

FINANCIAL REPORT



For the year ending 31 July 2025



BARNSELEY COLLEGE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2025

Barnsley College
Financial Statements
For the year ended 31 July 2025

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Reference and administrative information

Key Management Personnel

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

Principal and CEO	David Akeroyd
Deputy CEO	Gavin Batty
Chief Financial Officer	Laila Lawton
Vice Principal Corporate Services	Tony Johnson
Vice Principal Quality	Sue Slassor
Vice Principal Curriculum & Student Experience	Hayley Allsopp (from 1 st June 2025)
Vice Principal Students	Hayley Allsopp (from 23 rd Oct 2024 to 31 st May 2025)
Vice Principal Curriculum	Shaun Cook (to 18 th June 2025)

Board of Governors

A full list of Governors is given on pages 24-26 of these Financial Statements.

Heather Jackson acted as Director of Governance.

Professional advisers

Financial statements auditors and reporting accountants:

Menzies LLP
One Express
1 Great Leigh Street
Manchester
M4 5DL

Internal auditors:

RSM
5th Floor, Central Square
29 Wellington Street
Leeds, LS1 4DL

Bankers

Barclays Bank Plc
North East & Yorkshire Larger Business Team
PO Box 378, 71 Grey Street
Newcastle Upon Tyne, NE99 1JP

Santander
Bootle
Merseyside, L30 4GB

Solicitors

Shakespeare Martineau 1 Colmore Square Birmingham B4 6AA	DAC Beachcroft St Pauls House 23 Park Square South Leeds LS1 2ND
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Strategic Report

Objectives and Strategy

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

Legal Status

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

College Vision 2024/25

The College's 2024/25 vision was 'Transforming lives'. Leaders of the College recognised this to be applicable to students, staff and wider stakeholders. By providing exceptional education, the lives of people connected to, or meeting the College have been transformed significantly in this academic year.

Group Companies

The College has four subsidiary companies. The principal business of Barnsley College Development Company Limited is property development and administering the energy contract for the college; the principal business of Think Barnsley Limited is to provide employment opportunities for apprentices; the principal business of Independent Training Services Limited (ITS) is that of a training provider; and SmartStyle Technology Training Limited is that of general training. The Strategic Report covers the group results.

An Outstanding Tertiary College

The College continues to self-assess its performance as outstanding.

Delivering Exceptional Results

Achievement rates for young people are very high and increasing. For adults, they remain high. For both age groups, they are significantly above national averages. Apprenticeship outcomes are increasing, remain above the national average and over half of apprentices now secure high grades.

The College recognises that achievement rates are part of a much bigger picture in the composition of an exceptional learning experience and ensures that:

- the curriculum provides the technical skills, knowledge and behaviours that employers want and need;
- the curriculum develops all students and apprentices holistically so that they can become productive citizens who contribute to society;
- students who have not yet achieved a good pass in GCSE English and maths make progress towards this;
- students make informed decisions about their next steps;
- students secure positive destinations;
- students, apprentices and other stakeholders are very satisfied with their learning experience and interactions with the College;
- teachers are well-supported to develop the craft of teaching, irrespective of their career stage.

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Strategic Report (continued)

Resources

The College has various resources that it can deploy in pursuit of its strategic objectives. Tangible resources include the Old Mill Lane (main college site), the Sixth Form College and the Construction Centre building. Most recently, the Automotive Technologies Centre has been opened.

Financial

The group has £82.4m (2023/24: £79.7m) of net assets including long-term debt of £10.0m (2023/24: £11.3m) further details on financial performance can be found on pages 13 and 14.

People

The group employs 851 people, of whom 409 are teaching staff.

Reputation

The College has a good reputation locally and nationally. Maintaining and building upon a strong College brand is essential for the College's success at attracting students and external relationships.

Stakeholder Relationships

In line with other Colleges and with universities, Barnsley College has many stakeholders. These include:

- Students.
- Education sector funding bodies.
- FE Commissioner.
- Office for Students (OfS).
- Staff.
- Local employers (with specific links).
- Local authorities.
- Local Mayoral Combined Authorities (MCAs).
- Local schools.
- The local community.
- Other FE institutions.
- MPs.
- Trade unions.
- Professional bodies.

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

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Strategic Report (continued)

Public Benefit

Barnsley College is an exempt charity under Part 3 of the Charities Act 2011 and is regulated by the Secretary of State for Education as Principal Regulator for all FE Corporations in England. The members of the Governing Body, who are trustees of the charity, are disclosed on pages 24 to 26.

In setting and reviewing the College's strategic objectives, the Governing Body has had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education. The guidance sets out the requirement that all organisations wishing to be recognised as charities must demonstrate, explicitly, that their aims are for the public benefit.

In delivering its mission, the College provides the following identifiable public benefits through the advancement of education:

- High-quality teaching.
- Widening participation and tackling social exclusion.
- Excellent employment record for students.
- Strong student support systems.
- Links with employers, industry and commerce.

College Strategic Priorities 2024/25

As part of the College's normal strategic planning process, the College's Strategic Priorities were reviewed and updated as Strategic Pillars.

Strategic Pillars:

- Quality
- Curriculum
- Sustainability
- Reputation

College Strategic Priorities 2024/25 Update

This section of the Financial Statements summarises the progress against the key strategic priorities.

Exceptional teaching and learning across all provision types

Students and apprentices attend the College in order to secure qualifications which will enable them to fulfil their career or life goals. Retaining students and apprentices and then supporting them to pass their courses are pivotal to this. Once again in 2024/25, 16–18-year-olds and adults secured very high achievement rates which were significantly above national rates. Sixth Form students achieved a 97% pass rate and the proportion of students achieving high grades (A*/A/B) increased on 2023/24. 83% of Sixth Form students secured their first choice HE destination (including Oxbridge and other highly competitive institutions) and 100% progressed positively, for example, to HE or an Apprenticeship. Apprenticeship achievement rates remain above the national rate and have increased on 2023/24.

The College continues to invest significant resource in quality improvement via the Teaching and Learning Team and the Quality Team. During 2024/25, the Teaching and Learning Team led Quality

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Strategic Report (continued)

Assurance of Teaching, Learning and Assessment weeks in all classroom-based learning and apprenticeships, establishing the baseline of current practice and supporting those staff whose practice required improvement. In addition, they introduced Teaching Triangles in the College's higher education practice, fostering a culture of reflective practice supported by expert input for improvement.

The College's focus on supporting GCSE re-sit students to improve their grades via a small group model is now paying dividends.

Students remain very satisfied with their learning experience (95%) and apprentices show an increasing level of satisfaction; 93% agree that at college, they are learning industry knowledge which is valuable to their role.

Priorities for continued improvement include ensuring that more apprentices complete their programmes by the expected end date and to continue to support more young people improve their GCSE English and maths grades.

Exceptional holistic development of students and apprentices

The College uses personal development activities to ensure that students and apprentices are well-prepared to be active citizens in society. Tutorial programmes for students and apprentices ensure that students and apprentices develop holistically, not just in their chosen academic or vocational field. Personal development activities prepare students well for the world of work or career development and employer engagement in the curriculum is plentiful and includes such highlights as Industry Weeks and the Apprenticeship Conference.

Students and apprentices receive excellent support for their mental health and wellbeing. Barnsley College became one of the first trauma-informed colleges in the country and won the AoC Beacon Award for Mental Health and Wellbeing in 2024. During 2024/25, staff continued to ensure a significant amount of wellbeing support was offered to students to ensure the high-quality provision is maintained. Students and apprentices' benefit from a comprehensive range of support services from financial support to counselling to ensure that they can stay on programme and achieve their potential.

Students' and apprentices' behaviour is exemplary but in some instances attendance rates are too low.

College staff set extremely high expectations for students and staff. This ensures that students have higher ambitions for their future. The College's financial position remains strong which enables investment in high quality facilities such as the recent extension of the Fleets Campus, the multi-million-pound investment in the Automotive Technologies Centre and the recently opened South Yorkshire Institute of Technology.

The College skilfully uses Labour Market Information (LMI) used to inform the planning of the curriculum to meet local and regional skills needs. The College encourages all staff to participate in CPD and resources this development accordingly. In 2024/25 teacher education and induction programmes were reviewed to ensure that teachers received the best support. Development days and weeks are effectively targeted to ensure that teaching and support staff undertake meaningful activities which positively impact their day-to-day practice.

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Strategic Report (continued)

Governance arrangements are extremely strong. The College operates an assurance-based model of governance. This allows governors to clearly identify the areas of provision and performance where they require further information to reassure them that the performance of the College remains strong.

Safeguarding arrangements exceed the statutory requirements and ensure that, as far as possible, students and apprentices are safe including from peer-on-peer harassment, sexual assault, and domestic violence.

As a result of the above, the College delivers:

- exceptional success in getting our students to reach their destinations into further study or meaningful employment;
- exceptional success in supporting apprentices to stay in employment or gain promotion;
- exceptional academic and vocational outcomes.

Curriculum

Develop exceptional education programmes with clear progression pathways for young people.

Curriculum and clear progression pathways are effectively designed and enable progression across and within all curriculum areas. Progression from foundation learning programmes into vocational areas is good, with personalised support provided to ensure that students' transitions are smooth and effective. Progression between levels within the college has improved since 2023/24, demonstrating the positive impact of a well-planned, ambitious and purposeful curriculum. Student survey results show that students agree that their study programme is well planned and designed to help them succeed.

The implementation of T-Levels continues to be successful with 94% of students passing their course in 2024/25 (+3% compared to the national rate). The percentage of students achieving a Merit or Distinction grade increased to 59% (+5% compared to 2023/24).

Retention on T-level programmes remains good and further work to improve this is ongoing. Both pass rate and retention data demonstrate that T Levels have become an established part of the College's technical curriculum offer, enabling students to progress into specialised occupations or to benefit from higher learning opportunities, including Apprenticeships.

Productive partnerships have been further developed with employers to ensure that vocational curriculum content reflects the latest practice in industry. Across all sectors, employers provide meaningful feedback on what should be delivered, including the skills, knowledge and behaviours required for students to be successful in their chosen field. To further enhance students' engagement with employers, a wide range of events and activities are facilitated, including Industry Weeks, masterclasses, seminars, work placements and employer-set projects. In 2024/25 students have benefitted significantly from rich opportunities to develop real-world work-ready skills and behaviours.

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Strategic Report (continued)

Develop and grow distinctive higher-level programmes underpinned by both current and future economic need.

The College continues to review and refresh its curriculum offer to meet the needs of its key stakeholders. Curriculum intent is very strong. LMI and stakeholder engagement positively influences and shapes a curriculum which richly supports the development of knowledge, skills, attitudes, and work-ready behaviours, effectively preparing students for their next steps.

Curriculum design focusses on developing students holistically, providing them with outstanding social and cultural acquisition opportunities and embeds key skills including Digital, which are at the heart of future developments.

The combined work of Talent United, curriculum teams and the embedding of cultural capital has been exceptional. Students, employers, and guest speakers have spoken extremely positively about the two-way learning gained from the many industry weeks held across the year. All students are invited to attend Industry weeks, including Adults and HE students. Talent United is the College's employer engagement programme, which aims to bridge the gap between education and employment, by providing our students with employer-led and employer-based opportunities. This is achieved by creating partnerships with companies and individuals who may be able to provide anything from guest speakers to workshops, workplace tours, work placements or apprenticeships.

The aspirational culture developed within the Sixth Form led to 83% of A-Level students who applied to UCAS securing their first-choice higher education provider and 29% securing a place at a Russell Group university.

Develop an adult education curriculum that address both current and future skills priorities providing clear pathways to skilled jobs.

The adult curriculum portfolio continues to be influenced by findings from our Local Skills Improvement Plans (LSIP), MCA priorities, work with the chambers of commerce and local and regional businesses as well as national priorities. Curriculum Planning has led to an increased number of shorter and flexible pathways including those which scaffold the Free Courses for Jobs Offer and then offer pathways into Higher Education. This ensures that level 3 programmes in the local and national skills shortages areas are available including Digital and Construction. The College also delivers a number of courses which are SWAP like provision and aim to get those furthest from the labour market into meaningful employment with the option to continue studying with us.

Students' digital literacy skills continue to be enhanced as all student groups acknowledge the need for digital skills for life, work and study in order to meet their career aspirations..

Develop a purposeful and ambitious apprenticeship curriculum which meets the need of employers and apprentices

Apprenticeships continue to be ambitious and purposeful playing a vital role in addressing local and regional skills gaps by delivering high-quality, industry-relevant training across a wide range of apprenticeship standards. We offer over 85 apprenticeship standards from Level 2 to Level 7 in key sectors including Engineering, Construction, Health and Social Care, Business Administration, Digital, Early Years, and Leadership and Management.

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Strategic Report (continued)

Our strategic alignment with the South Yorkshire Mayoral Combined Authority (SYMCA) skills strategy ensures our provision responds directly to identified priorities such as digital innovation, green skills, and healthcare. By working closely with over 300 regional employers, we create apprenticeship pathways that offer progression, support social mobility, and help bridge the gap between education and employment, making a lasting impact on both learners and the wider economy.

There has been effective development of apprenticeship programmes at a higher level across Digital, Construction, Health, Business and Education sectors. The College has live enrolments across a range of higher-level apprenticeship standards, including the newly developed Chartered Management Degree Apprenticeship.

Sustainability

Continue to embed a culture of openness transparency and high performance

The key focus of the Organisational Development Strategy was on levels of staff satisfaction, staff turnover in the first 12 months of employment, internal progression, engagement with the Management Advantage Programme and staff feeling supported to achieve their goals.

Staff satisfaction was high and on target with an average satisfaction rate of 92%. The response rate for the staff surveys was also very high which gave confidence that the results were valid. Staff turnover in the first twelve months of employment was well within the target at 16.4% (target 20%). The College had confirmation through a survey specifically around the 5x5 appraisal process that staff feel supported in achieving their objectives with appropriate guidance from managers, wellbeing support, opportunities to discuss workload and effective training and development in place, at 96%. Internal progression of staff was an area of focus in-year, and against a target of 20%, around 21% of posts were filled by staff moving within the College. All managers engaged in the Management Advantage Programme with 1-1 coaching support from the Director of High Performance. Over 50 workshops were also delivered covering a range of key topics, departmental sessions were undertaken and activities at the whole college management team days took place.

Maintain financial sustainability for future investments

The College delivered its July 2024 Financial Plan which set the key financial targets for 2024/25. Cash generation (EBITDA) is higher than expected and the College achieved outstanding financial health.

The College exceeded its key financial targets for the year.

- Education Specific EBITDA target £5.0m, achieved £7.6m.
- Debt service cover target 1.5 times, achieved 4.15.
- Financial Health Grade score of at least 180 points, achieved 260 points “outstanding”.

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Strategic Report (continued)

Reduce environmental impact while retaining exceptional student experience

The College is committed to achieving net zero in operations by 2045. In December 2022 the College launched its sustainability strategy.

The College took part in the Global SDG Teach in for a third consecutive year. The SDG (Sustainable Development Goal) Teach In is a campaign coordinated by SOS-UK (Students Organising for Sustainability UK). The campaign seeks to put the SDGs at the heart of education across all disciplines. The annual campaign calls upon educators to include the SDGs within their teaching, learning and assessment during the campaign. The College achieved #3 in Students Engaged and #4 in Staff Pledged globally.

Throughout the year teaching staff continued to take part in development sessions aimed at embedding Education for Sustainable Development and 89% of staff attended Carbon Literacy training.

The College achieved its in year target reduction for its carbon footprint and is now reporting an overall reduction since 2018/19 of 25-30%.

The College publishes its Streamlined Energy and Carbon Reporting on the college website.

Develop an exceptional learning environment to meet the needs of students and industry

The College Property Strategy seeks to deliver state-of-the-art learning environments students can thrive. It supports flexible and innovative approaches to pedagogical practice through use of 'open learning environments' and 'learning zones' where students can engage in high-quality immersive, interactive and collaborative learning opportunities which promote meaningful knowledge and skills development.

The condition of the estate is generally in good repair with over 88% of the estate in good or better condition. The College has future capital investment plans to meet changes in curriculum and address areas in poor condition.

The College Institute of Technology capital project, which is part of the South Yorkshire Institute of Technology, continued throughout the year, officially handing over from the contractor on 5 September 2025. The College secured additional Salix sustainability funding for the project, which is set to be the College's flagship building for sustainability. The project forms a key part of the College's commitment to supporting the government's drive for productivity increase on technical education, meeting employer's needs and the Levelling Up agenda.

In addition, the College redeveloped its health facilities providing a new simulated ward reflective of the NHS, to provide an immersive space fostering skills development and readiness for placement.

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Strategic Report (continued)

Reputation

Be the provider of choice for students

The College supports the local economy by working with more than 1,500 employers. The Employer Engagement, Talent United, Industry and Work Placement teams work collaboratively to provide solutions for local business needs and form strong links between the College's core educational purpose, economic development and productivity growth across the sub-region. As a key driver in both the educational and business world, apprenticeship recruitment remains a high priority.

The development of the College's employer academy portfolio has been further strengthened. Over twenty-five academies are now operational and play a pivotal role in supporting both students and employers to develop work-ready skills and talent pipelines which will serve the region well into the future. The academies also represent the depth of the relationships the College has and will continue to build with employers to become their trusted partner in meeting their future skills needs.

Account Managers within the Employer Engagement team work closely with levy employers to maximise apprenticeships starts and provide a more holistic skills and talent recruitment service.

The College continues to maintain an exceptionally strong market share (90%) across Barnsley. Applications from 8 key feeder schools were above target this year, with Dearne, Holy Trinity, Kirk Balk, Netherwood and Outwood Carlton seeing the highest increase. There was a decline in applications from Outwood Shafton, compared to forecast/target. The College also continues to hold a very strong reputation sub-regionally. Applications received from extra-district schools also increased from the previous year, with a strong rise in Kettlethorpe, Hemsworth and Wath Academy.

Raise the college and its subsidiaries' profile as thought and systems leaders sub-regionally and nationally

The College continues to develop its brands positively, utilising all instances that can highlight case studies and good news. The College has been recognised for exceptional performance and achievements at a local, regional and national level and this year has been named as national finalists for the prestigious AoC Beacon Awards for both Sustainability and Careers & Enterprise categories, as well as named finalist in the Green Gown Awards for leadership in sustainability within the education sector. In February 2025, the College proudly received a prestigious three-star plaque from AoC Sport, distinguishing the College as one of only four institutions nationwide to achieve this highest-level recognition.

The College's 'storytelling' strategy to publishing social media content targeted at parents, students and employers has seen the generation of greater engagement across all social media channels. There has been significant growth in activity with the TikTok channel and our marketing approach has also seen the addition of other advertising platforms into our social media mix, in order to better engage different audiences.

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Strategic Report (continued)

Led by the Principal and CEO, the Executive team have continued to contribute to and influence key education policy developments over the year. In April the Principal/CEO led the College's celebrations for the VE Day 80 event placing Barnsley at the heart of a national campaign. Across the year, he has championed commemorations bringing The Lamp Light of Peace to Barnsley and promoting globally the values of peace and unity as part of #vehappy. Following the highly successful completion of the LSIF project, the Deputy CEO, as Chair, has steered the migration from the South Yorkshire Local Skills Improvement Fund (LSIF) Partnership Board to a permanent, non-project-related South Yorkshire Skills and Employment Partnership Board, which will advance the focus and drive on provider collaboration to further develop the skills eco-system in South Yorkshire and ensure there are connected strategies and collaborative working to address skills priorities across the sub-region.

Be the provider of choice for business and other key stakeholders

The College continues to work ever closer with all stakeholders and has supported a wide range of events and activities to bring its students, the community, employers and wider organisations together to make a positive contribution and difference, collaboratively.

The College Executive have remained externally active across many sub-regional and borough-based boards and developments which include the Barnsley Metropolitan Borough Council (BMBC) Town 2030 board, Inclusive Economy board, Barnsley Hospital, Chamber of Commerce and other local strategic place shaping partnerships.

The College has actively supported local events and projects where appropriate to extend its reach into the community. In 2024/25, the Deputy CEO together with the Editor of Barnsley Chronicle rebuilt the borough's Young Champions Awards which recognised and celebrated the contribution, excellence and inspiration of young people who live, work and learn in the community.

Financial performance indicators

The Board of Governors wishes to ensure that the College remains financially sound, protecting itself from unforeseen adverse changes in revenue streams, generating sufficient income to enable maintenance and improvement of its accommodation and equipment, and servicing its debt costs.

The College has ambitious growth plans and will continually focus on value for money in everything it does. In order to deliver its non-financial objectives, it is critical for the College to have a robust financial platform.

Its high-level financial objectives are:

- To deliver strong sustainable cash flows.
- To grow and diversify the revenue base.
- To generate sufficient surpluses to enable servicing of debt and financial stability.
- To meet lending covenants set out by lenders.

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Strategic Report (continued)

This will be achieved through:

- The continuing prioritisation of Business Planning and Performance Review systems, delivering:
 - Strong financial planning and budgetary control.
 - Transparency in decision-making processes.
 - Accountability and budget ownership.
- Delivering an appropriate staffing resource with high levels of flexibility and skills.
- Revenue targeting and growth, developing a diversified business model and reducing reliance on core funding.
- Development of new facilities, delivering up-to-date and high-quality teaching and learning resources.
- Investment in learning technologies, delivering innovation in curriculum delivery and improving curriculum efficiency.

The College is committed to observing the importance of sector measures and indicators and uses the data available on the www.gov.uk website, which looks at measures such as success rates. The College is required to complete the annual Finance Record for the Education and Skills Funding Agency. The College is assessed by the Education and Skills Funding Agency as having Good financial health grading. The rating for the 2024/25 budget was set as good with the minimum points approved by the Board being 180 (good). The actual grade is outstanding with 280 points.

Financial results

The overall, group revenue was £61.3m (2023/24: £55.5m), of this £1.5m is recognised for capital grants (2023/24: £1.4m). Underlying revenue was £59.8m (2023/24: £54.1m).

The financial results for 2024/25 are good.

The group's operating position before interest, depreciation and release of capital grants ("Education Specific EBITDA") was a surplus of £7.6m (2023/24: £5.5m).

The group delivered a surplus before other gains and losses of £2,618k (2023/24: £1,599k) after:

- Depreciation charges of £6,078k (2023/24: £5,321k).
- Bank interest and pension finance costs of £807k (2023/24: £923k).
- Provision release of £730k for remedial works at its Old Mill Lane building.

The group generated operating cash flows of £8.4m (2023/24 £7.4m) which have been reinvested in capital assets.

The DfE Financial Health Grade for the year was outstanding (2023/24: outstanding).

During the year cash balances increased by £6,690k.

The Local Government Pension Scheme administrated by South Yorkshire Pensions Authority (SYPA) shows an actuarial position of nil. The actuary review resulted in an asset position of £23,781k (2023/24 asset £11,989k). Under the FRS 102 accounting rules, this is shown this as a nil position within the balance sheet as the pension fund terms would not allow for the asset to be realised.

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Strategic Report (continued)

Treasury policies and objectives

Treasury management is the management of the College's cash flows, its banking, 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.

Short-term borrowing for temporary revenue purposes is authorised by the Accounting Officer. Such arrangements are restricted by limits in the College's Financial Memorandum previously agreed with the Education and Skills Funding Agency. All other borrowing requires the authorisation of the Corporation and shall comply with the requirements of the Financial Memorandum.

Cash flows and liquidity

At £8.4m (2023/24 £7.4m), net cash flow from operating activities was strong. During the year, the College reduced its borrowing by £1.3m.

The size of the College's total borrowing and its approach to interest rates has been calculated to ensure a reasonable cushion between the total cost of servicing debt and operating cash flow. During the year, this margin was comfortably exceeded. Banking covenants were all met for 2024/25.

Developments

Tangible fixed asset additions during the year amounted to £16.3m. This was split between assets under construction of £14.1m building work of £0.5m and equipment and fixtures of £1.7m. The main addition in the year was the progression of the Institute of Technologies project.

Sources of income

The group has significant reliance on the education sector funding bodies for its principal funding source, largely from recurrent grants. In 2024/25, the FE funding bodies provided 80% of the group's total income.

Reserves

The group has accumulated reserves of £82,363k and cash and short-term investment balances of £14,909k. The group wishes to maintain reserves and cash balances in order to be sustainable and safeguard for the future.

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 an 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 current target set by the Treasury for Government departments for payment to suppliers of valid invoices within 30 days is 100%. During the accounting period 1 August 2024 to 31 July 2025, the College paid 92% (2023/24: 91%) of its invoices within 30 days. The College incurred no interest charges in respect of late payment for this period.

Future prospects

There are a number of future opportunities the College is seeking to maximise. Demographics in the area indicate an increased cohort of 16–18-year-olds over the coming years. The significantly improved results from the Sixth Form College provide an opportunity for growth in A levels. The College is seeking to develop its offer across a range of curriculum areas at higher levels through Higher Education and Higher apprenticeships.

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Strategic Report (continued)

Strategic priorities for 2025/26

The strategic priorities provide a roadmap for the College on the journey to achieving the College's vision of transforming lives. The priorities represent the areas where resources and time will be focused to ensure that student, staff and stakeholders get the best out of Barnsley College.

1. Quality

- We will ensure that our students are equipped with the technical skills, knowledge and behaviours they need to secure meaningful and fulfilling work.
- We will develop our students and apprentices holistically so that they can function in and contribute to society.
- We will support our students and apprentices to make informed decisions about their next steps and we will do all we can to help them get there.
- Through a culture of high expectations and ambitions we will push our students and apprentices to achieve and to achieve the very best they can.
- We will continue to invest time and resources in supporting our teachers to be the best that they can be.

2. Curriculum

Our 2030 curriculum strategy recognises, anticipates and responds to influences which will determine and influence the future educational and economic landscape and ultimately the communities and world in which we live. Our strategic curriculum objectives are shaped by local, regional and national skills priorities, labour market and other intelligence, to ensure our education and training offer meets the needs and interests of our key stakeholders and prepares our students for the jobs of tomorrow.

3. Sustainability

The College must be safeguarded for the future, making sure it generates enough cash each year to continue to provide an outstanding experience for students and staff during their time with the College. The ultimate aim is to future proof the financial position. This involves investing in buildings, facilities, equipment, and the IT infrastructure. To generate cash the College needs to increase in size and ensure it operates efficiently. The College is committed to reducing its carbon footprint and is developing a long-term plan to achieve this.

Principal risks and uncertainties

The College has in place a system of internal control, including financial, operational and risk management that is designed to protect the College's assets and reputation.

Based on the strategic pillars and goals, the Executive undertakes a comprehensive review of the risks to which the College is exposed and acknowledges these in the Board Assurance Framework (BAF). The BAF identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks and covers assurance gained. Systems and procedures are identified which mitigate potential impact on the College and the subsequent year's annual risk management report will review effectiveness and progress against risk mitigation actions. In addition to the annual review, the Executive will also consider any risks that may arise as a result of a new area of work being undertaken by the College. The Board undertakes an annual full review of the BAF and receives quarterly reports from the Executive.

Outlined below is a description of the principal risk factors that may affect the College. Not all the factors are within the College's control. Other factors besides those listed below may also adversely affect the College.

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Strategic Report (continued)

IT Cyber Resilience; Prevention, Detection and Recovery

A failure in the prevention, detection, or recovery of a major IT incident, stemming from cyber-attacks, system failure, human error, or physical disaster, could overwhelm the College's resilience measures, leading to significant business disruption, financial loss, data breaches, and reputational damage, impacting teaching and learning, and administrative operations. The education sector is being subjected to persistent attack from external sources. Disaster Recovery (DR) planning outlines IT technologies and practices to prevent or minimise business disruption and/or data loss resulting from a variety of events, including cyberattacks, system or equipment failures, power outages and natural disasters. The College's risk management system includes use of cloud-based systems, regular backing up of systems, a key relationship with JISC for internet-based activities, and measures to ensure that users safeguard the system through passwords and multi-factor authentication. Suitable and sufficient insurance is in place and the disaster recovery procedures are tested periodically.

Quality

Failure to secure exceptional teaching, learning and assessment could lead to a decline in achievement rates and student satisfaction and have a negative impact on reputation and student recruitment. The College makes critical strategic decisions on how education is organised in the College, how resources are allocated and ensures that the necessary monitoring systems are in place. Significant changes have been made to English and maths GCSE delivery to focus on smaller class sizes and more targeted support for students. Established teaching and learning and quality systems are in place to support continuous development and tackle under-performance, and governors are regularly appraised of performance under the assurance-based model of governance.

Digital Transformation

Failure to utilise modern technology and take advantage of the benefits it offers to enhance the student and staff experience could lead to poor integration, outdated infrastructure, inefficiencies in teaching and learning and business services; inefficient processes; disengagement; reduced satisfaction; and reputational damage for the college. Utilising modern technology and taking advantage of the benefits, it offers to enhance the student and staff experience is key in ensuring that our important systems are integrated and provide the relevant, accurate and timely information that will support decision making and the development of future plans and strategies. Work is ongoing on incorporating the use of Artificial Intelligence into our methods of working and the College has an embedded system of capital procurement which includes a focus on ensuring our critical systems infrastructure is up to date and fit for purpose.

Apprenticeship quality and income

Failure to reduce the number of apprentices past their end dates in Construction and Engineering could reduce achievement rates and income, and failure to anticipate and prevent withdrawals could cause reputational and financial damage and impact negatively on the student and employer experience. Income from apprenticeships is a critical area for the future growth and sustainability of the College. The College plans prudently for apprenticeship income and the impact of not achieving income targets is manageable within the College's financial model.

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For the year ended 31 July 2025

Strategic Report (continued)

Student recruitment

Successful recruitment of students in 16-19, adult education and Higher Education is essential to ensure that College mitigates financial and reputational damage, as well as being able to invest in the curriculum and support an outstanding student experience. Rigorous planning is in place to ensure realistic future recruitment targets are set through the business planning process, taking into account external demographic profiles and internal progression targets. Critical marketing activities and events which directly involve future students and parents take place, as well as targeted information, advice, and guidance to maximise future student achievement. Support for students is well established from transport to college through to on course help and personal tutorial support.

GCSE English and Maths

Failure to maintain and improve the quality of teaching and learning in English and Maths could have a negative impact on learners securing grade improvement. A new delivery model is in place which places emphasis on small group sizes and bespoke tutelage using AI based software. The college continues to dedicate resources to the model with the intention that students will be supported to improve their grades.

Compliance with the rules of regulatory, funding, and legal bodies

Non-compliance with regulatory, funding and legal bodies could evidence an inability to act in accordance with rules or requests and expose the College community to substantial risk by avoidance or evasion of required procedures and/or processes. The scope for impact in terms of income, reputation and students could be significant if not managed sufficiently. The College places reliance on a variety of systems which aid compliance with requirements across a range of provision, and has expertise within the Management Information and Systems Team (MIS) function to monitor, guide and train curriculum areas on actions that will ensure that rules and procedures are followed.

Protecting tertiary status

Barnsley College operates in a tertiary system whereby all level three provision in the local area takes place in the College. The only exception to this is a comprehensive school situated within the borough but not local to the College. The risk of other providers offering level three courses is managed through two strategies: quality and relationships.

By offering high quality courses with exceptional outcomes there will be less chance of local schools opening sixth forms and thereby increasing competition for students. We maintain excellent relationships locally to keep school head teachers informed of our performance and participate in key local fora to foster good relations.

Servicing of debt and financial stability

Inability to generate sufficient surpluses to enable the servicing of debt will potentially impact on the College's financial health grade, compliance with the bank covenants, ability to cover interest payments and an ability to invest in buildings and equipment. An established and embedded system of business planning and performance review is key to the mitigation of this risk, as well as a prudent method of managing finance which decreases the likelihood of the College missing its key financial targets. Safeguards include sound financial forecasting and regular reporting on financial performance.

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For the year ended 31 July 2025

Strategic Report (continued)

The current macro-economic climate and continuing volatility is a risk to the college but is minimised through the robust business planning and performance review process; the financial plan was a bottom-up forecast including inflation assumptions at a granular level, these assumptions are then tested throughout the year at the performance review meetings and monitored through routine financial reporting. Major capital projects are well managed. Relationships with key stakeholders such as the banks and DfE are also well managed with regular meetings.

Maintain adequate funding of pension liabilities

The financial statements report the share of the Local Government Pension Scheme (LGPS) on the College's balance sheet in line with the requirements of FRS 102. The College forecast accommodates a rise in pension costs for LGPS and future rises in the Teachers' Pension contributions.

Government funding

The College has considerable reliance on continued government funding through the further education sector funding bodies and the Office for Students. In 2024/25, 80% of the Group revenue was ultimately publicly funded and this level is expected to continue. There can be no assurance that government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Going concern statement

After making appropriate enquiries and considering forecasts on the College and its subsidiaries, the Corporation considers that the College has adequate resources to continue in operational existence for the foreseeable future. The going concern assessment considered the College financial operating forecasts and cash flow forecasts to July 2026 and bank covenants.

The College will set an EBITDA budget at least 10% of income for 2025/26. The business-planning model is well established and delivers a budget that is prudent, achievable, and risk-managed. There is a high level of competency in financial management across the College. Historically the College has outperformed its budget.

Cash flow forecast projections indicate the College has sufficient cash until at least July 2027. The lowest cash balance is in December 2025.

College forecasts indicate that all bank covenants will be met until at least July 2027. The College has sufficient headroom in its bank covenants to withstand a level of financial disruption. The testing identified a critical scenario with a loss of income of £22m (37% of forecast income in 2025/26), leading to a breach in bank covenants. The College's internal control processes include existing mitigations against the impact and likelihood of the scenario.

However, the College can also call on other measures where needed, including restricting expenditure and placing staff recruitment on hold to reduce in-year costs and to protect college cash reserves.

The College operates a robust business planning and performance review process which is ongoing throughout the year, so where plans and assumptions are not in in with the financial plan these can quickly be identified and mitigated.

Barnsley College
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For the year ended 31 July 2025

Strategic Report (continued)

The College financial forecasts are prepared on a prudent basis. The operating forecasts and the cash flow forecasts until July 2027 provide assurance the College has adequate resources until at least that date. The reverse stress testing of bank covenants provides additional evidence to support that conclusion. The College has robust business continuity plans, risk management and financial management processes and so is well placed to respond to future uncertainty in a timely manner. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

The College has considered the financial position of its subsidiaries and concludes that Smartstyle Technology Training Limited and Independent Training Services Limited are reliant on the College for financial support. The College has assessed whether it has the resources to provide this support and has concluded it does. With the consent of the DfE the College has confirmed its continued financial support for both entities for at least 12 months.

The Corporation is confident it has appropriate mitigations in place to reduce the likelihood and impact of the critical scenario tested.

Equality and diversity

Barnsley College is committed to ensuring equality of opportunity for all who learn and work here. The College respects and values positively differences in race, gender, sexual orientation, disability, ability, class, and age. The College strives vigorously to remove conditions, which place people at a disadvantage and will actively combat bigotry. The College has a no-tolerance policy towards bullying, harassment and victimisation and actively tackles the behaviours, which transgress this policy.

The College's Single Equality Scheme and action plan are published on the College's internet site and are monitored regularly by the Executive and the Board of Governors.

The College considers all applications from disabled persons, bearing in mind the aptitudes of the individuals concerned. Where an existing employee becomes disabled, every effort is made to ensure that employment with the College continues. The College's policy is to provide training, career development and opportunities for promotion, which are, as far as possible, identical to those for other employees.

Disability statement

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

- a) The College's Student Services and Additional Learning Support (ALS) departments provide information, advice and arranges support where necessary for students with disabilities.
- b) There is a list of specialist equipment, such as radio aids, which the College can make available for use by students and a range of assistive technology is available from the ALS department.
- c) The Admissions Policy for all students is described in the College Information, Advice and Guidance (IAG) Policy. Appeals against a decision not to offer a place are dealt with under the Complaints Policy.
- d) The College has made a significant investment in the appointment of specialist staff to support students with learning difficulties and/or disabilities. There are a number of Student Support staff who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.

Barnsley College
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Strategic Report (continued)

- e) Specialist programmes are described in college prospectuses, and achievements and destinations are recorded and published in the standard College format.
- f) Counselling and wellbeing services are also available to students and are promoted throughout induction along with other documentation that will support students throughout their time with us

Facility Time

In accordance with the Trade Union (Facility Time Publication Requirements) Regulations (2017), we are required to publish certain information on trade union officials and facility time.

This report covers the period 1 April 2024 to 31 March 2025.

Table 1: Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
4	3.5

Table 2: The percentage of time spent on facility time for each relevant union official.

How many of our employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1%-50%, c) 51%-99% or d) 100% of their working hours on facility time.

Percentage of Time	Number of employees
0%	4
1-50%	0
51%-99%	0
100%	0

Table 3: The percentage of pay bill spent on facility time.

Percentage of the total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

Total number of hours of paid facility time	80
Total cost of facility time	£1861
Total pay bill	£35,137K

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Strategic Report (continued)

Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.0053%
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Table 4: The number of hours spent by relevant union officials on paid trade union activities as a percentage of total paid facility time hours.

Hours spent by employees who were relevant union officials during the relevant period on paid trade union activities as a percentage of total paid facility time hours.

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	0%
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Disclosure of information to auditors

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

Approved by order of the members of the Corporation on 16 December 2025 and signed on its behalf by:

Signed by:

 BCA8CA80D54E4D3...
Marie Lang
Chair of Governors

Barnsley College
Financial Statements
For the year ended 31 July 2025

Statement of Corporate Governance and Internal Control

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

The College endeavours to conduct its business:

- In accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership).
- In full accordance with the guidance to colleges from the code of good governance for (“the Code”).

In the opinion of the Governors, the College complies with all the provisions of the Code, and it has complied throughout the year ended 31 July 2025. This opinion is based on an internal review of compliance with the Code reported to the Board on 11 December 2025.

The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to always observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes full account of The Code of Good Governance for English Colleges issued by the Association of Colleges in 2023, which it formally adopted on 14 July 2015.

The College is an exempt charity within the meaning of Part 3 of the Charities Act 2011. The Governors, who are also the Trustees for the purposes of the Charities Act 2011, confirm that they have had due regard for the Charity Commission’s guidance on public benefit and that the required statements appear elsewhere in these financial statements.

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Statement of Corporate Governance and Internal Control (continued)

The Corporation

The members who served on the Corporation during the year and up to the date of signature of this report were as listed in the table below.

Name	Date of Appointment	Term	Date of resignation	Status	Committees served	% of Corporation meetings attended in 24/25	% of Audit Committee meetings attended in 24/25
D Akeroyd	01.11.23	When ceases to be Principal	n/a	Principal/CEO and member	G&S	100%	
K Bell	09.07.24	4 years	n/a	Staff Governor		88%	
S Burkinshaw	09.07.24	4 years	n/a	Staff Governor		75%	
C Cooper-Smith	09.11.21	4 years	n/a	Chair of ITS, Think & BDC from 18.06.24 to 26.09.25	G&S, R	100%	
	Reappointed 21.11.23			Vice Chair from 01.08.25			
B Cowley	01.08.24	when ceases to be a student	31.07.25	Student Governor		88%	
G Day	15.12.20	4 years	n/a	Independent Governor		63%	
	Reappointed 09.7.24						
S Dixon	01.08.25	4 years	n/a	Independent Governor			
L Etherington	10.06.25	4 years	n/a	Independent Governor	Audit	0%	100%
G Graham	27.09.22	4 years	n/a	Chair of Audit from 05.04.24 to 10.06.25	A, G&S, R	100%	100%
				Vice Chair from 01.08.25			

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Statement of Corporate Governance and Internal Control (continued)

Name	Date of Appointment	Term	Date of resignation	Status	Committees served	% of Corporation meetings attended in 24/25	% of Audit Committee meetings attended in 24/25
D Hutchinson	27.09.22	4 years	n/a		A	88%	75%
H Jagger	18.07.17	4 years	31.07.2025		G&S	88%	
	Reappointed 18.05.21				R		
T Johnson	19.05.20	3 years	n/a			50%	
	Reappointed 16.05.23						
K Neale	27.09.22	3 years	n/a			75%	
M Lang	19.05.20	4 years	n/a	Vice Chair from 09.07.24	G&S, R	75%	
	Reappointed 21.11.23			Chair form 01.08.25			
J Mallows	01.10.24	4 years	n/a		A	100%	75%
M Mills	12.12.23	4 years	n/a		A	100%	75%
	09.09.15				G&S		
S Perryman	Reappointed 05.02.19	3 years	31.07.25	Chair of Board & Governance & Search	R	100%	
	Reappointed 12.07.22						

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Statement of Corporate Governance and Internal Control (continued)

Name	Date of Appointment	Term	Date of resignation	Status	Committees served	% of Corporation meetings attended in 24/25	% of Audit Committee meetings attended in 24/25
N Smart	12.12.24	When cease to be a student	18.03.25			25%	
C Speechley	19.11.24	4 years	n/a		A	50%	33%
C Sudbury	16.05.23	4 years	n/a			100%	
E Dawson	28.11.23	4 years	n/a		A (co-opted)	n/a	100%
E Sumner	08.10.24	4 years	n/a		A (co-opted)	n/a	100%
S Ledger	01.08.25	4 years	n/a		A (co-opted)	n/a	

Key to Committees: **G&S – Governance and Search** **A – Audit** **R – Remuneration.**

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Statement of Corporate Governance and Internal Control (continued)

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

The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel-related matters such as health and safety and environmental issues.

The Corporation meets six times a year on a formal basis and three times to address single issues through creative sessions. It also reviews areas of performance through a programme of deep dives.

The Corporation conducts its business through a number of committees. Each committee has terms of reference which are reviewed annually and are approved by the Corporation. These committees are *Governance and Search (G & S)*, *Audit and Risk and Remuneration*. Full minutes of all meetings, except those deemed confidential by the Corporation, are available from the Director of Governance to the Board at:

Barnsley College
PO Box 266
Barnsley
S70 2YW

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

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

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

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

There is a clear division of responsibility in that the roles of the Chair and Accounting Officer are separate.

Remuneration Committee

Throughout the year ending 31 July 2025, the College's Remuneration Committee comprised three members of the Corporation. The Committee's responsibilities are to make recommendations to the Board on the remuneration and conditions of service of the Accounting Officer and other senior post holders.

The governing body adopted the AoC's Senior Staff Remuneration Code in March 2019 and assesses pay in line with its principles.

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Statement of Corporate Governance and Internal Control (continued)

The remuneration committee is concerned with all aspects of the employment of senior post holders, including recruitment, promotion, retention, setting and reviewing performance targets and conditions of employment of senior post holders, taking account of affordability, comparative information on the remuneration, benefits and conditions of employment from within the further education sector and other organisations of a comparable size/turnover.

The remuneration package of key management staff, including the Principal and Chief Executive, is subject to annual review by the remuneration committee of the governing body who use benchmarking information to provide objective guidance. Following the reclassification of the College sector in November 2022, the remuneration committee also take into account and follow where appropriate the requirements of the Department for Education's senior pay controls and Managing Public Money.

The College's Pay Policy applies to all staff including senior post holders. In conjunction with the Appraisal Policy, it is designed to motivate staff to achieve the College's strategic objectives. Both the Appraisal Policy and the Pay Policy were reviewed in January 2022. The College has adopted the AoC Code of Good Governance amendment covering College's Senior Post Holder Remuneration.

Decisions on the salaries of senior post holders are informed by market data including

- Salary benchmark data for same-level staff in comparable Colleges (derived from the AoC Survey of Remuneration of Management staff and Senior Post holders to include Colleges in Yorkshire & Humberside and with similar turnover).
- Economic conditions and competitive forces within the local community.
- Pay awards given to wider College staff.
- Affordability, as determined by the College's financial performance.
- Whole College performance against strategic objectives and key performance indicators approved by the Board.
- Individual performance against objectives set as part of the annual appraisal process.
- Benefits in kind.
- Pension entitlements.
- Department for Education's senior pay controls.

The College Appraisal Policy sets out the framework under which appraisals for all staff are carried out and explains the alignment of individual objectives with the College's strategic priorities, purpose, and values. In respect of senior post holders, the performance objectives are agreed by the remuneration committee and reports on their performance are provided to the committee to inform their decision-making in respect of the consideration of salary progression.

The Principal and Chief Executive reports to the Chair of Governing Body, who undertakes an annual review of his performance against the College's overall objectives using both qualitative and quantitative measures of performance.

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

Appointments to the Corporation

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

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For the year ended 31 July 2025

Statement of Corporate Governance and Internal Control (continued)

Members of the Corporation are appointed for a term of office not exceeding four years.

Corporation performance

The Board evaluated its performance at the end of the year through an internal review focusing on values and behaviours as recommended by the external review, which was carried out by Sandra Prail on behalf of the Association of Colleges in 2022/23. A deep dive into Governance and the new Code of Good Governance was also carried out in Spring 2024. There was also an internal audit into compliance with the new Code of Good Governance. All were approved by the Board. The external review action plan was updated and published on the website. A new External Board Review has been commissioned for 2025/26

The Board adopted the new Code of Good Governance at its meeting in May 2024.

The College introduced an Assurance Based Governance Model in 2020. The model identifies and records the key sources of assurance that inform management and the board on the effectiveness of the key controls and processes that are relied upon to manage risk and achieve the College's objectives. The model was reviewed as part of the internal audit process in 2020.

Governor Training and Development

Barnsley College is committed to providing a range of training and development opportunities for their Governors and Governance Professionals. All new governors have completed a comprehensive induction process and ongoing training, and support are available through in-house and externally organised events.

The following activities were undertaken in the year ending July 2025.

Training & Development Activity	Governors Involved
College, AoC and Unloc Induction programmes	New Independent, Staff and Student Governors
AoC Chairs & Principals Development Network	Chair and Principal
AoC Annual Conference	Chair, Vice Chairs
Statutory Link Governor Meetings	Statutory Link Governors
Curriculum Link Governor Meetings	Curriculum Link Governors
Strategic Seminar	All Governors
College Governor Training & Briefings (Student Voice, Property Strategy, Safeguarding & Prevent, Education Landscape, Board Effectiveness, Local Needs, Risk and Risk Appetite)	All Governors
Deep Dives (Ofsted & Apprenticeships)	All Governors
Governance Professional Training & Development (including IoD Certificate and Award for FE Governance Professionals)	Governance Professional

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Statement of Corporate Governance and Internal Control (continued)

Audit Committee

The Audit Committee comprised five members of the Corporation (excluding the Accounting Officer and Chair) and two co-optees. The Committee operates in accordance with written terms of reference approved by the Corporation.

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

The College's internal auditors monitor the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input and report their findings to management and the Audit Committee. Management is responsible for the implementation of agreed audit recommendations, and internal audit undertakes periodic follow-up reviews to ensure such recommendations have been implemented.

The Audit Committee also advises the Corporation on the appointment of internal, regularity and financial statements auditors and their remuneration for both audit and non-audit work.

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

E Dawson	4 meetings attended
G Graham	4 meetings attended
D Hutchinson	3 meetings attended
J Mallows	3 meetings attended
M Mills	4 meetings attended
C Speechley	1 meeting attended
E Sumner	4 meetings attended

Governance & Search Committee

The Governance & Search Committee comprises of three members of the Corporation and meets twice a year. The committee advises the Board on the constitution of the Board and its recruitment and selection procedures. It also considers the skills required of members, terms of office and succession planning. The Committee is responsible for making recommendations to the Board on its Conduct of Business and any other governance policies.

Internal control

Scope of responsibility

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

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

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Statement of Corporate Governance and Internal Control (continued)

The purpose of the system of internal control

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

Colleges were reclassified to the central government sector with effect from 29 November 2022. The College has updated policies, procedures and approval processes to ensure compliance with the new requirements following reclassification. Systems and processes have been established to identify and handle any transactions for which DfE approval is now required and these have been applied since reclassification.

Capacity to handle risk

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

The risk and control framework

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

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

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

Barnsley College
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For the year ended 31 July 2025

Statement of Corporate Governance and Internal Control (continued)

Risks faced by the corporation

The corporation reviews the Board Assurance Framework (BAF) at board meetings on a quarterly basis, with additional monitoring at the Audit Committee. The BAF identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks and covers assurance gained. Furthermore, all corporation reports are assessed against risk criteria.

An assessment of the principal risks facing the College are headlined below; a summary of these risks can be found within the strategic report pages 16-19.

- IT Disaster Recovery
- Quality
- Digital Transformation
- Apprenticeship Quality and Income
- Institute of Technology
- Student Recruitment
- GCSE English and Maths
- 14-16 Direct Entry
- Funding Compliance
- Protecting Tertiary Status
- Serving of Debt and Financial Stability

Control weaknesses identified

The College retains an internal audit service to audit its systems of internal control. The 2024/25 internal audit plan was developed with clear links to the College's Board Assurance Framework. The College senior managers agreed the recommendations made by the Internal Audit Service to improve controls and the follow-up audit confirmed that the College has made good progress in implementing the actions agreed.

There have not been any significant internal control weaknesses identified during 2024/25 and up to the date of signing.

Responsibilities under the accountability agreements

The Corporation keeps under review compliance with DfE and other devolved authority grant funding agreements and contracts ensuring that funding is used for the purposes given or generated. The Corporation also receives reports on specific conditions of grants such as capital grants. The Corporation ensures that the College makes key returns to the DfE accurately and on time, including the Financial Statements and Finance Record in December 2024 and the Financial Plan in July 2025. The programme of internal audit tests includes a risk-based approach to testing compliance with funding agreements.

Barnsley College
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For the year ended 31 July 2025

Statement of Corporate Governance and Internal Control (continued)

Statement from the Audit Committee

The Audit Committee has advised the board of governors that the corporation has an adequate and effective framework for risk management, governance and internal control. The specific areas of work undertaken by the Audit Committee in 2024/25 are:

- A Key Financial Controls Review. This audit provided substantial assurance with two low priority recommendations.
- A Safeguarding and Prevent Review. This audit provided substantial assurance with one low priority recommendation.
- A Project Management Review. This audit provided substantial assurance with two low priority recommendations.
- A Student Experience/Learner Journey Review. This audit provided substantial assurance with no recommendations.
- A Further Education Funding Rules Compliance Review. No opinion was provided. This audit identified one medium and one low priority action.
- A review of the 2024/25 fraud register through the annual fraud report.

The Head of Internal Audit issued concluded the college has an adequate and effective framework for risk management, governance, internal control and economy, efficiency and effectiveness.

Review of effectiveness

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

- The work of the internal auditors.
- The work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework.
- Comments made by the College's financial statements auditors in their management letters and other reports.
- The regularity self-assessment questionnaire.

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

The Executive receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The Executive and the Audit Committee also receive regular reports from internal audit and other sources of assurance, which include recommendations for improvement.

Barnsley College
Financial Statements
For the year ended 31 July 2025

Statement of Corporate Governance and Internal Control (continued)

The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the Executive Team and the Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its Board meeting on 16 December 2025, the Corporation carried out the annual assessment for the year ended 31 July 2025 by considering documentation from the Executive and internal audit and taking account of events since 31 July 2025.

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

Approved by order of the members of the Corporation on 16 December 2025 and signed on its behalf by

Signed by:

BCA8CA80D54E4D3...
Marie Lang
Chair of Governors

Signed by:

BB24B9C7B2C44E4...
David Akeroyd
Accounting Officer

Barnsley College
Financial Statements
For the year ended 31 July 2025

Statement on the College's regularity, propriety and compliance

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

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

Signed by:

BB24B9C7B2C44E4...
David Akeroyd
Accounting Officer
16 December 2025

Barnsley College
Financial Statements
For the year ended 31 July 2025

Statement of Responsibilities of the Members of the Corporation

The members of the corporation are required to present audited financial statements for each financial year.

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

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

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

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

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

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

Barnsley College
Financial Statements
For the year ended 31 July 2025

Statement of Responsibilities of the Members of the Corporation (continued)

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

Approved by order of the members of the corporation on 16 December 2025 and signed on its behalf by:

Signed by:



BCA8CA80D54E4D3...

Marie Lang
Chair of Governors

Barnsley College
Financial Statements
For the year ended 31 July 2025

Independent auditor's report to the Members of the Corporation of Barnsley College

Opinion

We have audited the financial statements of Barnsley College (the "College") and its subsidiaries (the "Group") for the year ended 31 July 2025 which comprise the Consolidated and College Statements of Comprehensive Income and Expenditure, the Consolidated and College Statements of Changes in Reserves, the Consolidated and College Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is 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).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and College's affairs as at 31 July 2025 and of the Group's income and expenditure, gains and losses, and changes in reserves and cash flows and the College's income and expenditure, gains and losses, and changes in reserves for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with 2019 Statement of Recommended Practice – Accounting for Further and Higher Education and the Accounts Direction 2024 to 2025 issued by the Department for Education.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group and the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Corporation's use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the College's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the Members' Report and Financial Statements other than the financial statements and our auditor's report thereon. The Corporation is responsible for the other information contained within the Members' Report and Financial Statements. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Barnsley College
Financial Statements
For the year ended 31 July 2025

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

We are required to report on the following matters by the Office for Students' Accounts Direction. In our opinion, in all material respects:

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

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Framework for auditors and reporting accountants of colleges issued by the Department of Education requires us to report to you if, in our opinion:

- proper accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations required for our audit.

We are also required by the Office for Students' Accounts Direction to report to you where the results of our audit work indicate that the College's grant and fee income, as disclosed in Note 3 to the financial statements has been materially misstated.

We have nothing to report in these respects.

Responsibilities of the Corporation of Barnsley College

As explained more fully in the Statement of Responsibilities of the Members of the Corporation set out on pages 36-37, the Corporation is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Corporation determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Corporation is responsible for assessing the Group's and the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Corporation either intends to liquidate the Group or the College or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

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

The extent to which the audit was considered capable of detecting irregularities, including fraud

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

Barnsley College
Financial Statements
For the year ended 31 July 2025

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the Group and the College operate in and how the Group and the College are complying with the legal and regulatory frameworks;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud; and
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

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

The Group and the College are also subject to many other laws and regulations where the consequences of non-compliance could have a material impact on amounts or disclosures in the financial statements.

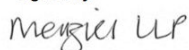
We performed audit procedures to inquire of management and those charged with governance whether the Group and the College are in compliance with these laws and regulations and inspected correspondence with licensing or regulatory authorities.

The audit engagement team identified the risk of management override of controls and revenue recognition as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included, but were not limited to, testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates and inspecting funding agreements and allocations. A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Corporation, as a body, in accordance with the Funding Agreement published by the Department for Education and our engagement letter dated 3 December 2025. Our audit work has been undertaken so that we might state to the Corporation, as a body, those matters we are engaged to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Corporation, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:



83E726A2B19F426

For and on behalf of Menzies LLP
 One Express
 1 George Leigh Street
 Manchester
 M4 5DL

Date: 19-Dec-2025

Barnsley College
Financial Statements
For the year ended 31 July 2025

Independent Reporting Accountant's Assurance Report on Regularity

To the Corporation of Barnsley College and Secretary of State for Education

In accordance with the terms of our engagement letter dated 3 December 2025 and further to the requirements of the Department for Education (DfE), as include in the extant framework and guide for external auditors and reporting accountants of Colleges, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Barnsley College during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

The framework that has been applied is set out in the College Auditor Framework issued by DfE and in any relevant conditions of funding concerning adult education notified by a relevant funder. This report is made solely to the Corporation of Barnsley College and Secretary of State for Education in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Corporation of Barnsley College and the Secretary of State for Education those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept, or assume, responsibility to anyone other than the Corporation of Barnsley College and the Secretary of State for Education for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of the accounting officer of Barnsley College and the reporting accountant

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

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

Approach

We conducted our engagement in accordance with the extant framework and guide for external auditors and reporting accountants of Colleges. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Barnsley College
Financial Statements
For the year ended 31 July 2025

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

The work undertaken to draw to our conclusion includes:

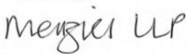
- Documenting the framework of authorities which govern the activities of the Members of Corporation;
- Undertaking a risk assessment based on our understanding of the general control environment and any weaknesses in internal controls identified by our audit of the financial statements;
- Reviewing the self-assessment questionnaire which supports the representations included in the Chair of Governors and Accounting Officer's statement on regularity, propriety and compliance with the framework of authorities;
- Testing a sample of transactions with related parties;
- Confirming through enquiry and sample testing that the Members of Corporation has complied with its procurement policies and that these policies comply with delegated authorities; and
- Reviewing any evidence of impropriety resulting from our work and determining whether it was significant enough to be referred to in our regularity report.

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

Conclusion

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

Signed:

Signed by:

83F726A2B19F426...

For and on behalf of Menzies LLP
One Express
1 George Leigh Street
Manchester
M4 5DL
Date: 19-Dec-2025

Barnsley College
Financial Statements
For the year ended 31 July 2025

Consolidated and College Statement of Comprehensive Income

	Notes	Year ended 31 July 2025		Year ended 31 July 2024	
		Group	College	Group	College
		£'000	£'000	£'000	£'000
Income					
Funding body grants	2	50,411	48,876	45,256	44,270
Tuition fees and education contracts	4	7,236	7,152	7,157	6,939
Other income	5	2,691	2,642	2,367	2,340
Investment income	6	974	943	694	672
Total income		61,312	59,613	55,474	54,221
Expenditure					
Staff costs	7	34,167	33,355	30,765	30,205
Other operating expenses	8	16,546	16,443	16,866	16,205
Depreciation and impairment	12	6,078	6,078	5,321	5,322
Interest and other finance costs	10	807	807	923	923
Total expenditure		57,598	56,683	53,875	52,655
Surplus before other gains and losses		3,714	2,930	1,599	1,566
Profit on disposal of assets		-	-	4	4
Surplus before tax		3,714	2,930	1,603	1,570
Taxation	11	(8)	(8)	-	-
Surplus for the year		3,706	2,922	1,603	1,570
Actuarial gain in respect of pensions schemes	26	10,704	10,449	3,107	3,024
Restriction of actuarial surplus	26	(11,792)	(11,497)	(3,727)	(3,611)
Total Comprehensive Income for the year		2,618	1,874	983	983

All items of income and expenditure relate to continuing activities.

Barnsley College
Financial Statements
For the year ended 31 July 2025

Consolidated and College Statement of Changes in Reserves

	Income and Expenditure account	Restricted Reserve	Total
Consolidated	£'000	£'000	£'000
Balance at 1 August 2023	78,762	-	78,762
Surplus from the income and expenditure account (restated)	983	-	983
Other comprehensive income	-	-	-
Total comprehensive income for the year	<u>983</u>	<u>-</u>	<u>983</u>
Balance at 31 July 2024	<u>79,745</u>	<u>-</u>	<u>79,745</u>
Surplus from the income and expenditure account	2,618	-	2,618
Other comprehensive income	-	-	-
Total comprehensive income for the year	<u>2,618</u>	<u>-</u>	<u>2,618</u>
Balance at 31 July 2025	<u>82,363</u>	<u>-</u>	<u>82,363</u>
College			
Balance at 1 August 2023	78,514	-	78,514
Surplus from the income and expenditure account (restated)	983	-	983
Other comprehensive income	-	-	-
Total comprehensive income for the year	<u>79,497</u>	<u>-</u>	<u>79,497</u>
Balance at 31 July 2024	<u>-</u>	<u>-</u>	<u>-</u>
Surplus from the income and expenditure account	1,874	-	1,874
Other comprehensive income	-	-	-
Total comprehensive income for the year	<u>1,874</u>	<u>-</u>	<u>1,874</u>
Balance at 31 July 2025	<u>81,371</u>	<u>-</u>	<u>81,371</u>

Barnsley College
Financial Statements
For the year ended 31 July 2025

Consolidated and College Balance Sheets as at 31 July

	Notes	Group	College	Group	College
		2025 £'000	2025 £'000	2024 £'000	2024 £'000
Non current assets					
Tangible Fixed assets	12	99,772	99,772	89,558	89,558
Investments	13	-	-	-	-
		99,772	99,772	89,558	89,558
Current assets					
Stocks		150	150	103	103
Trade and other receivables	14	2,141	1,993	3,273	2,752
Investments	15	-	-	6,000	6,000
Cash and cash equivalents	20	14,909	13,886	8,219	7,552
		17,200	16,029	17,595	16,407
Less: Creditors – amounts falling due within one year	16	(22,957)	(22,812)	(9,400)	(9,245)
Net (liabilities)/current assets		(5,757)	(6,783)	8,195	7,162
Total assets less current liabilities		94,015	92,989	97,753	96,720
Creditors – amounts falling due after more than one year	17	(10,140)	(10,140)	(15,622)	(15,622)
Provisions					
Defined benefit obligations	19	-	-	-	-
Other provisions	19	(1,512)	(1,478)	(2,386)	(1,601)
Total net assets		82,363	81,371	79,745	79,497
Unrestricted Reserves					
Income and expenditure account		82,363	81,371	79,745	79,497
Restricted reserve		-	-	-	-
Total reserves		82,363	81,371	79,745	79,497

The financial statements on pages 47-76 were approved and authorised for issue by the Corporation on 16 December 2025 and were signed on its behalf on that date by:

Signed by:

BCA8CA80D54E4D3...
Marie Lang
Chair

Signed by:

BB24B9C7B2C44E4...
David Akeroyd
Accounting Officer

Barnsley College
Financial Statements
For the year ended 31 July 2025

Consolidated Statement of Cash Flows

	Notes	2025 £'000	2024 £'000
Cash flow from operating activities			
Surplus for the year		3,714	1,603
Adjustment for non-cash items			
Depreciation		6,078	5,321
Release of deferred capital grants		(1,499)	(1,403)
(Increase)/decrease in stocks		(47)	12
Decrease/(increase) in debtors		1,132	(363)
Increase in creditors due within one year		146	753
Decrease in provisions		(874)	(63)
Pensions costs less contributions payable		(691)	1,269
Adjustment for investing or financing activities			
Investment income		(360)	(694)
Interest payable		807	923
Gain on sale of fixed assets		-	(4)
Net cash flow from operating activities		<u>8,406</u>	<u>7,354</u>
Cash flows from investing activities			
Proceeds from sale of fixed assets		-	5
Investment deposit		6,000	(6,000)
Investment income		973	694
Payments made to acquire fixed assets		(6,517)	(3,109)
		<u>456</u>	<u>(8,410)</u>
Cash flows from financing activities			
Interest paid		(679)	(780)
Interest element of finance lease rental payments		(51)	(64)
Repayments of amounts borrowed		(1,315)	(1,279)
Capital element of finance lease rental payments		(127)	(111)
		<u>(2,172)</u>	<u>(2,234)</u>
(Decrease)/increase in cash and cash equivalents in the		<u>6,690</u>	<u>(3,290)</u>
 Cash and cash equivalents at beginning of the year	20	8,219	11,509
 Cash and cash equivalents at end of the year	20	14,909	8,219

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements

Statement of accounting policies and estimation techniques

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

Basis of preparation

These financial statements have been prepared in accordance with the *Statement of Recommended Practice: Accounting for Further and Higher Education 2019* (the 2019 FE HE SORP), the *College Accounts Direction for 2024 to 2025* and in accordance with Financial Reporting Standard 102 – “*The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland*” (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

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

The financial statements are presented in Sterling (£), which is the functional currency.

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention, as modified by the use of previous valuations as deemed cost for certain non-current assets at the transition to FRS 102 date.

Basis of consolidation

The consolidated financial statements include the College and its subsidiaries, Independent Training Services Limited, Smartstyle Technology Training Limited, Barnsley College Development Company Limited and Think Barnsley Limited, controlled by the Group. Intra-group sales and profits are eliminated fully on consolidation. All financial statements are made up to 31 July 2025. In accordance with FRS102, the activities of the student union have not been consolidated, as the College does not control them.

Going concern

After making appropriate enquiries and considering forecasts on the College and its subsidiaries, the Corporation considers that the College has adequate resources to continue in operational existence for the foreseeable future. The going concern assessment considered the College financial operating forecasts and cash flow forecasts to July 2026 and bank covenants.

The College will set an EBITDA budget at least 10% of income for 2025/26. The business-planning model is well established and delivers a budget that is prudent, achievable, and risk-managed. There is a high level of competency in financial management across the College. Historically the College has outperformed its budget.

Cash flow forecast projections indicate the College has sufficient cash until at least July 2027. The lowest cash balance is in December 2025.

College forecasts indicate that all bank covenants will be met until at least July 2027. The College has sufficient headroom in its bank covenants to withstand a level of financial disruption. The testing identified a critical scenario with a loss of income of £22m (37% of forecast income in 2025/26), leading to a breach in bank covenants. The College's internal control processes include existing mitigations against the impact and likelihood of the scenario.

However, the College can also call on other measures where needed, including restricting expenditure and placing staff recruitment on hold to reduce in-year costs and to protect college cash reserves.

Barnsley College
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For the year ended 31 July 2025

Strategic Report (continued)

The College operates a robust business planning and performance review process which is ongoing throughout the year, so where plans and assumptions are not in in with the financial plan these can quickly be identified and mitigated.

The College financial forecasts are prepared on a prudent basis. The operating forecasts and the cash flow forecasts until July 2027 provide assurance the College has adequate resources until at least that date. The reverse stress testing of bank covenants provides additional evidence to support that conclusion. The College has robust business continuity plans, risk management and financial management processes and so is well placed to respond to future uncertainty in a timely manner. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

The College has considered the financial position of its subsidiaries and concludes that Smartstyle Technology Training Limited and Independent Training Services Limited are reliant on the College for financial support. The College has assessed whether it has the resources to provide this support and has concluded it does. With the consent of the DfE the College has confirmed its continued financial support for both entities for at least 12 months.

The Corporation is confident it has appropriate mitigations in place to reduce the likelihood and impact of the critical scenario tested.

Recognition of income

Revenue grant funding

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accruals model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the income stream involved. Any under achievement for the Adult Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year-end reconciliation process with the funding body following the year-end, and the results of any funding audits. 16-18 learner-responsive funding is not normally subject to reconciliation and is therefore not subject to contract adjustments.

The recurrent grant from the Office for Students represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income. All support grant allocations and subsequent expenditure has been included in the Statement of Comprehensive Income.

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

Barnsley College
Financial Statements
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Notes to the Financial Statements (continued)

Grants (including research grants) from non-government sources are recognised in income when the College is entitled to the income and performance related conditions have been met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the balance sheet and released to income as the conditions are met.

Capital grant funding

Government capital grants are recognised in income when the College is entitled to the income and performance related conditions have been met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the balance sheet and released to income as the conditions are met.

Fee income

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

Investment income

All income from short-term deposits is credited to the statement of comprehensive income in the period in which it is earned on a receivable basis.

Accounting for post-employment benefits

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

Teachers Pension Scheme

The Teachers Pension Scheme (TPS) is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a prospective benefit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

South Yorkshire Local Government Pension Scheme (LGPS)

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date.

The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements, and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in interest and other finance costs.

Actuarial gains and losses are recognised immediately in actuarial gains and losses in Other Comprehensive Income.

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

Short-term Employment benefits

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

Enhanced Pensions

The actual cost of any enhanced ongoing pension to a former member of staff is paid by a College annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the College's income in the year that the member of staff retires. In subsequent years, a charge is made to provisions in the balance sheet using the enhanced pension spreadsheet provided by the funding bodies.

Non-current Assets - Tangible fixed assets

Tangible fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets that had been revalued to fair value on or prior to the date of transition to the 2015 FE HE SORP, are measured on the basis of cost, being the revalued amount at the date of that revaluation.

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

Land and buildings

Land and buildings acquired since incorporation are included in the balance sheet at cost or deemed cost on transition. Freehold land is not depreciated as it is considered to have an infinite useful life. Freehold buildings are depreciated over their expected useful economic life to the College of between 10, 20 and 50 years.

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated as above. The related grants are credited to a deferred income account within creditors and are released to the income and expenditure account when the performance conditions specified within the capital grant are met.

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

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.

Subsequent expenditure on existing fixed assets

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

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

Financial liabilities and equity

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

All loans, investments and short-term deposits held by the Group are classified as basic financial instruments in accordance with FRS 102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are subsequently measured at amortised cost; however, the Group has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the balance sheet at historical cost. Loans and investments that are payable or receivable within one year are not discounted.

Taxation

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within categories covered by sections 478-488 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The College is partially exempt in respect of Value Added Tax, so that it can only recover circa 2% of the VAT charged on its inputs. All VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature, with any partial recovery netted off against these figures.

The College's subsidiary companies are subject to corporation tax and VAT in the same way as any commercial organisation.

Provisions and contingent liabilities

Provisions are recognised when

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

Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the statement of comprehensive income in the period it arises.

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

Contingent liabilities are not recognised in the balance sheet but are disclosed in the notes to the financial statements.

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

Cash and cash equivalents

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty. Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition.

Key accounting judgements and estimates

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

Impairment

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

The college undertakes an annual review for impairment indicators, and where indicators are identified then judgment is applied in determining whether an impairment is required. There has been no impairment for the year ending 31 July 2025.

Other key sources of estimation uncertainty

Cost of remedial works

The cost of outstanding remedial works to the Old Mill Lane building is included in the accounts of Barnsley College Development Company Limited and hence the Group. The cost of the outstanding work required is £34k. The provision at 31 July 2025 was £34k (2023/24: £756k).

Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 July 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

2 Funding body grants

	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Recurrent grants				
Education and Skills Funding Agency – 16-18	36,955	36,955	32,660	32,660
Education and Skills Funding Agency – 14-16	407	407	465	465
Education and Skills Funding Agency – apprenticeships	5,491	4,408	4,847	3,969
Devolved Local Authorities – adult	4,294	3,842	4,590	4,482
Office for Students	285	285	201	201
Specific grants				
Teacher Pension Scheme contribution grant	1,480	1,480	1,090	1,090
Release of capital grants	1,499	1,499	1,403	1,403
Total	50,411	48,876	45,256	44,270

3 Grant and fee income

	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Grant and fee income				
Grant and fee income from the Office for Students	285	285	201	201
Fee income for taught awards (exclusive of VAT)	1,858	1,858	1,745	1,745
Fee income for non-qualifying courses	242	237	417	296
Total	2,385	2,380	2,363	2,242

4 Tuition fees and education contracts

	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Adult education fees	510	471	278	252
Apprenticeship fees and contracts	63	23	60	18
Fees for FE loan supported courses	242	237	417	296
Fees for HE loan supported courses	1,858	1,858	1,745	1,745
Total tuition fees	2,673	2,589	2,500	2,311
Education contracts	4,563	4,563	4,657	4,628
Total	7,236	7,152	7,157	6,939

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

5 Other income	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Catering and residences	1,611	1,611	1,427	1,427
Other income generating activities	556	507	321	291
Farming activities	201	201	137	137
Miscellaneous income	323	323	485	485
Total	2,691	2,642	2,367	2,340

6 Investment income	Year ended 31 July		Year ended 31 July	
	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Other interest receivable	364	360	271	271
Pension interest	610	583	423	401
Total	974	943	694	672

7 Staff costs

The average number of persons (including key management personnel) employed by the College during the year was:

	2025	2025	2024	2024
	Group	College	Group	College
	No.	No.	No.	No.
Teaching staff	409	389	371	354
Non-teaching staff	442	434	480	467
	851	823	851	821

Staff costs for the above persons

	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Wages and salaries	26,029	25,336	23,895	23,444
Social security costs	2,652	2,559	2,184	2,103
Other pension costs	4,988	4,962	4,686	4,658
Payroll sub total	33,669	32,857	30,765	30,205
Restructuring Costs - contractual	498	498	-	-
Total staff costs	34,167	33,355	30,765	30,205

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

The College paid 0 severance payments in the year disclosed in the following bands:

Severance payment amounts	Number of severance payments made
£0 - £25,000	0
£25,001 - £50,000	0
£50,001 - £100,000	0

There were no special severance payments made during the year.

Included in staff restructuring costs are special severance payments totalling £nil (2024 £nil). Individually the payments were £nil.

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing, and controlling the activities of the College. They encompass the Executive who through their weekly meetings direct the strategic direction of the College. The key management personnel are listed on page 3.

Staff costs include compensation paid to key management personnel for loss of office.

Emoluments of Key management personnel, Accounting Officer and other higher paid staff

	2025 No.	2024 No.
The number of key management personnel including the Accounting Officer was:	7	8

The 2025 key management personnel counts staff leaving and joining the organisation. The number of key management personnel posts is 7 (2023/24: 8).

The number of key management personnel and other staff who received annual emoluments over £60,000, excluding pension contributions and employer’s national insurance but including benefits in kind, in the following ranges was:

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

	Key management personnel		Other staff	
	2025	2024	2025	2024
	No.	No.	No.	No.
£5,001 to £10,000 p.a.	-	1	-	-
£35,001 to £40,000 p.a.	-	1	-	1
£40,001 to £45,000 p.a.	-	1	-	-
£45,001 to £50,000 p.a.	-	1	-	-
£50,001 to £55,000 p.a.	-	-	-	6
£60,001 to £65,000 p.a.	-	-	5	3
£65,001 to £70,000 p.a.	-	-	7	-
£70,001 to £75,000 p.a.	2	-	3	-
£75,001 to £80,000 p.a.	-	-	1	1
£80,001 to £85,000 p.a.	1	-	1	1
£85,001 to £90,000 p.a.	-	1	-	-
£90,001 to £95,000 p.a.	1	-	-	-
£95,001 to £100,000 p.a.	-	-	-	-
£100,001 to £105,000 p.a.	1	1	-	-
£105,001 to £110,000 p.a.	1	1	-	-
£165,001 to £170,000 p.a.	1	1	-	-
	7	8	17	12

The values below the £60,000 banding are pro-rata values for staff that left in year. One member of the key management personnel work 0.81 FTE. Their salary in the above disclosure is based on their full-time salary equivalent

There are no salary sacrifice arrangement in place.

The number of staff with a full time equivalent basic salary over £100k is included in the table below.

Basic pay only	Number of staff	
	2025	2024
	No.	No.
£100,001 to £105,000 p.a.	1	1
£105,001 to £110,000 p.a.	1	1
£165,001 to £170,000 p.a.	1	1
	3	3

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

The number of staff with a full time equivalent total emoluments over £100k is included in the table below. The bandings do not include employer's national insurance costs.

Total emoluments	Number of staff	
	2025	2024
	No.	No.
£100,001 to £105,000 p.a.	1	1
£105,001 to £110,000 p.a.	1	1
£165,001 to £170,000 p.a.	1	1
	<u>3</u>	<u>3</u>

The salary is determined at the July year-end. This does not include staff who joined or left during the year.

Key management personnel emoluments are made up as follows:

	2025	2024
	£'000	£'000
Salaries – gross of salary sacrifice and waived emoluments	702	649
Employers National Insurance	92	82
	<u>794</u>	<u>731</u>
Pension contributions	183	137
Total emoluments	<u>977</u>	<u>868</u>

The above compensation includes amounts paid to the Principal and Chief Executive who is the Accounting Officer.

Their pay and remuneration is as follow:

	2025	2024
	£'000	£'000
Salaries – gross of salary sacrifice and waived emoluments	169	161
Employers National Insurance	23	21
	<u>192</u>	<u>182</u>
Pension contributions	48	40
Total emoluments	<u>240</u>	<u>222</u>

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

Relationship of Principal/Chief Executive pay, and remuneration expressed as a multiple

	2025	2024
	£'000	£'000
Principal's basic salary as a multiple of the median of all staff	5.8	5.6
Principal and CEO's total remuneration as a multiple of the median of all staff	8.3	7.8

The above excludes agency costs.

Compensation for loss of office paid to former key management personnel

	2025	2024
	£	£
Compensation paid to the former post-holder	-	6,752
Estimated value of other benefits, including provisions for pension benefits	-	-

The severance payment was approved by the college's Remuneration Committee.

8 Other operating expenses

	2025	2025	2024	2024
	Group	College	Group	College
	£'000	£'000	£'000	£'000
Teaching costs	5,022	4,743	4,511	4,313
Non-teaching costs	8,703	8,914	7,454	7,013
Premises costs	2,821	2,786	4,901	4,879
Total	16,546	16,443	16,866	16,205

Other operating expenses include:	2025	2024
	£'000	£'000
Auditors' remuneration:		
Internal audit	35	32
Financial statements audit – college and group	50	52
Financial statements audit - subsidiaries	12	11
Other services provided by the financial statements' auditor -	2	2
taxation compliance	12	9
Hire of assets under operating leases	<u>217</u>	<u>229</u>

All fees are exclusive of VAT

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

9 Guarantees, letters of comfort and indemnities

The College provided a letter of financial support to Smartstyle Technology Training Limited, one of its subsidiaries during the year for £184k and to Independent Training Services Limited, another one of its subsidiaries during the year for £100k.

10 Interest and other finance costs

Group	2025	2024
	£'000	£'000
On bank loans, overdrafts and other loans	679	780
On finance leases	51	64
Net interest on defined pension liability (note 27)	77	79
Total	807	923

College	2025	2024
	£'000	£'000
On bank loans, overdrafts and other loans	679	780
On finance leases	51	64
Net interest on defined pension liability (note 27)	77	79
Total	807	923

11 Taxation

Group	2025	2024
	£'000	£'000
Prior period tax charge	8	-
Total	8	-

College	2025	2024
	£'000	£'000
Prior period tax charge	8	-
Total	8	-

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

12 Fixed Assets

Group	Freehold Land and buildings	Assets under construction	Equipment	Furniture and fittings	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
At 1 August 2024	102,905	2,819	7,661	12,404	125,789
Additions	546	14,072	1,501	173	16,292
Transfers	588	(654)	66	-	-
Disposals	-	-	-	-	-
At 31 July 2025	104,039	16,237	9,228	12,577	142,081
Depreciation					
At 1 August 2024	22,330	-	5,014	8,887	36,231
Charge for the year	3,057	-	1,714	1,307	6,078
Elimination in respect of disposals	-	-	-	-	-
At 31 July 2025	25,387	-	6,728	10,194	42,309
Net book value at 31 July 2025	78,652	16,237	2,500	2,383	99,772
Net book value at 31 July 2024	80,575	2,819	2,647	3,517	89,558

College	Freehold Land and buildings	Assets under construction	Equipment	Furniture and fittings	Total
	£'000	£'000	£'000	£'000	£'000
Cost or valuation					
At 1 August 2024	102,906	2,819	7,657	12,404	125,786
Additions	546	14,072	1,501	173	16,292
Transfers	588	(654)	66	-	-
Disposals	-	-	-	-	-
At 31 July 2025	104,040	16,237	9,224	12,577	142,078
Depreciation					
At 1 August 2024	22,331	-	5,010	8,887	36,228
Charge for the year	3,057	-	1,714	1,307	6,078
Elimination in respect of disposals	-	-	-	-	-
At 31 July 2025	25,388	-	6,724	10,194	42,306
Net book value at 31 July 2025	78,652	16,237	2,500	2,383	99,772
Net book value at 31 July 2024	80,575	2,819	2,647	3,517	89,558

Barnsley College
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For the year ended 31 July 2025

Notes to the Financial Statements (continued)

At 1 August 2014, two buildings were revalued as part of the FRS 102 transition. The buildings included within fixed assets were revalued at £9.2m. Building valuations were carried out by a RICS surveyor and are based on depreciated replacement cost.

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

	£'000
Cost	7,276
Aggregate depreciation based on cost	(4,333)
Net book value based on cost	<u>2,943</u>

Land and buildings includes land valued at £2,294k that is not depreciated.

The net book value of equipment includes an amount of £0k (2023/24 – £163k) in respect of assets held under finance leases. The depreciation charge on these assets for the year was £0k (2023/24 – £163k).

13 Non-current investments

	College 2025	College 2024
	£	£
Investments in subsidiary companies	101	101
Total	<u>101</u>	<u>101</u>

The College owns 100 per cent of the issued ordinary £1 shares of Barnsley College Development Company Limited, a company incorporated in England and Wales. The principal business of Barnsley College Development Company Limited is property development.

The College owns 100 per cent of the issued ordinary £1 shares of Think Barnsley, a company incorporated in England and Wales. The principal business of the company is to provide employment opportunities for apprentices.

The College appoints the Trustees of the charity Independent Training Services Limited (ITS), a limited company by guarantee and incorporated in England and Wales and is therefore considered to exercise control. ITS owns 100 per cent of the issued ordinary shares of SmartStyle Technology Training Limited. The principal business of Independent Training Services Limited and SmartStyle Technology Training Limited is educational training.

Barnsley College
Financial Statements
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Notes to the Financial Statements (continued)

14 Trade and other receivables

	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Trade receivables	492	444	1,608	1,276
Prepayments and accrued income	1,506	1,406	1,548	1,360
Other debtors	143	143	117	116
Total	2,141	1,993	3,273	2,752

The group wrote off bad debts totalling £307 in the year. No debt write-off or other losses individually were more than £5,000.

15 Current investments

	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Short term deposits	-	-	6,000	6,000
Total	-	-	6,000	6,000

Deposits are with the college's bankers who is licensed by the Financial Conduct Authority. The interest rates for these deposits are fixed for the duration of the deposit at time of placement.

16 Creditors: amounts falling due within one year

	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Bank loans and overdrafts	1,355	1,355	1,315	1,315
Obligations under finance leases	145	145	116	116
Trade payables	2,521	2,487	2,601	2,500
Amounts owed to subsidiaries	-	99	-	-
Other taxation and social security	569	541	543	540
Accruals and deferred income	3,828	3,646	3,072	3,021
Holiday pay accrual	219	219	234	234
Deferred income – government capital grants	13,598	13,598	1,350	1,350
Amounts owed to the DfE	722	722	169	169
Total	22,957	22,812	9,400	9,245

Most of the balance of deferred capital grants relates to the IOT which is held as an asset under construction at 31 July 2025. Upon completion during 2025/26, the balance will be released to the Statement of Comprehensive Income.

Barnsley College
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Notes to the Financial Statements (continued)

17 Creditors: amounts falling due after one year

	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Bank loans	9,960	9,960	11,315	11,315
Obligations under finance leases	180	180	335	335
Deferred income – government capital grants	-	-	3,972	3,972
Total	10,140	10,140	15,622	15,622

18 Maturity of debt

(a) Bank loans and overdrafts

Bank loans and overdrafts are repayable as follows:

	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
In one year or less	1,355	1,355	1,315	1,315
Between one and two years	1,396	1,396	1,315	1,315
Between two and five years	8,564	8,564	4,123	4,123
In five years or more	-	-	5,877	5,877
Total	11,315	11,315	12,630	12,630

The College has loans with Barclays Bank and Santander. The balance of the Barclays loan at 31 July 2025 was £2,158k. The full amount of the initial loan was £9,000k of which £8,474k attracted interest at a fixed rate of 6.27% per annum and the balance of £576k attracted interest at a floating rate of 1.8% above the bank's base rate. The £9,000k loan is repayable by instalments ending June 2028 and is secured by fixed charges on certain freehold buildings. Following the approval of new debt to finance a new Sixth Form College Barclays Bank increased their margin to 1.8% until July 2016 1.9% until July 2018 and 2.0% thereafter.

The Santander loans are all unsecured, of which three are fixed and one is a variable rate loan. One fixed rate loan was for an initial amount of £3,128k. At the year-end, there was £1,904k outstanding on this loan at 4.46% until 2029. A further loan of £7,335k was acquired in May 2016, which converted to a fixed and variable loan. At the year-end, the balances of the loans were £2,232k on a further fixed term loan at a fixed interest rate of 4.81% until 2029 and £2,246k on a variable loan of at 1.80% above LIBOR until 2029. A loan with Santander for £4,440k is fixed at 4.82%. The balance of this loan as at 31 July 2025 was £2,775k.

All the loans are subject to covenants, all of which have been met for the financial year ended 31 July 2025.

Barnsley College
Financial Statements
For the year ended 31 July 2025

Notes to the Financial Statements (continued)

(b) Finance leases

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

	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
In one year or less	145	145	116	116
Between one and two years	165	165	145	145
Between two and five years	15	15	190	190
In five or more years	-	-	-	-
Total	325	325	451	451

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

Financial instruments are all basic under the definitions in FRS102.

19 Provision for liabilities and charges

	Defined benefit obligations	Enhanced pensions	Other	Total
	£'000	£'000	£'000	£'000
At 1 August 2024	-	1,601	785	2,386
Impact of changes in assumptions	(10,704)	(35)	-	(10,739)
Expenditure in the period	(2,053)	(165)	(22)	(2,240)
Current Service Cost	1,575	-	-	1,575
Interest Cost	(610)	77	-	(533)
Restriction of actuarial surplus	11,792	-	-	11,792
Release of unused provision	-	-	(729)	(729)
At 31 July 2025	-	1,478	34	1,512

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government Pension Scheme. Further details are given in note 27.

The enhanced pension provision relates to the cost of staff who have already left the College's employ and commitments for reorganisation costs from which the College cannot reasonably withdraw at the balance sheet date. This provision has been recalculated in accordance with guidance issued by the funding bodies.

Barnsley College
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Notes to the Financial Statements (continued)

The principal assumptions for this calculation are:

	2025	2024
Price inflation	2.75%	2.75%
Discount rate	5.80%	5.00%

Other provisions relate to provisions held by Barnsley College Development Company Limited. It has a contractual obligation under its development agreement with Barnsley College to carry out remedial works on the Old Mill Lane building. The work was ordered in June 2025 and completed and invoiced in October 2025. The amount provided represents the outstanding cost to complete the order, which itself resolves all the remaining remedial works.

20 Cash and cash equivalents

	At 1 August 2024	Cash flows	Other changes	At 31 July 2025
	£'000	£'000	£'000	£'000
Cash and cash equivalents	8,219	6,690	-	14,909
Total	8,219	6,690	-	14,909

21 Analysis of net debt

	At 1 August 2024	Cash flows	Other changes	At 31 July 2025
	£'000	£'000	£'000	£'000
Current investments	6,000	(6,000)	-	-
Cash and cash equivalents	8,219	6,691	-	14,910
Bank loans due within one year	(1,315)	1,315	(1,355)	(1,355)
Bank loans due greater than one year	(11,315)	-	1,355	(9,960)
Finance lease obligations	(451)	97	-	(354)
Total	1,138	2,103	-	3,241

22 Capital and other commitments

	Group and College	
	2025	2024
	£'000	£'000
Commitments contracted for at 31 July	3,284	11,399

Barnsley College
Financial Statements
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Notes to the Financial Statements (continued)

23 Post Balance Sheet Event

Barnsley College has started the formal public consultation regarding a proposed merger with Northern College on 1 March 2026. The proposal for merger is borne from the need to secure the long-term future for Northern College at a time of current and expected future challenges around the continuation of devolved funding for adult residential provision and planned reduction in Adult Skills Funding. Barnsley College as the closest further education provider geographically to Northern College has the size and diversification to deliver this future security and sustainability for Northern College. The proposal is for Northern College to dissolve as a separate organisation and transfer its property, rights and liabilities to Barnsley College on 1 March 2026.

24 Lease obligations

At 31 July the College had total minimum lease payments under non-cancellable operating leases as follows:

	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Future minimum lease payments due				
Land and buildings				
Not later than one year	81	66	86	69
Later than one year and not later than five	58	58	82	82
Later than five years	955	955	968	968
	<u>1,094</u>	<u>1,079</u>	<u>1,136</u>	<u>1,119</u>
Other				
Not later than one year	70	70	2	2
Later than one year and not later than five	64	64	5	5
Later than five years	41	41	-	-
	<u>175</u>	<u>175</u>	<u>7</u>	<u>7</u>
Total lease payments due	<u>1,269</u>	<u>1,254</u>	<u>1,143</u>	<u>1,126</u>

25 Defined benefit obligations

The College's employees are members of two principal post-employment benefit plans: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by South Yorkshire Pension Fund (SYPF). Both are multi-employer defined-benefit plans.

Barnsley College
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Notes to the Financial Statements (continued)

Total pension cost for the year	2025	2024
	£000	£000
Teachers' Pension Scheme: contributions paid	4,837	2,968
Local Government Pension Scheme:		
Contributions paid	2,053	1,769
FRS 102 (28) charge	(1,779)	(70)
Charge to the Statement of Comprehensive	274	1,699
Enhanced pension charge to Statement of	(123)	19
Comprehensive Income		
Total Pension Cost for year within staff costs	4,988	4,686

Contributions amounting to £402k (2023/24 £577k) were payable to the schemes at 31 July and are included within creditors.

Teachers' Pension Scheme

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

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

Under the definition set out in FRS102 (28.11) the TPS is a multi-employer pension plan. The College is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the College has taken advantage of the exemption in FRS102 and has accounted for its contributions to the scheme as if it were a defined contributions plan. The College has set out above the information available on the plan and the implications for the College in terms of the anticipated contribution rates.

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

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Notes to the Financial Statements (continued)

The latest actuarial review of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education (the Department) in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service at the effective date of £262 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222 billion giving a notional past service deficit of £40 billion (compared to £22 billion in the 2016 valuation)

As a result of the valuation, new employer contribution rates rose to 28.68% from April 2024 (compared to 23.68% prior to this). DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs until March 2026.

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

The pension costs paid to TPS in the year amounted to £4,837k (2023/24: £2,968k).

Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by SYPF.

Unless disclosed separately the information in this note covers the college group.

The total contributions made for the year ended 31 July 2025 were £2,525k, of which employer's contributions totalled £1,916k and employees' contributions totalled £609k. The agreed contribution rates for future years will be 19.2% to March 2026, 17.2% to March 2027 and 17.2% to March 2028. For employers and range from 6.2% average for employees, depending on salary.

Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2023 updated to 31 July 2025 by a qualified independent actuary.

College	At 31 July 2025	At 31 July 2024
Rate of increase in salaries	3.35%	3.35%
Future pensions increases	2.75%	2.75%
Discount rate for scheme liabilities	5.80%	5.00%
Inflation assumption (CPI)	2.75%	2.75%
Commutations of pensions to lump sum	50%	50%

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Rate of increase in salaries	3.35%	3.35%
Future pensions increases	2.75%	2.75%
Discount rate for scheme liabilities	5.80%	5.00%
Inflation assumption (CPI)	2.75%	2.75%
Commutations of pensions to lump sum	50%	50%

Barnsley College
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Notes to the Financial Statements (continued)

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

	Group	College	Group	College
	At 31 July	At 31 July	At 31 July	At 31 July
	2025	2025	2024	2024
	years	years	years	years
<i>Retiring today</i>				
Males	20.7	20.7	20.5	20.5
Females	23.6	23.6	23.6	23.6
<i>Retiring in 20 years</i>				
Males	21.5	21.5	21.3	21.3
Females	25.0	25.0	25.0	25.0

The College Group's share of the assets in the plan at the balance sheet date and the expected rates of return were:

	Group	College	Group	College
	Fair Value	Fair Value	Fair Value	Fair Value
	at 31 July	at 31 July	at 31 July	at 31 July
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Equity instruments	54,182	52,522	48,176	46,631
Debt instruments	14,707	14,256	15,100	14,616
Property	7,740	7,503	7,191	6,960
Cash	774	750	1,438	1,392
Other	-	-	-	-
Total fair value of plan assets	77,403	75,031	71,905	69,599
Weighted average expected long term rate of return as 31 July	1.70%		1.70%	
Actual return on plan assets	5,433		6,307	

The amount included in the balance sheet in respect of the defined benefit pension plan is as follows:

	Group	College	Group	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Fair value of plan assets	77,403	75,031	71,905	69,598
Present value of plan liabilities	(53,622)	(52,082)	(59,916)	(58,146)
Restriction of surplus	(23,781)	(22,949)	(11,989)	(11,452)
Net pensions liability	-	-	-	-

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Notes to the Financial Statements (continued)

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

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Amounts included in staff costs				
Current service cost	1,575	1,567	1,601	1,592
Administration expenses			-	-
Total	1,575	1,567	1,601	1,592

Amounts included in investment income

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Net interest (income) / cost	(610)	(583)	(423)	(401)
Total	(610)	(583)	(423)	(401)

Amount recognised in Other Comprehensive Income

	Group 2025 £'000	College 2025 £'000	Group 2024 £'000	College 2024 £'000
Changes in assumptions underlying the present value of plan liabilities	10,704	10,449	3,107	3,024
Restriction of surplus	(11,792)	(11,497)	(3,727)	(3,611)
Amount recognised in Other Comprehensive Income	(1,088)	(1,048)	(620)	(587)

Movement in Group net defined benefit (liability)/asset during year

	Group 2024 £'000	College 2024 £'000	Group 2024 £'000	College 2024 £'000
Net defined benefit liability in scheme at 1 August	-	-	-	-
Movement in year:	-	-	-	-
Current service cost	(1,575)	(1,567)	(1,601)	(1,592)
Administration expenses			-	
Employer contributions	2,053	2,032	1,798	1,778
Net interest on the defined asset / (liability)	610	583	423	401
Actuarial gain or loss	10,704	10,449	3,107	3,024
Restriction of surplus	(11,792)	(11,497)	(3,727)	(3,611)
Net defined liability at 31 July	-	-	-	-

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Notes to the Financial Statements (continued)

Asset and Liability Reconciliation

Changes in the present value of defined benefit obligations	Group 2025	College 2025	Group 2024	College 2024
	£'000	£'000	£'000	£'000
Defined benefit obligations at start of period	59,916	58,146	57,211	55,450
Current service cost	1,575	1,567	1,601	1,592
Interest cost	3,008	2,922	2,904	2,817
Contributions by Scheme participants	612	606	579	572
Experience gain	(587)	(570)	1,961	1,901
Changes in financial assumptions	(9,297)	(9,085)	(2,758)	(2,691)
Estimated benefits paid	(1,605)	(1,504)	(1,582)	(1,495)
Defined benefit obligations at end of period	53,622	52,082	59,916	58,146

	Group 2025	College 2025	Group 2024	College 2024
	£'000	£'000	£'000	£'000
Fair value of plan assets at start of period	71,905	69,598	65,473	63,291
Interest on plan assets	3,618	3,505	3,327	3,218
Return on plan assets	820	794	2,310	2,234
Employer contributions	2,053	2,032	1,797	1,777
Contributions by Scheme participants	612	606	579	572
Estimated benefits paid	(1,605)	(1,504)	(1,581)	(1,494)
Administration expenses	-	-	-	-
Fair value of plan assets at end of period	77,403	75,031	71,905	69,598

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Notes to the Financial Statements (continued)

Sensitivity analysis

The sensitivities regarding the principal assumptions used to measure the scheme obligations are set out below:

Change in assumptions at 31 July 2025:	Approximate % increase to	Approximate monetary
	Defined Benefit Obligation	amount (£000)
0.1% decrease in Real Discount Rate	2%	1,072
1 year increase in member life expectancy	4%	2,083
0.1% increase in the Salary Increase Rate	0%	23
0.1% increase in the Pension Increase Rate (CPI)	2%	1,080

Guaranteed Minimum Pension

Defined benefit pension schemes will be affected by the ultimate resolution of the equalisation of benefits for men and women in relation to Guaranteed Minimum Pension (GMP) provisions. The 2018 Lloyds Bank court judgement provided clarity in this area. A further High Court ruling in 2020 extended GMP equalisation costs to historic transfers, potentially creating a further liability for pension schemes. The LGPS has allowed for the impact of full GMP indexation in the calculation of the latest funding valuation results in respect of the 2018 ruling. The actuaries believe the 2020 ruling is unlikely to have a significant impact, so they have not made any allowance for this in their calculations.

Transitional Protection Arrangements (McCloud)

Following the loss of a court case (the McCloud judgement) which found that transitional protections put in place when two public sector pension schemes were reformed were age discriminatory, the government committed in July 2019 to seeking a remedy across all public sector schemes. The key feature of the proposed remedy was to extend the final salary scheme underpin to a wider group of members for service up to 31 March 2022. The College's pension liabilities in respect of the South Yorkshire Pension Fund have increased due to this. The fund actuary has included an allowance that is substantially in line with the judgement and the effect of any minor proposed changes will have an estimated liability of nil. The schemes actuaries have rolled forward the previous allowance and no additional adjustment has been made for the current year.

Widower Benefits (Goodwin)

Following a recent Employment Tribunal ruling that a female member in an opposite sex marriage is treated less favourably than a female in a same sex marriage or civil partnership, and that treatment amounts to direct discrimination on the grounds of sexual orientation, the government announced in July 2020 that it believed changes would be required to all public sector schemes with similar arrangements. For the College, this will increase the liability in respect of the South Yorkshire Pension Fund, but no allowance has been made in the accounting figures as it is expected that the impact on the liabilities will be immaterial (circa 0.1-0.2% of the obligations) and there is currently insufficient data available to estimate a cost

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Notes to the Financial Statements (continued)

27 Related party transactions

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

Summary of transactions with organisations connected to members of the Board of Governors and the college Executive.

Related Party	Related party at the College	Transactions during the year	Income Related	Expenditure Related	Debtor Balance at 31 July 2025	Creditor Balance at 31 July 2025	Nature of Goods or Services purchased by the other party	Nature of Goods or Services purchased by the College
Barnsley & Rotherham Chamber of Commerce	Governor	£10,929	£2,121	£8,808	£0	£0	Hospitality	Membership fees and events
Barnsley Hospital NHS Foundation Trust	Principal	£12,865	£4,663	£8,202	£794	£124	Hospitality	Employer incentives and Occupational Health Services
Wellspring Academy Trust	Principal	£1,295	£0	£1,295	£1,295	£0	n/a	Course fees
Kirkbalk Academy	Executive	£26,000	£26,000	£0	£6,500	£0	14-16 Tuition	n/a
Barnsley Metropolitan Borough Council	Governor	£2,446,789	£1,964,800	£481,989	£87,431	£200,750	High needs funding, 14-16 tuition and grant payments	Rent, Rates and Land rent
Barnsley Civic	Governor	£9,638	£0	£9,638	£0	£1,540	n/a	Partnership Agreement and room hire

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Notes to the Financial Statements (continued)

Barnsley Museum and Heritage Trust	Governor	£5,377	£0	£5,377	£0	£0	n/a	Partnership Agreement and room hire
NOCN	Governor	£63,398	£0	£63,398	£0	£18,804	n/a	Exam Fees and Employer incentive
Masonite	Governor	£500	£0	£500	£0	£0	n/a	Employer incentive
South Yorkshire Pensions Authority	Governor	£2,526,400	£0	£2,526,400	£0	£128	n/a	Actuarial Valuation and Pension Contribution
Tankersley St Peter's Primary School	Executive	£489	£489	£0	£489	£0	Employer contributions and educational visit	n/a
University of Huddersfield	Governor	£370	£370	£0	£0	£0	Reimbursement of travel costs	n/a

Summary of transactions with subsidiary companies

Related Party	Related party at the College	Transactions during the year	Income Related	Expenditure Related	Debtor Balance at 31 July 2025	Creditor Balance at 31 July 2025	Nature of Goods or Services purchased by the other party	Nature of Goods or Services purchased by the College
Barnsley College Development Company Ltd	Subsidiary		n/a	£438,675	n/a	£0	n/a	Electricity

ITrust Barnsley CIC is a joint venture between Barnsley College and The Barnsley Chronicle.

The total expenses paid to or on behalf of the governors during the year was £885 (2023/24: £865). This represents travel and subsistence expenses and other out of pocket expenses incurred in attending governor meetings and charity events in their official capacity.

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

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Notes to the Financial Statements (continued)

28 Amounts disbursed as agent - Learner support funds (Group)

	2025	2024
	£'000	£'000
16-18 bursary grants	1,729	1,753
Other Funding body grants	28	236
	<u>1,757</u>	<u>1,989</u>
Disbursed to students	(1,502)	(1,612)
Administration costs	(72)	(86)
	<u>183</u>	<u>291</u>
Balance unspent as at 31 July, included in creditors	<u>183</u>	<u>291</u>

The college distributes 16-19 discretionary and vulnerable bursaries and free meals in further education (FEFM) funds to students as an agent for DfE.

In the accounting period ended 31 July 2025, the college received a total of £1,487k and disbursed £1,550k from DfE 16-19 discretionary and vulnerable bursaries and FEFM funding after charging £72k for administration costs.

As at 31 July 2025, the cumulative unspent 16-19 discretionary and vulnerable bursary funds and FEFM funding is £183k, of which £nil relates to funds that are in scope to be returned to DfE in March 2026.

Comparatives for the accounting period ended 31 July 2024 are £1,386k received from DfE, £1,511k disbursed to learners after charging £86k for administration costs, and total cumulative unspent funds of £291k, of which £nil was repaid to DfE.

Funding body grants are available solely for students. In the majority of instances, the college only acts as a paying agent. In these circumstances, the grants and related disbursements are therefore excluded from the Statement of Comprehensive Income.



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