



**Annual Report  
and  
Consolidated Financial Statements**

**For the year ended  
31 July 2025**

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## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Reference and Administrative Details**

#### **Board of Governors**

A full list of Governors is given on page 16 of these financial statements.

#### **Director of Corporate Governance**

Gill Darwood

#### **Senior Leadership Group**

Neil Thomas	Chief Executive & Principal (to 14/02/2025)
Diana Martin	Chief Executive & Principal (from 15/02/25)
Louise Jones	Vice Principal (to 14/02/25)
Claire Millard	Chief Finance Officer
Rachel Corns	Vice Principal (from 15/02/25)
Steve Johnson	Vice Principal (to 14/02/25)
Debbie Goode	Executive Director of Estates & Capital Projects
Kathryn Jones	Executive Director of Public Affairs & Marketing
Susanne Davies	Director of Human Resources
Stacey Malone	Director Institute of Technology and Partnerships
Adrian Walker	Assistant Principal Data & MIS
Lynn Glazzard	Assistant Principal
Samantha Jocelyn-Sears	Assistant Principal
Neil Sambrook	Assistant Principal (from 02/06/25)
Daniel Clarke	Assistant Principal (from 06/05/25)

**Principal and Registered Office:** The Broadway, Dudley DY1 4AS

#### **Professional advisors**

External auditors	Bishop Fleming Audit Limited, One, Two and Three College Yard, Worcester WR1 2LB
Internal auditors	RSM, St Philips Point, Temple Row, Birmingham B2 5AF
Solicitors	Freeths LLP, Cumberland Court, 80 Mount Street, Nottingham NG1 6HH
Bankers	Santander UK Plc, Customer Service Centre, Bootle, Merseyside L30 4GB

#### **Accounting Officer**

During the year, there was a change in Accounting Officer. Neil Thomas served as Accounting Officer until 14<sup>th</sup> February 2025. Diana Martin was appointed Accounting Officer from 15<sup>th</sup> February 2025 and continues to serve in that role.

# **DUDLEY COLLEGE OF TECHNOLOGY**

## **Members Report for the year ended 31 July 2025**

### **OBJECTIVES & STRATEGY**

The Governing Body presents their annual report together with the financial statements and auditor's report for the year ended 31 July 2025.

#### **Legal Status**

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

#### **Mission, Vision, Strategy and Objectives**

In January 2024, following a thorough consultation process involving the College's stakeholders, students and staff, the Corporation approved a revised Strategic Plan 2024-27. The mission statement is:

“Our mission: outstanding technical and professional learning, which raises aspirations, develops skills and changes lives.”

“...by 2027 the College will be recognised as an anchor institution in the region, working collaboratively with local stakeholders to deliver highly valued education and training opportunities to our residents and beyond. Our learners, across all ages and programmes, will recognise the College as a great place to study and will leave us with the knowledge, behaviours and skills to move forward. Most importantly, we will be recognised as a driving force in the regional economy, supporting individual prosperity and business productivity through the education, training and services we deliver.”

The Corporation sets the key performance indicators for the year which are used to measure performance and distance travelled towards the strategic objectives. These performance indicators can be viewed on the College web site via the College performance dashboard.

The dashboard web address is <http://www.dudleycol.ac.uk/Dashboard.aspx>.

#### **Resources**

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

The College employs 695 people (expressed as full-time equivalents), of whom 334 are teaching staff (including assessors) (2024: 631 FTE, 305 teaching).

The College enrolled approximately 10,500 students (2024: 11,600). The College's student population included 5,070 16 to 18 year-old students (2024: 4,800) and 3,500 adult learners (2024: 3,700) including 1,800 apprentices (2024: 2,100) and 174 higher education students (2024: 210).

The Group has £32.461m of net assets (2024: £31.181m) including £0.033m pension liability (2024: £Nil) and long-term debt of £10.629m (2024: £11.991m).

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Members Report for the year ended 31 July 2025**

During the year the College had tangible resources including the main College sites at Advance I, Advance II, Broadway, Dudley Sixth, Enhance, Evolve, Institute of Technology, Wolverhampton Street, 12,14 and 16 The Broadway, CAT at the Waterfront, Inspired in Brierley Hill and the Skills Shop at Merry Hill.

The College has an excellent reputation locally and nationally and was inspected in 2023 by Ofsted and graded 'Good'. The College has strong relationships with Dudley Metropolitan Borough Council and with the West Midlands Combined Authority. Maintaining a quality brand is essential for the College's success at attracting learners and developing external relationships.

#### **Stakeholders**

The College has many stakeholders, including:

- its current, future and past students;
- its staff and their trade unions including the University and College Union and Unison;
- the employers it works with;
- its partner schools and universities, namely Dudley Academies Trust and University of Wolverhampton and University of Worcester;
- the wider college community;
- Dudley Metropolitan Borough Council and the West Midlands Combined Authority.

The College recognises the importance of these relationships and engages in regular communication with them through the College web site and by regular meetings.

#### **Public Benefit**

The College is an exempt charity under the Part 3 of the Charities Act 2011 and is regulated by the Secretary of State for Education. The members of the Governing Body, who are trustees of the charity, are disclosed on page 16. In setting and reviewing the College's strategic objectives, the Governing Body has had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education.

In delivering its mission, the College provides identifiable public benefits through the advancement of education to approximately 10,500 students, including 174 students with high needs. The College provides courses without charge to young people, to those who are unemployed and adults taking English and maths courses. The College adjusts its courses to meet the needs of local employers and provides training to 1,800 apprentices. The College is committed to providing information, advice and guidance to the students it enrols and to finding suitable courses for as many students as possible regardless of their educational background.

## **DEVELOPMENT AND PERFORMANCE**

#### **Financial results**

The Group generated a surplus from operations of £1.71m (2024: £0.66m). The College received 92% of its total income for 2024/25 as grants from funding bodies (2024: 92%), most notably from the Department for Education (DfE) for 16-18 provision.

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Members Report for the year ended 31 July 2025**

The improvement in performance from the prior year was largely due to higher funding levels for 16-18 provision and for adults. The College invested in additional teaching posts in response to increased student numbers.

Tangible fixed asset additions during the year amounted to £3.34m (2024: £12.59m). This was split between land and buildings acquired of £0.54m, equipment purchased of £1.26m, and assets in course of construction of £1.54m.

The College has continued to repay its existing loans. The College acquired assets with a value of £0.17m during the year, funded through finance leases. The College's total borrowing including the term loan from the DfE and finance leases is £11.99m (2024: £13.60m).

#### **Cash Flows and Liquidity**

At £4.8m (2024: £6.4m) net cash flow from operating activities was strong. The positive inflow is due to careful cost control to manage cash through the financial challenges within the FE and wider sectors and an increase in working capital.

The size of the College's total borrowing and its approach to interest rates has been calculated to ensure a reasonable cushion between the total cost of servicing debt and operating cash flow. The College met all three bank covenant tests in place at 31 July 2025.

#### **Developments**

The College continues to work with Dudley Metropolitan Borough Council (DMBC) and the University of Worcester on the Dudley Higher Education and Skills Centre. DMBC have been awarded a Towns Fund grant of £25m to create a new centre for the town which will deliver higher level courses in health care and related sectors, to train and upskill adults in the local area. The College's role is to run the centre and the University will be responsible for delivering education; the centre is due to open in April 2026.

#### **Reserves**

The Group has accumulated reserves of £32.46m (2024: £31.18m) and cash and short-term investment balances of £11.25m (2024: £8.47m). The Group wishes to continue to accumulate reserves and cash balances in order to create a contingency fund to invest in the student experience.

#### **Sources of Income**

The College has significant reliance on the education sector funding bodies for its principal funding source, largely from recurrent grants. In 2024/25, the funding bodies provided 92% of the group's total income (2024: 92%).

#### **Group Companies**

The College had two subsidiary companies during the year, Dudley College Enterprises Limited and Transformational Technologies Partnership Limited. Transformational Technologies Partnership Limited (TTPL) was set up to oversee the activity and operation of the Black Country and Marches Institute of Technology (IoT). The IoT licence with DfE ends in July 2026 and the TTPL Board have agreed the company will cease trading after this date. The TTPL accounts have therefore been prepared on a basis other than going concern. In the current year, the surplus

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Members Report for the year ended 31 July 2025**

generated by TTPL was £287k (2024: £63k deficit), the surplus will be used to part repay the loan between the College and TTPL; full repayment of the loan is expected by July 2026.

Dudley College Enterprises Limited did not trade in the year ended 31 July 2025. Any surplus generated by a subsidiary is transferred to the College under Gift Aid.

### **FUTURE PROSPECTS**

#### **Future Developments**

The College has been appointed as one of ten colleges nationally to deliver a Construction Technical Excellence College (CTEC). The creation of the CTECs is a measure announced by the Government to support the build of new homes and progress infrastructure projects. As a CTEC the College will partner with other colleges and training providers across the Black Country region to share and embed resources, providing access to professional development and specialist curricula. As part of this initiative, the College is expecting to access some of the £100m national budget for spend over 4 years from 2025.

#### **Financial Plan**

The College Governors approved a financial strategy in January 2024 which sets metrics for the period to 2027. The College aims to improve its financial position, retaining a financial health grade of Good and an EBITDA of 8% of income by 2027.

The College expects income to increase steadily over the period as a result of growth in students aged 16-18, apprenticeship provision delivered through the Construction Technical Excellence College and the College's responsive and flexible approach to meeting adult skills needs.

The College has been able to invest substantially in new buildings through grants and borrowing in recent years, with further condition grants received in July 2025. The College has agreed a plan for capital expenditure up to 2027 that will consolidate and improve our estate, focusing on enhancing the student experience, creating opportunities to provide skills for future jobs. The College therefore has a focus on increasing cash reserves and financial resilience.

#### **Treasury policies and objectives**

The College has treasury management arrangements in place to manage cash flows, banking arrangements and the risks associated with those activities. Borrowing requires the authorisation of the Corporation and the Department for Education.

#### **Reserves**

The College has adopted a Reserves Policy which recognises the importance of reserves in the financial stability of any organisation and ensures that there are adequate reserves to support the College's core activities. As at the balance sheet date the Income and Expenditure reserve stands at £27.37m (2024: £25.93m). The College wishes to maintain a general reserve value of approximately 50% of the expected annual income at the end of the year to protect operations in the following year against in-year changes to funding rules, the uncertainties of student recruitment and commercial income generation. The required level of reserves excludes the impact of FRS102 (local government pension provision).

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Members Report for the year ended 31 July 2025**

#### **PRINCIPAL RISKS AND UNCERTAINTIES**

The College has well developed strategies for managing risk and strives to embed risk management in all that it does. Risk management processes are designed to protect its assets, reputation and financial stability. The Governing Body has overall responsibility for risk management and its approach to managing risks and internal controls is explained in the Statement on Corporate Governance.

Based on the strategic plan, the college Senior Leadership Group undertakes a comprehensive review of the risks to which the College is exposed. They identify systems and procedures, including specific preventative actions which should mitigate any potential impact on the College. The internal controls are then implemented and the subsequent appraisal will review their effectiveness and progress against risk mitigation actions.

In addition to the regular review, the Senior Leadership Group will also consider any risks which may arise as a result of a new area of work being undertaken by the College, government policy decisions or macro-economic factors.

A risk register is maintained at college level which is reviewed termly by the Audit Committee and more frequently, where necessary. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

This is supported by a risk management training programme to raise awareness of risks throughout the College.

The main risk factors affecting the College are outlined below along with the action taken to minimise them. Not all the factors are within the College's control. Other factors besides those listed below may also adversely affect the College. The key risks are:

- An insufficient response to the skills and employer needs of the region and the challenges set out in the WMCA growth plan.
- A limited approach to artificial intelligence impacting on awarding organisation requirements and preparing students to use AI effectively.
- The College is unable to deliver the work experience strategy, as a result of lower than expected work placements.
- Lack of information around the new Ofsted inspection framework and toolkit.
- Insufficient preparation to ensure the College is fully compliant with the Terrorism (Protection of Premises) Act.

The College has put in place mitigating actions against each of these risks that aim to reduce the risk assessment from high to at least medium.

# **DUDLEY COLLEGE OF TECHNOLOGY**

## **Members Report for the year ended 31 July 2025**

### **KEY PERFORMANCE INDICATORS**

The College's key performance indicator, targets and results are set out below:

Key performance indicator	Measure/ Target	Actual for 2024/25
EBITDA as % of income	6.2%	8.2%
Staff costs as % of income (excluding restructuring costs)	66.3%	64.8%
Borrowing as % of income	23.3%	22.3%
Cash days in hand	38	52
Financial health grade	Good	Good

### **Student Achievements**

Students continue to prosper at the College. Achievement rates remain high at 84%; and 73% of students moved into employment, further or higher education after they completed College.

### **Payment Performance**

The Late Payment of Commercial Debts (Interest) Act 1998, in the absence of agreement to the contrary, requires organisations to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received.

During the accounting period 1 August 2024 to 31 July 2025, the College paid 71% of its invoices within 30 days (2024: 73%). The College did not incur any interest charges in respect of late payment in this period.

### **Streamlined Energy and Carbon Reporting**

The College is committed to reducing its carbon emissions and has taken the following measures in the year to improve energy efficiency.

The College's greenhouse gas emissions and energy use for the period calculated in line with the 2019 HM Government Reporting Guidelines, the GHG reporting Protocol – Corporate Standard and the 2025 UK Government Conversion Factors for Company Reporting are as follows:

# DUDLEY COLLEGE OF TECHNOLOGY

## Members Report for the year ended 31 July 2025

UK Greenhouse gas emissions and energy use data	2023/24	2022/23
Energy consumption used to calculate emissions (kWh)	7,604,838	8,373,307
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas Consumption	625	862
Refrigerants	135	108
Owned transport	6	3
Total	766	973
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	751	759
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Business travel in employee-owned vehicles	36	21
Total gross emissions in metric tonnes CO2e	<b>1,553</b>	<b>1,752</b>

### Intensity ratio

Metric tonnes CO2e per student/FTE 0.288

### Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the College to publish information on facility time arrangements for trade union officials at the College.

Numbers of employees who were TU officials in the relevant period	FTE employee number
5	5

Percentage of time	Number of employees
0%	0
1-50%	5
51-99%	0
100%	0

<b>Total cost of facility time</b>	<b>£43,338.46</b>
Total pay bill	£35,237.00
Percentage of total bill spent on facility time	0.12%

Time spent on paid trade union activities as a percentage of total paid facility time	6.87%
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### EQUALITY AND DIVERSITY

#### Equal opportunities and employment of disabled persons

The College is committed to ensuring equality of opportunity for all who learn and work here. We respect and value positively differences in race, gender, sexual orientation, ability, class and age. We strive vigorously to remove conditions which place people at a disadvantage and we

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Members Report for the year ended 31 July 2025**

actively combat bigotry. This policy is resourced, implemented and monitored on a planned basis. The College's equality and diversity policy is published on the College's intranet site.

The College publishes its student and staff workforce data on an annual basis through the dashboard available on the website. Information is also provided to the Governors on an annual basis for both the staff workforce and for the recruitment activity which has taken place during the previous academic year.

The College is very proud of its disability confident leader status and were the first FE institution and employer in the Dudley Borough to achieve this and renewed this accreditation in March 2023. The College considers all applications from disabled persons, bearing in mind the aptitudes of the individuals concerned. Where the individual meets the essential criteria in the person specification, they are automatically offered an interview. Where an existing employee becomes disabled, every effort is made to ensure that employment with the College continues and as a minimum all employees with a declared disability are met with on an annual basis to review their support needs. The College's policy is to provide training, career development and opportunities for promotion, which are, as far as possible, identical to those for other employees.

The College works with the Dudley Centre for Equality and Diversity and all external job advertisements are sent to them to promote to their members. In addition, vacancies are advertised on the , disabilityjobs.co.uk, lgbtjobs.co.uk and bmejobs.co.uk. The College has a Senior EDI Lead who monitors the actions identified in the strategic plan and report as well as an EDI Lead Governor and all staff complete EDI training.

The College is an active member of the Colleges West Midlands (CWM) racial equality employee and student operational and strategic groups and is collaborating on six work streams, including their aspiring leadership programme for which six staff have completed the programme and another three about to start. The College is also an active member of the Association of Colleges (AoC) EDI group and signed the AoC EDI charter.

The College has Student EDI leads through the Student Union A EDI Calendar is in place to celebrate and educate both staff and students. Three members of the Senior Leadership Team have completed the Education and Training Foundation Inclusive Leadership Programme.

The College is a proud member of Pride in FE and signed up to the AoC Mental Health and Wellbeing Charter and Menopause Workplace Pledge. The College achieved accreditation as a Neurodiversity Champion and Age-Friendly employer. The College has trained over [50] mental health first aiders and implemented thes and the Togetherall apps for both staff and students. The College has also created a staff wellbeing hub with links to services such as Tough Enough To Care and Education Support and invested in a GP helpline. Three of our Senior Team has made use of the funded supervision for FE College Leaders run by Education Support.

# **DUDLEY COLLEGE OF TECHNOLOGY**

## **Members Report for the year ended 31 July 2025**

### **Gender pay gap reporting**

	<b>Year ending 31 March 2025</b>
Mean gender pay gap	9%
Median gender pay gap	23%
Mean bonus gender pay gap	0%
Median gender bonus gap	0%
Proportion of males/females receiving a bonus	n/a

The proportion of males and females in each quartile of the pay distribution are:

	<b>Males</b>	<b>Females</b>
1 - Lower quartile	33%	67%
2 – Lower Middle quartile	36%	64%
3 – Upper middle quartile	45%	55%
4 – Upper quartile	64%	36%

The College publishes its annual gender pay gap report on its website.

### **Ethnic pay gap reporting**

The College publishes its annual ethnic pay gap report to demonstrate its commitment to the promotion of equality of opportunity for all its employees.

	<b>Year ending 31 March 2025</b>
Mean ethnic pay gap	1%
Median ethnic pay gap	-7%
Mean bonus ethnic pay gap	0%
Median ethnic bonus gap	0%
Proportion of males/females receiving a bonus	N/A

The proportion of white and ethnic minority staff in each quartile of the pay distribution are:

## DUDLEY COLLEGE OF TECHNOLOGY

### Members Report for the year ended 31 July 2025

	<b>White</b>	<b>Ethnic Minority</b>
1 - Lower quartile	86%	14%
2 – Lower Middle quartile	83%	17%
3 – Upper middle quartile	77%	23%
4 – Upper quartile	90%	10%

The College is keen to recruit from under-represented groups and we have a higher profile of non-white staff when compared to the profile of Dudley. 19% of staff are from a non-white ethnic group compared to 13% in the local area. We continue to recruit through organisations such as the Centre for Equality and Diversity to further increase the diversity of our staff base.

#### **Disability Statement**

The College seeks to achieve the objectives set out in the Equality Act 2010.

Dudley College of Technology has an open and welcoming policy towards applicants who may have a physical or learning disability or mental health issues and recognises the rights of all learners to be treated equally regardless of disability. It seeks to encourage learners with disabilities throughout the College and is committed to supporting and enhancing their learner experience.

The College is committed to continuous quality improvement and has an on-going programme of works in order to further improve access. Every effort is made to meet individual needs and to ensure the environment is as accessible and as welcoming as possible.

There are a wide range of support services and facilities available across the College including:

- Individual learning support.
- Specialist tutors.
- Communicators or facilitators.
- Dyslexia support.
- Loan of specialist equipment for use in college.
- Special arrangements for examinations.
- Resource Based Learning Centres (or iPoints).
- Advice, guidance and counselling.
- Dedicated disabled parking facilities.
- Dedicated accessible toilet facilities generally available via RADAR keys.
- Specialist medical support available from the College medical service.
- Care assistance available through Dudley Aspire.
- Special dietary provision available through catering facilities.
- Specialised software to aid visually impaired learners.
- Text in different formats such as Braille, large text, or on tape or disk.
- Deaf Alerter on the Broadway Campus (pagers are available from Reception).
- A portable loop system communicator for hearing impaired learners available for classrooms.

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Members Report for the year ended 31 July 2025**

- Induction loops to reception areas, theatres, hall and main conference rooms.

#### **GOING CONCERN**

The activities of the College, together with the factors likely to affect its future development and performance are set out in this Annual Report. The financial position of the College, its cash flows, liquidity and borrowings are described in the financial statements and accompanying notes.

The financial statements have been prepared on a going concern basis which the Corporation considers to be appropriate for the following reasons.

The Corporation has prepared cash flow forecasts for a period of 18 months from the date of approval of these financial statements. The Corporation continually reviews the financial performance of the College and takes mitigating action to address any downturn in financial performance, including the impact of reduced enrolment numbers, commercial activity and increased inflationary costs.

Consequently, the Corporation is confident that the College will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

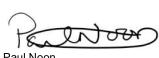
#### **EVENTS AFTER REPORTING PERIOD**

There are no post-balance sheet events.

#### **DISCLOSURE OF INFORMATION TO AUDITORS**

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

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



Paul Noon

**P Noon**  
**Chair of the Corporation**

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Corporate Governance and Internal Control**

The following statement is provided to enable readers of the annual report and accounts of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1 August 2024 to 31 July 2025 and up to the date of approval of the annual report and financial statements.

#### **Governance Code**

The College endeavours to conduct its business:

- in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
- in full accordance with the guidance to colleges from the FE Code of Good Governance 2025 (“the Code”); and
- having due regard to the UK Corporate Governance Code 2018 insofar as it is applicable to the further education sector.

In the opinion of the Governors, the College complies with all the provisions of the Code and it has complied throughout the year ended 31 July 2025 and up to the date of these financial statements. This opinion is based on an internal review of compliance with the Code.

The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes full account of the Code of Good Governance issued by the Association of Colleges in 2023, which it formally adopted in January 2025.

# DUDLEY COLLEGE OF TECHNOLOGY

## Statement of Corporate Governance and Internal Control

### MEMBERS OF THE CORPORATION

The members who served on the Corporation during the year and up to the date of signature of this report were as follows:

Name	Status	Date appointed/reappointed	Term Years	Committees served	Attendance in 2024/25
Kaynat Ahmad	Student	01.07.25	1		1/1 ((100%))
Lord Ian AUSTIN	External	10.11.24 (Note I)	4		3/6 (50%)
Liam BUTLER	External	11.02.24 (Note I)	4	Audit (Ch) Search	8/12 (67%)
Matthew COLLINS	External	19.03.24	4	Audit	6/10 (60%)
Sally CORNFIELD	External	12.11.24	4	Standards	8/8 (100%)
Wendy DAVIES	External	10.11.24 (Note I)	4	Audit Remuneration	11/13 (85%)
Ana FERREIRA (TofO ended 23.07.25)	Staff	15.03.24	4	Finance & Estates	6/9 (67%)
Nirmal GUPTA	External	05.07.2025 (Note I)	4	Standards	6/9 (67%)
Paul HARRIDGE	Staff	08.11.22	4	Standards	8/8 (100%)
Deborah IBOJO (TofO ended 31.07.2025)	Student	12.11.24	1	Finance & Estates	5/8 (63%)
Valerie LITTLE (TofO ended 10.12.2024)	External	13.12.20 (Note I)	4	Remuneration Search Standards	6/7 (86%)
Diana MARTIN	CE&P	15.02.25	N/A	Standards Finance & Estates Search	7/7 (100%)
Mphathisi Ncube	External	12.11.24	4	Finance & Estates	5/7 (71%)
Paul NOON	External	01.01.23		Finance & Estates Remuneration Search (Ch) Standards (Ch)	15/17 (88%)
Jason PARKER	External	08.03.24 (Note I)	4	Finance & Estates (Ch) Remuneration (Ch)	7/12 (58%)
Liz SITHOLE	External	12.11.23 (Note I)	4	Audit	8/10 (80%)
Jack STOKES (TofO ended 31.07.2025)	Student	01.08.24 (Note I)	1	Standards	8/9 (89%)
Neil THOMAS (TofO ended 14.02.2025)	CE&P	01.01.20	N/A	Standards Finance & Estates Search	7/8 (88%)
Tom WESTLEY	External	07.11.21 (Note I)	4		1/6 (17%)

## DUDLEY COLLEGE OF TECHNOLOGY

### Statement of Corporate Governance and Internal Control

Name	Status	Date appointed/reappointed	Term Years	Committees served	Attendance in 2024/25
Sarah WOOD	External	08.11.23	4	Finance & Estates Remuneration	10/11 (91%)
Julius ADAMS (Appointed full Corporation member from 01.01.2025)	Co-opted committee member	08.11.22	4	Standards	6/6 (100%)
Tsitsi MADZINGIRA	Co-opted committee member	10.12.24	4	Audit	2/2 (100%)
Gill DARWOOD served as Director of Corporate Governance (Clerk to the Corporation).					

Note 1 - Members serving a second or subsequent term of office.

#### The Governance Framework

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

The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel related matters such as health and safety and environmental issues. The Corporation held six meetings in the year to 31 July 2025.

The Corporation conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Corporation. These committees are Standards, Finance and Estates, Search, Audit, and Remuneration. All committees met at least termly. To ensure transparency full minutes of all meetings of the Corporation are published on the College's website (except those deemed to be confidential) and are available from the Director of Corporate Governance at:

Dudley College of Technology  
The Broadway  
Dudley  
West Midlands  
DY1 4AS

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

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

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### **Statement of Corporate Governance and Internal Control**

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

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

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

#### **Appointments to the Corporation**

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a Search committee, which is responsible for the selection and recommendation of any new member for the Corporation's consideration except for the Student and Staff governors. The Corporation is responsible for ensuring that appropriate training is provided as required.

Members of the Corporation are appointed for a term of office not exceeding four years, except in exceptional circumstances.

#### **Corporation performance**

The Corporation carried out a self-assessment of its own performance for the year ended 31 July 2025 and graded itself as highly effective.

Training for governors is provided to cover areas identified as requiring development within the governance quality improvement plan, with two strategic development sessions in each year which offer opportunities for group training and development. There is an induction programme for all new governors and all members of the Board receive weekly sector briefings throughout the academic year.

Governor training in 2024/25 has included attendance at relevant Master Classes, AoC Curriculum and Quality Chairs Network, Finance Chairs Network; Student and Staff Governors have attended relevant ETF Governor Conferences and the Unloc Student Governor training programme. Members are encouraged to undertake relevant online training modules provided by the Education and Training Foundation and other providers.

The Director of Corporate Governance is a senior post holder who has been in post since September 2018 and has worked in further education for over 25 years. The postholder has relevant qualifications including a degree in Business and a number of post graduate qualifications including international business law, education management and Institute of Chartered Governance Certificate in Academy Governance. In 2024/25 the postholder completed the Certificate for Further Education Governance Professionals (Cert FEGP) level 6 qualification run by the Institute of Directors in conjunction with ETF. The Board ensures that the Director of Corporate Governance receives appropriate development throughout the year including attendance at relevant governance conferences, network events, legal and compliance updates and training,

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Corporate Governance and Internal Control**

completion of which is monitored through the College's performance management process by the remuneration committee.

An external review of governance was undertaken by an external reviewer on behalf of AoC during the Summer 2023 term, with the final report presented to the Corporation at its September 2023 development event. The report provided a positive opinion in respect of governance of the College, concluding that the Board consistently impacts positively on College outcomes and there is strong evidence that it is highly proficient in most or all Board outcomes. The review identified many strengths and effective practice which it noted others might learn from. A small number of recommendations were made which were incorporated into the Corporation's quality improvement plan for governance for the academic year 2024/25 and completed in a timely manner.

#### **Remuneration Committee**

Throughout the year ending 31 July 2025, the College's Remuneration Committee comprised four members of the Corporation. The Corporation has adopted the AoC Colleges' Senior Post Holder Remuneration Code. The Committee's responsibilities are to make recommendations to the Board on the remuneration and benefits of the Accounting Officer and other senior post holders.

Details of remuneration for the year ended 31 July 2025 are set out in note 7 to the financial statements.

#### **Audit Committee**

The Audit Committee comprises four members of the Corporation and one co-opted member (membership excludes the Accounting Officer and the Chair of the Corporation). The Committee operates in accordance with written terms of reference approved by the Corporation.

The Audit Committee meets at least termly and provides a forum for reporting by the College's internal auditors, reporting accountants and financial statements auditors, who have access to the Committee for independent discussion without the presence of college management. The Committee also receives and considers reports from the main FE funding bodies as they affect the College's business.

The College's internal auditors review the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input and report their findings to management and the Audit Committee.

Management is responsible for the implementation of agreed audit recommendations and internal audit undertakes periodic follow-up reviews to ensure such recommendations have been implemented.

The Audit Committee also advises the Corporation on the appointment of internal auditors, reporting accountants and financial statements auditors and their remuneration for audit and non-audit work as well as reporting annually to the Corporation.

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Corporate Governance and Internal Control**

The Audit Committee met four times in the year to 31 July 2025. The members of the committee and their attendance records are shown below:

<b>Committee member</b>	<b>Meetings attended</b>
Mr L Butler	4/4
Ms W Davies	3/4
Mr M Collins	3/4
Ms L Sithole	4/4
Ms T Madzingira	2/2

Ms T Madzingira joined the committee from 10 December 2024.

### **INTERNAL CONTROL**

#### **Scope of Responsibility**

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

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

#### **The purpose of the system of internal control**

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the College for the year ended 31 July 2025 and up to the date of approval of the annual report and accounts.

#### **Capacity to handle risk**

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

#### **The risk and control framework**

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

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Corporate Governance and Internal Control**

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

The College has an internal audit service, which operates in accordance with the requirements of the DfE's College Finance Handbook. The work of the internal audit service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Corporation on the recommendation of the audit committee. At minimum, annually, the Head of Internal Audit (HIA) provides the governing body with a report on internal audit activity in the College. The report includes the HIA's independent opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

#### **Risks faced by the Corporation**

The Corporation works with the Senior Leadership Group to understand and assess the key risks faced by the College. The Audit Committee scrutinises the risk register and challenges the leadership team on the assessment of risk, the response and the effectiveness of actions taken. The Corporation also has the opportunity to discuss risk in a wider setting and consider its appetite to individual risks. The Corporation recognises the high-level risks in delivering the employer engagement strategy, developing the use of artificial intelligence, the effectiveness of its work placement approach, the response to the new Ofsted inspection framework and responding to the Terrorism (Protection of Premises) Act.

#### **Control weaknesses identified**

The internal auditors identified improvements that could enhance key financial controls, 16-18 bursaries and learner number systems. Some weaknesses were identified in the controls on capital projects, data protection and freedom of information. Actions are in place to ensure all recommendations are addressed. The Audit Committee receives updates at each meeting as to the extent to which the College has actioned the recommendations made by the internal auditors.

#### **Responsibilities under Accountability Agreements**

The college has reviewed its policies, procedures and approval processes in line with the 2024-5 college finance handbook and its accountability agreement with DfE to ensure there are systems in place to identify and handle any transactions for which DfE approval is required.

#### **Statement from the Audit Committee**

The audit committee has advised the board of governors that the Corporation has an effective framework for governance and risk management in place. The audit committee believes the Corporation has effective internal controls in place.

The specific areas of work undertaken by the audit committee in 2024/25 and up to the date of the approval of the financial statements are:

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Corporate Governance and Internal Control**

- A review of the internal auditors' annual report for 2024/25 provided the Committee with positive operational assurances and overall assurance, confirming that the College had an adequate and effective framework for risk management, governance and internal control in place, with the recommendations made throughout the year helping to identify further enhancements to the framework or risk management governance and internal control.
- A review of the report of the Financial Statements Auditor in respect of the 2024/25 accounts; the Committee noted that the financial statements auditors had not encountered any significant problems and, based on the work completed and subsequent conclusion of their work on going concern, anticipated issuing an unmodified Auditor's Report.
- Updates on risk management including the review of the Risk Management Policy, details of changes to the Risk Register and Action Plan updates were considered at each meeting.
- The Committee monitored the effectiveness of external and internal audit providers and made recommendations to the Corporation on their appointment, reappointment and remuneration.

#### **Review of Effectiveness**

As Accounting Officer, the Chief Executive and Principal has responsibility for reviewing the effectiveness of the system of internal control. Their review of the effectiveness of the system of internal control is informed by:

- The work of the internal auditors.
- The work of the senior leaders within the College who have responsibility for the development and maintenance of the internal control framework.
- Comments made by the College's financial statements auditors, the reporting accountant for regularity assurance, the appointed funding auditors (for colleges subject to funding audit) in their management letters and other reports.
- The regularity self-assessment questionnaire

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

The Senior Leadership Group 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 departments and reinforced by risk awareness training. The Senior Leadership Group and the Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement.

The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the Senior Leadership Group and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. The Corporation has carried out an annual assessment for the year ended 31 July 2025

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Corporate Governance and Internal Control**

by considering documentation from the Senior Leadership Group and internal audit and taking account of events since 31 July 2025.

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

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



Paul Noon

**P Noon**  
**Chair**



D Diana Martin

**D Martin**  
**Accounting Officer**

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Regularity, Propriety and Compliance**

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

I confirm that I, and the Board of Governors, are able to identify any material irregular or improper use of all funds by the Corporation, or material non-compliance with the framework of authorities.

I confirm that no instances of material irregularity, impropriety or non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Governors and DfE.

*D Martin*

Diana Martin

**D Martin**  
**Accounting Officer**

**12 December 2025**

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Responsibilities of the members of the Corporation**

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

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

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess whether the Corporation is a going concern, noting the key supporting assumptions, qualifications or mitigating actions, as appropriate (which must be consistent with other disclosures in the accounts and auditor's report), and
- prepare financial statements on the going concern basis unless it is inappropriate to assume that the Corporation will continue in operation.

The Corporation is also required to prepare a strategic report, in accordance with paragraphs 3.23 to 3.27 of the FE and HE SORP, that describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the Corporation.

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

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

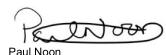
## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Statement of Responsibilities of the members of the Corporation**

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

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

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



Paul Noon

**P Noon**  
**Chair of Governors**

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Independent auditors' report to the Corporation of Dudley College of Technology**

#### **Opinion**

We have audited the financial statements of Dudley College of Technology (the 'parent corporation') and its subsidiaries (the 'group') for the year ended 31 July 2025 which comprise the Consolidated and College Statement of Comprehensive Income and Expenditure, Consolidated and College Statements of Changes in Reserves, Consolidated and College Balance Sheets, Consolidated Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice), the Statement of Recommended Practice: Accounting for Further and Higher Education (the 'FE HE SORP') and the College Accounts Direction for 2024 to 2025.

In our opinion, the financial statements:

- give a true and fair view of the state of the group's affairs as at 31 July 2025 and of the group's income and expenditure, gains and losses, changes in reserves and 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 FE HE SORP, College Accounts Direction 2024 to 2025 and the Office for Students' Accounts Direction.

#### **Basis for opinion**

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

#### **Conclusion relating to going concern**

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

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

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

#### **Other information**

The other information comprises the information included in the Annual Report and Consolidated Financial Statements, other than the financial statements and our auditor's report thereon. The members are responsible for the other information. Our opinion on the financial statements does not

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Independent auditors' report to the Corporation of Dudley College of Technology**

cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

#### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Framework and Guide for External Auditors and Reporting Accountants of Colleges by the Department for Education ('DfE') requires us to report to you if, in our opinion:

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

#### **Opinion on other matters prescribed by the Office for Students' Accounts Direction**

In our opinion:

- funds from whatever source administered by the corporation for the specific purposes have been applied to those purposes and managed in accordance with relevant legislation; and
- funds provided by the Office for Students ('OfS') and Research England have been applied in accordance with the relevant terms and conditions and any other terms and conditions attached to them.

We have nothing to report in respect of the following matters in relation to which the Office for Students' Accounts Direction requires us to report to you if, in our opinion:

- the corporation's grant and fee income, as disclosed in the notes to the financial statements, has been materially misstated; or
- the corporation's expenditure on access and participation activities for the financial year has been materially misstated.

#### **Responsibilities of the corporation**

As explained more fully in the Statement of Responsibilities of the members of the Corporation set out on page 25, the corporation is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the corporation determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Independent auditors' report to the Corporation of Dudley College of Technology**

In preparing the financial statements, the corporation is responsible for assessing the corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the corporation either intend to liquidate the corporation 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the sector, control environment and the group's performance;
- results of our enquiries of management and the members, including the committees charged with governance over the group's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the group's documentation of their policies and procedures relating to: identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance; detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- how the group ensured it met its obligations arising from it being financed by and subject to the governance requirements of the DfE and OfS, and as such material compliance with these obligations is required to ensure the group will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the group and parent ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal group specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the group operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Independent auditors' report to the Corporation of Dudley College of Technology**

statements. The key laws and regulations we considered in this context included the College Accounts Direction, the Office for Students' Accounts Direction, the Companies Act 2006, and the FE HE SORP.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the group's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, and employment legislation.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of group's management and members concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of the DfE and OfS;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of the members and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

These procedures were considered at both the parent corporation and subsidiary level as appropriate.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Independent auditors' report to the Corporation of Dudley College of Technology**

#### **Use of our report**

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

*C Sullivan*

Craig Sullivan

**Bishop Fleming Audit Limited**

Chartered Accountants

Statutory Auditors

1-3 College Yard

Worcester

WRI 2LB

Date: 17 December 2025

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Reporting accountant's assurance report on regularity to the Corporation of Dudley College of Technology ("the College") and Secretary of State for Education acting through Department for Education (DfE)**

In accordance with the terms of our engagement letter dated 17 September 2025 and further to the requirements of Department for Education (DfE), as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Dudley College of Technology during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes identified by Parliament or the financial transactions do not conform to the authorities which govern them.

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

#### **Respective responsibilities of the accounting officer of Dudley College of Technology and the reporting accountant**

The accounting officer is responsible, under the requirements of the corporation's accountability agreement with the Secretary of State for Education and the College Financial Handbook, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament, and that the financial transactions conform to the authorities which govern them.

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

#### **Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by DfE, which requires a limited assurance engagement, as set out in our engagement letter.

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

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Reporting accountant's assurance report on regularity to the Corporation of Dudley College of Technology ("the College") and Secretary of State for Education acting through Department for Education (DfE)**

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the corporation's income and expenditure.

The work undertaken to draw our conclusion includes:

- An assessment of the risk of material irregularity and impropriety across the corporation's activities;
- Evaluation and validation of the processes and controls in place to ensure regularity and propriety for the use of public funds, including the consideration of the corporation's self-assessment questionnaire ("SAQ");
- Sample testing of income to ensure that funds have been applied for the purposes that they were awarded, focused on areas assessed as high risk;
- Confirming through enquiry and understanding the control environment that the corporation has policies and delegated authorities in respect of procurement; and
- Reviewing any evidence of impropriety resulting from our work and determining whether it was significant enough to be referenced to our regularity report.

The list is not exhaustive, and we performed additional procedures designed to provide us with sufficient appropriate evidence to express a limited assurance conclusion on regularity consistent with the requirements of the Framework and Guide for External Auditors and Reporting Accountants of Colleges.

#### **Conclusion**

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

*C Sullivan*

Craig Sullivan

#### **Bishop Fleming Audit Limited**

Chartered Accountants

Statutory Auditors

1-3 College Yard

Worcester

WRI 2LB

Date: 17 December 2025

## DUDLEY COLLEGE OF TECHNOLOGY

### Consolidated and College Statement of Comprehensive Income and Expenditure

INCOME	Notes	Year ended 31 July 2025		Year ended 31 July 2024	
		Group £'000	College £'000	Group £'000	College £'000
Funding Body Grants	2	51,319	51,319	46,359	46,359
Tuition fees and education contracts	3	2,403	2,403	2,556	2,556
Other income	5	1,609	1,725	1,472	1,814
Investment income	6	203	203	99	99
<b>Total income</b>		<b>55,534</b>	<b>55,650</b>	<b>50,486</b>	<b>50,828</b>
<b>EXPENDITURE</b>					
Staff costs	7	33,716	33,716	31,149	30,980
Other operating expenses	8	14,993	15,396	13,725	14,162
Depreciation and amortisation	11	4,351	4,351	4,120	4,120
Interest and other finance costs	9	763	763	835	835
<b>Total expenditure</b>		<b>53,823</b>	<b>54,226</b>	<b>49,829</b>	<b>50,097</b>
<b>Surplus before other gains and losses</b>		<b>1,711</b>	<b>1,424</b>	<b>388</b>	<b>462</b>
FRS102 Pension Adjustment		-	-	269	269
<b>Surplus before other gains and losses and FRS</b>		<b>1,711</b>	<b>1,424</b>	<b>657</b>	<b>731</b>
Taxation	10	-	-	-	-
<b>Surplus on continuing operations after depreciation and tax</b>		<b>1,711</b>	<b>1,424</b>	<b>657</b>	<b>731</b>
Actuarial (loss)/gain in respect of pensions	17	10,064	10,064	2,866	2,866
Pension surplus not recognised		(10,495)	(10,495)	(3,199)	(3,199)
<b>Total Comprehensive Income</b>		<b>1,280</b>	<b>993</b>	<b>324</b>	<b>398</b>

The income and expenditure account is in respect of continuing activities.

## DUDLEY COLLEGE OF TECHNOLOGY

### Consolidated and College Statements of Changes in Reserves

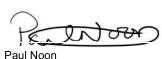
	Income and Expenditure account £'000	Revaluation Reserve £'000	Total £'000
<b>Group</b>			
<b>Balance at 1 August 2023</b>	25,379	5,415	30,794
Surplus from the income and expenditure account	657	-	657
Other comprehensive income	(270)	-	(270)
Transfers between revaluation and income and expenditure reserves	162	(162)	-
<b>Total comprehensive income for the year</b>	<b>549</b>	<b>(162)</b>	<b>387</b>
<b>Balance at 31 July 2024</b>	<b>25,928</b>	<b>5,253</b>	<b>31,181</b>
Surplus from the income and expenditure account	1,711	-	1,711
Other comprehensive income	(431)	-	(431)
Transfers between revaluation and income and expenditure reserves	161	(161)	-
<b>Total comprehensive income for the year</b>	<b>1,441</b>	<b>(161)</b>	<b>1,280</b>
<b>Balance at 31 July 2025</b>	<b>27,369</b>	<b>5,092</b>	<b>32,461</b>
<b>College</b>			
<b>Balance at 1 August 2023</b>	25,785	5,415	31,200
Surplus from the income and expenditure account	731	-	731
Other comprehensive income	(269)	-	(269)
Transfers between revaluation and income and expenditure reserves	162	(162)	-
<b>Total comprehensive income for the year</b>	<b>624</b>	<b>(162)</b>	<b>462</b>
<b>Balance at 31 July 2024</b>	<b>26,409</b>	<b>5,253</b>	<b>31,662</b>
Surplus from the income and expenditure account	1,424	-	1,424
Other comprehensive income	(431)	-	(431)
Transfers between revaluation and income and expenditure reserves	161	(161)	-
<b>Total comprehensive income for the year</b>	<b>1,154</b>	<b>(161)</b>	<b>993</b>
<b>Balance at 31 July 2025</b>	<b>27,563</b>	<b>5,092</b>	<b>32,655</b>

# DUDLEY COLLEGE OF TECHNOLOGY

## Consolidated and College Balance Sheets at 31 July 2025

		Year ended 31 July 2025	Year ended 31 July 2024		
	Notes	Group £'000	College £'000	Group £'000	College £'000
<b>Non current assets</b>					
Tangible assets	11	90,331	90,331	91,340	91,340
<b>Total fixed assets</b>		<b>90,331</b>	<b>90,331</b>	<b>91,340</b>	<b>91,340</b>
<b>Current assets</b>					
Trade and other receivables	13	1,997	2,229	1,414	1,937
Cash and cash equivalents	18	9,090	9,052	8,473	8,431
Restricted cash		2,162	2,162	-	-
<b>Total current assets</b>		<b>13,249</b>	<b>13,443</b>	<b>9,887</b>	<b>10,368</b>
<b>Less Creditors – amounts falling due within one year</b>					
	14	(11,050)	(11,050)	(10,051)	(10,051)
<b>Net current assets/(liabilities)</b>		<b>2,199</b>	<b>2,393</b>	<b>(164)</b>	<b>317</b>
<b>Total assets less current liabilities</b>		<b>92,530</b>	<b>92,724</b>	<b>91,176</b>	<b>91,657</b>
Less Creditors – amounts falling due after more than one year	15	(58,812)	(58,812)	(58,684)	(58,684)
<b>Provisions</b>					
Defined benefit obligations	17	(33)	(33)	-	-
Other provisions	17	(1,224)	(1,224)	(1,311)	(1,311)
<b>Total net assets</b>		<b>32,461</b>	<b>32,655</b>	<b>31,181</b>	<b>31,662</b>
<b>Unrestricted reserves</b>					
Income and expenditure account		27,369	27,563	25,928	26,409
Revaluation reserve		5,092	5,092	5,253	5,253
<b>Total unrestricted reserves</b>		<b>32,461</b>	<b>32,655</b>	<b>31,181</b>	<b>31,662</b>

The financial statement on pages 34 to 64 were approved and authorised for issue by the Corporation on 9 December 2025 and were signed on its behalf by:

  
Paul Noon

**P Noon**  
**Chair of Corporation**

  
Diana Martin

**D Martin**  
**Accounting Officer**

**DUDLEY COLLEGE OF TECHNOLOGY****Consolidated Statement of Cash Flows**

	Notes	2025 £'000	2024 £'000
<b>Cash inflow from operating activities</b>			
Surplus for the year		1,711	657
<b>Adjustment for non-cash items</b>			
Depreciation		4,351	4,120
(Increase)/Decrease in debtors		(213)	524
Increase in creditors due within one year		574	1,145
Increase in creditors due after one year		74	991
(Decrease) in provisions		(485)	-
Pension Asset reclassification		-	(269)
<b>Adjustment for investing or financing activities</b>			
Investment income		(203)	-
Interest payable		697	103
Deferred Capital grants released in income		(1,674)	(1,323)
<b>Net cash flow from operating activities</b>		<b>4,832</b>	<b>5,948</b>
<b>Cash flows from investing activities</b>			
Investment income		203	93
Deferred Capital grants received		2,964	9,669
Payments made to acquire fixed assets		(2,921)	(13,139)
		<b>246</b>	<b>(3,377)</b>
<b>Cash flows from financing activities</b>			
Interest paid	9	(633)	(665)
Interest element of finance lease rental payments	9	(64)	(67)
Repayments of amounts borrowed	16	(985)	(985)
New finance leases	16	172	-
Capital element of finance lease rental payments		(789)	(642)
		<b>(2,299)</b>	<b>(2,359)</b>
<b>Increase in cash and cash equivalents in the year</b>		<b>2,779</b>	<b>212</b>
Cash and cash equivalents at beginning of the year		8,473	8,261
Cash and cash equivalents at end of the year	18	11,252	8,473
of which is restricted cash	18	2,162	-

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **Notes to the Financial Statements for the year ended 31 July 2025**

#### **I. Statement of Accounting Policies**

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

##### **Basis of Preparation**

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (the 2019 FE HE SORP), the College Accounts Direction for 2023-2024 and in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

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

##### **Basis of Accounting**

The financial statements are prepared in accordance with the historical cost convention and in accordance with applicable United Kingdom Accounting Standards

##### **Going concern**

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Operating and Financial Review. The financial position of the College, its cash flows, liquidity and borrowings are described in the financial statements and accompanying notes.

The financial statements have been prepared on a going concern basis which the Corporation considers to be appropriate for the following reasons.

The Corporation has prepared cash flow forecasts for a period of 18 months from the date of approval of these financial statements. After reviewing these forecasts, the Corporation is of the opinion that, taking account of severe but plausible downsides, the College will have sufficient funds to meet its liabilities as they fall due over the period of 12 months from the date of approval of the financial statements.

In reaching this conclusion the Corporation has taken the following factors into account:

- the uncertain impact on recruitment for apprenticeships, adults, commercial and Higher Education learners resulting from the current economic downturn;
- additional costs as a result of changes in government fiscal and education policy; and
- the potential impact on the College's ability to meet its performance indicators.

In all scenarios modelled the College remains in compliance with its loan covenants.

## DUDLEY COLLEGE OF TECHNOLOGY

### I. Statement of Accounting Policies (continued)

The analysis of the College's ongoing liquidity position confirms the following indicators at 31 July 2025 and 31 December 2026, being 12 months following approval of these financial statements:

Indicator	31 July 2025	31 December 2026
Cash balance	£7.04m	£5.55m
Cash days	52	38
Borrowing	£11.99m	£10.12m
Borrowing as a percentage of income	22.27%	18.14%

Consequently, the Corporation is confident that the College will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

#### Basis of Consolidation

The consolidated financial statements include the College and its subsidiary, Transformational Technologies Partnership Limited, controlled by the Group. Control is achieved where the Group has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. The results of subsidiaries acquired or disposed of during the period are included in the consolidated income and expenditure account from the date of acquisition or up to the date of disposal. Intra-group sales and profits are eliminated fully on consolidation. In accordance with FRS 102, the activities of the students' union have not been consolidated because the College does not control those activities. All financial statements are made up to 31 July 2025.

#### Recognition of Income

##### *Revenue grant funding*

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

The recurrent grant from OFS represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income.

Where part of a government grant is deferred, the deferred element is recognised as deferred income within creditors and allocated between creditors due within one year and creditors due after more than one year as appropriate.

Grants (including research grants) from non-government sources are recognised in income when the College is entitled to the income and performance related conditions have been met.

## DUDLEY COLLEGE OF TECHNOLOGY

### I. Statement of Accounting Policies (continued)

Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the balance sheet and released to income as the conditions are met.

#### *Capital grant funding*

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual model as permitted by FRS 102. Other, non-governmental, capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the Balance Sheet and released to income as conditions are met.

#### *Fee income*

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

#### *Investment income*

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

#### **Agency arrangements**

The College acts as an agent in the collection and payment of certain discretionary support funds. Related payments received from the funding bodies and subsequent disbursements to learners are excluded from the Income and Expenditure account and are shown separately in Note 25, except for the 5 per cent of the grant received which is available to the College to cover administration costs relating to the grant and the discretionary bursary funding for adults, which is incorporated into the Adult Education Budget Block Grant. The College employs three members of staff dedicated to the administration of Learner Support Fund applications and payments.

#### **Accounting for post-employment benefits**

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

#### *Teachers' Pension Scheme (TPS)*

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

The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

## DUDLEY COLLEGE OF TECHNOLOGY

### I. Statement of Accounting Policies (continued)

#### *Local Government Pension Scheme (LGPS)*

The LGPS is a funded scheme and the assets are held separately from those of the College in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities.

In determining the valuation of the West Midlands Pension Fund, a number of key assumptions have been made. The key assumptions, which are given below, are largely dependent on factors outside the control of the College:

- discount rate;
- inflation rate; and
- life expectancy.

The asset values are reported using estimated asset allocations prepared by the scheme Actuary. This asset value is calculated at each triennial valuation. Thereafter it is rolled forward to accounting dates using investment returns, contributions received, and benefits paid out. During each annual reporting period between triennial valuations, asset returns are estimated using 11 months of market experience and one month of extrapolation being assumed. The amounts charged to operating surplus are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs.

Past service costs are recognised immediately in the income and expenditure account if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in the statement of total recognised gains and losses.

#### **Short term Employment Benefits**

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

#### **Enhanced Pensions**

The actual cost of any enhanced on-going pension to a former member of staff is paid by the College annually. In the case of staff who were members of the TPS, an estimate of the expected future cost of any enhancement to the on-going pension of a former member of staff is charged in full to the income and expenditure account in the year that the member of staff retires.

In subsequent years a calculated charge is made to provisions in the balance sheet using the enhanced pension spreadsheet provided by the funding bodies.

In the case of staff who were members of the WMMAPF, the effect of payment of enhanced pensions is dealt with through the FRS 102 entries.

## DUDLEY COLLEGE OF TECHNOLOGY

### I. Statement of Accounting Policies (continued)

#### **Tangible Fixed Assets**

Tangible fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the 2019 FE HE SORP, are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

##### *Land and buildings*

Freehold land is not depreciated. Freehold buildings are depreciated over their expected useful economic life to the College of between 20 and 50 years. The College has a policy of depreciating major adaptations to buildings over the period of their useful economic life of between 20 and 50 years.

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

The deferred income is allocated between creditors due within one year and those due after more than one year.

Finance costs, which are directly attributable to the construction of land and buildings, are not capitalised as part of the cost of those assets.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of any fixed asset may not be recoverable. Impairment testing will be carried out on all classifications of property and also any individual non-property assets with a net book value in excess of £100,000 at the reporting date.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of any fixed asset may not be recoverable.

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

##### *Assets under construction*

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

##### *Subsequent expenditure on existing fixed assets*

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

## DUDLEY COLLEGE OF TECHNOLOGY

### I. Statement of Accounting Policies (continued)

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

#### *Buildings owned by third parties*

Where land and buildings are used, but the legal rights are held by a third party, for example a charitable trust, they are only capitalised if the College has rights or access to on-going future economic benefit.

These assets are then depreciated over their expected useful economic life.

#### *Equipment*

Equipment costing less than £3,000 per individual item is written off to the income and expenditure account in the year of acquisition. All other equipment is capitalised at cost. Equipment inherited from the Local Education Authority and valued at more than £1,000 per item is included in the balance sheet at valuation.

Inherited equipment is depreciated on a straight-line basis over its remaining useful economic life to the College of ten years. All other equipment is depreciated over its useful economic life as follows:

- General Equipment, Fixtures and Fittings, 10 per cent per year on a straight-line basis.
- Motor Vehicles, 25 per cent per year on a straight-line basis.
- Computer Equipment, 20 per cent per year on a straight-line basis.
- Computer Software, 50 per cent per year on a straight-line basis.

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

#### **Borrowing costs**

Borrowing costs are recognised as expenditure in the period in which they are incurred.

#### **Leased Assets**

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

The College has taken advantage of the transitional exemptions in FRS 102 and has retained the policy of spreading lease premiums and incentives to the date of the first market rent review for leases signed before 1st August 2014.

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

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **I. Statement of Accounting Policies (continued)**

Assets held under finance leases are recognised initially at the fair value of the leased asset (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the balance sheet as a finance lease obligation. Assets held under finance leases are included in tangible fixed assets and depreciated and assessed for impairment losses in the same way as owned assets.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charges are allocated over the period of the lease in proportion to the capital element outstanding.

#### **Investments**

The College owns 100% of the issued share capital of Dudley College Enterprises Limited which was acquired on 16 March 1993 and is dormant. The College owns 100% of Transformational Technologies Partnership Limited which was incorporated on 8 November 2019 and is limited by guarantee without share capital.

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

#### **Cash and cash equivalents**

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

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition.

Restricted cash is held where the use of funds is subject to externally imposed conditions. This includes cash received from capital grants which are restricted for expenditure on capital projects only. These funds are held separately and are not available for general operational use. Restricted cash is disclosed separately in the financial statements to reflect its limited availability and designated purpose.

#### **Financial liabilities and equity**

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

All loans, investments and short-term deposits held by the Group are classified as basic financial instruments in accordance with FRS 102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost).

FRS 102 requires that basic financial instruments are subsequently measured at amortised cost, however the Group has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the balance sheet at historical cost. Loans and investments that are payable or receivable within one year are not discounted.

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **I. Statement of Accounting Policies (continued)**

#### **Foreign currency translation**

Transactions denominated in foreign currencies are recorded using the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the end of the financial period with all resulting exchange differences being taken to the income and expenditure account in the period in which they arise.

#### **Taxation**

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

The College is partially exempt in respect of Value Added Tax so that it can only recover a minor element of VAT charged on its inputs. Irrecoverable VAT on inputs is included in the cost of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

The College subsidiary company is subject to corporation tax and VAT in the same way as any commercial organisation.

#### **Provisions**

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

#### **Judgements in applying accounting policies and key sources of estimation uncertainty**

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

- Determine whether leases entered into by the College either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the Group's tangible assets, including goodwill. 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.
- Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

## DUDLEY COLLEGE OF TECHNOLOGY

### I. Statement of Accounting Policies (continued)

- The present value of the Local Government Pension Scheme defined benefit asset or liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the net pension asset or liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 July 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the net pension asset or liability. For 2024/25 the pension plan asset has not been recognised, as the surplus is not considered recoverable through reduced contributions in the future or through refunds from the plan.

### 2. Funding Body Grants

	Year ended 31 July 2025		Year ended 31 July 2024	
	Group £'000	College £'000	Group £'000	College £'000
<b>Recurrent Grants</b>				
DfE – adult education budget	119	119	82	82
DfE – 16-18	35,254	35,254	31,505	31,505
DfE – Apprenticeships	5,718	5,718	5,887	5,887
Devolved Authority - Adult	5,911	5,911	5,414	5,414
Office for Students	184	184	234	234
<b>Specific Grants</b>				
Teachers' Pension Scheme contribution grant	1,778	1,778	1,304	1,304
NIC contribution grant	247	247	-	-
Releases of government capital grants	1,674	1,674	1,323	1,323
Free School Meals	112	112	127	127
DfE Projects	322	322	418	418
WMCA Projects	-	-	65	65
<b>Total</b>	<b>51,319</b>	<b>51,319</b>	<b>46,359</b>	<b>46,359</b>

## DUDLEY COLLEGE OF TECHNOLOGY

### 3. Tuition Fees and Education Contracts

	Year ended 31 July 2025		Year ended 31 July 2024	
	Group £'000	College £'000	Group £'000	College £'000
Adult education fees	59	59	59	59
Apprenticeship contracts	31	31	78	78
Fees for FE loan supported courses	70	70	80	80
Fees for HE loan supported courses	200	200	440	440
<b>Total tuition fees</b>	<b>360</b>	<b>360</b>	<b>657</b>	<b>657</b>
Education contracts	2,043	2,043	1,899	1,899
<b>Total</b>	<b>2,403</b>	<b>2,403</b>	<b>2,556</b>	<b>2,556</b>

### 4. Grant and Income Fee

	Year ended 31 July 2025		Year ended 31 July 2024	
	Group £'000	College £'000	Group £'000	College £'000
Grant income from the Office for Students	184	184	234	234
Grant income from other bodies	49,110	49,110	45,642	45,642
Fee income for taught awards (excl VAT)	360	360	657	657
<b>Total</b>	<b>49,654</b>	<b>49,654</b>	<b>46,533</b>	<b>46,533</b>

### 5. Other Income

	Year ended 31 July 2025		Year ended 31 July 2024	
	Group £'000	College £'000	Group £'000	College £'000
Catering and residences	849	831	821	784
Other income generating activities	754	888	634	1,013
Miscellaneous income	6	6	17	17
<b>Total</b>	<b>1,609</b>	<b>1,725</b>	<b>1,472</b>	<b>1,814</b>

## DUDLEY COLLEGE OF TECHNOLOGY

### 6. Investment Income

	Year ended 31 July 2025		Year ended 31 July 2024	
	Group £'000	College £'000	Group £'000	College £'000
Other interest receivable	193	193	93	93
Pension finance income (note 20)	10	10	6	6
<b>Total</b>	<b>203</b>	<b>203</b>	<b>99</b>	<b>99</b>

### 7. Staff Costs

The average number of persons (including senior post-holders) employed by the College during the year, on an average headcount basis, was:

	Group and College 2025 No.		2024 No.	
Teaching staff		373		362
Non-teaching staff		415		442
	<hr/>	<hr/>	<hr/>	<hr/>
		<b>788</b>		<b>804</b>

#### Staff costs for the above persons

	Year Ended 31 July 2025		Year Ended 31 July 2024	
	Group £'000	College £'000	Group £'000	College £'000
Wages and salaries	25,480	25,480	23,918	23,798
Social security costs	2,692	2,692	2,272	2,256
Other pension costs	5,458	5,458	4,959	4,926
<b>Payroll sub total</b>	<b>33,630</b>	<b>33,630</b>	<b>31,149</b>	<b>30,980</b>
Restructuring costs	65	65	-	-
Other – Early Retirement Costs	21	21	-	-
<b>Total staff costs</b>	<b>33,716</b>	<b>33,716</b>	<b>31,149</b>	<b>30,980</b>

The number of staff the restructuring costs related to was 4 (2024: Nil) disclosed in the following bands.

	2025	2024
£0 - £25,000	4	-
£25,001 - £50,000	1	-

The Corporation does not have any salary sacrifice arrangements in place.

## DUDLEY COLLEGE OF TECHNOLOGY

### 7. Staff Costs (continued)

#### Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Leadership Team which comprises the Chief Executive and Principal, Chief Finance Officer, Vice Principals, and Executive Director of Estates and Capital Projects, Executive Director of Public Affairs & Marketing and Director of Human Resources.

	2025 No.	2024 No.
The number of key management personnel including the Accounting Officer was:	9	8

The number of key management personnel and other staff who received emoluments, excluding pension contributions to national insurance and pensions but including employer benefits in kind, in the following ranges was:

	Key Management Personnel		Other staff	
	2025 No.	2024 No.	2025 No.	2024 No.
£60,001 to £65,000	-	1	9	3
£65,001 to £70,000	-	-	2	2
£70,001 to £75,000	1	-	2	2
£75,001 to £80,000	1	-	2	1
£80,001 to £85,000	1	-	-	-
£85,001 to £90,000	2	3	1	-
£90,001 to £95,000	1	-	-	-
£95,001 to £100,000	-	1	-	-
£100,001 to £105,000	-	1	-	-
£125,001 to £130,000	1	1	-	-
£130,001 to £135,000	1	-	-	-
£150,001 to £155,000	1	-	-	-
£175,001 to £180,000	-	1	-	-
	<hr/> <u>9</u>	<hr/> <u>8</u>	<hr/> <u>16</u>	<hr/> <u>8</u>

Key management personnel emoluments are made up as follows:

	2025 £'000	2024 £'000
Salaries	918	833
Employers National Insurance	120	105
Pension contributions	209	176
<b>Total emoluments</b>	<b>1,247</b>	<b>1,114</b>

## DUDLEY COLLEGE OF TECHNOLOGY

### 7. Staff Costs (continued)

The above emoluments include amounts payable to the Accounting Officer (who is also the highest paid senior post-holder) of:

Current post holder (from 15/02/2025)

	2025 £'000	2024 £'000
Salaries	73	-
Pension contributions	21	-
	<u>94</u>	<u>-</u>

Previous post holder (up to 14/02/2025)

	2025 £'000	2024 £'000
Salaries	151	179
Pension contributions	22	40
	<u>173</u>	<u>219</u>

The pension contributions in respect of the Accounting Officer and senior post-holders are in respect of employer's contributions to the Teachers' Pension Scheme and the West Midlands Metropolitan Authorities' Superannuation Scheme and are paid at the same rate as for other employees.

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

#### Approach to Remuneration

The College's remuneration committee is concerned with all aspects of the employment of senior post holders, including recruitment, promotion, retention, setting and reviewing performance targets. The committee is also responsible for reviewing and making decisions on the remuneration, terms and conditions of employment of senior post holders, taking account of affordability, comparative information on the remuneration, benefits and conditions of employment from within the further education sector and other organisations of a comparable size/turnover. The Corporation has adopted the AoC's Colleges' Senior Post Holder Remuneration Code and considers that it is compliant with its guidelines.

The Performance Management Policy sets out the framework under which performance reviews for all staff are carried out three times per year and explains the alignment of individual objectives with the College's strategic priorities and plans. In respect of senior post holders, the performance objectives are agreed by the remuneration committee and reports on the termly reviews, including summative reviews, are provided to the committee to inform their decision making in respect of the consideration of salary progression.

The College's Pay Policy, which was last reviewed in 2022, applies to all staff including senior post holders and in addition the College has adopted a Senior Post Holder Remuneration Policy, which was approved the Corporation in July 2022. In conjunction with the performance management policy, these policies are designed to motivate staff to achieve the College's strategic objectives.

## DUDLEY COLLEGE OF TECHNOLOGY

### 7. Staff Costs (continued)

As set out in the Senior Post Holder Remuneration Policy, decisions on the salaries of the Accounting Officer and senior post holders are informed by market data including data on other further education Colleges of a comparable size, institutional and personal performance and affordability. The committee's aim is to pay a competitive salary but a significant part of this is dependent upon performance.

The Chief Executive and Principal has performed very well during 2024/25, student performance and the College's financial position have both seen improvement.

#### Ratio to median pay of all employees

In addition, in accordance with the College's Senior Post Holder Remuneration Code and the College Accounts Direction, the Corporation is required to disclose the relationship between the Chief Executive and Principal's emoluments and that of all other employees as a pay multiple, expressed as follows:

- Chief Executive and Principal's basic salary divided by the median pay of all other Corporation employees (all on a full-time equivalent basis); and
- Chief Executive and Principal's total emoluments divided by the median pay of all other Corporation employees (all on a full-time equivalent basis).

The College's median pay for all other Corporation employees in 2024/25 was £37,849 per annum (2023/24: £32,806).

The Fair Pay Review published in the Hutton Report for the public sector recommended that an organisation's pay multiple should be no greater than 1:20.

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

	2025	2024
Principal's basic salary as a multiple of the median of all staff	5.9	5.4
Chief Executive and Principal's total remuneration as a multiple of the median of all staff	7.1	7.4

### 8. Other Operating Expenses

	Year ended 31 July 2025	Year ended 31 July 2024	
	Group £'000	College £'000	Group £'000
Teaching costs	2,857	3,260	3,064
Non-teaching costs	6,574	6,574	5,930
Premises costs	5,562	5,562	4,731
<b>Total</b>	<b>14,993</b>	<b>15,396</b>	<b>13,725</b>
			<b>14,162</b>

## DUDLEY COLLEGE OF TECHNOLOGY

### 8. Other Operating Expenses (continued)

Other operating expenses include:

	2025 £'000	2024 £'000
Auditors' remuneration:		
Financial statements audit*	47	43
Other	2	11
Internal audit*	<u>33</u>	<u>45</u>

\*includes £43,335 in respect of the College (2024: £38,898)

\*\*includes £33,456 in respect of the College (2024: £45,000)

### 9. Interest payable – Group and College

	2025 £'000	2024 £'000
On bank loans, overdrafts and other loans:		
Ordinary repayable wholly or partly in more than five years	<u>633</u>	<u>703</u>
	<u>633</u>	<u>703</u>
Interest on provision for Enhanced pension payments	66	65
On finance leases	64	67
<b>Total</b>	<b><u>763</u></b>	<b><u>835</u></b>

### 10. Taxation

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

## DUDLEY COLLEGE OF TECHNOLOGY

### 11. Tangible Fixed Assets – Group and College

	Freehold land and buildings £'000	Equipment £'000	Assets in the course of construction £'000	Total £'000
<b>Cost</b>				
At 1 August 2024	90,367	29,085	11,762	131,214
Additions	537	1,266	1,539	3,342
Reclassifications	12,854	102	(12,956)	-
<b>At 31 July 2025</b>	<b>103,758</b>	<b>30,453</b>	<b>345</b>	<b>134,556</b>
<b>Depreciation</b>				
At 1 August 2024	18,640	21,234	-	39,874
Charge for the year	2,151	2,200	-	4,351
<b>At 31 July 2025</b>	<b>20,791</b>	<b>23,434</b>	<b>-</b>	<b>44,225</b>
<b>Net book value at 31 July 2025</b>	<b>82,967</b>	<b>7,019</b>	<b>345</b>	<b>90,331</b>
Net book value at 31 July 2024	71,727	7,851	11,762	91,340

The depreciation charge for the year shown in the Consolidated Income and Expenditure Account comprises:

	2025 £'000	2024 £'000
Depreciation charge on tangible fixed assets as above	4,351	4,120

Inherited Land and Buildings and other Tangible Fixed Assets inherited from the LEA were valued for the purposes of the Financial Statements at depreciated replacement cost by the Valuation Office.

Land and buildings with a net book value of £128,356 (2024: £137,551) have been partly financed by exchequer funds, through for example the receipt of capital grants. Should these assets be sold, the College may be liable, under the terms of the Funding Agreement with the DfE, to surrender the proceeds.

If the inherited Land and Buildings had not been valued, they would have been included at the following amounts:

	£'000
Cost	Nil
Aggregate depreciation based on cost	Nil
<b>Net book value based on cost</b>	<b>Nil</b>

The net book value of tangible fixed assets includes an amount of £1,465,371 (2024: £3,547,360) in respect of assets held under finance leases. The depreciation charge on these assets for the year was £787,762 (2024: £1,298,838).

## DUDLEY COLLEGE OF TECHNOLOGY

### 12. Investments

The College owns 100% of the issued £1 shares of Dudley College Enterprises Limited, a company incorporated in England and Wales. This company does not actively trade and is effectively dormant.

Transformational Technologies Partnership Limited is a wholly owned subsidiary of the College, limited by guarantee without share capital.

### 13. Trade and other receivables

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Amounts falling due within one year:				
Trade receivables	387	350	348	315
Amounts owed by group undertakings:				
Subsidiary undertakings	-	275	-	553
Sundry debtors	26	26	236	236
Prepayments and accrued income	1,584	1,578	830	833
<b>Total</b>	<b>1,997</b>	<b>2,229</b>	<b>1,414</b>	<b>1,937</b>

During the year we have written off £31,000 of bad debts.

### 14. Creditors: Amounts Falling Due Within One Year

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Bank loans and overdrafts				
DfE loan	567	567	568	568
Obligations under finance leases	417	417	417	417
Trade payables	381	381	618	618
Sundry creditors	1,787	1,787	1,690	1,690
Other taxation and social security	951	951	648	648
Accruals and deferred income	610	610	717	717
Deferred income – government capital grants	3,949	3,949	3,505	3,505
Holiday Accrual	1,692	1,692	1,450	1,450
<b>Total</b>	<b>696</b>	<b>696</b>	<b>438</b>	<b>438</b>
	<b>11,050</b>	<b>11,050</b>	<b>10,051</b>	<b>10,051</b>

## DUDLEY COLLEGE OF TECHNOLOGY

### 15. Creditors: Amounts Falling Due After More Than One Year

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Bank loans and overdrafts	10,258	10,258	10,721	10,721
DfE loan	-	-	521	521
Obligations under finance leases	371	371	751	751
Deferred income – government capital grants	48,109	48,109	46,691	46,691
Accruals and deferred income	74	74	-	-
<b>Total</b>	<b>58,812</b>	<b>58,812</b>	<b>58,684</b>	<b>58,684</b>

### 16. Maturity of Debt

#### (a) Bank loans and overdrafts

Bank loans and overdrafts are repayable as follows:

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
In one year or less	984	984	985	985
Between one and two years	568	568	984	984
Between two and five years	1,703	1,703	1,703	1,703
In five years or more	7,987	7,987	8,554	8,554
<b>Total</b>	<b>11,242</b>	<b>11,242</b>	<b>12,226</b>	<b>12,226</b>

Bank loans totalling £11,242m (2024: £12,226m), repayable from 2015, are secured as follows:

- £5.892m fixed rate, repayable over 5 years (£1.820m), 10 years (£4.072m)
- £4.933m variable rate of 2.25% over SONIA;
- DfE term loan £0.466m.

#### (b) Finance leases

The net finance lease obligations to which the institution is committed are:

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
In one year or less	381	381	618	618
Between one and two years	371	371	751	751
<b>Total</b>	<b>752</b>	<b>752</b>	<b>1,369</b>	<b>1,369</b>

Finance lease obligations are secured on the assets to which they relate.

## DUDLEY COLLEGE OF TECHNOLOGY

### 17. Provisions

Group and College	Defined benefit obligations £'000	Enhanced pensions £'000	Total £'000
At 1 August 2024	-	1,311	1,311
Expenditure in the period	(412)	(73)	(485)
Transferred to income and expenditure account	445	(14)	431
<b>At 31 July 2025</b>	<b>33</b>	<b>1,224</b>	<b>1,257</b>

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government Pension Scheme. Further details are given in note 20.

The enhanced pension provision relates to the cost of staff who have already left the College's employment. This provision has been recalculated in accordance with guidance issued by the funding bodies.

The principal assumptions for the calculations are:

	2025 £'000	2024 £'000
Interest rate	5.5%	4.8%
Inflation rate	2.7%	2.8%

### 18. a) Cash and Cash Equivalents

Group	At 1 August 2024 £'000	Cash Flows £'000	At 31 July 2025 £'000
Cash and cash equivalents	8,473	617	9,090
Restricted cash	-	2,162	2,162
Debt due within 1 year	(985)	1	(984)
Debt due after 1 year	(11,242)	984	(10,258)
<b>Total</b>	<b>(3,754)</b>	<b>3,764</b>	<b>10</b>

College	At 1 August 2024 £'000	Cash Flows £'000	At 31 July 2025 £'000
Cash and cash equivalents	8,431	621	9,052
Restricted cash	-	2,162	2,162
Debt due within 1 year	(985)	1	(984)
Debt due after 1 year	(11,242)	984	(10,258)
<b>Total</b>	<b>(3,796)</b>	<b>3,768</b>	<b>(28)</b>

## DUDLEY COLLEGE OF TECHNOLOGY

### 18. (b) Analysis of changes in net debt

	At 1 August 2024 £'000	Cash Flows £'000	At 31 July 2025 £'000
<b>Cash and cash equivalents</b>			
Cash at bank and in hand	8,473	2,779	11,252
<b>Borrowings</b>			
Debt due within one year	(985)	1	(984)
Debt due after one year	(11,242)	984	(10,258)
	(12,227)	985	(11,242)
<b>Total</b>	<b>(3,754)</b>	<b>3,764</b>	<b>10</b>

### 19. Capital Commitments

	Group and College 2025 £'000	2024 £'000
Commitments contracted for at 31 July	187	4,046

### 20. Defined Benefit Obligations

The College's employees belong to two principal pension schemes: the Teachers' Pensions Scheme England and Wales (TPS) for academic and related staff; and Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by West Midlands Pension Fund. Both are defined-benefit schemes.

	2025 £'000	2024 £'000
Teacher's Pension Scheme: contributions paid	3,697	3,082
Local Government Pension Scheme: contributions paid		
Deficit recovery/other movement	2,188	2,075
FRS 102 (28) charge	(25) (402)	71 (269)
Charge to the Statement of Comprehensive Income	1,761	1,877
	<b>5,458</b>	<b>4,959</b>

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **20. Defined Benefit Obligations (continued)**

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was 31 March 2019 and of the LGPS 31 March 2023.

Contributions amounting to £226,000 (2024: £218,000) were payable to the LGPS scheme and are included within creditors.

#### **Teachers' Pension Scheme**

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

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

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The College is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the College has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The College has set out above the information available on the plan and the implications for the College in terms of the anticipated contribution rates.

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

The latest actuarial review of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education (the Department) in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £198 billion giving a notional past service deficit of £22 billion.

As a result of the valuation, new employer contribution rates were set at 23.68% of pensionable pay from September 2019 onwards (compared to 16.48% during 2018/19). DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2022/23 academic year.

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

The pension costs paid to TPS in the year amounted to £3,696,552 (2024: £3,082,534).

## DUDLEY COLLEGE OF TECHNOLOGY

### 20. Defined Benefit Obligations (continued)

#### Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate funds administered by Wolverhampton City Council. The total contribution made for the year ended 31 July 2025 was £2,798,191 (of which employer's contributions totalled £2,174,840 and employees' contributions totalled £623,351). The agreed contribution rates for future years are 21.7% for employers and range from 5.5% to 12.5% for employees, depending on salary.

#### Deficit contributions

The College has entered into an agreement with the LGPS to make additional contributions of £Nil per annum in addition to normal funding levels until the next full valuation at which point the situation will be reviewed.

The following information is based upon a full actuarial valuation of the fund at 31 March 2019 updated to 31 July 2025 by a qualified independent actuary:

	At 31 July 2025	At 31 July 2024
Rate of increase in salaries	3.8%	3.8%
Rate of increase for pensions in payment/inflation	2.8%	2.8%
Discount rate for scheme liabilities	5.8%	5.0%
Inflation assumption	2.7%	2.8%
Commutation of pensions to lump sums	50.0%	50.0%

The College has updated its approach to setting RPI and CPI inflation in light of the RPI reform proposals published on the 4th September 2019 by the UK Chancellor and UK statistics Authority.

The College continued to set RPI inflation in line with the market break-even expectations less an inflation risk premium. The inflation risk premium has been increased from 0.2% at 31 December 2018 to 0.4% at 31 December 2019, reflecting an allowance for additional market distortions caused by the RPI referral proposals. For CPI, the College has proposed a long term gap between RPI and CPI of 80 basis points, compared to the 100 basis points at the prior year end.

The estimated impact of the change in the methodology is approximately a £4.25m increase in the defined benefit obligation in respect of the LGPS scheme.

## DUDLEY COLLEGE OF TECHNOLOGY

### 20. Defined Benefit Obligations (continued)

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

	At 31 July 2025	At 31 July 2024
Retiring today		
Males	20.60	20.30
Females	23.60	23.60
Retiring in 20 years		
Males	21.70	21.50
Females	24.90	24.90

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

	Percentage of fund assets at 31 July 2025	Value at 31 July 2025 £'000	Percentage of fund assets at 31 July 2024	Value at 31 July 2024 £'000
Equities	50%	36,857	51%	31,003
Government Bonds	39%	28,748	35%	21,277
Property	6%	4,423	7%	4,255
Cash	5%	3,686	7%	4,256
<b>Total market value of assets</b>		<b>73,714</b>		<b>60,791</b>
<b>Actual return on plan assets</b>		<b>2,949</b>		<b>5,228</b>

The amount included in the balance sheet in respect of the defined pension plan (and enhanced pensions benefits) is as follows:

	2025 £'000	2024 £'000
Fair value of plan assets	73,713	69,033
Present value of funded liabilities	(54,976)	(60,755)
Present value of unfunded liabilities	(33)	(36)
Cumulative derecognition of surplus	(18,737)	(8,242)
<b>Net pensions liability</b>	<b>(33)</b>	<b>-</b>

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

	2025 £'000	2024 £'000
Current service cost	1,786	1,818
Past service cost	14	-
<b>Total operating charge</b>	<b>1,800</b>	<b>1,818</b>

## DUDLEY COLLEGE OF TECHNOLOGY

### 20. Defined Benefit Obligations (continued)

Past service costs above include £Nil (2024: £Nil) in relation to the estimated impact of the recent McCloud judgement. This represents approximately Nil% (2024: Nil%) of total liabilities.

#### Amounts recognised in investment income

	2025 £'000	2024 £'000
Net interest income	10	6

#### Amounts recognised in other comprehensive income

	2025 £'000	2024 £'000
Return on pension plan assets	27	1,957
Changes in assumption underlying the present value of plan liabilities	(472)	(2,226)
<b>Amount recognised in Other Comprehensive Income</b>	<b>(445)</b>	<b>(269)</b>

#### Movement in net defined benefit liability during the year

	2025 £'000	2024 £'000
Deficit in scheme at 1 August*	-	-
Movement in year:		
Current service cost	(1,786)	(1,818)
Employer contributions	2,202	2,081
Past service cost	(14)	-
Net interest on the defined benefit liability	10	6
Actuarial gain	10,050	2,930
Derecognition of surplus*	(10,495)	(3,199)
<b>Net defined benefit liability at 31 July</b>	<b>(33)</b>	<b>-</b>

## DUDLEY COLLEGE OF TECHNOLOGY

### 20. Defined Benefit Obligations (continued)

#### Asset and Liability Reconciliation

**Movement in the present value of defined benefit obligations were as follows:**

	2025 £'000	2024 £'000
Defined benefit obligations at start of period	60,791	57,441
Current service cost	1,786	1,818
Interest cost	3,056	2,929
Contributions by Scheme participants	623	599
Changes in financial assumptions	(9,272)	(2,545)
Other experience	(589)	1,949
Estimated benefits paid	(1,644)	(1,272)
Past service cost	14	-
Curtailments and settlements	(6)	(6)
Changes in demographic assumptions	250	(122)
	<b><u>55,009</u></b>	<b><u>60,791</u></b>
	2025 £'000	2024 £'000
Fair value of plan assets at start of period	60,791	57,441
Interest on plan assets	3,066	2,935
Return on plan assets	439	2,212
Employer contributions	2,196	2,075
Contributions by Scheme participants	623	599
Estimated benefits paid	(1,644)	(1,272)
Unfunded benefits paid	(6)	(6)
Contributions in respect of Unfunded benefits paid	6	6
Derecognition of surplus*	<u>(10,495)</u>	<u>(3,199)</u>
<b>Assets at end of period</b>	<b><u>54,976</u></b>	<b><u>60,791</u></b>

\*The LGPS is in a net asset position of £18,737k (2024: £8,242k), however this is not recognised in the accounts under FRS 102.

The estimated value of employer contributions for the year ended 31 July 2025 is £2,104,000.

### 21. Post-Balance Sheet Events

There are no post-balance sheet events to report.

### 22. Lease Obligations

The Group and College has no operating leases at 31 July 2025 (2024: £Nil).

## DUDLEY COLLEGE OF TECHNOLOGY

### 23. Contingent Liabilities

The Group and College had no contingent liabilities at 31 July 2025 (2024: £Nil)

### 24. Related Party Transactions

Owing to the nature of the College's operations and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures.

The total expenses paid to or on behalf of the Governors during the year was £168; 2 governors (2024: £210; 1 governor). This represents travel and subsistence expenses and other out of pocket expenses incurred in attending Governor meetings and charity events in their official capacity.

No Governor has received any remuneration or waived payments from the College or its subsidiaries during the year (2024: None).

Transactions with the DfE and OfS are detailed in notes 2, 3 and 4.

The College sponsors Dudley Academies Trust, which includes four central Dudley secondary schools, St. James' Academy, Beacon Hill Academy, The Link Academy, Pegasus Academy), and two primary schools - Blowers Green Primary and Kates Hill Primary.

The Service Level Agreement in respect of support services and supplier staff time provided to Dudley Academies Trust by the College for the year 2025 amounted to £122,515 (2024: £212,970). This has been invoiced and appears in these financial statements. At 31st July 2025 Dudley Academies Trust owed the College £18,271, which is included within sundry debtors on the balance sheet.

### 25. Amounts disbursed as agent

	2025 £'000	2024 £'000
Learner support funds		
Balance unspent as at 1 August, included in creditors	1,493	1,407
16-18 bursary grants	1,625	881
	<u>1,625</u>	<u>2,288</u>
Disbursed to students	(994)	(723)
Administration costs	(71)	(72)
Balance unspent as at 31 July, included in creditors	<u>2,053</u>	<u>1,493</u>

## **DUDLEY COLLEGE OF TECHNOLOGY**

### **25. Amounts disbursed as agent (continued)**

The college distributes 16-19 discretionary and vulnerable bursaries and free meals in further education (FEFM) funds to students as an agent for DfE. In the accounting period ended 31 July 2025, the college received a total of £2,314k and disbursed £1,586k from DfE 16-19 discretionary and vulnerable bursaries and FEFM funding after charging £71k for administration costs. As at 31 July 2025, the cumulative unspent 16-19 discretionary and vulnerable bursary funds and FEFM funding is £1,799k, of which £492k relates to funds that are in scope to be returned to DfE in March 2026. Comparatives for the accounting period ended 31 July 2024 are £1,899k received from DfE, £1,248k disbursed to learners after charging £72k for administration costs, and total cumulative unspent funds of £1,167k, of which £361k was repaid to DfE.