



MidKent College

Annual report and financial statements

for the year ended 31 July 2025

MidKent College

Key Management Personnel, Board of Governors and Professional advisers

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Leadership Team which in 2024-25 comprises:

Simon Cook – Principal & Chief Executive

Martin Peat – Executive Director of Finance and Estates

Chris Hare – Deputy Chief Executive Officer

Jim Mawby – Executive Director of Curriculum and Quality

Christina Hart – Executive Director Student Experience

Mick Fry - Managing Director of MKC Training Services Limited – Appointed Sept 2024

Steve Davies – Interim Managing Director of MKC Training Services Limited – Resigned Sept 24

Board of Governors

A full list of Governors is given on page 10 to 11 of these financial statements. Ms C Burkin acted as Clerk to the Board of Governors throughout the period.

Professional advisers

Financial statements auditors and reporting accountants:

Forvis Mazars LLP

6 Sutton Plaza

Sutton Court Road

Sutton

Surrey SM1 4FS

Internal auditors:

Validera

New Derwent House

69-73 Theobalds Road

London

WC1X 8TA

Bankers:

Lloyds Banking Plc

25 Gresham Street

London EC2V 7HN

Barclays Bank

Level 27,

1 Churchill Place,

London E14 5HP

Solicitors:

Eversheds

Senator House

85 Queen Victoria Street

London EC4V 4JL

Thomson Snell and Passmore

The Old Rectory

St Mary's Road

Greenhithe Kent

DA9 9AS

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Strategic Report

NATURE, OBJECTIVES AND STRATEGIES:

The members present their report and the audited financial statements of the Group, incorporating the results of MidKent College and its wholly owned subsidiary MKC Training Services Limited (MKCTS), for the year ended 31 July 2025.

Legal status

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

Group Mission

MidKent College is An Inclusive College that Creates Opportunities and Transforms Lives.

Group Vision

We will be known as an outstanding provider of high-quality professional and technical education and training, by reputation and by results. This will provide students with the skills they need for the future, raising the aspirations of the communities of Medway and Maidstone and surrounding areas.

We will be the destination of choice for students, staff, parents, employers, and the community. Our education and training will be delivered by skilled, passionate, and inspiring industry practitioners, and we will build strong relationships with key partners to equip individuals who come to the College with skills to take their next steps in employment.

To achieve this, we will operate our two key campuses in Maidstone and Medway, and our subsidiary companies, in a manner which ensures financial stability.

Group Values

MidKent College's Core Values are the driving force behind improving teaching, learning and assessment at the College. The purpose of our values is to set the expectations we have of our staff, students, and partners. At MidKent College, we are driven by:

- Resilience
- Purpose
- Passion
- Pride

These values help us to deliver learning through enabling students and staff to exhibit the right:

- Behaviors
- Mindset
- Pedagogy

Public Value Statement

MidKent College is an institution at the heart of its local community, assisting individuals and groups to become the best they can be. We believe that education can and should be life-changing and inspirational. The Governors and staff of MidKent College seek to be the best we can be to ensure that we help to make this a reality in the communities that we serve. The College is not only here to provide the very best education and training for students but is also an asset for the benefit of our wider community.

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Strategic Plan 2020-2030

MidKent College, in various forms, has existed for over 100 years and supports around 9,000 students annually to acquire the skills and training they need to take their next steps, be that in further study or employment. Along with our own specialist training company, MKC Training, that provides specialised skills training in construction and engineering, our campus locations across Medway and in Maidstone exist to serve these communities and support local economic prosperity. We have been rated “Good” by Ofsted in 2018 and 2024 and are assessed as having Outstanding financial health by the Department for Education.

2025 presents the midway point of our 10 year Strategic Plan. As a result the Governing Body undertook a midpoint refresh. This led to a simplification of our Group Mission and a refresh of the pillars that support our strategic plan, reducing to 5 Strategic priorities, as follows:

- **Inclusion**
We will champion equality and belonging, ensuring everyone feels welcome and supported to succeed.
- **Education**
We will provide outstanding teaching and training that prepares students for the future.
- **Economy**
We will align our curriculum and investment to the needs of local employers and emerging industries.
- **Community**
We will be an anchor institution, working with others to raise aspirations and deliver positive change.
- **Student Experience**
We will place student wellbeing, voice and success at the heart of everything we do.

The continued success of MidKent College is down to many of the partnerships that we have with a range of key local and regional stakeholders who have a shared vision for transformation across our communities. These partnerships range from the community groups who use our facilities, key local partners who help support our students through the services that they provide, the businesses that work alongside us and recruit students into the jobs that they have and the key strategic partners and employers who help shape our work, provide funding and help provide a cohesive education and training offer across the region.

We continue to see the positive impact of partnership working across the FE & Skills Landscape, as set out in the Skills for Jobs White Paper from 2021. We have seen a further enhancement of the impact the three FE Colleges working together across Kent & Medway. Represented through KFE (Kent Further Education) we have engaged with a range of stakeholders from Business as represented through the LSIP (the Local Skills Improvement Partnership), to key partners across the skills landscape through the ETF (Employment Task Force) and key economic growth stakeholders through KMEP (Kent & Medway Economic Partnership). This partnership continues to secure additional funds for programmes that meet local need.

FINANCIAL POSITION

Financial results

The Group recorded a surplus before other gains and losses in the year of £3,435,000 (2023/24: £6,142,000), with total comprehensive income of £3,287,000 (2023/24: £7,509,000).

The Group has accumulated reserves/net assets of £111,030,000 (2023/24: £107,743,000) and cash and short-term investment balances of £18,824,000 (2023/24: £22,661,000). The Group wishes to continue to preserve strong levels of reserves and cash balances to generate returns for investment in line with our investment policy in delivering high standard education. We used some of those returns this year, for example, to develop the Medway School of Arts, the Decarbonisation Hub and the continuation of the Decarbonisation project.

Tangible fixed asset additions during the year amounted to £14,337,000 (2023/24: £13,702,000). This was Land & Buildings purchases of £1,069,000, Equipment purchases of £3,446,000 & Assets Under Construction of £9,822,000.

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The Group has increased the level of reliance on the education sector funding bodies for its principal funding source, largely from recurrent grants. In 2024/25 the FE funding bodies provided 57% of the Group's total income (2023/24: 55%).

MKCTS provides training to the MOD at the RSME Barracks in Chatham as part of the Holdfast Consortium as well as delivering a number of commercial courses in the Civil Sector.

Treasury policies and objectives

Treasury management is the management of the Group's cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.

The Group has a separate short- and long-term treasury management policy in place as well as an investment policy. The Group has cash reserves largely because of the trading operations conducted by our MKCTS subsidiary since incorporation over ten years ago. The College has invested in a long-term fund managed by a wealth management firm. These reserves provide a high degree of financial security for the Group as a whole and enables timely investments to help diversify the income generated by the trading subsidiary and to improve the facilities and services we offer as a college which we might not otherwise be able to afford.

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

Cash flows and liquidity

The group continues to enjoy significant cash inflows from operating activities, £9,839,000 (2023/24: £15,392,000). This strong cash position has enabled continued investment in the facilities.

Reserves Policy

The College has no formal Reserves Policy but recognises the importance of reserves in the financial stability of an organisation, whilst ensuring that adequate resources are provided for the College's core business. The College currently holds restricted reserves of £10k on behalf of KFE (Kent Further Education) and a revaluation reserve against the Oakwood Park building of £959k. As at the balance sheet date, the Income and Expenditure account reserve stands at £107,712,000 (2023/24: £104,661,000), and an Investment reserve of £2,349k (2023/24: £2,045k).

CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE

Student numbers

In 2024/25 the Group has delivered activity that has produced £33,161,000 in funding body main allocation funding (2023/24: £28,903,000). The College had 5,394 (2023/24: 5,391) funded and 98 (2023/24: 315) non funded students, with an additional 848 short course enrolments (2023/24: 1672).

Meeting local skills needs

In October 2024, The College was assessed to be Strong in meeting local skills needs by Ofsted. The highest accolade awarded to Colleges duty. We continue to focus our work on growing opportunities for employment and raising aspirations within our communities. Key local and regional stakeholders continue to help support our work from helping to shape our curriculum and provision through to engaging students in work to help improve their skills. Coupled with our approach to partnership working, we continue to grow the vast range of organisations that we work with to help support the skills needs of our communities. Furthermore, our commitment to meeting local skill needs are demonstrated in the following published documents, accessed via www.midkent.ac.uk

- **Annual Accountability Statement 2024-25**
- **Ofsted Report for MidKent College – October 2024**

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We focus our work on four key stakeholder groups:

- **Employers (including Employer representative groups such as Chambers of Commerce)**
- **Civic Institutions (Local Councils, LEPs etc)**
- **Education Partners (Schools, Universities, Colleges, and other training providers)**
- **Community Groups (Including Charities and volunteering groups)**

The LSIP for Kent & Medway has been highly successful in helping us to improve our engagement with employers and to shape our provision to meet skills needs. These included specific round tables in 2024 with curriculum staff to help shape provision.

Our focus on the local and regional economies means that we continue to provide a curriculum that enables students to increase their prospects of securing employment or continue to further study. This year we continue to see 89% of students' progress to a positive destination, either into further study or employment.

We continue to ensure that study programmes not only allow students to achieve technical qualifications to improve their employment prospects, but also develop the skills and attributes that employers continue to ask for, over and above these qualifications. Qualities of reliability, hard work, enterprise, determination, and enthusiasm are all areas of focus around our main curriculum to help students get the best chances of success in their future careers.

Our existing partnerships with Local Authorities and local schools have helped to support the transition of young people into further education and in particular offering increased assistance to students with a range of additional learning needs.

Finally, our work within the communities of Medway, Maidstone and the surrounding areas are flourishing and thriving. The work undertaken by our community engagement teams is connecting a wide range of charities, community groups and individuals to our College to help provide work experiences and activities to students, but also help contribute to our ambitions of ensuring the College is seen as a key community asset.

Payment Performance

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95%. During the accounting period 1 August 2024 to 31 July 2025, the Group paid 79% (2023/24: 83%) of its invoices within 30 days. The Group incurred no interest charges in respect of late payment for this period.

Future Prospects

The College is contracted by the lagged funding methodology and hence Learner Responsive (16-18) income for 2025/26 has been confirmed at £31,745,036 (2024/25: £27,193,738).

Going Concern

The College's activities, along with the factors likely to affect its future development and performance, are in the Operating and Financial Review. The financial position of the College, its cashflow, liquidity and borrowings are described in the Financial Statements and accompanying Notes.

Accordingly, the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

RESOURCES

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

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Tangible resources include the main group sites, having a net book value of £109 million.

Financial

The Group has £111 million (2023/24: £108m) of net assets, with no pension liability (2023/24: £0m) and no debt (2023/24 - £nil).

People

The Group employs on average 900 (2023/24 822) people, of whom 702 (2023/24: 636) are teaching and teaching support staff.

Reputation

The Group has a good reputation locally and nationally. Maintaining a quality brand is essential for the Group's success at attracting students and external relationships.

PRINCIPAL RISKS AND UNCERTAINTIES:

The Group is satisfied that it has successfully embedded a system of internal control, including financial, operational and risk management which is designed to protect the Group's assets and reputation. This has been evidenced in part by the continued assessment of 'outstanding' financial health by the DFE.

Risk management is embedded within the Group's leadership & management structure. There is a formal process whereby management identify systems and procedures, including specific preventable actions which should mitigate any potential impact on the Group. The internal controls are then implemented, and subsequent appraisals will review their effectiveness and progress against risk mitigation actions. Management will also consider any risks which may arise as a result of a new area of work being undertaken by the Group.

A system of two risk registers is maintained at Group level, an Operational Risk Register used more widely across leaders and managers across The College, and a Strategic Risk Register, looking more closely at the high level risks and potential "Black Swans". These are reviewed by the Group Risk and Audit Committee each term. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the Group and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system. In addition the Governing Body regularly reviews its Risk Appetite.

Outlined below is a description of the top six risk factors during the last year as highlighted on our Strategic Risk Register. Other factors besides those listed below may also adversely affect the Group.

1. **Competitor threats to current provision**
2. **The College reliance on data to inform decisions and operate daily business**
3. **Government policy changes impacting upon what the Group does**
4. **Workforce Recruitment, Retention and Wellbeing**
5. **The quality of education provided does not continuously improve and adapt**
6. **External intervention from regulatory agencies**

Equality, Diversity & Inclusion

As set out on one of our seven Strategic Pillars, it is MidKent College's vision to provide a learning and working environment which celebrates diversity and where discrimination in all its forms is deemed to be unacceptable. The Equality, Diversity & Inclusion Strategy, which is published on the Group's website, represents a commitment from the Group to take firm action to redress inequality, and to promote diversity and inclusion in all our activities. The strategy sets out our core objectives for meeting our public sector equality duties and provides a detailed plan of the steps we intend to take to advance equality of opportunity.

Part of our recent duties in the Further Education sector includes optimising the life chances and success of all students. We will ensure that young people are developing in circumstances consistent with the principles of equality and the provision of safe and effective care. The strategy aims to meet the general duties imposed on the Group by legislation

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and sector guidance including the Equality Act 2010. It also goes further to include best practice in all areas of diversity whether they are covered by legislation or not. We respect and value differences in race, gender, sexual orientation, disability, religion or belief, age, gender reassignment, pregnancy or maternity, and marriage or civil partnership. We strive vigorously to remove conditions which place people at a disadvantage, and we actively combat bigotry.

MidKent College's Vision, Values and Priorities play a vital role in the mainstreaming of equality and diversity so that it is an inherent part of every aspect of college life. Furthermore, they embody the goals and objectives of the organisation and form the foundation of the Equality Strategy. The Group undertakes equality impact assessments on all policies and procedures and publishes the results.

The Group is an 'Investor in Diversity' and is a 'Positive about Disabled' employer and has committed to the principles and objectives of these two standards. In particular, the Group considers all employment applications from disabled persons in the light of the aptitudes of the individuals concerned. A disabled applicant who meets the essential criteria for the post is guaranteed an interview. Where an existing employee becomes disabled, every effort is made to ensure that employment with the Group continues. The Group's policy is to provide training, career development and opportunities for promotion which, as far as possible, provide opportunities equal to those of non-disabled employees.

The Group has implemented an updated Equality & Diversity training programme which all staff have attended. All staff complete an online training programme every three years with further refresher training and training for new starters carried out on an ongoing basis. Our focus in this work is moving our workforce from compliance to confidence in creating an inclusive, purposeful, and productive environment for everyone.

Disability statement

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

- a) As part of its Estates strategy the College updated its access audit. Experts in this field conducted a full access audit during the summer of 2022, and the results of this formed the basis of funding capital projects aimed at improving access.
- b) The College has appointed an Access Co-ordinator, who provides information, advice and arranges support where necessary for students with disabilities.
- c) There is a list of specialist equipment, such as radio aids, which the College can make available for use by students and a range of assistive technology is available in the learning centre.
- d) The admissions policy for all students is described in the College charter. Appeals against a decision not to offer a place are dealt with under the complaints policy.
- e) The College has made a significant investment in the appointment of specialist lecturers to support students with learning difficulties and/or disabilities. There are a number of student support assistants who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.
- f) Specialist programmes are described in College prospectuses, and achievements and destinations are recorded and published in the standard College format.
- g) Counselling and welfare services are described in the College Student Guide, which is issued to students together with the Complaints and Disciplinary Procedure leaflets at induction.

Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the college to publish information on facility time arrangements for trade union officials at the college.

Numbers of employees who were relevant union officials during the period	4
FTE Employee Number	3.0
Percentage of time @ 1-50%	4
Total cost of facility time	£34,154
Total pay bill	£25,906,000
Percentage of total bill spent on facility time	0.13%
Total paid facility time hours	1,040

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

100%

Gender Pay

The College continues to work on creating an inclusive culture for all, our gender pay gaps are one way we do this to ensure that there are no unintended biases across specific grades. Our action plan has seen improvements made to specific grades and job roles to ensure we reduce the gap.

Mean Pay

Comparison of mean pay at the College shows that women are paid 11.64% less.

Median Pay

Comparison of median pay at the College shows that women are paid 19.57% less.

Bonus Pay

MidKent College did not make any bonus payments to any staff employed on the 31st March 2025 in the preceding 12 months.

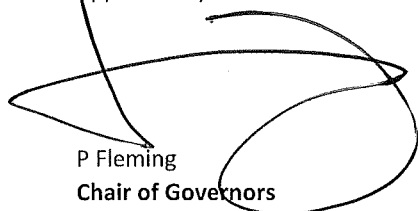
Pay Quartiles – Gender breakdown

As part of the gender pay report organisations are required to report the gender breakdown for all four pay “Quartiles”. These quartiles are created by listing the hourly pay for all staff from lowest to highest and then dividing the list into four equal parts. In respect of hourly pay quartiles, 69% of staff in the lower quartile are women, 78% of staff in the lower middle quartile are women, 64% of staff in the upper middle quartile are women, 56% of staff in the upper quartile are women

Disclosure of information to auditors

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

Approved by order of the members of the Corporation on 8 December 2025 and signed on its behalf by:



P Fleming
Chair of Governors

Statement of Corporate Governance and Internal Control

The following statement enables readers of the annual report and financial statements of the Group to better understand its governance and legal structure. This statement covers the period from 1 August 2024 to 31 July 2025 and also to the date of approval of the annual report and financial statements.

The Group endeavors to conduct its business:

- i. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);
- ii. in full accordance with the guidance to Colleges from the Association of Colleges in The New Code of Good Governance (“the Code”); and
- iii. having due regard to the UK Corporate Governance Code 2014 (“the Code”) insofar as it is applicable to the further education sector.

The Group is committed to exhibiting best practice in all aspects of corporate governance, and the College has adopted and complied with the new AOC Code of Good Governance 2023. We have not adopted and therefore do not apply the UK Corporate Governance Code. However, we have reported on our Corporate Governance arrangements by drawing upon best practice available, including those aspects of the UK Corporate Governance Code we consider to be relevant to the further education sector and best practice.

In the opinion of the Governors, the Group complies with all the provisions of the Code, and it has complied throughout the year ended 31 July 2025. The Corporation recognises that, as a body entrusted with both public and private funds, it always has a particular duty to observe the highest standards of corporate governance.

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

The Corporation has ensured that policies, procedures and approval processes have been updated to ensure compliance with the requirements following reclassification. The College has established systems and processes to identify and manage any transactions for which DFE approval would be required.

The Corporation

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

Name	Date of appointment	Term of office	Date of Resignation	Status of appointment	Committees served	Corporation meeting attendance 2024/25
Mr M Abdel-Maguid	12 December 2022	4 years		Independent Member	Group Risk & Audit	4/6
Mr N Baveystock	25 March 2020 Re appointed 10 July 2024	4 Years		Independent Member	MKCTS Chair	6/6
Ms C Burkin	1 January 2011	N/A		Internal	Clerk to Corporation & all Committees	6/6
Mr A Cole	12 December 2022	4 years		Independent Member	Quality, Teaching & Learning Chair from March 2024	6/6
Mr S Cook	1 May 2015	N/A		Principal & CEO	In attendance: Finance & Resources, Quality,	6/6

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					Teaching and Learning, Group Risk & Audit and Search & Governance	
Miss A Currie	14 October 2020 Reappointed from October 2024	4 years		Independent Member	Finance & Resources Chair from 12 May 2021	6/6
Mrs J Dyakova	12 December 2022	4 years		Independent Member	Group Risk & Audit	5/6
Mr P Fleming	16 October 2024	4 Years		Independent Member	Chair of Corporation, Remuneration and Search & Governance, Quality Teaching & Learning	5/5
Mr S Hardie	22 May 2024	4 years		Independent Member	Quality Teaching and Learning Finance & Resources	4/6
Mr A Hindson	16 October 2024	4 Years		Independent Member	Group Risk & Audit Chair from September 2025	5/5
Mr S Jackson	10 July 2024	4 Years		Independent Member	Finance & Resources Quality of Teaching & Learning	4/6
Miss B Jossi	10 December 2019 reappointed December 2023	4 Years		Staff Governor	Quality Teaching & Learning	4/6
Mr O Omomehin	December 2023 Reappointed 16 October 2024	1 Year 1 Year	10 July 2025	Student Governor	Quality, Teaching and Learning	6/6
Mrs A Orhiere	14 October 2020 Reappointed from October 2024	4 Years		Independent Member	Finance & Resources	4/6
Mr M Prentis	15 December 2022 19 October 2023	4 Years		Co-opted Member Independent Member	Finance & Resources Group Risk & Audit	6/6
Mrs M Quadri	12 December 2022	4 years		Independent Member	Finance & Resources	4/6
Mr C Reynolds	15 May 2015 Reappointed 14 May 2019	4 Years	10 July 2025	Independent Member	Group Risk & Audit (Chair), Responsible for H&S	5/6
Mrs L Snedden	9 June 2021 Reappointed 22 May 2025	4 Years		Staff Governor	Group Risk & Audit	4/6
Mr P Tico-Ogbomoh	16 October 2024	1 Year	10 July 2025	Student Governor		6/6
Mrs A Woodhouse	31 January 2020 reappointed from December 2023	4 Years		Independent Member	Search & Governance (Chair) Interim Chair (27/08/24 – 19/12/24)	6/6
Mrs M Woolston	3 June 2020 reappointed from March 2024	4 Years	27 March 2025	Independent Member	Quality, Teaching & Learning Responsible for Safeguarding	3/4

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

The Corporation is provided with regular and timely information on the overall financial performance of the Group together with other information such as performance against funding targets, proposed capital expenditure, quality matters and personnel related matters such as health and safety and environmental issues. The Corporation meets at least five times per year.

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The Corporation conducts its business through several committees. Each committee has terms of reference, which have been approved by the Corporation. These committees are Finance and Resources, Remuneration, Search and Governance, Quality, Teaching and Learning, and Group Risk and Audit. Full minutes of all meetings, except those deemed confidential by the Corporation, are available on the College's website at www.midkent.ac.uk or from the Clerk to the Corporation at:

MidKent College,
Medway Campus,
Medway Road,
Gillingham,
Kent. ME7 1FN.

The Clerk to the Corporation maintains a register of financial and personal interests of the Governors. The register is available for inspection at the above address.

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

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

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

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

Appointments to the Corporation

Any new appointments to the Corporation are a matter for consideration by the Corporation. The Corporation has a Search & Governance Committee comprising of up to five Governors and is responsible for the selection and nomination of any new member for the Corporation's consideration. The Corporation is responsible for ensuring that appropriate training is provided as required.

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

Corporation performance

The Corporation comprises of up to 23 members and is focused on ensuring the College is making progress towards achieving its strategic objectives. Membership in the reporting year included independent members plus two staff Governors and two Student Governors. The board is passionate about ensuring that the College provides excellent education through good governance.

The Corporation formally sits five times a year. In addition to this, Governors are highly involved in a wide range of activities within the College including subcommittees which meet a minimum of 3 times a year. The Quality, Teaching and Learning Committee holds regular monitoring meetings. There is a Strategic Governor Away Day which has a particular focus on long term strategic planning. And there are regular scheduled Governor training events; Governor visits to specific areas of the College to meet students and staff and Governors attend a wide variety of events involving students, such as performances, exhibitions and Student Voice meetings.

Governors continue to review their role and responsibilities and the format of the Governing Body meetings in order to provide the Principal and senior staff with high levels of challenge and support. This ensured the College continues to improve the quality of provision and deliver a positive impact on the communities it serves. They make informed and transparent decisions with all minutes and papers (unless they are deemed confidential) available to the public on the College website and by request. Confidential minutes, typically consisting of commercially sensitive matters, are annually reviewed by the Search & Governance Committee to determine whether they can be released as public documents.

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The Search & Governance Committee continues to focus on skills and qualities of Governors to ensure that the Corporation has a good balance of skills needed to provide the appropriate strategic direction, support and challenge for the College.

The Corporation adopted the new Code of Good Governance in May 2023 and the updated version in September 2023 and continues to strive to comply fully with the Code. The Governing Body formally reviews its own performance annually and undertook an External Review in 2022/23 in line with the governance code(s) used by the Corporation. This was carried out by Shirley Collier MBE. The outcome summary is published on the College website and the review will be carried out every three years in compliance with the new requirements of the financial statements. Core aspects of work that help Governors fulfil their duties include:

- The quality of teaching, learning and outcomes for students has been placed at the centre of the Corporation's agendas and that of its subcommittees. Helped through regular Quality, Teaching & Learning to assess progress and focus on particular themes.
- Regular visits to various parts of the College by Governors to help validate information and speak to staff and students directly.
- The Student Governors continue to ensure that quality issues are highlighted, and that the student experience is at the forefront of governance conversations, including Governor involvement in the Student Voice process at The College.
- The presence of College managers at Committees and Corporation as observers helps provide transparency and openness.
- Strategic development of the operational plans in a response to the publication of the educational white paper. This has included an external Governance Review in response to the expectations set out in The White Paper.

Remuneration Committee

Throughout the year ended 31 July 2025, the Corporation's Remuneration Committee comprised of four Governors. The Committee's responsibilities are to make recommendations to the Board on the remuneration and benefits of the Accounting Officer and other senior postholders.

Details of remuneration for the year ended 31 July 2025 are set out in note 6 to the financial statements. The Corporation adopted the College Senior Staff Remuneration Code and produces an Annual Report.

Group Risk and Audit Committee

The Group Risk & Audit Committee comprises of a minimum of three members of the Corporation. The Committee operates in accordance with written terms of reference approved by the Corporation. Its purpose is to advise the Corporation on the adequacy and effectiveness of the Group's systems of internal control and its arrangements for risk management, control, and governance processes.

The Group Risk and Audit Committee meets on a termly basis and provides a forum for reporting by the Group's internal, regulatory, and financial statements auditors, who have access to the Committee for independent discussion in closed sessions, without the presence of Group management.

The College's internal auditors review the systems of internal control, risk management controls and governance processes in accordance with an agreed plan of input and report their findings to management and the Group Risk and Audit Committee.

Management is responsible for the implementation of agreed audit recommendations, and internal audit undertakes periodic reviews to ensure such recommendations have been implemented.

The Group Risk and Audit Committee also advises the Corporation on appointing internal and independent auditors and their remuneration for audit and non-audit work and reporting annually to the Corporation. An assessment of both internal and external auditors is carried out annually.

MidKent College

Finance and Resource Committee

The Finance and Resources Committee (previously Finance and General Purposes) has a maximum of seven members of the Corporation plus the Accounting Officer in attendance. The Committee operates in accordance with written terms of reference approved by the Corporation. Its purpose is to oversee and monitor the progress of the College's Strategic Plan in relation to Finance, Investments, People Services, Estates and Facilities, and Information and Communications Technology. The Committee also receives and considers reports from the main FE funding bodies, as they affect the Group's business.

The Finance and Resources Committee meets five times a year. There are standing items on each agenda together with more targeted items for specific meetings.

Search and Governance Committee

The Search and Governance Committee has a maximum of five members of the Corporation including the Accounting Officer who is a Governor. The Committee operates in accordance with written terms of reference approved by the Corporation. Its purpose is to advise the Corporation on the appointment of members and such other matters relating to membership and appointments (excluding staff and student members) in accordance with the Instruments and Articles of Government (IAG). The Search & Governance Committee meets four times a year.

Governor Development

In accordance with the financial statement requirements, the Corporation must report on activities undertaken over the year to develop governors and clerks/heads of governance. Governors at the College have access to the ETF Modules of the Governance Development Programme and are required to complete the modules relevant to their role on the Board/Committee. In addition to this, the Corporation receives bespoke training sessions focused on their duties including Safeguarding & Prevent. Attendance at the bespoke sessions is mandatory and monitored and recorded by the Clerk. During this period members also received training on Finance & Funding, Data Protection and EDI.

The Clerk attends the bespoke training sessions for Governors and has access to a mentor.

Chair Remuneration

The Chair of the Corporation is not remunerated.

Internal control

Scope of responsibility

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

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

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks

MidKent College

to achievement of Group policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in MidKent College for the year ended 31 July 2025 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

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

The risk and control framework

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

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

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

Review of effectiveness

As Accounting Officer, the Chief Executive has responsibility for reviewing the effectiveness of the system of internal control. The Chief Executive's review of the effectiveness of the system of internal control is informed by:

- The work of the internal auditors
- The work of the executive managers within the Group who have responsibility for the development and maintenance of the internal control framework
- Comments made by the Group's financial statements and regularity auditors in their management letter and through discussion as appropriate.

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

The Chief Executive and senior leadership team receive reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The Chief Executive and senior leadership team and the Group Risk and Audit Committee also receive regular reports from internal audit and other sources of assurance, which includes recommendations for improvement. The Group Risk and Audit Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the senior leadership team and the Group Risk and Audit Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception.

MidKent College

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

The Department for Education and Education and Skills Funding Agency introduced new controls for the college on 29 November 2022 on the day that the Office for National Statistics reclassified colleges as public sector organisations in the national accounts. The DFE chief executive communicated these changes to all college accounting officers and explained plans to introduce a college financial handbook in 2024. The college has reviewed its policies, procedures and approval processes in line with these new requirements to ensure there are systems in place to identify and handle any transactions for which DFE approval is required.

Internal Audit overall, opinion, based upon the reviews performed during the year 2024/25, MidKent College has:

- adequate and effective risk management;
- adequate and effective governance; and
- adequate and effective control processes.

Going concern

The College's activities, along with the factors likely to affect its future development and performance, are in the Operating and Financial Review. The financial position of the College, its cashflow, liquidity and borrowings are described in the Financial Statements and accompanying notes.

The College has no borrowings and has removed access to any credit facility. The College's forecasts and financial projections indicate that it will be able to operate without this facility for the foreseeable future.

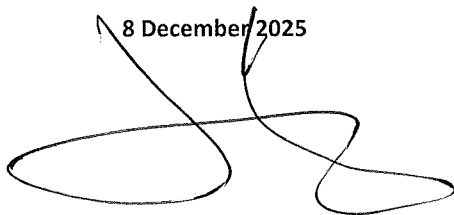
Accordingly, the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

Approved by order of the members of the Corporation on 8 December 2025 and signed on its behalf by:

P Fleming

Chair of Governors

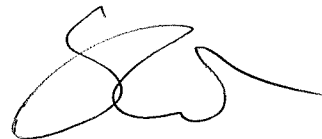
8 December 2025



S Cook

Accounting Officer

8 December 2025



Statement of regularity, propriety and compliance

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

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

I confirm that the following instances of material irregularity, impropriety or noncompliance have been discovered to date and have been notified to the board of governors and DfE. If any further instances are identified after the date of this statement, these will be notified to the board of governors and DfE:

- There was one instance where prior DfE approval was not obtained for a staff settlement payment which was greater than 3 months of the individual's gross salary This was in contravention of the delegated authorities stated in paragraph 5.9 of the College Financial Handbook 2024. The value of the payment was £12,049.



S Cook
Accounting Officer
8 December 2025

Statement of Responsibilities of the Members of the Corporation

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

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

In preparing the financial statements, the corporation is required to:

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

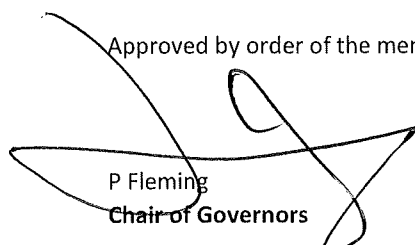
The corporation is also required to prepare a strategic report, in accordance with paragraphs 3.23 to 3.27 of the FE and HE SORP, that describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the corporation.

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

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

Members of the corporation are responsible for ensuring that expenditure and income are applied for the purposes intended and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from DFE and any other public funds, are used only in accordance with the accountability agreement, funding agreements and contracts and any other conditions, that may be prescribed from time to time by DFE, or any other public funder, including that any transactions entered into by the corporation are within the delegated authorities set out in the College Financial Handbook. On behalf of the corporation, the chair of the board of governors is responsible for discussing the accounting officer's statement of regularity, propriety and compliance with the accounting officer. Members of the corporation must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure they are used properly. In addition, members of the corporation are responsible for securing economic, efficient and effective management of the corporation's resources and expenditure so that the benefits that should be derived from the application of public funds from DFE and other public bodies are not put at risk.

Approved by order of the members of the corporation on 8 December 2025 and signed on its behalf by:



P Fleming
Chair of Governors

Independent Auditor's Report to the Members of the Corporation of MidKent College

Opinion

We have audited the financial statements of MidKent College (the 'College') and its subsidiaries (the 'group') for the year ended 31 July 2025 which comprise the Consolidated and College Statements of Comprehensive Income and Expenditure, the Consolidated and College Statements of Changes in Reserves, the Consolidated and College Balance Sheets, the Consolidated Statement of Cashflows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice) and the 2019 Statement of Recommended Practice: Accounting for Further and Higher Education.

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and College's affairs as at 31 July 2025 and of the Group's and College's surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Corporation is 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MidKent College

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- the information given in the report of the Members of the Corporation, including the operating and financial review and statement of corporate governance, is inconsistent with the financial statements; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Corporation

As explained more fully in the Statement of Responsibilities of the Members of the Corporation set out on page 18, the Corporation is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Corporation determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

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

In addition, we evaluated the governors' and management's incentives and opportunities for fraudulent manipulation of the financial statements, including the risk of management override of controls, and determined that the principal risks related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to defined benefit pension valuation assumptions, income recognition (which we pinpointed to the cut-off assertion), and significant one-off or unusual transactions.

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

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

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

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

Other required reporting

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

In our opinion, in all material respects:

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

Matters on which we are required to report by exception

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

- the provider's grant and fee income, as disclosed in the notes to the financial statements, has been materially misstated.

Use of the audit report

This report is made solely to the Corporation as a body in accordance with Article 22 of the College's Articles of Government. Our audit work has been undertaken so that we might state to the Corporation those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Group and College and the Corporation as a body for our audit work, for this report, or for the opinions we have formed.

Forvis Mazars LLP

Forvis Mazars LLP

Chartered Accountants and Statutory Auditor

6 Sutton Plaza, Sutton Court Road, Sutton, Surrey, SM1 4FS.

Date: 17 December 2025

Independent reporting accountant's report on regularity to the corporation of MidKent College and the Secretary of State for Education

In accordance with the terms of our engagement letter dated 4 November 2025 and further to the requirements of Department for Education (DfE), as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by MidKent College during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of MidKent College and the reporting accountant

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

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

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by DfE, which requires a limited assurance engagement, as set out in our engagement letter.

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

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

MidKent College

The work undertaken to draw to our conclusion includes:

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

Conclusion

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

Exception

We identified one instance where prior DfE approval was not obtained for a staff settlement payment which was greater than 3 months of the individual's gross salary This was in contravention of the delegated authorities stated in paragraph 5.9 of the College Financial Handbook 2024. The value of the payment was £12,049.

Forvis Mazars LLP

Forvis Mazars LLP
Chartered Accountants and Statutory Auditor
6 Sutton Plaza
Sutton Court Road
Sutton
Surrey
SM1 4FS

Date 17 December 2025

Statement of Comprehensive Income

Statement of Comprehensive Income					
	Notes	<u>2025</u> Group £,000	<u>2025</u> College £,000	<u>2024</u> Group £,000	<u>2024</u> College £,000
Income					
Funding Body Grants	2	37,294	37,294	32,829	32,829
Tuition Fees & Educational Grants	3	3,133	3,133	2,460	2,460
Other Income	4	23,517	7,022	22,897	5,812
Endowment & Investment Income	5	1,431	1,384	1,448	1,398
Total Income		<u>65,375</u>	<u>48,833</u>	<u>59,634</u>	<u>42,499</u>
Expenditure					
Staff costs	6	42,285	27,785	36,064	23,273
Other operating Expenses	7	14,945	11,087	13,670	10,572
Depreciation	10	5,224	4,993	4,458	4,221
Other Finance Costs	8	0	0	0	0
Total Expenditure		<u>62,454</u>	<u>43,865</u>	<u>54,192</u>	<u>38,066</u>
Surplus before other gains & losses		2,921	4,968	5,442	4,433
Profit on disposal of fixed assets		(26)	(31)	177	177
Net Interest on Pensions	22	540	540	523	523
Surplus before tax		<u>3,435</u>	<u>5,477</u>	<u>6,142</u>	<u>5,133</u>
Taxation	9	0	0	0	0
Surplus for the year		3,435	5,477	6,142	5,133
Actuarial (Loss) in respect of pension schemes	22	(452)	(452)	(537)	(537)
Investment Gain	13	304	304	1,904	1,904
Total Comprehensive income for the year		<u>3,287</u>	<u>5,329</u>	<u>7,509</u>	<u>6,500</u>

Statements of changes in reserves

	<u>Income & Expenditure Account</u>	<u>Revaluation Reserve</u>	<u>Restricted Reserve</u>	<u>Investment Reserve</u>	<u>Total</u>
	£,000	£,000	£,000	£,000	£,000
<u>Group</u>					
Balance at 31 July 2023	98,955	1,067	71	141	100,234
Surplus for the year	6,142	0	0	0	6,142
Transfers	101	(54)	(47)	0	0
Other Comprehensive Income	(537)	0	0	1,904	1,367
Total Comprehensive Income/(Expenditure) for the year	5,706	(54)	(47)	1,904	7,509
Balance at 31 July 2024	104,661	1,013	24	2,045	107,743
Surplus for the year	3,435	0	0	0	3,435
Transfers	68	(54)	(14)	0	0
Other Comprehensive Income	(452)	0	0	304	(148)
Total Comprehensive Income/(Expenditure) for the year	3,051	(54)	(14)	304	3,287
Balance at 31 July 2025	107,712	959	10	2,349	111,030
<u>College</u>					
Balance at 31 July 2023	96,532	1,067	71	141	97,811
Surplus for the year	5,133	0	0	0	5,133
Transfers	101	(54)	(47)	0	0
Other Comprehensive Income	(537)	0	0	1,904	1,367
Total Comprehensive Income/(Expenditure) for the year	4,697	(54)	(47)	1,904	6,500
Balance at 31 July 2024	101,229	1,013	24	2,045	104,311
Surplus for the year	5,477	0	0	0	5,477
Transfers	68	(54)	(14)	0	0
Other Comprehensive Income	(452)	0	0	304	(148)
Total Comprehensive Income/(Expenditure) for the year	5,093	(54)	(14)	304	5,329
Balance at 31 July 2025	106,322	959	10	2,349	109,640

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Balance sheets

Balance Sheet					
	Notes	2025 Group £,000	2025 College £,000	2024 Group £,000	2024 College £,000
Fixed Assets					
Tangible Fixed Assets	10	108,823	107,351	99,749	98,517
Long Term assets	13	<u>28,703</u>	<u>28,703</u>	<u>27,770</u>	<u>27,770</u>
		<u>137,526</u>	<u>136,054</u>	<u>127,519</u>	<u>126,287</u>
Current Assets					
Stocks		9	9	20	20
Trade & Other Receivables	12	5,587	8,011	4,521	5,004
Investments	13	16,348	12,768	16,701	15,658
Cash & Cash Equivalents	17	<u>2,476</u>	<u>1,326</u>	<u>5,960</u>	<u>2,388</u>
		<u>24,420</u>	<u>22,114</u>	<u>27,202</u>	<u>23,070</u>
Creditors - Amounts falling due within one year	14	<u>(20,410)</u>	<u>(18,022)</u>	<u>(20,566)</u>	<u>(18,634)</u>
Net Current Assets		4,010	4,092	6,636	4,436
Total assets less current liabilities		141,536	140,146	134,155	130,723
Creditors - Amounts falling due after more than one year	15	<u>(30,404)</u>	<u>(30,404)</u>	<u>(26,288)</u>	<u>(26,288)</u>
Pensions					
Defined benefit obligations	16	0	0	0	0
Other provisions	16	(102)	(102)	(124)	(124)
Net assets		<u>111,030</u>	<u>109,640</u>	<u>107,743</u>	<u>104,311</u>
Income & Expenditure Account		107,712	106,322	104,661	101,229
Revaluation Reserve		959	959	1,013	1,013
Restricted Reserve		10	10	24	24
Investment Reserve		<u>2,349</u>	<u>2,349</u>	<u>2,045</u>	<u>2,045</u>
Net assets		<u>111,030</u>	<u>109,640</u>	<u>107,743</u>	<u>104,311</u>

Consolidated statement of Cashflows

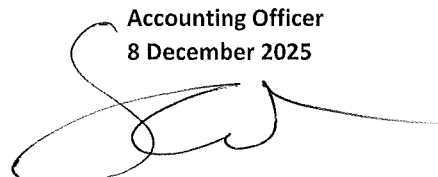
Consolidated Statement of Cashflows			2025	2024
	Notes		£	£
Cashflow from operating activities				
Profit for the year			3,435	6,142
Adjustment for non-cash items				
Depreciation	10		5,223	4,458
Decrease in Stocks			11	11
(Increase)/Decrease in Debtors	12		(1,066)	28
(Decrease)/Increase in Creditors due within one year	14		(156)	8,297
Increase/(Decrease) in Creditors after one year	15		4,116	(1,475)
(Decrease) in Provisions	16		(22)	0
Pension Costs less contributions payable	22		(452)	(537)
Investment Income	5		(1,372)	(1,448)
Investment Charges	13		97	92
Loss/(Profit) on sale of fixed assets			25	(176)
Adjustment for investing or financial activities				
Interest payable	8		0	0
Net cash flow from operating activities			9,839	15,392
Cash flow from investing activities				
Proceeds from the sale of fixed assets			14	393
Investment Income	5		0	0
Withdrawal of deposits	13		1,000	(4,426)
Payments made to acquire fixed assets	10		(14,337)	(13,702)
			(13,323)	(17,735)
Cash flows from financing activities				
Interest paid	8		0	0
			0	0
(Decrease) in cash and cash equivalents			(3,484)	(2,343)
Cash and cash equivalents at beginning of year	17		5,960	8,303
Cash and cash equivalents at year end	17		2,476	5,960

The financial statements on pages 24 to 48 were approved and authorised for issue by the Corporation on 8 December 2025 and were signed on its behalf on that date by:

P Fleming
Chair of Governors
8 December 2025



S Cook
Accounting Officer
8 December 2025



Notes to the Financial Statements

1. Accounting policies

Statement of accounting policies

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

Basis of preparation

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

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

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention modified by the revaluation of certain fixed assets and in accordance with applicable United Kingdom Accounting Standards.

Basis of consolidation

The consolidated financial statements include the College and its subsidiary, MKC Training Services Limited and MKC Aspire Limited. The results of subsidiaries acquired or disposed of during the period are included in the consolidated income and expenditure account from the date of acquisition or up to the date of disposal. Intra-group sales and profits are eliminated fully on consolidation. All financial statements are made up to 31 July 2025.

Going concern

The activities of the College, together with the factors likely to affect its future development and performance are set out in the Operating and Financial Review. The financial position of the College, its cashflow, liquidity and borrowings are described in the Financial Statements and accompanying Notes.

Accordingly, the College has a reasonable expectation that it has adequate resources to continue in operational existence for the foreseeable future, and for this reason will continue to adopt the going concern basis in the preparation of its Financial Statements.

Recognition of income

Funding body recurrent grants are recognised as informed by the results of the funding audit undertaken. Any under or over achievement for the Adult Skills Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body at the end of October following the year end, and the results of any funding audits. 16-18 learner-responsive funding is now also subject to reconciliation and is therefore subject to contract adjustments.

Non-recurrent grants from the funding bodies or other bodies received in respect of the acquisition of fixed assets are treated as deferred capital grants and amortised in line with depreciation over the life of the assets. Income from tuition fees is recognised in the period for which it is received and includes all fees payable by students or their sponsors, for example the National Health Service.

MidKent College

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

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned. Income from restricted purpose endowment funds not expended in accordance with the restrictions of the endowment in the period is transferred from the income and expenditure account to accumulated income within endowment funds.

Maintenance of premises

The cost of routine maintenance and improvements within the existing buildings are charged to the income and expenditure account in the year incurred.

Foreign currency translation

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

Post-retirement benefits

Retirement benefits to employees of the College are provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). These are defined benefit schemes, which are externally funded and contracted out of the State Earnings-Related Pension Scheme (SERPS).

Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries based on quinquennial valuations using a prospective benefit method. As stated in Note 22, the TPS is a multi-employer scheme and the College is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The assets of the LGPS are measured using closing market values. LGPS liabilities are measured using the projected unit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liability. The increase in the present value of the liabilities of the scheme expected to arise from employee service in the period is charged to the operating surplus. The expected return on the scheme's assets and the increase during the period in the present value of the scheme's liabilities, arising from the passage of time, are included in pension finance costs. Actuarial gains and losses are recognised in the statement of total recognised gains and losses.

Enhanced Pensions

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

Short term Employment Benefits

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

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Tangible fixed assets:

Land and buildings

Land and buildings inherited from the Local Education Authority (LEA) are stated in the balance sheet at valuation based on open market value for existing use as at 1 April 1993. Land and buildings acquired subsequently are included in the balance sheet at cost. Cost includes the original purchase price of the asset and the costs attributable to bringing the asset to its working condition for its intended use. Buildings are depreciated over the expected useful economic life to the Group of 50 years with elements of the buildings depreciated at fewer years in order to comply with component accounting requirements as under:

Windows, roofs -	25 years
Lifts	15 years
Flooring, partitioning -	10 years
Cabling, fire alarms, CCTV, blinds -	5 years

Where land and buildings are acquired with the aid of specific grants, they are capitalised and depreciated as above. The related grants are credited to a deferred capital grant account and released to the income and expenditure account over the expected useful economic life of the related asset on a basis consistent with the 50 Years policy taking into account the requirements of component accounting in FRS 102.

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

On adoption of FRS 15 "Tangible fixed assets", the Group followed the transitional provision to retain the book value of land and buildings, which were revalued in 1993, but not to adopt a policy of revaluations of these properties in future. These values are retained subject to the requirement to test assets for impairment in accordance with FRS 102.

Subsequent expenditure on existing fixed assets

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

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

Equipment

Equipment costing less than £1,000 per individual item is written off to the Statement of Comprehensive Income in the period of acquisition, unless purchased as part of a capital project. All other equipment is capitalised at cost.

Cost includes the original purchase price of the asset and the costs attributable to bringing the asset to its working condition for its intended use. All equipment is depreciated on a straight-line basis over its estimated useful economic life as follows:

Equipment	10 - 25% pa
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Where equipment is acquired with the aid of specific grants it is capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred capital grant account and released to the Statement of Comprehensive Income over the expected useful economic life of the related equipment.

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Capitalisation of interest costs

All loan interest incurred on relevant borrowings is capitalised up to the date of practical completion. Following which, interest is charged to Statement of Comprehensive Income.

Leased assets

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

Stocks

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

Investments in subsidiaries

Investments in subsidiaries are accounted for at cost less impairment in the individual financial statements.

Other investments

Investments held as non-current assets and current asset investments, which may include listed investments, are stated at fair value, with movements recognised in Comprehensive Income.

Taxation

The College is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the College is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The College is partially exempt in respect of Value Added Tax, so that it can only recover a minor element of VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature. The College's subsidiary companies are subject to corporation tax and VAT in the same way as any commercial organisation.

Cash and cash equivalents

Cash and cash equivalents include sums on short term deposits with recognised banks and building societies.

Provisions

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

Agency arrangements

The College acts as an agent in the collection and payment of Learner Support Funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the Statement of Comprehensive Income and are shown separately in note 24, except for Adult Bursary funds that are now included in the main allocation and the 5% of the grant received which is available to the College to cover administration costs in relation to the grant. The College employs five members of staff to support the administration of Learner Support Fund applications and payments.

MidKent College

Judgements in applying accounting policies and key sources of estimation uncertainty

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

Determine whether leases entered into by the college either as a lessor or a lessee are operating or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.

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

Other key sources of estimation uncertainty:

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22 will impact the carrying amount of the pension liability. The actuary has used a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 to value the pensions liability at 31 July 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability. As the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a notional surplus. As management do not consider that the Group will be able to recover the surplus either through reduced contributions in the future or through refunds from the plan, the surplus has not been recognised in these financial statements in line with paragraph 28.22 of FRS102.

2 Funding council grants

Funding Council Grants	2025		2024	
	Group £,000	College £,000	Group £,000	College £,000
Recurrent Grants				
DFE 16-18	29,107	29,107	25,155	25,155
DFE - Adults	1,632	1,632	1,933	1,933
DFE- Apprenticeships	2,422	2,422	1,815	1,815
DFE - Other Income	1,696	1,696	2,148	2,148
Other Funded Income	179	179	142	142
Higher Education Funding Council	202	202	185	185
Release of Government Capital Grants	2,056	2,056	1,451	1,451
Total	37,294	37,294	32,829	32,829

OFS Grant Income	2025		2024	
	Group £,000	College £,000	Group £,000	College £,000
OFS Grant	202	202	185	185
HE Grant	12	12	13	13
HE Income for Taught Awards	357	357	354	354
Total	571	571	552	552

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3 Tuition fees and education contracts

Tuition Fees & Educational Contracts	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group £,000	College £,000	Group £,000	College £,000
FE Fees	299	299	400	400
Fees for FE Loan Supported Courses	152	152	196	196
Fees for HE Loan Supported Courses	357	357	355	355
Total Tuition Fees	<u>808</u>	<u>808</u>	<u>951</u>	<u>951</u>
Education Contracts	<u>2,325</u>	<u>2,325</u>	<u>1,509</u>	<u>1,509</u>
Total	<u>3,133</u>	<u>3,133</u>	<u>2,460</u>	<u>2,460</u>

4 Other income

Other Income	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group £,000	College £,000	Group £,000	College £,000
Other Income	892	892	855	855
InterCompany Income	0	6,130	0	4,957
Training Company Income	22,625	0	22,042	0
Total	<u>23,517</u>	<u>7,022</u>	<u>22,897</u>	<u>5,812</u>

5 Investment income

Investment Income	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group £,000	College £,000	Group £,000	College £,000
Investment Interest Receivable	1,431	1,384	1,442	1,398
Other Interest Receivable	0	0	6	0
Total	<u>1,431</u>	<u>1,384</u>	<u>1,448</u>	<u>1,398</u>

MidKent College

6 Staff costs

Group

The average number of persons (including key management personnel) employed by the group during the year, disclosed on an average headcount basis, was:

Group	<u>2025</u> Number	<u>2024</u> Number
Teaching Staff	702	636
Non Teaching Staff	198	186
Total	<u>900</u>	<u>822</u>

Group Staff Costs	<u>2025</u> £,000	<u>2024</u> £,000
Wages & Salaries	29,839	26,408
Social Security Costs	3,431	2,728
Other Pension Costs	6,847	5,706
	<u>40,117</u>	<u>34,842</u>
Contracted out staffing costs	1,499	1,006
Restructuring & Redundancy Costs	669	216
Total	<u>42,285</u>	<u>36,064</u>

College

The average number of persons (including key management personnel) employed (including sessional staff but not contracted out staff) by the college during the year, disclosed on an average headcount basis, was:

College	<u>2025</u> Number	<u>2024</u> Number
Teaching Staff	505	446
Non Teaching Staff	136	135
Total	<u>641</u>	<u>581</u>

College Staff Costs	<u>2025</u> £,000	<u>2024</u> £,000
Wages & Salaries	17,898	15,769
Social Security Costs	2,034	1,603
Other Pension Costs	5,974	4,813
	<u>25,906</u>	<u>22,185</u>
Contracted out staffing costs	1,466	968
Restructuring & Redundancy Costs	413	120
Total	<u>27,785</u>	<u>23,273</u>

MidKent College

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Leadership Team which comprises the Chief Executive, Executive Director of Finance and Estates, Executive Director of Employers and Corporate Services, Executive Director of Curriculum and Quality and Executive Director of Student Experience.

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

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

	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
	Key Management No.	No.	Other Staff No.	No.
£60,000 - £64,999	0	0	7	3
£65,000 - £69,999	0	0	5	2
£70,000 - £74,999	0	0	5	4
£90,000 - £94,999	0	1	0	0
£95,000 - £99,999	1	0	0	0
£100,000 - £104,999	0	0	1	0
£105,000 - £109,999	0	1	0	0
£110,000 - £114,999	2	2	0	1
£115,000 - £119,999	1	0	0	0
£165,000 - £169,999	0	1	0	0
£170,000 - £174,999	1	0	0	0
Total	<u>5</u>	<u>5</u>	<u>18</u>	<u>10</u>

The emoluments of the key management personnel are made up as follows:

Key Post Holders	<u>2025</u>	<u>2024</u>
	£,000	£,000
Salaries	605	581
Employer National Insurance Costs	81	74
Benefits In Kind	6	6
Compensation for loss of Office	0	0
	<u>692</u>	<u>661</u>
Pension Costs	150	132
Total Emoluments	<u>842</u>	<u>793</u>

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The above calculation includes amounts payable to the Accounting Officer (who is also the highest paid officer) of:

Accounting Officer	<u>2025</u> £,000	<u>2024</u> £,000
Salaries	170	164
Benefits In Kind	3	3
	<u>173</u>	<u>167</u>
Pension Costs	49	42
Total	<u>222</u>	<u>209</u>

The remuneration package of Key management staff, including the Principal and Chief Executive, is subject to annual review by the Remuneration Committee of the governing body.

The Charities Commission granted permission for the Chair to be remunerated from January 2022. The Chair of Governors, P Fleming, has not received remuneration from the college. Previous Chair, M Cook (2023/24: £25k).

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

Relationship of Principal/Chief Executives pay, and remuneration expressed as a multiple, based on the full staff establishment list, all on a full-time equivalent basis.

	<u>2025</u> No.	<u>2024</u> No.
Principal's basic salary as a multiple of the median of all staff	4.95	5.11
Principal and CEO's total remuneration as a multiple of the median of all staff	6.62	6.65

Severance Payments

Group Severance Payments	<u>2025</u> No.	<u>2024</u> No.
£0 - £25,000	25	14
£25,001 - £50,000	3	3
£50,001 - £75,000	0	0
£75,001 - £100,000	1	0
Total	<u>29</u>	<u>17</u>

The Group paid 29 severance payments in year, disclosed in the bands above (2023/24 :17)

Severance payments of over £25k to KMP or staff earning in excess of £60k are shown below
£25,875, £33,270 & £79,252 were paid in 24/25 (Total 23/24: £46,744)

A settlement accrual of £300k is included in the accounts but remains unpaid.

MidKent College

7 Other operating expenses

Other Operating Costs	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group £,000	College £,000	Group £,000	College £,000
Teaching Costs	5,566	3,615	5,098	3,352
Non Teaching Costs	4,425	3,523	4,244	3,741
Premises Costs	4,954	3,949	4,328	3,479
Total	<u>14,945</u>	<u>11,087</u>	<u>13,670</u>	<u>10,572</u>

Other operating expenses include:

Other Operating Costs Include	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group £,000	College £,000	Group £,000	College £,000
Auditors' remuneration				
Financial Statements Audit	74	60	63	54
Internal Audit	22	22	37	37
Other services provided by FS Auditors	3	3	3	3
Other services provided by Int Auditors	5	5	0	0
Hire of assets under operating leases	122	98	120	95
Hire of other equipment	136	42	77	11
Other rental payments	652	465	416	355

8 Interest Payable

Interest Payable	Note	<u>2025</u>	<u>2024</u>
		£,000	£,000
Pension finance costs	22	0	0
Total		<u>0</u>	<u>0</u>

9 Taxation

There was no taxation payable during the current or prior period.

MidKent College

10 Tangible fixed assets

Tangible Fixed Assets				
<u>Group</u>	<u>Land and</u>	<u>Assets Under</u>		<u>Total</u>
	<u>Buildings</u>	<u>Equipment</u>	<u>Construction</u>	
	<u>£,000</u>	<u>£,000</u>	<u>£,000</u>	<u>£,000</u>
Cost or Valuation				
At 1 August 2024	128,335	30,674	7,788	166,797
Additions	1,069	2,476	10,793	14,338
Transfers	1,979	894	(2,873)	0
Disposals	(53)	(84)	0	(137)
At 31 July 2025	131,330	33,960	15,708	180,998
Depreciation				
At 1 August 2024	50,038	17,010	0	67,048
Charge for year	2,624	2,600	0	5,224
On disposals	(13)	(84)	0	(97)
At 31 July 2025	52,649	19,526	0	72,175
Net book Value at 31 July 2024	78,297	13,664	7,788	99,749
Net book Value at 31 July 2025	78,681	14,434	15,708	108,823
<u>College</u>	<u>Land and</u>	<u>Assets Under</u>		<u>Total</u>
	<u>Buildings</u>	<u>Equipment</u>	<u>Construction</u>	
	<u>£,000</u>	<u>£,000</u>	<u>£,000</u>	<u>£,000</u>
Cost or Valuation				
At 1 August 2024	128,335	25,732	7,716	161,783
Additions	1,069	2,304	10,494	13,867
Transfers	1,979	830	(2,809)	0
Disposals	(53)	(22)		(75)
At 31 July 2025	131,330	28,844	15,401	175,575
Depreciation				
At 1 August 2024	50,038	13,228	0	63,266
Charge for year	2,624	2,369		4,993
On disposals	(13)	(22)		(35)
At 31 July 2025	52,649	15,575	0	68,224
Net book Value at 31 July 2024	78,297	12,504	7,716	98,517
Net book Value at 31 July 2025	78,681	13,269	15,401	107,351

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Inherited land and buildings were valued as at 1 April 1993 at £3,357,000 at open market value for existing use by a firm of independent chartered surveyors. Any disposal of land and buildings requires the consent of the DFE in accordance with the financial memorandum between the Group and the DFE. The LSIF and MSA projects were completed in the year along with smaller ICT and Estates projects, with the values transferred from AuC to completed assets. The fixed asset summary above does not include any intangible assets. The additions for the current year include assets under construction now totalling of £15,718k which includes £14,687k for Decarb, £318k of Training Services projects, £104k for LSIF retention, additional grant works of £61k, £418k of Curriculum expenditure and £130k of estates project works.

11 Non-current investments

MidKent College owns 100% of the ordinary shares of MKC Training Services Limited and 100% of the ordinary shares of MKC Aspire Limited both of which are incorporated in England and Wales. The principal business activity of MKC Training Services Limited is providing training to the Royal School of Military Engineers. MKC Aspire Limited has not traded in the current or prior year.

12 Trade and other receivable

Trade & Other Debtors	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group	College	Group	College
	£,000	£,000	£,000	£,000
Amounts falling due less than one year:				
Trade Debtors	2,458	530	2,141	199
Amounts owed by Subsidiary undertakings	0	3,544	0	3,490
Prepayments & Accrued Income	2,685	1,493	2,380	1,315
Amounts owed by DFE	444	444	0	0
Total	<u>5,587</u>	<u>6,011</u>	<u>4,521</u>	<u>5,004</u>
	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group	College	Group	College
	£,000	£,000	£,000	£,000
Amounts falling due more than one year:				
Loan to Subsidiary	0	2,000	0	0
	<u>0</u>	<u>2,000</u>	<u>0</u>	<u>0</u>

13 Investments

Investments	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group	College	Group	College
	£,000	£,000	£,000	£,000
Long Term Deposits	28,703	28,703	27,770	27,770
Short Term Deposits	16,348	12,768	16,701	15,658
Total	<u>45,051</u>	<u>41,471</u>	<u>44,471</u>	<u>43,428</u>

Deposits are held with Banks and Federated Cash Management Funds operating in the London market and licensed by the Financial Conduct Authority which are available for a staggered draw down on quarterly notice periods. Longer term Investments Funds are held by The Charles Stanley UK Wealth Management Group.

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CS Investments	<u>2025</u> £,000	<u>2024</u> £,000
Opening Balance	27,770	25,239
Interest Reinvested	726	719
Associated Charges	(97)	(92)
Investment Gain	304	1,904
Total	<u>28,703</u>	<u>27,770</u>

14 Creditors: amounts falling due within one year

Creditors - Within one year	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group £,000	College £,000	Group £,000	College £,000
Trade payables	2,188	1,536	790	495
Other Taxation & Social security	1,616	1,127	1,500	1,020
Accruals	4,851	3,944	6,179	5,063
Deferred Income - Non Government	9,303	8,963	9,295	9,254
Deferred Income - Government Capital Grants	1,935	1,935	1,882	1,882
Amounts owed to the DFE	517	517	920	920
Total	<u>20,410</u>	<u>18,022</u>	<u>20,566</u>	<u>18,634</u>

15 Creditors: amounts falling due after more than one year

Creditors - More than one year	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group £,000	College £,000	Group £,000	College £,000
Deferred Income - Government Capital Grants	30,404	30,404	26,288	26,288
Total	<u>30,404</u>	<u>30,404</u>	<u>26,288</u>	<u>26,288</u>

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16 Provisions

Provisions Group & College	<u>2025</u> <u>Defined</u> <u>Benefit</u> <u>Obligations</u>	<u>2025</u> <u>Enhanced</u> <u>Pensions</u>	<u>2025</u> <u>Total</u>
	£,000	£,000	£,000
At 1st August 2024	0	124	124
Expenditure in year	(1,771)	(13)	(1,784)
Transferred from Income & Expenditure account	1,771	(9)	1,762
At 31st July 2025	<u>0</u>	<u>102</u>	<u>102</u>

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government pension Scheme. Further details are given in Note 22.

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

The principal assumptions for this calculation are:

Principal Assumptions	<u>2025</u> %	<u>2024</u> %
Price Inflation	2.8%	2.9%
Discount Rate	5.8%	5.1%

17 Cash and cash equivalents

Group	<u>At 1 August 2024</u> £,000	<u>Cash flows</u> £,000	<u>At 1 July 2025</u> £,000
Cash & Cash Equivalents	5,960	(3,484)	2,476
	<u>5,960</u>	<u>(3,484)</u>	<u>2,476</u>

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18 Capital commitments

Capital Commitments	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group	College	Group	College
	£,000	£,000	£,000	£,000
Authorised and contracted for	1,703	1,471	1,889	1,883
Authorised but not contracted for	0	0	0	0
Total	<u>1,703</u>	<u>1,471</u>	<u>1,889</u>	<u>1,883</u>

19 Lease obligations

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

Lease Obligations	<u>2025</u>	<u>2025</u>	<u>2024</u>	<u>2024</u>
	Group	College	Group	College
	£,000	£,000	£,000	£,000
Equipment				
Less than one year	99	87	123	99
Greater than one year and not greater than five years	88	88	187	175
Total	<u>187</u>	<u>175</u>	<u>310</u>	<u>274</u>

20 Contingent liabilities

There were no contingent liabilities (2023: nil).

21 Events after the reporting period

There are no events after the reporting period.

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22 Defined benefit obligations

The College's employees belong to two principal pension schemes: The Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Kent County Council. Both are defined benefit schemes. Employees of the subsidiary, MKC Training Services Limited are enrolled in either the Prudential Platinum Scheme or a Stakeholder pension.

Total Pension Costs for the year	<u>2025</u>	<u>2024</u>
	£,000	£,000
Teachers Pension	2,334	1,842
Local Government Pension Scheme Contributions Paid	1,781	1,501
FRS 102 (28) (Credit)	(452)	(537)
Employer Pension Contributions	1,771	1,483
KCC Pension Interest Charge	540	523
MKCTS Contributions Paid	872	893
Total Pension Cost for the year	<u>6,846</u>	<u>5,705</u>

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

Teachers' Pension Scheme

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

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

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The College is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the College has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The College has set out above the information available on the plan and the implications for the College in terms of the anticipated contribution rates.

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

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

As a result of the valuation, new employer contribution rates were set at 28.68% of pensionable pay from April 2024 onwards (compared to 23.68% during 2023). DFE has agreed to pay a teacher pension employer contribution grant to cover the additional costs up to the 2025-26 academic year.

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

The pension costs paid to TPS in the year amounted to £2,334,255 (2023/24: £1,842,269)

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Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate funds administered by Kent County Council. The total contribution made for the year ended 31 July 2025 was £2,399,942 (2024: £2,019,145), of which employer's contributions totalled £1,781,017 (2024: £1,501,383) and employees' contributions totalled £618,925 (2024: £517,763). The agreed contribution rates for future years are 18.4% for employers and range from 5.5% to 12.5% for employees.

CPI assumption

Assumptions have been allowed for actual pension increases up to and including the 2024 Pension Increase Order. This is reflected in the Experience loss/(gain) on defined benefit obligation figure in the results. Assumptions have also been allowed for actual CPI inflation experienced from July 2024 to July 2025.

Principal Actuarial Assumptions	<u>31st July 2025</u>	<u>31st July 2024</u>
	%	%
Rate of increase in salaries	3.8%	3.9%
Future pension increases	2.8%	2.9%
Discount rate for scheme liabilities	5.8%	5.1%
Inflation assumption (CPI)	3.1%	3.2%
Commutation of pensions to lump sums	50.0%	50.0%

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

Mortality Assumptions	<u>31st July 2025</u>	<u>31st July 2024</u>
Retiring Today		
Males	21.4	20.7
Females	23.7	23.3
Retiring in 20 Years		
Males	23.0	22.0
Females	25.4	24.7

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

Asset Plan	<u>Fair Value at</u>	<u>Fair Value at</u>
	<u>31st July</u>	<u>31st July</u>
	<u>2025</u>	<u>2024</u>
	£,000	£,000
Equities	40,984	36,452
Bonds	9,946	9,274
Property	5,447	5,690
Cash Gilts	1,782	2,015
Gilts	3,848	4,512
Absolute return fund	3,414	3,225
Infrastructure	3,240	2,934
Total Market Value of Assets	<u>68,661</u>	<u>64,102</u>

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The amount included in the balance sheet in respect of the defined benefit pension plan and the enhanced pensions benefit is as follows:		
	<u>Fair Value at</u> <u>31st July</u> <u>2025</u> <u>£,000</u>	<u>Fair Value at</u> <u>31st July</u> <u>2024</u> <u>£,000</u>
Asset Plan		
Fair Value of Assets Plan	68,661	64,102
Present Value of Plan Liabilities	(51,614)	(54,268)
Surplus not Recognised	(17,047)	(9,834)
Net Pensions (Liability) (note 16)	<u>0</u>	<u>0</u>

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

In June 2023 the High Court ruled in the case of Virgin Media Limited v NTL Pension Trustees. The ruling was that certain pension scheme rule amendments were invalid if they were not accompanied by the correct actuarial confirmation.

This High Court ruling was appealed. In a judgment delivered on 25 July 2024, the Court of Appeal unanimously upheld the decision of the High Court. On 5 June 2025, the Government announced that it will introduce legislation to give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards. Once the legislation has been passed, this will mean that pension schemes will be able to obtain written confirmation from an actuary about the benefit changes that were previously made and apply that confirmation retrospectively without making the plan amendments void, if the changes met the necessary standards.

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

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

Amounts recognised in the Statement of Comprehensive Income in respect of the plan are as follows:		
	<u>2025</u> <u>£,000</u>	<u>2024</u> <u>£,000</u>
Amounts Included in Staff Costs		
Current service cost	(1,772)	(1,414)
Past service cost	(28)	0
Admin costs	(59)	(55)
Employer contributions	1,771	1,483
Amounts Included in Staff Costs	<u>(88)</u>	<u>14</u>

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	<u>2025</u>	<u>2024</u>
	£,000	£,000
Amounts Included in Interest Payable		
Net Interest Receivable	540	523
Total	<u>540</u>	<u>523</u>

	<u>2025</u>	<u>2024</u>
	£,000	£,000
Amounts Recognised in Other Comprehensive Income		
Return on pension plan assets	1,212	779
Changes in assumptions underlying the present value of plan liabilities	7,183	(1,294)
Change in demographic assumptions	(1,139)	124
Actuarial Loss	0	0
Defined Benefit Loss	(495)	260
Surplus not recognised	(7,213)	(406)
Amounts Recognised in Other Comprehensive Income	<u>(452)</u>	<u>(537)</u>

	<u>2025</u>	<u>2024</u>
	£,000	£,000
Movement in net Defined Benefit liability during the year		
Deficit in scheme at 1st August 2024	0	0
Current service cost	(1,772)	(1,414)
Employer contributions	1,771	1,483
Net interest on the defined liability	540	523
Admin Expenses	(59)	(55)
Actuarial gain or loss	(452)	(537)
Past service cost	(28)	0
Net Defined Benefit Liability at 31st July 2025	<u>0</u>	<u>0</u>

Asset & Liability Reconciliation	<u>2025</u>	<u>2024</u>
Changes in the present value of defined benefit obligations	£,000	£,000
Defined benefit obligations at start of period	54,268	50,761
Current service cost	1,772	1,414
Interest cost	2,701	2,579
Contributions by scheme participants	599	504
Changes in financial assumptions	(7,183)	1,294
Estimated benefits paid	(2,205)	(1,900)
Changes in demographic assumptions	1,139	(124)
Past service cost	28	0
Experience loss/(gain) on Demographic Benefit obligations	495	(260)
Defined benefit obligations at end of period	<u>51,614</u>	<u>54,268</u>

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Reconciliation of Assets	<u>2025</u>	<u>2024</u>
	£,000	£,000
Fair Value of Plan Assets at 1st August 2024	64,102	60,189
Interest on plan assets	3,241	3,102
Return on plan assets	1,212	779
Employer contributions	1,771	1,483
Contributions by scheme participants	599	504
Estimated benefits paid	(2,205)	(1,900)
Administration Expenses	(59)	(55)
Other actuarial gains	0	0
Fair Value of Plan Assets at 31st July 2025	<u>68,661</u>	<u>64,102</u>

23 Related party transactions

During the year, the College charged management fees to its wholly owned subsidiary, MKC Training Services Limited of £3,485k (2024- £3,345k); In addition, staff charges of £38k, training charges of £16k, space rental of £35k and £33k Interest charge (2024- £80k) were paid by the subsidiary to the College in accordance with FRS102. As of 31st July £3,544k (2024- £3,495k) was due from MKC Training Services Limited.

During the year MKC Training Services charged the College £5k for training (2024- £551k). As of 31st July nothing was due from the College to MKC Training Services.

Due to the nature of the College's operations and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures. The College maintains a register of business interests held by governors and key management personnel which is regularly updated and reviewed annually. The following is a summary of those transactions.

The CEO and Principal of the college is a trustee of Royal Engineers Vocational Education & Training Trust (REVETT), an Ambassador of the Chatham Historic Dockyard Trust and an Independent Governor of the University of Greenwich. The Deputy CEO is the Chair & non-executive Director of the Kent Invicta Chamber of Commerce.

The group paid expenses of £10k as a charitable donation to REVET (2024- £10K), £479k to Chatham Historic Dockyard for space rental (2024-£358K), University of Greenwich £220k for training and qualification validation fees (2024-£112k), Kent Invicta CoC £23k (2024-£11k) for subscription and events costs with the college receiving £15k of income (2024-£0k).

The College paid £20k, to the Kent Further Education Group for its annual membership (2024-£20k)

The total expenses paid to or on behalf of the Governors during the year was £1,589; 3 governors. This represents travel and subsistence expenses incurred in attending Governor meetings and charity events in their official capacity.

The Charities Commission granted permission for the Chair to be remunerated from January 2022. The Chair of Governors, P Fleming, has not received remuneration from the college. Previous Chair, M Cook (2023/24: £25k).

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24 Amounts disbursed as agent

	<u>2025</u>	<u>2024</u>
	£,000	£,000
Learner Support Funds		
Opening Fund Balance	1,395	1,135
College Access Funds	0	0
Funding Body Grants - Hardship Support	929	941
Funding Body Grants - Childcare	7	5
Funding Body Clawback of Funds	<u>(764)</u>	<u>0</u>
	1,567	2,081
Disbursed to Students	(890)	(648)
Administration Costs	(40)	(38)
Total	<u>637</u>	<u>1,395</u>

Funding body grants are available solely for students. In the majority of instances, the College only acts as a paying agent. In these circumstances, the grants and related disbursements are therefore excluded from the income and expenditure account. The amounts handled as agent and therefore not included in the college accounts are shown above.