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**Annual Report**

**and Financial Statements**

**2024**

**25**

**Belfast Metropolitan College  
Annual Report and Accounts  
For the year ended 31 July 2025**

*The Accounting Officer authorised these  
financial statements for issue  
on  
28th November 2025*

*Laid before the Northern Ireland Assembly  
under the Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008  
by the Department for the Economy*

*on  
15th December 2025*

**Annual Report and Financial Statements**  
**For the year ended 31 July 2025**

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# **Foreword**

**Chair of Governing Body and  
Principal & Chief Executive**

## FOREWORD BY CHAIR OF GOVERNING BODY AND PRINCIPAL AND CHIEF EXECUTIVE

We are pleased to present the Annual Report and Accounts for the year ended 31 July 2025. This document reflects the collective achievements, resilience, and ambition of our college community during a year marked by both challenge and progress. Belfast Met has continued to adopt a proactive approach to budget planning and financial management to be better able to manage the public spending pressures working with other Colleges across the sector. This year has included close monitoring of the savings realised as a result of the recent voluntary redundancy programme.

As a Further Education college serving Belfast City Region, we remain committed to delivering high-quality learning experiences, fostering inclusive growth, and responding dynamically to the evolving needs of our learners, employers, and communities. This year, we have deepened our partnerships with industry, expanded curriculum innovation, and strengthened our financial stewardship in the face of continued economic uncertainty. We are proud to report that we have exceeded both our individual learner and overall enrolment targets, a testament to the dedication of our staff and the ambition of our learners. These outcomes reinforce our commitment to delivering high-quality education and training that meets the evolving needs of our region.

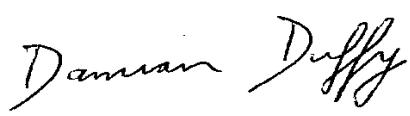
Our staff have demonstrated exceptional dedication, and our learners and staff have continued to inspire us with their achievements and aspirations. Together, we have advanced our strategic priorities, including supporting inclusive growth, digital transformation and sustainability.

The 2024/25 academic year marks the conclusion of our current Strategic Plan, '*Choose Success*'. Over the past four years, this plan has guided our efforts to expand opportunity, drive innovation, and strengthen our partnerships. As we look ahead, we are excited to launch our new Strategic Plan 2025/28 in the next academic year. This new chapter will build on our successes and reinforce our commitment to delivering in line with priorities in the Minister's Economic Vision. .

We extend our thanks to our Board of Governors, staff, learners, and stakeholders for their unwavering support. As we look ahead, we remain committed to ensuring the College is a beacon of opportunity and transformation for all.



Chair of the Governing Body



Interim Principal and Chief Executive



# Strategic Report

2024-25

## STRATEGIC REPORT

### STRATEGIC REPORT 2024-25

#### NATURE, OBJECTIVES AND STRATEGIES

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

#### Legal Status

The current arrangements for further education in Northern Ireland were established by The Further Education (Northern Ireland) Order 1997, with colleges becoming self-governing incorporated bodies with effect from 1 April 1998. Based on this legislation, the Office for National Statistics reclassified colleges as part of Central Government in 2010. This has resulted in colleges being determined as Non-Departmental Public Bodies.

The College has been granted charitable status by the UK HM Revenue and Customs.

#### Purpose of Further Education in Northern Ireland

The purpose of the further education sector is to improve skills in Northern Ireland; increase economic participation; and widen access and inclusion, and, in doing so, support economic development.

#### Strategic Context

Belfast Met plays a central role in advancing the Minister's priorities outlined in the Economic Vision to:

- Increase the proportion of working-age people in good jobs
- Promote a more regionally balanced economy
- Raise productivity of businesses; and
- Reduce carbon emissions in the transition to a greener and more sustainable economy

As such, our provision is fully aligned with the key Government strategies and projects which set the policy and delivery context for Belfast Met, namely:

- Review of Post School Education, Skills and Training Provision, and associated legislative protections for Young People with Special Educational Needs
- Skills Strategy for Northern Ireland
- Trade and Investment Strategic Priorities
- Climate Change Act (NI) 2022 and The Climate Change (Reporting Bodies) Regulations (Northern Ireland) 2024
- FE Reform
- Developing a More Strategic Approach to 14-19 Education and Training - a Framework to Transform 14-19 Education and Training Provision
- Skills Barometer 2023 - 2033
- DfE Sectoral Action Plans
- DfE Sub Regional Economic Plans
- DfE Digital Skills Action Plan 2024 - 2034
- Tourism Vision & Action Plan – 10 Year Plan

## About Belfast Met

Our Vision, Purpose and Values were reaffirmed in the refreshed 2021/22 – 2024/25 Strategic Plan, ‘Choose Success’, which places our learners at the heart of everything we do. The College’s Vision, Purpose, and Values for 2024-25 were:

### **Vision**

Our Vision is to be a:

- College of Choice for learners
- Employer of Choice for talent
- Partner of Choice for employers and businesses

### **Purpose**

Equipping learners, driving innovation, transforming lives.

### **Values**

Four core values underpinning our work are:

#### **Collaboration**

Forging strong and creative partnerships based on shared goals and mutual respect, striving to bring out the best performance, and delivering clear and tangible outcomes.

#### **Ambition**

Determined to accomplish great things for our learners, our college, our business and industry partners, the communities we serve, and the city of Belfast and beyond.

#### **Respect**

Valuing everyone’s contribution, acting with courtesy and consideration, providing help and support when needed, and always behaving in an honest, transparent, and fair manner.

#### **Excellence**

Making excellence part of our day-to-day working lives, seeking continuous quality improvement, and setting and achieving the highest possible standards for individuals and for the College.

### **Objectives**

Five strategic objectives guided our trajectory in 2024-25:

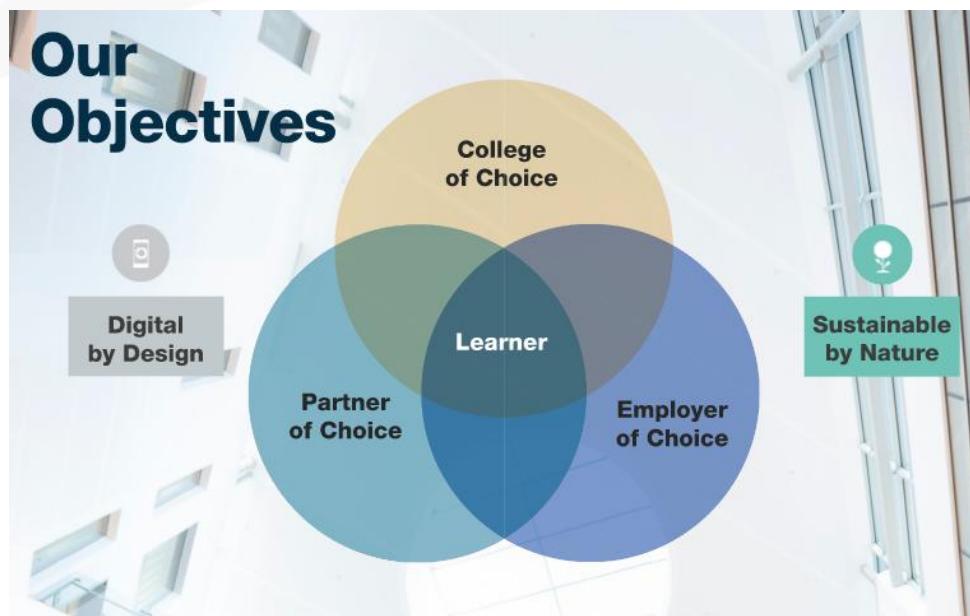
**Objective 1:** To be a College of Choice, providing learners with an excellent learning experience on relevant, high-performing and flexible skills and education programmes that enable them to progress into work or further study.

**Objective 2:** To become an Employer of Choice, committed to attracting and developing talented people to realise the College’s purpose.

**Objective 3:** To be a Partner of Choice, playing a central part in developing and supporting the delivery of education, skills, employability and business development programmes regionally, nationally and internationally.

**Objective 4:** To be Digital by Design, using digital solutions to enhance teaching and learning to improve how we work.

**Objective 5:** To be Sustainable by Nature, using our role as educators to inspire, celebrate and advance the sustainability agenda, maximising our positive impact on the environment, economy and communities we serve.



A comprehensive range of actions to deliver on our dual mandate of promoting economic growth and social inclusion are articulated within the Strategic Plan, which underpins our operational plans, as well as the College Development Plan 2024-25, Widening Access and Participation Plan 2022-23 – 2024-25, the College Equality Scheme, the Disability Action Plan, and the Whole College Quality Improvement Plan 2024-25.

#### Progress against the Strategic Plan

We identified 10 strategic targets within the Strategic Plan and committed to reporting progress against these in an annual Impact Report to the Governing Body, which is also published on the College website.

Our progress against each of these 10 strategic targets in 2024-25 was as follows:

Target Number	Target	Progress
<b>What did we do?</b>		
1. Learners on main programmes	Meet <u>all</u> our enrolment targets for our <u>main programmes</u> as agreed in our Annual College Development Plan for each year of this Strategic Plan.	<p>12,118 individual learners were enrolled in the College against a target of 12,032.</p> <p>We had 19,693 enrolments (including Essential Skills enrolments) against a planned target of 17,666.<sup>1</sup></p>

<sup>1</sup> CDR PowerBi report

2. Learners on targeted inclusion programmes	Increase the percentage of enrols on non-core targeted programmes by 5% per year from the 2020-21 baseline position up to a total target of 15% in year 3.	We increased the number of learners participating in non-core targeted programmes by 15% from the baseline position in 2020/21 meeting our target. <sup>2</sup>
<b>How well did we do it?</b>		
3. Learner retention, achievement and success	Achieve over 92% for retention, over 88% for achievement and over 81% for success.	Our 2024/25 end of year learner retention, achievement and success rates were:  Retention: 88.6% Achievement: 81.5% Success: 72.2% <sup>3</sup>
4. Learner satisfaction	Improve on 90% student satisfaction (average of LSS and NSS).	HE & FE student satisfaction remains high at 94% overall. <sup>4</sup>
5. Employer satisfaction	Improve the overall level of employer satisfaction to 85%.	Employer satisfaction was 89% in 2024/25. <sup>5</sup>
6. Employee satisfaction	Increase employee satisfaction by 2% per annum.	Our upcoming employee engagement survey will be integrated into the People & Culture activity calendar for the 2025/26 academic year.
7. Sustainable finances	<p>For the three years of this Strategic Plan, we aim to consolidate our financial position to live within our budget.</p> <p>Over the three years of the plan, we will seek to: increase the total value and contribution of non-core funded programmes (including all apprenticeship programmes); and ensure we maximise the opportunities for additional funds, we will seek to ensure that all our non-core programmes draw down at least 95% of total budgets throughout the period of this plan.</p>	We lived within our budget.  Value and contribution of non-core funded programmes remained at £13.7m in 2024/25.  We drew down 100% of total non-core programme budgets.
8. Corporate governance and accountability	Comply with <u>all</u> obligations placed upon us as a non-departmental public body.	We were 100% compliant in providing timely accountability returns to our parent body, the Department for the Economy (DfE).  We are progressing all 71 of the key internal controls required of us by the DfE as outlined in the mid and year-end assurance statements.
9. Business upskilling and reskilling	Improve upon the baseline performance in business skills and innovation programmes by 5% for the total number of businesses and employees engaged.	We engaged <sup>6</sup> with 324 businesses in 2024/25, reaching 7% more businesses than in 2023/4, 13% more than 2022/23, and 30% more than 2021/22.

<sup>2</sup> CDP Progress Report<sup>3</sup> Internal RAS Figures by MIS Manager based on the final CDR lift as at 21 October 2025 and prior to the DfE published stats being released Dec 2025/Jan 2026<sup>3</sup> CDP Progress Report<sup>3</sup> Internal RAS Figures by MIS Manager 15 October 2025 (prior to DfE published stats)<sup>4</sup> Learner Satisfaction Survey 2025<sup>5</sup> Employer Satisfaction Survey 2025<sup>6</sup> "Engaged" refers to meaningful interactions between Belfast Met and external businesses during the 2024/25 academic year. These interactions can include collaborative projects, training and upskilling, participation in events and availing of support services.

Is anyone better off?		
10. Learner Progression	<p>At least 90% of both FE and HE leavers going into further learning or employment <u>and the number of those falling into unemployment reduced.</u></p>	<p>88% of learners from both FE and HE progressed into further study or employment - matching the outcome achieved in the 2023/24 academic year.</p> <p>6% of FE and HE learners were in unemployment, a slight 0.5% increase from 2023/24.</p>

### Performance against College Development Plan (CDP)

Belfast Met, along with all FE Colleges, ensures that our key priorities are based on the need of the population and are aligned to the policy context outlined earlier in this report.

In 2024, DfE approved Belfast Met's College Development Plan 2024-25. This served as the baseline against which delivery of operational targets was measured throughout the academic year. The CDP Progress Reports are submitted to the Department for the Economy three times a year.

### Strategic Overview

During 2024/25, the College undertook an extensive consultation exercise to shape the development of a new Strategic Plan for 2025/26 – 2028/29. This process involved engaging with staff, students, and key stakeholders to gather insights and priorities, ensuring the plan reflects a shared vision for the future and supports the delivery of high-quality education and services.

Belfast Metropolitan College's Strategic Plan 2025/26–2028/29 sets out a future direction to be the *College of Choice and Partner of Choice*, driven by innovation, inclusivity, and people. Its objectives focus on delivering high-quality, economically relevant programmes aligned to priority sectors such as digital innovation, green technologies, advanced manufacturing, health sciences, and cyber, while embedding lifelong learning, digital transformation, and excellence in teaching. The strategy to achieve these goals includes curriculum innovation, campus specialisation, estate redevelopment, strengthened industry partnerships, and investment in staff and digital services, underpinned by frameworks for financial sustainability, data governance, IT and digital services, estate sustainability and marketing and communications. Principal risks and uncertainties include constrained public funding, economic pressures, demographic shifts, widening inequalities, and rapidly evolving employer demands, particularly around AI and emerging industries. Progress will be measured through key performance indicators such as learner number growth (targeted at 10%), curriculum relevance, teaching quality, partnership impact, financial sustainability, and inclusivity metrics, ensuring the College remains resilient, future-ready, and central to Northern Ireland's skills and economic development.

## FINANCIAL POSITION

### Financial Results

The Belfast Met Group (the College) generated an operating surplus in the year of £425k (2023-24 – deficit of £518k), stated after accounting for the disposal of property, plant, and equipment.

The College group income for the year was £76.8m, a decrease of £5m (6%) from 2023-24. The College received £5.8m of funding for the Reform to Save (RtS) scheme in 2023-24. Excluding the RtS income the College received additional funding of £0.8m (1%).

The College group expenditure for the year was £76.4m, a decrease of £0.1m from 2023-24. Operating expenditure increased by £0.3m, depreciation increased by £0.3m, offset by savings in staff costs of £0.7m.

The College has significant reliance on the DfE for its principal funding source, largely from recurrent grants. In 2024-25, DfE provided 62.5% of the College's total income through allocated recurrent grant (2023-24 57%). This represented 22.4% of the total recurrent grant available to the sector (2023-24 27.6%).

The increase in net assets from 31 July 2024 is primarily the result of a decrease in the creditors amounts falling due after one year (relating to PFI contracts).

The pension surplus has been restricted to the present value of future service costs less the present value of the minimum funding requirement contributions for future service (i.e. an asset ceiling has been set).

### Subsidiaries

At 31 July 2025 Belfast Met had one wholly owned subsidiary company, Springvale Educational Village Ltd (SEV Ltd) which is limited by guarantee.

SEV Ltd owns the Community Learning Centre (CLC) on the Springvale site and the land on which it sits. Operations relate to renting out space to organisations on both a short-term basis. Tenants and customers include publicly funded and charitable institutions, many of whom provide outreach programmes that support people and help strengthen relations with the wider community.

SEV Ltd has generated a deficit of £171k in the year (2023-24 deficit £66k).

SEV Ltd accounts were audited and received an unqualified audit opinion.

### Financial Resources

The consolidated net assets at 31 July 2025 were £103.3m (2023-24 £97.2m). This includes cash balances of £8m and a debtor of £0.2m on PFI prepayments (2023-24 £0.3m). The increase in net assets is largely due to the decrease in creditors amounts falling due after one year.

### Treasury Policies and Objectives

Treasury management is the management of the College's cash flows, its banking, its money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks. Belfast Met complies with the Partnership Agreement agreed with the DfE on all cash management processes.

## **Payment Performance**

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95%.

During the accounting period 1 August 2024 to 31 July 2025, the College paid 97.7% of its invoices within 30 days (2023-24 97.8%) The College incurred no interest charges in respect of late payment for this period. The Northern Ireland Executive is committed to paying suppliers as quickly as possible, within 10 working days. During the accounting period 1 August 2024 to 31 July 2025, the College paid 84.9% of its invoices within 10 days (2023-24 84.4%).

## **Principal Risks and Uncertainties**

The College has developed and embedded a system of internal control, including financial, operational and risk management which is designed to protect the College's and Group's assets and reputation. For details on the College's principal risks and uncertainties refer to the Statement of Corporate Governance and Internal Control.

## **Post Statement of Financial Position Events**

Please refer to Note 22 to the Financial Statements for details on any post Statement of Financial Position events.

## **Going Concern**

The College is satisfied that the organisation is a going concern on the basis that there is no reason to believe that the Department's future sponsorship and future Assembly approval will not be forthcoming to meet the College's liabilities as they fall due. It has accordingly been considered appropriate to adopt a going concern basis for the preparation of these financial statements.

## **Disclosure of information to Auditors**

These accounts are subject to audit by agreement by the Comptroller and Auditor General for Northern Ireland.

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

## **Charitable and taxation status**

The College has charitable status with HM Revenue and Customs and is not liable to corporation tax.

## **Charitable/Political Donations**

The College made no charitable or political donations during the year.

## **Professional Advisers**

External Auditors: The Comptroller and Auditor General  
 Northern Ireland Audit Office  
 106 University Street  
 Belfast  
 BT7 1EU

Internal Auditors: RSM Northern Ireland (UK) Ltd  
 Number one,  
 Lanyon Quay  
 Belfast, BT1 3LG

Bankers: Danske Bank  
 Donegall Square West  
 Belfast, BT1 6 JS

Solicitors: Carson McDowell  
 Murray House  
 4 Murray Street  
 Belfast, BT1 6D



Damian Duffy  
 Accounting Officer

Date: 26th November 2025

## Members of the Governing Body

The members who served the governing body during the year were as follows:

Name	Date of Appointment	Term of Office	Status of Appointment	Committees Served	Governing Body Attendance (inc Strategic Plan)
	Re-appointment				
	Extension				
J Dixon (Chair)	A 11/06/25	10/06/29	Chair	N/A	1 of 1
M Corkey (Interim Chair)	A 26/10/23	26/02/27	Co-opted	N/A	7 of 7
R Byrne	A 01/08/23	31/07/27	BIP	ARAC, HR	6 of 7
T Hesketh	A 01/08/23	31/07/27	BIP	RES, CQE	7 of 7
M Keady	A 01/08/23	31/07/27	BIP	ARAC, CQE	5 of 7
L McAteer	A 13/01/22	12/01/26	BIP	HR, RES	7 of 7
S McGoran*	A 13/01/22	12/01/26	BIP	ARAC, HR RES	7 of 7
M McKernan	A 01/08/23	31/07/27	BIP	RES, CQE	7 of 7
S McKinney	A 01/08/23	31/07/27	BIP	CQE, HR	6 of 7
B Montgomery	A 05/10/22	04/10/26	BIP	ARAC, CQE	7 of 7
Y Murphy	A 13/01/22	12/01/26	BIP	CQE, RES	7 of 7
S Sharpe	A 01/08/23	31/07/27	BIP	ARAC, HR	6 of 7
S Dawson	A 01/06/17	31/05/21	Co-opted	CQE, RES	5 of 6
	R 01/06/21	31/05/25			
J Leaden	A 19/11/20 R12/12/24	18/11/24 11/12/28	Staff elected	CQE, RES	6 of 6
M Mearns	A 18/04/24	17/04/28	Staff elected	CQE, RES	7 of 7
A O'Neill	A 10/10/24	30/09/25**	Student elected	CQE, RES	6 of 6
D Duffy	A 13/0//24		IPCE	CQE, RES, HR	7 of 7

\* S McGoran started chairing the ARAC in June 25 and no longer sits on the Resources Committee

\*\* Or until Student term ends.

1 BIP stands for Business, Industry and Professional

For and on behalf of the members of the Governing Body



J Dixon

Chair of Governing Body

Date: 26th November 2025

A black and white photograph of two young men smiling. The man on the left is wearing a plaid shirt over a white t-shirt. The man on the right is wearing a dark sweatshirt and holding a small booklet titled 'Term Dates 2016-2017' with the Belfast Met logo. They are standing in an indoor setting with large windows in the background.

# Remuneration Report

## ACCOUNTABILITY REPORT

## REMUNERATION REPORT

### Overview

The Remuneration and Staff reports set out the College's remuneration policy for all staff and contributes to the entity's accountability to the NI Assembly, aligns with best practice with corporate governance and demonstrates transparency.

### Remuneration Policy

Belfast Metropolitan College is a member of the Northern Ireland colleges Employers' Forum (CEF). The CEF is a collaborative network and has the responsibility to arrange for the negotiation of pay, conditions of service and related issues through regional negotiation committees and agreed procedures, on behalf of the six regional colleges. CEF has the authority to sign off collective agreements reached by the relevant negotiating committees.

There are three CEF negotiating committees producing pay grades for each of the following staff groups:

- Principal and Chief Executives and senior staff (deputy directors);
- Lecturers; and
- Non-Teaching staff

The pay of each of these groups, excluding the Principal & Chief Executive, is based on a system of pay scales for each grade, containing a number of pay points from minimum to maximum, allowing progression towards the maximum based on contractual annual increments.

Annual pay awards are made in accordance with Northern Ireland's public sector pay policy guidance, and in the context of the wider public sector pay policy.

The following pay awards were applied in the 2024-25 financial year:

- **Further Education Directors' Negotiating Committee (Principal & Deputy Directors)**

The rates of salaries for Principals and Deputy Directors in Colleges of Further Education from **1 September 2023** were published on 25 October 2024. The following change was determined and applied:

- 8.4% increase plus £1,000 on each salary scale point.

- **Further Education Lecturers' Pay (Lecturer's Contract of Employment)**

The rates of salaries for Lecturers in Colleges of Further Education from **1 September 2024** were published on 24 July 2025. The following changes were determined and accrued into the 2024-25 accounts:

- 5.5% increase plus £1,000 on each salary scale point relating to Lecturer's Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers and Heads of Department) and Part-time Hourly Paid Lecturers.
- 5.5% increase to allowances i.e. Threshold, Deane, Responsibility and Re-organisation) relating to Lecturer's Contract of Employment (i.e. Associate Lecturers, Full-Time Lecturers, Principal Lecturers and Heads of Department).
- **Further Education Non-Teaching Staff Negotiating Committee (Non-Teaching Contract of Employment)**

In January 2024, in accordance with the provisions of Article 11, Schedule 3, paragraph 10.3 of the Further Education (Northern Ireland) Order 1997 and the Constitution for Negotiating the Terms, Conditions of Service and Remuneration of Non-Teaching Staff Employed in Incorporated Colleges of Further Education, the following change was determined and applied:

- £1,290 per annum pay increase up to maximum of the pay spine, with locally determined pay points above the maximum of the pay spine increased by 2.5%.

### Members of the Governing Body

There are up to 18 members of the College Governing Body, most of whom are appointed in accordance with the Code of Practice of the Office of the Commissioner for Public Appointments for Northern Ireland. The majority of members are appointed for a fixed period of up to four years and may thereafter be re-appointed in accordance with the Code of Practice.

The remuneration of Governing Body members (excluding staff members) was first introduced by the Department from 1 January 2016. There are no arrangements in place for the payment of a bonus. No member of the Governing Body, including the Chairperson, receives pension contribution from the College or the Department.

Belfast Met also reimburses Governing Body members for any incidental expenses incurred for carrying out their duties relevant to the organisation.

The remuneration of the Chairperson and Board members is as follows:

2024-25				2023-24				
	Salary allowance £'000	Benefits in Kind £'000	Pension benefits £'000	Total £'000	Salary allowance £'000	Benefits in Kind £'000	Pension benefits £'000	Total £'000
Frank Bryan (former Chair)	0	0	0	0	5-10	0	0	5-10
Michele Corkey (Interim Chair)	15-20	0	0	15-20	15-20	0	0	15-20
Jacqueline Dixon (Chair) <sup>1</sup>	0-5	0	0	0-5	0	0	0	0
Catherine Burns <sup>2</sup>	0	0	0	0	0-5	0	0	0-5
Kate Burns <sup>2</sup>	0	0	0	0	0-5	0	0	0-5

<b>Kathleen O'Hare<sup>2</sup></b>	0	0	0	0	0-5	0	0	0-5
<b>Samuel Snodden<sup>2</sup></b>	0	0	0	0	0-5	0	0	0-5
<b>Seamus Dawson</b>	0-5	0	0	0-5	0-5	0	0	0-5
<b>Seamus McGoran</b>	0-5	0	0	0-5	5-10	0	0	5-10
<b>Lauren McAteer</b>	5-10	0	0	5-10	5-10	0	0	5-10
<b>Yvonne Murphy</b>	0-5	0	0	0-5	0-5	0	0	0-5
<b>Bill Montgomery</b>	0-5	0	0	0-5	0-5	0	0	0-5
<b>Tom Hesketh</b>	5-10	0	0	5-10	0-5	0	0	0-5
<b>Sheena McKinney</b>	0-5	0	0	0-5	0-5	0	0	0-5
<b>Michael McKernan</b>	0	0	0	0	0-5	0	0	0-5
<b>Sinead Sharpe</b>	0-5	0	0	0-5	0-5	0	0	0-5
<b>Rose Byrne</b>	0-5	0	0	0-5	5-10	0	0	5-10
<b>Maurice Keady</b>	0-5	0	0	0-5	0-5	0	0	0-5
<b>Owen McCaughey</b>	0	0	0	0	0-5	0	0	0-5
<b>Alex O'Neill</b>	0-5	0	0	0-5	0	0	0	0

1. J Dixon appointed 11/06/25

2.Terms of office ended in 2022-23 – payments received in 2023-24 relating to 2022-23

## The Principal/Director and Senior College Staff

The Principal/Director and the Senior College Staff appointments are made in accordance with the Belfast Met recruitment policy. The policy requires appointments to be made on merit based on fair and open competition.

The Principal/Director and Senior College Staff hold permanent appointments. Staff may be able to retire before state pension age with no diminution of earned pension benefits, depending on the terms of their pension. The policy relating to notice periods is contained in the Staff Handbook.

## Minimum Pay Levels

Minimum pay levels are dependent on College size and vary across the sector.

## Progression

There is no incremental progression for Principals/Directors as they are paid on a one-point scale according to college size. However, if the college size changes, they will automatically move to that new salary point.

At initial appointment, Deputy Directors are normally placed on the bottom point of the four-point scale relevant to the size of their college. Thereafter, there is annual incremental progression up the scale until the maximum of the scale is reached. A common incremental date of September is used for all Deputy Directors. If the college increases in size, a Deputy Director will automatically move to the new relevant salary scale.

## **Performance Pay**

There is no performance pay or related scheme for any Deputy Director.

## **Total Reward Package**

Senior staff in colleges have access to the Northern Ireland Teachers' Pension Scheme.

Senior Staff posts are based on 36 hours per week and post holders have access to the College's Maternity Leave Scheme, Paternity Leave Scheme, Adoption Leave Scheme and flexible working arrangements.

All Senior Staff have 35 days holiday entitlement and a further twelve statutory and public holidays as recognised by the sector.

## **Service Contracts**

College appointments are made on merit on the basis of fair and open competition. Unless otherwise stated, the officials covered by this report hold appointments, which are open ended. Early termination, other than for misconduct, would result in the individual being entitled to receive compensation.

## **Salary and Pension Entitlements**

The following sections provide details of the remuneration and pension interests of the most senior management of Belfast Met.

## Remuneration (including salary) and pension entitlements [Executive Directors] (audited)

Senior Management	2024-25				2023-24			
	Salary £'000	Benefits in kind £'000	Pension benefits £'000	Total £'000	Salary £'000	Benefits in kind £'000	Pension benefits £'000	Total £'000
<b>Louise Warde Hunter<sup>1</sup></b> (Principal and Chief Executive)	15 - 20	0	0 - 5	15 - 20	130-135	0	20-25	155-160
<b>Damian Duffy</b> (Interim Principal and Chief Executive)	135-140	0	30-35	170-175	110-115	0	25-30	140-145
<b>Aidan Sloane</b> (Chief Operating Officer)	115 - 120	0	35 - 40	155 - 160	105-110	0	25-30	130-135
<b>Joy Ketty<sup>2</sup></b> (Director of Curriculum)	0	0	0	0	5-10 (85-90 Full year equivalent)	0	15-20	20-30 (100-110 Full year equivalent)
<b>Siobhan Lyons<sup>3</sup></b> (Interim Director of Development and Partnership)	90 - 95	0	110-115	200 - 205	0	0	0	0
<b>Fiona Dempsey<sup>4</sup></b> (Interim Director Curriculum & Learner Success)	90 - 95	0	55 - 60	150 - 155	0	0	0	0
<b>Paula Graham<sup>5</sup></b> (Director of People and Culture)	25-30	0	10-15	35-40	0	0	0	0

1. L Warde Hunter left on 16/08/24, D Duffy was appointed to the role on 01/07/24

2. J Ketty left on 31/08/23

3. S Lyons was appointed to her role on 01/08/24

4. F Dempsey was appointed to her role on 01/08/24

5. P Graham was appointed to her role on 23/04/25

The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increases or decreases due to a transfer of pension rights.

## Salary

'Salary' includes gross salary; performance pay or bonuses; overtime; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK

taxation. This report is based on accrued payments made by Belfast Metropolitan College and thus recorded in these accounts.

### Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument. No senior officials received any benefits in kind.

### Fair Pay Disclosure – Pay Ratios (audited)

Reporting bodies are required to disclose the relationship between the remuneration of the highest paid director in their organisation and the lower quartile, median and upper quartile remuneration of the organisation's workforce.

The banded remuneration (excluding back-dated pay award) of the highest paid director in the financial year 2024-25 was £130k - £135k (2023-24 £130k - £135k). The relationship between the mid point of this band and the remuneration of the College's workforce is disclosed below.

2024-25	25 <sup>th</sup> percentile	Median	75 <sup>th</sup> percentile
Total remuneration	£29,572	£37,609	£44,158
Ratio	4.48	3.52	3.00

2023-24	25 <sup>th</sup> percentile	Median	75 <sup>th</sup> percentile
Total remuneration	£29,269	£37,609	£44,158
Ratio	4.53	3.52	3.00

*Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.*

*For 2024-25 and 2023-24, the 25<sup>th</sup> percentile, median and 75<sup>th</sup> percentile remuneration values consist only of salary payments.*

Remuneration ranged from £10k - £15k to £130k - £135k (2023-24 £20k - £25k to £130 - £135k).

### Fair Pay Disclosure – Percentage Change in Remuneration (audited)

Reporting bodies are required to disclose the percentage change from the previous financial year in the: (i) salary and allowances, (ii) performance pay and bonuses, of the highest paid director and of the employees as a whole.

The percentage changes in respect of Belfast Metropolitan College are shown in the following table. It should be noted that the calculation for the highest paid director is based on the mid-point of the band in which their remuneration fell each year. The increase in the pay ratio is due to an increase in the remuneration of the College's employees as a whole due to pay awards applied and accrued for.

Percentage Change for:	2024-25 compared to 2023-24
Average employee salary and allowances	1.09%
Highest paid director's salary and allowances	0%

There is no performance related pay for the highest paid Director or any other employee.

### Pension Entitlements (audited)

Senior Management	Accrued pension at pension age as at 31/7/25 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/7/25	CETV at 31/7/24	Real increase in CETV
	£'000	£'000	£'000	£'000	£'000
<b>Louise Warde Hunter<sup>1</sup></b> (Principal and Chief Executive)	10 – 15 plus lump sum of 0	0 - 5 plus lump sum of 0	200 - 205	195 – 200	0 – 5
<b>Damian Duffy</b> (Interim Principal and Chief Executive)	25 - 30 plus lump sum of 0	0 to 5 plus lump sum of 0	475 – 480	390 -395	45 – 50
<b>Aidan Sloane</b> (Chief Operating Officer)	15 – 20 plus lump sum of 0	0 - 5 plus lump sum of 0	230 – 235	195 - 200	25 – 30
<b>Joy Kettye<sup>2</sup></b> (Director of Curriculum)				40-45	
<b>Siobhan Lyons<sup>3</sup></b> (Interim Director of Development and Partnership)	35 - 40 plus lump sum of 30-35	5 to 10 plus lump sum of 5 - 10	625 – 630	505 - 510	100 – 105
<b>Fiona Dempsey<sup>4</sup></b> (Interim Director)	20 -25 plus lump sum of	0 - 5 plus lump sum of 0 - 5	385-390	325 - 330	60 - 65

Curriculum & Learner Success)	45 - 50				
<b>Paula Graham<sup>5</sup></b> (Director of People and Culture)	0-5 plus lump sum of 0	0 plus lump sum of 0	5-10	0	0

1. *L Warde Hunter left on 16/08/24, D Duffy was appointed to the role on 01/07/24*

2. *J Kettyle left on 31/08/23*

3. *S Lyons was appointed to her role on 01/08/24*

4. *F Dempsey was appointed to her role on 01/08/24*

5. *P Graham was appointed to her role on 23/04/25*

## Pension Arrangements

Retirement benefits to employees of the college are provided by the Northern Ireland Teachers' Pension Scheme (NITPS) and the Local Government Pension Scheme for Northern Ireland administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC).

### Northern Ireland Teachers' Pension Scheme

Pension benefits may be provided through the Northern Ireland Teacher's Pension Scheme which is administered by the Teachers' Pension Team within the Department of Education. The Scheme is funded by contributions made by both employees and employers. See detail of contributions at [www.education-ni.gov.uk](http://www.education-ni.gov.uk) .

The pension scheme, from 1 April 2015, operates as a Career Average Revalued Earnings (CARE) and all new entrants joining the scheme on or after 1 April 2015 have their benefits calculated using career average arrangements only. CARE schemes accumulate pension based on a fraction of pensionable earnings each year – for NITPS this is 1/57th.

Existing scheme members, on 1 April 2015, who satisfied certain criteria (generally members within 10 years of their normal pension age) remained in the existing final salary arrangements, whilst others started to have their benefits calculated using a combination of career average and final salary arrangements.

In 2018, the UK Court of Appeal found that transitional protections put in place in 2015, that allowed older workers to remain in their original scheme, were discriminatory on the basis of age (**McCloud Judgement**).

The NITPS has now made regulations which remedy the discrimination by:

- prospective remedy: all active members of the NITPS becoming members of the 2015 reformed scheme (career average) from 1 April 2022, irrespective of age; and
- retrospective remedy: providing each eligible member with options to have their pension entitlements for the period when the discrimination existed between 1 April 2015 and 31

March 2022 (the remedy period) retrospectively calculated under either the current (2015 reformed) scheme rules, or the legacy scheme (final salary) rules which existed before 2015.

This means that all active NITPS Pension Scheme members are in the same pension scheme, CARE, from 1 April 2022 onwards, regardless of age. This removes the discrimination going forward in providing equal pension provision for all scheme members.

The NITPS is now implementing the second part of the remedy, which addresses the discrimination which was incurred by affected members between 1 April 2015 and 31 March 2022.

Eligible members with relevant service between 1 April 2015 and 31 March 2022 (the Remedy Period) will now be entitled to a choice of alternative pension benefits in relation to that period i.e. calculated under legacy rules or alternatively calculated under CARE scheme rules. As part of this retrospective remedy most active members will now receive a choice about their remedy period benefits at the point of retirement. This is known as the Deferred Choice Underpin (DCU). For those members who already have pension benefits in payment in relation to the Remedy Period, they will receive an Immediate Choice as soon as practicable after 1 October 2023, and no later than 18 months following this date.

At this stage, allowance has not yet been made within CETVs for this remedy. Further information on the remedy can be found at [Retrospective Remedy Consultation | Department of Education \(education-ni.gov.uk\)](https://education-ni.gov.uk/retrospective-remedy-consultation).

#### **Local Government Pension Scheme (Northern Ireland)**

Pension benefits may be provided through the Local Government Pension Scheme (Northern Ireland) which is administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC).

The pension scheme operates as a Career Average Scheme where a member builds up retirement pension at the rate of 1/49th pensionable pay for each year.

The LGPS (Northern Ireland) changed from a Final Salary Scheme to a Career Average Scheme on 1 April 2015. Members who joined the Scheme before 1 April 2015 have built up benefits in the final salary scheme. For members between 1 April 2009 and 31 March 2015, pension benefits were built up at the rate of 1/60th pensionable pay for each year of membership. Pension benefits in relation to any membership before 1 April 2009 were built up at the rate of 1/80th (pension) and 3/80ths (tax free lump sum) of pensionable pay for each year of membership up to 31 March 2009. There is no automatic lump sum provided in respect of membership after 31 March 2009. At retirement, members may give up some pension for additional lump sum, subject to HM Revenue and Customs (HMRC) limits.

Under the initial scheme reform on 1 April 2025, existing scheme members who were closer to retirement were protected from the changes of LGPS (NI) moving from a final salary scheme to a career average scheme. Subsequently, the **McCloud Judgement** ruled that this protection was

discriminatory on the basis of age. The LGPS (NI) has enacted regulations to remedy this discrimination (the '**McCloud Remedy**').

The McCloud Remedy gives backdated protections for eligible members who were impacted by the discrimination. This means that when a member takes their pension, NILGOSC will compare the pension built up from 1 April 20215 to 31 March 2022 in the career average scheme with the pension that could have been built up had the final salary scheme continued – if the final salary pension would have been higher, the difference will be added to the member's pension. This addition is called the 'statutory underpin' and applies during the remedy period (1 April 2015 to 31 March 2022).

This removes the discrimination in providing equal pension provision for all scheme members.

Since October 2023, NILGOSC has been implementing this remedy. Members with pension benefits in payment (pre 1 October 2023) have been rectified, and eligible members reaching retirement who have an underpin addition to their pension receive this in their benefits. For a small remaining minority of members, NILGOSC is awaiting final guidance in order to calculate a McCloud underpin. These rectifications will take place in due course, with arrears payable as required.

Further information on the NILGOSC remedy can be found at [The McCloud Remedy - NILGOSC](#).

To comply with auto-enrolment legislation, Belfast Met joined the National Employment Savings Trust (NEST). Where an employee has previously opted out of NILGOSC or NITPS, the College still has a duty to enrol them in a qualifying pension scheme (provided they meet certain earnings criteria). NEST was set up by Government to assist with this requirement. The College contributions to NEST are on a defined contribution basis at 3%.

### Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NILGOSC pension arrangements and for which the Fund has received a transfer payment commensurate with the additional pension liabilities being assumed. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2015 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken. The Lifetime Allowance ended in April 2024 and will be replaced by the Lump Sum Allowance and The Lump Sum and Death Benefit Allowance.

**Real increase in CETV**

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

**Compensation for Loss of Office**

No costs were incurred for compensation for loss of office in 2024-25.

## STAFF REPORT

### Staff Costs

Staff Costs are disclosed in Note 7 to the Financial Statements.

### Average Number of Persons Employed

The average number of full-time equivalent persons employed during the year was as follows (excluding Governors):

	2025 Group No.	2025 College No.	2024 Group No.	2024 College No.
Governing Body	0	0	0	0
Teaching	331	331	376	376
Support	152	152	165	165
Administration	202	202	205	205
Premises	25	25	32	32
<b>Total</b>	<b>710</b>	<b>710</b>	<b>778</b>	<b>778</b>

### Attendance Management

Belfast Met had an overall sickness absence rate of 6.09% in 2024-25 (2023-24 9.45%)

### Staff Composition

The table below provides a breakdown of the number of persons employed and paid by the College as at 31 July, by gender.

	2025 Group No.	2025 College No.	2024 Group No.	2024 College No.
Male	408	408	373	373
Female	538	538	521	521
<b>Total</b>	<b>946</b>	<b>946</b>	<b>894</b>	<b>894</b>

### Staff Turnover

Staff turnover for the period 1 August 2024 to 31 July 2025 was 6.55%.

### Off Payroll Engagements

The College had no off-payroll engagements in 2024-25.

## Other Employee Matters

### Staff Development

The College is committed to providing learning and development for all staff which contributes to high standards of work performance, enables the sharing of ideas and the dissemination of good practice, builds strong and effective teams, encourages professional development and results in continuous improvement in the quality of services to our students and stakeholders.

Training is delivered using a variety of learning delivery channels including both on-line and in person. All employees must undertake specific mandatory training on an annual basis, in 2024-25 this was completed during the welcome back event and included modules on:

- Equality, Diversity, and Inclusion
- IT Security Awareness
- Safeguarding, Care and Welfare
- Health and Safety
- Financial Management

Throughout the year, all staff can partake in a variety of Continuous Professional Development (CPD) programmes, including:

- Staff Induction
- Wellbeing and Leadership programmes
- Hybrid Teaching and Learning
- Project based Learning
- Remote Working
- Core skills, for example managing conflict and challenging Behaviour, Microsoft Office etc.

The development programmes are also further supported by College staff being able to apply for funded support for self-managed CPD, tailored to their specific development needs.

## Staff Policies

### Equal Opportunities and Employment of Disabled Persons

When carrying out all its functions, powers, and duties, Belfast Met has due regard to the need to promote equality of opportunity as set out in Section 75 of the Northern Ireland Act 1998:

- a) between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- b) between men and women generally;
- c) between persons with a disability and persons without; and
- d) between persons with dependants and persons without.

Without prejudice to its obligations above, the College is committed to promoting good relations between persons of different religious belief, political opinion or racial group. The College has included the promotion of good relations as part of the corporate planning process. The College is committed to the fulfilment of its Section 75 obligations in all parts of its organisation. The College will allocate necessary resources to ensure that the statutory duties are complied with and that the

measures within the [Equality Scheme](#) to promote equality of opportunity are implemented effectively and on time. The College recognises its responsibility to provide a positive and inspiring experience in terms of equality of opportunity.

The College continues to raise awareness about its legal obligations to promote equality of opportunity and good relations and embed this in the curriculum. We seek to build social inclusion and opportunity through widening economic participation. We work with local communities in creating capacity, developing knowledge and skills, raising self-esteem, and providing pathways into further training or employment. Belfast Met is involved in a huge array of activities that promote social inclusion, through delivery of core programmes to those from more disadvantaged backgrounds, activities related to college community outreach, the provision of an inclusive curriculum, and the extension of student support initiatives.

### **Disability Statement**

Belfast Met celebrates the diversity of its students and staff and works hard to ensure an environment where everyone is treated with dignity and respect. The following sections provide an overview on how the College strives to deliver equality, diversity and inclusion in its service delivery and employment.

Under the Disability Discrimination Act (DDA) 1995, Belfast Met, as a public authority, has a responsibility, when carrying out its functions, to have due regard to the need to promote positive attitudes towards people with a disability and encourage the participation of people with a disability in public life.

Under an amendment to the Disability Discrimination Act, Belfast Met is required to have a [Disability Action Plan](#) to promote positive attitudes towards people with a disability. This plan relates to all people with a disability who are exposed to our services including employees, customers, clients and service users as well as students. The College also adheres to its obligations under the Special Education Needs and Disability Order 2005 (SEND).

The College submits a review of its process in relation to the relevant equality legislation to the Equality Commission by August 31 each year. This review and other information regarding our approach to equality and diversity is available at [Equality and Diversity - About Us - Belfast Met](#)

A black and white photograph of two women. The woman on the left is wearing glasses and a denim jacket, looking thoughtfully to the right. The woman on the right has her hair in a ponytail and is also looking thoughtfully to the right. They are in an indoor setting with a window in the background.

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## Governing Body

# STATEMENT OF THE RESPONSIBILITIES OF THE ACCOUNTING OFFICER AND GOVERNING BODY

## FOR THE YEAR ENDED 31 JULY 2025

Under the Further Education (NI) Order 1997, DfE (with approval from the Department of Finance (DoF)), has directed the Governing Body to prepare, for each financial year, a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of Belfast Metropolitan College and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the financial statements the Accounting Officer on behalf of the Governing Body is required to:

- observe the Accounts Direction issued by DfE with the approval of DoF, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the College will continue in operation; and
- confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgments required for determining that it is fair, balanced and understandable.

The Governing Body is also required to prepare an annual Strategic Report which describes what it is trying to do and how it is going about it, including the legal and administrative status of the College.

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

In addition, the Governing Body is responsible for securing the efficient and effective management of the College and ensuring that the College provides suitable and efficient further education.

The Accounting Officer of DfE has designated the Principal/Chief Executive as the Accounting Officer of the College. The responsibilities as an Accounting Officer, including responsibility for the propriety

and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the College's assets, are set out in Managing Public Money Northern Ireland (MPMNI) published by DoF.

The Accounting Officer, on behalf of the Governing Body, has taken all the steps ought to have taken to make themselves aware of any relevant audit information and to establish that Belfast Metropolitan College's auditors are aware of that information. So far as the Accounting Officer is aware, there is no relevant audit information of which the auditors are unaware.

# STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL

FOR THE YEAR ENDED 31 JULY 2025

## Introduction

This is the Governance Statement for Belfast Met, which sets out the governance structures, risk management and internal control procedures that operated within the College during the 2024-25 financial year and up to the date of approval of the Annual Report and Accounts. This Governance Statement has been prepared in accordance with guidance issued by the Department of Finance (DoF) and is aimed at supporting better governance and driving more consistent, coherent, and transparent reporting.

## Summary of the College's Structure of Corporate Governance

### Governing Body

The Governing Body is established in accordance with the Further Education (Northern Ireland) Order 1997 which provides the statutory basis for further education in Northern Ireland. The Governing Body is subject to an Instrument and Articles of Government, the Partnership Agreement, the DoF Audit and Risk Assurance Committee Handbook (NI) and other regulatory requirements. In terms of governance, all other documents are subordinate to the Order and subject to its provisions.

The College's Governing Body is comprised of members appointed by the Minister for the Department for the Economy, staff and students of the College, the Principal & Chief Executive and people co-opted by the Governing Body. The role of the Chairman of the Governing Body is separate from the role of the College Principal & Chief Executive. The Governing Body is responsible for the on-going strategic direction of the College whilst the Executive Officers are responsible for the operational management of the College. The Governing Body approves all major developments and receives regular reports on the activities of the College. The Governing Body met seven times during the 2024-25 academic year.

Four permanent committees support the Governing Body, Audit and Risk Assurance Committee (ARAC), Resources Committee (RES), Human Resources Committee (HR) and the Curriculum, Quality and Engagement Committee (CQE). A member of the Governing Body chairs each of the Committees. The Governing Body also has governors sitting on the Board of Springvale Educational Village Ltd as Directors. Springvale Education Village Ltd is a separate legal entity and wholly owned company of the College. As the need arises the Governing Body also makes use of specific project boards and personnel panels. Each permanent Committee has its own terms of reference and business cycle.

Information presented to the Governing Body is normally prepared by the appropriate business area and reviewed by the Executive Leadership Team, and in the case of governance issues prepared by the Clerk to the Governing Body and reviewed by the Chairperson. The College aims to have all papers issued a week in advance of any Board meeting to allow members to review and, where appropriate, to raise questions in advance. The relevant business area may then either be asked to attend the

meeting or to provide more detail in advance of the meeting to support discussions. This ensures a high quality of reliable and up to date information is presented. The Governing Body is content with the quality and reliability of the information presented in 2024-25.

### **Compliance with the Corporate Governance code**

During 2024-25, the College complied with the principles and supporting provisions set out in the Corporate Governance Code.

### **Pay Remit**

The College is required to comply each year with Department of Finance (DoF) guidance on the approval of pay remits. The College withholds progression increments and pay awards until appropriate Departmental Approval is received.

### **Governing Body Performance and Effectiveness**

During the year, the Governing Body continued to commit to improving board performance and effectiveness by:

- Attending a range of internal and external training events, workshops, and strategic planning days; and
- Regularly evaluating the effectiveness of the meetings of the Governing Body and its Committees.
- Undertaking a Governing Body self-assessment.

All Governing Body members are given induction and ongoing training provided by both DfE and the College, the former focuses on issues including accountability, corporate governance, and the challenge function while the latter focuses on College specific matters including the structure, vision, values and objectives of the organisation, and College strategies including those relating to the curriculum, estates, IT, stakeholder engagement and HR.

### **Audit and Risk Assurance Committee**

The Audit and Risk Assurance Committee (ARAC) operates as an advisory body to the Governing Body and the Accounting Officer. The ARAC is responsible for reviewing the effectiveness of the College accounting procedures and systems of internal control. It also must satisfy itself that adequate arrangements are in place to promote economy, efficiency, and effectiveness. The ARAC met five times during the 2024-25 year to discuss reports from the External and Internal Auditors and the relevant management responses. It reviewed the annual financial statements to ensure compliance with legislation and accounting standards.

The key issues discussed during the 2024-25 year were as follows:

- Internal Audit planning;
- Internal Audit reports including reviews as detailed below;

- NIAO matters including NIAO strategy and audit planning, Report To Those Charged with Governance (RTTCWG), and year end accounts;
- Risk management and opportunity;
- Follow up on outstanding recommendations from all sources;
- Compliance issues such as Direct Award contracts, Fraud, losses, and special payments, Raising Concern notifications, Gifts and Hospitality notifications;
- DoF and DfE and other third-party correspondence including circulars, Finance Director (FD) and Dear Accounting Officer (DAO) letters;
- Stewardship Statement; and
- ARAC effectiveness evaluation.

The Internal Audit Annual report 2024-25 published in August 2025 resulted in the College achieving an overall rating of a 'Satisfactory' assurance. "Satisfactory" is the highest level of audit opinion as defined in Accounting Officer letter DAO (DoF) 07/16.

<b>Summary of internal audit reviews completed in 2024-25</b>	
<b>Report</b>	<b>Status</b>
IT Security	Satisfactory
Review of Curriculum Build Process and Alignment with Timetabling	Satisfactory
Payroll, including PTL Claims and Approval	Satisfactory
Procurement	Satisfactory

In addition to governors, auditors and DfE representatives, senior officers, namely the Interim Chief Executive, the Chief Operating Officer, the Head of Finance, and the Head of Corporate Development were in attendance. Following each ARAC meeting the Chairperson of the Committee gives an oral update on audit and risk matters to the full Governing Body as well as circulating the draft minutes of the meeting. The Governing Body also take assurance from the annual report provided by the ARAC, and the Chairs' committee also receives reports from the Chairperson of the ARAC Committee.

### **Resources Committee**

The Resources Committee inter alia supervises all matters relating to the finance and accounts of the College and the receipt of its income and the expenditure. It also supervises matters relating to Estates and IT infrastructure. Information presented to the Resources Committee is drafted by the appropriate department and discussed by the Executive Leadership Team before being presented as formal papers to Resources.

The Resource Committee met four times during 2024-25, key issues discussed during the year were as follows:

- College Annual Accounts;
- Estates Strategy and Update report;
- IT Strategy and Update report;
- Financial Performance; and
- Resource Budget Setting for the year ahead.

The Resources Committee presents a report to each meeting of the Governing Body.

### **Human Resources Committee**

This Committee is responsible for dealing with issues in relation to the recruitment, appointment, promotion and grading of all staff, other than senior staff.

The HR Committee met four times during 2024-25, key issues discussed during the year were as follows:

- HR Metrics Report, including Establishment figures, Sickness Absence, Staff Turnover rate, Employee relations cases;
- HR Department Priorities Report;
- Resourcing Report;
- Employee Relations Report;
- Annual Progress Report;
- Reform to Save Scheme.

The HR Committee presents a report to each meeting of the Governing Body.

### **Curriculum, Quality and Engagement Committee**

This Committee is responsible for overseeing the curricular provision of the College, especially the nature, quality and performance of the provision and the extent to which it meets the needs of the community the College seeks to serve.

The CQE Committee met four times during 2024-25, key issues discussed during the year were as follows:

- Northern Ireland Prison Service Contract;
- Admissions and Enrolment Update;
- Quality Assurance;
- College Development Plan;
- Higher Education Report;
- Student recruitment, performance and developments;
- New Programme Developments, Business and Skills Update;

The CQE Committee presents a report to each meeting of the Governing Body.

### Attendance at Governing Body

Attendance\* during the year at the Governing Body and the permanent committees was as follows:

Name	Governing Body	ARAC	CQE Committee	HR Committee	RES Committee
J Dixon Chair	1 of 1				
M Corkey (Interim Chair)	7 of 7				
R Byrne	6 of 7	3 of 5		4 of 4	
T Hesketh	7 of 7		4 of 4		4 of 4
M Keady	5 of 7	2 of 4	3 of 4		
L McAteer	7 of 7			4 of 4	4 of 4
S McGoran**	7 of 7	4 of 4		4 of 4	1 of 1
M McKernan	7 of 7		4 of 4		4 of 4
S McKinney	6 of 7		4 of 4	4 of 4	
B Montgomery	7 of 7	4 of 5	3 of 4		
Y Murphy	7 of 7		4 of 4		4 of 4
S Sharpe	6 of 7	3 of 5		3 of 4	
S Dawson	5 of 6		3 of 3		3 of 3
J Leaden	6 of 6		2 of 4		2 of 4
M Mearns	7 of 7		4 of 4		3 of 4
A O'Neill	6 of 6		3 of 3		2 of 3
D Duffy	7 of 7		4 of 4	4 of 4	2 of 4

\* Other attendees included Tier 2, 3 and 4 officers where significant items pertaining to their business area was discussed. All meetings were quorate.

\*\*S McGoran started chairing the ARAC in June 25 and no longer sits on the Resources Committee

### The College's Management Structure

The College's management structure is based on principles of good organisational design and College need. There is an established structure comprising Directorates which, during 2024-25, were led by the Interim Director of Curriculum and Learner Services, Interim Director of Development and Partnership, Director of People and Culture and the Chief Operating Officer, reporting to the Interim Principal and Chief Executive. This structure enabled the Executive Leadership Team to exercise strategic and operational oversight on the College with clear lines of accountability.

### Internal Control Processes

As Accounting Officer of Belfast Metropolitan College, I have responsibility for maintaining a sound system of internal control that supports the College's aims and objectives, while safeguarding the public funds and College assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money Northern Ireland.

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify the risks to the achievement of college policies, aims and objectives, to evaluate the nature and extent of those risks and to manage them efficiently, effectively and economically. The system of internal control has been in place for the year ended 31 July 2025 and up to the date of approval of the annual report and accords with DoF guidance. I have fully embedded the processes which the DfE has agreed should be established and confirmed their robustness.

I have implemented appropriate procedures to ensure that I have identified the College's objectives and risks and determined a control strategy for each of the significant risks. As a result, risk ownership is allocated to the appropriate staff and the College has set out its attitude to risk to the achievement of the College objectives. Staff are trained and equipped to manage risk in a way appropriate to their authorities and duties. I am not aware of any lapses of security during the year.

The College maintains a register for related party transactions to ensure that opportunities for conflicts of interest are avoided. This register is maintained centrally and updated regularly and includes all members of the Governing Body and the Executive Leadership Team.

The College has appropriate Whistleblowing/Raising Concerns and Fraud Policies in place which are reviewed and updated periodically. The College also participates in the biennial National Fraud Initiative (NFI) exercise.

The College receives periodic reports concerning internal control, and steps are taken to manage risks in significant areas of responsibility and monitor progress on key projects. No priority one recommendations were made by audit during the year ended 31 July 2025, and all recommendations made were accepted and have been actioned or are in the process of being actioned.

### **Personal Data Related Incidents**

Our Data Breach register shows that 33 actual or potential data breaches occurred within the College between 1 August 2024 and 31 July 2025: 25 were confirmed as data breaches, none of which were reported to the Information Commissioner's Office (ICO) following a risk assessment. The investigations concluded that the College review processes to mitigate recurrence and limit potential data security risks, remind staff of their GDPR responsibilities, and ensure staff follow security protocols.

### **Risk Management**

The College maintains a robust and comprehensive Corporate Risk Register, supported by a suite of operational risk registers. These are actively monitored and managed on a quarterly basis by the Governing Body, the Audit & Risk Assurance Committee, and senior management. The Corporate

Risk Register captures all risks that could impede the College's ability to achieve the strategic aims and objectives outlined in the Strategic Plan. Each risk entry includes:

- A clear description of the risk, including its causes and potential impacts;
- An assessed inherent risk score based on likelihood and impact;
- The designated risk owner responsible for oversight and mitigation;
- Existing controls and actions in place to manage the risk;
- The direction of travel since the previous review; and
- The current residual risk status.

While the Corporate Risk Register is reviewed quarterly, a full refresh is conducted annually to ensure alignment with strategic priorities and emerging risks.

In line with our commitment to digital transformation and service delivery by design, the College implemented an integrated risk and performance management software solution during 2022–23. This system consolidates strategic planning, operational delivery, and risk management into a single platform, providing accessible and high-quality performance information. By 2023–24, the system was fully embedded across the organisation and continues to support evidence-based decision-making.

As of 31 July 2025, the following risks have been classified as of significant concern, where residual risk remains high despite mitigation efforts:

- **Information/Security**, Failure to ensure business continuity as a result of a cyber attack; and
- **People**, Recruitment challenges impacting on enrolment – Colleges not being able to attract lecturers/trainers in some vocational areas.

As Accounting Officer, I am satisfied that the College has an effective and proactive risk management framework in place. The Corporate Risk Register is actively managed, with targeted action plans addressing each identified risk. The review of internal control effectiveness is informed by the work of senior officers responsible for maintaining the internal control framework, as well as feedback from External Auditors through the RTTCWG. Based on this comprehensive review, I am confident that no significant weaknesses have been identified. This assessment is supported by the Internal Auditors' Annual Statement of Assurance.



Damian Duffy  
Accounting Officer

26th November 2025

## ASSEMBLY ACCOUNTABILITY DISCLOSURES FOR THE YEAR ENDED 31 JULY 2025

The Assembly Accountability Report brings together the key Assembly accountability documents within the annual report and accounts.

### **Losses (subject to audit)**

The College is required by Managing Public Money NI (MPMNI) to provide a losses statement where total losses exceed £300,000.

The College did not incur losses exceeding £300,000.

Losses are disclosed in Note 28.

### **Special Payments (subject to audit)**

The College is required by MPMNI to provide a special payments statement where total losses exceed £300,000.

The College did not incur losses exceeding £300,000.

Special payments are disclosed in Note 28.

### **Remote Contingent Liabilities (subject to audit)**

Remote Contingent Liabilities are not required to be disclosed under Financial Reporting Standard in the UK and Republic of Ireland (FRS 102, Section 21), since the possibility of any outflow of resources in settlement is remote.

Remote Contingent Liabilities are included in this report for Assembly accountability purposes.

There are no remote contingent liabilities that require disclosure at 31 July 2025.

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# Financial Statements

## THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

### **Opinion on financial statements**

I certify that I have audited the financial statements of the Belfast Metropolitan College and its group for the year ended 31 July 2025 under the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008. The financial statements comprise: the Group and Parent Statements of Comprehensive Income and Expenditure, Changes in Reserves, Financial Position, Cash Flows; and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom accounting standards including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

I have also audited the information in the Remuneration Report and Staff Report that is described in those reports as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the group's and of Belfast Metropolitan College's affairs as at 31 July 2025 and of the group's and Belfast Metropolitan College's net surplus for the year then ended; and
- have been properly prepared in accordance with the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008 and the Department for the Economy directions issued thereunder.

### **Opinion on regularity**

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

### **Basis for opinions**

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate.

My staff and I are independent of Belfast Metropolitan College in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

### **Conclusions relating to going concern**

In auditing the financial statements, I have concluded Belfast Metropolitan College's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

My responsibilities and the responsibilities of the Accounting Officer and Governing Body with respect to going concern are described in the relevant sections of this certificate.

## Other Information

The other information comprises the information included in the annual report other than the financial statements, the parts of the Remuneration Report and Staff Report described in those reports as having been audited, and my audit certificate and report. The Governing Body and the Accounting Officer are responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my certificate I do not express any form of assurance conclusion thereon.

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

I have nothing to report in this regard.

## Opinion on other matters

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

- the parts of the Remuneration Report and Staff Report to be audited have been properly prepared in accordance with Department for the Economy directions made under the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008; and
- the information given in the Strategic Report, Remuneration Report, Staff Report, Statement of the Responsibilities of the Accounting Officer and Governing Body and Statement of Corporate Governance and Internal Control for the financial year for which the financial statements are prepared is consistent with the financial statements.

In light of the knowledge and understanding of Belfast Metropolitan College and its environment obtained in the course of the audit, I have not identified material misstatements in the Strategic Report, Remuneration Report, Staff Report, Statement of the Responsibilities of the Accounting Officer and Governing Body and Statement of Corporate Governance and Internal Control.

## Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Remuneration Report and Staff Report to be audited are not in agreement with the accounting records; or
- I have not received all of the information and explanations I require for my audit; or
- the Statement of Corporate Governance and Internal Control does not reflect compliance with the Department of Finance's guidance.

## **Responsibilities of the Governing Body and Accounting Officer for the financial statements**

As explained more fully in the Statement of the Responsibilities of the Accounting Officer and Governing Body, the Governing Body and the Accounting Officer are responsible for:

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- ensuring the annual report, which includes the Remuneration Report and Staff Report is prepared in accordance with the applicable financial reporting framework; and
- assessing Belfast Metropolitan College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by Belfast Metropolitan College will not continue to be provided in the future.

## **Auditor's responsibilities for the audit of the financial statements**

My objectives are to audit, certify and report on the financial statements in accordance with the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008.

My 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 a certificate that includes my 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.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:

- obtaining an understanding of the legal and regulatory framework applicable Belfast Metropolitan College through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008;
- making enquires of management and those charged with governance on Belfast Metropolitan College's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of Belfast Metropolitan College's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud.

As part of this discussion, I identified potential for fraud in the following areas: revenue recognition and posting of unusual journals;

- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;
- documenting the design and implementation of internal controls in place to mitigate risk of material misstatement due to fraud and non-compliance with laws and regulations;
- communicating with component auditors to request identification of any instances of non-compliance with laws and regulations that could give rise to a material misstatement of the group financial statements;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate;
- addressing the risk of fraud as a result of management override of controls by:
  - performing analytical procedures to identify unusual or unexpected relationships or movements;
  - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
  - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
  - investigating significant or unusual transactions made outside of the normal course of business; and
- applying tailored risk factors to datasets of financial transactions and related records to identify potential anomalies and irregularities for detailed audit testing.

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

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

**Report**

I have no observations to make on these financial statements.



*Dorinnia Carville*  
Comptroller and Auditor General  
Northern Ireland Audit Office  
106 University Street  
BELFAST  
BT7 1EU

28 November 2025

## FINANCIAL STATEMENTS

### CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

	Notes	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
<b>INCOME</b>					
Department for the Economy income	1	62,695	62,687	67,977	67,969
Education contracts	2	2,618	2,618	1,913	1,913
Tuition fees and charges	3	9,531	9,531	8,651	8,651
Other grant income	4	744	744	1,892	1,892
Other operating income	5	853	610	1,037	760
Investment income	6	332	332	343	343
<b>Total income</b>		<b>76,773</b>	<b>76,522</b>	<b>81,813</b>	<b>81,528</b>
<b>EXPENDITURE</b>					
Staff costs	7	42,460	42,382	43,217	43,132
Other operating expenses	9	27,249	26,975	26,931	26,685
Depreciation, amortisation and impairment	12&13	6,635	6,565	6,357	6,337
Interest and other finance costs	10	4	4	4	4
Holiday pay provision	25	0	0	0	0
<b>Total expenditure</b>		<b>76,348</b>	<b>75,926</b>	<b>76,509</b>	<b>76,158</b>
<b>Surplus/(deficit) before exceptional items</b>		<b>425</b>	<b>596</b>	<b>5,304</b>	<b>5,370</b>
Exceptional staff costs - redundancy	7	0	0	5,822	5,822
<b>Total Exceptional items</b>		<b>0</b>	<b>0</b>	<b>5,822</b>	<b>5,822</b>
<b>Surplus/(deficit) before tax</b>		<b>425</b>	<b>596</b>	<b>(518)</b>	<b>(452)</b>
Taxation		0	0	0	0
<b>Surplus/(deficit) for the year</b>		<b>425</b>	<b>596</b>	<b>(518)</b>	<b>(452)</b>
<b>Other Comprehensive Income</b>					
Unrealised surplus on revaluation of land and buildings		5,792	5,647	2,881	2,881
Actuarial (loss)/gain in respect of pension scheme		(180)	(180)	(182)	(182)
Closure of Endowment Transfer		0	0	(126)	0
Rounding difference		0	0	1	2
<b>Total comprehensive income for the year</b>		<b>6,037</b>	<b>6,063</b>	<b>2,056</b>	<b>2,249</b>
Represented by:					
Restricted comprehensive income for the year		0	0	0	0
Unrestricted comprehensive income for the year		6,037	6,063	2,056	2,249

All amounts above relate to the continuing operations of the college.

***The accompanying accounting policies and notes form an integral part of these financial statements.***

CONSOLIDATED STATEMENT OF  
CHANGES IN RESERVES  
FOR THE YEAR ENDED 31 JULY 2025

2024-25

GROUP

	Income and expenditure account								Total Non- controlling interest	
	Endowment	Restricted	Pension Reserve	Unrestricted	Revaluation reserve	Total excluding Non- Controlling Interest				
						£'000	£'000	£'000		
<b>Balance at 1 August 2023 restated</b>	126	0	(88)	(1,502)	96,633	0	0	0	95,169	
Restated Surplus/(deficit) from income and expenditure statement	0	0	0	(518)	0	0	0	0	(518)	
Other comprehensive income	0	0	4	(186)	2,881	0	0	0	2,699	
Transfers between revaluation and income and expenditure	0	0	0	2,995	(2,995)	0	0	0	0	
Rounding difference	0	0	0	1	0	0	0	0	1	
Closure of endowment asset investment	(126)	0	0	0	0	0	0	0	(126)	
<b>Balance at 1 August 2024</b>	<b>0</b>	<b>0</b>	<b>(84)</b>	<b>790</b>	<b>96,519</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>97,225</b>	
Surplus/(deficit) from income and expenditure statement	0	0	0	425	0	0	0	0	425	
Other comprehensive income	0	0	8	(188)	5,792	0	0	0	5,612	
Transfers between revaluation and income and expenditure	0	0	0	3,234	(3,234)	0	0	0	0	
Rounding difference	0	0	0	(1)	1	0	0	0	0	
<b>Total comprehensive income for the year</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>3,470</b>	<b>2,559</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6,037</b>	
<b>Balance at 31 July 2025</b>	<b>0</b>	<b>0</b>	<b>(76)</b>	<b>4,260</b>	<b>99,078</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>103,262</b>	

*The accompanying accounting policies and notes form an integral part of these financial statements.*

CONSOLIDATED STATEMENT OF  
CHANGES IN RESERVES  
FOR THE YEAR ENDED 31 JULY 2025

2024-25

COLLEGE

	Income and expenditure account								Total Non- controlling interest
	Endowment	Restricted	Pension Reserve	Unrestricted	Revaluation reserve	excluding Non- Controlling Interest	Total		
	£'000	£'000	£'000	£'000	£'000	£'000	£'000		
<b>Balance at 1 August 2023 restated</b>	0	0	(88)	(1,959)	95,144	0	0	93,097	
Restated Surplus/(deficit) from income and expenditure statement	0	0	0	(452)	0	0	0	(452)	
Other comprehensive income	0	0	4	(186)	2,881	0	0	2,699	
Transfers between revaluation and income and expenditure	0	0	0	2,995	(2,995)	0	0	0	
Rounding difference	0	0	0	2	0	0	0	2	
<b>Balance at 1 August 2024</b>	<b>0</b>	<b>0</b>	<b>(84)</b>	<b>400</b>	<b>95,030</b>	<b>0</b>	<b>0</b>	<b>95,346</b>	
Surplus/(deficit) from income and expenditure statement	0	0	0	596	0	0	0	596	
Other comprehensive income	0	0	8	(188)	5,647	0	0	5,467	
Transfers between revaluation and income and expenditure	0	0	0	3,234	(3,234)	0	0	0	
Rounding difference	0	0	0	1	(1)	0	0	0	
<b>Total comprehensive income for the year</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>3,643</b>	<b>2,412</b>	<b>0</b>	<b>0</b>	<b>6,063</b>	
<b>Balance at 31 July 2025</b>	<b>0</b>	<b>0</b>	<b>(76)</b>	<b>4,043</b>	<b>97,442</b>	<b>0</b>	<b>0</b>	<b>101,409</b>	

*The accompanying accounting policies and notes form an integral part of these financial statements.*

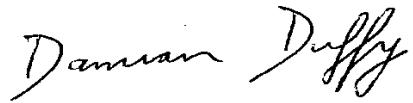
# CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 JULY 2025

	Notes	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
<b>Non-Current Assets</b>					
Property, Plant and Equipment	12	146,134	143,533	145,258	142,732
Intangible assets	13	96	96	174	174
Pension Asset	21	0	0	0	0
		<b>146,230</b>	<b>143,629</b>	<b>145,432</b>	<b>142,906</b>
<b>Current assets</b>					
Trade and other receivables	17	3,762	4,180	2,914	3,220
Cash and cash equivalents	20	8,078	8,058	7,969	7,941
<b>Total current assets</b>		<b>11,840</b>	<b>12,238</b>	<b>10,883</b>	<b>11,161</b>
Less: Creditors – amounts falling due within one year	18	14,806	14,792	14,409	14,388
<b>Net current (liabilities)/ assets</b>		<b>(2,966)</b>	<b>(2,554)</b>	<b>(3,526)</b>	<b>(3,227)</b>
<b>Total assets less current liabilities</b>		<b>143,264</b>	<b>141,075</b>	<b>141,906</b>	<b>139,679</b>
Less: Creditors – amounts falling due after more than one year	19	39,577	39,241	44,278	43,930
<b>Provisions:</b>					
Pension provisions	21	76	76	84	84
Other provisions	25	349	349	319	319
<b>Net assets including pension liability</b>		<b>103,262</b>	<b>101,409</b>	<b>97,225</b>	<b>95,346</b>
<b>Restricted Reserves</b>					
Income and expenditure account –restricted reserve		0	0	0	0
<b>Unrestricted Reserves</b>					
Income and expenditure –unrestricted reserves		4,260	4,043	790	400
Income and expenditure –pensions reserves		(76)	(76)	(84)	(84)
Revaluation reserve		99,078	97,442	96,519	95,030
<b>Total reserves</b>		<b>103,262</b>	<b>101,409</b>	<b>97,225</b>	<b>95,346</b>
<b>Total</b>		<b>103,262</b>	<b>101,409</b>	<b>97,225</b>	<b>95,346</b>

The financial statements on pages 48 to 86 were approved by the Governing Body of Belfast Metropolitan College on 26th November 2025 and were signed on its behalf on that date by:



**Jacqueline Dixon**  
Chair of Governing Body  
Belfast Metropolitan College



**Damian Duffy**  
Accounting Officer  
Belfast Metropolitan College

***The accompanying accounting policies and notes form an integral part of these financial statements.***

# CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 JULY 2025

	Notes	2025 £'000	2024 £'000
<b>Cash inflow/(outflow) from operating activities</b>			
Deficit for the year		425	(518)
<b>Adjustment for non-cash items</b>			
Depreciation and impairment	12 & 13	6,635	6,334
Deferred capital grant released to income	1	(2,510)	(2,404)
Decrease/(increase) in receivables	17	(848)	234
Increase/(decrease) in creditors	18 & 19	234	169
Increase/(decrease) in pension provision	21	(218)	(186)
Increase/(decrease) in other provisions	25	30	8
Adjustment for investing or financing activities		0	0
Investment income		(332)	(343)
Profit on sale of property, plant and equipment		0	0
Adjustment for cumulative rounding in income and expenditure		1	1
Prior year adjustment		0	0
<b>Net cash inflow from operating activities</b>		<b>3,417</b>	<b>3,295</b>
<b>Cash flows from investing activities</b>			
Proceeds from sale of property, plant and equipment		0	0
Deferred capital grants received		1,098	2,167
Investment income	6	332	343
Payments made to acquire property, plant and equipment		(1,525)	(2,015)
New non-current asset investments		0	0
<b>Net cash (outflow)/inflow from investing activities</b>		<b>(95)</b>	<b>495</b>
<b>Cash inflows from financing activities</b>			
Capital and interest elements of PFI lease rental payments		(3,213)	(2,764)
Interest paid		0	0
<b>Net cash (outflow) from financing activities</b>		<b>(3,213)</b>	<b>(2,764)</b>
<b>Increase/(Decrease) in cash and cash equivalents in the year</b>		<b>109</b>	<b>1,026</b>
Net funds at 1 August		<u>7,969</u>	<u>6,943</u>
<b>Net funds at 31 July</b>		<b><u>8,078</u></b>	<b><u>7,969</u></b>

In this statement, figures in brackets refer to cash outflows and all other figures are cash inflows to the College.

*The accompanying accounting policies and notes form an integral part of these financial statements.*

# STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES FOR THE YEAR ENDED 31 JULY 2025

## **Statement of Accounting Policies**

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

## **Basis of Preparation**

These financial statements have been prepared on the going concern basis 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 College [and Group] is a public benefit entity and has therefore applied the relevant public benefit entity requirements of FRS 102.

The financial statements are prepared in accordance with the historical cost convention except that certain freehold properties are shown at their revalued amounts.

They also conform to the Accounts Direction issued by the Department for the Economy (DfE).

## **Basis of Accounting**

The financial statements are prepared in accordance with the historical cost convention modified by the revaluation of certain property, plant and equipment and in accordance with applicable United Kingdom accounting standards.

## **Going Concern**

The activities of the college, together with factors likely to affect its future development and performance are set out in the Strategic Report. The financial position of the College, its cashflow, liquidity and borrowings are described in the financial statements and accompanying Notes.

The College is satisfied that the organisation is a going concern on the basis that there is no reason to believe that the Department's future sponsorship and future assembly approval will not be forthcoming to meet the College's liabilities as they fall due. It has accordingly been considered appropriate to adopt a going concern basis for the preparation of these financial statements.

## **Basis of Consolidation**

The consolidated financial statements include the college and its subsidiary, Springvale Educational Village Limited (SEV Ltd). Intra-group balances are eliminated on consolidation. All financial statements are made up to 31 July 2025.

## STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES

### (continued)

#### Recognition of Income

##### **Government Grants [accruals model]**

The recurrent grant and other revenue grants received from DfE (and other government bodies) are recognised in income over the periods in which the College recognises the related costs for which the grant is intended to compensate. Where part of a government grant is deferred it is recognised as deferred income within creditors and allocated between creditors due within one year and creditors due after more than one year as appropriate.

##### **Tuition Fees**

Income from tuition fees is recognised in the period for which it is received and includes all fees payable by students or their sponsors.

##### **Non-government Grants**

Income from non-government grants, controls and other services rendered is included to the extent that the conditions of the funding have been met, or the extent of the completion of the contract or service concerned.

##### **Interest**

All income from short-term deposits is credited to the income and expenditure account in the year in which it is earned.

##### **Capital Grants (non-land grants) [accruals model]**

Non-recurrent grants from DfE and other government bodies received in respect of the acquisition of property, plant and equipment are recognised in income over the expected useful life of the asset.

##### **Other Capital Grants**

Other capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

##### **Donations and Endowments**

Non exchange transactions without performance related conditions are donations and endowments. Donations and endowments with donor-imposed restrictions are recognised in income when the College is entitled to the income. 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 College is entitled to the funds.

**STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES  
(continued)****Pension Scheme**

The two principal pension schemes for the College's staff are the Northern Ireland Teacher's Pension Scheme (NITPS) and the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) defined benefit schemes.

The NITPS is an unfunded contributory, voluntary membership scheme administered by the Department of Education. The current regulations under which the scheme operates are the *Teachers' Superannuation Regulations (NI) 1998 (as amended)*. The NITPS is a multi-employer scheme, and the college is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The NITPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

NILGOSC is a defined benefit scheme. The Funds are valued every three years by actuaries using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuaries. Pension costs are assessed on the basis of the latest actuarial valuations of the scheme and are accounted for on the basis of charging the cost of providing pensions over the period during which the college benefits from the employees' services. Variations from regular cost are spread over the expected average remaining working lifetime of members of the scheme after making allowances for future withdrawals.

The difference between the fair value of the assets held in the college's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the college's Statement of Financial Position as a pension scheme asset or liability as appropriate. The carrying value of any resulting pension scheme asset is restricted to the extent that the college is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme.

Changes in the defined benefit pension scheme asset or liability arising from factors other than cash contribution by the College are charged to the Consolidated Statement of Comprehensive Income and Expenditure.

To comply with auto enrolment legislation, Belfast Met has also joined the National Employment Savings Trust (NEST). Contributions by the College are made on a defined contribution basis.

## STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES

### (continued)

#### Property, Plant and Equipment

- **Land and Buildings**

Land and buildings are stated in the Statement of Financial Position at valuation on the basis of depreciated replacement cost (including irrecoverable VAT), as the open market value for existing use is not readily obtainable. The associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic cost of assets and the actual charge for the year calculated on the revalued amount is released to the income and expenditure account reserve on an annual basis. Land and buildings acquired since the last valuation are included in the Statement of Financial Position at cost. Freehold land is not depreciated. Freehold buildings are depreciated over their expected useful economic life to the college as advised by LPS. The depreciation charge on buildings is based on the opening value as valued by LPS. Where land and buildings are acquired with the aid of specific grants, these are accounted for in accordance with the revenue recognition policies above. Valuations are obtained on a regular basis, with a full professional valuation being undertaken by Land and Property Services (LPS) every five years, with revaluation using indices provided by LPS in intervening years and an interim valuation being carried out after 3 years. Revaluation is based on an interim valuation provided by LPS as at 31 July 2025.

- **Assets Under Construction**

Assets under construction are accounted for at cost, based on the value of architects' certificates and other direct costs, incurred to 31 July 2025. They are not depreciated until they are brought into use.

- **Assets other than land and buildings**

Assets other than land and buildings costing less than £3,000 per individual item are written off to the income and expenditure account in the period of acquisition. All other assets are capitalised at cost.

These assets are depreciated over their useful economic lives as follows:

Computers	- three years straight line
Motor vehicles	- four years straight line
Plant and equipment	- five years straight line
Fixtures and Fittings	- five years straight line

#### Private Finance Initiative

Where it is concluded that the College has an asset of the property and therefore a liability to pay for it, these are recorded on the Statement of Financial Position. The initial amount recorded for each is the fair value of the property or if lower, the present value of the minimum lease payments determined at the inception of the lease. Subsequently, the asset is depreciated over its useful economic life.

Payments are allocated between service costs, finance charges and financial liability repayments to reduce the financial liability to nil over the life of the arrangement.

The College recognises the property when it comes into use, unless it bears significant construction risk, in this case the property is recognised as it is constructed.

## STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES

(continued)

### Leased Assets

Costs in respect of operating leases are charged on a straight-line basis over the lease term.

Leasing agreements which transfer to the College substantially ownership of an asset are treated as if the asset had been purchased outright and are capitalised at their fair value at the inception of the lease and depreciated over the shorter of the lease term or the useful economic lives of equivalently owned assets. The capital element outstanding is shown as obligations under finance leases. The finance charges are allocated over the period of the lease in proportion to the capital element outstanding.

### Intangible Assets

Intangible assets, greater than £3,000 per individual item, are capitalised at cost. Software integral to an item of hardware is dealt with as property, plant and equipment.

Amortisation is charged on a systematic basis over the useful economic life of the intangible asset. The useful economic life is limited to the period of any contractual or legal rights (including any renewal periods where the cost of renewal is not significant). Where the intangible asset has perpetual rights, the asset is amortised over the estimated useful economic life. The following amortisation rates were used in the year ended 31 July 2025:

Learner Management system - Contractual license period – 66 months from May 21

### Foreign Currency Translation

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

### Taxation

As an exempt charity the college benefits by being broadly exempt from corporation tax on income it receives from tuition fees, interest, and rents.

The college is exempted from levying VAT on most of the services it provides to students. For this reason, the college is partially exempt in respect of VAT, so that it can only recover a minor element of VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of property, plant, and equipment as appropriate, where the inputs themselves are property, plant and equipment by nature.

### Liquid Resources

Liquid resources include sums on short-term deposits with recognised banks and building societies.

### Provisions

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

**Financial Instruments**

Financial assets and financial liabilities are recognised when the College becomes a party to the contractual provisions of the instruments. Financial liabilities are classified according to the substance of the contractual arrangements being entered into. The College's financial assets and liabilities all meet the criteria for basic financial instruments, prescribed within FRS 102 Section 11.8

**Agency arrangements**

The College acts as an agent in the collection and payment of Support Funds and Care to Learn payments. Related payments received from DfE and subsequent disbursements to students are excluded from the Consolidated Statement of Comprehensive Income and Expenditure and are shown separately in Note 27.

## NOTES TO THE FINANCIAL STATEMENTS

### 1. DEPARTMENT FOR THE ECONOMY INCOME

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
<b>Grant In Aid Received from DfE</b>				
Recurrent grant	48,019	48,019	46,527	46,527
Release of deferred capital grants	2,510	2,502	2,404	2,396
Additional Support funds	612	612	615	615
Students with Learning Difficulties and/or Disabilities (SLDD)	584	584	544	544
Innovation Fund	356	356	351	351
Private Finance Initiative (PFI)/ Public Private Partnership (PPP)	6,799	6,799	6,780	6,780
Other	2,501	2,501	3,340	3,340
<b>Grant In Aid Items</b>	<b>61,381</b>	<b>61,373</b>	<b>60,561</b>	<b>60,553</b>
 <b>Non-Grant in Aid received from DfE</b>				
Education Maintenance Allowance administration	19	19	19	19
Assured Skills	105	105	548	548
Higher Level Apprenticeships	1,190	1,190	1,027	1,027
VSS Income	0	0	5,822	5,822
<b>Non-grant in aid items</b>	<b>1,314</b>	<b>1,314</b>	<b>7,416</b>	<b>7,416</b>
 <b>Total DfE income</b>	 <b>62,695</b>	 <b>62,687</b>	 <b>67,977</b>	 <b>67,969</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 2. EDUCATION CONTRACTS

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
Entitlement Framework	99	99	113	113
Apprenticeships NI	2,519	2,519	1,800	1,800
<b>Total</b>	<b>2,618</b>	<b>2,618</b>	<b>1,913</b>	<b>1,913</b>

## 3. TUITION FEES AND CHARGES

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
Higher Education (HE) income	4,038	4,038	3,524	3,524
Home and other European Union	5,467	5,467	5,081	5,081
Non-European Union	26	26	46	46
<b>Total</b>	<b>9,531</b>	<b>9,531</b>	<b>8,651</b>	<b>8,651</b>

**Tuition fees funded by bursaries**

Included within the above amounts are amounts which fund bursaries of £98,890 (2024: £42,476).

## 4. OTHER GRANT INCOME

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
European funds	279	279	1,590	1,590
Other funds	465	465	302	302
<b>Total</b>	<b>744</b>	<b>744</b>	<b>1,892</b>	<b>1,892</b>

## 5. OTHER OPERATING INCOME

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
Catering and residence operations	69	69	78	78
Other income generating activities	566	323	691	439
Other income	218	218	268	243
<b>Total</b>	<b>853</b>	<b>610</b>	<b>1,037</b>	<b>760</b>

## 6. INVESTMENT INCOME

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
Pension income	0	0	0	0
Other interest receivable	332	332	343	343
<b>Total</b>	<b>332</b>	<b>332</b>	<b>343</b>	<b>343</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 7. STAFF COSTS

All staff are employed by the College and where applicable costs are recharged to the subsidiary companies. The average number of persons (including senior post-holders) employed by the college during the year, expressed as full-time equivalents was:

	2025 Group No.	2025 College No.	2024 Group No.	2024 College No.
Governing body	0	0	0	0
Teaching	331	331	376	376
Support	152	152	165	165
Administration	202	202	205	205
Premises	25	25	32	32
<b>Total</b>	<b>710</b>	<b>710</b>	<b>778</b>	<b>778</b>

**Staff costs for the above persons**

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
Governing body	82	82	80	80
Teaching	21,390	21,390	21,341	21,341
Support	7,346	7,346	7,212	7,212
Administration	12,580	12,560	13,459	13,439
FRS 102 adjustment (see note 21)	(192)	(192)	(190)	(190)
Premises	1,254	1,196	1,315	1,250
	42,460	42,382	43,217	43,132
<b>Exceptional Staff Costs (Redundancy)</b>	<b>0</b>	<b>0</b>	<b>5,822</b>	<b>5,822</b>
<b>Total</b>	<b>42,460</b>	<b>42,382</b>	<b>49,039</b>	<b>48,954</b>

Wages and salaries	32,679	32,601	32,837	32,752
Social security costs	3,137	3,137	3,592	3,592
Movement in pension	0	0	0	0
Other pension costs	6,644	6,644	6,788	6,788
	42,460	42,382	43,217	43,132
<b>Exceptional Staff Costs (Redundancy)</b>	<b>0</b>	<b>0</b>	<b>5,822</b>	<b>5,822</b>
<b>Total</b>	<b>42,460</b>	<b>42,382</b>	<b>49,039</b>	<b>48,954</b>

Included within staff costs above are agency costs amounting to £1,682k for the group (2023-24 £1,278k) and £1,604k for the College (2023-24 £1,194k)

## NOTES TO THE FINANCIAL STATEMENTS (continued)

The number of senior post-holders and other staff who received emoluments, including pension contributions and benefits in kind, in the following ranges was:

	Senior post-holders		Other staff	
	2025	2024	2025	2024
	No.	No.	No.	No.
£60,001 to £70,000	0	0	59	57
£70,001 to £80,000	0	0	18	31
£80,001 to £90,000	0	0	8	11
£90,001 to £100,000	0	0	7	7
£100,001 to £110,000	0	0	0	1
£110,001 to £120,000	1	0	1	0
£120,001 to £130,000	1	1	0	0
£130,001 to £140,000	0	0	0	0
£140,001 to £150,000	1	1	0	0
£150,001 to £160,000	0	1	0	0
£160,001 to £170,000	0	0	0	0
£170,001 to £180,000	0	0	0	0
£180,001 to £190,000	1	0	0	0
	<u>4</u>	<u>3</u>	<u>93</u>	<u>107</u>

### 8. KEY MANAGEMENT PERSONNEL

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the college Governing Body and Executive Leadership Team which comprises the Principal/Directors and Deputy Directors.

	2025	2024
	No.	No.
The number of senior post-holders including the Principal was:	<u>5</u>	<u>3</u>

Senior post-holders' emoluments are made up as follows:

	2025 £'000	2024 £'000
Salaries	472	535
Pension contributions	116	72
<b>Total emoluments</b>	<b>588</b>	<b>607</b>

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

	<b>2025</b> <b>£'000</b>	<b>2024</b> <b>£'000</b>
Salaries	140	135
Pension contributions	41	23
<b>Total</b>	<b><u>181</u></b>	<b><u>158</u></b>

The pension contributions in respect of the Principal and senior post-holders are in respect of employer's contributions to the Teachers' Pension Scheme and the Northern Ireland Local Government Officers' Superannuation Scheme are paid at the same rate as for other employees.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

## 9. OTHER OPERATING EXPENSES

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
Direct Teaching	1,109	1,109	822	822
Direct Support	4,072	4,072	3,951	3,950
Administration	5,910	5,815	6,453	6,351
Professional Fees	106	106	240	240
Premises	7,227	7,048	6,122	5,979
Unitary payments under PFI contract	6,596	6,596	6,879	6,879
Interest element of finance lease	2,229	2,229	2,464	2,464
<b>Total</b>	<b>27,249</b>	<b>26,975</b>	<b>26,931</b>	<b>26,685</b>

## Other operating expenses for the group include:

	2025 £'000	2024 £'000
Auditors' remuneration:		
Financial statements audit (includes £73,000 in respect of the college – 2023-24 £65,000)	73	65
Other Services – NFI	1	0
Internal audit (includes £34,122 in respect of the college – 2023-24 £29,226)	34	29

## 10. INTEREST AND OTHER FINANCE COSTS

	2025 Group £'000	2025 College £'000	2024 Group £'000	2024 College £'000
On bank loans, overdrafts and other loans	0	0	0	0
On finance leases	0	0	0	0
Net charge on pension scheme	0	0	0	0
<b>Total</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>

## 11. TAXATION

The members do not believe the college was liable for any corporation tax arising out of its activities during this period. SEV Ltd had a liability of £nil in 2024-25.

**NOTES TO THE FINANCIAL STATEMENTS (continued)****12. PROPERTY, PLANT AND EQUIPMENT**

<b>Group</b>	<b>Freehold land &amp; buildings</b>	<b>PFI</b>	<b>Plant &amp; equipm't</b>	<b>Computer</b>	<b>Fixtures &amp; fittings</b>	<b>Motor vehicles</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Cost or valuation</b>							
At 1 August 2024	41,727	108,461	10,958	6,444	1,074	312	168,976
Additions	0	118	1,118	26	381	0	1,643
Impairment	(110)	0	0	0	0	0	(110)
Surplus/(deficit) on revaluation	(970)	(7,192)	0	0	0	0	(8,162)
Disposals	0	0	(3,652)	(4,132)	(260)	(70)	(8,114)
Rounding adjustment	(1)	(1)	3	(2)	0	0	(1)
<b>At 31 July 2025</b>	<b>40,646</b>	<b>101,386</b>	<b>8,427</b>	<b>2,336</b>	<b>1,195</b>	<b>242</b>	<b>154,232</b>
<b>Depreciation</b>							
At 1 August 2024	2,381	6,861	7,865	5,791	537	283	23,718
Charge for the year	1,232	3,544	1,174	359	188	15	6,512
Revaluation	(3,549)	(10,405)	0	0	0	0	(13,954)
Impairment	(64)	0	0	0	0	0	(64)
Elimination in respect of disposals	0	0	(3,652)	(4,132)	(260)	(70)	(8,114)
Rounding adjustment	0	0	2	(2)	0	0	0
<b>At 31 July 2025</b>	<b>0</b>	<b>0</b>	<b>5,389</b>	<b>2,016</b>	<b>465</b>	<b>228</b>	<b>8,098</b>
<b>Net book value at 31 July 2025</b>	<b>40,646</b>	<b>101,386</b>	<b>3,038</b>	<b>320</b>	<b>730</b>	<b>14</b>	<b>146,134</b>
Net book value at 31 July 2024	39,346	101,600	3,093	653	537	29	145,258

**NOTES TO THE FINANCIAL STATEMENTS (continued)****12. PROPERTY, PLANT AND EQUIPMENT**

College	Freehold land & buildings £'000	PFI £'000	Plant & equipm't £'000	Computers £'000	Fixtures & fittings £'000	Motor vehicles £'000	Total £'000
<b>Cost or valuation</b>							
At 1 August 2024	39,161	108,461	10,811	6,444	1,074	312	166,263
Additions	0	118	1,118	26	381	0	1,643
Surplus/(deficit) on revaluation	(1,115)	(7,192)	0	0	0	0	(8,307)
Disposals	0	0	(3,652)	(4,132)	(260)	(70)	(8,114)
Rounding difference	(1)	(1)	3	(2)	0	0	(1)
<b>At 31 July 2025</b>	<b>38,045</b>	<b>101,386</b>	<b>8,280</b>	<b>2,336</b>	<b>1,195</b>	<b>242</b>	<b>151,484</b>
<b>Depreciation</b>							
At 1 August 2024	2,341	6,861	7,718	5,791	537	283	23,531
Charge for the year	1,208	3,544	1,174	359	188	15	6,488
Revaluation Elimination in respect of disposals	(3,549)	(10,405)	0	0	0	0	(13,954)
Rounding difference	0	0	(3,652)	(4,132)	(260)	(70)	(8,114)
<b>At 31 July 2025</b>	<b>0</b>	<b>0</b>	<b>5,242</b>	<b>2,016</b>	<b>465</b>	<b>228</b>	<b>7,951</b>
<b>Net book value at 31 July 2025</b>	<b>38,045</b>	<b>101,386</b>	<b>3,038</b>	<b>320</b>	<b>730</b>	<b>14</b>	<b>143,533</b>
Net book value at 31 July 2024	36,820	101,600	3,093	653	537	29	142,732

Land and buildings were last subject to a full revaluation at 31 July 2022 on a depreciated replacement cost basis. The valuations were performed independently by the Land and Property Service (LPS). Subsequently that revaluation was updated using an interim valuation supplied by the Land and Property Service as at 31 July 2025.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 12. PROPERTY, PLANT AND EQUIPMENT

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

	£'000
Cost	0
Aggregate depreciation based on cost	<u>0</u>
<b>Net book value based on cost</b>	<b><u>0</u></b>

The net book value of property, plant and equipment includes an amount of £99,686k (2024: £101,600k) in respect of assets held under finance leases.

	2025	2024
	£'000	£'000
The depreciation charge for the year is analysed as follows:		
Owned assets	2,968	2,810
Assets held under finance leases and hire purchase arrangements	3,544	3,470

### 13. INTANGIBLE FIXED ASSETS

#### Group and College

	Intangible Asset	TOTAL
	£'000	£'000
<b>Cost or valuation</b>		
At 1 August 2024	424	424
Additions	0	0
Disposals	<u>0</u>	<u>0</u>
<b>At 31 July 2025</b>	<b><u>424</u></b>	<b><u>424</u></b>
<b>Amortisation</b>		
At 1 August 2024	250	250
Charge for the year	77	77
Rounding difference	1	1
Elimination in respect of disposals	<u>0</u>	<u>0</u>
<b>At 31 July 2025</b>	<b><u>328</u></b>	<b><u>328</u></b>
<b>Net book value at 31 July 2025</b>	<b><u>96</u></b>	<b><u>96</u></b>
<b>Net book value at 31 July 2024</b>	<b><u>174</u></b>	<b><u>174</u></b>

The intangible asset is a jointly owned and controlled asset among the six Further Education Colleges of Northern Ireland. The asset is a Learner Management System that will be operated centrally for the sector. The intangible asset is funded in full through a capital grant from the Department for the Economy. The total cost for the joint asset for the sector was £2.5m and amortisation began in May 2021.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 14. SERVICE CONCESSION ARRANGEMENTS

The Statement of Financial Position includes two service concession arrangements where service delivery has commenced, Millfield and Titanic Quarter.

#### **Movement in service concession arrangement assets**

The asset value of the service concession included in the Statement of Financial Position as at 31 July 2025 is £101,386k (2024: £101,600k). The decrease of £214k is due to depreciation being slightly more than additions and revaluation.

#### **Movement in service concession liabilities**

The total liabilities relating to the service concession included in the Statement of Financial Position as at 31 July 2025 were £20,839k (2024: £23,935k). The sum of £3,096k was repaid during the year.

#### **Future Commitments**

The following table analyses the College's future commitments in relation to service concession arrangements.

	Payable in 1 year	Payable 2-5 years	Payable >5 Years	Total
	£'000	£'000	£'000	£'000
Liability repayments	3,109	7,073	10,657	20,839
Finance charge	1,958	5,437	3,841	11,236
	<b>5,067</b>	<b>12,510</b>	<b>14,498</b>	<b>32,075</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 15. NON CURRENT INVESTMENTS

Springvale Education Village Ltd is a company registered by guarantee without share capital.

### 16. INVESTMENTS IN ASSOCIATES

The College does not have any investments in associates.

### 17. TRADE AND OTHER RECEIVABLES

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Amounts falling due within one year:				
Trade receivables	1,437	1,406	1,293	1,225
Amounts owed by group undertakings:				
Subsidiary undertakings	0	449	0	374
Advance payments in respect of PFI contracts	207	207	310	310
Amounts due from Department	763	763	121	121
Prepayments and accrued income	<u>1,355</u>	<u>1,355</u>	<u>1,190</u>	<u>1,190</u>
<b>Total receivables</b>	<b><u>3,762</u></b>	<b><u>4,180</u></b>	<b><u>2,914</u></b>	<b><u>3,220</u></b>

**NOTES TO THE FINANCIAL STATEMENTS (continued)**
**18. CREDITORS: AMOUNTS FALLING DUE IN LESS THAN ONE YEAR**

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Service concession arrangements	3,109	3,109	3,095	3,095
Payments received in advance	1,405	1,405	2,320	2,317
Trade payables	96	93	194	194
Taxation and social security	1,587	1,588	2,381	2,386
Accruals and deferred income	8,475	8,463	6,117	6,094
Other Payables	3	3	0	0
Amounts owed to the Department	<u>131</u>	<u>131</u>	<u>302</u>	<u>302</u>
<b>Total creditors</b>	<b><u>14,806</u></b>	<b><u>14,792</u></b>	<b><u>14,409</u></b>	<b><u>14,388</u></b>

In April 2009 the College signed a PPP contract with Ivywood College Ltd (ICL) to design, build and maintain, for 25 years, a new College Building on the Titanic Quarter site. Capital repayments are made over a 25-year period and are funded by DfE.

At the same time the College entered into the PFI agreement for the Titanic Quarter campus with ICL, the College also entered into a further agreement with a company connected to ICL, Ivywood Car Parks Limited. Under this agreement Ivywood Car Parks Limited constructed at its own cost (£5.3m), a sub-basement car park underneath the TQ campus which it is entitled to operate as a car park for 40 years, after which it reverts to the College. The College is entitled to income of £10k per annum indexed at 5% per annum in respect of this arrangement. The income is recognised on a straight-line basis over the 40-year period.

**Deferred income**

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

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Donations	545	545	1,000	1,000
Grant income	2,511	2,501	2,331	2,325
Other income	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	<b><u>3,056</u></b>	<b><u>3,046</u></b>	<b><u>3,331</u></b>	<b><u>3,325</u></b>

**NOTES TO THE FINANCIAL STATEMENTS (continued)****19. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR**

	<b>Group</b>	<b>College</b>	<b>Group</b>	<b>College</b>
	<b>2025</b>	<b>2025</b>	<b>2024</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Deferred income	21,846	21,510	23,438	23,090
Service concession liabilities due after one year	<u>17,731</u>	<u>17,731</u>	<u>20,840</u>	<u>20,840</u>
<b>Total creditors after one year</b>	<b><u>39,577</u></b>	<b><u>39,241</u></b>	<b><u>44,278</u></b>	<b><u>43,930</u></b>

**20. CASH AND CASH EQUIVALENTS**  
**GROUP**

	<b>As 1 August 2024</b>	<b>Cash Flows</b>	<b>At 31 July 2025</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Cash and Cash equivalents at 31 July	7,969	109	<u>8,078</u>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 21. PENSIONS AND SIMILAR OBLIGATIONS

The College's employees belong to two principal pension schemes: the Northern Ireland Teachers' Pension Scheme (NITPS) for academic and related staff; and the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) scheme for non-teaching staff. Both are defined-benefit schemes.

#### Total pension cost for the year

	2025 £'000	2024 £'000
NITPS: contributions paid	4,439	4,436
NILGOSC: contributions paid	2,374	2,516
NILGOSC: FRS 102 (28) adjustments	(192)	(190)
NEST: contributions paid	<u>23</u>	<u>26</u>
Charge to the Consolidated Statement of Comprehensive Income (staff costs)	6,644	6,788
Enhanced pension charge to the Consolidated Statement of Comprehensive Income (staff costs)	<u>0</u>	<u>0</u>
<b>Total pension cost for the year</b>	<b><u>6,644</u></b>	<b><u>6,788</u></b>

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

#### NITPS

The NITPS is an unfunded contributory, voluntary membership scheme administered by the Department of Education. Until 1 April 2015 the scheme operated under the Teachers' Superannuation Regulations (NI) 1998 (as amended). Further information about the scheme is given on the Department of Education's website [www.education-ni.gov.uk](http://www.education-ni.gov.uk).

The Public Service Pensions Act (Northern Ireland) 2014 provided for the closure of existing public sector pension schemes (including the NITPS) from 31 March 2015 and the establishment of new schemes based on a career average re-valued earnings model with normal pension age equal to state pension age introduced from 1 April 2015.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

The Government Actuary's Department values the scheme every 4 years with an interim valuation in the intervening 2-year period using the projected accrued benefit method.

The employer contribution rate increased to 29.1% from 1 April 2024 (was 25.1% from April 2019).

The bands applicable to member contributions for the NITPS from 1 April 2024 are:

Annual Pensionable Earnings	Member contribution rate
Up to £34,289.99	7.4%
£34,290 to £46,158.99	8.6%
£46,159 to £54,729.99	9.6%
£54,730 to £72,534.99	10.2%
£72,535 to £98,908.99	11.3%
£98,909 and above	11.7%

The bands applicable to member contributions for the NITPS from 1 April 2025 are:

Annual Pensionable Earnings	Member contribution rate
Up to £34,872.99	7.4%
£34,873 to £46,943.99	8.87%
£46,944 to £55,660.99	9.9%
£55,661 to £73,768.99	10.52%
£73,739 to £100,590.99	11.65%
£100,591 and above	12.06%

The NITPS is a multi-employer pension scheme. The College is unable to identify its share of the underlying assets and liabilities of the scheme, and therefore, as required by FRS 102 (28), accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Consolidated Statement of Comprehensive Income represents the contributions payable to the scheme in respect of the accounting period. The College has set out above the information available on the scheme and the implications for the College in terms of the anticipated contribution rates.

### NILGOSC

NILGOSC is a defined benefit statutory scheme, administered in accordance with the Local Government Pension Scheme Regulations (Northern Ireland) 2002, as amended. The disclosures below relate to the funded liabilities within the Northern Ireland Local Government Officers' Superannuation Pension Fund (the "Fund") which is part of the Local Government Pension Scheme (Northern Ireland) (the "LGPS") and certain related unfunded liabilities which have been separately disclosed.

The LGPS is a funded defined benefit plan with benefits earned up to 31 March 2015 being linked to final salary. Benefits after 31 March 2015 are based on a Career Average Revalued Earnings scheme. Details of the benefits earned over the period covered by this disclosure are set out in 'The Local Government Pension Scheme Regulations (Northern Ireland) 2014' (as amended) and 'The Local Government Pension Scheme (Amendment and Transitional Provisions) Regulations (Northern Ireland) 2014' (as amended).

## NOTES TO THE FINANCIAL STATEMENTS (continued)

Employee contribution rates for all members for the period covering 1 August 2024 to 31 July 2025 are as follows:

Pensionable Pay From 1 April 2024	Pensionable Pay From 1 April 2025	Member Contribution Rate
£0 to £18,000	£0 to £18,300	5.5%
£18,001 to £27,700	£18,301 to £28,100	5.8%
£27,701 to £46,300	£28,101 to £47,000	6.5%
£46,301 to £56,300	£47,001 to £57,200	6.8%
£56,301 to £111,700	£57,201 to £113,500	8.5%
More than £111,700	More than £113,500	10.5%

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

### Principal actuarial assumptions

Principal actuarial assumptions at the Statement of Financial Position date are as follows:

	At 31 July 2025	At 31 July 2024
Rate of increase in salaries	4.25%	4.30%
Rate of increase for pensions in payment/inflation	2.75%	2.80%
Discount rate for scheme liabilities	5.75%	5.00%
Inflation assumption (CPI)	2.75%	2.80%

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

	At 31 July 2025	At 31 July 2024
<i>Retiring today</i>		
Males	21.1	21.0
Females	23.9	23.9
<i>Retiring in 20 years</i>		
Active / Deferred Males	21.6 / 21.9	21.6 / 21.9
Active / Deferred Females	24.6 / 24.9	24.7 / 25.0

The assets allocated to the College in the Fund are notional and are assumed to be invested in line with the investments of the Fund, for the purposes of calculating the return over the accounting period. The Fund holds a significant proportion of its assets in liquid investments. As a consequence, there will be no significant restriction on realising assets if a large payment is required to be paid from the Fund in relation to an employer's liabilities. The assets are invested in a diversified spread of investments.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

The actuarial assumptions also include:

- Virgin Media vs NTL Pension Trustees II Limited

In June 2023, the High Court judged that amendments made to the Virgin Media scheme were invalid because the necessary S37 certification associated to these historic amendments was not prepared. The case was subsequently reviewed by the Court of Appeal in July 2024 which upheld the High Court's decision.

In June 2025 the Department for Work and Pensions ("DWP") confirmed that the Government will introduce legislation to give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards. Further detail on the approach and process for this retrospective confirmation is expected to follow in due course.

Following the June 2025 DWP announcement it has been deemed that the risk of any adjustments to the DBO is now significantly lower than the risk prior to the announcement and the possibility of additional liabilities arising is remote and therefore a contingent liability disclosure is not required.

At this stage we are not allowing for any additional liabilities from prior scheme amendments which may be unwound as a result of the ruling.

- Guaranteed Minimum Pension ("GMP") Indexation

In order to ensure smooth transition to the single tier State pension and equalisation of GMP benefits between males and females, the Government introduced an interim solution in March 2016 in respect of people who are in public service pension schemes and who have a State Pension Age ("SPA") between 6 April 2016 and 5 December 2018, whereby full inflationary increases will be provided by the Fund. In January 2018, this interim solution was extended to members who reach SPA between 6 December 2018 and 5 April 2021.

An announcement on 23 March 2021 further confirmed that public sector schemes will need to provide full indexation to members with a GMP state pension age beyond 5 April 2021.

The 2022 Valuation included an allowance for the additional liability potentially arising as a result of GMP indexation for all members reaching State Pension Age after 5 April 2021. The 2022 Valuation was used as the starting point for the roll forward calculation of the accounting Defined Benefit Obligation (DBO) at 31 July 2025 and therefore the DBO calculated at 31 July 2025 implicitly includes an allowance for GMP indexation.

The 31 July 2025 accounting valuation does not include any further allowance for GMP indexation.

- Goodwin Ruling

A legal challenge has been made against the Government in respect of unequitable benefits for male dependants of female members (based on service after 1988) following the earlier Walker ruling. The Walker ruling made it necessary for public service pension schemes to provide survivors of registered civil partnerships or same-sex marriages with benefits that replicate those provided to widows.

However, widows' pensions were generally introduced in public service schemes in the 1970s whereas a male widower of a female member historically only received benefits based on service from 6 April 1988.

An Employment Tribunal on 30 June 2020 has upheld the claim, and as a result the valuation has allowed for an additional liability in respect of the Goodwin ruling. An additional liability equating to 0.1% of the DBO was included in the DBO as at 31 July 2022 with the additional liability being recognised as a past service cost in FY22. No further allowance has been made in the DBO as at 31 July 2024.

- **McCloud Ruling**

Two employment tribunal cases were brought against the Government in relation to possible discrimination in the implementation of transitional protection following changes made to public service pension scheme legislation in 2014. The claimants challenged the transition protection arrangements on the grounds of direct age discrimination, equal pay and indirect gender and race discrimination. In December 2018, the Court of Appeal ruled that the transitional protections gave rise to unlawful discrimination on the basis of age. The Government requested leave to appeal this decision to the Supreme Court, however the request was denied on 27 June 2019.

As a result, certain scheme members had to be compensated for any discrimination suffered as a result of the transitional protections. The changes to legislation were implemented in 2015 for the NILGOSC Fund and therefore this only impacts benefits accrued from 1 April 2015 for those members who were active at that date.

The 2022 Valuation included an allowance for the past service additional liability potentially arising as a result of McCloud underpin. The 2022 Valuation was used as the starting point for the roll-forward calculation at 31 July 2024 and therefore the DBO calculated at 31 July 2024 implicitly includes an allowance for the McCloud underpin for past service.

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

	Long-term rate of return expected at 31 July 2025	Value at 31 July 2025 £'000	Long-term rate of return expected at 31 July 2024	Value at 31 July 2024 £'000
Equities	41.5%	44,352	39.9%	39,799
Bonds	23.3%	24,976	20.9%	20,766
Property	10.0%	10,730	9.1%	9,103
Multi Asset Credit, Cash & other	25.2%	26,925	30.1%	29,998
<b>Total</b>		<b>106,983</b>		<b>99,666</b>

**NOTES TO THE FINANCIAL STATEMENTS (continued)****Amounts recognised in the Statement of Financial Position**

	2025 £'000	2024 £'000
<b>Funded Benefits</b>		
Scheme assets	106,983	99,666
Scheme liabilities	<u>(81,477)</u>	<u>(87,027)</u>
<b>Present value of funded defined benefit obligation</b>	<b>25,506</b>	<b>12,639</b>
Irrecoverable Surplus	<u>(25,506)</u>	<u>(12,639)</u>
Funded Scheme – Net asset/(liability)	<b><u>0</u></b>	<b><u>0</u></b>
<b>Unfunded Benefits</b>		
Present Value of unfunded deficit	<u>76</u>	<u>84</u>
<b>Net Liability</b>	<b><u>(76)</u></b>	<b><u>(84)</u></b>

**Amounts recognised in the Consolidated Statement of Comprehensive Income in respect of the plan are as follow:**

	2025 £'000	2024 £'000
<b>Amounts included in staff costs</b>		
Employer service cost (net of employee contributions)	2,192	2,338
Past service cost (obligation based on court rulings)	<u>82</u>	<u>0</u>
<b>Total</b>	<b>2,274</b>	<b>2,338</b>
<b>Analysis of pension finance income/(costs)</b>		
	2025 £'000	2024 £'000
Expected return on pension scheme assets	5,018	4,575
Interest cost	<u>(4,386)</u>	<u>(4,188)</u>
Interest adjustment due to irrecoverable surplus	<u>(636)</u>	<u>(391)</u>
<b>Net charge to other finance costs</b>	<b><u>(4)</u></b>	<b><u>(4)</u></b>
<b>Analysis of Other Comprehensive Income for pensions</b>		
	2025 £'000	2024 £'000
Actuarial gains/(losses) on pension scheme assets	891	4,556
Actuarial gains/(losses) on scheme liabilities	<u>11,160</u>	<u>(75)</u>
Actuarial gains/(losses) from recoverable surplus	<u>(12,231)</u>	<u>(4,663)</u>
<b>Total Other Comprehensive Income</b>	<b><u>(180)</u></b>	<b><u>(182)</u></b>

**Movement in surplus/(deficit) during the year**

	<b>2025</b> £'000	<b>2024</b> £'000
Surplus/(deficit) in scheme at 1 August restated	(84)	(88)
Movement in the year:		
Employer service cost (net of employee contributions)	(2,192)	(2,338)
Employer contributions <sup>1</sup>	2,458	2,528
Past service cost	82	0
Net interest/return on assets	467	387
Interest adjustment due to irrecoverable surplus	(636)	(391)
Rounding difference on actuarial report	9	0
Actuarial gain or loss recognised in Other Comprehensive Income	<u>(180)</u>	<u>(182)</u>
<b>Surplus/(deficit) in scheme at 31 July</b>	<b><u>(76)</u></b>	<b><u>(84)</u></b>

<sup>1</sup> Employer contributions per the actuary report differ to those in the financial accounts by £84k and relates to early payment of retirement benefits invoices which were paid by the College separately.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

**Asset and liability reconciliation**

	2025 £'000	2024 £'000
<b>Reconciliation of liabilities</b>		
<b>Liabilities at start of period</b>	87,111	81,392
Service cost	2,192	2,338
Interest cost	4,386	4,188
Employee contributions	796	856
Actuarial (gain)/loss	(11,160)	75
Benefits paid	(1,855)	(1,738)
Past service cost	82	0
Rounding difference on report	1	0
<b>Liabilities at end of period</b>	<b><u>81,553</u></b>	<b><u>87,111</u></b>
<b>Reconciliation of assets</b>		
<b>Assets at start of period</b>	99,666	88,889
Expected return on assets	5,018	4,575
Actuarial gain/(loss)	891	4,556
Employer contributions	2,467	2,520
Employee contributions	796	856
Benefits paid	(1,855)	(1,730)
<b>Assets at end of period</b>	<b><u>106,983</u></b>	<b><u>99,666</u></b>
<b>Net Assets</b>	<b><u>25,430</u></b>	<b><u>12,555</u></b>
Irrecoverable Surplus	(25,506)	(12,639)
<b>Net Assets/(Liabilities)</b>	<b><u>(76)</u></b>	<b><u>(84)</u></b>

**National Employment Savings Trust (NEST)**

To comply with auto enrolment legislation the College joined the National Employment Savings Trust (NEST). Where an employee has previously opted out of NILGOSC or NIPTS the college still has a duty to enrol them in a qualifying pension scheme if certain earnings criteria are met. NEST was set up by the Government to assist with this requirement. The College's contributions to NEST are made on a defined contribution basis at 3%.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 22. EVENTS AFTER THE END OF THE REPORTING PERIOD

#### Non-Teaching Pay Award – April 2025

The rates of salaries for non-teaching staff follow the National Joint Council (NJC) Local Government Services Pay Agreement. The rates of salaries from 1 April 2025 were published on 4 November 2025. These rates of salaries for non-teaching staff have been accrued in staff costs for the year ended 31 July 2025.

### 23. SUBSIDIARY UNDERTAKINGS

At 31 July 2025 Belfast Met has one subsidiary, Springvale Educational Village Limited which is a company registered by guarantee without share capital.

### 24. FINANCIAL COMMITMENTS

At 31 July the college had annual commitments under non-cancellable operating leases as follows:

	<b>Group and College</b>	
	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Land and buildings		
Expiring within one year	0	0
Expiring within two and five years inclusive	0	0
Expiring in over five years	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
Other		
Expiring within one year	136	176
Expiring within two and five years inclusive	15	100
Expiring in over five years	0	0
<b>Total</b>	<b>151</b>	<b>276</b>

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 25. PROVISIONS FOR LIABILITIES AND CHARGES

	<b>Litigation</b> <b>£'000</b>	<b>Holiday Pay</b> <b>£'000</b>	<b>Total</b> <b>£'000</b>
At 1 August 2024	0	319	319
Expenditure in the period	0	0	0
Additions in 2024-25	0	30	30
Unused amounts reversed	0	0	0
<b>At 31 July 2025</b>	<b>0</b>	<b>349</b>	<b>349</b>

The provision relates to a Holiday Pay provision resulting from the Court of Appeal (CoA) judgement (17 June 2019) in the case PSNI v Agnew. The CoA judgement determined that claims for Holiday Pay shortfall can be taken back to 1998.

The PSNI has appealed the CoA judgment to the Supreme Court. In 2021, the case was paused to facilitate mediation, however, in March 2022, the PSNI were unable to obtain the required authorisation from the Department of Finance in respect of agreeing a potential financial settlement. The Supreme Court heard the case on 14 and 15 December 2022. The Supreme Court made its ruling on 5 October 2023 where it dismissed the appeal and upheld the judgement of the Court of Appeal.

The £349k provision has been estimated by the College and covers the period from 1998 to 31 July 2020, following the Department of Finance approach outlined for Departmental Annual Reports and Accounts (FD (DoF) 08/20).

There are some very significant elements of uncertainty around this estimate for a number of reasons:

1. The outworking of The Supreme Court judgement and the application of The Court of Appeal's original judgement;
2. Lack of accessible data for years previous to 2008-09, requiring estimations to be applied;
3. Future negotiations with Trade Unions;
4. Obtaining legal advice on specific application of the ruling for the NI Further Education sector;
5. The provision is gross (inclusive of Employee National Insurance and PAYE) and includes an uplift of 15% for Employer National Insurance Contributions (NIC);
6. Taxation issues are under discussion with HMRC, by the wider NI public sector.

Therefore, the estimated provision outlined above is based on the application of DoF methodology, however there remains significant uncertainty over the amount and timing of future payments.

## NOTES TO THE FINANCIAL STATEMENTS (continued)

### 26. RELATED PARTY TRANSACTIONS AND TRANSACTIONS INVOLVING GOVERNING BODY MEMBERS AND SENIOR MANAGEMENT

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

Name	Company	Role	Transactions (AP/AR*) 2025 £'000	Transactions (AP/AR) 2024 £'000	Amount outstanding to BMC at 31 July 2025 £'000	Amount outstanding to BMC at 31 July 2024 £'000
Senior Manager						
Damian Duffy	USEL	Non-Executive Director	0	0&1	0	0
Louise Warde Hunter	OCN NI Ltd	Non – Executive Director	0	120&0	0	0

\* AP/AR – Accounts Payable/ Accounts Receivable

**NOTES TO THE FINANCIAL STATEMENTS (continued)****27. AMOUNTS DISBURSED AS AGENT**

## Support Funds

	2025 £'000	2024 £'000
DfE Grants	181	383
Balance unspent in prior year	<u>266</u>	<u>236</u>
	<b>447</b>	<b>619</b>
Disbursed to students	<u>(317)</u>	<u>(353)</u>
<b>Balance unspent at 31 July</b>	<b><u>130</u></b>	<b><u>266</u></b>

## Care to Learn

	2025 £'000	2024 £'000
DfE Grants	0	6
Interest earned	<u>0</u>	<u>0</u>
	<b>0</b>	<b>6</b>
Disbursed to students	<u>(0)</u>	<u>(6)</u>
Audit fees	<u>0</u>	<u>0</u>
<b>Balance unspent at 31 July</b>	<b><u>0</u></b>	<b><u>0</u></b>

**28. LOSSES AND SPECIAL PAYMENTS**

In the period 1 August 2024 to 31 July 2025 there were no losses or special payments made (2023-24 £nil) and bad debts of £148,926.86 were written off (2023-24 Nil). These bad debts were made up of 284 student debts of which 17 were individually £2k or more.

**NOTES TO THE FINANCIAL STATEMENTS (continued)****29. ADDITIONAL DISCLOSURES TO COMPLY WITH FINANCIAL REPORTING MANUAL**

Financial Reporting Manual (FReM) requires Non-Departmental Public Bodies to regard grant-in-aid received as contributions from controlling parties giving rise to a financial interest in the residual interest of the body, and hence accounted for as financing i.e. by crediting them to the income and expenditure reserve.

	Notes	2025 Group £'000	2024 Group £'000
<b>INCOME</b>			
DfE income (non grant-in-aid items)	1	1,314	7,416
Education contracts	2	2,618	1,913
Tuition fees and charges	3	9,531	8,651
Other grant income	4	744	1,892
Other operating income	5	853	1,037
Endowment and investment income	6	332	343
<b>Total incoming resources</b>		<b>15,392</b>	<b>21,252</b>
<b>EXPENDITURE</b>			
Staff costs	7	42,460	43,217
Other operating expenses	9	27,249	26,931
Depreciation and amortisation	12+13	6,653	6,357
Interest and other finance costs	10	4	4
Exceptional Costs - redundancy	7	0	5,822
<b>Total resources expended</b>		<b>(76,366)</b>	<b>(82,331)</b>
<b>Net deficit for the year</b>		<b>(60,974)</b>	<b>(61,079)</b>
Unrealised surplus on revaluation of land and buildings		5,792	2,881
Actuarial (loss)/gain in respect of pension scheme		(180)	(182)
Transfer from closure of subsidiary		0	(126)
<b>Amount transferred to reserves</b>		<b>(55,362)</b>	<b>(58,506)</b>
<b>Analysis of reserves prepared under FReM</b>			
		2025	2024
		£'000	£'000
Balance at 1 August		97,225	95,169
Grant-in-aid received in year		61,399	60,562
Net operating cost for year [amount transferred to reserves]		(55,362)	(58,506)
<b>Balance at 31 July</b>		<b>103,262</b>	<b>97,225</b>

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**DATE OF AUTHORISATION FOR ISSUE**

The Accounting Officer authorised the issue of these financial statements on 28th November 2025.

