Docusign Envelope ID: 773064E4-85C2-8941-8372-801BE15CB782

Charity number: 1173330

Staffordshire Students' Union

Trustees' report and financial statements

for the year ended 31 July 2026

DAINS AUDIT

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Reference and administrative details of the charity, its Trustees and advisers for the year ended 31 July 2026

Trustees	Precious Oluchukwu Ogbein, Chair of the Board to July 2026 Aurelia Brzezowska, Resigned June 2026 Ashleen Kaur, Resigned December 2025 Leah Thompson, Resigned July 2026 Lilith Drizzle, Resigned April 2026 Milan Nad Sally Elizabeth McGill, Resigned January 2026 Sophie Deegan- Brooks, Resigned December 2025 Vicky Banks Natasha Cork, Chair of Board from July 2026 Zain Javed, Appointed July 2026 Chloe Bannister, Appointed July 2026
Charity registered number	1173330
Principal office	Staffordshire Students' Union College Road Stoke on Trent Staffordshire ST4 2DE
Chief executive officer	Ken Sankson
Independent auditors	Dains Audit Limited Statutory Auditor Suite 2, Albion House 2 Etruria Office Village Forge Lane Stoke on Trent Staffordshire ST1 5RQ
Bankers	National Westminster Bank Plc Campbell Place Stoke on Trent Staffordshire ST4 1ND
Solicitors	Wrigley's Solicitors LLP 19 Cookridge Street Leeds LS2 3AG

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Trustees' report
for the year ended 31 July 2026

INTRODUCTION

The Trustees present their annual report together with the audited financial statements of Staffordshire Students' Union (the charity) for the year ended 31 July 2026. The Trustees confirm that the Annual Report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) as amended by Update Bulletin 1 (effective 1 January 2019).

In June 2025, the official name of the organisation changed from Staffordshire University Students' Union to Staffordshire Students' Union. This change resulted from the University changing its name from Staffordshire University to University of Staffordshire in September 2024. Following a referendum of students to determine the preferred name by which the Students Union should be know, a resolution was passed by the CIO members (The Board) to update the name and governing documents, in line with its constitution and byelaws, on the 23 June 2025.

STATUS AND ADMINISTRATION

Since August 2017, Staffordshire Students Union, has been incorporated as a Charitable Incorporated Organisation (Charity reg 1173330) and the sole shareholder of its trading subsidiary Staffordshire Students Union Enterprises limited (company reg 09849741).

The Students' Union is responsible for the provision of support and representation to the students of the University of Staffordshire and is governed by its constitution and supporting bylaws. The Students' Union has provision for up to 15 members on its Board of Trustees, but in line with its byelaws currently aims to operate with 10 postholders.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

The Union is a membership organisation that is governed by a written constitution and via democratic structures detailed in its constitution. The constitution of the Union is the collective of the major governing document and the minor governing document, the Byelaws of Staffordshire Students' Union.

Students of the University of Staffordshire are invited to become members of Staffordshire Students' Union upon enrolment at the University. Students have the right (under the Education Act 1994) to opt-out of Union membership.

Once their student status at the University ends (upon recommendation for an award or withdrawal from their course) they cease to be members of the Union. The Union's Constitution is reviewed at least every five years and any changes approved by members, through a Referendum or General Meeting, and ratified by the Governing Body of the University.

The Union has several formal and informal agreements with the University that ensure effective regulation under the 1994 Education Act as well as establish the independence of the Union from the University, whilst ensuring the two organisations work in close partnership for the benefit of students. These are:

- The Student and University Memorandum of Co-Operation, which includes the Code of Practice for the Operation of the Students' Union, as defined by the Education Act 1994.
- The Data Sharing Protocols Agreement.
- Shared Health & Safety Responsibilities
- Student Experience Matrix

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The Board of Trustees comprises of up to fifteen trustees with the following designations:

- Up to six (6) Sabbatical Trustees, elected by a secret ballot open to all members of the Union.
- Up to five (5) Student Trustees, open to all members of the Union, elected and appointed by the Appointments Panel of the Union.
- Up to four (4) Lay Trustees, selected by the Appointments Panel of the Union.

Sabbatical Trustees are also full-time Representatives of students and receive a salary from the Students' Union to reflect this. They may serve up to two terms of one (1) year.

Appointed Student Trustees are volunteers and are not remunerated, but may claim legitimate expenses, and they are eligible to serve two (2) terms of one (1) year.

Lay Trustee are volunteers who may claim legitimate expenses and can currently serve two (2) terms of four (4) years.

The President of the Students Union Chairs the Board, supported by the Deputy Chair(s) of the Board of Trustees elected by the Board of Trustees, in accordance with the Constitution.

INDUCTION AND TRAINING OF TRUSTEES

The Union has a structured programme of induction and training for its Trustees that is run within the organisation, with the additional option to undertake an annual Trustee Training programme co-commissioned with local Students Union partners. Further training is offered to trustees during their trusteeship in partnership with both NUS and NCVO.

CHARITY GOVERNANCE CODE

The Union is best placed to achieve its ambitions if it has effective governance, the right leadership structures, and skilled and capable staff and trustees. Good governance also supports the Union's compliance with relevant legislation and regulation and promotes a culture where everything works towards fulfilling the charity's vision.

The Charity Governance Code has been developed by a steering group, with the help of over 200 charities, and is endorsed and recommended by the Charities Commission. The Code aims to help charities, and their trustees develop high standards of governance and is intended as a practical tool to help trustees achieve this, and as a tool for continuous improvement towards the highest standards.

The Code is not a legal or regulatory requirement. Instead, the Code sets the principles and recommended practice for good governance and is deliberately aspirational: some elements of the Code will be a stretch to achieve.

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The enhanced Code for students' unions covers:

1. **Organisational Purpose** - The board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably.
2. **Leadership** - Every charity is headed by an effective board that provides strategic leadership in line with the charity's aims and values.
3. **Integrity** - The board acts with integrity, adopting values and creating a culture which helps achieve the organisation's charitable purposes. The board is aware of the importance of the public's confidence and trust in charities, and trustees undertake their duties accordingly.
4. **Decision making, risk and control** - The board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk-assessment, and management systems are set up and monitored.
5. **Board effectiveness** - The board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions.
6. **Diversity** - The board's approach to diversity supports its effectiveness, leadership and decision making.
7. **Openness and accountability** - The board leads the organisation in being transparent and accountable.
8. **Representation, Interests and Democracy** - The students' union is established as a democratic organisation that fundamentally exists to represent the needs of its membership. The principle of 'Democracy' is fundamental to all Students' Unions and is enshrined in the 1994 Education Act. This principle looks for students' unions to demonstrate that their membership is at the heart of the organisation. It also sets an expectation that students' unions should have fair and transparent democratic processes and procedures which are accessible to all.

The application of the Charity Governance Code as an evaluation tool was fully revisited in Summer 2022 as part of the onboarding of newly appointed trustees, with the facilitation of an external Trustee Training provider.

Actions undertaken through 2025/26

- Review and revision of current strategy in the context of evidenced student experiences and University changes and developments.
- Formally addressing the behaviour of individual trustees where they fell short of expectations

While the board complies substantially with all core principles, work is ongoing to further strengthen our Trustee recruitment and succession planning and undertake an external evaluation of board effectiveness.

DATA PROTECTION

As there was no formal requirement to do so, Trustees have decided to not appoint a formal Data Protection Officer as detailed in the Regulations, however, compliance with the regulations is the responsibility of a formally appointed Data Protection Champion, which during 2025/26 was the Chief Executive Officer. There were no reportable incidents in 2025/26.

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SUSTAINABILITY

The Student's Union has not been able to resume the Green Impact Auditing process, however, remains an active partner in a joint working group with the University with the joint goals of achieving carbon neutrality of buildings by 2030 and making significant reductions in carbon emissions associated with all activities on order to become a net zero University.

RESPONSIBILITIES OF THE TRUSTEES

The trustees are ultimately responsible for the governance of Staffordshire Students' Union. They are also responsible for the operations of the Union. This includes approving policy, procedure, strategy, budgets, and ensuring compliance with the Constitution, Byelaws and the requirements of companies acts and education acts.

The trustees are responsible for preparing the Trustees Annual Report and the Financial Statements in accordance with applicable law and regulations.

The Trustees will:

- Accept ultimate responsibility for directing the affairs of the charity, and ensuring it is solvent, well-run, and delivering the charitable outcomes for the benefit of members.
- Abide, individually and collectively, to the Nolan Principles.
- Undertake a skills audit upon recruitment (Lay Trustees, University Trustee and Selected Student Trustees only).
- Undergo a full induction upon starting office.
- Undertake continuous professional development as a trustee, and
- Complete and keep an updated Register of interests.

The Student's Union is a democratic organisation and the Board of Trustees delegate authorities (subject to limitations and safeguards that ensure the legality of its decisions) to the Executive Committee, that then harnesses the wider input of students, through Student Representative Council and Student Forums, in policy shaping decisions.

The Officer Trustees oversee the day-to-day operation of the Students Union as its Executive Team. They meet regularly with the management of the Students Union as a Leadership Team, ensuring the continued focus of the organisation on its objectives.

There is delegated responsibility through the Chief Executive Officer for operational decision making and accountability within the departments in accordance with a regularly reviewed framework of delegated responsibility.

The trustees meet a minimum of four times per year, with the dates of these meetings set for the year ahead according to availability of the members.

PUBLIC BENEFIT

The trustees confirm that they have complied with the duty in Section 4 of the Charities Act (2006) to have due regard to the Charity Commission's general guidance on public benefit. The charitable purposes of Staffordshire Students' Union are stated in the 'Objects and Activities' and the Trustees ensure that these purposes are carried out for the public benefit.

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OBJECTIVES AND ACTIVITIES

Staffordshire Students' Union's ("the Union") charitable objectives are the advancement and education of students at the University of Staffordshire for the public benefit by:

- Promoting the interests of students at the University of Staffordshire during their course of study and representing, supporting, and advising members
- Being acknowledged as the recognised representative channel between the students and the university and a representative channel between the students and any other external bodies
- Providing social, cultural, sporting, and recreational activities and forums for discussions and debate for the personal development of its members

The Union has referred to the guidance contained in the Charity Commission's general guidance on public benefit (PB1) when reviewing its' aims and objectives and in planning future activities.

The 2025/26 Academic year was the fourth year of the Students Unions implementation of its Strategy: Towards 2030. This strategy has been reviewed and remains aligned to the original vision and values and has further developed its three core themes of building:

- A Sense of Belonging,
- An Experience shaped by students
- Support you Can Trust.

Our Vision is that every University of Staffordshire student will be proud to be a part of Staffs
- Its University, its Students Union, the locality, and its' learner community.

Our Values

Putting Students First
Our students are the focus of our work. We are passionate about them, led by them and represent and advocate them at every opportunity. They are our first consideration in everything we do.

Welcoming
We recognise the importance of creating an open and honest environment that our students can trust. We will be there for you, helping you to feel welcome and part of the wider student community.

Enabling
We recognise our role is to support students through their time at University and what underpins our approach is a focus on giving our members and staff the ability and confidence to undertake things for themselves, rather than always serving up a solution.

Actively Inclusive
Our membership is constantly changing and reflects a broad range of backgrounds, ages, lifestyles, and experiences. Our approach is to actively find ways to listen to, connect and welcome in those individuals to unite as a community and to demonstrate that everyone is valued.

Innovative
We believe we can make things happen and seek out ways to challenge ourselves and find new approaches or solutions to achieve results. We don't feel constrained by convention, and we are willing to revisit and re-engineer our work if it gets better results.

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Responsible
We recognise the responsibilities we have as an organisation towards our members, our staff, the University and the wider communities we are part of. We ensure we understand the impact of our actions and actively seek ways of eliminating or mitigating any negative impacts or consequences.

ACHIEVEMENTS AND IMPACTS

Through the 2025/26 academic year, a total of 17,009 students were eligible for membership of the Students' Union. This is a 5% decrease in members and reflect the trend of a reduction in the size of the student population recruited and retained at the University of Staffordshire.

Across our activities and services, we recorded engagement from 5,032 unique students, representing 30% of the student population. This engagement includes participation in elections, representation, clubs and societies, events, Advice, GreenPad, FoodHub, student employment, volunteering and other opportunities delivered by the Union.

The published results of the National Student Survey 2026 saw 86.2% of respondents agree that the Students' Union represented their academic interests, placing Staffordshire Students' Union 7th nationally for this measure. This reflects the continued strength of our representation structures and work to ensure students have meaningful opportunities to influence their academic experience.

Recorded engagement was supported through a wide range of activities and communications. During the year 3,215 students logged into the Students' Union website, 3,340 students attended recorded events, 1,495 students held club or society memberships and 1,016 students participated in Union elections. Union communications achieved an average email open rate of 37.1%, helping connect students with support, representation and opportunities.

A Sense of Belonging
Our theory of change continues to recognise that students who form meaningful connections with their university community are more likely to remain engaged with their studies and successfully complete their course. Student groups, events, volunteering opportunities and shared experiences all play a significant role in developing this sense of belonging.

Membership of clubs and societies remained strong throughout the year, with 1,495 students holding 3,024 memberships across our student groups. Many students chose to participate in more than one group, demonstrating the value students place on finding communities which reflect their interests and identities. An analysis of retention data showed that only 2.2% of club and society members had withdrawn from study compared with an overall University withdrawal rate of 4.8%, demonstrating the positive relationship between participation and student success.

Welcome and orientation activities continued to play an important role in helping students establish connections from the beginning of their student journey. More than 2,842 students attended the Union's Stoke and Stafford fairs, whilst student groups played a central role in Welcome activity through Meet and Greet events, Give It A Go sessions and opportunities to support new students moving into accommodation. Over 140 Give It A Go activities were delivered during the year.

Throughout the academic year, 1,396 activities and events were promoted through the Union website. Whilst attendance data is not available for every activity delivered, recorded participation shows that 3,340 students attended ticketed events and 1,472 students attended evening entertainment across Union venues. Student groups continued to innovate, collaborate and deliver activities ranging from social events and cultural celebrations through to national competitions and large-scale gaming events.

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There were no events involving invited speakers that weren't permitted to take place.

The diversity of our student community continued to be reflected through cultural and identity-based activities. International Awareness Day supported the launch of the Anti-Racism Manifesto and created opportunities for international students to share their experiences. Student-led celebrations of Black History Month and Lunar New Year further strengthened opportunities for students to celebrate their culture and heritage.

Student achievements were recognised through the We Are Staffs Awards and Proud to be Staffs campaigns. Across the year, 363 nominations were submitted through Proud to be Staffs, whilst the We Are Staffs Awards recognised 30 clubs and societies and 55 individual students. A dedicated celebration for London students saw 56 students attend and 20 awards presented.

Student groups also delivered significant impact beyond campus. Fundraising activities supported charities including Cancer Research UK, Mind, Shout, Islamic Relief and other causes selected by student communities. Groups also undertook outreach activities with local schools, helping inspire future students and widen participation in areas such as computing and technology.

An Experience Shaped by Students

A key purpose of the Students' Union is to ensure that students are active participants in shaping their academic and wider university experience. Throughout the year students influenced university decision-making through elected officers, course representatives, subject representatives, student groups and direct engagement opportunities.

Our representation structure consisted of 428 Course Representatives, 25 Subject Representatives and three Full-Time Officers. Together these roles created opportunities for students to raise concerns, provide feedback and contribute to institutional decision-making at course, school and university level. The effectiveness of this model was reflected both through NSS performance and continued engagement in representation activities.

Democratic engagement remained strong throughout the year, with 1,016 students casting 4,240 votes in Students' Union elections. In total, 195 candidates stood for 264 elected positions, whilst 164 students stood for 222 leadership positions within student groups, demonstrating students' continued willingness to take on leadership roles and shape communities for their peers.

Officers represented students through a range of University committees and governance structures, raising student issues including access to art supplies, AI and assessment regulations, academic processes, student support, exceptional circumstances, teaching arrangements and wider student experience concerns. During the year officers successfully intervened to support students affected by timetable clashes and campus closures, ensuring that students were not disadvantaged academically.

Student feedback continued to shape our activity through Speak Week, Rep Council, Community Executive, Course Representatives, student group committees and direct engagement opportunities. The introduction of Officers on Tour created additional opportunities for students across Stoke, Stafford and London to speak directly with elected representatives. Student Voice results within the NSS increased significantly, with positive responses reaching 86.5%.

A significant area of representation activity was the development of guidance relating to Artificial Intelligence. Working with student representatives and University colleagues, the Union contributed to discussions around academic integrity, policy development, disclosure requirements, staff training and student communications to ensure students were supported in navigating changes associated with AI.

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Representation also extended beyond the University. Officers engaged with NUS England activity covering issues including international students, maintenance support, neurodiversity and wider higher education policy. The Union also contributed to national discussions concerning the Student Finance (Review of Payment Schedules) Bill, ensuring student experiences informed Parliamentary consideration of maintenance support arrangements.

Support You Can Trust

The Students' Union continues to provide independent advice, advocacy and practical support to help students overcome barriers to their success. During 2025/26, 1,059 students were supported across 1,162 individual advice cases. The largest categories of support related to Student Finance, academic matters, disciplinary concerns, housing and safeguarding.

Advice interventions enabled students to access an additional £191,120 in financial support that would otherwise have remained unavailable to them. Alongside this, 203 students were enabled to access FoodHub and 370 food vouchers were made available. These services continue to play an essential role in supporting students facing financial hardship.

GreenPad, the Students Union's Lettings agency, supported 334 student tenants during the year, helping students secure accommodation and access housing advice. The service also provided guidance regarding changes to renters' rights legislation and supported students seeking accommodation that met their individual needs.

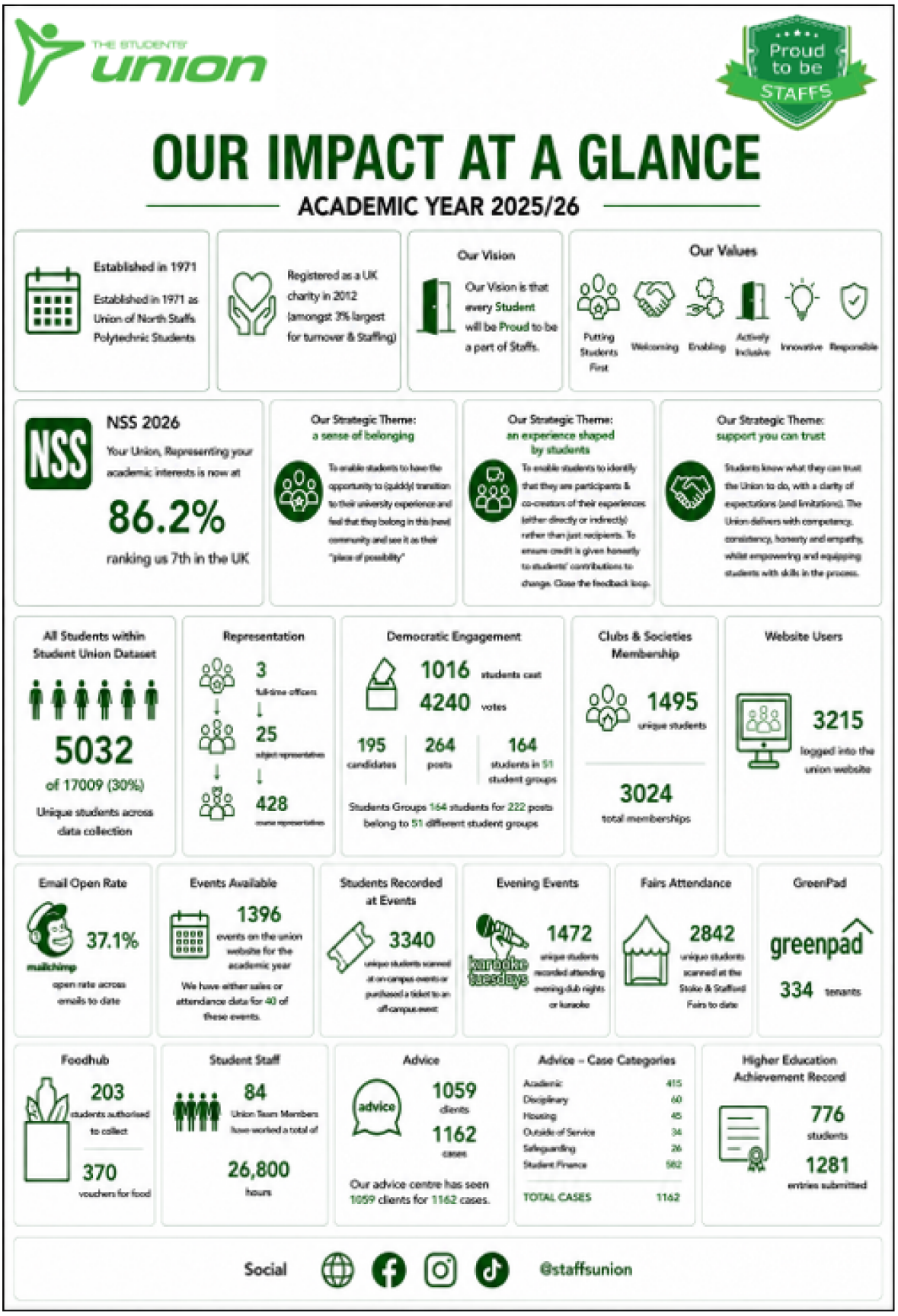
The Union expanded its Know Your Rights campaign, helping students better understand academic processes, housing rights and support mechanisms before issues escalated. Campaigns focused on areas including Exceptional Circumstances, Student Inclusion Plans, repeat study, resits, appeals and complaints. The Union also raised concerns around the consistent implementation of Student Inclusion Plans and worked with the University to improve support for affected students.

Support for students extended beyond individual casework. The Union represented international students experiencing difficulties related to visas, CAS processing and enrolment, advocated for accessibility improvements across campus and worked with colleagues to improve provision for students studying at Stafford and London sites. Additional support initiatives focused on retention, progression, financial literacy and raising awareness of available services throughout the year.

Student development and employability remained important areas of impact. The Union employed 84 student staff through the year who collectively worked 26,800 hours during the year. In addition, 776 students recorded 1,281 achievements through the Higher Education Achievement Record scheme, recognising extracurricular contributions and skills development. Student groups continued to provide opportunities for leadership, mentoring, innovation, project management, volunteering and professional development that support future graduate success.

Overall, the data from 2025/26 demonstrates the significant contribution made by Staffordshire Students' Union across student belonging, representation and support. Students have not simply participated in Union activities; they have shaped them, led them and used them to create positive change for themselves, their peers and the wider University community.

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The Year Ahead

As part of the organisations planning process, we annually review our operating plans for the year ahead to enable us to progress in meeting our strategic goals. These department focused operating plans are developed by managers for their respective areas, in consultation with the appropriate leads. These plans consider a review from previous year impacts and outcomes, student officer manifestos and planned changes from the University and external stakeholders and landscapes.

Sense of Belonging:

- Early intervention with applicants to connect them to their Staffordshire experience and fellow students.
- A coordinated orientation and introduction to University and its place of possibilities.
- Targeted campaigns that define & showcase the wealth of opportunities and range of activities and events available at (and around) Staffs.
- Identify and minimise barriers to involvement to improve the breadth of participation across the Membership.
- Ensure University staff are able to promote and signpost appropriately to the Students Union.
- Help students find their tribes & recognise there are “students like me”.
- Educate on the cultural and social competency and behaviors of the membership to value and respect the inclusion of everyone and to “disagree agreeably”.
- Work with partners to provide easy transition to accommodation that meets individual’s needs, through their time with Staffs.

An experience Shaped by Students:

- Empower student representation through a Student Voice Strategy that ensures an informed, accessible and evidence-led network of representatives that actively engages with relevant parties to develop continuous improvement to the student experience
- Continue to build and support student communities by bringing together students to pursue co-curricular and extra-curricular activities across and between campuses using community organising principles.
- Expand the opportunities, beyond employed Team Members, for students to shape the delivery of services.
- Create event teams & ambassadors to lead on event programming.
- Hold termly user forums for all services.
- Schedule an annual calendar of consultations in collaboration with the University.
- Maintain a methodical and consistent follow-up programme to measure and evaluate how well we are doing across the Union services in delivering quality and trusted experience for students.

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A Union you can Trust:

- We will be transparent in our work; actions taken (or not), in relation to member feedback, will be clearly communicated in a timely way.
- We will communicate clearly and regularly about how we represent students' academic & wider interests and how are acting on their feedback.
- Our offer to students will be clear, along with the expectations they should have.
  Through our collaborative approach with the University, we will develop joint strategies for sports, student voice, and trading services.
- We will map the service touchpoints, to reduce friction and ensure we deliver.
- We will continue to advice and advocate for students on areas that matter to them, lobbying the University for change where needed and sharing impacts and outcomes with students.

BASIS OF ACCOUNTING

The annual financial statements of Staffordshire Students' Union and its subsidiary are attached to this Report. They are prepared using the Accounting and Reporting by Charities: Statement of Recommended Practice (FRS102.)

GOING CONCERN

The financial relationship between University of Staffordshire and the Union is agreed annually in the form of a Financial Memorandum, and as determined in the Memorandum of Co-Operation. The Financial Memorandum confirms the annual allocation of a Block Grant paid by the University and further support in the form of accommodation provided on an in-kind basis. This in-kind support is fundamental to the relationship between the University and the Union, and is assigned a monetary value in accounting for the year.

There is no reason to believe that the support from the University will not continue for the foreseeable future, as the Education Act (1994) imposes a duty on the University to ensure the financial viability of its student representative body. These Financial Statements have therefore been prepared on a going concern basis.

PRINCIPLE FUNDING SOURCES

The primary source of the Union's funding is derived from the annual Block Grant from University of Staffordshire.

In addition, designated funding grants were provided for programmes related to the support of students at the University campuses in London & as well as the transfer of financial literacy support to the Union's student advice team.

The remainder of income is from; surplus generating activity of trading outlets, student memberships for sports clubs & general interest societies; student events; and the gift-aid donation of all profits by SSUE Ltd.

FUNDRAISING

Staffordshire Students' Union supports the work and objectives of the Fundraising Regulator, however, as a students' union, the majority of our income is derived directly from the University, and we do not fundraise in the manner for which the Regulator seeks to regulate.

Consequently, the Union has not affiliated to the Fundraising Regulator as the Union does not believe expenditure on the levy would be in the best interests of our members' or congruent with our charitable purpose.

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RESERVES AND RESERVES POLICY

The reserves policy of Staffordshire Students' Union is to maintain a level of unrestricted funds, not committed or invested in tangible assets, which will enable the Union to ensure continuity of activity and the ability to adjust, in a measured way, to any significant changes in resources.

- To provide funds which can be designated to specific projects to enable these projects to be undertaken at short notice.
- To protect the financial stability of the Union against adverse economic conditions within its trading operations.
- To provide a fund for capital replacement / refurbishment

The Reserves policy recognises that reserves are necessary to maintain the operations of the Union for a period of up to 4 months, should anything disrupt its income sources.

This would currently equate to approximately £453,730. The measure of free reserves has historically been net assets, less restricted and designated funds, less fixed assets attributable to unrestricted funds. Currently this amount is £153,545.

However, the Trustees recognise that under FRS102 there is also a balance sheet provision of £693,535 against a long-term (8 year) pension liability and repayment plan (reduced to January 2034), providing unrestricted funds, excluding pension liability, of £831,835.

RISK MANAGEMENT

The Trustee Board of the Students' Union has examined the major strategic, business and operational risks faced by Staffordshire Students Union. A risk register has been established and significant changes to risks are identified and monitored through the Finance, Staffing and Risk Sub-committee.

Where appropriate, systems and procedures have been introduced to minimise or mitigate the risks the Students' Union faces. Budgetary and internal control risks have been minimised by the implementation of procedures for authorisation of all transactions and projects.

Procedures are in place to ensure compliance with health and safety for staff, volunteers and participants on all activities organised by the Students Union and, public liability insurance has been maintained at £10 million.

The key risks of the relationship and financial sustainability of the University as major supporter are actively managed, with an open dialogue and understanding of the co-operation between both parties. There is a support commitment from the University to both the block grant and trading operation of the Students Union, with additional support for specific projects like the re-invigoration of campus and outreach to satellite campuses.

The key risks of the relationship and financial sustainability of the University as major supporter are actively managed, with an open dialogue and understanding of the co-operation between both parties. There is a support commitment from the University to both the block grant and trading operation of the Students Union, with additional support for specific projects like the re-invigoration of campus and outreach to satellite campuses

In the development of a lettings service for students and the consideration of potential secondary trading activity and associated risks, the Students Union established a separate trading enterprise in November 2015 through which it conducts its social enterprise business with the community. This is a limited company, wholly owned by the charity, the accounts of which have been consolidated in this report.

During 2025/6 the Students Union reported one serious incident to the Charity Commission, concerning an allegation against a former staff member by a volunteer, that is the subject of a police investigation.

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REMUNERATION

The Trustees consider the board of trustees and the 3 Senior Managers as comprising the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

All trustees give of their time freely and no trustee remuneration was paid in the year. In line with the constitution and democracy of the Students Union, four of the trustees are elected to perform the duties of full-time Executive Officers, providing representation of student issues to the Students' Union, University and wider society. For this role they are remunerated, at a rate equivalent to the median sabbatical salary, across the sector, and incremented in line with the cost-of-living awards applied to its staff by the University each year.

Details of Trustee expenses and related party transactions are disclosed in note 11 and Note 25 of the audited accounts. These relate to the co-operation with the University (the primary funder and landlord) and to the ownership by the Students Union of the subsidiary trading company (Staffordshire Students' Union Enterprises Limited), and its charged supply of support services to the company.

Trustees are required to disclose all relevant interests and register them with the Finance Manager and, in accordance with the charity's Good Governance Policy, withdrawing from any decision making where a conflict of interest could arise.

The pay of the charity's Senior Staff Member is increased in accordance with Joint Negotiating Committee for Higher Education Cost of Living awards (1.4% deferred implementation from August 2025 to April 2026). In view of the nature of the charity and its economy of operations, the trustees consider that a multiple of up to 2.5 the median salary for UK employees is appropriate for this role.

The remuneration is also bench-marked with charities of a similar size and activity to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

From August 2025, Students Union core staff were invited to reduce their contracted hours to meet budgetary challenges. As a result, the CEO contracted hours were reduced to 0.7 FTE and over half the Union’s Management Team are now part-time.

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EXTERNAL AFFILIATIONS

Under the Education Act (1994) the Union is required to report to its members, on an annual basis, all current external affiliations.

During the 2025/2026 academic year the Students' Union was affiliated to the following organisations:

	2026 £
National Council for Voluntary Organisations (included in the NUS Affiliation Fee)	-
National Union of Students (NUSUK) Membership	**16,640**
NUS Charity Membership	**4,180**
Institute of Money Advisors	**137**
Child Poverty Action Group	**71**
	21,028
Activity Group Affiliations	
UCCF: The Christian Union	-
Freemason Society	-
	-
Subsidiary Affiliations	
The Property Ombudsman	**324**
National Residential Landlords Association	**250**
	574

Total cost of all affiliations in year amounted to £21,602.

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 JULY 2026

The charity trustees are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of the charity and of the incoming resources and application of resources, of the charity for that period.

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In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles of the Charities SORP (FRS 102).
- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and all financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

STATEMENT AS TO DISCLOSURE TO OUR AUDITORS

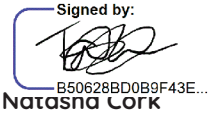
In so far as the trustees are aware at the time of approving our trustees' annual report:

- There is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charity's is unaware of, and
- The trustees, having made enquiries of fellow directors and the charity's auditor that they ought to have individually taken, have each taken all steps that they are obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

CONCLUSION

The Trustees would like to sincerely thank the members, volunteers, staff, and stakeholders of Staffordshire Students' Union, not least the University of Staffordshire, who all provide an invaluable contribution to the ongoing success and development of the Union.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Natasha Cork
President of the Students' Union
Date: 14 October 2026

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Independent auditors' report to the Members of Staffordshire Students' Union

Opinion

We have audited the financial statements of Staffordshire Students' Union (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 July 2026 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charity's affairs as at 31 July 2026 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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.

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Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the parent charity'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 Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees 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

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- the parent charity has not kept sufficient accounting records; or
- the parent charity 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.

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Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the Trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Trustees 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 Trustees are responsible for assessing the Group's and the parent charity'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 Trustees either intend to liquidate the Group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the group and charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the financial reporting legislation, Charities Act 2011, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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We assessed the susceptibility of the Group and Charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the group and charity's legal advisors.

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

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

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Independent auditors' report to the Members of Staffordshire Students' Union (continued)

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Dains Audit Ltd

Dains Audit Limited
Statutory Auditor
Chartered Accountants
Suite 2, Albion House
2 Etruria Office Village
Forge Lane
Stoke on Trent
Staffordshire
ST1 5RQ

14 October 2026

Dains Audit Limited are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

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Consolidated Statement of financial activities for the year ended 31 July 2026

	Note	Unrestricted funds 2026 £	Restricted funds 2026 £	Total funds 2026 £	Total funds 2025 £
Income from:					
Donations and legacies	5	**1,134,600**	**110,000**	**1,244,600**	1,217,684
Charitable activities	6	**1,217,210**	**14,421**	**1,231,631**	1,453,222
Lettings and other income		**132,773**	**-**	**132,773**	126,375
Investments		**26,486**	**-**	**26,486**	29,250
Total income		**2,511,069**	**124,421**	**2,635,490**	2,826,531
Expenditure on:					
Lettings and other expenditure		**99,198**	**-**	**99,198**	92,073
Charitable activities	7	**2,403,315**	**135,142**	**2,538,457**	2,816,764
Total expenditure		**2,502,513**	**135,142**	**2,637,655**	2,908,837
Net movement in funds before other recognised gains/(losses)		**8,556**	**(10,721)**	**(2,165)**	(82,306)
Other recognised gains/(losses):					
Gain on revaluation of pension scheme		**228,376**	**-**	**228,376**	-
Net movement in funds		**236,932**	**(10,721)**	**226,211**	(82,306)
Reconciliation of funds:					
Total funds brought forward		**(98,632)**	**64,468**	**(34,164)**	48,142
Net movement in funds		**236,932**	**(10,721)**	**226,211**	(82,306)
Total funds carried forward		**138,300**	**53,747**	**192,047**	(34,164)

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Consolidated balance sheet
As at 31 July 2026

	Note		2026 £		2025 £
Fixed assets					
Tangible assets	12		**3,625**		9,335
			3,625		9,335
Current assets					
Stocks	14	**45,235**		55,255	
Debtors	15	**62,464**		52,574	
Cash at bank and in hand		**953,402**		919,951	
		1,061,101		1,027,780	
Current liabilities					
Creditors: amounts falling due within one year	16	**(235,991)**		(149,369)	
Net current assets			**825,110**		878,411
Total assets less current liabilities			**828,735**		887,746
Creditors: amounts falling due after more than one year	17		**(636,688)**		(921,910)
Total net assets			**192,047**		(34,164)
Charity funds					
Restricted funds	19		**53,747**		64,468
Unrestricted funds					
Unrestricted funds excluding pension liability	19	**831,835**		854,997	
Pension reserve	19	**(693,535)**		(953,629)	
Total unrestricted funds	19		**138,300**		(98,632)
Total funds			**192,047**		(34,164)

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Consolidated balance sheet (continued)
As at 31 July 2026

The financial statements were approved and authorised for issue by the Trustees on 14 October 2026 and signed on their behalf by:



Natasha Cork
President of the Students' Union

Registered number: 1173330

The notes on pages 28 to 53 form part of these financial statements.

Docusign Envelope ID: 773064E4-85C2-8941-8372-801BE15CB782

Charity Statement of financial position
As at 31 July 2026

	Note		2026 £		2025 £
Fixed assets					
Tangible assets	12		**3,625**		9,335
Investments	13		**1**		1
			3,626		9,336
Current assets					
Stocks	14	**45,235**		55,255	
Debtors	15	**90,793**		82,769	
Cash at bank and in hand		**910,731**		877,025	
		1,046,759		1,015,049	
Current liabilities					
Creditors: amounts falling due within one year	16	**(221,650)**		(136,639)	
Net current assets			**825,109**		878,410
Total assets less current liabilities			**828,735**		887,746
Creditors: amounts falling due after more than one year	17		**(636,688)**		(921,910)
Total net assets			**192,047**		(34,164)
Charity funds					
Restricted funds	19		**53,747**		64,468
Unrestricted funds					
Unrestricted funds excluding pension liability	19	**831,835**		854,997	
Pension reserve	19	**(693,535)**		(953,629)	
Total unrestricted funds	19		**138,300**		(98,632)
Total funds			**192,047**		(34,164)

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Charity Statement of financial position (continued)
As at 31 July 2026

The charity's net movement in funds for the year was a surplus of £226,211 (2025 - deficit of (82,306)).

The financial statements were approved and authorised for issue by the Trustees on 14 October 2026 and signed on their behalf by:



Natasha Cork
President of the Students' Union

Registered number: 1173330

The notes on pages 28 to 53 form part of these financial statements.

Docusign Envelope ID: 773064E4-85C2-8941-8372-801BE15CB782

Consolidated statement of cash flows
for the year ended 31 July 2026

	2026 £	2025 £
Cash flows from operating activities		
Net cash used in operating activities	**6,965**	(102,639)
Cash flows from investing activities		
Net cash provided by investing activities	**-**	**-**
Cash flows from financing activities		
Interest received	**26,486**	29,250
Net cash provided by financing activities	**26,486**	**29,250**
Change in cash and cash equivalents in the year	**33,451**	**(73,389)**
Cash and cash equivalents at the beginning of the year	**919,951**	993,340
Cash and cash equivalents at the end of the year	**953,402**	919,951

The notes on pages 28 to 53 form part of these financial statements

Docusign Envelope ID: 773064E4-85C2-8941-8372-801BE15CB782

Notes to the financial statements
for the year ended 31 July 2026

1. General information

Staffordshire Students' Union is a Charitable Incorporated Organisation (CIO), registered number 1173330. The CIO is registered in England and Wales and the registered office is at College Road, Stoke-on-Trent, Staffordshire, ST4 2DE. The Charity has no share capital

.The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Staffordshire Students' Union meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

2.2 Going concern

As stated in the Trustee's Report, the Trustees believe there are no material uncertainties that call into doubt the group's ability to continue as a going concern and the accounts have therefore been prepared on a going concern basis. The Trustees have reviewed the group's finances considering the current climate and consider cash holdings to be sufficient to ensure adequate cashflow for the foreseeable future.

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2. Accounting policies (continued)

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the consolidated statement of financial activities over the expected useful lives of assets concerned. Other grants are credited to the consolidated statement of financial activities as the related expenditure is incurred.

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2. Accounting policies (continued)

2.6 Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 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.

2.7 Tangible fixed assets and depreciation

The de minimis level for the capitalisation of tangible fixed assets is £1,000 which are recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

At each reporting date the charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method

Depreciation is provided on the following basis:

Fixtures and fittings	- 25% - 33% per annum

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

2.8 Investments

Investments in subsidiaries are valued at cost less provision for impairment.

2.9 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

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2. Accounting policies (continued)

2.10 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity from the date of acquisition or opening of the deposit or similar account.

Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

2.11 Pensions

The Union contributes to the Student's Union Superannuation Scheme (SUSS) which is a defined benefit pension scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. The scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. The financial statements reflect at fair value the assets and liabilities arising from the Union's retirement benefit obligations and any related funding. The operating costs of providing retirement benefits to employees are recognised in the accounting period(s) in which the benefits are earned by the employees, and the related finance costs and any other changes in value of the assets and liabilities are recognised in the accounting periods in which they arise.

The Union also auto-enrolls employees into the National Employment Savings Trust (NEST), an independently run defined contribution scheme, and participates in the Aegon money purchase scheme which is accounted for as a defined contribution scheme.

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2. Accounting policies (continued)

2.12 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(i) Useful economic lives of tangible assets

The annual depreciation charge for tangible fixed assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. This is re-assessed annually and amended to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

(ii) Pension deficit contribution
The charity has entered into a commitment to provide deficit funding to the Students' Union Superannuation Pension Scheme, of which it is a contributing employer. Under FRS 102, the fair value of the commitment is recognised. The calculation of the fair value of the commitment is subject to an assumption of the discount rate. The discount rate is determined by reference to market yields at the reporting date on high quality corporate bonds. See note 24.

(iii) Donation of facilities by University of Staffordshire
In accordance with the Charities SORP FRS 102, the Union has valued the benefit it receives from occupying 3,088.50 sqm of facilities owned by the University on a rent-free basis, at the trustees' estimate of market value (£98 sqm) at £302,600 (2025 - £302,600).

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3. Critical accounting estimates and areas of judgment (continued)

(iv) Support costs
Many of the costs incurred by the Union such as support staff costs and service costs are shared between activities. The Union's policy is to allocate these costs on the basis of assessed consumption.

v) VAT Provision
A provision has been recognised within creditors for potential VAT liabilities arising from previously reclaimed VAT on catering and hot drink sales at Ember Lounge. The provision reflects the estimated amount expected to be payable in respect of the historic VAT treatment.

vi) Contingent Liabilities
HMRC is currently challenging the application of the catering concession by Students Unions if they consider the establishment to be a pub or bar. Whilst the Union believes it has complied with the concession in good faith, the subjective nature of the interpretation of the concession could mean that HMRC take a different view and means that an accurate estimation of any potential liability cannot be made.

4. Subsidiary trading company

Staffordshire Students' Union owns 100% of the issued ordinary share capital of its subsidiary,

Staffordshire Students' Union Enterprises Limited, Company number 09849741. The subsidiary was incorporated on 30 October 2015. Its taxable profits are donated to the Union. A summary of the subsidiary's trading results is shown below.

The net assets of Staffordshire Students' Union Enterprises Limited at 31 July 2026 amounted to £1 (2025 - £1).

	2026 £	2025 £
Turnover	**132,773**	126,375
Administrative expenses	**(99,093)**	(92,073)
Interest receivable and similar income	**64**	347
Gift aid donation	**(33,744)**	(34,649)
	-	-

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5. Income from donations and legacies

	Unrestricted funds 2026 £	Restricted funds 2026 £	Total funds 2026 £
Donations	302,600	-	**302,600**
Grants	832,000	-	**832,000**
Similar incoming resources	-	110,000	**110,000**
	1,134,600	110,000	**1,244,600**

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Donations	302,600	-	302,600
Grants	832,000	-	832,000
Similar incoming resources	-	83,084	83,084
	1,134,600	83,084	1,217,684

6. Income from charitable activities

	Unrestricted funds 2026 £	Restricted funds 2026 £	Total funds 2026 £
Advice and representation	295	-	**295**
Other income	27,536	-	**27,536**
Clubs and societies	-	14,421	**14,421**
Venues & retail	1,189,379	-	**1,189,379**
	1,217,210	14,421	**1,231,631**

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6. Income from charitable activities (continued)

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Advice and representation	183	-	183
Other income	6,162	-	6,162
Clubs and societies	-	55,045	55,045
Venues & retail	1,391,832	-	1,391,832
	1,398,177	55,045	1,453,222

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2026 £	Restricted funds 2026 £	Total 2026 £
Advice and representation	322,421	110,000	**432,421**
Venues & retail	1,463,432	-	**1,463,432**
Employability, activity & skills	156,728	-	**156,728**
Campaigns and communications	153,791	-	**153,791**
Clubs & societies	4,343	25,142	**29,485**
Provision of space	302,600	-	**302,600**
	2,403,315	135,142	**2,538,457**

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7. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Advice and representation	353,853	83,084	436,937
Venues & retail	1,688,908	-	1,688,908
Employability, activity & skills	168,685	-	168,685
Campaigns and communications	154,924	-	154,924
Clubs & societies	4,223	60,487	64,710
Provision of space	302,600	-	302,600
	2,673,193	143,571	2,816,764

Summary by expenditure type

	Staff costs 2026 £	Depreciation 2026 £	Other costs 2026 £	Total 2026 £
Advice and representation	340,361	-	92,060	**432,421**
Venues & retail	651,954	5,710	805,768	**1,463,432**
Employability, activity & skills	120,772	-	35,956	**156,728**
Campaigns and communications	121,522	-	32,269	**153,791**
Clubs & societies	2,450	-	27,035	**29,485**
Provision of space	-	-	302,600	**302,600**
	1,237,059	5,710	1,295,688	**2,538,457**

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7. Analysis of expenditure on charitable activities (continued)

Summary by expenditure type (continued)

	Staff costs 2025 £	Depreciation 2025 £	Other costs 2025 £	Total 2025 £
Advice and representation	348,207	-	88,730	436,937
Venues & retail	726,674	14,774	947,460	1,688,908
Employability, activity & skills	127,781	-	40,904	168,685
Campaigns and communications	132,028	-	22,896	154,924
Clubs & societies	2,590	-	62,120	64,710
Provision of space	-	-	302,600	302,600
	1,337,280	14,774	1,464,710	2,816,764

8. Analysis of expenditure by activities

	Activities undertaken directly 2026 £	Support costs 2026 £	Total funds 2026 £
Advice and representation	309,574	122,847	**432,421**
Venues & retail	1,346,433	116,999	**1,463,432**
Employability, activity & skills	128,732	27,996	**156,728**
Campaigns and communications	130,249	23,542	**153,791**
Clubs and societies	25,142	4,343	**29,485**
Provision of space	-	302,600	**302,600**
	1,940,130	598,327	**2,538,457**

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8. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Advice and representation	317,889	119,048	436,937
Venues & retail	1,575,155	113,753	1,688,908
Employability, activity & skills	141,466	27,219	168,685
Campaigns and communications	132,035	22,889	154,924
Clubs and societies	60,487	4,223	64,710
Provision of space	-	302,600	302,600
	2,227,032	589,732	2,816,764

Analysis of support costs

	Total funds 2026 £	Total funds 2025 £
Staff costs	**166,607**	176,091
Provision of space	**302,600**	302,600
Indirect trading	**403**	403
Finance & administration	**13,078**	7,682
Other support costs	**37,839**	24,126
Development	**62,261**	63,911
Governance costs - auditors remuneration	**15,539**	14,919
	598,327	589,732

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9. Auditors' remuneration

	2026 £	2025 £
Fees payable to the charity's auditor for the audit of the charity's annual accounts	**16,650**	15,400

10. Staff costs

	Group 2026 £	Group 2025 £	Charity 2026 £	Charity 2025 £
Wages and salaries	**1,132,361**	1,225,367	**1,067,003**	1,163,953
Social security costs	**107,281**	91,155	**99,685**	85,895
Contribution to defined contribution pension schemes	**76,436**	92,637	**70,476**	87,432
	1,316,078	1,409,159	**1,237,164**	1,337,280

No severance payments were made in the current year (2025: £Nil made to no employees).

The average number of persons employed by the charity during the year was as follows:

	Group 2026 No.	Group 2025 No.
Management and administration	**31**	35
Student staff	**68**	64
	99	99

No employee received remuneration amounting to more than £60,000 in either year.

Key management personnel are considered to be anyone who has authority and responsibility for planning, directing and controlling the activities of the charity. During the year, key management personnel received remuneration of £259,072 (2025 - £299,099).

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11. Trustees' remuneration and expenses

During the year, Trustees received remuneration of £77,504 (2025: £97,902).

Each of the Executive Committee's sabbatical officers received remuneration as authorised in the Union governing document for the representation, campaigning and support work they undertake as distinct from their trustee responsibilities. During the year, 5 (2025: 5) sabbatical officers were paid as allowed.

During the year ended 31 July 2026, expenses totaling Nil were reimbursed or paid directly to Trustees (2025 - £65 to 1 trustee)

12. Tangible fixed assets

Group

	Fixtures and fittings £
Cost or valuation	
At 1 August 2025	**372,671**
At 31 July 2026	**372,671**
Depreciation	
At 1 August 2025	**363,336**
Charge for the year	**5,710**
At 31 July 2026	**369,046**
Net book value	
At 31 July 2026	**3,625**
At 31 July 2025	9,335

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12. Tangible fixed assets (continued)

Charity

	Fixtures and fittings £
Cost or valuation	
At 1 August 2025	**368,851**
At 31 July 2026	**368,851**
Depreciation	
At 1 August 2025	**359,516**
Charge for the year	**5,710**
At 31 July 2026	**365,226**
Net book value	
At 31 July 2026	**3,625**
At 31 July 2025	9,335

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13. Fixed asset investments

charity	Unlisted investments £
Cost or valuation	
At 1 August 2025	**1**
At 31 July 2026	**1**
Net book value	
At 31 July 2026	**1**
At 31 July 2025	1

100% of the issued share capital of Staffordshire Students' Union Enterprises Limited is held by the Charity. Staffordshire Students' Union Enterprises Limited's principal activity are the advancement of education by providing and managing accommodation for students of the University. The Company is registered in England and its company number is 9849741.

14. Stocks

	Group 2026 £	Group 2025 £	Charity 2026 £	Charity 2025 £
Finished goods and goods for resale	**45,235**	55,255	**45,235**	55,255

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15. Debtors

	Group 2026 £	Group 2025 £	Charity 2026 £	Charity 2025 £
Trade debtors	**28,459**	23,418	**28,459**	22,089
Amounts owed by group undertakings	**-**	-	**33,744**	35,081
Other debtors	**12,706**	11,272	**7,888**	8,412
Prepayments and accrued income	**21,299**	17,884	**20,702**	17,187
	62,464	52,574	**90,793**	82,769

16. Creditors: Amounts falling due within one year

	Group 2026 £	Group 2025 £	Charity 2026 £	Charity 2025 £
Trade creditors	**30,969**	20,558	**30,969**	20,558
Other taxation and social security	**33,937**	30,165	**33,937**	30,120
Other creditors	**129,184**	56,838	**120,872**	51,146
Accruals and deferred income	**41,901**	41,808	**35,872**	34,815
	235,991	149,369	**221,650**	136,639

17. Creditors: Amounts falling due after more than one year

	Group 2026 £	Group 2025 £	Charity 2026 £	Charity 2025 £
Other creditors	**636,688**	921,910	**636,688**	921,910

Of the defined benefit scheme deficit funding liability £333,026 (2025 - £193,632) is due between 2 and 5 years and £303,662 (2025 - £728,278) is due after more than 5 years.

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18. Accruals and deferred income

	Group 2026 £	Group 2025 £	Charity 2026 £	Charity 2025 £
Deferred income at 1 August 2025	**790**	-	**-**	-
Resources deferred during the year	**9,999**	790	**6,625**	-
Amounts released from previous periods	**(790)**	-	**-**	-
Deferred income at 31 July 2026	**9,999**	790	**6,625**	-

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19. Statement of funds

Statement of funds - current year

	Balance at 1 August 2025 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2026 £
Unrestricted funds						
General Funds	**854,997**	**2,511,069**	**(2,450,523)**	**(83,708)**	**-**	**831,835**
Pension reserve	**(953,629)**	**-**	**(51,990)**	**83,708**	**228,376**	**(693,535)**
	(98,632)	**2,511,069**	**(2,502,513)**	**-**	**228,376**	**138,300**
Restricted funds						
Clubs and societies	**64,468**	**14,421**	**(25,142)**	**-**	**-**	**53,747**
Digital Institute Funding	**-**	**40,000**	**(40,000)**	**-**	**-**	**-**
Finance advisor	**-**	**35,000**	**(35,000)**	**-**	**-**	**-**
Staffordshire Co-ordination	**-**	**35,000**	**(35,000)**	**-**	**-**	**-**
	64,468	**124,421**	**(135,142)**	**-**	**-**	**53,747**
Total of funds	**(34,164)**	**2,635,490**	**(2,637,655)**	**-**	**228,376**	**192,047**

A summary of the aims of the key restricted funds are:

Clubs and Societies - These are funds raised by the clubs and societies and administered by the Union for the specific benefit of that club or society which is ultimately under the control of the Union.

The digital institute funding is for supporting activities held at the shared space at University London.

The Stafford Co-coordinator Funding is to support a dedicated post holder to be based at the Stafford campus

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19. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2025 £
Unrestricted funds					
General Funds	958,002	2,688,402	(2,711,691)	(79,716)	854,997
Pension reserve	(979,770)	-	(53,575)	79,716	(953,629)
	(21,768)	2,688,402	(2,765,266)	-	(98,632)
Restricted funds					
Clubs and societies	69,910	55,045	(60,487)	-	64,468
Digital Institute Funding	-	40,000	(40,000)	-	-
Finance advisor	-	8,084	(8,084)	-	-
Staffordshire Co-ordination	-	35,000	(35,000)	-	-
	69,910	138,129	(143,571)	-	64,468
Total of funds	48,142	2,826,531	(2,908,837)	-	(34,164)

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20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2026 £	Restricted funds 2026 £	Total funds 2026 £
Tangible fixed assets	3,625	-	**3,625**
Current assets	1,007,354	53,747	**1,061,101**
Creditors due within one year	(235,991)	-	**(235,991)**
Creditors due in more than one year	(636,688)	-	**(636,688)**
Total	138,300	53,747	**192,047**

Analysis of net assets between funds - prior year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	9,335	-	9,335
Current assets	963,312	64,468	1,027,780
Creditors due within one year	(149,369)	-	(149,369)
Creditors due in more than one year	(921,910)	-	(921,910)
Total	(98,632)	64,468	(34,164)

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21. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2026 £	Group 2025 £
Net expenditure for the year (as per Statement of Financial Activities)	**(2,165)**	(82,306)
Adjustments for:		
Depreciation charges	**5,710**	14,774
(Increase) /Decrease in stocks	**10,020**	(12,476)
Decrease/(increase) in debtors	**(9,890)**	20,835
Increase/(Decrease) in creditors	**61,494**	11,925
(Decrease)/increase in pension deficit funding liability	**(31,718)**	(26,141)
Interest receivable	**(26,486)**	(29,250)
Net cash provided by/(used in) operating activities	**6,965**	(102,639)

22. Analysis of cash and cash equivalents

	Group 2026 £	Group 2025 £
Cash in hand	**953,402**	919,951
Total cash and cash equivalents	**953,402**	919,951

23. Analysis of changes in net debt

	At 1 August 2025 £	Cash flows £	At 31 July 2026 £
Cash at bank and in hand	**919,951**	**33,451**	**953,402**
	919,951	**33,451**	**953,402**

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24. Pension commitments

SUSS Scheme (closed to future accrual in 2011)

The Union participates in the Students' Union Superannuation Scheme, which is a defined benefit scheme whose membership consists of employees of students' unions and related bodies throughout the country. Benefits in respect of service up to 30 September 2003 are accrued on a "final salary" basis, with benefits in respect of service from 1 October 2003 accruing on a Career Average Revalued Earnings (CARE) basis. With effect from 30 September 2011 the Scheme closed to future accrual.

The most recent Valuation of the Entire Scheme was carried out as at 30 June 2025 and showed that the market value of the Entire Scheme's assets was £119,400,000 with these assets representing 73% of the value of benefits that had accrued to members after allowing for expected future increases in earnings. The deficit on an ongoing funding basis amounted to £44,900,000.

The assumptions which have the most significant effect upon the results of the Valuation are those relating to the rate of return on investments and the rates of increase in salaries and pensions.

The following assumptions applied at 30 June 2025:

- Technical Provisions liabilities have been determined using a discount rate of Bank of England gilt yields plus 1.04% p.a., reducing gradually to gilts plus 0.20% p.a. by 2035.
- Future pension increases are based on market-implied inflation expectations, with CPI assumed at RPI less 0.8% per annum before 2030 and equal to RPI thereafter
- Mortality assumptions are based on S4PMA/S4PFA tables with future improvements modelled using CMI 2024 projections and a long-term improvement rate of 1.75% per annum

The 2025 valuation recommended a monthly contribution requirement by each participating employer expressed in monetary terms to clear the ongoing funding deficit over a period of 8 years and will increase at 5% per year. These contributions also include an allowance for the cost of the ongoing administrative and operational expenses of running the scheme. These rates applied from 1 October 2026 and will be formally reviewed following the completion of the next valuation due with an effective date of 30 June 2028. Surpluses and deficits which arise with future valuations will also impact on the Union's future contribution commitment. See Notes 16 and 17 for the liability recognised under the currently agreed deficit funding plan expiring January 2034. Liabilities are shown on a discounted present value basis. In addition to the above contributions, the Union pays its share of the scheme's levy to the Pension Protection Fund.

The total contributions paid into the Scheme by the Union in respect of eligible employees for the year ended 31 July 2026 amounted to £Nil (2025 - Nil).

	2026 £	2025 £
Present value of provision		
Students' Union Supperannuation Scheme	**693,535**	953,630
	693,535	953,630

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The ageing of this liability is as follows:

	2026	2025
	£	£
Creditors: amounts falling due within one year	**56,847**	31,719
Creditors: amounts falling due between 2 and 5 years	**333,026**	193,633
Creditors: amounts falling due after 5 years	**303,662**	728,278
	693,535	953,630

Movements in the period as as follows:

	2026	2025
	£	£
Provision at start of period	**953,630**	979,770
Unwinding of discount factor	**51,990**	53,576
Deficit contributions paid	**(83,709)**	(79,716)
Movement in net present value calculation	**(228,376)**	-
	693,535	953,630

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The following schedule details the deficit contributions agreed between the charity and the scheme to settle the charity share of the deficit:

	2026 £	2025 £
Year to September 2025	**-**	20,169
Year to September 2026	**21,180**	84,720
Year to September 2027	**100,200**	88,956
Year to September 2028	**105,210**	93,404
Year to September 2029	**110,471**	98,074
Year to September 2030	**115,994**	102,978
Year to September 2031	**121,794**	108,127
Year to September 2032	**127,883**	113,533
Year to September 2033	**134,278**	119,210
Year to September 2034	**35,248**	125,710
Year to September 2035	**-**	131,429
Year to September 2036	**-**	138,000
Year to September 2037	**-**	132,825
	872,258	1,357,135

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Assumptions

Rate of Discount

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

	2026 %	2025 %	2024 %
Rate of discount	5.90	5.20	5.20

Future Deficit Recovery Contributions

The provision for deficit recovery contributions has been calculated based on the contribution schedule currently in place. In determining the liability, management has assumed that deficit recovery contributions will continue to increase by 5% per annum over the remaining repayment period. This assumption is based on the latest three-year forecast, which incorporates annual increases of 5%, and represents management's best estimate of future contribution levels. As future contribution rates are subject to negotiation and actuarial valuation outcomes, actual contributions may differ from those estimated.

Aegon Scheme

The Union also participates in the Aegon money purchase scheme and the NEST scheme, which are both accounted for as defined contribution schemes. The total contributions paid into these two Schemes by the Union in respect of eligible employees for the year ended 31 July 2026 amounted to £76,436 (2025 - £92,637).

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25. Related party transactions

Staffordshire Students' Union Enterprises Limited

The wholly owned subsidiary, Staffordshire Students' Union Enterprises Limited, is included within the consolidated accounts

The Union paid for expenditure on behalf of the subsidiary in the year and the subsidiary made a gift aid payment of £33,744 (2025 - £34,649) to the Union. At the end of the year the Union were owed £33,744 (2025 - £34,649) by Staffordshire Students' Union Enterprises Limited.

University of Staffordshire

Staffordshire Students' Union is an independent body operating separately from the University of Staffordshire, but the two entities work together closely, primarily the Charity's income is derived from the University. The Trustees are of the opinion that this financial assistance is not an influencing factor with regards to the formulation of Union policy, nor does it have any effect on the internal management and decision making of the Union.

Staffordshire Students' Union is in receipt of a Block Grant of £832,000 (2025 - £832,000). There was an additional grant provided by the University for project support of £110,000 (2025 - £83,084).

During the year the Union made purchases totaling £250 (2025 - £Nil) from the University and made sales totaling £153,867 (2025 - £39,758) to the University.

In accordance with the Charities SORP the value of buildings and services are determined at market value. The Student Union occupies its building on a rent-free basis. Donated services have been included in both income and expenditure in respect of this for £302,600 (2025 - £302,600). At the end of the year there was a debtor owed to the Union from the University for £16,300 (2025 - £21,281).

Other related parties are the Sabbatical Officers and Trustees as detailed in the Trustees' report. Details of remuneration received by these individuals are shown in note 11. Remuneration of key management personnel is shown in note 10.