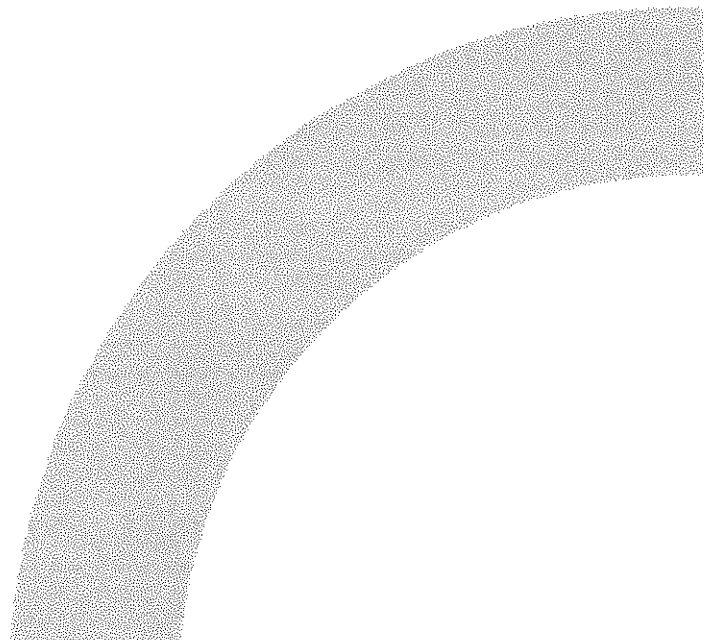




Luminate Education Group

Year End Accounts 31 July 2025



LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
for the year ended 31 July 2025
KEY MANAGEMENT PERSONNEL, BOARD OF GOVERNORS AND PROFESSIONAL
ADVISERS

KEY MANAGEMENT PERSONNEL

Key management personnel are defined as members of the group's executive leadership team and were represented by the following in 2024/25:

Colin Booth OBE	Chief Executive Officer*
William Jones	Deputy Chief Executive Officer & Executive Principal Leeds City College
Gemma Simmons-Blench	Deputy Chief Executive Officer - Curriculum & Quality
Ann Marie Spry	Group Vice Principal Adults
David Warren	Group Vice Principal Development
Natalie Wilson	Group Vice Principal Skills
* Senior post holder	

BOARD OF GOVERNORS

A full list of Governors is given on page 14 of these financial statements.

PROFESSIONAL ADVISERS

EXTERNAL AUDITOR:

Forvis Mazars LLP
Park View House
58 The Ropewalk
Nottingham
NG1 5DW

INTERNAL AUDITOR:

Validera, HW Controls & Assurance Ltd
Unit 3
Crompton Court
Burntwood
Staffordshire
WS7 3GG

BANKERS:

Santander
1-2 Triton Square
Regents Place
London
NW1 3AN

SOLICITORS:

Stone King LLP	Eversheds Sutherland
One Park Row	Bridgewater Place
Leeds	Water Lane
LS1 5HN	Leeds
	LS11 5DR

PRINCIPAL PLACE OF BUSINESS:

Luminate Education Group
Park Lane
Leeds
LS3 1AA

LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
for the year ended 31 July 2025
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LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
for the year ended 31 July 2025
REPORT OF THE MEMBERS OF THE CORPORATION

OBJECTIVES AND STRATEGY

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

Legal status

The Luminate Education Group was established under the Leeds City College (Incorporation) Order 2008 for the purpose of conducting Leeds City College. The corporation name was changed from Leeds City College to Luminate Education Group with effect from 1 February 2021. The group is an exempt charity for the purposes of part 3 of the Charities Act 2011.

Introduction

Luminate Education Group is one of the UK's largest FE and HE establishments, offering a diverse curriculum to its students.

Luminate Education Group is made up of the following members and subsidiaries:

- Leeds City College
- Keighley College
- Harrogate College
- University Centre Leeds
- Luminate Group Services
- Leeds Conservatoire
- Luminate Property Development Company Limited

Leeds City College

Is a further education college based in Leeds. It provides a wide range of academic and vocational courses and substantial provision in higher education.

Harrogate College

Joined the group on 31 July 2019. It is a further education college based in North Yorkshire.

Keighley College

Is a further education college based in West Yorkshire. It provides a wide range of vocational training.

University Centre Leeds

Delivers a wide range of higher education courses. The University Centre was previously part of the Leeds City College, but since the start of the 2022/23 academic year has been a separate member of the group, but within the further education corporation.

Luminate Group Services

Provide the support functions to the members of Luminate Education Group.

As well as the FE colleges the group has the following subsidiaries:

Leeds Conservatoire became a subsidiary of the group on 1 August 2011. It is an independent Higher Education Institution and specialist music conservatoire. On 11 August 2020 the college changed its name to Leeds Conservatoire from Leeds College of Music.

Luminate Property Development Company Limited was previously White Rose Resourcing Limited. The company now provides property development services.

The group also sponsors the **White Rose Academies Trust**. The financial performance of the Trust is not consolidated in these accounts.

For the purposes of this report and financial statements Luminate Education Group (the group) is the consolidation of the further education corporation and the two subsidiary undertakings. Luminate Education Group (FE colleges) is the stand-alone Luminate Education Group Corporation entity, which incorporates the further education colleges, University Centre Leeds and Luminate Group Services.

Purpose

In July 2025, the board approved a revised strategy for the group. This was a refresh of the 2023-25 strategy.

The group's purpose is to collectively transform lives through inspirational education, training and support.

LUMINATE EDUCATION GROUP
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for the year ended 31 July 2025
REPORT OF THE MEMBERS OF THE CORPORATION

We are driven to ensure that students have the skills, knowledge and confidence to access positive destinations. We make sure that every student and apprentice, irrespective of their background, has the chance to progress to a more successful future.

We aim to achieve this by attracting and supporting staff who help us achieve our purpose. For us, brilliant staff result in brilliant outcomes.

By connecting and collaborating with a variety of stakeholders, we are enriching communities and contributing to regional growth. Over the next two years, we will continue our commitment of providing economic and social value to the communities we serve. We will continue to use our position within the education and skills ecosystem to generate positive change in the sector, the region and across the whole country.

Luminate will play an important role for our member organisations, enabling them to bring their vision and aspirations for their students and apprentices to life. We will do this by championing individual member identities, providing support and bringing together our expert staff communities.

We are a values-driven organisation, and our cultural aims are central to everything we do at Luminate:

- Kindness - creating communities where people can be authentic and true to themselves with the support, trust and guidance from those around them;
- Enjoyment - fostering environments that enable staff and students to be brave, interact and have fun;
- Passion - encouraging all to have aspiration and passion in everything they do;
- Ownership - using our robust business planning model to allow areas to have clear ownership over their vision and performance;

- Collaborative - proactively seeking opportunities to create synergies and positive outcomes for all;
- Creative - always hungry to learn and looking ahead so we can be responsive.

Strategic priorities

The group reviews and agrees a set of strategic priorities annually. The priorities for 2024/25 were:

- FE College 2024/25 self-assessment results in a strong judgement for contribution to meeting skills needs;
- plan to improve pay and other benefits through the development and implementation of a remuneration & reward strategy;
- develop the ITT, Education & Skills apprenticeship and teacher education CPD programmes;
- develop measures and set targets to gauge the group's impact as civic leaders in the region and beyond;
- further strengthen relationships with key feeder schools & MATs through improved IAG, transition activity and positive progression;
- develop a clear HE student growth plan;
- reduce carbon footprint through further measures to reduce emissions, meet future zero carbon and green skills requirements and increase awareness on net zero and sustainable development.

Good progress was made on these priorities.

Building on the aims from 2024/25, in 2025/26 the group will focus on:

- meeting national, regional and local skills needs;
- plan to improve pay and other benefits through a long-term Reward and Recognition Strategy;
- further strengthen relationships with key feeder schools & MATs through improved IAG, transition activity and positive

LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
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REPORT OF THE MEMBERS OF THE CORPORATION

- progression;
- develop a clear HE student growth plan;
- reduce carbon footprint through further measures to reduce emissions, meet future zero carbon and green skills requirements and increase awareness on net zero and sustainable development;
- ensure Pudsey Sixth Form College is successful in its first year of operation.

Resources

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

The group employs 2,496 people (expressed as average headcount) of whom 1,659 are teaching staff.

The student enrolments for the year were:

FTE equivalents	Further Education Colleges	Leeds Conservatoire
14-16 year olds	269	n/a
16-19 year olds	9,197	n/a
Adult learners	6,741	n/a
Apprentices	1,497	n/a
HE students	946	1,292

The group has £141.8 million of net assets including a £1.4 million pension liability and long-term debt of £58.9 million.

Tangible resources include the following campuses: Harrogate College and Keighley College each have a single main campus. Leeds City College has several city centre based campuses: Quarry Hill, Park Lane, Mabgate and Printworks, as well as centres serving local communities. Leeds Conservatoire's main campus is based at Quarry Hill, with additional facilities at Playhouse Square.

The colleges have a good reputation locally and nationally. With the outcome of the February 2025 Ofsted inspection rating the

colleges Good overall, with several areas rated as outstanding.

Luminate Education Group is at the forefront of local and regional agendas and has significant national influence. The group has a crucial strategic role in the region and is working closely with the combined authorities in West and North Yorkshire along with Leeds City Council, Bradford Council (with respect to Keighley College), North Yorkshire Council (with respect to Harrogate College) and other partners to find innovative solutions to create a skilled and prosperous workforce and improve life opportunities for students.

Stakeholders

In line with other colleges and universities the group has many stakeholders.

These include:

- students and parents;
- staff and their trade unions;
- local and regional employers;
- education sector funding bodies;
- local authorities;
- the local communities in Harrogate, Keighley districts, the city of Leeds, and the region beyond;
- HE validation partners;
- third-sector organisations;
- local and national media outlets;
- professional bodies;
- Students' Union.

The group recognises the importance of these relationships and engages in regular communication with these stakeholders through targeted media and channels. The corporate reputation is reinforced via employer engagement, networking events, public-relations activities and media coverage, digital and online promotions, educational literature and other group publications.

LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
for the year ended 31 July 2025
REPORT OF THE MEMBERS OF THE CORPORATION

DEVELOPMENT AND PERFORMANCE

Financial results

The group generated a surplus before other gains and losses of £4,901k during the 12 months ending 31 July 2025 (2023/24: deficit of £3,603k), with total comprehensive income being a surplus of £4,272k (2023/24: deficit of £4,709k). This included a total actuarial loss on the pension liability of £629k during the year.

Student recruitment in September 2024 was significantly higher than the planned level for study programmes, although recruitment to higher education courses was below the planned position. Adult education delivery was strong during the year with delivery for the WYCA contract above the contracted position.

The higher than planned student intake has led to increased delivery costs, which were partly offset by the exceptional growth funding received. The reduction in the utility unit rates coupled with reduced consumption meant that utility costs fell from the high of the previous year. Whilst other operating costs increased over the prior year position the impact of the lower utility costs resulted in relatively static operating costs when compared to 2023/24. Staff recruitment during the year was strong and when coupled with lower levels of turnover, gave rise to lower levels of vacancy savings when compared to the trends of recent years. The net operating position that was slightly lower than the budgeted position for the group.

Developments

Tangible fixed asset additions during the year amounted to £51.2 million. During 2024/25 significant progress was made with the delivery of the capital programme. Substantial elements of the new buildings for the University Centre and the replacement for the Enfield Centre were delivered at the Mabgate campus. The new block at Park Lane Campus, the new Pudsey Sixth Form College and the refurbishment of Park Lane

A block were commissioned shortly after the end of the financial year. These projects were funded through a combination of Further Education Capital Transformation Funding, Post-16 Capacity Funding, DfE loan funding and cash balances. These projects have increased capacity to assist in accommodating the demographic growth in Leeds and have also improved elements of the estate that was in the poorest condition.

The decarbonisation project at Leeds Conservatoire was completed in the year with the gas fired heating system replaced with a connection to the Leeds Pipes district heating network and an upgrade to the heating and cooling systems and controls. This project was part funded by a grant from Salix. DfE grant funding was used to fund the installation of solar panels at the Printworks campus and the upgrade to the heating controls across the estate. These investments have already delivered a reduction in carbon emissions with increased reductions anticipated in the coming year.

Reserves

At 31 July 2025 the group has accumulated reserves of £141,771k, with cash balances of £6,741k.

Sources of income

The group places significant reliance on government funding for its principal funding sources, largely from recurrent grants. In 2024/25 the Department for Education (DfE) provided 76% of the group's total income, excluding capital grants (2023/24 73%).

Group companies

The group has two subsidiary companies - Leeds Conservatoire and Luminare Property Development Company Limited.

Leeds Conservatoire is the only UK conservatoire to offer pathways in Classical, Jazz, Popular Music and Music Production. The Conservatoire was awarded separate Higher Education Institute status in June

LUMINATE EDUCATION GROUP
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2018. Luminate Property Development Company Limited was previously called White Rose Resourcing Limited. The company now provides property development services.

FUTURE PROSPECTS

Growth

Demographic growth in the local areas served by the group is expected to drive significant growth in student numbers in its key markets and the group has been investing in facilities to support the increasing student numbers. The group has been successful with post-16 capacity fund bids to create additional capacity at two sites in Leeds.

Financial plan

The Group approved a financial plan in July 2025 which set objectives for the period to 2028.

Treasury policies and objectives

Treasury management is the management of the group'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.

The group has a separate treasury management policy in place.

All borrowing requires the authorisation of the Board of Governors and must be in compliance with the College Financial Handbook.

Cash flows and liquidity

The net operating cash inflow from the group's activities before investing and financing was £6,941k for 2024/25. After allowing for investing activities there was an overall net cash inflow of £3,059k (2023/24: outflow of £6,808k).

During the year, the group maintained

adequate levels of liquidity, as it continues to invest in refurbishing and developing its estate for the benefit of students. The group took advantage of improving deposit account rates by placing all cash funds in an instant access deposit account.

The £10m unutilised balance of the £16.5m revolving credit facility that was intended to provide the match funding requirements of the Further Education Capital Transformation Fund projects, was unable to be accessed following the reclassification of the sector in late 2022 and was cancelled in October 2023. On 31 October 2023 the group entered into a facility agreement with the Department for Education to provide loan funding for a number of major projects over two years. During the year this facility agreement was varied to increase the available facility by £3,399k. The total amount of funding available under this facility is £32,089k.

Reserves policy

The group has no formal reserves policy but recognises the importance of reserves in the financial stability of any organisation, and ensures that there are adequate reserves to support the group's core activities. The group holds £333k of restricted reserves.

At the balance sheet date, the income and expenditure account reserve stands at £138,975k (2023/24: £134,855k). It is the board's intention to continue to invest surpluses in the property strategy over the life of the strategic plan.

Going concern

The financial position of the group and FE colleges, their cashflows, liquidity and borrowings are presented in the Financial Statements and accompanying notes.

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

The group has prepared cash flow forecasts to July 2027 - a period in excess of 12

LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
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REPORT OF THE MEMBERS OF THE CORPORATION

months from the date of approval of these financial statements. After reviewing these forecasts, the group is of the opinion that the group and the FE colleges will have sufficient funds to meet their liabilities as they fall due over the period of 12 months from the date of approval of the financial statements (the going concern assessment period).

The DfE has provided a £32,089k loan for the group to meet the majority of the match funding requirements for the four FECTF projects and three growth projects in Leeds and as at 31 July 2025 £28,859k had been drawn down. This facility provides the group with finance to deliver a number of key capital schemes over the next year. The group also continues to draw down capital grant funding from the DfE.

The capital grant income received to part fund the expenditure on the capital programme is currently held as a current liability and will be released when the buildings are completed. At this stage of the project delivery a significant amount of grant funding has been received at the year end, contributing to a substantial increase in short term liabilities.

Based on these indications the group believes that it remains appropriate to prepare the financial statements on a going concern basis.

PRINCIPAL RISKS AND UNCERTAINTIES

Risk management

The group has well developed strategies for managing risk and strives to embed risk management in all that it does. Risk management processes are designed to protect the group's assets, reputation and financial stability. The group board has overall responsibility for risk management and its approach to managing risks and internal control is explained in the Statement of Corporate Governance.

Risk registers are maintained by each

department across the group, and a strategic risk register is maintained and presented to each group member board as part of its oversight. The individual group member registers are reviewed and a group strategic risk register is prepared and maintained to be presented to the Corporation. Members of the executive leadership team manage the strategic risks.

An annual review of risk management considers progress made over the year in identifying and managing risks. The risk registers identify the key risk, the likelihood of those risks occurring, the potential impact on across the group and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

The process is overseen by the Audit Committee who use these reports on a regular basis and link them to the work of both internal and external auditors to enable them to comment upon the adequacy or otherwise of the process.

The internal auditors use the risks to inform their prospective work plan so that the entire plan is focused upon the key risks facing the group.

The Group risk register contains 12 risks – seven of which are strategic risks and five business as usual risks. The risks are categorised as financial, students, people, external reputation, quality and growth. At present three of these risks have net risk scores that classify the risks as red:

- Group finances (cash flow) cannot sustain growth strategies in the short to medium term.
- Increased community tensions may lead to critical incident on or close to sites.
- Lower than forecast Higher Education student recruitment.

Not all the factors were within the control of the group. Other factors besides those listed below may also adversely affect the group.

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FINANCIAL STATEMENTS
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REPORT OF THE MEMBERS OF THE CORPORATION

Each of the risk in the group risk register is allocated to a senior leader in the group, with

risk controls identified and actions set out to provide mitigations to the risks identified. The risks are reviewed on a regular basis by risk owners with regular review by the Audit Committee and the Board.

The property strategy is kept under close review by the Property Strategy Committee.

KEY PERFORMANCE INDICATORS

Each institution in the group is closely monitored against a set of quality, financial and stakeholder targets.

KPIs are BRAG rated. The colour indicates the level of performance relative to other institutions in the sector if the target is achieved. Red = Inadequate, Amber = Requires Improvement, Green = Good, Blue = Outstanding.

Further Education

Harrogate College (HC), Keighley College (KC), Leeds City College (LCC)

Target	HC	KC	LCC
Ofsted Self Assessed target	Leadership and Governance – Strong, Skills – Strong, Inclusion – Strong		
Classroom based achievement (all ages)	87%	87%	88%
Apprentice achievement (overall)	64%	60%	67%

Higher Education

University Centre Leeds (UCL), Leeds Conservatoire (LC)

Target	UCL	LC
Achievement at Level 6	89%	95%

Staff

Target	HC	KC	LCC	UCL	LC
Staff proud to work here	90%	98%	95%	88%	90%
Retain Investor in People	Yes	Yes	Yes	Yes	n/a
Holder of Investor in Diversity	Yes	Yes	Yes	Yes	n/a

PUBLIC BENEFIT

Luminate Education Group is an exempt charity under Part 3 of the Charities Act 2011, regulated by the Secretary of State for Education. The members of the Board of Governors, who are trustees of the charity, are disclosed on page 14.

In setting and reviewing its strategy, the group has had due regard to the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education. 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 group provides the following identifiable public benefits through the advancement of education:

1. High-quality teaching.
2. Widening participation and tackling social exclusion.
3. Excellent employment records for students.
4. Strong student support systems.
5. Links with employers, industry and commerce.
6. Links with the combined authorities.

Equality, diversity and inclusion (EDI)

Luminate Education Group is committed to creating and maintaining an inclusive working and learning environment that respects and celebrates difference. We aim to provide a community where everyone feels able to participate fully in college life and achieve their full potential.

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for the year ended 31 July 2025
REPORT OF THE MEMBERS OF THE CORPORATION

The group's commitment to equality and diversity is endorsed and led by the group leadership team and governors. Our goal is to ensure that this commitment translates into action across the whole community and that equality and fairness is embedded into our everyday activities. In order to achieve this ambition; we require that all staff, learners, partners, visitors, contractors and sub-contractors working on behalf of the college share our commitment.

The FE colleges hold the prestigious Investors in Diversity (IID) accreditation. Progress against the delivery of the EDI objectives are monitored by the EDI working group.

Our latest annual equality information report, together with our equality objectives is available to view on our website.

Disability statement

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

- The colleges have access co-ordinators to support students with practical access adjustments and provides information, advice and arranges support where necessary for students with disabilities. The colleges provide oasis rooms for students with autism spectrum disorders.
- The colleges have a range of specialist equipment, such as radio aids, which are made available for use by students, and a range of assistive technology is available in the learning resource centres.
- The admissions policy for all students is published on the colleges' websites. Appeals against a decision not to offer a place are dealt with under the complaints policy.
- 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.

- Specialist programmes are described in college prospectuses, and achievements and destinations are recorded and published in the standard college format.
- Careers guidance, counselling and welfare services are described on the website and in the college student guide which is issued to students during induction.

Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the group to publish information on facility time arrangements for trade union officials at the FE colleges. The relevant period covers 1 April 2024 to 31 March 2025.

Number of employees who were union officials during the relevant period	FTE employee number
16	15.5
Percentage of time	Number of employees
0%	-
1% - 50%	16
51% - 99%	-
100%	-
Total cost of facility time	£76,898
Total pay bill	£80,197,861
Percentage of total bill spent on facility time	0.10%

Time spent on paid trade union activities as a percentage of total paid facility time 0%.

Supplier payment performance

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

The group has been a signatory to the Prompt Payment Code since 2015.

LUMINATE EDUCATION GROUP
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REPORT OF THE MEMBERS OF THE CORPORATION

During the accounting period 1 August 2024

to 31 July 2025, the group paid 85% of its invoices within 30 days (2023/24: 85%). The group incurred no interest charges in respect of the last payment for this period.

Carbon emissions

The group's greenhouse gas emissions and energy use for the period calculated in line with the 2019 HM Government Environmental Reporting Guidelines, the GHG Reporting Protocol – Corporate Standard and the 2021 UK Government's Conversion Factors for Company Reporting are as follows:

UK Greenhouse gas emissions and energy use data for the period	2024/25	2023/24
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	1,405	1,532
Owned transport	6	7
Fugitive	-	-
Total	1,411	1,539
<u>Scope 2 emissions in metric tonnes CO2e</u>		
Purchased electricity	2,080	2,152
<u>Scope 3 emissions in metric tonnes CO2e</u>		
Business travel in employee owned vehicles	23	22
Water supply	13	7
Total	36	29
Total gross emissions in metric tonnes CO2e	3,527	3,720
<u>Intensity ratio</u>		
Metric tonnes CO2e per staff member (FTE)	1.9	2.0

The chosen intensity measurement ratio is staff member full time equivalents.

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

- the Salix funded decarbonisation project at 3 Quarry Hill was completed;
- continued upgrade of the software for the building management system;
- the installation of solar panels on part of the roof at the Printworks Campus;
- a large part of the roof on Park Lane A block was replaced and this included a substantial upgrade in the roof insulation.

Events after the end of the reporting period

There are no significant post balance sheets events this year.

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 group'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 auditors are aware of that information.

Approved by order of the members of the Corporation on 15 December 2025 and signed on its behalf by:

John Toon
Chair of the Corporation



LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
for the year ended 31 July 2025
STATEMENT OF CORPORATE GOVERNANCE

The group is committed to exhibiting best practice in all aspects of corporate governance. This summary describes the manner in which the Corporation has applied the principles set out in the Association of Colleges (AoC) Code of Good Governance. Its purpose is to help the reader of the accounts understand how the principles have been applied. In the opinion of the governors, the group complies with all the provisions of the code and it has complied throughout the year ended 31 July 2025.

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

The Board is provided with regular and timely information on the overall financial performance of the group 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 Board usually meets quarterly.

Full minutes of all meetings, except those deemed to be confidential by the Board, are available from the Director of Governance at:

Luminate Education Group
Park Lane
Leeds
LS3 1AA

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.

Melanie Halstead served as Director of Governance during the year.

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

Formal agendas, papers and reports are supplied to governors in a timely manner, prior to Board meetings.

The Board has a strong and independent non-executive element and no individual or group dominates its decision making process. The Board 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 Chief Executive are separate.

LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
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STATEMENT OF CORPORATE GOVERNANCE

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

Name	Date of most recent appointment	Term of office	Date of resignation	Category of membership	Committee membership during 2024/25	Attendance at scheduled Board meetings 2024/25
B Barton	Sept 25	2 years	-	Governor	LCC	-
C Booth OBE	Sept 15	n/a (ex-officio)	-	Chief Exec	LC, LCC, KC, HC, UCLeeds, G&N, PSC, FC	100% (4 of 4)
A Chang	Dec 23	4 years	-	Governor	Finance	100% (4 of 4)
J Dennis	June 25	2 years	-	Governor	UCLeeds	100% (1 of 1)
M Findull	Nov 25	To 31 July 26	-	Governor	KC	75% (3 of 4)
M Garratt	Aug 24	2 years	Mar 25	Governor	UCLeeds	50% (1 of 2)
B Hewitt	July 23	4 years	-	Governor	Remuneration	50% (2 of 4)
J Hyde	Dec 24	4 years	-	Governor	LCC	67% (2 of 3)
V Ikew	Sept 25	1 year	-	Student	-	-
R Lee	Oct 25	2 years	-	Staff	Audit	100% (3 of 3)
C Lennon	Sept 22	4 years	-	Governor	Audit	100% (4 of 4)
C Lord	Dec 23	4 years	-	Governor	LC, PSC, Remuneration	75% (3 of 4)
K Morton	Sept 25	1 year	-	Governor	LCC	75% (3 of 4)
J Pither	Nov 24	2 years	-	Governor	HC, Audit	75% (3 of 4)
S Qasim	Sept 24	1 year	Aug 25	Student	LCC	75% (3 of 4)
R Shaw	May 23	4 years	-	Governor	PSC, Finance	75% (3 of 4)
J Toon (Chair)	Oct 25	To 31 July 26	-	Governor	G&N, Rem, Finance	100% (4/4)

The Board sets itself an overall attendance target of 85%. During the year there were 43 individual attendances at scheduled Board meetings out of a possible 53, which is 81% overall attendance.

During the year there were 12 individual attendances at Audit Committee meetings out of a possible 12, which is 100% overall attendance, broken down as follows:

Audit Committee Member	Attendance at meetings during 2024/25
Richard Lee	100% (2/2 meetings)
Cath Lennon	100% (4/4 meetings)
Jane Pither	100% (4/4 meetings)
David Thorpe	100% (2/2 meetings)

Appointments to the Corporation

The Board, through a Governance & Nominations Committee, ensures that there is an appropriate balance of skills and experience among its members. The constitution includes the Chief Executive, the President of the Students' Union and an elected staff member. The remaining members are external and independent to the Corporation. Board members are not remunerated for the work they do in this capacity.

Any new appointments to the Board are a matter for the consideration of the Board as a whole. The Board is also responsible for ensuring that appropriate training is provided as required.

Members of the Board are appointed for a term of office not exceeding four years, following which they are eligible for reappointment. In accordance with the recommendations of the Nolan (Neill) Committee on Standards in Public Life, governors do not serve for more than eight years in total. However, the Board retains the discretion to vary this general rule if there are exceptional reasons for an individual being reappointed for a further term of office.

Board performance

The Board usually meets on a quarterly basis and considers all areas of the business. They were supported by the following committees throughout 2024/25:

- Audit Committee
- Governance & Nominations Committee (G&N)
- Remuneration Committee
- Property Strategy Committee (PSC)
- Finance Committee (FC)
- Leeds City College Board (LCC)
- Keighley College Board (KC)
- Harrogate College Board (HC)
- Leeds Conservatoire Board

- University Centre Leeds (UCLeeds) Board

The Board currently comprises of ten non-executive members (including the Chair of the Board), the Chief Executive, one member of staff (nominated/elected by all staff) and one student member (the SU sabbatical president as elected by the students on an annual basis).

The Board is committed to development and held a group-wide world café in January 2025 at which board and committee members and senior leaders from all parts of the group came together to discuss group strategy, supported by two external facilitators. The Board's annual strategic seminar was held in March 2025. This development event focused on strategic challenges, opportunities and horizon scanning across the FE and HE sectors, the educational character and mission of Luminate Education Group, and the group's strategic priorities. Two joint development events were held in October and November 2025, one for the three FE college boards and one for the two HE boards within the group.

Other training and development events attended by governors during 2024/25 and up to the date of signing of this report included:

- AoC (Association of Colleges) Governors' Summit 2025
- AoC Annual Conference 2025
- Governor Induction (delivered both internally and externally via the AoC)
- AoC Staff Governor Conference
- AoC Finance and Audit Committee Chairs' Network Events
- FE Commissioner (FEC) 'Just One Thing' and 'Just One More Thing' Events
- Education & Training Foundation (ETF) Governance Development Programme (various modules including Safeguarding and Prevent)
- Equality, Diversity & Inclusion
- Understanding Sector, Policy and Inspection (ETF)

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- Lifelong Education Institute (LEI) - Models of Tertiary Integration
- Office for Students (OfS) Conditions of Registration
- Parental Engagement: Building inclusive relationships and setting expectations
- LEI - Regional Education Partnership Report Launch
- Inclusion in Practice Webinar
- Building an Inclusive Curriculum – Anti Racism in English and Maths (AoC)
- ETF Webinar – Managing Public Money
- Safeguarding – the importance of good governance for charities (Stone King Webinar)

The Director of Governance and other members of the governance team also benefited from a range of training opportunities during the year, including:

- AoC (Association of Colleges) Governance Professionals' Development Programme
- Legal Refresher Training for Education Institutions (Eversheds Sutherland)
- Education & Training Foundation (ETF) Governance Professionals' Development Workshops
- Good Governance Institute (GGI) events including 'governance and running out of money'
- How UK Universities are using AI to Transform Governance (Webinar)
- Maximising Time for FE Governance (Webinar)
- Office for Students (OfS) Condition E6 (Webinar)
- Safer Recruitment

The board last commissioned a group-wide external governance review (carried out by Professor Mary Malcolm, via the AoC) during 2023/24. The resulting report concluded that "there is strong evidence that the board is highly proficient and consistently impacts positively on the group's strategy,

effectiveness, and outcomes". An action plan to address recommendations for further strengthening governance effectiveness was considered and agreed by the Governance & Nominations Committee in December 2024. Internal governance self-assessment and effectiveness reviews were carried out during 2024/25 with the outcomes and resulting actions being considered and agreed by the relevant member board.

Remuneration Committee

The group's Remuneration Committee currently comprises of three members of the Corporation and one co-opted member. The committee advises the Board on the remuneration and conditions of service of senior staff, including the Chief Executive. In carrying out its responsibilities the committee is mindful of the requirements of relevant funding bodies and regulators, including the Department of Education (DfE) and the Office for Students (OfS).

The group has adopted the AoC (Association of Colleges) Senior Staff Remuneration Code. Details of remuneration for the year ended 31 July 2025 are set out in note 8 to the financial statements.

Audit Committee

The Audit Committee met four times during 2024/25 and comprised of three members. Its membership excludes the Chief Executive and the Chair of the Board. The committee operates in accordance with written terms of reference approved by the Board.

The committee provides a forum for reporting by the group's internal, regularity and financial statements auditors, who have access to the committee for independent discussion, without the presence of management. The committee also receives and considers reports from the main funding bodies as they affect the group's business.

The internal auditors review the systems of internal control, risk management and governance processes in accordance with an

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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 Board on the appointment of internal, regularity and financial statements auditors and their remuneration for both audit and non-audit work.

The committee's remit encompasses the Further Education Corporation (Harrogate College, Keighley College and Leeds City College), Leeds Conservatoire and Luminate Property Development Company (LPDC) Limited. Leeds Conservatoire and LPDC Limited are wholly owned subsidiary companies of the Corporation. As an independent HE provider, Leeds Conservatoire also has its own Audit Committee.

Governance & Nominations Committee

The committee advises the board on the appointment or reappointment, training and ongoing development of governors and keeps under review the systems, policies and procedures supporting the governance process.

Finance Committee

The Finance Committee maintains strategic oversight of the group's financial strategy and monitors financial performance against budget.

Property Strategy Committee

The committee maintains a strategic oversight of the group Property Strategy and the individual projects within it, monitoring the delivery of the overall objectives of the strategy.

Leeds City College Board

The board undertakes the oversight of the operation of Leeds City College (developmental, quality and financial aspects) on behalf of the Corporation.

Keighley College Board

The board undertakes the oversight of the operation of Keighley College (developmental, quality and financial aspects) on behalf of the Corporation.

Harrogate College Board

The Harrogate College board has oversight of the operation of Harrogate College (developmental, quality and financial aspects) on behalf of the Corporation.

University Centre Leeds Board

The objective of the University Centre Leeds Board, established in 2022/23, is to have oversight of the operation of the University Centre and compliance with the Office for Students (OfS) conditions of registration on behalf of the Corporation.

Leeds Conservatoire Board

As a company limited by guarantee, Leeds Conservatoire has its own board of directors which reports to the Corporation.

Luminate Property Development Company (LPDC) Limited

As a limited company, LPDC Limited also has its own board of directors, reporting to the Corporation via the Audit Committee.

Scope of responsibility

The group board is ultimately responsible for the group'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 group board has delegated the day to day responsibility to the Chief Executive Officer, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the group's policies, aims and objectives, whilst safeguarding the public funds and assets for which he is personally responsible, in accordance with the responsibilities assigned to him in the funding agreements between Luminate Education Group and the funding bodies. He is also responsible for reporting to the Board any material weaknesses or breakdowns in internal control.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the group's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The system of internal control has been in place in the group for the year ended 31 July 2025 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The group has reviewed the key risks to which it is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The group board is of the view that there is a formal ongoing process for identifying, evaluating and managing the group'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. The process is regularly reviewed by the group board.

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 planning and 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; and
- the adoption of formal project management disciplines, where appropriate.

The group has an internal audit service which operates in accordance with the requirements of the College Financial Handbook. The work of the internal audit service is informed by an analysis of the risks to which the group 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 group board on the recommendation of the Audit Committee. At minimum, annually, the Head of Internal Audit (HoIA) provides the board of governors with a report on internal

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audit activity in the group. The report includes the HoIA's independent opinion on the adequacy and effectiveness of the group's system of risk management, controls and governance processes.

Responsibilities under funding agreements

The Department for Education issued a College Financial Handbook in March 2024 which was effective from 1 August 2024. The group's policies, procedures and approval processes are aligned with the requirements of the College Financial Handbook in order to ensure there are systems in place to identify and handle any transactions for which DfE approval is required.

Statement from the Audit Committee

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

The specific areas of work undertaken by the Audit Committee in 2024/25 and up to the date of approval of the financial statements covered the areas of governance, risk management and internal control, which provided assurance against the strategic risks identified.

Review of effectiveness

As Accounting Officer, the Chief Executive 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 group who have responsibility for the development and maintenance of the internal control framework; and
- comments made by the auditors of the group's financial statements, the reporting accountant for regularity assurance, the appointed funding auditors (for colleges

subject to funding audit) in their management letters and other reports.

The Accounting Officer has been advised on the implications of the result of the review of the effectiveness of the system of internal control by the Audit Committee, which oversees the work of the internal auditors and a plan to address weaknesses and ensure continuous improvement of the system is in place. During the year three internal audits were assessed as providing limited assurance. Action plans were developed to address the control weaknesses identified and the executive leadership team and the Audit Committee are monitoring the progress in implementing these actions.

The executive leadership team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within departments and reinforced by risk awareness training. The executive leadership team and the Audit Committee also receive regular reports from internal audit, which include recommendations for improvement. The Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control.

The Board's agenda includes a regular item for consideration of risk and control and receives reports thereon from the executive leadership team and the audit committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception.

At its December 2025 meeting, the Board carried out the annual assessment for the year ended 31 July 2025 by considering documentation from the senior management team and internal audit and taking account of events since 31 July 2025.

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Approved by order of the members of the Board on 15 December 2025 and signed on its behalf by:



John Toon
Chair of the Corporation



Colin Booth OBE
Chief Executive and Accounting Officer

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As accounting officer of the corporation I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the college's accountability agreement with DfE, and the requirements of the College Financial Handbook. I have also considered my responsibility to notify the corporation's board of governors and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding.

I confirm that I, and the board of governors, are able to identify any material irregular or improper use of all funds by the corporation, or material non-compliance with 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.



Colin Booth OBE
Chief Executive and Accounting Officer

Date: 17/12/25

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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, DfE and OfS, 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 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 Members of the Corporation Report which 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 adequate accounting records which disclose with reasonable accuracy, at any time, the

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

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

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.

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

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STATEMENT OF RESPONSIBILITIES OF THE MEMBERS OF THE CORPORATION

should be derived from the application of
public funds from DfE, ESFA and other public
bodies are not put at risk.

Approved by order of the members of the
Corporation on 15 December 2025 and
signed on its behalf by:

A handwritten signature in black ink, appearing to read 'John Toon', followed by a horizontal line.

John Toon
Chair of the Corporation

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LUMINATE EDUCATION
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Opinion

We have audited the financial statements of Luminate Education Group (the 'College') and its subsidiaries (the 'Group') for the year ended 31 July 2025 which comprise the Consolidated and FE College Statement of Comprehensive Income and Expenditure, the Consolidated and FE College Statement of Changes in Reserves, the 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 applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice) and the 2019 Statement of Recommended Practice: Accounting for Further and Higher Education.

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 and College's surplus of income over expenditure for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

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

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GROUP

going concern are described in the relevant sections of this report.

Other information

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

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.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the Group and the College and their environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Members of the Corporation, the Statement of Corporate Governance and the Statement of Internal Control.

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

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

Responsibilities of Corporation

As explained more fully in the Statement of Responsibilities of the Members of the Corporation set out on page 22, the Corporation is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Corporation 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

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and 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 intend to liquidate the Group or the College or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Based on our understanding of the Group and the College and their industry, we considered that non-compliance with the following laws and regulations might have a material effect on the financial statements: compliance with the ESFA funding agreements, the OfS regulatory framework, the OFSTED regulatory framework, safeguarding, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, HM Treasury's "Managing public money".

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the Group and the College is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the Group and the College which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as tax legislation, pension legislation.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LUMINATE EDUCATION GROUP

In addition, we evaluated the Members of the Corporation's and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of management override of controls, and determined that the principal risks related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to assumptions used in determining the valuations of defined benefit obligations, revenue recognition (which we pinpointed to the cut-off assertion in respect of non-recurrent funding body grant income), and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the Members of the Corporation and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

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

Other required reporting

Opinion on other matters prescribed in the OfS Audit Code of Practice issued under the Further and Higher Education Act 1992

In our opinion, in all material respects:

- funds provided by the OfS and UK Research and Innovation (including Research England) have been applied in accordance with the relevant terms and conditions attached to them; and
- the requirements of OfS's accounts direction have been met.

Matters on which we are required to report by exception

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

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF LUMINATE EDUCATION GROUP

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

Use of the audit report

This report is made solely to the Corporation as a body in accordance with Article 18 of the College's Articles of Government. Our audit work has been undertaken so that we might state to the Corporation those matters we are required to state to 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 Group and the College and the Corporation as a body for our audit work, for this report, or for the opinions we have formed.

Forvis Mazars LLP
Chartered Accountants and Statutory Auditor
Park View House
58 The Ropewalk
Nottingham
NG1 5DW
Date

LUMINATE EDUCATION GROUP
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REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY

To: The corporation of Luminate Education Group and the Secretary of State for Education

In accordance with the terms of our engagement letter dated 16 July 2025 and further to the requirements of Department for Education (DfE), as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Luminate Education Group during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes intended by Parliament or the financial transactions do not conform to the authorities which govern them.

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

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

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

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

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

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REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY

The work undertaken to draw to our conclusion includes:

- Reviewed the statement on the College's regularity, propriety and compliance with Funding body terms and conditions of funding.
- Reviewed the College's completed self-assessment questionnaire on regularity.
- Read the accountability agreements, grant funding agreements and contracts with the ESFA/DfE.
- Tested a sample of expenditure disbursed and income received to consider whether they have been applied to purposes intended by Parliament and in accordance with funding agreements where relevant.
- Tested a sample of individual learner records.
- Tested a sample of credit card transactions.
- Tested a sample of expense claims in respect of KMP and Members of the Corporation.
- Tested a sample of suppliers and reviewed and assessed adherence to procurement policies.
- Tested a sample of bursary expenditure and reviewed whether such expenditure was in line with funding agreements.
- Obtained the policy for personal gifts and/or hospitality.
- Obtained the register of personal interests.
- Obtained the financial regulations/financial procedures.
- Obtained the College's whistleblowing policy.
- Reviewed the College's compliance with Part 5 of the College Financial Handbook in respect of delegated authorities.
- Considered whether the college has complied with the requirements concerning senior pay controls as summarised in part 2 of the College Financial Handbook.

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 for the purposes intended by Parliament, or that the financial transactions do not conform to the authorities which govern them.

Signed:
Forvis Mazars LLP
Date:

Consolidated and FE College Statements of Comprehensive Income and Expenditure

	Notes	Group 2025 £000	FE Colleges 2025 £000	Group 2024 £000	FE Colleges 2024 £000
Income					
Government grants	2	113,102	110,043	96,288	94,709
Tuition fees and education contracts	3	22,271	9,458	22,822	9,260
Other grants and contracts	4	3,055	2,879	1,427	1,427
Other income	5	4,167	9,918	7,288	9,531
Investment income	6	309	289	418	388
Donations and endowments	7	201	-	2	-
Total income		<u>143,105</u>	<u>132,587</u>	<u>128,245</u>	<u>115,315</u>
Expenditure					
Staff costs	8	90,882	84,667	82,662	74,657
Restructuring costs	8	471	467	172	130
Other operating expenses	9	36,559	32,593	37,042	32,530
Depreciation and amortisation	13,14	8,600	7,780	10,072	9,213
Interest and other finance costs	12	<u>2,003</u>	<u>1,963</u>	<u>2,192</u>	<u>2,144</u>
Total expenditure		<u>138,515</u>	<u>127,470</u>	<u>132,140</u>	<u>118,674</u>
Profit/(loss) on disposal of assets	13	-	-	5	-
Surplus/(deficit) before tax		<u>4,590</u>	<u>5,117</u>	<u>(3,890)</u>	<u>(3,359)</u>
Taxation		<u>311</u>	-	<u>287</u>	-
Surplus/(deficit) for the year		<u>4,901</u>	<u>5,117</u>	<u>(3,603)</u>	<u>(3,359)</u>
Actuarial (loss)/gain in respect of pensions schemes	19,21	<u>(629)</u>	<u>(532)</u>	<u>(1,106)</u>	<u>(904)</u>
Total comprehensive income for the year		<u>4,272</u>	<u>4,585</u>	<u>(4,709)</u>	<u>(4,263)</u>
Represented by:					
Restricted comprehensive income		203	-	-	-
Unrestricted comprehensive income		<u>4,069</u>	<u>4,585</u>	<u>(4,709)</u>	<u>(4,263)</u>
		<u>4,272</u>	<u>4,585</u>	<u>(4,709)</u>	<u>(4,263)</u>

The Statement of Comprehensive Income is in respect of continuing activities.

The accompanying notes on pages 35 to 63 form part of these financial statements.

Consolidated and FE College Statement of Changes in Reserves

	Income and expenditure account £000	Revaluation reserve £000	Restricted Reserve £000	Total £000
Group				
Balance at 1 August 2023	<u>139,514</u>	<u>2,572</u>	<u>122</u>	<u>142,208</u>
Deficit from the income and expenditure account	(3,603)	-	-	(3,603)
Other comprehensive income	(1,106)	-	-	(1,106)
Transfers between reserves	<u>50</u>	<u>(54)</u>	<u>4</u>	<u>-</u>
Balance at 31 July 2024	<u>134,855</u>	<u>2,518</u>	<u>126</u>	<u>137,499</u>
Surplus from the income and expenditure account	4,698	-	203	4,901
Other comprehensive income	(629)	-	-	(629)
Transfers between reserves	<u>51</u>	<u>(55)</u>	<u>4</u>	<u>-</u>
Balance at 31 July 2025	<u>138,975</u>	<u>2,463</u>	<u>333</u>	<u>141,771</u>
FE Colleges				
Balance at 1 August 2023	128,602	2,572	122	131,296
Deficit from the income and expenditure account	(3,359)	-	-	(3,359)
Other comprehensive income	(904)	-	-	(904)
Transfers between reserves	<u>50</u>	<u>(54)</u>	<u>4</u>	<u>-</u>
Balance at 31 July 2024	<u>124,389</u>	<u>2,518</u>	<u>126</u>	<u>127,033</u>
Surplus from the income and expenditure account	5,117	-	-	5,117
Other comprehensive income	(532)	-	-	(532)
Transfers between reserves	<u>51</u>	<u>(55)</u>	<u>4</u>	<u>-</u>
Balance at 31 July 2025	<u>129,025</u>	<u>2,463</u>	<u>130</u>	<u>131,618</u>

The accompanying notes on pages 35 to 63 form part of these financial statements.


LUMINATE EDUCATION GROUP
FINANCIAL STATEMENTS
for the year ended 31 July 2025

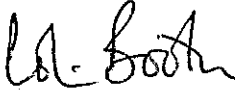
Balance Sheets as at 31 July

	Notes	Group	FE Colleges	Group	FE Colleges
		2025 £000	2025 £000	2024 £000	2024 £000
Non current assets					
Tangible fixed assets	13	237,649	226,379	194,579	183,932
Intangible fixed assets	14	1,047	1,047	1,096	1,096
Investments	15	-	-	-	-
		<u>238,696</u>	<u>227,426</u>	<u>195,675</u>	<u>185,028</u>
Current assets					
Stocks		271	263	244	239
Trade and other receivables	16	10,770	9,463	9,765	8,734
Cash and cash equivalents	20	<u>6,741</u>	<u>6,737</u>	<u>3,682</u>	<u>3,668</u>
		17,782	16,463	13,691	12,641
Less: creditors – amounts falling due within one year	17	<u>(54,458)</u>	<u>(52,832)</u>	<u>(36,991)</u>	<u>(36,891)</u>
Net current assets/(liabilities)		(36,676)	(36,369)	(23,300)	(24,250)
Total assets less current liabilities		202,020	191,057	172,375	160,778
Creditors – amounts falling due after more than one year	18	<u>(58,896)</u>	<u>(58,228)</u>	<u>(33,443)</u>	<u>(32,481)</u>
Provisions					
Defined benefit obligations	19,21	<u>(1,353)</u>	<u>(1,211)</u>	<u>(1,433)</u>	<u>(1,264)</u>
Total net assets		141,771	131,618	137,499	127,033
Restricted reserves					
Other restricted reserve		<u>333</u>	<u>130</u>	<u>126</u>	<u>126</u>
Unrestricted reserves					
Income and expenditure account		138,975	129,025	134,855	124,389
Revaluation reserve		<u>2,463</u>	<u>2,463</u>	<u>2,518</u>	<u>2,518</u>
Total unrestricted reserves		141,438	131,488	137,373	126,907
Total reserves		141,771	131,618	137,499	127,033

The accompanying notes on pages 35 to 63 form part of these financial statements.

The financial statements on pages 31 to 63 were approved and authorised for issue by the Board on 15 December 2025 and were signed on its behalf on that date by:


John Toon
Chair of the Corporation


Colin Booth OBE
Chief Executive and
Accounting Officer

Consolidated Statement of Cash Flows

	Notes	2025 £000	2024 £000
Cash flow from operating activities			
Surplus/(deficit) for the year		4,901	(3,603)
Adjustment for non-cash items			
Depreciation and amortisation		8,600	10,072
(Increase)/decrease in stocks		(27)	45
(Increase) in debtors		(1,639)	(1,934)
(Decrease)/increase in creditors due within one year		(551)	1,804
Increase in creditors due after one year		51	52
Increase in provisions		75	-
Pensions adjustments		(784)	(1,114)
		<u>10,626</u>	<u>5,322</u>
Adjustment for investing or financing activities			
Interest payable		1,935	2,120
Interest receivable		(181)	(284)
Grants received		(6,073)	(1,038)
Profit/(loss) on sale of fixed assets		-	(5)
Cash flow from operating activities		<u>6,307</u>	<u>6,115</u>
Tax credit received		<u>634</u>	<u>43</u>
Net cash flow from operating activities		<u>6,941</u>	<u>6,158</u>
Cash flows from investing activities			
Payments made to acquire fixed assets		(51,228)	(23,306)
Payments to acquire intangible assets		(393)	(556)
		<u>(51,621)</u>	<u>(23,862)</u>
Cash flows from financing activities			
Interest paid		(1,903)	(2,081)
Interest element of finance lease rental payments		(32)	(39)
Interest receivable		181	284
Capital grants received		24,000	13,092
Repayments of amounts borrowed		(1,600)	(1,600)
New unsecured loan		27,366	1,493
Capital element of finance lease rental payments		(273)	(253)
		<u>47,739</u>	<u>10,896</u>
Increase/(decrease) in cash and cash equivalents in the year		<u>3,059</u>	<u>(6,808)</u>
Cash and cash equivalents at beginning of the year	20	3,682	10,490
Cash and cash equivalents at end of the year	20	6,741	3,682

Notes to the Accounts

1. Accounting policies

Statement of accounting policies

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

Basis of preparation

These financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (the 2019 FE HE SORP), the College Accounts Direction for 2024/25 and in accordance with Financial Reporting Standard 102 – “The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland” (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

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

Basis of accounting

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

Basis of consolidation

The consolidated financial statements include the Corporation's three further education colleges and the subsidiaries, Leeds Conservatoire and Luminare Property Development Company Limited. The results of subsidiaries acquired or disposed of during the period are included in the consolidated income and expenditure account from the date of acquisition or up to the date of disposal. Intra-group sales and profits are eliminated fully on consolidation.

In accordance with FRS 102, the activities of the student union have not been consolidated because the group does not control those activities. All financial statements are made up to 31 July 2025.

Going concern

The financial position of the group and FE colleges, their cashflows, liquidity and borrowings are presented in the Financial Statements and accompanying notes.

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

The group has prepared cash flow forecasts to July 2027 - a period in excess of 12 months from the date of approval of these financial statements. After reviewing these forecasts, the group is of the opinion that the group and the FE colleges will have sufficient funds to meet their liabilities as they fall due over the period of 12 months from the date of approval of the financial statements (the going concern assessment period).

The DfE has provided a £32,089k loan for the group to meet the majority of the match funding requirements for the four FECTF projects and three growth projects in Leeds and as at 31 July

2025 £28,859k had been drawn down. This facility provides the group with finance to deliver a number of key capital schemes over the next year. The group also continues to draw down capital grant funding from the DfE.

The capital grant income received to part fund the expenditure on the capital programme is currently held as a current liability and will be released when the buildings are completed. At this stage of the project delivery a significant amount of grant funding has been received at the year end, contributing to a substantial increase in short term liabilities.

Based on these indications the group believes that it remains appropriate to prepare the financial statements on a going concern basis.

Recognition of income

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved. Any under or over achievement for the Adult Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the Statement of Comprehensive Income. 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 OfS represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income.

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

All capital grants are recognised in income when the group is entitled to the funds subject to any performance related conditions being met, in accordance with the performance model of accounting which is permitted in FRS 102.

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

All income from short-term deposits is credited to the Statement of Comprehensive Income in the period in which it is earned.

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

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

Post retirement benefits

Post-employment benefits to employees of the group are principally provided by the Teachers' Pension Scheme (TPS) and the West Yorkshire Pension Fund (WYPF). These are defined benefit plans, which are externally funded and contracted out of the State Second Pension.

The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the college in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a prospective benefit method. The TPS is a multi-employer scheme and the group is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. 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.

The WYPF is a funded scheme. The assets of the WYPF are measured using closing fair values. WYPF 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 other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses.

Short term employment benefits

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

Enhanced pensions

The actual cost of any enhanced on-going pension to a former member of staff is paid by the group annually. An estimate of the expected future costs of any enhancement to the on-going pension of a former member of staff is charged in full to the group's Statement of Comprehensive Income in the year that the member of staff retires. In subsequent years a charge is made to provisions in the balance sheet using the enhanced pension spreadsheet provided by the funding bodies.

Non-Current Assets – Tangible fixed assets

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

Land and buildings

Freehold land is not depreciated 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 20

and 50 years. The group has a policy of depreciating major adaptations to buildings over the period of their useful economic life of between 5 and 50 years. Leasehold land and buildings are depreciated on a straight-line basis over their expected economic life to the group of 60 years or, if shorter, the period of the lease.

Where land and buildings are acquired with the aid of specific grants they are capitalised and depreciated as above. The related grants are released to income in accordance with the performance model of accounting permitted under FRS 102.

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

On adoption of FRS 102, the college followed the transitional provision to retain the book value of land and buildings, but not to adopt a policy of revaluations of these properties in the future.

Assets under construction

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

Subsequent expenditure on existing fixed assets

Where significant expenditure is incurred on tangible fixed assets after initial purchase, it is charged to the Statement of Comprehensive Income in the period it is incurred, unless it meets one of the following criteria, in which case it is capitalised and depreciated on the relevant basis:

- Asset capacity increases;
- Substantial improvement in the quality of output or reduction in operating costs
- Significant extension of the asset's life beyond that conferred by repairs and maintenance

Equipment

Equipment costing less than £2,000 per individual item is written off to the Statement of Comprehensive Income in the period of acquisition. All other equipment is capitalised at cost.

All equipment is depreciated over its useful economic life as follows:

- IT equipment – 4 years on a straight-line basis
- All other equipment – 3 to 30 years on a straight-line basis

Borrowing costs

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

Leased assets

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

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

Intangible assets

Intangible assets are initially stated at cost and are amortised on a straight line basis over their useful lives.

Stocks

Stocks are stated at the lower of their cost and net realisable value. Where necessary, provision is made for obsolete, slow moving and defective stock.

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.

Financial liabilities

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 college 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 college 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.

Foreign currency translation

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

Taxation

The group 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 group 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 conservatoire qualifies for Theatre Tax Relief on certain activities it undertakes and has recognised this tax credit.

The group is partially exempt in respect of Value Added Tax. Irrecoverable 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.

Provisions

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

Agency Arrangements

The group acts as an agent in the collection and payment of certain discretionary support funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the Statement of Comprehensive Income of the colleges where the group is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

Judgements in applying accounting policies and key sources of estimation uncertainty

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

- Determine whether leases entered into by the group either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are indicators of impairment of the group's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset.
- As the present value of the funded benefits within the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a notional surplus. As management do not consider that the Group will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102. The present value of the unfunded benefits within the defined benefit obligation is greater than the fair value of plan assets and is still therefore recognised as a liability.

Other key sources of estimation uncertainty

- *Tangible fixed assets*

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The useful lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values. Where assets have been impaired the quantification of any such impairments has been estimated based upon the advice of appropriate professionals.

- *Local Government Pension Scheme - West Yorkshire Pension Fund*

The present value of the West Yorkshire Pension Fund defined benefit asset/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 21, will impact the carrying amount of the pension liability. The latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions asset/liability at 31 July 2025.

2. Government grants

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Recurrent grants	106,423	105,041	95,244	93,715
Specific grant - DfE	16	16	6	6
Specific grant – Post 16 National Insurance grant	590	590	-	-
Specific grant – Release of government capital grant	<u>6,073</u>	<u>4,396</u>	<u>1,038</u>	<u>988</u>
Total	<u>113,102</u>	<u>110,043</u>	<u>96,288</u>	<u>94,709</u>

2.1 Grant and fee income

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Grant income from the Office for Students	2,197	815	2,222	815
Grant income from other bodies	-	-	-	-
Fee income for taught awards (exclusive of VAT)	19,043	8,078	19,057	7,796
Fee income for research awards (inclusive of VAT)	-	-	-	-
Fee income for non-qualifying course	<u>664</u>	<u>664</u>	<u>719</u>	<u>719</u>
	<u>21,904</u>	<u>9,557</u>	<u>21,998</u>	<u>9,330</u>

This only includes amounts relating to courses at Level 4 and above.

3. Tuition fees and education contracts

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Tuition fees	21,588	8,775	22,121	8,559
Education contracts	<u>683</u>	<u>683</u>	<u>701</u>	<u>701</u>
Total	<u>22,271</u>	<u>9,458</u>	<u>22,822</u>	<u>9,260</u>

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FINANCIAL STATEMENTS
for the year ended 31 July 2025

4. Other grants and contracts

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Other grants and contracts	<u>3,055</u>	<u>2,879</u>	<u>1,427</u>	<u>1,427</u>
Total	<u>3,055</u>	<u>2,879</u>	<u>1,427</u>	<u>1,427</u>

5. Other income

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Catering and residences	-	-	50	29
Other income generating activities	1,449	1,296	1,266	1,200
Miscellaneous income	<u>2,718</u>	<u>8,622</u>	<u>5,972</u>	<u>8,302</u>
Total	<u>4,167</u>	<u>9,918</u>	<u>7,288</u>	<u>9,531</u>

6. Investment income

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Other interest receivable	181	178	284	284
Pension finance income	<u>128</u>	<u>111</u>	<u>134</u>	<u>104</u>
Total	<u>309</u>	<u>289</u>	<u>418</u>	<u>388</u>

7. Donations and endowments

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Unrestricted donations	<u>201</u>	<u>-</u>	<u>2</u>	<u>-</u>

8. Staff costs

The average number of persons (including key management personnel) employed by the Group during the year, described as an average headcount, was:

	Group	FE	Group	FE
	2025	2025	2024	2024
	Number	Number	Number	Number
Teaching staff	1,659	1,384	1,636	1,330
Non teaching staff	837	780	810	706
	<u>2,496</u>	<u>2,164</u>	<u>2,446</u>	<u>2,036</u>

	Group	FE	Group	FE
	2025	2025	2024	2024
	£000	£000	£000	£000
Staff costs for the above persons:				
Wages and salaries	68,745	63,610	63,242	56,684
Social security costs	7,163	6,690	5,925	5,368
Other pension costs*	12,793	12,187	11,214	10,372
Payroll sub total	88,701	82,487	80,381	72,424
Contracted out staffing services	2,181	2,180	2,281	2,233
Staff Costs	90,882	84,667	82,662	74,657
Restructuring costs	471	467	172	130
	<u>91,353</u>	<u>85,134</u>	<u>82,834</u>	<u>74,787</u>

*Other pension costs include FRS102 adjustments of £(594)k (2023/24: £(920)k).

The group has salary sacrifice arrangements for childcare vouchers and cycle to work schemes.

The group paid 36 severance payments in the year, disclosed in the following bands:

£0 - £25,000 36

Included in staff restructuring costs are special severance payments totalling £33,105. Individually, the payments were £4,000, £5,279, £9,951 and £13,875.

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the group and are represented by the Executive Leadership Team, as detailed on page 2. During the year there were six postholders in total. There were no compensation payments to key management personnel for loss of office in 2024/25 (2023/24: £nil).

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

	2025 Group Number	2025 FE Colleges Number	2024 Group Number	2024 FE Colleges Number
The number of key management personnel including the Accounting Officer was:	6	6	5	5

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

	Group 2025 Number	FE Colleges 2025 Number	Group 2024 Number	FE Colleges 2024 Number
Key management personnel:				
£85,001 to £90,000 p.a.	1	1	1	1
£90,001 to £95,000 p.a.	1	1	1	1
£95,001 to £100,000 p.a.	1	1	-	-
£115,001 to £120,000 p.a.	-	-	1	1
£125,001 to £130,000 p.a.	1	1	-	-
£155,001 to £160,000 p.a.	1	1	1	1
£215,001 to £220,000 p.a.	-	-	1	1
£220,001 to £225,000 p.a.	<u>1</u>	<u>1</u>	<u>-</u>	<u>-</u>
	<u>6</u>	<u>6</u>	<u>5</u>	<u>5</u>

	Group 2025 Number	FE Colleges 2025 Number	Group 2024 Number	FE Colleges 2024 Number
Other staff:				
£60,001 to £65,000 p.a.	16	16	6	6
£65,001 to £70,000 p.a.	3	3	2	1
£70,000 to £75,000 p.a.	3	3	7	6
£75,001 to £80,000 p.a.	4	3	5	5
£80,001 to £85,000 p.a.	6	6	5	5
£85,001 to £90,000 p.a.	3	3	2	2
£90,001 to £95,000 p.a.	1	1	-	-
£95,001 to £100,000 p.a.	1	1	2	1
£100,001 to £105,000 p.a.	<u>1</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>38</u>	<u>36</u>	<u>29</u>	<u>26</u>

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	2025 £000	2024 £000
Key management personnel compensation is made up as follows:		
Salaries	791	674
Payment in lieu of pension	85	82
Pension contributions	104	69
Total emoluments	980	825

The pension contributions in respect of the Chief Executive Officer and key management personnel are in respect of employer's contributions to the Teachers' Pension Scheme and West Yorkshire Pension Fund and are paid at the same rate as for other employees. The Accounting Officer and one other member of the key management personnel group received salary in lieu of pension contributions.

The above compensation includes amounts payable to the Chief Executive Officer, who is the Accounting Officer and who is also the highest paid member of staff. Their pay and remuneration are as follows:

	2025 £000	2024 £000
Salary	223	215
Payment in lieu of pension	53	51
	<u>276</u>	<u>266</u>

The members of the Board other than the Chief Executive Officer and the staff members did not receive any payment from the group other than the reimbursement of travel and subsistence expenses incurred in the course of their duties. The total expenses paid to or on behalf of the Board in the year was £2k (2023/24 £2k).

The governing body has adopted AoC's Senior Staff Remuneration Code in July 2019 and will assess pay in line with its principles.

The remuneration package of the Chief Executive Officer is subject to annual review by the Remuneration Committee who use benchmarking information to provide objective guidance. The Chief Executive Officer reports to the Chair of the Corporation, who undertakes an annual review of their performance against the group's overall objectives using both qualitative and quantitative measures of performance.

Relationship of Chief Executive Officer pay and remuneration expressed as a multiple

	2025	2024
CEO's basic salary as a multiple of the median of all staff	7.0	7.0
CEO's total remuneration as a multiple of the median of all staff	7.1	7.2

The calculation for median pay is based upon the full-time equivalent salary of all staff who have been employed during the year plus the actual payments for other pay costs.

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9. Other operating expenses

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Teaching costs	8,278	7,019	8,259	7,039
Non teaching costs	15,525	13,378	15,048	12,509
Premises costs	<u>12,756</u>	<u>12,196</u>	<u>13,735</u>	<u>12,982</u>
Total	<u>36,559</u>	<u>32,593</u>	<u>37,042</u>	<u>32,530</u>

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Non teaching costs above include:				
Auditors' remuneration:				
- financial statements audit	129	82	120	74
- internal audit*	75	75	86	86
Other services provided by the financial statement auditor	2	2	2	2
Other services provided by the internal auditor	-	-	14	14
Hire of assets under operating leases	1,740	1,569	1,680	1,461

*Internal audit fees are paid by the corporation for the whole group.

10. Access and participation expenditure

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Access investment	308	308	224	224
Financial support to students	959	305	1,000	317
Disability support	302	276	165	148
Research and evaluation	51	46	48	43

The FE colleges have an access and participation plan that has been approved by the OfS's Director of Fair Access and Participation. The amounts disclosed in this note include expenditure for:

- Access investment. This includes all expenditure in the financial year on activities and measures that support the ambitions set out in an access and participation plan, where they relate to access to higher education.
- Financial support provided to students in the financial year (such as bursaries, scholarships, etc.).

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- Support for disabled students in the financial year, which can include, but is not limited to, the disabled students' premium.
- Research and evaluation related to access and participation activities in the financial year.

https://ucleeds.ac.uk/wp-content/uploads/2019/10/LeedsCityCollege_APP_2020-21.pdf

11. Write offs and letter of comfort

Write offs

Following a detailed assessment of aged debtors and collection efforts, it was determined that certain receivables totalling £64,954 were no longer recoverable. These debts were written off in accordance with the Group's Financial Regulations and approved by the appropriate authority level. Two items over £5,000 were no longer deemed recoverable: one item amounted to £10,000 and the second item was for £7,500.

Letter of comfort

During 2024/25 the group has provided a letter of support to the directors of Leeds Conservatoire – a subsidiary company of the group. The letter dated 9 December 2024 confirmed that the group would continue to provide support to the company by not enforcing sums owed to the group over this period.

12. Interest and other finance costs

	Group	FE	Group	FE
	2025	Colleges	2024	Colleges
	£000	£000	£000	£000
On bank loans, overdrafts and other loans	<u>1,903</u>	<u>1,903</u>	<u>2,081</u>	<u>2,081</u>
Total	1,903	1,903	2,081	2,081
On finance leases	32	-	39	-
Pension finance costs	<u>68</u>	<u>60</u>	<u>72</u>	<u>63</u>
	<u>2,003</u>	<u>1,963</u>	<u>2,192</u>	<u>2,144</u>

13. Tangible fixed assets – Group

	Land and buildings		Equipment	Assets in the course of construction	Total
	Freehold £000	Leasehold £000	£000	£000	£000
Cost					
At 1 August 2024	188,898	18,838	23,293	29,732	260,761
Additions	-	-	-	51,228	51,228
Transfers	<u>1,445</u>	<u>2,295</u>	<u>2,173</u>	<u>(5,913)</u>	<u>-</u>
At 31 July 2025	<u>190,343</u>	<u>21,133</u>	<u>25,466</u>	<u>75,047</u>	<u>311,989</u>
Accumulated depreciation					
At 1 August 2024	37,795	9,594	18,793	-	66,182
Charge for year	<u>4,953</u>	<u>625</u>	<u>2,580</u>	<u>-</u>	<u>8,158</u>
At 31 July 2025	<u>42,748</u>	<u>10,219</u>	<u>21,373</u>	<u>-</u>	<u>74,340</u>
Net book value at 31 July 2025	<u>147,595</u>	<u>10,914</u>	<u>4,093</u>	<u>75,047</u>	<u>237,649</u>
Net book value at 31 July 2024	<u>151,103</u>	<u>9,244</u>	<u>4,500</u>	<u>29,732</u>	<u>194,579</u>

The net book value of tangible fixed assets includes an amount of £2,786k in respect of assets held under finance leases. The depreciation charge on these assets for the year was £80k.

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Tangible fixed assets (continued) – FE Colleges

	Land and buildings		Equipment	Assets in the course of construction	Total
	Freehold	Leasehold			
	£000	£000	£000	£000	£000
Cost					
At 1 August 2024	188,899	3,605	18,786	29,229	240,519
Additions	-	-	-	49,785	49,785
Transfers	<u>1,445</u>	<u>-</u>	<u>2,110</u>	<u>(3,555)</u>	<u>-</u>
At 31 July 2025	<u>190,344</u>	<u>3,605</u>	<u>20,896</u>	<u>75,459</u>	<u>290,304</u>
Accumulated depreciation					
At 1 August 2024	37,795	2,946	15,846	-	56,587
Charge for year	<u>4,953</u>	<u>125</u>	<u>2,260</u>	<u>-</u>	<u>7,338</u>
At 31 July 2025	<u>42,748</u>	<u>3,071</u>	<u>18,106</u>	<u>-</u>	<u>63,925</u>
Net book value at 31 July 2025	<u>147,596</u>	<u>534</u>	<u>2,790</u>	<u>75,459</u>	<u>226,379</u>
Net book value at 31 July 2024	<u>151,104</u>	<u>659</u>	<u>2,940</u>	<u>29,229</u>	<u>183,932</u>

Leasehold includes short and long leasehold properties of between 35 and 60 years.

14. Intangible fixed assets – FE Colleges and Group

	Software development	Assets in the course of construction	Total
	£000	£000	£000
At 1 August 2024	220	1,096	1,316
Additions	-	393	393
Transfers	<u>1,489</u>	<u>(1,489)</u>	<u>-</u>
At 31 July 2025	<u>1,709</u>	<u>-</u>	<u>1,709</u>
Accumulated amortisation			
At 1 August 2024	220	-	220
Charge for year	<u>442</u>	<u>-</u>	<u>442</u>
At 31 July 2025	<u>662</u>	<u>-</u>	<u>642</u>
Net book value at 31 July 2025	<u>1,047</u>	<u>-</u>	<u>1,047</u>
Net book value at 31 July 2024	<u>-</u>	<u>1,096</u>	<u>1,096</u>

15. Investments

On 7 April 2011 the college formed Leeds College of Music, a company limited by guarantee and incorporated in England and Wales. On 1 August 2011 the company acquired the assets and liabilities of the higher education corporation known as Leeds College of Music for no consideration. Leeds College of Music Limited commenced trading on 1 August 2011. On 11 August 2020 Leeds College of Music changed its name to Leeds Conservatoire.

The group formed White Rose Resourcing Limited, a private limited company incorporated in England and Wales with 2 ordinary shares of £1 each. White Rose Resourcing Limited commenced trading on 1 September 2015. On 16 May 2024 the name of the company was changed to Luminate Property Development Company Limited. For the year to 31 July 2025, Luminate Property Development Company Limited had a profit of £360k and reserves of £287k.

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16. Debtors

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Amounts falling due within one year:				
Trade debtors	1,712	1,315	1,801	1,715
Amounts owed by group undertakings	-	18	-	150
Other debtors	527	342	1,231	1,131
Prepayments and accrued income	8,242	7,499	6,733	5,738
Amounts owed by funding bodies	<u>289</u>	<u>289</u>	<u>-</u>	<u>-</u>
Total	<u>10,770</u>	<u>9,463</u>	<u>9,765</u>	<u>8,734</u>

17. Creditors: amounts falling due within one year

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Bank loans	1,549	1,549	1,549	1,549
DfE loans	553	553	483	483
Obligations under finance leases	281	-	260	-
Payments received in advance	550	115	378	111
Trade creditors	1,649	1,458	5,056	4,722
Amounts owed to group undertakings	-	863	-	1,398
Other creditors	1,546	1,472	3,532	3,448
Other taxation and social security	1,958	1,840	1,414	1,294
Accruals	7,802	6,480	3,430	3,108
Holiday pay accrual	1,855	1,787	2,101	1,990
Deferred income – capital grants	<u>36,715</u>	<u>36,715</u>	<u>18,788</u>	<u>18,788</u>
Total	<u>54,458</u>	<u>52,832</u>	<u>36,991</u>	<u>36,891</u>

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18. Creditors: amounts falling due after more than one year

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Bank loans	29,922	29,922	31,471	31,471
DfE loans	28,306	28,306	1,010	1,010
Obligations under finance leases	668	-	962	-
Total	<u>58,896</u>	<u>58,228</u>	<u>33,443</u>	<u>32,481</u>

Maturity of debt

(a) Bank and DfE loans

Bank loans and DfE loans are repayable as follows:

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Repayments due;				
In one year or less	2,102	2,102	2,032	2,032
Between one and two years	9,164	9,164	2,515	2,515
Between two and five years	8,004	8,004	11,224	11,224
In five years or more	<u>41,060</u>	<u>41,060</u>	<u>18,742</u>	<u>18,742</u>
Total	<u>60,330</u>	<u>60,330</u>	<u>34,513</u>	<u>34,513</u>

In March 2021 the group refinanced its long-term debt and a £32m secured loan with Santander UK PLC was put in place with annual capital repayments of £1.6m. This loan has a term of ten years and there is a final capital repayment of £16.4m at the end of the term. The interest rate on this loan is fixed at 5.3%. During 2021/22 a revolving credit facility was entered into with Santander amounting to £16.5m for a five-year period at a variable rate of interest. As at 31 July 2025 £6.5m of this facility had been utilised, the unutilised part of this facility was cancelled in October 2023. The Santander loans are secured by a legal charge on a portion of the freehold land and buildings of the group.

On 31 October 2023 the group entered into a facility agreement with the Department for Education to provide loan funding for a number of major projects. The initial amount of funding available under this facility is £28,688k and this was increased by £3,399k to £32,087k under a variation dated 4 April 2025. As at 31 July 2025 £28,859k had been drawn down. The loan from the DfE has a semi-variable rate of interest and that is reset with reference to the Public Works Loans Board interest rate on the 1 April each year. The DfE loan is unsecured.

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(b) Finance leases

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Payments due;				
In one year or less	281	-	260	-
Between two and five years	668	-	915	-
In five years or more	-	-	47	-
Total	<u>949</u>	<u>-</u>	<u>1,222</u>	<u>-</u>

Finance leases obligations are secured on the assets to which they relate. The finance lease above relates to the occupation of Joseph Stones House by Leeds Conservatoire.

19. Provisions for liabilities and charges

	Defined benefit obligations	Enhanced pensions	Other	Total
Group	£000	£000	£000	£000
At 1 August 2024	219	1,214	-	1,433
Expenditure charged to the provision	(5,238)	(131)	-	(5,369)
Additions/(releases) to/from the provision	<u>5,214</u>	<u>-</u>	<u>75</u>	<u>5,289</u>
At 31 July 2025	<u>195</u>	<u>1,083</u>	<u>75</u>	<u>1,353</u>

	Defined benefit obligations	Enhanced pensions	Other	Total
FE Colleges	£000	£000	£000	£000
At 1 August 2024	214	1,050	-	1,264
Expenditure charged to the provision	(4,515)	(111)	-	(4,626)
Additions/(releases) to/from the provision	<u>4,492</u>	<u>6</u>	<u>75</u>	<u>4,573</u>
At 31 July 2025	<u>191</u>	<u>945</u>	<u>75</u>	<u>1,211</u>

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

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The principal assumptions for this calculation are:

	2025	2024
Interest rate	5.5%	4.8%
Inflation rate	2.7%	2.8%

The other provision relates to dilapidation liabilities in respect of a leased property that will be vacated in 2026.

20. Group cash and cash equivalents

	At 1 August 2024	Cashflows	Other changes	At 31 July 2025
	£000	£000	£000	£000
Cash and cash equivalents	3,682	3,059	-	6,741
Bank loans – short term	(1,549)	1,600	(1,600)	(1,549)
Bank loans – long term	(31,471)	-	1,549	(29,922)
DfE loans – short term	(483)	(70)	-	(553)
DfE loans – long term	(1,010)	(27,296)	-	(28,306)
Finance lease obligations – short term	(260)	273	(294)	(281)
Finance lease obligations – long term	(962)	-	294	(668)
Total	(32,053)	(22,434)	(51)	(54,538)

At 31 July 2025 the group held cash and cash equivalents of £6,741k. Of this figure £3,647k was restricted cash relating to capital grant funding that had been received and accounted for as deferred income - capital grants within creditors due within one year, but was unspent as at 31 July.

21. Defined benefit obligations

The group's employees belong to three pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the West Yorkshire Pension Fund (WYPF) for non-teaching staff; and the People's Pension. The TPS and WYPF are defined benefit schemes and the People's Pension is a defined contribution scheme.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS was as at 31 March 2020 and of the WYPF was as at 31 March 2022.

Total pension cost for the year

	Group 2025 £000	Group 2024 £000
Teachers' Pension Scheme: Contributions paid	8,253	6,879
West Yorkshire Pension Fund:		
Contributions paid	5,060	5,152
FRS102 charge	<u>(594)</u>	<u>(920)</u>
Charge to Income and Expenditure	4,466	4,232
People's Pension – contributions paid	82	99
Other pension accruals	<u>(8)</u>	<u>4</u>
Total pension cost for year	<u>12,793</u>	<u>11,214</u>

Teachers' pension scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools, colleges and other educational establishments. Membership is automatic for teachers and lecturers at eligible institutions. Teachers and lecturers are able to opt out of the TPS. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act. Retirement and other pension benefits are paid by public funds provided by Parliament.

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

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

The latest actuarial review of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education (the Department) in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service 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 rose to 28.68% from April 2024 (compared to 23.68% during 2018/9). The DfE has agreed to pay a teacher pension employer contribution grant to cover the additional costs for 2024/25.

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 £8,253k (2023/24: £6,879k).

West Yorkshire Pension Fund (WYPF)

The WYPF is a funded defined-benefit plan, with the assets held in separate trustee administered fund. The total contribution made for the year ended 31 July 2025 was £7,039k (2023/24: £7,037k), of which employer's contributions totalled £5,060k and employees' contributions totalled £1,979k. The agreed employer contribution rate for 2024/25 is 14.4% for the FE colleges and 14.6% for Leeds Conservatoire, and employee contribution rates range from 5.5% to 12.5% depending on salary.

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

FRS 102 Principal Actuarial Assumptions

	Group At 31 July 2025 WYPF funded benefits	FE Colleges At 31 July 2025 WYPF unfunded benefits	Group At 31 July 2024 WYPF funded benefits	FE Colleges At 31 July 2024 WYPF unfunded benefits
Expected rate of salary increases	3.75%	n/a	3.85%	n/a
Future pension increases	2.5%	2.5%	2.6%	2.6%
Discount rate	5.8%	5.8%	5.0%	5.0%
Inflation assumption (CPI)	2.5%	2.5%	2.6%	2.6%

The expected return on scheme assets was determined by considering the expected returns available on the assets underlying the current investment portfolio. Expected yields on bonds are based on gross redemption yields at the balance sheet date whilst the expected returns on the equity and property investments reflect the long-term real rates of return experienced in the respective markets.

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

	At 31 July 2025	At 31 July 2024
<i>Males</i>		
Pensioner member age 65 at accounting date	20.9 years	20.8 years
Active member age 45 at accounting date	21.8 years	21.7 years
<i>Females</i>		
Pensioner member age 65 at accounting date	24.1 years	24.0 years
Active member age 45 at accounting date	24.8 years	24.7 years

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The group's estimated share of the asset and liabilities in the scheme and the expected rates of return were:

	Group	FE	Group	FE
	Value at	Colleges	Value at	Colleges
	31 July 2025	Value at	31 July 2024	Value at
	£000	31 July 2025	£000	31 July 2024
		£000		£000
Equities	148,155	129,850	136,823	117,700
Government bonds	18,941	16,601	15,183	13,062
Corporate bonds	7,314	6,410	6,902	5,937
Property	5,064	4,438	4,659	4,007
Cash	3,376	2,959	4,659	4,007
Other	<u>4,688</u>	<u>4,109</u>	<u>4,313</u>	<u>3,711</u>
Total market value of assets	<u>187,538</u>	<u>164,367</u>	<u>172,539</u>	<u>148,424</u>
Actual return on plan assets	10,738	12,085	16,902	14,708

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

	Group	FE	Group	FE
	2025	Colleges	2024	Colleges
	£000	2025	£000	2024
		£000		£000
Fair value of plan assets	187,538	164,367	172,539	148,424
Present value of plan liabilities	(133,696)	(118,751)	(145,676)	(125,373)
Present value of unfunded liabilities	(195)	(191)	(219)	(214)
Present value of liabilities	53,647	45,425	26,644	22,837
Less notional surplus not recognised	<u>(53,842)</u>	<u>(45,616)</u>	<u>(26,863)</u>	<u>(23,051)</u>
Net pensions liability as recognised in these financial statements	<u>(195)</u>	<u>(191)</u>	<u>(219)</u>	<u>(214)</u>

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As the present value of the funded benefits within the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a notional surplus. As management do not consider that the group will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102. The present value of the unfunded benefits within the defined benefit obligation is greater than the fair value of plan assets and is still therefore recognised as a liability.

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

	Group	FE	Group	FE
	2025	Colleges	2024	Colleges
	£000	£000	£000	£000
Amounts included in staff costs				
Current service cost	4,491	3,893	4,302	3,462
Past service cost	<u>153</u>	<u>123</u>	<u>236</u>	<u>13</u>
Total	<u>4,644</u>	<u>4,016</u>	<u>4,538</u>	<u>3,475</u>
Amounts included in interest and other finance costs				
Interest on pension (assets)/liabilities	<u>(1,458)</u>	<u>(1,254)</u>	<u>(771)</u>	<u>(675)</u>
Interest on unrecognised assets	<u>1,340</u>	<u>1,153</u>	<u>637</u>	<u>571</u>
Net interest (income)/cost	<u>(118)</u>	<u>(101)</u>	<u>(134)</u>	<u>(104)</u>
Amounts recognised in other comprehensive income				
Charge/(return) on pension plan assets	2,026	4,565	9,212	8,065
Experience loss/(gains) arising on defined benefit obligations	22,925	16,270	3,209	2,158
Interest on unrecognised asset	1,340	1,153	637	571
Notional surplus not recognised	<u>(26,979)</u>	<u>(22,565)</u>	<u>(14,087)</u>	<u>(11,632)</u>
Amount recognised in other comprehensive income	<u>(688)</u>	<u>(577)</u>	<u>(1,029)</u>	<u>(838)</u>

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Movement in net defined benefit liability during the year

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Deficit in scheme at 1 August	(219)	(214)	(233)	(228)
Movement in year:				
Current service cost	(4,491)	(3,893)	(4,302)	(3,462)
Employer contributions	5,238	4,515	5,458	4,234
Past service cost	(153)	(123)	(236)	(13)
Curtailments and settlements	-	-	-	-
Net interest on the defined (liability)/asset	1,458	1,254	760	664
Net benefits paid out	-	-	-	-
Remeasurement gains/(losses) on assets	2,026	4,565	9,212	8,065
Actuarial gain or loss	22,925	16,270	3,209	2,158
Notional surplus not recognised	(26,979)	(22,565)	(14,087)	(11,632)
Net defined benefit liability at 31 July	(195)	(191)	(219)	(214)

Asset and liability reconciliation

Changes in the present value of defined benefit obligations

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Defined benefit obligations at start of period	145,895	125,587	140,189	120,742
Current service cost	4,491	3,893	4,302	3,462
Interest cost	7,254	6,266	6,930	5,979
Contributions by scheme participants	1,980	1,713	1,874	1,514
Experience gains and losses on defined benefit obligations	(22,925)	(16,270)	(3,209)	(2,158)
Benefits paid	(2,957)	(2,370)	(4,427)	(3,965)
Past service cost	153	123	236	13
Curtailments and settlements	-	-	-	-
Defined benefit obligations at end of period	133,891	118,942	145,895	125,587

Reconciliation of assets

	Group	FE	Group	FE
	2025	2025	2024	2024
	£000	£000	£000	£000
Fair value of plan assets at start of period	172,539	148,424	152,732	131,933
Interest on plan assets	8,712	7,520	7,690	6,643
Remeasurement gains on assets	2,026	4,565	9,212	8,065
Employer contributions	5,238	4,515	5,458	4,234
Contributions by scheme participants	1,980	1,713	1,874	1,514
Benefits paid	(2,957)	(2,370)	(4,427)	(3,965)
Assets at end of period	187,538	164,367	172,539	148,424

In June 2023 the High Court ruled in the case of Virgin Media Limited v NTL Pension Trustees. The ruling was that certain pension scheme rule amendments were invalid if they were not accompanied by the correct actuarial confirmation. This High Court ruling was appealed. In a judgment delivered on 25 July 2024, the Court of Appeal unanimously upheld the decision of the High Court.

On 5 June 2025, the Government announced that it will introduce legislation to give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards. Once the legislation has been passed, this will mean that pension schemes will be able to obtain written confirmation from an actuary about the benefit changes that were previously made and apply that confirmation retrospectively without making the plan amendments void, if the changes met the necessary standards.

At the date of approval of these financial statements, while it is known there is potential for additional pension liabilities to be recognised as a result of this ruling, the impact in monetary terms is not known and it is reasonable to form the view that it is not reasonably estimable. Accordingly, no adjustments to reflect the impact of the ruling have been made in these financial statements.

The Corporation will continue to monitor the developments and consider the impact on the LGPS liabilities recognised by the Group.

22. Post balance sheet events

There are no significant post balance sheets events this year.

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23. Capital commitments

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Commitments contracted for as at 31 July	<u>9,684</u>	<u>9,684</u>	<u>26,668</u>	<u>25,668</u>
Authorised but not contracted at 31 July	<u>25,418</u>	<u>25,418</u>	<u>51,920</u>	<u>50,131</u>

24. Lease obligations

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

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Land and buildings				
Not later than one year	1,111	918	1,362	1,170
Later than one year and not later than five years	2,222	1,418	2,614	1,617
Later than five years	<u>3,517</u>	<u>-</u>	<u>3,528</u>	<u>11</u>
	<u>6,850</u>	<u>2,336</u>	<u>7,504</u>	<u>2,798</u>

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
Other				
Not later than one year	314	311	344	344
Later than one year and not later than five years	958	958	1,143	1,143
Later than five years	<u>1</u>	<u>1</u>	<u>-</u>	<u>-</u>
	<u>1,273</u>	<u>1,270</u>	<u>1,487</u>	<u>1,487</u>

25. Related party transactions

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

Colin Booth is a director of the West Yorkshire Consortium of Colleges. During the year Luminate Education Group paid £nil (2023/24: £111k) to West Yorkshire Consortium of Colleges for Local Skills Initiative Funding project management, other project management and support services. At the end of the financial year the balance on the account was nil.

Colin Booth and Gemma Simmons-Blench are both directors of Leeds Learning Alliance. During the year Luminate Education Group paid £29k to Leeds Learning Alliance (2023/24: £15k) for membership subscriptions and conference sponsorship. At the end of the financial year the balance on the account was nil.

Caroline Lord is a partner of Clarion Solicitors. During the year Luminate Education Group paid Clarion Solicitors £24k for legal advice. At the end of the financial year the balance on the account was nil.

Professor Joe Wilson, Principal of Leeds Conservatoire, is a member of the Board of Yorkshire Young Musicians. During the year Leeds Conservatoire received £27k from Yorkshire Young Musicians for facilities hire (2023/24: £27k). At the end of the financial year the balance on the account was nil.

Matt Findull is a board member of Yorkshire Learning Providers. During the year Luminate Education Group received £55k (2023/24: £96k) for provision of training and facilities hire and paid £nil (2023/24: £1k) for membership fees to Yorkshire Learning Providers. At the end of the financial year the balance on the account was £(6)k being a credit note for an invoice paid in 2024.

Richard Shaw is a director of GenNorth Limited. During the year Luminate Education Group paid GenNorth Limited £282k (2023/24: £538k) for construction project management services. At the end of the financial year the balance on the account was nil.

Ken Morton is the Chair of Governors of Spingwell Leeds Academy. During the year Luminate Education Group paid £12k (2023/24: £0k) to Springwell Leeds Academy for conference attendance and apprenticeship incentives. At the end of the financial year the balance on the account was nil.

Richard Lee is a board member of the Red Ladder Theatre Company. During the year Luminate Education Group paid £2k (2023/24: £8k) for provision of storage space. At the end of the financial year the balance on the account was nil.

Transactions with the funding bodies are detailed in note 2.

The group has a range of transactions with Leeds Conservatoire, its subsidiary company for which the group is the sole member. The group corporation has provided a number of shared

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services to Leeds Conservatoire during the year including Estates, HR, IT, Finance and corporate support. The cost charged for these services during the year was £5,508k (2023/24: £2,164k). The group provides a treasury management service to Leeds Conservatoire and at the year end Leeds Conservatoire owed the group £18k (2023/24: £1,406k owed to Leeds Conservatoire). In common with previous years, the group has provided a letter of support to the Leeds Conservatoire Board of directors in the respect of the ongoing availability of working capital support should this be required over the next 12 months. The group has obtained consent from the DfE to provide this letter of support.

The group owns the entire share capital of Luminate Property Development Company Limited (LPDC). During the year LPDC provided construction and management services totalling £20,776k (2023/24: £73k). The group owed the company £864k at the year end (2023/24: £120k owed to the group).

26. Amounts disbursed as agent – Learner support funds

	Group	FE Colleges	Group	FE Colleges
	2025	2025	2024	2024
	£000	£000	£000	£000
16-18 bursary grants	2,956	2,956	2,853	2,853
Disbursed to students	(3,059)	(3,059)	(2,698)	(2,698)
Administration costs	(148)	(148)	(143)	(143)
Balance (overspent)/unspent as at 31 July	<u>(251)</u>	<u>(251)</u>	<u>12</u>	<u>12</u>

The college distributed 16-19 discretionary and vulnerable bursaries and free meals in further education (FEFM) funds to students as an agent for DfE. In the accounting period ended 31 July 2025, the college received a total of £2,956k and disbursed £3,059k from DfE 16-19 discretionary and vulnerable bursaries and FEFM funding after charging £148k for administration costs. As at 31 July 2025, there is £nil cumulative unspent 16-19 discretionary and vulnerable bursary funds and FEFM funding is £nil, 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 £2,853k received from DfE, £2,698k disbursed to learners after charging £143k for administration costs, and total cumulative unspent funds of £12k, of which £nil was repaid to DfE.