwill

Negative goodwill arising on acquisitions is allocated to non-monetary assets, retained on the Balance Sheet and released to the Statement of Comprehensive Income Account over the service lives of those assets to which the goodwill is attributed (40 years from 1 August 2008 in respect of buildings and 125 years from 1 August 2008 in respect of long-leasehold land). In the event the assets are disposed prior to the end of their useful life any remaining negative goodwill is released immediately. The excess of any negative goodwill above the value of nonmonetary assets is released to the Statement of Comprehensive Income immediately. Further information in note 12.

Fixed assets

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 FRS 102, 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.

Costs incurred in relation to land and buildings after initial purchase or construction, and prior to valuation, are capitalised to the extent that they increase the expected future benefits to the University. Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a straight line basis over their expected useful lives as follows:

Listed residences	50 years
New residences	40 years
Leasehold buildings	40 years
Leasehold land	125 years
Additional floors added /significant enhancements to existing buildings	25 years
New partitioning/alterations and improvements to existing buildings	10 years

Leasehold land is depreciated over the life of the lease up to a maximum of 125 years.

No depreciation is charged on assets in the course of construction.

Equipment

Equipment, including computers and software, costing less than £5,000 per individual item is recognised as expenditure. All other equipment is capitalised.

Capitalised equipment is stated at cost and depreciated over its expected useful life as follows:

Telephone equipment	7 years
General equipment purchased	3 years

Depreciation methods, useful lives and residual values are reviewed at the date of preparation of each Balance Sheet.

Borrowing Costs

Borrowing costs are charged to the statement of comprehensive income over the term of the debt using the effective interest method.

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 and an original maturity of three months or less.

Financial instruments

Basic financial instruments are held at amortised cost using the effective interest rate method or cost and are subject to an annual impairment review. All loans, deposits and investments are classified as basic instruments in accordance with FRS 102.

Finance leases

Leases in which the University assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance lease and the corresponding lease liabilities are initially recognised at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any lease premiums or incentives are spread over the term of the lease.

Taxation

The University is an exempt charity within the meaning of Part 3 of the Charities Act 2011. It is therefore a charity within the meaning of Para 1 of schedule 6 to the Finance Act 2010 and accordingly, the University is potentially exempt from taxation in respect of income or capital gains received within categories covered by section 478-488 of the Corporation Tax Act 2010 (CTA 2010) or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

The University receives no similar exemption in respect of Value Added Tax. Irrecoverable VAT on inputs is included in the costs of such inputs. Any irrecoverable VAT allocated to fixed assets is included in their cost.



The University's subsidiaries are liable to Corporation Tax in the same way as any other commercial organisation.

Deferred tax is provided in full on timing differences which result in an obligation at the balance sheet date to pay more tax, or a right to pay less tax, at a future date, at rates expected to apply when they crystallise based on current rates and law. Timing differences arise from the inclusion of items of income and expenditure in taxation computations in periods different from those in which they are included in financial statements. Deferred tax assets are more likely than not to be recovered. Deferred tax assets and liabilities are not discounted.

Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when:

- the University has a present obligation (legal or constructive) as a result of a past event;
- it is probable that an outflow of economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is determined by discounting the expected future cash flows at a pre-tax rate that reflects risks specific to the liability.

A contingent liability arises from a past event that gives the University 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 University. 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.

A contingent asset arises where an event has taken place that gives the University a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the University.

Contingent assets and liabilities are not recognised in the Balance Sheet but are disclosed in the notes.

Reserves

Reserves are classified as restricted or unrestricted. Restricted endowment reserves include balances which, through endowment to the University, are held as a permanently restricted fund which the University must hold in perpetuity.

Other restricted reserves include balances where the donor has determined a specific purpose and therefore the University is restricted in the use of these funds.

Significant judgements and estimates

In preparing these financial statements Members of Council have made the following judgements:

- Determine whether leases entered into by the University 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 University's tangible and intangible 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 underlying assumptions in relation to the estimate of the present value of the obligation in respect of the funding deficit plan for the USS pension scheme such as the salary inflation over the period of the funding deficit plan and the discount rate used.

- The critical underlying assumptions in relation to the estimate of the pension defined benefit scheme obligation such as standard rates of inflation, mortality, discount rate and anticipated future salary increases. Variations in these assumptions have the ability to significantly influence the value of the liability recorded and annual defined benefit expense.

- The bad debt provision is calculated based on an individual debtor basis.

- The depreciation charge is calculated based on estimates and assumptions on asset useful economic lives and expected residual value.

Notes to the Financial Statements Year ended 31 July 2018

1. Tuition fees and education contracts

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Full-time home and EU students	86,925	86,925	72,835	72,835
Full-time international students	6,454	6,454	6,583	6,583
Part-time students	5,846	5,846	4,708	4,708
	99,225	99,225	84,126	84,126

2. Funding body grants

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Recurrent grants				
Higher Education Funding Council	9,356	9,356	9,130	9,130
National College for Teaching and Leadership	72	72	42	42
Amortisation of deferred capital grant	1,103	1,103	1,084	1,084
Specific grants				
Higher Education Innovation Fund	498	498	340	340
Newton Fund	-	-	10	10
Catalyst Fund Call B	73	73	27	27
	11,102	11,102	10,633	10,633

There are no unfulfilled conditions and other contingencies associated with the above grants, and no other forms of government assistance have directly benefitted the group.

3. Research grants and contracts

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Research council	916	916	1,017	1,017
Research charities	617	617	488	488
Government (UK and overseas)	431	431	(157)	(157)
Industry and commerce	44	44	37	37
Other	54	54	8	8
	2,062	2,062	1,393	1,393

4. Other operating income

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Residence, catering and conferences	16,347	16,364	16,652	16,646
Other income-generating activities	4,455	4,455	3,769	3,769
Other revenue grants	967	967	1,022	1,022
Other income	8	8	31	31
	21,777	21,794	21,474	21,468

5. Investment income

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Investment income on endowments	12	12	12	12
Other investment income	123	119	40	40
	135	131	52	52

6. Endowments and donations

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Donations with restrictions	252	252	-	-
Unrestricted donations	83	83	105	105
	335	335	105	105

7. Staff

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Staff costs				
Salaries	55,084	55,084	46,091	46,091
Social security costs	5,752	5,752	4,883	4,883
Movement on USS creditor	(36)	(36)	(198)	(198)
Other pensions costs	9,284	9,284	8,150	8,150
Restructuring costs	1,766	1,766	1,560	1,560
	71,850	71,850	60,486	60,486

Other pension costs also includes £2,843,000 (2017: £1,372,000) pension costs related to the LGPS pension liability.

The University determines senior pay in accordance with its Senior Manager Remuneration Guidance which is approved by Council and which follows published guidance from the Committee of University Chairs and the Office for Students. The Vice-Chancellor's salary is set by the University Remuneration Committee of which he is not a member. The Committee is chaired by a member of the University Council who is not the Chair of Council. Prior to setting the Vice-Chancellor's annual salary the Chair of Council conducts a formal appraisal of the Vice-Chancellor's performance over the previous year and against set targets. Plans and targets for the coming year are also agreed. The Remuneration Committee uses the latest CUC and UCEA benchmark data for the UK Higher Education sector and takes into account the specific context and challenges for the University of Roehampton, as well as the experience and length of service of the incumbent Vice-Chancellor. The Vice-Chancellor's basic salary is 6.7 times the median basic salary of all permanent academic and non-academic staff employed by the University. The median pay is calculated on a full-time equivalent basis for the salaries paid by the University's staff. Remuneration inclusive of taxable benefits and pension adjustments is 10.7 times the median total remuneration of all permanent academic and non-academic staff.

	2018 £'000	2017 £'000
Salary	276	262
Pension contributions	49	47
Taxable benefits	3	3
	328	312

The University's pension contributions to the Universities Superannuation Scheme (USS) for the Vice-Chancellor are paid at the same rates as all scheme members and in 2018 they amounted to £49,430 (2017: £46,974). The Vice-Chancellor's accrued USS pension as at 31 July 2018 is £63,797 (2017: £62,939) gross per annum and the accrued tax-free lump sum total is £191,391 (2017: £188,818). This figure assumes a retirement age of 65 and no further contributions paid after 31 July 2018. As the current Vice-Chancellor is to retire in 2019 before the age of 65 the annual pension and lump sum will be reduced from this figure to reflect early retirement. The accrued lump sum has accumulated over 28 years of membership of the USS scheme, the last 14 of which have been with Roehampton University.

The University makes a separate provision of 0.575% of pensionable salary for each year of service after 1 August 2012 until 31 July 2016, then 1.675% of pensionable salary for each year of service from 1 August 2016 onwards. This pension is being provided on an unfunded basis and the actuarial provision for 2017/18 is £111,000 (2017: £88,000) (Note 18). The Vice-Chancellor's emoluments include medical insurance, a taxable benefit which the Remuneration Committee has determined presents a value for money benefit to the University. Non-taxable benefits provided to the Vice-Chancellor include living accommodation, this is provided in order to fulfil the requirements of the role. The cost of provision of this benefit is £6,520 which has been calculated based on a P11d living accommodation valuation.

Remuneration of other higher paid staff	2018 No	2017 No
£100,000 - £104,999	3	2
£105,000 - £109,999	3	1
£110,000 - £114,999	-	1
£115,000 - £119,999	1	2
£120,000 - £124,999	1	1
£125,000 - £129,999	2	-
£135,000 - £139,999	1	1
£160,000 - £164,999	-	1
£170,000 - £174,999	-	1
£175,000 - £179,999	1	-
£180,000 - £184,999	1	-
	13	10

Remuneration of other higher paid staff, excluding employer's pension contributions and loss of office payments.

Staff numbers by major category (full-time equivalent)	2018 No	2017 No
Academic	531	515
Administrative	417	417
Other including technical and manual	113	130
	1,061	1,062

The staff FTE total includes temporary staff recruited through Unitemps.

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the University. The note below shows the total cost for four key management personnel, all of whom also receive pension contributions from the University.

	2018 £'000	2017 £'000
Key management personnel compensation	766	711

Compensation for loss of office	2018 £'000	2017 £'000
Total amount paid	1,676	1,529
Number of people to whom this is payable	57	62

Total emoluments of staff Members of Council

No Member of Council has received any remuneration or waived payment from the University during the year in their capacity as a Member of Council. Emoluments received by Council Members in their capacity as employees are included in this note. The total expenses paid to or on behalf of 1 (2017: 1) Member of Council was £175 (2017: £294). These represent travel and subsistence expenses incurred in attending Council Committee meetings and other events in their official capacity.

8. Interest and other finance costs

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Loan interest	4,189	4,189	3,775	3,775
Finance lease interest	250	250	263	263
Net charge on pension scheme	1,368	1,368	1,393	1,393
	5,807	5,807	5,431	5,431

9. Analysis of other operating expenses by activity

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Academic departments	19,803	19,803	14,232	14,232
Academic services	5,389	5,389	4,705	4,705
Administration and central services	9,072	9,072	8,657	8,657
Premises	6,603	6,603	6,190	6,190
Residences, catering and conferences	6,385	6,399	6,807	6,801
Research grants and contracts	1,426	1,425	1,328	1,328
	48,678	48,691	41,919	41,913

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Other operating expenses include:				
Auditors' remuneration (internal)	67	67	73	73
Auditors' remuneration (external)				
Audit of the University annual Financial Statements	44	44	45	45
Audit of subsidiary companies Financial Statements	11	-	14	14
Audit of pension scheme and funding body statements	2	2	1	1
Tax and other services	30	16	16	16
Operating leases	49	49	77	77

The property lease rentals figure includes £667,000 (2017: £667,000) paid to Whitelands College as part of the licence and management agreement, £400,000 (2017: £400,000) for the lease over the Mount Clare property owned by Southlands College, which expires in 2026 and payments made for the Spring Mews students' accommodation in Vauxhall.

10. Intangible assets

	Group 2018 £'000	University 2018 £'000
Opening balance	77	77
Amortisation charge for the year	(8)	(8)
Closing balance	69	69

11. Tangible fixed assets

Group	Freehold land and buildings £'000	Leasehold land £'00	Leasehold buildings £'000	Equipment £'000	Buildings under construction £'000	Total £'000
Cost or valuation						
At 1 August 2017	22,581	54,204	133,512	29,341	35,744	275,382
Additions	-	-	2,446	4,187	161	6,794
Transfer	-	-	34,120	1,325	(35,445)	-
At 31 July 2018	22,581	54,204	170,078	34,853	460	282,176
Depreciation						
At 1 August 2017	776	900	32,366	24,823	-	58,865
Charge for year	432	300	4,607	3,581	-	8,920
At 31 July 2018	1,208	1,200	36,973	28,404	-	67,785
Net book values						
At 31 July 2018	21,373	53,004	133,105	6,449	460	214,391
At 31 July 2017	21,805	53,304	101,146	4,518	35,744	216,517
University						
Cost or valuation						
At 1 August 2017	22,581	54,204	134,403	29,341	35,744	276,273
Additions	-	-	2,446	4,187	161	6,794
Transfer	-	-	34,120	1,325	(35,445)	-
At 31 July 2018	22,581	54,204	170,969	34,853	460	283,067
Depreciation						
At 1 August 2017	776	900	32,366	24,823	-	58,865
Charge for year	432	300	4,607	3,581	-	8,920
At 31 July 2018	1,208	1,200	36,973	28,404	-	67,785
Net book values						
At 31 July 2018	21,373	53,004	133,996	6,449	460	215,282
At 31 July 2017	21,805	53,304	102,037	4,518	35,744	217,408

Freehold land and buildings and leasehold land were revalued as at 31 July 2014 by Gerald Eve using depreciated replacement costs for specialist buildings and existing use market value for other non-specialist buildings.

This brought forward cost of group leasehold buildings as at 1 August 2017 has been reduced by a total of £891,000 and similarly, brought forward group reserves has reduced. The adjustment is a correction to historical transactions related to construction services provided by a subsidiary of the University, posted prior to 1 August 2017. Of the £891,000 adjustment, £392,000 related to 2014/15 financial year, £473,000 related to 2015/16 financial year and £26,000 related to 2016/17 financial year.

	As previously stated	Effect of adjustments to balances prior to 1 August 2017	As restated
	Group 2017 £'000	£'000	Group 2017 £'000
Tangible fixed assets			
Cost	276,273	(891)	275,382
Depreciation	(58,865)	-	(58,865)
I&E Reserves impacted by fixed asset changes	(28,069)	891	(27,178)

12. Negative Goodwill

Group and University

Negative goodwill relating to Digby Stuart College, Southlands College, and the London and Quadrant Froebel Trust buildings is being amortised in line with depreciation of the relevant assets.

	Negative Goodwill £'000
Cost	
At 1 August 2017	(71,100)
Additions	-
At 31 July 2018	(71,100)
Released to income and expenditure account	
At 1 August 2017	12,705
Release for year	1,631
At 31 July 2018	14,336
Net book values	
At 31 July 2018	(56,764)
At 31 July 2017	(58,395)

13. Non-Current Investments

University	£'000
At 1 August 2017	2,130
Additions	-
At 31 July 2018	2,130

14. Trade and other receivables

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Amount falling due within one year:				
Research grants receivables	693	693	429	429
Other trade receivables	9,656	9,541	5,872	5,807
Other receivables	860	859	433	312
Prepayments and accrued income	1,938	1,902	1,976	1,823
Amounts due from subsidiary companies	-	919	-	808
	13,147	13,914	8,710	9,179

15. Current Investments

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Short term investment in shares	330	330	340	340
Short term deposits	299	299	328	328
	629	629	668	668

16. Creditors: Amounts falling due within one year

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Secured loans	919	919	772	772
Obligations under finance leases	282	282	255	255
USS pension liability	127	127	114	114
Trade payables	1,368	1,363	2,850	2,838
Other creditors	585	556	484	469
Amounts owed to subsidiary companies	-	639	-	655
Social security and other taxations payable	2,166	2,166	2,011	2,011
Deferred government capital grants	997	997	786	786
Accruals and deferred income	14,143	13,332	13,942	13,096
	20,587	20,381	21,214	20,996

Deferred Income

Included with accruals and deferred income are the following items of income which have been deferred until specific performance related conditions have been met.

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Donations	270	270	225	225
Research grants received on account	560	560	394	394
Grant income	188	188	449	406
Other income	1,258	1,096	932	790
	2,276	2,114	2,000	1,815

17. Creditors: Amounts falling due after more than one year

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Deferred government capital grants	5,635	5,635	6,151	6,151
Obligations under finance leases	5,459	5,459	5,732	5,732
Secured loans	81,877	81,877	82,606	82,606
USS pension liability	1,557	1,557	1,577	1,577
	94,528	94,528	96,066	96,066

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Analysis of secured and unsecured loans:				
Due within one year or on demand (note 16)	919	919	772	772
Due between one and two years	2,674	2,674	1,109	1,109
Due between two and five years	9,808	9,808	9,000	9,000
Due in five years or more	69,395	69,395	72,497	72,497
Due after more than one year	81,877	81,877	82,606	82,606
Total secured and unsecured loans	82,796	82,796	83,378	83,378
Secured loans repayable by 2034	81,877	81,877	82,606	82,606

Lender	Total drawn at inception £'000	Date drawn down	Term	Interest rate %	Borrower
Lloyds	30,000	April 2016	18 years	Fixed	University
Lloyds	45,000	Aug 2014	20 years	Fixed	University
Lloyds	4,600	Aug 2006	20 years	Fixed	University
Lloyds	1,441	Nov 2003	20 years	Fixed	University
Lloyds	6,500	Oct 2004	25 years	Fixed	University
Salix	664	July 2015	6 years	Interest-free	University

The borrowing from Lloyds is secured as part of a general charge over the property that is owned by the Providing Body of Digby Stuart College. Interest has been fixed on all of these loans for the duration of the loan period. The £4.6 million drawn-down loan has interest at 4.935%, the £1.4 million drawn-down loan has interest at 5.495%, and the £6.5 million drawn-down loan has interest at 5.661%.

The University signed a term loan facility with Lloyds for £75.0m on 7th August 2014, in order to fund the construction of two halls of accommodation and a new library. The first £45.0m is fixed at a rate of 5.220% drawn on 7th August 2014. The second tranche of £30.0m is fixed at a rate of 4.719% drawn on 29 April 2016.

The University was successful in receiving £664,281 in funding from the HEFCE/Salix Revolving Green Fund. The Fund is intended to provide repayable grants for the University to undertake specific projects that will reduce carbon emission. The financial savings made as a result of these projects are used to replenish the Fund. The loan is a long-term grant and only repayable once reinvestment in relevant carbon management projects ceases.

The carrying value of the secured assets (Digby Stuart College) is £22,031,250 and the carrying value of the finance lease secured assets is £5,576,562.

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Analysis of obligation under finance lease:				
Due within one year or on demand (note 16)	282	282	255	255
Due between one and two years	309	309	282	282
Due between two and five years	1,105	1,105	1,015	1,015
Due in five years or more	4,045	4,045	4,435	4,435
Due after more than one year	5,459	5,459	5,732	5,732
Total	5,741	5,741	5,987	5,987
Analysis of USS pension liability:				
Due within one year or on demand (note 16)	127	127	114	114
Due between one and two years	256	256	115	115
Due between two and five years	261	261	356	356
Due in five years or more	1,040	1,040	1,105	1,105
Due after more than one year	1,557	1,557	1,576	1,576
Total	1,684	1,684	1,690	1,690

The obligation to fund the past deficit on the Universities Superannuation Scheme (USS) arises from the contractual obligation with the pension scheme for total payments relating to benefits arising from past performance. Management have assessed future employees within the USS scheme and salary payment over the period of the contracted obligation in assessing the value of this creditor.

18. Provisions for liabilities and charges

	Other Provisions £'000	Enhanced Pension £'000	Defined Benefit Obligations (note 23) £'000	Kingston Group Pension Provision £'000	Vice- Chancellor's Pension Provision £'000	Total Pensions Provisions £'000
Group						
At 1 August 2017	467	1,690	50,780	29	219	52,718
Utilised in year	-	(152)	-	-	-	(152)
Addition/ (reduction) in year	1,361	(116)	(20,470)	4	111	(20,471)
At 31 July 2018	1,828	1,422	30,310	33	330	32,095
University						
At 1 August 2017	467	1,690	50,780	29	219	52,718
Utilised in year	-	(152)	-	-	-	(152)
Addition/ (reduction) in year	1,361	(116)	(20,470)	4	111	(20,471)
At 31 July 2018	1,828	1,422	30,310	33	330	32,095

Enhanced pension

The University pays enhanced pension entitlements (EP) to staff who took early retirement after 1 April 1989 under the reorganisation programme which ended in 1993-94. The calculation of the cost of early retirement provisions, charged to the Statement of Comprehensive Income in the year of retirement, is based on the total capital cost of providing enhanced pensions with allowance for future investment returns at 4% in excess of price inflation. During 2017/18, actual payments of £151,917 (2017: £154,824) have been charged to the provision. The provision will be released against the cost to the University of enhanced pension entitlements over the estimated life expectancy of relevant employees.

In addition to the enhanced pensions which are being provided above, the University also provides enhanced pension contributions to a further 38 former employees. HEFCE/OfS is providing the University with additional funds each year to meet these contributions. Although HEFCE/OfS does not have a legal obligation to continue making these payments, the University expects them to do so. As the costs of these payments have been recognised as a liability in the Financial Statements of HEFCE/OfS (indicating HEFCE/OfS's expectation that they will be meeting these costs in the future) they have not been recognised as a liability in the University's Balance Sheet. Were the position to change, the estimated cost to the University of meeting these pension payments was £0.8m as at 31 July 2018 (2017: £1.0m).

19. Endowment Reserves

Group and University

Restricted net assets relating to endowments are as follows:

	Restricted permanent endowments £'000	Restricted expendable endowments £'000	2018 Total £'000	2017 Total £'000
Capital				
Balance at 1 August 2017				
Capital	239	-	239	239
Accumulated income	182	247	429	419
	421	247	668	658
Investment income	12	-	12	12
Expenditure	(43)	(4)	(47)	(28)
(Decrease)/ increase in market value of investments	(4)	-	(4)	26
Total endowment comprehensive income for the year	(35)	(4)	(39)	10
Balance at 31 July 2018	386	243	629	668
Represented by:				
Capital	235	243	478	512
Accumulated income	151	-	151	156
	386	243	629	668
Analysis by type of purpose:				
Scholarships and bursaries	315	214	529	569
Prize funds	71	-	71	70
General	-	-	29	29
	386	214	629	668
Analysis by assets				
Current and non-current asset investments			330	340
Cash & cash equivalents			299	328
			629	668

20. Capital and other commitments

Provision has not been made for the following capital commitments at 31 July 2018

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Commitments contracted for	-	-	2,867	2,867

21. Lease obligations

Total rentals payable under operating leases:	31 July 2018 Land and Buildings £'000	31 July 2017 Land and Buildings £'000
Payable during the year	3,427	3,427
Future minimum leases payments due:		
Within one year	3,546	3,427
Between one and 5 years	14,182	13,710
More than five years	5,013	7,655
Total lease payments due	22,741	24,792

22. Subsidiary undertakings and joint venture

Roehampton Corporate Initiatives Limited (RCIL), is a UK incorporated company and is a wholly owned subsidiary of the University. The results of RCIL have been consolidated into the Financial Statements of the University. Separate audited financial statements have been prepared for the company to 31 July 2018. The company provides media and consultancy services to external clients. The investment in RCIL is £29,000. The University owns 100% of the ordinary shares of RCIL. In 2017/18 RCIL made a profit of £364,657, all of which is paid to the University as a qualifying charitable donation.

Roehampton Hosting Services Limited (RHSL), is a UK incorporated company and is a wholly owned subsidiary of the University. The results of RHSL have been consolidated into the Financial Statements of the University. Separate audited Financial Statements have been prepared for the company to 31 July 2018. The company provides hosting and support services to external clients. The investment in RHSL is £100,000. The University owns 100% of the ordinary shares of RHSL. In 2017/18 RHSL made a profit of £99,398, all of which is paid to the University as a qualifying charitable donation.

Roehampton Construction Services Limited (RCSL), is a UK incorporated company and is a wholly owned subsidiary of the University. The results of RCSL have been consolidated into the Financial Statements of the University. Separate audited Financial Statements have been prepared for the company to 31 July 2018. The company provides facility and management to the construction of student accommodation. The investment in RCSL is £2,000,000. The University owns 100% of the ordinary shares of RCSL. In 2017/18 RCSL made a profit of £2,114 all of which is paid to the University as a qualifying charitable donation.

Roehampton Pathway Campus Limited (RPCL) was set up in May 2015 in partnership with QAHE (UR) Limited – a UK pathway provider to provide International Foundation Programmes and Pre-Masters courses. The University holds 50.1% of the ordinary shares of RPCL and this is accounted for as a joint venture.

23. Pensions

The University's employees belong to three principal pension schemes, the Teachers' Pension Scheme (TPS), the Universities Superannuation Scheme (USS) and the Local Government Pension Scheme (LGPS). All three are defined benefit schemes. The total pension cost for the year ended 31st July 2018 was £9.2m (2017: £8.1m) this includes an amount of £152,000 (2017: £155,000) being notional interest in respect of enhanced pensions entitlements for staff who have taken early retirement. The calculation of the cost of early retirement provisions charged to the Statement of Comprehensive Income in the year of retirement is based on the total capital cost of providing enhanced pensions with allowances for future investment returns of 4% in excess of price inflation.

Teachers' Pension Scheme

As the Teachers' Pension Scheme (TPS) is underwritten by central government and the University has no future obligation to make contributions to the scheme, this is effectively a defined contribution scheme in so far as it affects the University. As a result, contributions to this scheme are accounted for as if the scheme was a defined contribution scheme.

The University has set out below the information available on the Scheme and the implications for the University in terms of the anticipated contribution rates. The employers' contribution rates for the University's academic staff were 16.48% of pensionable salaries from 1 August 2017 to 31 July 2018.

The Teachers' Pension Scheme is a statutory, contributory, unfunded, defined benefit scheme, governed by the Teachers' Pensions Regulations 2010, and the Teachers' Pension Scheme Regulations 2014. Contributions are credited to the Exchequer on a "pay as you go" basis under arrangements governed by the Superannuation Act 1972. A notional asset value is ascribed to the Scheme for the purposes of determining contribution rates.

The last valuation of the TPS related to the period 1 April 2004 to 31 March 2012. The Government Actuary's report of June 2014 revealed that the total liabilities of the Scheme (pensions currently in payment

and the estimated cost of future benefits) amounted to £191.5 billion. The value of the assets (estimated future contributions together with the proceeds from the notional investments held at the valuation date) was £176.6 billion. The assumed real rate of return is 3% in excess of prices and 1.25% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed gross rate of return is 5.06%.

The next formal actuarial valuation was carried out in 2018 and valued the scheme as at 31 March 2016.

Universities Superannuation Scheme

The University participates in the Universities Superannuation Scheme (the scheme). The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The University is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS102 "Employee benefits", the University therefore accounts for the scheme as if it were a wholly defined contribution scheme. As a result, the amount charged to the profit and loss account represents the contributions payable to the scheme. Since the University has entered into an agreement (the Recovery Plan) that determines how each employer within the scheme will fund the overall deficit, the University recognises a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) and therefore an expense is recognised.

FRS 102 makes the distinction between a Group Plan and a multi-employer scheme. A Group Plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and presents (typically) an industry-wide scheme such as that provided by USS. The accounting for a multi-employer scheme where the employer has entered

into an agreement with the scheme that determines how the employer will fund a deficit results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit) and the resulting expense is recognised in profit or loss. The directors are satisfied that the scheme provided by USS meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the financial statements.

The total cost charged to the profit and loss account is £1.0m (2017: £0.9m). The latest available full actuarial valuation of the scheme was at 31 March 2014 ("the valuation date"), which was carried out using the projected unit method. The valuation as at 31 March 2017 is underway but not yet completed. Since the institution cannot identify its share of scheme assets and liabilities, the following disclosures reflect those relevant for the scheme as a whole.

The 2014 valuation was the third valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £41.6 billion and the value of the scheme's technical provisions was £46.9 billion indicating a shortfall of £5.3 billion. These figures will be revised once the 2017 scheme valuation is complete.

Defined benefit liability numbers for the Scheme for accounting purposes have been produced using the following assumptions as at 31 March 2017 and 2018:

	2018	2017
Discount rate	2.64%	2.57%
Pensionable salary growth	n/a	n/a
Price inflation (CPI)	2.02%	2.41%

The main demographic assumption used relates to the mortality assumptions. These assumptions have been updated for the 31 March 2018 accounting position, based on updated analysis of the Scheme's experience carried out as part of the 2017 actuarial valuation. The mortality assumptions used in these figures are as follows:

	2018	2017
Mortality base table	Pre-retirement: 71% of AMC00 (duration 0) for males and 112% of AFC00 (duration 0) for females. Post retirement: 96.5% of SAPS S1NMA "light" for males and 101.3% of RFV00 for females.	Pre-retirement: 98% of SAPS S1NA "light" YOB unadjusted for males. Post retirement: 99% of SAPS S1NMA "light" YOB with a -1 year adjusted for females.
Future improvements to mortality	CMI_2016 with a smoothing parameter of 8.5 and a long term improvement rate of 1.88% p.a for males and 1.6%p.a for females.	CMI_2014 with a long term rate of 1.5% p.a.

The current life expectancies on retirement at age 65 are:

	2018	2017
Males currently aged 65 years	24.5	24.4
Females currently aged 65 years	26.0	26.6
Males currently aged 45 years	26.5	26.5
Females currently aged 45 years	27.8	29.0
Scheme assets	£63.6bn	£60.0bn
Total scheme liabilities	£72.0bn	£77.5bn
FRS 102 total scheme deficit	£8.4bn	£17.5bn
FRS 102 total funding level	88%	77%

Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 July 2018 was £3.9m (2017: £3.3m) of which employer's contributions totalled £2.9m (2017: £2.4m) and employees' contributions totalled £1.0m (2017: £0.9m). The employer's contribution rate for administrative and manual staff for the period 1 August 2017 to 31 July 2018 was 13.67%.

The following information is based upon a full actuarial valuation of the Fund at 31 March 2017 updated to 31 July 2018 by a qualified independent actuary.

The major assumptions used by the actuary were:

	2018 %	2017 %
Consumer price index increases	2.10	2.70
Salary increases	3.60	4.20
Pension increases	2.10	2.70
Discount rate	2.90	2.70

The assumed life expectancies from age 65 were:

Life Expectancy from 65 (years)	2018	2017
Retiring Today		
Males	20.7	21.3
Females	23.6	24.6
Retiring in 20 years		
Male	22.2	23.6
Female	25.2	26.8

The estimated asset allocation for Roehampton University as at 31 July 2018 is as follows:

	Value at 31 July 2018 £'000	Proportion %	Value at 31 July 2017 £'000	Proportion %
Equities	41,032	60%	38,001	60%
LDI / Cashflow matching	-	-	-	-
Target return portfolio	14,982	22%	12,858	21%
Infrastructure	3,366	5%	2,793	5%
Commodities	-	-	-	-
Property	5,195	8%	4,037	7%
Cash	3,105	5%	4,297	7%
Total market value of assets	67,680	100%	61,986	100%

Analysis of the amount shown in Roehampton University's statement of comprehensive income	31 July 2018 £'000	31 July 2017 £'000
Service cost	5,780	4,800
Net interest on the defined liability	1,332	1,357
Administration expenditure	81	67
Total	7,193	6,224

The following amounts, at 31 July 2018, were measured in accordance with the requirements of FRS 102:

Analysis of the amount shown in Roehampton University's balance sheet	31 July 2018 £'000	31 July 2017 £'000
Fair value of Fund assets (bid value)	67,680	61,986
Present value of the defined benefit obligation	(97,741)	(112,478)
Present value of unfunded obligations	(249)	(288)
Net pension deficit	(30,310)	(50,780)

Re-measurement in other comprehensive income	31 July 2018 £'000	31 July 2017 £'000
Return on fund assets in excess of interest	2,114	6,622
Other actuarial gains on assets	-	504
Change in financial assumptions	17,705	(7,151)
Change in demographic assumptions	4,907	1,411
Experience gain on defined benefit obligation	-	4,827
Total	24,726	6,213

Reconciliation of opening & closing balances of the present value of the defined benefit obligation	31 July 2018 £'000	31 July 2017 £'000
Opening defined benefit obligation	112,766	105,210
Movement in the period		
Current service cost	5,753	4,542
Interest cost	3,032	2,728
Changes in financial assumptions	(17,705)	7,151
Changes in demographic assumptions	(4,907)	(1,411)
Experience (gain) on defined benefit obligation	-	(4,827)
Estimated benefits paid net of transfers in	(2,000)	(1,793)
Past service costs including curtailments	27	258
Contributions by Scheme participants and other employers	1,050	934
Unfunded pensions payments	(26)	(26)
Closing defined-benefit obligation	97,990	112,766

Reconciliation of Opening balances of the fair value of fund assets	31 July 2018 £'000	31 July 2017 £'000
Opening fair value of employer assets	61,986	51,880
Movement in the period		
Interest on assets	1,700	1,371
Return on assets less interest	2,114	6,622
Other actuarial gains	-	504
Administration expenses	(81)	(67)
Contributions by employer including unfunded	2,937	2,561
Contributions by scheme participants and other employers	1,050	934
Estimated benefits paid plus unfunded net of transfers in	(2,026)	(1,819)
Closing fair value of employer assets	67,680	61,986

Impact on the Comprehensive Income Statement for the year to 31 July 2018	31 July 2018 £'000
Service cost – note 6	2,843
Net interest on the defined liability (asset) – note 8	1,332
Administration expenses	81
Total	4,256

Projected Pension Expense for the year to 31 July 2019	31 July 2019 £'000
Service cost	4,297
Net interest on the defined liability (asset)	837
Administration expenses	88
Total	5,222
Employer contributions	2,947

24. Related party disclosures

The following disclosure is required under FRS 102, 33.3 Related Party Transactions.

During the financial year 2017/18 Jack Wilcock (until 30 June 2018) and Chukwuemeka Nwagu (from 1 July 2018) were members of University Council and Presidents of Roehampton Students' Union. In 2017/18 the University gave Roehampton Students' Union a block grant and payments for services totalling £675,000.

The University has taken advantage of the exemption available in FRS 102, Related Party Transactions not to disclose transactions with its wholly owned subsidiaries.

25. The National College for Teaching and Learning training salaries

	2018 £'000	2017 £'000
Balance at 31 July 2017	12	21
Total payment received from the NCTL excluding VAT	1,857	1,610
Disbursed to students	(1,893)	(1,619)
Balance at 31 July 2018	(24)	12

The Training Salary Grant is solely for students: the University acts only as paying agent. The grants and related disbursements are therefore excluded from the statement of comprehensive income.

26. Financial instruments

	Group 2018 £'000	University 2018 £'000	Group 2017 £'000	University 2017 £'000
Financial assets				
Financial assets measured at amortised cost				
Trade and other receivables	13,156	13,907	8,710	9,179
Investments- short term investment in shares	329	329	340	340
Investments- short term deposits	299	299	328	328
Cash and cash equivalents	30,499	27,374	29,943	27,096
Total	44,283	41,909	39,321	36,943
Financial liabilities				
Financial liabilities measured at amortised cost				
Loans payable	82,797	82,797	83,378	83,378
Other creditors	26,591	26,377	27,911	27,697
Total	109,388	109,174	111,289	111,075



