

# ANNUAL REPORT AND FINANCIAL STATEMENTS 2025





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# FORWARD

# DR ALICE MAYNARD, CHAIR OF COUNCIL

As Chair of the University of York's Governing Body – its Council – I am pleased to share our Annual Report. It reflects a year where once again the volatility and uncertainty impacting UK higher education has necessitated bold action, compassionate leadership, and a sharper focus on both the University's future and our wider contribution across society. It has not been easy, but I am proud that the University has risen to these challenges, determined that we will live up to our strategic ambition to be and remain a University for Public Good.

Any university is the sum of its whole community. As I learn ever more about all that York does and its growing reach across the world, I am constantly impressed and inspired by the contribution of our community. Whether it's the talent and tenacity of our students, the energy and vast expertise of our academics, the commitment and care shown by our Professional Services teams, or the impact and generosity of our alumni (who this year have seen Nobel Prize and Booker Prize winners added to our ranks) – we have an enormous amount to be proud of.

The next phase of our work will see our community grow and evolve. New collaborations – global,



regional, and local – will help us strategically reshape the University's operating model and diversify our offer, stepping confidently into the second quarter of the century. Effective governance will be critical to overseeing and assuring the reshaping process, and the Council looks forward, with a deep sense of responsibility, to informing and supporting the work.

I am extremely grateful to my fellow Council members and to every single person who has been part of the University of York's community, and journey, during the past year. Thank you for everything you have contributed.





# PROFESSOR CHARLIE JEFFERY, VICE-CHANCELLOR AND PRESIDENT

The university sector in the UK is in a period of searching challenge. The established funding model for higher education has begun to break down just as the UK government's own fiscal constraints limit what it can do to support the sector. As I have said in many meetings with colleagues – we are, as a result, on our own and have to find our own solutions.

So I have been heartened by how so many across the University have worked so hard to meet the sector's challenges over the last year. We have gone through difficult processes of cost containment with both determination and compassion. At the same time, our creativity and drive have opened up additional ways of delivering student education and developing research that bring new income streams.

One example is our work to build a research and innovation system with, and for, the new Mayoral Combined Authority for York and North Yorkshire. Another is the intensive work under way to launch a University of York campus in Mumbai in India in 2026, further extending our reach and partnerships into a country which will soon have the third largest economy in the world.

In all of this – our student education and research on campus in York, and new activities developing elsewhere – our commitment to *quality* is as important as ever. We are proud to be one of only four universities, alongside Oxford,



Cambridge and Imperial, both in the top ten in the latest Research Excellence Framework and awarded the top-level Gold Award in the latest Teaching Excellence Framework.

And the commitment to our *purpose* as a University for Public Good is as deep as ever, driving what we do on campus and with our partners in the city of York, across the UK and beyond.

This Annual Report not only marks our achievements during a difficult period, but also acknowledges the vital work still ahead. We approach this with a sense of community which I think is unusual in the sector. That is York's special strength. My thanks go to all those – staff, students, alumni, partners and supporters – who have helped to create and renew that strength.

# STRATEGY AND REVIEW



# STRATEGIC REVIEW

Our University Strategy, Vision for York, focuses on four key aims that inspire every area of university life:

- curiosity-driven/action-oriented research
- education that empowers
- local commitment on a global scale
- community without limits

The following key performance indicators outline significant achievements in 2024/25, demonstrating the progress made in relation to these strategic aims.

To learn more about our strategy, visit [york.ac.uk/strategy](https://york.ac.uk/strategy).

## AIM: CURIOSITY-DRIVEN/ ACTION-ORIENTED RESEARCH

# 10<sup>th</sup>

for research quality  
in the *Times Higher Education* ranking  
of the latest  
Research Excellence  
Framework results  
(2021)

# 1,346

research and  
related  
applications  
written  
and supported

# £107m

raised in  
research grants

# 205

scientists in top  
2% worldwide

Stanford/Elsevier  
Top 2% Scientist  
Rankings



# TOP 5%

globally

51st of 1,023 institutions in  
the *Times Higher Education*  
Interdisciplinary Science  
Rankings 2025

## AIM: EDUCATION THAT EMPOWERS



awarded **TEF Gold**

in Teaching Excellence  
Framework (TEF) 2023

# 12<sup>th</sup>

The Complete  
University Guide  
2026

# 20<sup>th</sup>

*The Times* and  
*The Sunday Times*  
Good University  
Guide 2026



# 4

**national teaching prizes**

Sustainability Clinic,  
Environmental Sustainability  
interdisciplinary team, and  
two individual award winners

## AIM: LOCAL COMMITMENT ON A GLOBAL SCALE



# TOP 2%

in the world for sustainability

12th in the UK and 34th globally  
in the QS Sustainability Rankings 2025

# 191

entrepreneurs  
supported

# 402

companies engaged  
with University  
business growth  
services

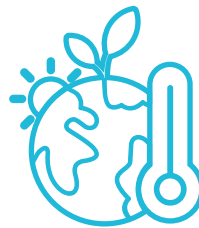
# 66

companies'  
development  
supported  
via Barclays Eagle  
Lab accelerator



# £598,991

in corporate and philanthropic  
donations supported  
community learning centres



# 15<sup>th</sup>

in the UK for  
climate action

*Times Higher Education*  
Impact Rankings 2025

## AIM: COMMUNITY WITHOUT LIMITS

# 1<sup>st</sup>

Community  
University of  
the Year

*The Mail*  
University Guide  
2026

# 2,272

students

participated in  
volunteering  
and community-  
engaged  
activities



4 gold  
6 silver  
12 bronze

22 department  
Athena Swan awards  
recognising our  
commitment to  
gender equality in  
higher education

# DEVELOPMENT AND PERFORMANCE

The following examples are a selection of our many **remarkable successes** in 2025, which demonstrate progress towards the four aims of our University Strategy.

## CURIOSITY-DRIVEN AND ACTION-ORIENTED RESEARCH

By investing in people and systems to advance curiosity-driven research and its action-oriented applications, we are at the forefront of providing the evidence base and practice that are required for communities to flourish both at home and abroad.

- A new report sets out 27 practical actions for a healthier, fairer and more sustainable UK food system, with recommendations like mandating surplus food redistribution. This report is an example of the wider Fix Our Food team's research, which featured prominently in a landmark Royal Society publication.
- York now leads the new NIHR School for Social Care Research, which received a £31m investment. The funding, the largest ever from the NIHR for social care, is addressing urgent challenges in the sector.
- A £7.6m Smart Data Donation Service, led by the University, was launched to help people safely share online data with researchers, improving digital wellbeing.
- The Born in Bradford Centre for Social Change was established to deepen the Bradford-York partnership using evidence for innovative policy and community action.
- A new Research Centre for Addiction and Mental Health was launched with the University of Hull to improve access to essential services.
- New Mayoral funding will accelerate regional growth through BioYorkshire (research and commercialisation), Convergent Technologies (AI/data science in the creative sector), and community projects like Walmgate Reframed.
- University researchers marked 250 years of Jane Austen and JMW Turner with a major new exhibition celebrating their legacy and imagining a meeting – a country house encounter – at Harewood House.
- The European Research Council Rem@ke project will enable the highly accurate physical and digital reconstruction of historic musical instruments that are currently too damaged to play.
- In a key example of defossilisation, the Green Chemistry Centre of Excellence partnered with global chemicals company Synthomer to pioneer a new generation of sustainable, bio-based polymers.

## EDUCATION THAT EMPOWERS

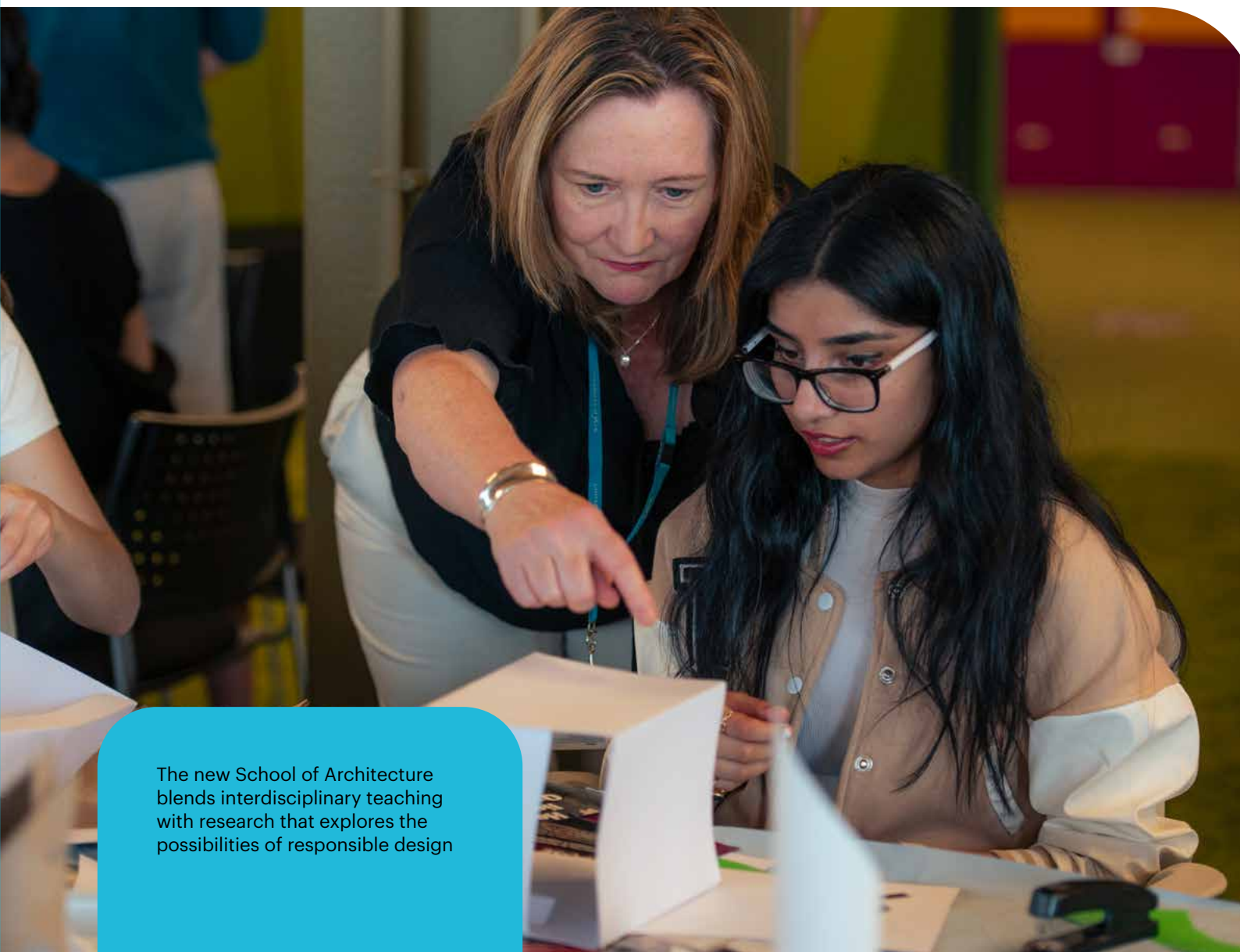
The University of York nurtures and fulfils ambitions and prepares students for an ever-evolving world. We design innovative pedagogies and curricula underpinned by technology, widen access locally and globally, and eradicate achievement gaps.

- There were significant improvements in our scores in the National Student Survey (NSS) 2025. Academic Support satisfaction reached 89.9% and Learning Resources hit 90.4%. Assessment and Feedback rose by 3.2% to 72.6%, and Course

Organisation and Communication increased by 3.7% to 77.9%. We continue to focus on activities across the full suite of NSS indicators, in order to enhance the overall student experience.

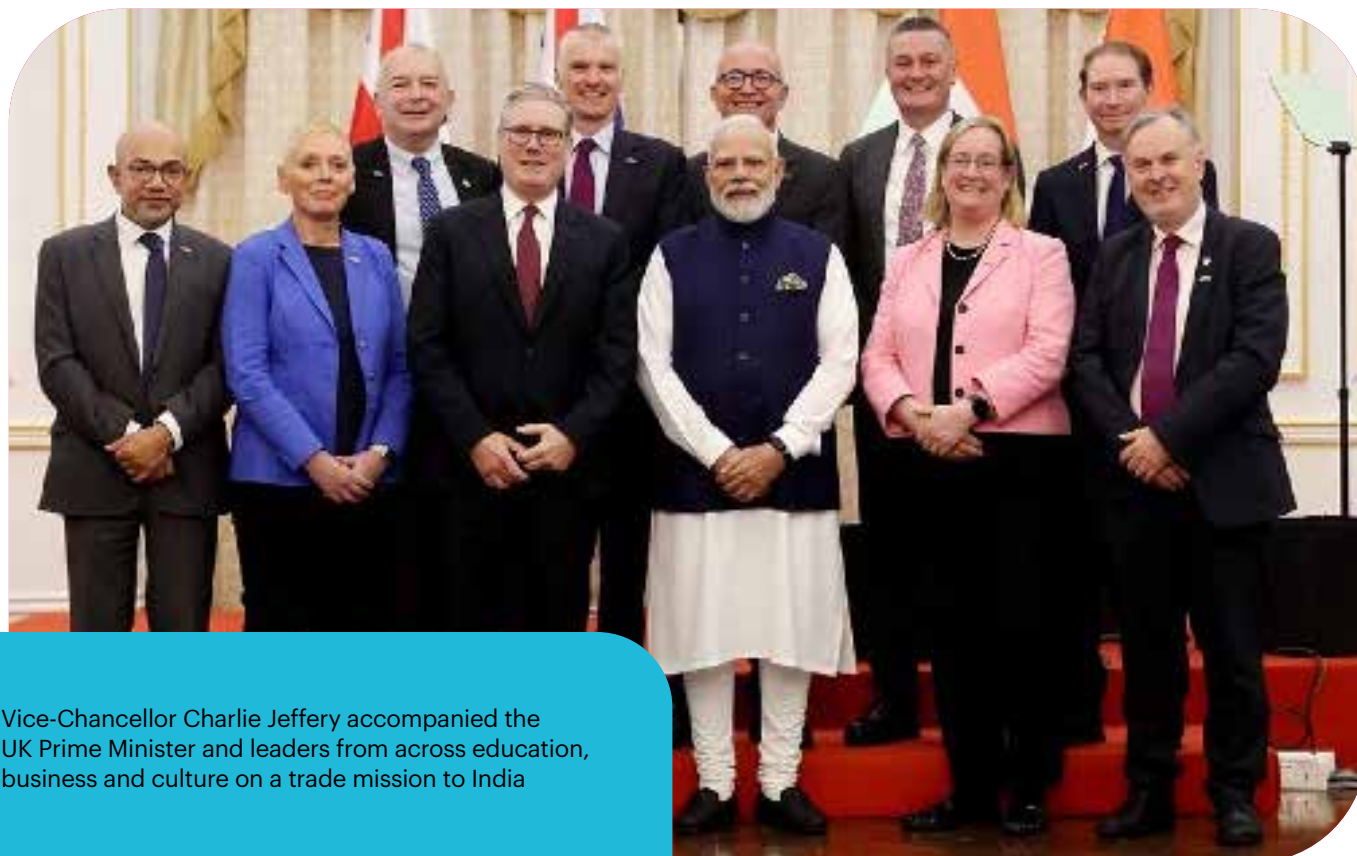
- As part of our ambition to be a University of Opportunity that supports all students to succeed, our Quality Mark from the National Network for the Education of Care Leavers (NNECL) was renewed. This recognises our continued support for estranged and care-experienced students.

- The new School of Architecture welcomed its first cohort in September 2025, with a focus on challenging current practices and prioritising sustainability.
- 175 undergraduate and postgraduate students participated in 29 projects with 17 partner organisations in the University Sustainability Clinic.
- Our range of free Massive Open Online Courses (MOOCs) expanded again, with more than 40 courses now available, seven years after their initial launch.



The new School of Architecture blends interdisciplinary teaching with research that explores the possibilities of responsible design





Vice-Chancellor Charlie Jeffery accompanied the UK Prime Minister and leaders from across education, business and culture on a trade mission to India

## LOCAL COMMITMENT ON A GLOBAL SCALE

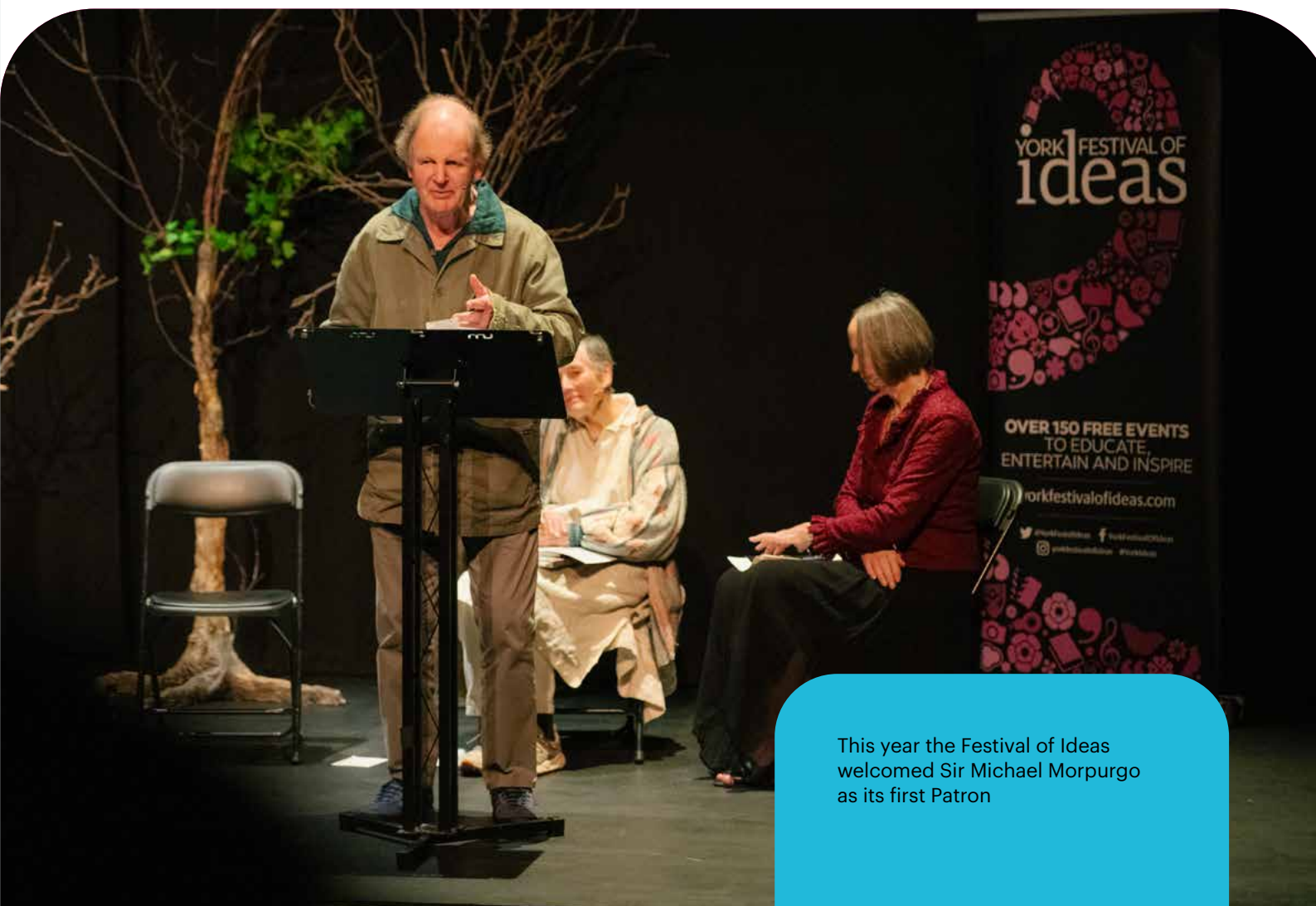
By promoting collaboration beyond disciplinary boundaries and with diverse people and entities from across society, we combine relevant expertise and experiences, generate synergies for lasting benefit, and expand the reach of our research and education.

- A new campus in Mumbai, India, was announced. This venture will bring our world-class, UK-accredited education to one of the world's fastest-growing education markets, with the first students welcomed in 2026.
- The University of York Europe Campus in Greece has been officially established. Known as CITY U.L.E., this expands our long-standing partnership with CITY College in Thessaloniki. The campus is set to become the highest-ranked international university operating in Greece, based on the *Times Higher Education* university rankings.
- The York-Maastricht Partnership (YMP) hosted the first YMP-WUN Robotics Doctoral Summer School, with 18 students from six universities.
- Sustainability highlights include initiating a £35m University campus geothermal and low-carbon infrastructure project; and increasing solar power installation by 275% to a total maximum production of 700 kWp – enough to power c. 200 homes.
- A York student, Maisy Whitehead, developed a bio-polymer which has the durability and versatility of conventional plastic while being entirely sustainable and biodegradable.
- We established the Founder Advisory Board. It will connect our alumni and business leaders with high-growth companies.
- Our New Era for Female Entrepreneurship research united local business organisations. The project focused on strengthening opportunities for female entrepreneurs and enhancing their representation.
- The University was re-accredited as a University of Sanctuary by the charity City of Sanctuary, supporting our ambition to be a University of Opportunity.
- In a major city-wide initiative, we launched the Pride of Place Board. Chaired by Professor Kiran Trehan, this partnership unites employers and community groups to tackle deep-rooted social inequalities.

## COMMUNITY WITHOUT LIMITS

By establishing an inclusive environment, removing barriers to progression for our staff and students, and creating physical, virtual and cultural spaces that facilitate rich exchanges, we transform perceptions and enable a culture of possibilities where new knowledge is generated and everyone can thrive.

- We were named Community University of the Year in recognition of our Festival of Ideas. The award, from *The Mail University Guide* 2026, highlights our significant contribution to the local community and beyond. Over 54,000 people attended 263 in-person and online events in the 2025 York Festival of Ideas.
- We partnered with the University of Hull and the charity IntoUniversity to launch new learning centres in Grimsby and Bridlington. The centres provide academic support, mentoring and activities to help thousands of local young people who face barriers to higher education.
- The Gender and Ethnicity Pay Gap Report shows that females now make up 36% of the professoriate at York, an increase of three percentage points.
- A pioneering initiative was launched to build inclusive research cultures. Valuing Voices for Equitable and Responsible Research was developed with Mahidol University in Thailand and funded by charitable foundation Wellcome.
- Winners of the York for Life Alumni Awards were selected from categories including Mental Health and Wellbeing and Alumni Rising Star.
- Our students' dedication to community service was recognised at an awards ceremony. Students contributed a total of 90,408 hours to a wide range of initiatives, including charity volunteering.



This year the Festival of Ideas welcomed Sir Michael Morpurgo as its first Patron

# PRINCIPAL RISKS AND UNCERTAINTIES

The University is committed to achieving its mission for **public good** through its aims and objectives as defined in the University Strategy and associated documents. In doing so, the University realises that it will face a variety of risks.

Risk management supports the University in achieving its aims and objectives while protecting its ongoing sustainability. Risk management seeks to identify, measure, control and report on risk through appropriate assessment that will undermine the achievement of the University's business priorities. By taking a measured approach to risk-taking, informed by the University's

risk appetite, the University ensures that decision-making and planning are informed across its academic and professional support units and subsidiaries, both operationally and strategically.

The table below sets out the major risks faced by the University and key mitigating actions. Each risk is significant and not prioritised above another.

Corporate risk	Main mitigations
<b>Student Experience and Education</b> Failure to provide a positive student experience, which negatively impacts all of our students across the entire student journey	<ul style="list-style-type: none"> <li>• Core review and feedback offered to students over their experience</li> <li>• Enhanced personal supervision practice</li> <li>• Framework for academic support</li> <li>• Dedicated wellbeing strategy</li> <li>• Resilience hub and wellbeing and resilience workshops</li> <li>• Student app for integrated support network</li> <li>• Training provided to assist staff supporting students</li> <li>• 24/7 online Mental Health services platform, registered with the Care Quality Commission</li> </ul>
<b>Research and Knowledge Exchange</b> Failure to maintain our global research and knowledge exchange standing and reputation in a highly dynamic external funding and geopolitical environment	<ul style="list-style-type: none"> <li>• New Research Strategy and Building Industry Engagement and Income programme</li> <li>• Leverage from enhanced REF position</li> <li>• Increasing diversification of partnerships, income streams and funding opportunities</li> <li>• Strengthening compliance and risk management, with enhanced due diligence</li> <li>• Further enhancing Knowledge Exchange through increased initiatives and spinouts</li> </ul>
<b>Workforce Planning</b> Failure to attract and maintain a high calibre, diverse and flexible workforce for the future	<ul style="list-style-type: none"> <li>• Flexible working policies for all staff</li> <li>• Targeted initiatives for specialist positions</li> <li>• Specific projects for work efficiencies</li> <li>• Suite of learning and development training available to all staff</li> <li>• Employee Assistance Programme to support all staff</li> </ul>
<b>Funding the University Strategy</b> Risk that operating surplus is insufficient to fund the University strategy and capital programme	<ul style="list-style-type: none"> <li>• Use of integrated planning and forecasting to achieve a financially sustainable plan accounting for the University Strategy and changes to the portfolio of income sources</li> <li>• Compliance metrics included in process</li> <li>• Active budget management scheme in operation</li> <li>• Board-led processes to continually evaluate future income streams</li> </ul>
<b>Infrastructure Plan</b> The risk that the digital and physical infrastructure is not fit for purpose	<ul style="list-style-type: none"> <li>• Detailed Integrated Infrastructure Plan led by its own Board</li> <li>• Programme of decommissioning poor condition buildings in revitalising the campus</li> <li>• Estates utilisation regularly reviewed</li> <li>• Programme of digital developments to enable advancement of the way the University operates</li> </ul>
<b>Student Recruitment</b> Failure to increase or maintain and diversify student recruitment	<ul style="list-style-type: none"> <li>• Continued diversification of programme portfolio to match changing market demands</li> <li>• Continued engagement in new and emerging markets, including transnational education</li> <li>• Dedicated home and international strategies</li> </ul>
<b>Industrial Action</b> Failure to provide a high quality student experience and manageable staff workloads during periods of industrial action	<ul style="list-style-type: none"> <li>• Specific Academic Contingency Group to maintain services to students</li> <li>• Workload management work group to reduce burdens on staff</li> <li>• Participation in consultation and negotiations on pay, pensions and conditions</li> </ul>
<b>IT Security</b> Compromise of University systems which may result in the loss of services and loss or exposure of data	<ul style="list-style-type: none"> <li>• Comprehensive IT security plan</li> <li>• Training for all staff at induction</li> <li>• Multi-factor authentication</li> <li>• Managed device services</li> <li>• Immutable backup of storage</li> <li>• Testing resilience to attack</li> <li>• Cyber Essentials review</li> </ul>
<b>Health and Safety</b> Failure to efficiently and effectively manage the risk of harm to people, property and reputation and maintain compliance with health and safety legislative requirements and internal policy	<ul style="list-style-type: none"> <li>• Increased staffing in key areas</li> <li>• Specific expertise and location-based safety advisors</li> <li>• Comprehensive awareness training package for staff</li> <li>• Comprehensive audit programme</li> <li>• Strengthened governance structure</li> <li>• Risk assessment application and follow-up</li> </ul>
<b>Sustainability</b> Failure to deliver commitments identified within the University Sustainability Plan	<ul style="list-style-type: none"> <li>• Dedicated Environmental Sustainability unit contributing and disseminating knowledge and research</li> <li>• Theme leads for prioritised UN Sustainable Goals and roles to progress Sustainability Plan</li> <li>• Sustainability principles embedded into the University's Integrated Infrastructure Plan</li> <li>• Deep Geothermal project to deliver significant reductions in carbon emission</li> </ul>

# FINANCIAL REVIEW

The financial environment across the higher education sector has continued to be challenging, with a volatile international student market and the continued impact of inflation relative to tuition fees.

The University continues to take action to maintain tight budgetary control, leading to a consolidated surplus of £9m (2024: deficit £9m) (excluding pension provision movements and fair value adjustments).

**£555m**

group income for 2024/25

**£107m**

group research income

**£9m**

group surplus

**£14m**

university surplus



## GROUP PERFORMANCE

At a University level, excluding the performance of Group subsidiaries, the surplus for the year was £14m (2024: deficit £6m), before pension and fair value adjustments. The improved position has been achieved through increased income of £23m, while non-staff operating expenditure stayed broadly flat between the years. Staffing costs increased by £3m; however, this includes £7m in severance payments recognised in the year, with a reduction in average staff numbers

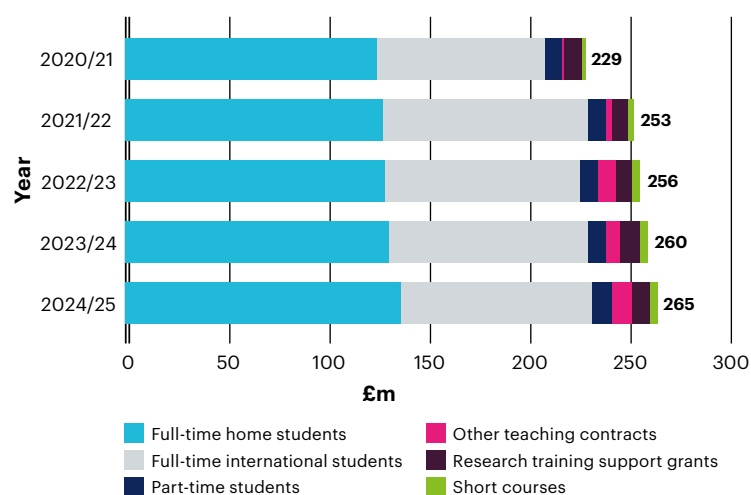
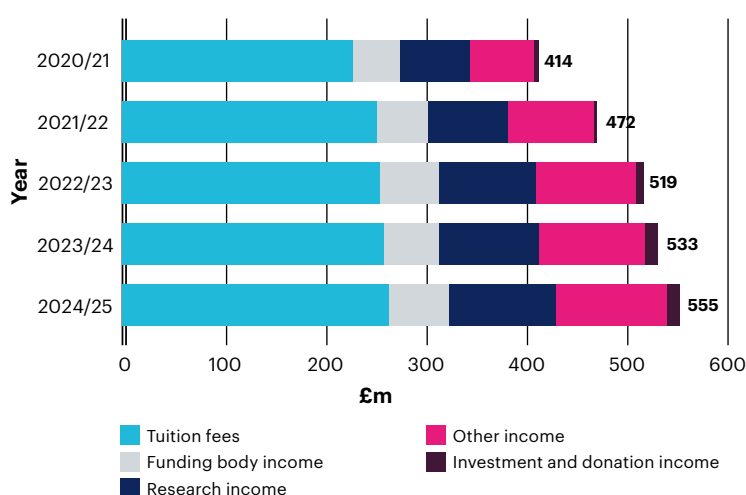
over the period. Finally, there was a £1m reduction across interest and depreciation expense.

At a Group level, including the performance of subsidiaries, the surplus for the year was £9m (2024: deficit £9m). In addition to factors described at a University level, the subsidiary element of Group performance improved owing to York Sports Village trading as part of the University from 1 August 2024.

## TOTAL INCOME

Total income increased by £22m to £555m, representing growth of 4% in the year. Increased income was achieved through growth in research income (£7m), other income (£6m), funding body grants (£5m), and tuition fees and education contracts (£5m).

Building on last year's record performance, where the University reached £100m in research grants and contracts income for the first time, income in this area continued to grow to £107m. The growth reflects the University's standing as one of the world's leading research-intensive universities, as demonstrated by the University's top ten ranking in the Research Excellence Framework.

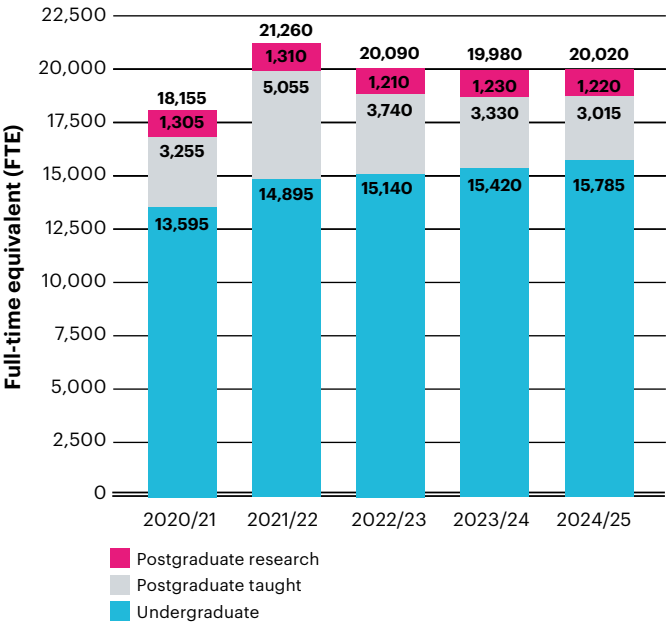
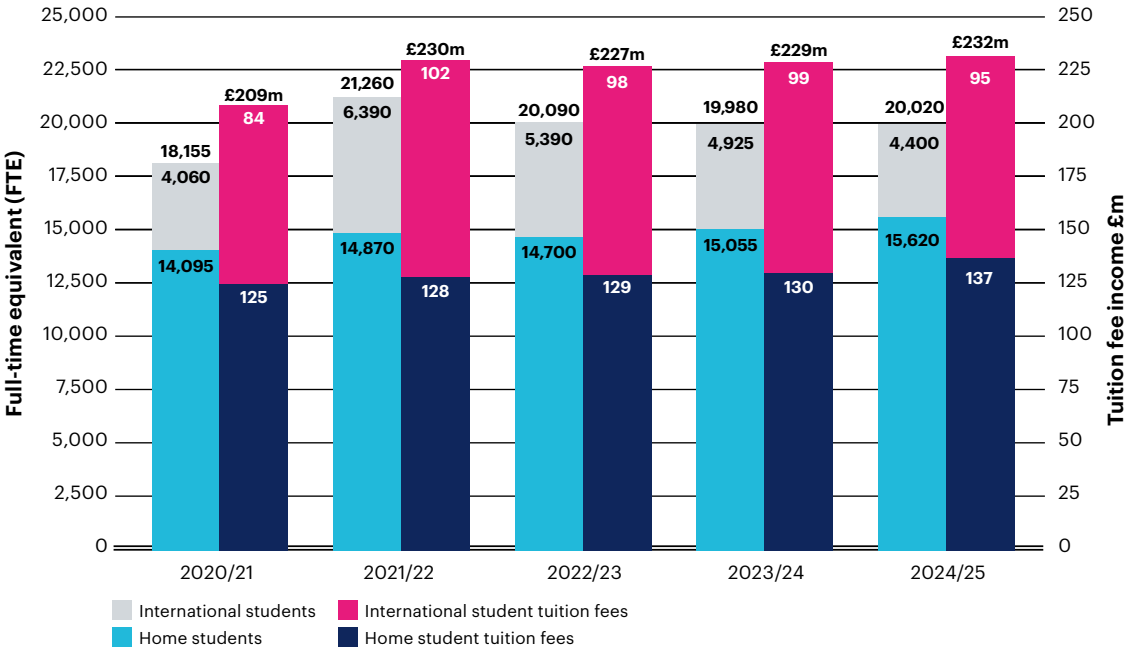


## TUITION FEES AND EDUCATION CONTRACTS

Income from tuition fees increased by £5m to £265m. Full-time home and EU student income increased by £7m, reflective of 4% growth in home student numbers. International student markets continued to be uncertain, with domestic visa policy, geopolitical issues and international competition impacting on international student recruitment. These factors led to a decrease in international student income of £4m. Maximising student recruitment opportunities continues to be a key focus for the University.

## STUDENT NUMBERS

The total number of students increased to 20,020 students, comprising an increase in home students of 565 (4%) and a reduction in international students of 525 (–9%).

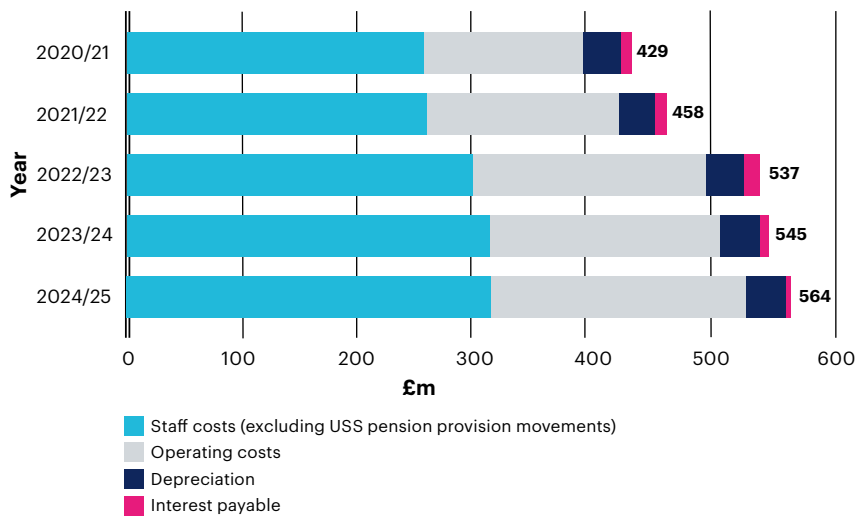
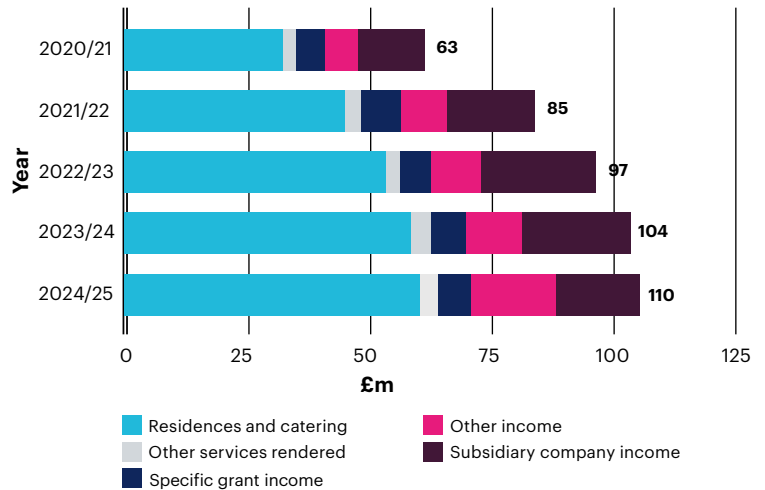


## STUDENT NUMBERS BY STUDY LEVEL

The number of undergraduate students continued to rise in 2024/25 with an increase of 365 students. Postgraduate taught and research student numbers reduced by 325, leading to an overall increase in total student numbers of 40.

## OTHER INCOME

Other income increased by £6m (5%) to £110m. This was driven primarily by capital grants recognised in the year and offset by a reduction in income from subsidiary companies.

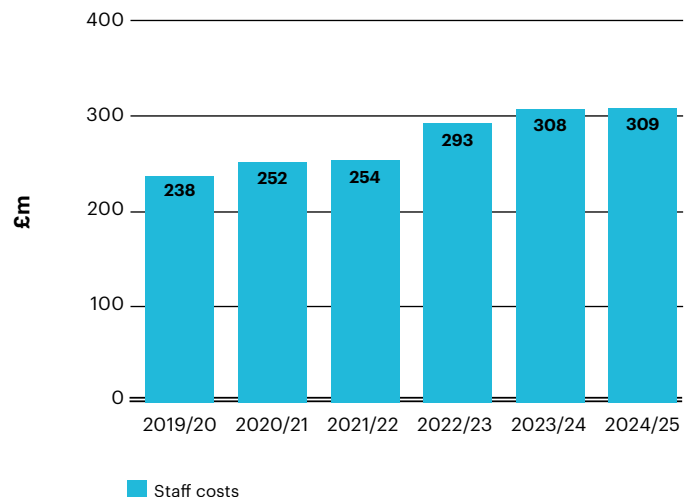


## TOTAL COSTS

Total costs (excluding pension provision movements) increased by £1m to £545m. The increase of £2m in operating costs is reflective of the tight financial control exercised in the year to minimise the impact of inflationary pressures. This increase was offset by a reduction in interest and other finance costs.

## STAFF COSTS

Staff costs, including social security and pension contribution costs, but excluding pension provision movements, increased by £1m. Included within this figure is £7m in severance payments recognised in the year as a one-off restructuring cost.



## PENSIONS

### Universities Superannuation Scheme

The University is a member of the Universities Superannuation Scheme (USS). The financial statements include employer’s pension contributions and movements in the pension provision. Following completion of the 31 March 2023 triennial valuation, the scheme is in a surplus position, so no provision is recognised in the period.

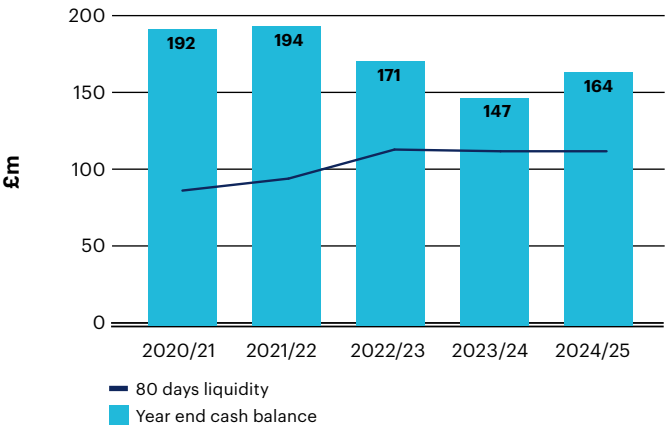
### University of York Pension Fund

The University of York Pension Fund is a defined benefit pension scheme. The consolidated statement of income and expenditure includes the current service cost and past service cost of members. The pension provision is calculated in accordance with the requirements of FRS 102.

The FRS 102 calculation has resulted in a surplus position of £77m (2023/24: £59m). The surplus is reflective of continued high interest rates. Recognition of the surplus has been driven by financial reporting requirements. The University has no plans to recover the surplus.

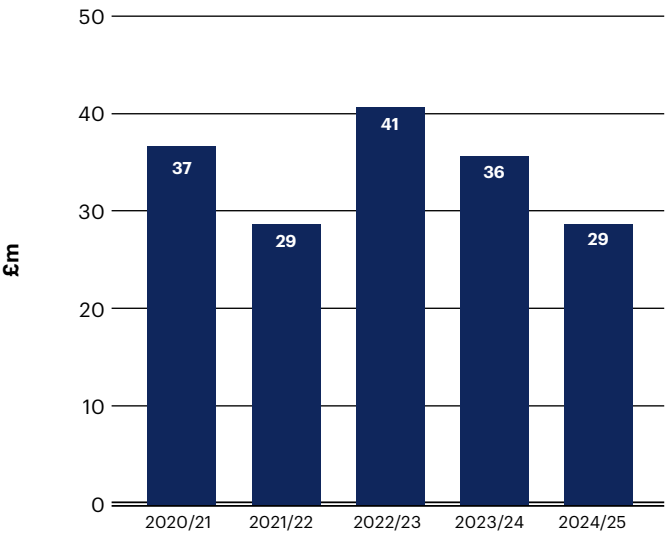
## CASH AND SHORT-TERM INVESTMENTS

The balance of cash and short-term investments increased by £17m to £164m (2023/24: £147m) after capital spend in the year of £29m. The balance represents 109 days’ expenditure (2023/24: 107 days). The University targets cash balances not falling below 80 days’ net liquidity.



## CAPITAL PROGRAMME

The University invested £29m in capital expenditure in the year. Projects included the completion of a new workshop for the Faculty of Sciences (£3m), IT network modernisation (£4m), accommodation refurbishments (£2m). There was also investment in teaching spaces (£1m) and a Net Zero programme of works including solar panelling and LED lighting across campus (£3m).



## INVESTMENTS

The University holds a £7m (2023/24: £7m) portfolio of equities and similar investments to support University endowments. The holding increased in value by £0.1m in the year (2023/24: £0.6m increase).

The Group additionally holds joint venture investments of £38m (2023/24: £36m). The £2m increase in these investments is due to the revaluation of investment property.

## GOING CONCERN

The going concern status has been assessed over a period of two years to July 2027. In addition, five-year forecasts are prepared and reviewed by Council annually, with the latest forecast being approved in July 2025.

The latest forecast forms the base case forecast against which going concern has been reviewed, with sensitivity analysis performed across a range of scenarios from realistic to implausible. Key economic assumptions in the forecast are that inflation and pay awards reduce to 2% over the going concern period.

As at 31 July 2025 the University has £91m of short-term current asset investments, together with £72m of cash and cash equivalents. The University is forecast to have sufficient reserves throughout the going concern period to support the University in conducting teaching, research and other activities over the going concern period, alongside resources to fund future capital projects.

The main risk to going concern is therefore the University's ability to meet loan note covenants. The scenarios modelled for sensitivity analysis centred on the impact of

international student recruitment, alongside reductions in research and other income, combined with the impact of pay inflation.

The results of this analysis have been reviewed against the University's cashflow forecasts and covenant compliance, after considering potential mitigating actions the University could take. The results of the analysis are that an implausible financial impact would need to occur before covenants were breached and that the University would remain financially sustainable were a breach to occur.

After reviewing and approving the five-year forecasts, alongside the sensitivity analysis performed, Council is confident that the University will have sufficient funds to meet its liabilities as they fall due for a period of at least 12 months from the date of approval of these financial statements. Council therefore confirms it is appropriate to prepare the financial statements on a going concern basis.

## FUTURE OUTLOOK

The financial outlook for the University of York and the broader HE sector remains challenging. The tuition fee cap for home students has increased to £9,535 (2024/25: £9,250) and will continue to rise in line with inflation; however, fees had not previously increased since 2017.

International student recruitment remains uncertain against a backdrop of domestic policy restrictions to international student visas, increased competition from international institutions, and geopolitical issues.

The impact of high inflation over the past three years has continued to

erode income and drive up operating costs, adding further pressure to the University's finances.

Key priorities over the next two years are to return the University to a sustainable operating surplus position, while maintaining minimum net liquidity of 80 days and ensuring minimum covenant safety margins of £10m.

To enable a return to a surplus position, the University announced a voluntary severance scheme in May 2024 to target savings in pay costs in 2025/26 onwards through reductions in both academic and support roles. The intention of the scheme was to return staffing levels to 2022 levels; this was achieved in the 2024/25 financial year.

Alongside this, the University remains heavily focused on further managing operating costs through measures that include more cost-effective use of buildings, energy-saving campaigns and removing inefficient working practices.

A continued focus on the University's subsidiaries will seek to ensure commercial viability through increased income and profitability.

Additionally, the University recognises the continued need for investment in capital and infrastructure projects, specifically prioritising digital transformation, estate development and carbon neutral schemes.

The combined effect of these difficult decisions will be to increase the University's financial resilience, while protecting the quality of the University's teaching and research, thus supporting the University's vision for public good.



# GOVERNANCE

# CORPORATE GOVERNANCE

The University maintains a **sound system of internal control**. This has underpinned ongoing work across 2024/25 to enhance organisational resilience and respond to external challenges facing the higher education sector and their impacts at the University of York.

The University is an independent corporation with charitable status, established by Royal Charter (Royal Charter Company Number: RC000679). The University's objects, powers and framework of governance are defined in its Charter and supporting Statutes and Ordinances, available on the University's website. The Council (hereafter Council), as the University's governing body and trustee board, is committed to promoting effective practice in all aspects of corporate governance, principally through its own arrangements, sub-committees and the University Executive Board (UEB) which is led by the Vice-Chancellor and President. Council has formally adopted the core values and six key elements in the Committee of University Chairs (CUC) Higher Education Code of Governance (HE Code of Governance) (September 2020).

## CORPORATE GOVERNANCE STATEMENT

Council is responsible for the administration of the revenue and property of the University, and, in accordance with the Charter, has "general control over the University and its affairs, purposes and functions". Council also has overarching responsibility for ensuring that the University maintains a sound system of internal control and for reviewing its effectiveness. Council remains satisfied that the governance of the University applies the six key elements of the CUC HE Code of Governance.

Council's 'Statement of Primary Responsibilities' (available on the University website) outlines its role

in approving and overseeing the mission, strategic vision, long-term academic and business plans, and key performance indicators of the University. It does this by ensuring that monitoring and evaluation, systems of control and accountability, delegation of authority, standards and practice, and the management of the University's reputation, all contribute to the ambitious, effective and compliant functioning of the organisation.

In 2024/25, and building on its focus in the previous year, Council continued to combine its ongoing review work across strategy, performance and policy, with oversight of the further measures the University implemented to maintain financial sustainability, particularly in the context of rapidly changing patterns in international student recruitment. In doing this, Council has sought to ensure that the University increasingly balances its efforts and priorities, securing both in-year cost reductions and a longer-term strategic approach to diversifying income, operating more efficiently, and reshaping its traditional business model.

As such, across each of its four main meetings in 2024/25 Council received a balanced suite of reports that systematically sought to set out the sector operating context and consider the implications for York; develop, describe and deliver a series of cost-saving activities and income generating strategies; and crucially, identify new investment and partnership opportunities with the potential to reshape the University's resilience, reach and impact for the longer term. Foremost among these new opportunities has been the Council's careful consideration of a proposed partnership to establish a campus in Mumbai, India, that utilises

York's academic quality, research excellence and reputational strength, to capitalise on new markets and collaborative possibilities. A reference group of experienced Council members has advised the Executive on this initiative throughout its development.

Alongside this financial focus, Council continued to oversee wider strategic developments. Monitoring activity was enhanced by reviewing, in turn, a sub-set of the University's Key Performance Indicators (KPIs) aligned to the University Strategy, and complementing each review with a deeper focus on related areas of work. For example, at its spring meeting, Council looked in detail at both the University's research-related KPIs and its revised approach to research funding and partnerships. Across several meetings, and recognising the critical importance of the University's digital and physical infrastructure to its future sustainability and effectiveness, Council explored plans for and progress on major infrastructure projects. This included approval of proposals to replace and integrate major HR and finance systems.

Recognising the wider focus on governance issues in the HE sector, Council also spent time reflecting on its own practice and behaviours. A Council Effectiveness internal review was led by a working group of Council members. This group reported to Council's spring 2025 meeting, where a report making several recommendations to enhance and evolve the way Council and its sub-committees work was endorsed. At its summer meeting, Council reflected on lessons from the Gillies report about the University of Dundee and considered actions to further strengthen governance at York.

## University Council membership 2024/25

NAME	POSITION/MEMBERSHIP CATEGORY	EXPIRY OF CURRENT TERM
<b>Pro-Chancellors and other senior office holders</b>		
Dr Alice Maynard	Pro-Chancellor and Chair of Council	March 2026
Mr Philip Carpenter	Pro-Chancellor	July 2027
Mr Chris Thompson	Pro-Chancellor, Treasurer and senior independent lay member	Stepped down in July 2025
Professor Charlie Jeffery	Ex-officio: Vice-Chancellor and President	N/A
Professor Ken Badcock	Deputy Vice-Chancellor and Provost	N/A
<b>Other independent members</b>		
Ms Abisola Sherwood (née Barber)	Independent member	July 2028
Professor Simon Best	Independent member	July 2028
Mr Sanjay Bhandari	Independent member	July 2028
Professor Dame Vicki Bruce	Independent member	Stepped down in May 2025
Mr Thomas Flynn	Independent member	July 2028
Professor John Loughhead	Independent member	July 2028
Ms Judith McNicol	Independent member	July 2028
Dr Philip Rycroft	Independent member (appointed by Court)	July 2028
Ms Helen Simpson	Independent member	July 2028
Mr Owen Trotter	Independent member	July 2026
Mr David Watson	Independent member (appointed by Court)	January 2026
<b>Academic and Professional Support staff members</b>		
Professor Kiran Trehan	Pro-Vice-Chancellor nominated by Senate	September 2026
Professor Nik Brown	Academic staff member nominated by Senate	July 2026
Professor Nicky Milner	Academic staff member nominated by Senate	July 2025
Professor Kate Flemming	Academic staff member nominated by Senate	July 2026
Mr Karl Butler	Elected by Professional Support staff	July 2026
Ms Claire Wilkinson	Elected by Professional Support staff	July 2027
Mr Jonny Exon	Elected by Professional Support staff	November 2024
<b>Students' Union Sabbatical Officer representatives</b>		
Mr Lewis Parrey	President of the Students' Union	July 2026
Ms Ellaie McClean	President of the Graduate Students' Association	July 2026
<b>Other senior officers in permanent attendance</b>		
Adam Hewitt	University Secretary (Secretary to Council)	N/A
Nigel Alcock	Chief Finance and Operating Officer	N/A
Vikki Goddard	Chief Academic Services Officer	N/A

Council continued to complement its formal meetings with extended development sessions for its members. These sessions enable members (and especially those independent of the University) to hear from a wider pool of staff and students about current and emerging priorities and issues. During 2024/25, these sessions included work on artificial intelligence, alumni relations, partnering for income diversification, and a dedicated student-led session to explore emerging issues for York students. These insights informed subsequent Council discussion and understanding.

Collectively, this work programme enabled Council to balance oversight of the University's most pressing strategic issues with a broader understanding of its mission, vision and public contribution.

An annual register of interests is maintained and published for each Council member and co-opted committee member, as well as for all University Executive Board (UEB) members. All Council and UEB members are asked annually to self-certify against the OfS 'fit and proper person' indicators.

## COUNCIL SUB-COMMITTEES

Council delegates responsibilities to a number of sub-committees chaired by independent Council members. Senate also reports to Council. Together, the work of these Committees enables Council to meet its wider remit, manage and distribute its business across the year, and draw upon different expertise to provide assurances across the diverse mix of University activities.

**Senate** (Chair: Vice-Chancellor and President, Professor Charlie Jeffery) has oversight of academic matters at the University on behalf of Council. It oversees and regulates the University's education and research activities, approving policy and regulation in these areas. Senate provides assurance to Council in relation to academic quality and standards, the student academic experience, student life and student outcomes. To ensure it is well placed to undertake these responsibilities, Senate's membership is representative of the University's academic community, incorporating representation from senior academics, elected academic staff, a significant body of students (one of the largest on an academic governing body in England), and staff from across the University's equality networks. The Senate's work is supported by several sub-committees.

During 2024/25 Senate acted as a key body for consultation or decision-making across several key University developments. These included the learning and actions arising from the National Student Survey; the University's Global Strategy; a Review of the Academic Promotions criteria; research support; and a new Quality Framework to support collaborative provision and education partnerships. Senate also reviewed several cyclical annual reports, including the statement on research integrity, and the degree outcomes statement.

**Finance Committee** (Chair: independent member and University Treasurer, Chris Thompson (stepped down in July 2025)) monitors the income and expenditure of the University, including the annual budget. It considers the financial implications of the University's strategic plans, examines financial forecasts and recommends whether Council should approve them, approves quarterly budget forecasts

and monitoring reports, and approves expenditure requests that are over £8m. It also has oversight of the University's pension arrangements and TRAC compliance, and monitors post-implementation review of significant revenue and capital projects. At its annual joint meeting with the Audit and Risk Committee, it reviewed the 2024/25 Annual Report and Financial Statements, including the University's response to the external auditors' annual management letter and the annual report from the internal auditors. In support of the Council's ongoing focus on financial sustainability, in 2024/25 the Committee increasingly sought to develop a longer-term view of potential financial planning scenarios and the impact of different student recruitment variations. This work will increasingly inform the University's wider planning cycle.

**Audit and Risk Committee** (Chair: independent Council member, David Watson) comprises three independent Council members plus an additional co-opted member. It meets five times per year with the internal and external auditors invited to each meeting and a number of senior University officers routinely in attendance. The Committee's programme of business combines an annual cycle of reporting in key areas of assurance – such as health and safety, and compliance with the Prevent Duty – alongside context-specific reports on important areas of the University's activity. In 2024/25 these reports covered areas including league tables, financial sustainability and cyber security. The Committee also considered updates on the corporate risk register at each meeting, periodically reviews other aspects of risk reporting (such as benchmarking, horizon scanning, and unit-level risks), and provides guidance on the ongoing development and enhancement of the University's



risk management processes. At its annual joint meeting with the Finance Committee, it reviewed the 2024/25 Annual Report and Financial Statements, including the University's response to the external auditors' annual management letter and the annual report from the internal auditors. Advised by the internal audit service, the Committee also reviews the effectiveness of the system of internal control and seeks assurance that arrangements are in place to promote value for money and data quality (as required by the CUC's Code of Practice for Higher Education Audit Committees).

### **Constitution and Nominations**

**Committee** (Chair: Chair of Council and Pro-Chancellor, Dr Alice Maynard) is responsible to Council for ensuring that the University's constitutional and corporate governance framework is effective. It also recommends people to Council for honorary degrees and other non-academic honorary awards. It met three times in 2024/25, with other decisions transacted by written resolution, and considered a range of matters including the Council Effectiveness Review, academic freedom and freedom of speech, managing conflicts of interest, and gifts and hospitality. It also maintained a watching brief on wider governance developments impacting higher education, noting several reviews in this area by prominent organisations within the sector.

### **People and Remuneration**

**Committee** (Chair: a Pro-Chancellor other than the Chair of Council, Philip Carpenter) In 2024/25 the People and Remuneration Committee, which was formerly the Remuneration Committee, determined, with the support of Council, to widen its remit and extend its meetings accordingly. The Committee continued to undertake the role of approving the

remuneration of the University's most senior staff, including the Vice-Chancellor and his direct reports, in the context of the wider workforce pay, reward and pensions structures. Additionally, its expanded remit, set out in its terms of reference, provided scope to review 'people' issues as they related to the University's workforce. These reports included actions on pay gaps, the University's talent management strategy, key performance indicators relating to the workforce, and updates on the HR transformation programme. The Committee also received updates relating to the progress and impacts of the voluntary severance scheme that formed part of wider cost-saving measures.

### **The Urgent Decisions Group**

(Chair of Council and Pro-Chancellor, Dr Alice Maynard) convened twice in 2024/25, to approve on behalf of Council: the adoption of the Annual Report and Financial Statements 2023/24; and the timely initiation of a major project to develop a deep geothermal power source for potential use by the University.

## **STATEMENT OF INTERNAL CONTROL**

The Statement of Internal Control covers the period 1 August 2024 to 31 July 2025 and up to the approval of the financial statements.

Council is responsible for maintaining a sound system of internal control that supports the achievement of the University's policies, aims and objectives, while safeguarding public and other funds and assets for which it is responsible. Council is of the opinion that a sound system of internal control has been maintained in the University in 2024/25.

Council's internal control oversight is achieved through several means, including clear delegation of authority through the wider Scheme of Delegated Approvals (SoDA) across the entire committee and senior management substructure. This includes delegation of detailed oversight of the adequacy of the internal control environment to the Audit and Risk Committee (ARC). Council considers summaries of the main business and necessary assurances from ARC at each of its meetings. ARC provides an annual report and opinion on the adequacy of arrangements for governance, internal control, data quality and value for money. Council also receives a range of compliance reports and opinions, including regular corporate risk management reporting, and update reports across financial, governance and compliance issues from key senior officers. It approves key regulatory returns where it is required to do so by the Office for Students (OfS) and other bodies.

The system of internal control is risk-based, and designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; providing reasonable rather than absolute assurance. The University's internal control environment comprises policies and procedures that incorporate statutory compliance with the obligations required of the University, and specifically in relation to the prevention and detection of corruption, fraud, bribery and other irregularities.

A core aspect of the University's internal control arrangements is the engagement of PwC to deliver an internal audit function. The audit work carried out for the year ended 31 July 2025 comprised a 180-day risk-based programme, based on eight internal audits. In-year adjustments to the 2024/25 plan reflected new and emerging priorities in the internal

control environment. The internal auditors' annual report, looking across the findings from internal audits conducted across the year, found a reasonable level of assurance overall. Alongside internal auditors, the University appoints a set of external auditors. Their primary role is to report on the University's financial statements, underlying records and control systems, to reach their opinion on the statements and report on the appropriate use of University funds, as disclosed in this document.

Financial internal control systems, as well as those for legal and governance-related approvals, are in place and are periodically reviewed.

Council is of the view for the period to the end of the 2024/25 financial year, and up to the approval and signing of the annual financial statements, that:

- a sound system of internal control is in place
- University management has a clear understanding of the key risks and is taking appropriate mitigating actions where possible.

On behalf of Council, and having considered reports, recommendations and reviews on the effectiveness of the University's arrangements for risk management, internal control and governance for the financial year 2024/25, the Audit and Risk Committee has satisfied itself that the systems and controls are effective, including for public funding received from the OfS, UK Research and Innovation (UKRI, including Research England) and other funding public bodies.

There have been no significant internal control weaknesses, or material adverse events as defined in the Office for Students (OfS) terms and conditions of funding, during the reporting period, or up to the point of approval.

## PUBLIC BENEFIT STATEMENT

The University of York is an exempt charity under the terms of Schedule 3 of the Charities Act 2011 and is regulated by the Office for Students (OfS) as 'principal regulator' for this purpose. During the reporting period, Council, as the trustee board of the University, has had regard to the Charity Commission's guidance on public benefit and is of the view that the University's charitable purposes are delivered for the public benefit, as required by the Charities Act 2011, Regulatory Advice Note 5 of the OfS and Charity Commission guidance.

The University delivers public benefit principally through the charitable purpose of the 'advancement of education' through teaching of undergraduate and postgraduate students, outreach activities such as public lectures and the York Festival of Ideas, local, national and international partnerships and extensive research across a breadth of societal issues and challenges.

The primary beneficiaries of delivering the University's charitable purposes are the students who are directly engaged in learning at the University. Students are offered places based on academic merit and the University's recruitment model seeks to reach, attract and support applicants from a diversity of different backgrounds. The University attracts large numbers of students from cohorts who have historically been under-represented in UK higher education and is committed to supporting students financially and practically, based on need. It provides an extensive range of bursaries and scholarships, as well as a financial hardship fund for students, with a particular focus on responding to the ongoing cost-of-living challenges.

The University supports a spectrum of charitable purposes through its research, wider public engagement and community activities. Other beneficiaries include companies, public bodies and charities, all of which employ York graduates; members of the local community who make use of University facilities, participate in continuing education courses and attend lectures, concerts and other events; and the wider public, which benefits from the University's world-leading contribution to research in the sciences, social sciences and humanities.



# REMUNERATION

This report outlines the responsibilities of the People and Remuneration Committee and the approach used to **determine remuneration** of senior University staff.

The University of York is required to comply with Element III (Transparency and accountability) of The Higher Education Senior Staff Remuneration Code published by the Committee of University Chairs (CUC) in November 2021.

The University does this through its People and Remuneration Committee which is a formal sub-committee of the University Council. The Committee has a Remuneration Governance Framework that defines accountabilities for decisions on senior remuneration. In particular, the Remuneration Committee oversees all decisions relating to individuals where remuneration is over £100,000.

People and Remuneration Committee members are appointed by Council and the Chair of Council is a member of the Committee. A full list of members can be found on the Committee web page at: [york.ac.uk/remuneration](http://york.ac.uk/remuneration).

The Vice-Chancellor and President is not a member of the People and Remuneration Committee and is not present when his remuneration,

including salary and other benefits, is being considered or decided upon. However, he and other individuals such as the Deputy Vice-Chancellor and Provost may be invited to attend for part of a meeting, as appropriate.

The Director of Human Resources attends People and Remuneration Committee meetings to present papers that provide guidance and context to the Committee.

## ROLE OF THE REMUNERATION COMMITTEE

The Committee is responsible for overseeing all pay decisions for senior staff and making decisions where remuneration is over £100,000. It determines the specific remuneration of the following senior post-holders within the University:

- Vice-Chancellor and President
- Deputy Vice-Chancellor and Provost

- Chief Financial Operating Officer
- Chief Academic Services Officer
- Pro Vice-Chancellor Research
- Pro Vice-Chancellor Teaching, Learning and Students
- Pro Vice-Chancellor Partnerships and Engagement
- Pro Vice-Chancellor Global Strategy
- Dean of the Faculty of Arts and Humanities
- Dean of the Faculty of Sciences
- Dean of the Faculty of Social Sciences
- Chief Reputation and Stakeholder Relations Officer

In addition, the Committee reviews equality and diversity issues, allowances and expenses reimbursed for senior staff.

The Committee met twice during the year 2024/25. In October 2024, it focused on making decisions on appropriate pay levels for each senior post-holder. While the outcomes of national pay negotiations are not automatically implemented for

senior posts, the Committee seeks to achieve parity by giving consideration to the increase given to other University staff via the national pay negotiations and incremental pay. In April 2025, the Committee met and considered the budget for senior post remuneration for the new financial year and the context in which to set pay decisions.

Outside these meetings, Committee members were asked to approve decisions on recruitment, retention and severance proposals for individuals remunerated above £100,000. These decisions are made giving careful consideration to the context in which the University is operating.

The University of York is a member of the Russell Group of leading universities within the UK. Russell Group Universities are committed to world-class research and education which will create a dynamic economy, stronger communities and a better future for the UK.

The University had 20,630 students on its programmes during 2023/24 and employs approximately 5,800 staff, making it a major contributor and employer for the local area.

The University is an accredited Living Wage employer and increases pay rates each April to ensure alignment. The University's lowest pay rate was above the Living Wage rate announced in October 2024; therefore, in 2024/25 no changes were required.

## VICE-CHANCELLOR'S PAY

The Vice-Chancellor's remuneration package reflects the level of responsibility and skills required to maintain the reputation of a dynamic institution such as the University of York and is commensurate with the leadership strengths required to sustainably guide the University to achieve its Strategy.

The following table shows the relationship between the remuneration of the Vice-Chancellor and President (£316,484.79) and the median value for all other staff at the University (£32,982.00 basic, £33,966.00 total remuneration).

	2024/25	2023/24
Total remuneration	8.13	9.14

Total remuneration includes allowances for additional responsibilities, market supplements, awards and shift premiums. Professor Jeffery does not receive any additional allowances.

The People and Remuneration Committee receives assurance and information on a Chair of Council-led assessment of the Vice-Chancellor's performance against their agreed objectives, which leads to a pay recommendation for People and Remuneration Committee consideration.

In 2024/25, Professor Jeffery received a pay award that totalled 2.5%, paid in two parts. This was consistent with the 2024/25 national framework increase, maintaining alignment with staff across the University.

## SOURCES OF MARKET INFORMATION

The Remuneration Committee receives information from the following sources to support remuneration decisions for senior members of staff:

- the Korn Ferry Hay Russell Group Pay Survey which compares remuneration data for the institutions that participate in the survey
- the Universities and Colleges Employers Association's Senior Staff Remuneration Survey
- internal analysis of pay relativities and gender pay considerations
- the CUC Vice-Chancellor remuneration survey
- expert searches which may be commissioned to support recruitment to specific roles





University of York students joined thousands at the York Pride Parade March

# COUNCIL ACCOUNTING RESPONSIBILITIES

The University Council is responsible for preparing the Annual Report and Financial Statements in accordance with the requirements of the Office for Students and Research England's terms and conditions of funding and applicable law and regulations.

## Accounting responsibilities

The Council is required to prepare Group and parent University financial statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. The terms and conditions of funding further require the financial statements to be prepared in accordance with the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education and the requirements of the Accounts Direction issued by the Office for Students.

The Council is required to prepare financial statements which give a true and fair view of the state of affairs of the Group and parent University and of their income and expenditure, gains and losses and changes in reserves for that period.

In preparing each of the Group and parent University financial statements, the Council is required to:

- select suitable accounting policies and then 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 the Group and parent University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern
- use the going concern basis of accounting unless they either intend to liquidate the Group or the parent University, to cease operations, or have no realistic alternative but to do so.

The University Council is responsible for keeping proper accounts and financial records. It is responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. It also has general responsibility for taking such steps as are reasonably open to it to safeguard the assets of the Group and to prevent and detect fraud and other irregularities.

The University Council is also responsible for:

- ensuring that funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation
- ensuring that funds provided by the Office for Students and UK Research and Innovation (including Research England) have been applied in accordance with the terms and conditions attached to them
- ensuring that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources
- securing the economical, efficient and effective management of the University's resources and expenditure.

The Council is responsible for the maintenance and integrity of the corporate and financial information included on the University's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



# ACCOUNTS

# INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL OF THE UNIVERSITY OF YORK

## OPINION ON THE FINANCIAL STATEMENTS

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and the University's affairs as at 31 July 2025 and of the Group's and the University's income and expenditure, gains and losses, changes in reserves and of the Group's cash flows for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

We have audited the financial statements of the University of York ("the University") and its subsidiaries ("the Group") for the year ended 31 July 2025 which comprise the Consolidated and University statement of comprehensive income and expenditure, Consolidated and University statement of changes in reserves, Consolidated and University balance sheets, Consolidated cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting

framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

## 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Independence

We are independent of the Group and the University in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

## CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the Council 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 the University'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 Council members with respect to going concern are described in the relevant sections of this report.

## OTHER INFORMATION

The Council is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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.

## OPINION ON OTHER MATTERS REQUIRED BY THE OFFICE FOR STUDENTS ("OFS") AND UK RESEARCH AND INNOVATION (INCLUDING RESEARCH ENGLAND)

In our opinion, in all material respects:

- funds from whatever source administered by the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by the OfS, UK Research and Innovation (including Research England), the Education and Skills Funding Agency (now part of the Department for Education) and the Department for Education have been applied in accordance with the relevant terms and conditions;
- the requirements of the OfS's Accounts Direction (OfS 2019.41) have been met.

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

- the University's grant and fee income, as disclosed in Note 3 to the accounts, has been materially misstated;
- the University's expenditure on access and participation activities for the financial year, as has been disclosed in Note 11 to the accounts, has been materially misstated.

## RESPONSIBILITIES OF COUNCIL MEMBERS

As explained more fully in the statement of responsibilities of the Council, the Council members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

### Extent to which the audit was capable of detecting irregularities, including fraud

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

### Non-compliance with laws and regulations

Based on:

- our understanding of the Group and the sector in which it operates;
- discussion with management and those charged with governance, internal audit, and the audit and risk committee;
- obtaining an understanding of the Group's policies and procedures regarding compliance with laws and regulations; and
- direct representation from the Accountable Officer,

we considered the significant laws and regulations to be the Financial Reporting Standard 102, the Statement of Recommended Practice: Accounting for Further Education and Higher Education (FEHE SORP 2019), the OfS's Accounts Direction (OfS 2019.41) and UK tax legislation.

The Group is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be the health and safety legislation, registration with the Office for Students and their ongoing conditions of registration.

Our procedures in respect of the above included:

- review of minutes of meeting of those charged with governance for any instances of non-compliance with laws and regulations;
- review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- review of financial statement disclosures and agreeing to supporting documentation; and
- review of legal expenditure accounts to understand the nature of expenditure incurred.

### Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- enquiry with management and those charged with governance, internal audit, and audit and risk committee regarding any known or suspected instances of fraud;
- obtaining an understanding of the Group's policies and procedures relating to:
  - detecting and responding to the risks of fraud; and
  - internal controls established to mitigate risks related to fraud;
- review of minutes of meetings of those charged with governance for any known or suspected instances of fraud;
- discussion among the engagement team as to how and where fraud might occur in the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be posting inappropriate journals to manipulate financial results (including other income) and management bias in accounting estimates.

Our procedures in respect of the above included:

- testing a sample of journal entries throughout the year, which met a defined risk criteria, by agreeing to supporting documentation, with specific emphasis on other income;
- assessing significant estimates made by management for bias, including the value of defined benefit pension liabilities, useful economic life of property, plant and equipment, recoverability of debtors and income recognition.

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.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

## USE OF OUR REPORT

This report is made solely to the Council, as a body, in accordance with Section 75 of the Higher Education Research Act 2017 and the charters and statutes of the University. Our audit work has been undertaken so that we might state to the University's Council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the University and the Council members as a body, for our audit work, for this report, or for the opinions we have formed.

*Hamid Ghafoor*

Hamid Ghafoor (Senior Statutory Auditor)

Manchester, UK

For and on behalf of BDO LLP, Statutory Auditor

18 December 2025

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

# STATEMENT OF PRINCIPAL ACCOUNTING POLICIES

## 1. BASIS OF PREPARATION

The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) – Accounting for Further and Higher Education 2019 and in accordance with Financial Reporting Standards (FRS) 102. The University is a public benefit entity and therefore has applied the relevant public benefit requirement of FRS 102. The financial statements are prepared in accordance with the historical cost convention (modified by the revaluation of derivative financial instruments, investment properties, and joint ventures). The disclosure requirements of the SORP have been applied other than where additional disclosure is required to show a true and fair view.

## 2. EXEMPTIONS UNDER FRS 102

The University has taken advantage of the exemptions available under section 3.3 of the Statement of Recommended Practice (1.12(b) of FRS 102) to not produce a separate cash flow statement for the University.

## 3. GOING CONCERN

Council has assessed its going concern status over a period of two years to 31 July 2027. In addition, Council reviews and approves five-year forecasts annually in order to be satisfied that the University can meet working capital needs from forecast cash balances.

The University's latest five-year forecast was approved in July 2025 and forms the base case for conducting scenario analysis over the going concern period. Covenant compliance is considered the main risk to going concern, given the University's high level of current asset investments and cash balances. As at 31 July 2025 the University holds £91m of short-term current asset investments, together with £72m of cash balances. These reserves are considered sufficient to support the University in conducting teaching, research and other activities, alongside funding future capital projects over the going concern period.

The scenario analysis explores scenarios from pessimistic to realistic to consider the impact on liquidity and covenant compliance.

The analysis covered associated risk under the following headings:

- Student tuition fee income
- Research funding
- Other income
- Pay inflation

Under pessimistic scenario with mitigations, including rephasing investment in infrastructure, expenditure reductions and a freeze in recruitment of non-essential staffing positions, cash remains above the University's treasury minimum of 80 days' expenditure and covenants continued to be met.

After reviewing and approving the five-year forecasts, Council is confident that the University will have sufficient funds to continue to meet its liabilities as they fall due for a period of at least 12 months from the date of approval of these financial statements. Council therefore confirms it is appropriate to prepare the financial statements on a going concern basis.

## 4. BASIS OF CONSOLIDATION

The consolidated financial statements include the University and all its subsidiaries, together with the share of results of joint ventures and associates, for the financial year to 31 July 2025. The results of subsidiaries acquired or disposed of during the period are included in the consolidated statement of income and expenditure from the date of acquisition or up to the date of disposal. Intra-group transactions are eliminated on consolidation. Balances between the University and

its joint ventures and associates are not eliminated. The consolidated financial statements do not include the income and expenditure of the Students' Union and the Graduate Students' Association as the University does not exert control or dominant influence over policy decisions. Associated companies and joint ventures are accounted for using the equity method.

## 5. INCOME RECOGNITION

Income from the sale of goods or services is credited to the statement of comprehensive income and expenditure when the goods or services are supplied to the external customers, or the terms of the contract have been satisfied.

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

Investment income is credited to the statement of income and expenditure on a receivable basis.

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

Grant funding, including teaching grants from the OfS, research grants

from government sources and grants (including research grants) from non-government sources, is recognised as income over the period in which the University recognises related costs.

Donations and endowments with donor-imposed restrictions are recognised in income when the University is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with such restrictions, at which point the income is released to general reserves through a reserve transfer. Donations with no restrictions are recognised in income when the University is entitled to the funds.

Investment income and appreciation of endowments are recorded as income in the year in which they arise and as either restricted or unrestricted income according to the terms applied to the individual endowment fund. Four main types of donations and endowments may be identified within reserves.

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

## 6. CAPITAL GRANTS

Capital grants are recognised in income when the University is entitled to the funds subject to any performance-related conditions being met. Capital grants are accounted for in restricted reserves.

## 7. ACCOUNTING FOR RETIREMENT BENEFITS

The three principal pension schemes for the University's staff are the Universities Superannuation Scheme (USS), the University of York Pension Fund (UoYPF) and the People's Pension Scheme. The USS is a hybrid scheme, being defined benefit up to a salary cap and defined contribution above the cap. The UoYPF is a defined benefit scheme. The People's Pension Scheme is a defined contribution scheme.

### Defined contribution schemes

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

### Defined benefit schemes

Under defined benefit schemes, the University's obligation is to provide the agreed benefits to current and former employees, and actuarial risk (that benefits will cost more or less than expected) and investment risk (that returns on assets set aside



to fund the benefits will differ from expectations) are borne, in substance, by the University.

The University recognises a liability for its obligations under defined benefit schemes net of scheme assets. This net defined benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the fair value (at bid price) of scheme assets. The calculation is performed by a qualified actuary using the projected unit credit method. Where the calculation results in a net asset, recognition of the asset is limited to the extent to which the University is able to recover the surplus, either through reduced contributions in the future or through refunds from the scheme.

### **Universities Superannuation Scheme**

The University participates in the Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The University is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the University therefore accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the statement of income and expenditure represents the contributions payable to the scheme and the deficit recovery contributions payable under the scheme's Recovery Plan.

Where a scheme valuation determines that the scheme is in deficit on a technical provisions basis (as was the case following the 2020 valuation), the trustee of the scheme must agree a Recovery Plan that determines how each employer within the scheme will fund an overall deficit. The institution recognises a liability for the contributions payable that arise from such an agreement (to the extent that they relate to a deficit) with related expenses being recognised through the income statement. Further disclosures relating to the deficit recovery liability can be found in Note 33.

## **8. EMPLOYMENT BENEFITS**

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

## **9. TERMINATION BENEFITS**

Termination benefits paid to employees are recognised as an expense in the year in which they are paid, or when the University is demonstrably committed either:

- to terminate the employment of an employee, or group of employees, before their normal retirement date, or
- to provide termination benefits as a result of an offer made in order to encourage voluntary redundancy.

Termination benefits are measured as the best estimate of expenditure required to settle the obligation at the reporting date.

## **10. FINANCE LEASES**

Leases in which the University assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance lease and the corresponding lease liabilities are initially recognised at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

## **11. OPERATING LEASES**

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

## **12. SERVICE CONCESSION ARRANGEMENTS**

When the University enters into a service concession arrangement, the terms of the arrangement are considered to inform Council's judgement on how to account for the arrangement. The University has a service concession arrangement in place with Civitas.

Current assets held under service concession arrangements are initially recognised on the balance sheet at the present value of the lease payments when the assets are brought into use, with a corresponding financial liability.

## 13. FOREIGN CURRENCY

Transactions in foreign currencies are translated to the respective functional currencies of Group entities at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are translated to the functional currency at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised in surplus or deficit.

## 14. FIXED ASSETS

Fixed assets are stated at cost/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 2015 Further Education and Higher Education SORP are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation. Where parts of a fixed asset have different useful lives, they are accounted for as separate items of fixed assets.

### Land and buildings

Land and buildings are measured using the cost/deemed cost model. Costs incurred in relation to land

and buildings after initial purchase or construction are capitalised to the extent that they increase the expected future benefits to the University. Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a straight-line basis over their expected useful lives (maximum 50 years). Temporary buildings are depreciated over 10 years on a straight-line basis. Leasehold land and buildings are depreciated over the life of the lease up to a maximum of 50 years. The various components of buildings are depreciated over their useful life. No depreciation is charged on assets in the course of construction.

### Equipment

Equipment, including computers and software, costing less than £20,000 per individual item is recognised as expenditure. Capitalised equipment costing more than £20,000 per individual item is stated at cost and depreciated over its expected useful life as follows:

- Equipment 2–10 years
- Mechanical and electrical installations 15–40 years
- Vehicles 3–20 years

### Heritage assets

Works of art and other valuable artefacts have been capitalised and recognised at the cost or value of the acquisition, where such a cost or valuation is reasonably obtainable. Heritage assets are regularly revalued and are not depreciated, as their long economic life and high residual value mean that any depreciation would not be material.

## 15. INVESTMENTS

Investments in subsidiaries and joint ventures are carried at cost less impairment in the University's accounts. Other non-current investments comprise a portfolio of equities and similar investments to support the University's endowments. These are held at fair value with movements recognised in the consolidated statement of income.

Current asset investments are held at fair value with movements recognised in the consolidated statement of income.

## 16. DEFINED BENEFIT PLAN ASSET

A plan surplus is recognised as a defined benefit plan asset when the defined benefit obligation at the reporting date is less than the fair value of plan assets, only to the extent that the University is able to recover a surplus through reduced contributions in the future, or through refunds from the plan.

## 17. STOCK

Stock is held at the lower of cost and estimated selling price less costs to sell.

## 18. 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.

## 19. PROVISIONS, CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Provisions are recognised in the financial statements when:

- the University has a present obligation (legal or constructive) as a result of a past event
- it is probable that an outflow of economic benefits will be required to settle the obligation

a reliable estimate can be made of the amount of the obligation.

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

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

that an outflow of resources will be required, or the amount of the obligation cannot be measured reliably.

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

Contingent assets and liabilities are not recognised in the balance sheet but are disclosed in the notes.

## 20. ACCOUNTING FOR JOINT OPERATIONS, JOINTLY CONTROLLED ASSETS AND JOINTLY CONTROLLED OPERATIONS

The University accounts for its share of joint ventures using the equity method in preparing the consolidated accounts. The University accounts for its share of transactions from joint operations and jointly controlled assets in the statement of comprehensive income and expenditure.

## 21. TAXATION

The University is an exempt charity within the meaning of Part 3 of the Charities Act 2011. It is therefore a charity within the meaning of Paragraph 1 of Schedule 6 to the Finance Act 2010 and, accordingly, the University is potentially exempt from taxation in respect of income or capital gains received within categories covered by sections 478–488 of the

Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

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

The University's subsidiaries are liable to Corporation Tax in the same way as any other commercial organisation. Deferred tax is provided in full on timing differences which result in an obligation at the balance sheet date to pay more tax, or a right to pay less tax, at a future date, at rates expected to apply when they crystallise based on current rates and law.

## 22. RESERVES

Reserves are classified as restricted or unrestricted. Restricted endowment reserves include balances which, through an endowment to the University, are held as a permanently restricted fund which the University must hold in perpetuity. Other restricted reserves include balances where the donor has designated a specific purpose and therefore the University is restricted in the use of these funds.

## 23. ACCOUNTING CURRENCY

The University is based in the United Kingdom. The financial statements are prepared in sterling, the currency of the United Kingdom. The amounts have been rounded to the nearest thousand pounds.

## 24. FINANCIAL INSTRUMENT RISKS

The University has chosen to apply the provisions of Sections 11 and 12 of FRS 102 in full. Financial assets and financial liabilities are recognised in the University's balance sheet when the University becomes a party to the contractual provisions of the instrument. A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and intention either to settle the asset on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are de-recognised when the contractual rights to the cash flows from the asset expire or are settled, or substantially all of the risks and rewards of the ownership of the asset are transferred to another party.

Debt instruments which meet the classification of basic financial instruments as defined by paragraph 11.9 of FRS 102 are measured at amortised cost.

### Investments

Investments within the scope of Section 11 of FRS 102 (therefore excluding investments in subsidiaries, associates and joint ventures) are recognised initially at fair value which is normally the transaction price. Subsequently, they are measured at fair value if the investment is publicly traded, or their fair value can otherwise be measured reliably, with the changes in fair value recognised in the statement of comprehensive income and expenditure. All other investments are measured at cost less impairment.

### Short-term debtors and creditors

Debtors and creditors with no stated interest rate and receivable or payable

within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of comprehensive income and expenditure in other operating expenses.

### Long-term debtors and creditors

Debtors and creditors payable over more than one year are recorded at transaction price and subsequently recognised at amortised cost.

### Loans

Loans which meet the criteria of basic financial instruments are initially recorded and subsequently measured at transaction price, net of transaction costs.

Certain of the University's loan notes are subject to foreign exchange hedges held by US investors. The hedges protect the investors against future foreign exchange exposure should the University decide in the future to repay part or all of the debt early. Under FRS 102, these instruments are classed as non-basic and measured at fair value through the statement of comprehensive income and expenditure.

### Price and interest rate risk

Price risk arises on financial instruments because of changes, for example, in commodity prices or equity prices. Listed investments are exposed to price risk but this exposure is within the University's risk appetite. Bank deposits are subject to variable interest rates and the University is exposed to financial risk on these assets. The University does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes. The University's loan notes carried at fair value are subject to interest rate risk.

### Credit risk management

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the University. The credit risk on liquid funds and financial instruments is limited because the counterparties are banks with high credit ratings which have been assigned by international credit rating agencies. Credit exposure is controlled by counterparty limits that are reviewed and approved by the Finance Committee. Trade receivables consist of many customers, spread across diverse sectors, populations and geographical areas.

### Liquidity risk management

Ultimate responsibility for liquidity risk management rests with the University Council. The University manages liquidity risk by maintaining adequate cash balances, banking facilities and borrowing facilities, by continuously monitoring forecast and actual cash flows, and by matching the maturity profiles of certain financial assets and liabilities.

## 25. ACCOUNTING ESTIMATES

Key estimates included in these accounts are stated below.

### University of York Pension Fund

The University of York Pension Fund is accounted for as a defined benefit scheme. Pension costs under FRS 102 and the amount of the asset in the balance sheet are based on the actuarial valuation, and on assumptions, including the appropriate discount rate, agreed by management following actuarial advice. These assumptions are detailed in Note 33 to the accounts.

The following sensitivity analysis has been calculated for changes to the assumptions underlying the pension provision.

- A decrease in discount rate of 0.5% per annum from 5.85% to 5.35% leads to an decrease in the pension asset of £13m at 31 July 2025.
- The Fund's past service benefits are no longer linked to salary increases. Any change in salary increase assumption would have no impact on the net pension asset as at 31 July 2025.

It is acknowledged that presuming all other assumptions remain constant has inherent limitations, given that it is more likely to be a combination of changes, but highlights the value of each individual risk and is therefore a suitable basis for providing this analysis.

### Universities Superannuation Scheme

At 31 July 2023, the University's balance sheet included a liability of £140m for future contributions payable under the deficit recovery agreement which was concluded on 30 September 2021, following the 2020 valuation when the scheme was in deficit. No deficit recovery plan was required from the 2023 valuation, because the scheme was in surplus. Changes to contribution rates were implemented from 1 January 2024 and from that date the institution was no longer required to make deficit recovery contributions. The remaining liability of £143m was released to the Statement of comprehensive income and expenditure in the year ended 31 July 2024. Further disclosures relating to the deficit recovery liability can be found in Note 33.

### Goodwill

In 2018/19 the University purchased 50% of Student Accommodation Provision Three LLP. The goodwill

relating to the acquisition of £3.4m is being amortised over 10 years which is the estimated useful life of the goodwill.

### Fair value of non-basic financial instruments

The fair value of the non-basic financial instruments has been measured by discounting expected future cash flows to present value using a discount rate based on market rates for similar debt instruments. The discount rate has been calculated based on the average yield of UK 30 year gilts applied to the principal amount and forward rates applied to future interest rate payments. The rate has been adjusted to reflect the University's credit rating.

The impact of the fair value is to recognise a gain of £16.2m (2024: loss of £11.6m) in the statement of comprehensive income and expenditure and to recognise a fair value of the loan notes of £65.5m (2024: £81.8m) in the balance sheet.

## 26. ACCOUNTING JUDGEMENTS

Key judgements used in the preparation of the accounts are as follows.

### Recognition of pension asset

FRS 102 requires the recognition of a pension asset to the extent that a surplus can be recovered through reduced contributions in the future, or through refunds from the plan.

The actuarial valuation for the University of York Pension Fund reported a surplus position at 31 July 2025. The Trust deeds for the fund allow the employer (the University) to terminate its liability to

pay contributions to the Fund at any time. Additionally, the deed permits the employer to suspend its liability to pay contributions to the fund at any time. While the University has a right to a refund, this is conditional on future benefit decisions. While no decisions have currently been made, the University has recognised the surplus in full. Future changes arising from changes in benefit will be accounted for as decisions are made.

### Universities Superannuation Scheme

FRS 102 makes the distinction between a group plan and a multi-employer scheme. A group plan consists of a collection of entities under common control typically with a sponsoring employer. A multi-employer scheme is a scheme for entities not under common control and represents (typically) an industry-wide scheme such as the USS. The accounting for a multi-employer scheme where the employer has entered into an agreement with the scheme that determines how the employer will fund a deficit results in the recognition of a liability for the contributions payable that arise from the agreement (to the extent that they relate to the deficit), with the resulting expense charged through the profit or loss account in accordance with Section 28 of FRS 102.

### Impairment of land and buildings

The University estate is valued on a historical cost basis. The University makes judgements as to whether any indicators of impairment are present for any of the University's assets. Where there is a change of use or future capital plans, a calculation of the recoverable amount is undertaken and where required, the assets are impaired. The University has assessed the carrying value freehold land of buildings of £368m as reasonable.



# Consolidated and University statement of comprehensive income and expenditure

For the year ended 31 July 2025

		Consolidated		University	
		2025	2024	2025	2024
	Notes	£000	£000	£000	£000
Income					
Tuition fees and education contracts	1	265,447	260,087	265,447	260,087
Funding body grants	2	59,532	54,836	59,412	54,836
Research grants and contracts	4	107,082	100,418	107,082	100,418
Other income	5	110,073	104,461	94,145	85,994
Investment income	6	9,307	9,171	9,195	10,119
Donations and endowments	7	3,352	4,069	3,352	4,069
Total income		554,793	533,042	538,633	515,523
Expenditure					
Staff costs – excluding USS provision	8	302,192	306,157	289,555	291,822
Staff costs – USS provision	24	-	(143,260)	-	(143,002)
Staff costs – restructuring	8	6,784	1,493	6,675	1,475
Total staff costs	8	308,976	164,390	296,230	150,295
Other operating expenses		197,046	194,919	193,618	192,498
Depreciation	14	33,969	33,991	31,221	29,681
Interest and other finance costs	9	5,514	8,467	4,002	6,946
Total expenditure	10	545,505	401,767	525,071	379,420
Surplus before other gains /(losses) and share of operating surplus of joint ventures		9,288	131,275	13,562	136,103
Effect of USS pension provision		-	(143,260)	-	(143,002)
Surplus/(deficit) before USS pension provision and other gains/(losses)		9,288	(11,985)	13,562	(6,899)
Gain on disposal of fixed assets		11	860	11	860
Gain/(loss) on investments		338	440	338	440
Amortisation of goodwill	13	(341)	(341)	(341)	(341)
Gain/(loss) on valuation of loan notes	23, 29	16,227	(11,639)	16,227	(11,639)
Share of operating surplus in joint ventures	17	2,091	1,782	-	-
Surplus before tax		27,614	122,377	29,797	125,423
Taxation	12	-	-	-	-
Surplus after tax		27,614	122,377	29,797	125,423
Other comprehensive income					
Pension scheme actuarial (losses)/gains	33	15,748	3,088	15,748	3,088
Total comprehensive income for the year		43,362	125,465	45,545	128,511
Represented by					
Endowment comprehensive income for the year		446	426	446	426
Restricted donations comprehensive income for the year		(741)	756	(741)	756
Restricted grants comprehensive income for the year		3,838	(497)	3,838	(497)
Unrestricted comprehensive income for the year		39,819	124,780	42,002	127,826
Attributable to the University		43,362	125,465	45,545	128,511

All items of income and expenditure relate to continuing activities.

The University measures performance based on the adjusted performance below. The table below does not form part of the financial statements.

<b>Surplus/(deficit) for the year</b>	<b>27,614</b>	<b>122,377</b>	<b>29,797</b>	<b>125,423</b>
USS provision movement	-	(143,260)	-	(143,002)
Gain on fair value of loan notes	(16,227)	11,639	(16,227)	11,639
Staff costs – restructuring	6,784	1,493	6,675	1,475
<b>Adjusted surplus/(deficit) for the year</b>	<b>18,171</b>	<b>(7,751)</b>	<b>20,245</b>	<b>(4,465)</b>

The accompanying notes form an integral part of the financial statements.

# Consolidated and University statement of changes in reserves

For the year ended 31 July 2025

	Income and expenditure reserve				Total £000
	Endowments	Restricted donations	Restricted capital grants	Unrestricted	
	£000	£000	£000	£000	
Consolidated					
Balance at 1 August 2023	7,422	11,513	1,729	377,423	398,087
Surplus from the income and expenditure statement	426	756	1,535	119,660	122,377
Pension scheme actuarial gains (calculated on accounting basis)	-	-	-	3,088	3,088
Release of restricted funds spent in the year	-	-	(2,032)	2,032	-
Total comprehensive income for the year	426	756	(497)	124,780	125,465
Balance at 31 July 2024	7,848	12,269	1,232	502,203	523,552
Surplus from the income and expenditure statement	446	(741)	5,255	22,654	27,614
Pension scheme actuarial gains	-	-	-	15,748	15,748
Release of restricted funds spent in the year	-	-	(1,417)	1,417	-
Total comprehensive income for the year	446	(741)	3,838	39,819	43,362
Balance at 31 July 2025	8,294	11,528	5,070	542,022	566,914

	Income and expenditure reserve				Total £000
	Endowments	Restricted donations	Restricted capital grants	Unrestricted	
	£000	£000	£000	£000	
University					
Balance at 1 August 2023	7,422	11,513	1,729	323,545	344,209
Surplus from the income and expenditure statement	426	756	1,535	122,706	125,423
Pension scheme actuarial gains (calculated on accounting basis)	-	-	-	3,088	3,088
Release of restricted funds spent in the year	-	-	(2,032)	2,032	-
Total comprehensive income for the year	426	756	(497)	127,826	128,511
Balance at 31 July 2024	7,848	12,269	1,232	451,371	472,720
Surplus/(deficit) from the income and expenditure statement	446	(741)	5,255	24,837	29,797
Pension scheme actuarial gains	-	-	-	15,748	15,748
Release of restricted funds spent in the year	-	-	(1,417)	1,417	-
Total comprehensive income for the year	446	(741)	3,838	42,002	45,545
Balance at 31 July 2025	8,294	11,528	5,070	493,373	518,265

The accompanying notes form an integral part of the financial statements.



# Consolidated and University balance sheets

For the year ended 31 July 2025

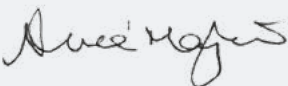
	Notes	Consolidated		University	
		2025	2024	2025	2024
		£000	£000	£000	£000
<b>Assets</b>					
<b>Non-current assets</b>					
Intangible assets	13	1,075	1,416	1,075	1,416
Fixed assets	14	531,502	539,324	457,389	447,844
Heritage assets	15	3,857	3,857	3,857	3,857
Investments	16	7,186	7,132	51,040	51,152
Investments in joint ventures	17	37,829	35,738	5,817	5,817
		581,449	587,467	519,178	510,086
<b>Current assets</b>					
Stock		391	412	139	174
Trade and other receivables	19	81,011	78,767	88,554	89,931
Debtors due after more than one year	20	7,050	7,074	7,050	7,074
Investments	21	91,364	80,576	91,364	80,576
Cash and cash equivalents	27	72,348	66,636	56,111	50,413
Pension asset due after more than one year	24	77,045	59,341	77,045	59,341
		329,209	292,806	320,263	287,509
Less: Creditors: amounts falling due within one year	22	(147,275)	(142,889)	(149,348)	(136,387)
<b>Net current assets</b>		181,934	149,917	170,915	151,122
<b>Total assets less current liabilities</b>		763,383	737,384	690,093	661,208
Creditors: amounts falling due after more than one year	23	(196,469)	(213,832)	(171,828)	(188,488)
<b>Total net assets</b>		566,914	523,552	518,265	472,720
<b>Reserves</b>					
<b>Restricted reserves</b>					
Income and expenditure reserve – endowments	25	8,294	7,848	8,294	7,848
Income and expenditure reserve – restricted donations	26	11,528	12,269	11,528	12,269
Income and expenditure reserve – restricted capital grants	26	5,070	1,232	5,070	1,232
<b>Unrestricted reserves</b>					
Income and expenditure reserve – unrestricted		542,022	502,203	493,373	451,371
<b>Total reserves</b>		566,914	523,552	518,265	472,720

The accompanying notes form an integral part of the financial statements.

The financial statements were approved by the Council on 18 December 2025 and signed on its behalf by:



Professor Charlie Jeffery, Vice-Chancellor and President



Dr Alice Maynard, Chair of Council

# Consolidated cash flow statement

For the year ended 31 July 2025

	2025 £000	2024 £000
<b>Cash flow from operating activities</b>		
Surplus for the year	27,614	122,377
<b>Adjustment for non-cash items</b>		
Depreciation	33,969	33,991
Goodwill amortisation	341	341
(Gain)/loss on investments	(338)	(440)
(Increase)/decrease in stock	21	140
(Increase)/decrease in debtors	1,625	(3,225)
Increase/(decrease) in creditors	3,716	(4,661)
Gain/(loss) on fair value of loan notes	(16,227)	11,639
(Decrease)/increase in pension provisions	(1,918)	(144,426)
Share of operating (surplus) in joint ventures	(2,091)	(1,782)
Amortisation of residences receipt transaction	(448)	(448)
	18,650	(108,871)
<b>Adjustment for investing or financing activities</b>		
Investment income	(9,307)	(9,171)
Interest payable	5,514	8,467
Donations and endowments	(3,352)	(4,069)
Profit on the sale of fixed assets	(11)	(860)
Capital grant income	(8,574)	(3,985)
	(15,730)	(9,618)
<b>Net cash inflow from operating activities</b>	<b>30,534</b>	<b>3,888</b>
<b>Cash flows from investing activities</b>		
Proceeds from sales of fixed assets	(31)	1,000
Capital grants receipts	4,684	3,577
(Funds)/receipts of non-current asset investments	284	(176)
Receipts from joint ventures	-	950
Investment income	(1,435)	8,410
Payments made to acquire fixed assets	(25,493)	(36,953)
<b>Total investing activities</b>	<b>(21,991)</b>	<b>(23,192)</b>
<b>Cash flows from financing activities</b>		
Interest paid	(5,552)	(8,536)
Endowment cash received	3,352	4,069
Repayments of amounts borrowed	(631)	(460)
<b>Total financing activities</b>	<b>(2,831)</b>	<b>(4,927)</b>
<b>Increase/(decrease) in cash and cash equivalents in the year</b>	<b>5,712</b>	<b>(24,231)</b>
<b>Cash and cash equivalents at beginning of the year</b>	<b>66,636</b>	<b>90,867</b>
<b>Cash and cash equivalents at end of the year</b>	<b>72,348</b>	<b>66,636</b>
<b>Increase/(decrease) in cash balances</b>	<b>5,712</b>	<b>(24,231)</b>

The accompanying notes form an integral part of the financial statements.

# Notes to the accounts

For the year ended 31 July 2025

## 1. Tuition fees and education contracts

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Full-time home and EU students	136,758	129,861	136,758	129,861
Full-time international students	95,398	99,389	95,398	99,389
Part-time students	10,127	9,742	10,127	9,742
Other teaching contract course fees	9,600	10,926	9,600	10,926
Research training support grant	9,590	6,093	9,590	6,093
Short courses and other fees	3,974	4,076	3,974	4,076
	265,447	260,087	265,447	260,087

## 2. Funding body grants

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Office for Students	12,409	11,715	12,409	11,715
Research England	31,425	31,094	31,425	31,094
Specific grants	15,698	12,027	15,578	12,027
	59,532	54,836	59,412	54,836

## 3. Grant and fee income

The source of grant and fee income included in Note 1 and Note 2 above is as follows:

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Grant income from the OfS	12,409	11,715	12,409	11,715
Specific grant income from the OfS	15,698	12,027	15,578	12,027
<b>Total grant income from the OfS</b>	<b>28,107</b>	<b>23,742</b>	<b>27,987</b>	<b>23,742</b>
Grant income from other bodies	31,425	31,094	31,425	31,094
Fee income for research awards (exclusive of VAT)	29,317	26,761	29,317	26,761
Fee income for non-qualifying courses (exclusive of VAT)	3,974	4,076	3,974	4,076
Fee income for taught awards (exclusive of VAT)	232,156	229,250	232,156	229,250
	324,979	314,923	324,859	314,923

## 4. Research grants and contracts

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
UK-based research councils	44,833	41,646	44,833	41,646
UK-based charities	14,036	14,079	14,036	14,079
UK government bodies, local authorities, health and hospital authorities	30,652	28,209	30,652	28,209
UK industry and commerce	1,725	1,508	1,725	1,508
EU government bodies and similar organisations	10,599	9,746	10,599	9,746
Overseas bodies	5,237	5,230	5,237	5,230
	107,082	100,418	107,082	100,418

The University has recognised £0.2m (2023/24: £0.3m) of capital grants for research equipment and property. In line with the requirements of FRS 102, these have been recognised in the year when the grants have been announced rather than in the year when the capital expenditure is incurred.

## 5. Other income

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Residences and catering	62,877	59,879	62,877	59,879
Other services rendered	3,984	3,856	3,984	3,856
Specific grant income	6,767	7,817	6,767	7,817
Gift aid receivable	-	-	1,934	3,379
Other income	18,583	11,063	18,583	11,063
Income from subsidiary companies	17,862	21,846	-	-
	110,073	104,461	94,145	85,994

## 6. Investment income

	Notes	Consolidated		University	
		2025	2024	2025	2024
		£000	£000	£000	£000
Investment income on endowments	25	248	249	248	249
Investment income on restricted reserves	26	426	328	426	328
Other investment income		8,633	8,594	8,521	9,542
		9,307	9,171	9,195	10,119

## 7. Donations and endowments

	Notes	Consolidated		University	
		2025	2024	2025	2024
		£000	£000	£000	£000
Donations with restrictions	26	3,049	3,972	3,049	3,972
Unrestricted donations		303	97	303	97
		3,352	4,069	3,352	4,069

## 8. Staff costs

	Notes	Consolidated		University	
		2025	2024	2025	2024
		£000	£000	£000	£000
Salaries		242,416	245,730	231,045	232,649
Social security costs		27,784	25,411	26,871	24,562
Pension costs	33	31,992	35,016	31,639	34,611
Early retirement and severance costs		6,784	1,493	6,675	1,475
Total staff costs excluding USS provision		308,976	307,650	296,230	293,297
Movement in USS provision	33	-	(143,260)	-	(143,002)
		308,976	164,390	296,230	150,295

	2025	2025
	£	£
<b>Vice-Chancellor and President, Professor Charlie Jeffery</b>		
Salary and total remuneration	316,485	310,368

## Notes to the accounts (continued)

### Remuneration

The Vice-Chancellor's remuneration is determined by the Remuneration Committee. The remuneration package reflects the level of responsibility and skills required to maintain the reputation of a dynamic institution such as the University of York and is commensurate with the leadership strengths required to sustainably guide the University to achieve its Strategy.

In 2024/25, the Vice-Chancellor, Professor Jeffery received a pay award of 2.5%, which maintains alignment with staff across the University.

### Pensions, salary sacrifice arrangements and benefits in kind

The Vice-Chancellor, Professor Jeffery, is not a member of a pension scheme, has no salary sacrifice arrangements and received no benefits in kind.

### Pay ratios

The Office for Students requires the University to publish the following ratios regarding the Vice-Chancellor's remuneration.

1. Basic salary ratio: this is the Vice-Chancellor's basic salary as a ratio of the median basic salary of all staff expressed as full-time equivalents.

2. Total remuneration ratio: this is the Vice-Chancellor's total remuneration as a ratio of the median total remuneration of all staff expressed as full-time equivalents.

	2025	2024
<b>Vice-Chancellor and President, Professor Charlie Jeffery</b>		
Basic salary ratio	<b>9.11</b>	9.41
Total remuneration ratio	<b>8.13</b>	9.14

### Remuneration of other higher paid staff

The number of staff (FTE), including the Vice-Chancellor, who have a full-time-equivalent base salary of £100,000 or greater is given below. The figures exclude bonus payments, allowances, clinical excellence awards and other such payments, employer's pension contributions, employer's National Insurance and compensation for loss of office. They include any market supplements that are paid.

- Salary bandings are based on salaries at the end of the financial year.
- Salary bandings exclude any person starting or leaving in the year.

As a leading research-intensive university, the organisation aims to recruit high quality academic and research staff in line with its strategic objectives.

Bands	Number of employees					
	2025			2024		
	Academic	Senior management	Total	Academic	Senior management	Total
£100,000 to £104,999	19	5	24	13	4	17
£105,000 to £109,999	7	6	13	29	1	30
£110,000 to £114,999	28	1	29	13	-	13
£115,000 to £119,999	11	4	15	12	-	12
£120,000 to £124,999	11	-	11	9	1	10
£125,000 to £129,999	6	3	9	10	1	11
£130,000 to £134,999	8	-	8	7	2	9
£135,000 to £139,999	4	4	8	-	3	3
£140,000 to £144,999	4	2	6	5	1	6
£145,000 to £149,999	2	3	5	2	1	3
£150,000 to £154,999	4	-	4	3	3	6
£155,000 to £159,999	-	1	1	1	-	1
£160,000 to £164,999	1	-	1	2	1	3
£165,000 to £169,999	2	-	2	-	-	-
£170,000 to £174,999	-	-	-	-	1	1
£175,000 to £179,999	-	-	-	-	1	1
£180,000 to £185,999	-	1	1	-	-	-
£190,000 to £194,999	-	1	1	-	1	1
£310,000 to £314,999	-	1	1	-	1	1
<b>Total</b>	<b>107</b>	<b>32</b>	<b>139</b>	<b>106</b>	<b>21</b>	<b>127</b>

**Key management personnel**

Key management personnel are members of the University Executive Board (UEB) which, until 31 July 2025, comprised the positions listed. These people have the responsibility for planning, organising and directing the activities of the University.

- Vice-Chancellor and President
- Chief Financial Operating Officer
- Pro Vice-Chancellor Research
- Pro Vice-Chancellor Partnerships and Engagement
- Dean of the Faculty of Arts and Humanities
- Dean of the Faculty of Social Sciences
- Deputy Vice-Chancellor and Provost
- Chief Academic Services Officer
- Pro Vice-Chancellor Teaching, Learning and Students
- Pro Vice-Chancellor Global Strategy
- Dean of the Faculty of Sciences
- Chief Reputation and Stakeholder Relations Officer

**Key management personnel compensation**

Key management personnel compensation includes salary, benefits in kind, and employer's pension contributions for the period in which employees were part of the UEB.

	2025	2024
	£000	£000
Key management personnel compensation	2,658	2,752

	2025	2024
	Number	Number
Members of University Executive Board (FTE)	12.92	12.75

**Severance costs**

The amount of compensation for loss of office paid across the University Group and the number of people (headcount) to whom this was payable are as follows:

	2025	2024
	£000	£000
University	6,675	1,475
Subsidiary undertakings	109	18
	6,784	1,493

	2025	2024
	Number	Number
University	384	112
Subsidiary undertakings	9	1
	393	113

**Average staff numbers (FTE) by major category**

	2025	2024
	Number	Number
Academic	2,098	2,257
Support	2,538	3,039
Total	4,636	5,296

## Notes to the accounts (continued)

### 9. Interest and other finance costs

	Notes	Consolidated		University	
		2025 £000	2024 £000	2025 £000	2024 £000
Loan interest		8,513	8,505	7,001	6,990
Net charge from UoYPF					
– benefit interest costs	24	8,508	8,451	8,508	8,451
– interest income	24	(11,507)	(11,270)	(11,507)	(11,270)
Net charge from USS pension scheme provision	24	-	2,781	-	2,775
		5,514	8,467	4,002	6,946

### 10. Analysis of total expenditure by activity

	Notes	Consolidated		University	
		2025 £000	2024 £000	2025 £000	2024 £000
Academic and related expenditure		202,273	205,627	202,274	205,627
Academic Services		36,324	37,325	36,324	37,325
Administration and central services		80,310	83,089	80,310	83,089
Premises (including service concession cost)		41,896	38,493	40,397	37,115
Residences, catering and conferences		56,106	61,626	55,366	55,970
Research grants and contracts		69,812	65,828	69,812	65,828
Other expenses		53,270	44,572	36,586	30,522
Interest payable		5,514	8,467	4,002	6,946
		545,505	545,027	525,071	522,422
Movement in USS provision	24	-	(143,260)	-	(143,002)
		545,505	401,767	525,071	379,420

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Other operating expenses include:				
Auditor's remuneration				
External UK audit services – current year	373	359	289	276
External UK audit services – prior year	-	59	-	59
Non-audit services	15	14	15	14
Internal audit services	184	184	184	184
Operating lease rentals				
– Land and buildings	1,138	1,088		
– Other	328	257		



## 11. Access and participation expenditure

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Access investment	2,087	2,388	2,087	2,388
Financial support	6,122	6,198	6,122	6,198
Support for disabled students	710	730	710	730
Research and evaluation	389	405	389	405
<b>Total</b>	<b>9,308</b>	<b>9,721</b>	<b>9,308</b>	<b>9,721</b>

The amount spent on access and participation includes staff costs amounting to £2,487,000 (2023/24: £2,648,000). These staff costs are included in the University costs reported in Note 8.

The University of York's Access and Participation Plan 2025/26 to 2028/29 contains information about the nature of the University's investment in access provision and the support available to students. For details, see: [york.ac.uk/schools-and-colleges/plans-policies](http://york.ac.uk/schools-and-colleges/plans-policies).

## 12. Taxation

The University does not have a tax charge in 2024/25 or 2023/24.

## 13. Intangible assets

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
At 1 August 2024	1,416	1,757	1,416	1,757
Amortisation	(341)	(341)	(341)	(341)
<b>At 31 July 2025</b>	<b>1,075</b>	<b>1,416</b>	<b>1,075</b>	<b>1,416</b>

In 2018/19 the University purchased 50% of Student Accommodation Three LLP from the external joint venture partner. The goodwill on acquisition is being amortised over 10 years.

## 14. Fixed assets

	Freehold land and buildings	Leasehold land and buildings	Equipment	Assets in the course of construction	Total
	£000	£000	£000	£000	£000
<b>Consolidated</b>					
<b>Cost or valuation</b>					
At 1 August 2024	568,914	125,811	197,447	11,371	903,543
Additions	19,809	-	9,620	11,914	41,343
Disposals	(20,404)	-	(24,291)	-	(44,695)
Transfers	8,979	-	3,410	(12,389)	-
Reclassification	-	-	-	-	-
<b>At 31 July 2025</b>	<b>577,298</b>	<b>125,811</b>	<b>186,186</b>	<b>10,896</b>	<b>900,191</b>
<b>Depreciation</b>					
At 1 August 2024	197,022	35,117	132,080	-	364,219
Disposals	(5,751)	-	(23,748)	-	(29,499)
Reclassification	-	-	-	-	-
Charge for the year	18,011	3,706	12,252	-	33,969
<b>At 31 July 2025</b>	<b>209,282</b>	<b>38,823</b>	<b>120,584</b>	<b>-</b>	<b>368,689</b>
<b>Net book value</b>					
<b>At 31 July 2025</b>	<b>368,016</b>	<b>86,988</b>	<b>65,602</b>	<b>10,896</b>	<b>531,502</b>
At 1 August 2024	371,892	90,694	65,367	11,371	539,324

## Notes to the accounts (continued)

	Freehold land and buildings £000	Leasehold land and buildings £000	Equipment £000	Assets in the course of construction £000	Total £000
<b>University</b>					
<b>Cost or valuation</b>					
At 1 August 2024	478,853	126,476	162,792	11,366	779,487
Additions	19,547	-	9,621	11,604	40,772
Disposals	-	-	(23,678)	-	(23,678)
Transfers	8,979	-	3,410	(12,389)	-
Reclassification	-	-	-	-	-
<b>At 31 July 2025</b>	<b>507,379</b>	<b>126,476</b>	<b>152,144</b>	<b>10,582</b>	<b>796,581</b>
<b>Depreciation</b>					
At 1 August 2024	178,917	36,435	116,297	-	331,649
Disposals	-	-	(23,678)	-	(23,678)
Charge for the year	16,436	3,706	11,079	-	31,221
<b>At 31 July 2025</b>	<b>195,353</b>	<b>40,141</b>	<b>103,698</b>	<b>-</b>	<b>339,192</b>
<b>Net book value</b>					
<b>At 31 July 2025</b>	<b>312,026</b>	<b>86,335</b>	<b>48,446</b>	<b>10,582</b>	<b>457,389</b>
At 1 August 2024	299,936	90,041	46,495	11,366	447,838

### 15. Heritage assets

	Consolidated		University	
	2025 £000	2024 £000	2025 £000	2024 £000
At 1 August 2024	3,857	3,857	3,857	3,857
Movement in fair values	-	-	-	-
<b>At 31 July 2025</b>	<b>3,857</b>	<b>3,857</b>	<b>3,857</b>	<b>3,857</b>

Heritage assets comprise approximately 800 artworks across various media, together with library acquisitions and silverware. The collection was revalued at 31 July 2021 on an open market basis by a qualified external valuer specialising in fine art.

### 16. Investments

	Subsidiary companies £000	Other fixed assets £000	Total £000
<b>Consolidated</b>			
At 1 August 2024	-	7,132	7,132
Movement in fair values	-	54	54
<b>At 31 July 2025</b>	<b>-</b>	<b>7,186</b>	<b>7,186</b>
<b>University</b>			
At 1 August 2024	44,022	7,130	51,152
Movement in fair values	(166)	54	(112)
<b>At 31 July 2025</b>	<b>43,856</b>	<b>7,184</b>	<b>51,040</b>

Other fixed asset investments are a portfolio of equities and similar investments held by the University. The funds support University endowments.

The subsidiary companies (all of which are registered in England and Wales), wholly owned or effectively controlled by the University, are as follows:

Company	Status	Principal activity
PCMIS Health Technologies Ltd <sup>1</sup>	100% owned	Provision of software, training and conferences services to the health sector
The Biorenewables Development Centre Ltd <sup>1</sup>	100% owned	Development of biorefinery technology and letting of accommodation
York Commercial Ltd <sup>1</sup>	100% owned	Provision of vacation conference facilities and retail activities
York Health Economics Consortium Ltd <sup>2</sup>	100% owned	Consultancy and research in the health sector
York Science Park Ltd <sup>1</sup>	100% owned	Letting of accommodation
York University Property Company Ltd <sup>1</sup>	100% owned	Letting of accommodation and investment activities
York University Energy Supply Company Ltd <sup>1</sup>	100% owned	Supply of utilities
York Sports Village LLP	100% owned	Provision of sports facilities
Student Accommodation Provision Three LLP <sup>1</sup>	100% owned	Letting of accommodation
<sup>1</sup> Registered office: Heslington Hall, Heslington, York YO10 5DD		
<sup>2</sup> Registered office: Enterprise House, Heslington, York YO10 5NQ		

On 1 August 2024 the trade and assets of York Sports Village LLP were hived up into the University. York Sports Village LLP appointed liquidators on 25 July 2025, entering into members' voluntary liquidation.

## 17. Investments in joint ventures

	2025 £000	2024 £000
<b>Consolidated</b>		
<b>Share of net assets</b>		
At 1 August 2024	35,738	34,906
Distribution of profits from joint ventures	(1,350)	(950)
Share of operating profit after tax	3,441	1,782
<b>At 31 July 2025</b>	<b>37,829</b>	<b>35,738</b>
	2025 £000	2024 £000
<b>University</b>		
At 1 August 2024	5,817	5,817
Movement	-	-
<b>At 31 July 2025</b>	<b>5,817</b>	<b>5,817</b>

The below undertakings are joint ventures at 31 July 2025. The joint ventures are accounted for using the equity method, such that the University percentage share of the companies' gross assets and liabilities is incorporated into the Consolidated balance sheet. The University percentage share of net income is reported in the Consolidated statement of income and expenditure.

Undertaking	Status	Principal activity
STEM Learning Ltd <sup>1</sup>	25% owned	Operation of National Science Learning Centre
Student Accommodation Provision LLP <sup>2</sup>	50% owned	Provision of student accommodation
Student Accommodation Provision Two LLP <sup>2</sup>	50% owned	Provision of student accommodation
N8 Ltd <sup>3</sup>	13% owned	Provision of education and research
University of York International Pathway College LLP <sup>1</sup>	55% owned	Provision of education
<sup>1</sup> Registered office: Heslington Hall, Heslington, York YO10 5DD		
<sup>2</sup> Registered office: 1 Newton Road, Cambridge CB22 5HL		
<sup>3</sup> Registered office: Firth Court, Sheffield S10 2TN		

All undertakings are incorporated in the United Kingdom with shares or equivalent held by the University of York or a wholly owned subsidiary of the University.

The University of York International Pathway College LLP is not considered to be a subsidiary entity because of the voting and other rights assigned to each partner under the partnership agreement.

## Notes to the accounts (continued)

### 18. Service concession arrangements

The University has a service concession arrangement with Civitas Living LLP for the provision of student residential accommodation services. In 2019 the University entered into a 50-year contract with Civitas Living LLP for the provision of residential accommodation services.

The assets and liabilities relating to this contract are recognised on the University's balance sheet to the extent that the University is required to fulfil nomination commitments at each 31 July. This commits the University to pay for these rooms in the following year only. It is anticipated that student rents received will fully fund this obligation.

The University has the right to nominate rooms each January for the following academic year. The current asset value of the service concession in the balance sheet as at 31 July 2025 is £12.5m (2024: £11.7m). The total liabilities relating to the service concession in the balance sheet as at 31 July 2025 are £12.5m (2024: £11.7m), representing the present value of lease obligations for the following academic year. All future commitments in relation to the service concession arrangement are payable within one year.

### 19. Trade and other receivables

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Research grant receivables	19,215	17,951	19,215	17,951
Other trade receivables	12,102	12,424	8,124	10,974
Amounts due from subsidiary companies	-	-	13,579	14,997
Prepayments and accrued income	49,694	48,392	47,636	46,009
	81,011	78,767	88,554	89,931

Amounts owed from subsidiary undertakings fall due in line with the normal trading terms of the University.

Included within University Other trade receivables is a provision for bad debt in relation to monies owed by the Biorenewables Development Centre totalling £2,636,126 (2024: £2,196,778).

### 20. Debtors due after more than one year

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Prepayments and accrued income	7,050	7,074	7,050	7,074
	7,050	7,074	7,050	7,074

### 21. Current investments

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Certificates of deposit and corporate bonds	46,359	44,926	46,359	44,926
Short-term fixed income securities	45,005	35,650	45,005	35,650
	91,364	80,576	91,364	80,576

Short-term investments are held with institutions operating in the London market and regulated by the Financial Services Authority. These short-term investments meet the definition of cash equivalents. The interest rates for the short-term deposits are fixed for the duration of the deposit at the time of placement. The weighted average interest rate for these deposits is 4.28% (2024: 5.59%).

### 22. Creditors: amounts falling due within one year

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Unsecured loans	688	631	(15)	(15)
Trade payables	19,721	21,353	19,199	20,367
Social security and other taxation payable	7,183	6,918	7,269	6,790
Accruals and deferred income	119,683	113,987	115,143	109,245
Amounts due to subsidiary companies	-	-	7,752	-
	147,275	142,889	149,348	136,387

Amounts payable to subsidiary companies fall due in line with the normal trading terms of the University. The negative value for unsecured loans represents the amortisation of costs incurred with the 2007 loan notes.

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

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
<b>Deferred income</b>				
Research grants received on account	<b>48,463</b>	44,702	<b>48,463</b>	44,702
Specific grant income	<b>20,817</b>	22,677	<b>20,817</b>	22,677
	<b>69,280</b>	67,379	<b>69,280</b>	67,379

### 23. Creditors: amounts falling due after more than one year

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Other long-term creditors	<b>26,592</b>	27,040	<b>26,592</b>	27,040
Loans at amortised cost	<b>104,349</b>	105,037	<b>79,708</b>	79,693
Loans at fair value	<b>65,528</b>	81,755	<b>65,528</b>	81,755
	<b>196,469</b>	213,832	<b>171,828</b>	188,488

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
<b>Loan maturity analysis for loans held at amortised cost</b>				
Due within one year	<b>688</b>	631	<b>(15)</b>	(15)
Due between one and two years	<b>688</b>	688	<b>(15)</b>	(15)
Due between two and five years	<b>2,278</b>	2,064	<b>(46)</b>	(46)
Due in five years or more	<b>101,383</b>	102,285	<b>79,769</b>	79,754
Total due after more than one year	<b>104,349</b>	105,037	<b>79,708</b>	79,693
<b>Total loans</b>	<b>105,037</b>	105,668	<b>79,693</b>	79,678

In 2019/20 the University entered into an agreement to procure new student accommodation. This has been done under a design, build and operate arrangement and as a result, the University has received £29m. The amount received is being amortised over 65 years, being the life of the arrangement. This is included in other long-term creditors.

The negative value for unsecured loans represents the amortisation of costs incurred with the 2007 loan notes. Details of the loans are set out below:

	Interest rate	Period	Expected end date	2025
		Years		£000
<b>University</b>				
Loan notes – 2007	Fixed at 5.14% to 5.16%	40	February 2047	<b>66,000</b>
Loan notes – 2018	Fixed at 3.00%	30	January 2049	<b>120,000</b>
Capitalisation of costs of 2007 loan notes		40	February 2047	<b>(307)</b>
<b>University total</b>				<b>185,693</b>
Aviva SAP 3 loan	Fixed at 5.79%	36	September 2049	<b>25,586</b>
Capitalisation of costs of Aviva SAP 3 loan		36	September 2049	<b>(242)</b>
<b>Consolidated total</b>				<b>211,037</b>

£106m of the £120m 2018 loan notes are carried at fair value at each year end (see Notes 28 and 29).

## Notes to the accounts (continued)

### 24. Provisions for liabilities

	University of York Pension Scheme £000	Total pension provisions £000
<b>Consolidated</b>		
At 1 August 2024	(59,341)	(59,341)
Interest	(2,999)	(2,999)
Contributions or benefits payable	(4,244)	(4,244)
Current service cost	4,431	4,431
Other finance charges	856	856
Movement in defined benefit obligation	(15,748)	(15,748)
<b>Asset as at 31 July 2025</b>	<b>(77,045)</b>	<b>(77,045)</b>
Reclassification to Debtors due after more than one year	77,045	77,045
<b>At 31 July 2025</b>	<b>-</b>	<b>-</b>
<b>University</b>		
At 1 August 2024	(59,341)	(59,341)
Interest	(2,999)	(2,999)
Contributions or benefits payable	(4,244)	(4,244)
Current service cost	4,431	4,431
Other finance charges	856	856
Movement in defined benefit obligation	(15,748)	(15,748)
<b>Asset as at 31 July 2025</b>	<b>(77,045)</b>	<b>(77,045)</b>
Decrease in provision	77,045	77,045
<b>At 31 July 2025</b>	<b>-</b>	<b>-</b>

Details of the pension schemes and their provisions can be found in Note 33.

#### University of York Pension Fund

The University of York Pension Fund (UoYPF) is a defined benefit scheme, and the provision has been assessed by independent actuaries. Further details are set out in Note 33.

## 25. Endowment reserves

	Restricted permanent endowments £000	Unrestricted permanent endowments £000	2025 Total £000	2024 Total £000
<b>Consolidated and University</b>				
<b>Balances at 1 August 2024</b>				
Capital	5,971	1,029	7,000	6,697
Accumulated income	806	42	848	725
	6,777	1,071	7,848	7,422
New endowments	-	-	-	15
Investment income	216	32	248	249
Expenditure	(134)	(6)	(140)	(210)
Increase in market value of investments	287	51	338	372
<b>Total endowment comprehensive income for the year</b>	369	77	446	426
<b>At 31 July 2025</b>	<b>7,146</b>	<b>1,148</b>	<b>8,294</b>	<b>7,848</b>
<b>Represented by</b>				
Capital	6,258	1,122	7,380	7,000
Accumulated income	888	26	914	848
	7,146	1,148	8,294	7,848
<b>Analysis by type of purpose</b>				
Scholarships and bursaries	5,552	-	5,552	5,230
Research support	207	-	207	195
Prize funds	1,180	-	1,180	1,152
General	207	1,148	1,355	1,271
	7,146	1,148	8,294	7,848
<b>Analysis by asset</b>				
Non-current asset investments			7,117	7,015
Cash and cash equivalents			1,177	833
			8,294	7,848

## 26. Restricted reserves

	Restricted donations £000	Unspent capital grants £000	2025 Total £000	2024 Total £000
<b>Balances at 1 August 2024</b>				
New grants	-	5,255	5,255	1,535
New donations	3,049	-	3,049	3,972
Investment income	426	-	426	328
Expenditure	(4,216)	-	(4,216)	(3,544)
Reclassification	-	-	-	-
Capital grants utilised	-	(1,417)	(1,417)	(2,032)
<b>Total restricted comprehensive income for the year</b>	(741)	3,838	3,097	259
<b>At 31 July 2025</b>	<b>11,528</b>	<b>5,070</b>	<b>16,598</b>	<b>13,501</b>



## Notes to the accounts (continued)

	2025	2024
	£000	£000
<b>Analysis of restricted donations by type of purpose</b>		
Lectureships	140	111
Scholarships and bursaries	6,297	6,962
Research support	3,069	3,268
Prize funds	131	142
General	1,890	1,786
	<b>11,527</b>	<b>12,269</b>

### 27. Cash and cash equivalents

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
At 1 August 2024	66,636	90,867	50,413	74,058
Movement	5,712	(24,231)	5,698	(23,645)
<b>At 31 July 2025</b>	<b>72,348</b>	<b>66,636</b>	<b>56,111</b>	<b>50,413</b>
Cash	53,948	61,594	37,711	45,371
Cash equivalents	18,400	5,042	18,400	5,042
	<b>72,348</b>	<b>66,636</b>	<b>56,111</b>	<b>50,413</b>

### 28. Reconciliation of net debt

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Net (debt) at 1 August 2024	(120,786)	(85,376)	(111,020)	(75,721)
Movement in cash and cash equivalents	5,712	(24,231)	5,698	(23,645)
Loans repaid	631	460	(15)	(15)
Movement in fair value of loan notes	16,226	(11,639)	16,227	(11,639)
Change in net debt	22,569	(35,410)	21,910	(35,299)
<b>Net debt at 31 July 2025</b>	<b>(98,217)</b>	<b>(120,786)</b>	<b>(89,110)</b>	<b>(111,020)</b>

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
<b>Analysis of net debt</b>				
Cash and cash equivalents	72,348	66,636	56,111	50,413
Creditors: amounts falling due within one year	(688)	(631)	15	15
Creditors: amounts falling due after more than one year	(169,877)	(186,791)	(145,236)	(161,448)
<b>Net debt</b>	<b>(98,217)</b>	<b>(120,786)</b>	<b>(89,110)</b>	<b>(111,020)</b>

## 29. Financial instruments

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
<b>Financial assets</b>				
Other investments at fair value	7,186	7,132	7,184	7,130
Joint venture investments at cost	37,829	35,738	-	-
Investments at cost	-	-	5,817	5,817
Trade and other receivables at cost	31,317	30,375	27,339	28,925
Current asset investments at fair value	91,364	80,576	91,364	80,576
Cash and cash equivalents at cost	72,348	66,636	56,111	50,413
	<b>240,044</b>	<b>220,457</b>	<b>187,815</b>	<b>172,861</b>
<b>Financial liabilities</b>				
Trade payables at cost	(19,721)	(21,353)	(19,199)	(20,367)
Loans at cost	(105,037)	(105,668)	(79,693)	(79,678)
Loans at fair value	(65,528)	(81,755)	(65,528)	(81,755)
	<b>(190,286)</b>	<b>(208,776)</b>	<b>(164,420)</b>	<b>(181,800)</b>

## 30. Capital and other commitments

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
Provision has not been made for the following capital commitments:				
Commitments contracted for	11,819	4,387	9,549	4,387
Authorised but not contracted for	69,992	20,657	33,626	20,657
	<b>81,811</b>	<b>25,044</b>	<b>43,175</b>	<b>25,044</b>

## 31. Contingent assets and liabilities

There were no contingent liabilities as at 31 July 2025.

The University has given written undertakings to support the subsidiary companies for 12 months from the date of approval of these financial statements.

## 32. Lease obligations

	Land and buildings	Plant and machinery	2025	2024
	£000	£000	Total	Total
	£000	£000	£000	£000
<b>Total rentals payable under operating leases</b>				
Payable during the year	1,138	328	1,466	1,290
<b>Future minimum lease payments due</b>				
Not later than one year	1,148	205	1,353	1,383
Later than one year and not later than five years	4,175	44	4,219	4,346
Later than five years	60,858	-	60,858	61,267
<b>Total lease payments due</b>	<b>66,181</b>	<b>249</b>	<b>66,430</b>	<b>66,996</b>

The minimum lease payments due on one of the University's leases are uncertain and depend upon levels of student recruitment in 10 to 15 years' time.

## Notes to the accounts (continued)

### 33. Pension schemes

The University operates two defined benefit pension schemes, the University of York Pension Fund (UoYPF) and the Universities Superannuation Scheme (USS). In addition, the University operates a defined contribution scheme (The People's Pension) and contributes to the NHS pension scheme for some members of the Hull York Medical School.

	Consolidated		University	
	2025	2024	2025	2024
	£000	£000	£000	£000
<b>Total pension cost to the University and its subsidiaries</b>				
Universities Superannuation Scheme contributions	<b>25,460</b>	30,308	<b>25,418</b>	30,249
University of York Pension Fund current service cost	<b>4,431</b>	2,395	<b>4,431</b>	2,395
NHS Pension Scheme contributions	<b>283</b>	240	<b>283</b>	240
The People's Pension contributions	<b>1,818</b>	2,073	<b>1,507</b>	1,727
	<b>31,992</b>	35,016	<b>31,639</b>	34,611
Universities Superannuation Scheme deficit contributions and changes in expected contributions	-	(143,260)	-	(143,002)
	<b>31,992</b>	(108,244)	<b>31,639</b>	(108,391)

### Universities Superannuation Scheme

The institution participates in the USS. The scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits.

USS is a multi-employer scheme and is accounted for as set out in the accounting policies.

A deficit recovery plan was put in place as part of the 2020 valuation. It required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%. No deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the statement of income and expenses in the prior year.

The latest available complete actuarial valuation of the Retirement Income Builder, the defined benefit part of the scheme, is as at 31 March 2023 (the valuation date), which was carried out using the projected unit method.

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

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions (the statutory funding objective). At the valuation date, the value of the assets of the scheme was £73.1bn and the value of the scheme's technical provisions was £65.7bn indicating a surplus of £7.4bn and a funding ratio of 111%.

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the Statement of Funding Principles: [uss.co.uk/about-us/valuation-and-funding/statement-of-funding-principles](https://uss.co.uk/about-us/valuation-and-funding/statement-of-funding-principles).

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

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

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

The current life expectancy assumptions on retirement at 65 are:

	2025	2024
Males currently aged 65	<b>23.8 years</b>	23.7 years
Females currently aged 65	<b>25.5 years</b>	25.6 years
Males currently aged 45	<b>25.7 years</b>	25.4 years
Females currently aged 45	<b>27.2 years</b>	27.2 years

## University of York Pension Fund

	2025 £000	2024 £000
<b>Analysis of the amount shown in the balance sheet</b>		
Scheme assets	236,594	236,820
Scheme liabilities	(159,549)	(177,479)
<b>Surplus in the scheme – net pension asset</b>	<b>77,045</b>	59,341
<b>Analysis of the amount shown in the statement of comprehensive income</b>		
Current service cost	4,431	2,395
Administration expenses	856	540
<b>Total operating charge</b>	<b>5,287</b>	2,935
<b>Analysis of the amount charged to interest payable/credited to other finance income</b>		
Interest cost	8,508	8,451
Interest income	(11,507)	(11,270)
<b>Net charge to other finance income</b>	<b>(2,999)</b>	(2,819)
<b>Total income and expenditure charge</b>	<b>2,288</b>	116
<b>Analysis of other comprehensive income/(expenditure)</b>		
Actual return of assets less interest	(7,775)	10,358
Actuarial (losses)/gains on defined benefit obligation	23,523	(7,270)
<b>Total other comprehensive income/(expenditure)</b>	<b>15,748</b>	3,088
<b>Cumulative actuarial loss recognised as other comprehensive income</b>		
Cumulative actuarial gains/(losses) recognised at the start of the year	61,499	68,769
Cumulative actuarial gains/(losses) recognised at the end of the year	85,022	61,499
<b>Analysis of movement in (deficit)</b>		
Surplus/(deficit) at beginning of year	59,341	52,268
Contributions or benefits paid by the University	4,244	4,101
Current service cost	(4,431)	(2,395)
Other finance charge	(856)	(540)
Net interest income/(cost)	2,999	2,819
Gain/(loss) recognised in other comprehensive income	15,748	3,088
Asset/(deficit) at end of year	77,045	59,341
Reduce net asset to £nil	(77,045)	(59,341)
<b>Closing asset/(deficit)</b>	<b>-</b>	-
<b>Analysis of movement in the present value of liabilities</b>		
Present value of liabilities at the start of the year	(177,479)	(165,996)
Current service cost (net of member contributions)	(4,431)	(2,395)
Interest cost	(8,508)	(8,451)
Actual member contributions (including notional contributions)	(359)	(331)
Actuarial (loss)/gain	23,523	(7,270)
Actual benefit payments	7,705	6,964
<b>Present value of liabilities at the end of the year</b>	<b>(159,549)</b>	(177,479)

## Notes to the accounts (continued)

	2025	2024
	£000	£000
<b>Analysis of movement in the fair value of scheme assets</b>		
Fair value of assets at the start of the year	236,820	218,264
Interest income	11,507	11,270
Actuarial gain/(loss) on assets	(7,775)	10,358
Actual contributions paid by University	4,244	4,101
Actual member contributions (including notional contributions)	359	331
Administration expenses	(856)	(540)
Actual benefit payments	(7,705)	(6,964)
<b>Fair value of scheme assets at the end of the year</b>	<b>236,594</b>	<b>236,820</b>
<b>Fair values of the assets of the fund</b>		
Equities	34,588	114,063
Bonds	104,089	69,368
Real estate	25,532	31,980
Cash	31,525	5,086
Other	40,860	16,323
<b>Total</b>	<b>236,594</b>	<b>236,820</b>
<b>Return on assets</b>		
Interest income	11,507	11,270
Return on assets less interest income	(7,775)	10,358
<b>Total</b>	<b>3,732</b>	<b>21,628</b>

	2025	2024
	£000	£000
<b>History of experience gains and losses</b>		
<b>Difference between actual and expected return on scheme assets</b>		
Amount	(7,775)	10,358
% of assets at end of year	-3.29%	4.37%
<b>Experience gains/losses on scheme liabilities</b>	<b>1,348</b>	<b>(1,401)</b>

	2025	2024
<b>Significant actuarial assumptions</b>		
Discount rate	5.85%	4.60%
Rate of salary increases	3.55%	3.65%
Rate of price inflation (CPI)	2.95%	2.75%
<b>Rate of pension increases</b>		
Post 88 GMP	2.00%	2.10%
Non-GMP Final	2.80%	2.85%
CRB Section pension	2.55%	2.10%
Post-retirement mortality assumption	S3NMA/S3NFA base table with a +1 year age rating, CMI 2024 projection model with a long-term improvement rate of 1.25% p.a.	S3NMA/S3NFA base table with a +1 year age rating, CMI 2023 projection model with a long-term improvement rate of 1.25% p.a.

	2025	2024
<b>Assumed life expectancy on retirement at age 65</b>		
Male aged 65	<b>21.1 years</b>	20.8 years
At age 65 a male aged 45	<b>22.4 years</b>	22.1 years
Female aged 65	<b>23.5 years</b>	23.4 years
At age 65 a female aged 45	<b>24.9 years</b>	24.7 years

The following sensitivity analysis has been calculated for changes to the assumptions underlying the pension provision:

- If the discount rate assumption is decreased by 0.5% per annum then the pension surplus at 31 July 2025 decreases by £12m.
- The Fund's past service benefits are no longer linked to salary increases, therefore any change in salary increase assumption would not have an impact on the net pension surplus.

## NHS Pensions

The University of York participates in the NHS Pension Scheme (NHSPS) which was contracted out of the State Second Pension (S2P) until 6 April 2016. The notional assets of the NHSPS are assessed by the Government Actuary and the benefits are underwritten by the government. There are no underlying assets. It is not possible to identify each institution's share of the notional assets and liabilities of the NHSPS and hence contributions to the NHSPS are accounted for as if it were a defined contribution scheme. The cost recognised within the income and expenditure account is therefore equal to the contributions payable to the NHSPS for the year. The contributions payable by the University during the year ended 31 July 2025 were at a rate of 14.4% of the total pensionable salaries, in accordance with the recommendations of the Government Actuary.

## The People's Pension

The University of York has a defined contribution scheme as its main auto-enrolment pension scheme for its staff. The investment of scheme contributions is managed by The People's Pension. The contributions payable by the University during the year ended 31 July 2025 were at a rate of 6% of pensionable salary.

## 34. Trading with joint ventures and subsidiaries

The University has taken advantage of the exemption with FRS 102 and has not disclosed transactions with other group entities where the University holds 100% of the voting rights. The following organisations are either joint ventures or subsidiaries in which the University does not have 100% of the voting rights:

### University of York International Pathway College LLP

The University of York International Pathway College LLP is a joint venture between the University of York and Kaplan Financial Ltd which offers undergraduate and postgraduate courses to international students.

### Student Accommodation Provision LLP and Student Accommodation Provision Two LLP

Student Accommodation Provision LLP and Student Accommodation Provision Two LLP are joint ventures of the University and are responsible for providing accommodation to students in Goodricke and Langwith Colleges.

### STEM Learning Ltd

STEM Learning Ltd operates the National Science Learning Centre as a joint venture between the University of York, University of Leeds, University of Sheffield and Sheffield Hallam University.

### N8 Ltd

The N8 research partnership is a collaboration between the Universities of Durham, Lancaster, Leeds, Liverpool, Manchester, Newcastle, Sheffield and York. The University of York has a 12.5% share of the company.

The transactions during the year between the University and these organisations were:

	Income to the University	Expenditure incurred by the University	Balance due to the University	Balance due from the University
	£000	£000	£000	£000
University of York International Pathway College LLP	2,373	1,454	2,681	-
Student Accommodation Provision LLP	680	4,655	121	-
Student Accommodation Provision Two LLP	1,039	5,578	206	-
STEM Learning Ltd	475	129	125	17
N8 Ltd	-	95	-	-

## Notes to the accounts (continued)

### 35. Related parties

Due to the nature of the University's operations, it is inevitable that transactions will take place with organisations in which a member of the Council or University Executive Board may have an interest. All transactions involving organisations in which a member of Council may have an interest, including those identified below, are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures.

#### **British Psychological Society**

The British Psychological Society is a member organisation that champions psychology, psychologists and the wider psychological professions. One member of Council is a member of the British Psychological Society, and one member of Council is an Honorary Fellow.

#### **Company of Merchant Adventurers of the City of York**

The Company of Merchant Adventurers of the City of York is incorporated under a Royal Charter. Its work focuses on maintaining and improving its hall for the public and for business and economic development of the City of York and its surrounds. Two members of the University Executive Board are members.

#### **Esme Mai**

Esme Mai is a photographer specialising in capturing authentic, natural imagery for brands. One member of Council is related to Esme Mai.

#### **Friends of St Nicholas Fields (St Nick's)**

The Friends of St Nicholas Fields is the charity that runs St Nick's, a 24-acre nature reserve in the Tang Hall area of York. One member of Council is a Trustee of the charity.

#### **Future Inclusion Ltd**

Future Inclusion Ltd is an organisation that helps leaders create inclusive high-performing organisations with purpose. One member of Council is a Director of Future Inclusion Ltd.

#### **Institute for Small Business and Entrepreneurship**

The Institute for Small Business and Entrepreneurship is a network for people and organisations involved in small business and entrepreneurship research, policy, education, support and advice. One member of the University Executive Board and Council is a Director of the Institute for Small Business and Entrepreneurship.

#### **Institute of Physics Publishing Ltd**

Institute of Physics Publishing Ltd produces a wide range of journals, websites and magazines for the scientific community. One member of the University Executive Board is a trustee of the Institute of Physics. One member of Council is a Non-Executive Director of Institute of Physics Publishing Ltd.

#### **Kortext Ltd**

Kortext Ltd is an online learning platform provider and publisher of digital textbooks. One member of Council is a Director and board member.

#### **Make It York**

Make It York is the destination marketing organisation of the City of York. The University works with Make It York to develop shared marketing and communications in relation to economic development, city stakeholder engagement and other profile-raising activities. One member of the University Executive Board and one member of Council are Directors of Make It York.

#### **National Centre for Early Music**

The National Centre for Early Music is a music venue in York which aims to involve as wide a range of people as possible in the pleasure, enrichment and inspiration that music and music-making can offer. One member of the University Executive Board and Council is a Patron of the National Centre for Early Music.

#### **PWC UK**

PWC UK provides audit, assurance, taxation, advisory, corporate finance and legal services to its clients. The University Council has appointed PWC UK as the University internal auditor to the University. One member of Council is an independent Non-Executive Director of PWC UK.

#### **Queen Mary University of London**

Queen Mary University of London teaches and researches across a wide range of subjects in the humanities, social sciences, law, medicine and dentistry, and science and engineering. Based in Mile End, East London, it is one of 24 leading UK universities represented by the Russell Group. A Council member is an Honorary Fellow at Queen Mary University.

#### **Russell Group**

The Russell Group is an association of 24 public research universities in the UK with a shared focus on research and a reputation for academic achievement. One member of the University Executive Board and Council is a Director of the Russell Group.

#### **Universities UK**

Universities UK is the collective voice of 142 universities across the UK. One member of the University Executive Board and Council is a Director of Universities UK.

#### **University of Birmingham**

The University of Birmingham teaches and researches across a wide range of courses and has more than 40,000 students. Based in Edgbaston, it is one of 24 leading UK universities represented by the Russell Group. One member of Council is a Professor at the University of Birmingham.

#### **University of Newcastle**

The University of Newcastle teaches and researches across a wide range of courses and has more than 27,000 students. It is one of 24 leading UK universities represented by the Russell Group. One member of Council is a Professor at the University of Newcastle.

#### **University of York in America**

The University of York in America is a non-profit organisation. With the help of alumni and friends, it supports the increase of educational opportunity and quality of education and research at the University of York and other institutions. One member of the University Executive Board and Council is the President of the University of York in America.

#### **University of York Students' Union**

University of York Students' Union represents and supports students. It has close links to the University, and the University contributes significant sums towards the Students' Union's running costs. One member of Council is the University of York Students' Union President.



### Worldwide Universities Network

This is a higher education and research network that provides support to establish collaborative research. The University of York is one of 23 members. One member of the University Executive Board and Council is a Director of the Worldwide Universities Network.

### Yorkshire Philosophical Society

Yorkshire Philosophical Society is a charitable learned society, whose primary aim is to promote public understanding and involvement in the academic disciplines of the natural and social sciences. One member of the University Executive Board is a member.

### Yorkshire Universities

Yorkshire Universities is the regional voice for higher education in Yorkshire and works to maximise the contribution of higher education to the region, and beyond. One member of the University Executive Board and Council is a Director of Yorkshire Universities.

	Income to the University	Expenditure incurred by the University	Balance due to the University	Balance due from the University
	£000	£000	£000	£000
British Psychological Society	5	5	1	0
Company of Merchant Adventurers of the City of York	5	0	0	2
Esme Mai	0	2	0	1
Friends of St Nicholas Fields	0	1	0	0
Future Inclusion Ltd	0	8	0	0
Institute for Small Business and Entrepreneurship	0	2	0	0
Institute of Physics Publishing Ltd	0	77	0	0
Kortext Ltd	0	315	0	0
Make It York	0	8	0	0
National Centre for Early Music	3	0	0	6
PWC UK	0	295	0	78
Queen Mary University of London	0	165	0	0
Russell Group	0	96	0	0
University of Birmingham	551	0	26	0
University of Newcastle	246	319	0	40
University of York In America	0	24	0	0
University of York Students' Union	416	3,023	4	16
Worldwide Universities Network	0	53	1	0
Yorkshire Philosophical Society	1	0	0	0
Yorkshire Universities	0	27	0	0

The total expenses paid to 22 (2024: 16) Council members was £18,907 (2024: £16,045). This represents travel and subsistence expenses incurred in attending Council and meetings in their official capacity.

## 36. US Department of Education Financial Responsibility Supplemental Schedule

In satisfaction of its obligations to facilitate students' access to US federal financial aid, the University of York is required, by the US Department of Education, to present the following Supplemental Schedule in a prescribed format.

The amounts presented within the schedules have been:

- prepared under the historical cost convention, subject to the revaluation of certain fixed assets;
- prepared using United Kingdom generally accepted accounting practice, in accordance with Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice: Accounting for Further and Higher Education (2019 edition);
- presented in pounds sterling.

The schedules set out how each amount disclosed has been extracted from the financial statements. As set out above, the accounting policies used in determining the amounts disclosed are not intended to and do not comply with the requirements of accounting principles generally accepted in the United States of America.

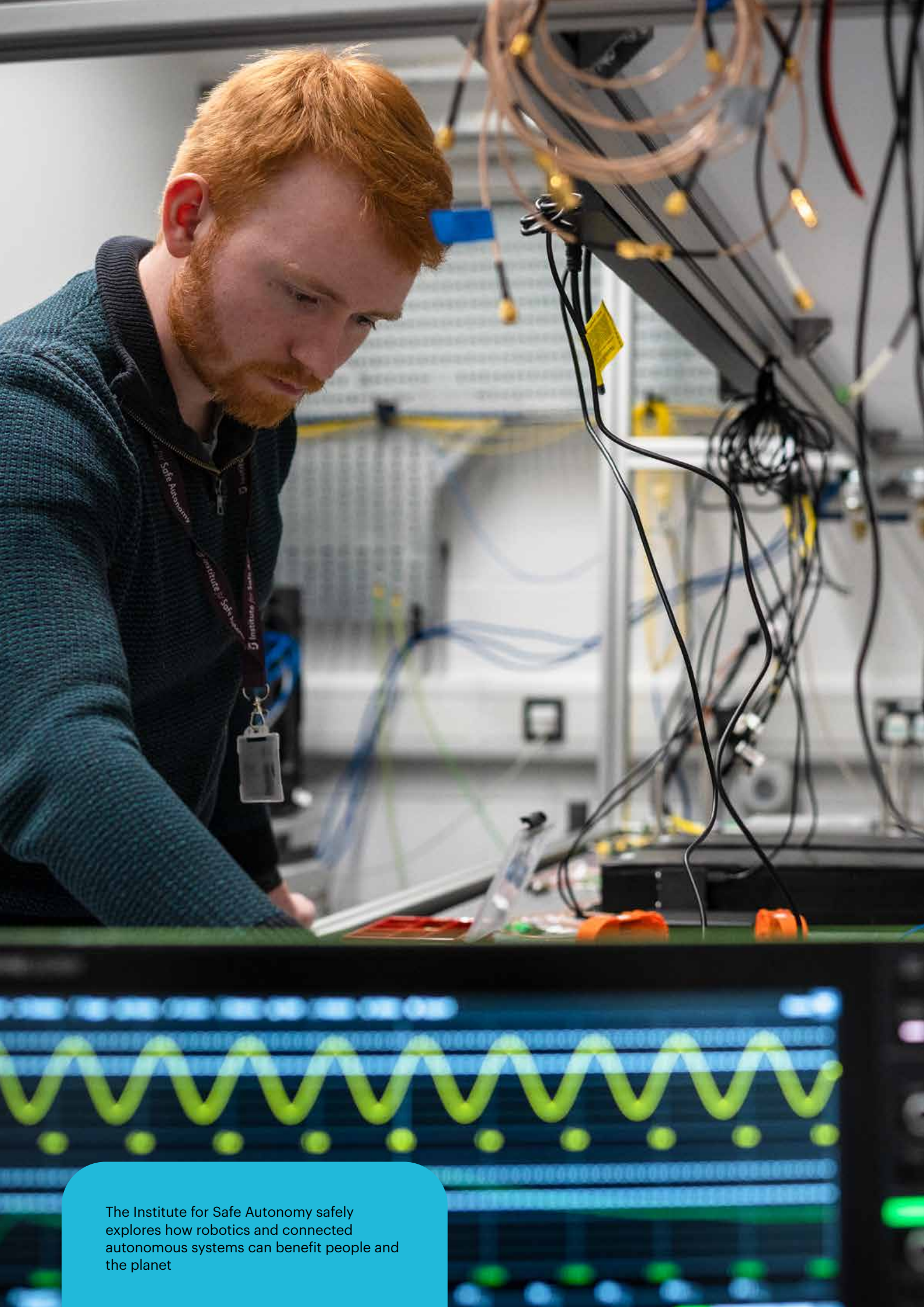
## Notes to the accounts (continued)

			2024/25	2023/24
			£000	£000
<b>Expendable net assets</b>		<b>Lines</b>		
Statement of Financial Position – Net assets without donor restrictions	Net assets without donor restrictions	24	542,022	502,203
Statement of Financial Position – Net assets with donor restrictions	Net assets with donor restrictions	30	24,892	21,349
Statement of Financial Position – Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable	4		
Statement of Financial Position – Related party receivable and Related party note disclosure	Unsecured related party receivable	4		
Statement of Financial Position – Property, plant and equipment, net	Property, plant and equipment, net (includes Construction in progress)	8	535,359	513,181
Note of the Financial Statements – Statement of Financial Position – Property, plant and equipment – pre-implementation	Property, plant and equipment – pre-implementation	FS Note line 8A	330,174	368,326
Note of the Financial Statements – Statement of Financial Position – Property, plant and equipment – post-implementation with outstanding debt for original purchase	Property, plant and equipment – post-implementation with outstanding debt for original purchase	FS Note line 8B		
Note of the Financial Statements – Statement of Financial Position – Property, plant and equipment – post-implementation without outstanding debt for original purchase	Property, plant and equipment – post-implementation without outstanding debt for original purchase	FS Note line 8D	194,289	163,484
Note of the Financial Statements – Statement of Financial Position – Construction in progress	Construction in progress	FS Note line 8C	10,896	11,371
Statement of Financial Position – Lease right-of-use assets, net	Lease right-of-use asset, net	9		
Note of the Financial Statements – Statement of Financial Position – Lease right-of-use asset pre-implementation	Lease right-of-use asset pre-implementation	Excluded Line 9 Note Leases		
Note of the Financial Statements – Statement of Financial Position – Lease right-of-use asset post-implementation	Lease right-of-use asset post-implementation	M9 Note Leases		
Statement of Financial Position – Goodwill (and other intangibles)	Intangible assets	10	1,075	1,416
Statement of Financial Position – Post-employment and pension liabilities	Post-employment and pension liabilities	17		
Statement of Financial Position – Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for Construction in process	Long-term debt – for long-term purposes	14, 20, 22		
Statement of Financial Position – Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for Construction in process	Long-term debt – for long-term purposes pre-implementation	M24, 20, 22, Note Debt A		
Statement of Financial Position – Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for Construction in process	Long-term debt – for long-term purposes post-implementation	M24, 20, 22, Note Debt B		
Statement of Financial Position – Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for Construction in process	Line of Credit for Construction in process	M24, 20, 22, Note Debt C		
Statement of Financial Position – Lease right-of-use asset liability	Lease right-of-use asset liability	21		
Statement of Financial Position – Lease right-of-use asset liability pre-implementation	Pre-implementation right-of-use leases	Excluded Line 21 Note Leases		
Statement of Financial Position – Lease right-of-use asset liability post-implementation	Post-implementation right-of-use leases	Line 21 Note Leases		
Statement of Financial Position – Annuities	Annuities with donor restrictions	25		
Statement of Financial Position – Term endowments	Term endowments with donor restrictions	26		
Statement of Financial Position – Life Income Funds	Life income funds with donor restrictions	27		
Statement of Financial Position – Perpetual Funds	Net assets with donor restrictions: restricted in perpetuity	29	24,892	21,349

		2024/25 £000	2023/24 £000
<b>Total expenses and losses</b>			
Statement of Activities – Total Operating Expenses (Total from Statement of Activities prior to adjustments)	Total expenses without donor restrictions – taken directly from Statement of Activities	545,505	401,767
Statement of Activities – Non-Operating (Investment return appropriated for spending), Investments, net of annual spending gain (loss), Other components of net periodic pension costs, Pension-related changes other than net periodic pension, changes other than net periodic pension, Change in value of split-interest agreements and Other gains (loss) – (Total from Statement of Activities prior to adjustments)	Non-Operating and Net Investment (loss)	(43,370)	(2,501)
Statement of Activities – (Investment return appropriated for spending) and Investments, net of annual spending, gain (loss)	Net investment losses	(9,645)	(9,611)
Statement of Activities – Pension-related changes other than periodic pension	Pension-related changes other than net periodic costs		

		2024/25 £000	2023/24 £000
<b>Modified net assets</b>			
Statement of Financial Position – Net assets without donor restrictions	Net assets without donor restrictions	542,022	502,203
Statement of Financial Position – total Net assets with donor restrictions	Net assets with donor restrictions	24,892	21,349
Statement of Financial Position – Goodwill (and other intangibles)	Intangible assets	1,075	1,416
Statement of Financial Position – Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable		
Statement of Financial Position – Related party receivable and Related party note disclosure	Unsecured related party receivable		
<b>Modified assets</b>			
Statement of Financial Position – Total assets	Total assets	910,658	880,273
Note of the Financial Statements – Statement of Financial Position – Lease right-of-use asset pre-implementation	Lease right-of-use asset pre-implementation		
Statement of Financial Position – Lease right-of-use asset liability pre-implementation	Pre-implementation right-of-use leases		
Statement of Financial Position – Goodwill (and other intangibles)	Intangible assets	1,075	1,416
Statement of Financial Position – Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable		
Statement of Financial Position – Related party receivable and Related party note disclosure	Unsecured related party receivable		

		2024/25 £000	2023/24 £000
<b>Net income ratio</b>			
Statement of Activities – Change in Net assets without donor restrictions	Change in Net assets without donor restrictions	39,819	124,780
Statement of Activities – (Net assets released from restriction), Total operating revenue and Other additions and Sale of fixed assets, gains (losses)	Total revenue and gains	545,497	524,731



The Institute for Safe Autonomy safely explores how robotics and connected autonomous systems can benefit people and the planet

## **WITH THANKS**

Thank you to the entire community of students, staff, alumni, donors and volunteers who contributed to the University of York in 2024/25.

**Photography:** Alex Holland

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