Company no. 07703890
Charity no. 1143101

University of Hertfordshire Students' Union

Report and Audited Financial Statements

31 July 2025

University of Hertfordshire Students' Union

Reference and administrative details

For the year ended 31 July 2025

Company number	07703890
Charity number	1143101
Registered office and operational address	College Lane Hatfield Hertfordshire AL10 9AB

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Officer trustees

Jubair Ahmed	appointed 21 July 2025
Judith Albert	appointed 1 July 2025
Kesar Dave	appointed 1 January 2025 resigned 11 April 2025
Santosh Gottapu	appointed 11 September 2024 resigned 1 January 2025
Ameer Hamza	appointed 1 January 2025 resigned 5 March 2025
Zhora Jasper	appointed 25 September 2024 resigned 1 January 2025
Muhammad Anas Khan	appointed 11 September 2024 resigned 1 January 2025
Hassan Wasswa Kyambadde	appointed 14 April 2025 resigned 30 June 2025
Rohit Mahadevu	resigned 27 June 2025
Lorena Navea	appointed 14 April 2025 resigned 30 June 2025
Muhtasim Nibir	appointed 1 July 2025
Pavan Polimuri	appointed 14 April 2025 resigned 30 June 2025
Mariangel Riverol	appointed 1 July 2025
Krishna Singh	appointed 1 January 2025 resigned 14 April 2025
Sahibkunvar Singh	appointed 11 September 2024 resigned 23 September 2024

Student trustees

Hamnah Baig	resigned 30 November 2024
Rikiba Caton	appointed 11 September 2024 resigned 10 March 2025
Ansa Ithal	appointed 1 December 2024 resigned 4 July 2025
Hauwa Jijwa	appointed 12 September 2025
Furqan Miah	appointed 12 September 2025

University of Hertfordshire Students' Union

Reference and administrative details

For the year ended 31 July 2025

	External trustees	
	Lucy Atkinson	resigned 30 May 2025
	Dr Charmagne Barnes	appointed 1 January 2025
	Cynthia Rudo Bryan	appointed 16 September 2025
	Umar Mohamad	
	Rajiv Sudan	
	Robert Walder - Chair	
	Dr Mairi Watson	resigned 1 January 2025
Chief executive officer	Rebecca Hobbs	
Company secretary	Leena Patel	
Principal bankers	Santander Bank plc Brindle Road Bootle Merseyside L30 4GB	
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD	

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Overview

The 2024-25 financial year was a successful one for the University of Hertfordshire Students' Union (HSU). Throughout the year, HSU worked actively to represent the student body, championing key issues and engaging students in various University committees. In addition to participating in decision-making, HSU led a number of impactful initiatives that addressed student needs and priorities.

Achievements and Performance

HSU's strategic vision is for students to "love life at Herts." To achieve this, our focus in 2024-25 was to:

- Implement a new structure for our Elected Officers, rolling out the model of one full-time President and nine part-time Officers;
- Foster a sense of belonging by offering a year-round programme of events, activities, and leadership opportunities;
- Support student transitions from induction into long-term communities, such as societies and networks;
- Further develop The Forum as a key student space, ensuring it is safe, welcoming, and inclusive, while offering a diverse programme of events and working collaboratively with commercial partners;
- Advocate for student academic success by ensuring students have the resources, support, and opportunities needed to complete their studies;
- Promote mental health by building social capital through societies and leadership initiatives;
- Launch HSU's rebranded identity to clarify our role in supporting the University community;
- Expand our student research to better understand diverse student groups and represent their voices at all levels of the University;
- Provide tailored advice for international students through our Advice and Support Centre and increase outreach to raise awareness of this service;
- Strengthen the link between academic societies and staff to enhance co-curricular activity and community engagement;
- Contribute a student-led, evidence-based submission for the Teaching Excellence Framework (TEF) to enrich understanding of the student experience at UH;
- Further our commitment to Equality, Diversity, and Inclusion (EDI), ensuring we hire from a diverse pool of staff and complete the NCD EDI Action Plan;
- Continuously train and develop staff to ensure they are student-focused and adaptable; and
- Maintain prudent financial, risk, and regulatory management of HSU and *The Forum*.

These efforts align with HSU's core mission: championing student success and wellbeing, fostering student communities, and representing the student voice at the University of Hertfordshire.

Student Success and Wellbeing

HSU contributes to the University's student success goals by:

- Expanding the Advice Centre's services and increasing school-specific outreach;
- Offering free academic society membership in selected schools, recognising the link between academic society engagement and improved degree outcomes; and
- Providing tailored advice for international students through the Advice and Support Centre.

Student Voice, Representation, and Insight
HSU shapes the student experience by:
- Embedding the new sabbatical officer structure across the University;
- Partnering with the University to drive the Student Voice Group's work;
- Recruiting and supporting a diverse and well-trained pool of student representatives; and
- Conducting ongoing student research to better understand and represent the needs of our student communities.

Student Communities
HSU fosters a sense of belonging by:
- Running a year-long programme of events and activities, with a goal to engage at least 60% of the student body;
- Supporting students during the Start of Term process; and
- Ensuring *The Forum* continues to be a safe, welcoming, and inclusive space for all students.

Stability and Growth
HSU remains committed to:
- Enhancing our EDI capabilities to support our diverse and growing student community, particularly international students;
- Ongoing staff development to ensure we meet student needs;
- Ensuring strong financial, risk, and regulatory management for both HSU and *The Forum; and*
- Supporting our staff team, which includes 25 full-time employees, through our Staff Wellbeing Policy and Wellness Action Plans.

Aims, Objectives, and Activities
In line with the review of our strategy, HSU's mission remains:

Our Vision
To help students love life at Herts.

Our Values
- Helpful
- Empowering
- Representative
- Transparent
- Student-focused

Our Advocacy Focus
- Student success and wellbeing
- Student voice and insight
- Student communities
- A strong and effective Students' Union

HSU continues to represent students locally, nationally, and internationally, with student representatives playing an active role in all University committees and boards. This ensures that student voices are heard in policy and strategy decisions across the University.

When reviewing our objectives and planning our activities, we have given due consideration to the Charity Commission's general and relevant supplementary guidance on public benefit.

HSU employs a Chief Executive Officer to work closely with the Trustees to ensure effective management of the charity as head of a senior management team as follows: -

Chief Executive Officer
Rebecca Hobbs

Director of Community Operations
Sean Ferrie

Director of People and Resources
Leena Patel

Director of Student Services
Phillip Dowler

Financial Review
Going concern
After making appropriate enquiries, the Trustees have reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. This expectation is bolstered by the Union's free reserves availability of £462,977 (excluding the pension deficit). For this reason they continue to adopt a going concern basis in preparing these financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies. The Trustees are aware of the impact on the financial statements of the inclusion of the FRS102 standard. This includes the liabilities in relation to the closed defined pension scheme. There is a deficit reduction scheme in place to ensure these liabilities are fully met over the next 12.5 years.

Reserves policy
The Union's reserves policy is to aim towards the following reserves:

- Provide financial stability to enable the Union to achieve its objectives during challenging trading periods with a working capital reserve of at least 10% of the Union's block grant available.

Free reserves stood at £462,977 at the year end.

HSU is currently affiliated only to the NUS, for which our total subscription costs amounted to £6,298 for the year, and no donations were made during the year to any external institutions out of HSU's own resources.

Financial review
The Union has continued to benefit from the recognition and support from the University and received a substantially increased subvention grant for the year of £1,512,197. In addition, the University funded £509,011 towards the cost of leased accommodation.

The Union's gross income from all sources during the year was £2,865,678 (2024: £2,752,409). Total expenditure of £2,737,146 (2024: £2,643,267) on the student facing services and income-generating activities resulted in a total surplus of £128,532 for the year.

Fundraising
The Union does not undertake significant fundraising activities for donations. Any fundraising undertaken complies with the rules of the Fundraising Regulator.

Structure, governance and management
Constitution
HSU is constituted under the Education Act 1994 as a charity in line with Memorandum and Articles of Association most recently approved by the governing body of the University of Hertfordshire (the University) dated 11 July 2011 and amended February 2020.

HSU's charitable Objects under the Act are as follows:

The advancement of education of students at the University of Hertfordshire for the public benefit by:
- Promoting the interests and welfare of students at the University of Hertfordshire during their course of study and representing, supporting and advising students;
- Being the recognised representative channel between students and the University of Hertfordshire and any other external bodies; and
- Providing social, cultural, sporting and recreational activities and forums for discussions and debate for the personal development of its students.

HSU is administered by a Board of Trustees, consisting of four Officer Trustees elected annually by cross-campus secret ballot of HSU members, up to two Student Trustees appointed by the Board to serve a maximum of two years, up to four Independent Trustees appointed by the Board to serve up to three years and a maximum of two consecutive terms, and a University Trustee, appointed by the University's Vice-Chancellor, to serve up to three years and a maximum of two consecutive terms. The four Officer Trustees are elected officers whose posts are remunerated as authorised by the Education Act 1994 and cannot exceed two years duration for each holder. The four Officer Trustees, two Student Trustees, four External Trustees and one University Trustee are regarded as the charity trustees of HSU for the purposes of the Charity Acts.

From 2024-2025, we have one full-time President and up to nine part-time portfolio Officers. The President served as a Trustee and Deputy Chair for the duration of their office (up to the maximum term length of one year, re-electable once). The other part-time Elected Officers served as trustees for a term of two consecutive meetings in the year. There were four Elected Officers Trustee positions at each meeting – the President and three part-time Elected Officers. A change for 2025-2026 is three part-time Elected Officers will be elected to join the board at the start of the year and there will be no rotation. This change was approved by the board as the changing of trustees on Companies House was causing additional checks at the banks.

Organisational structure and decision making
HSU operates on democratic principles, with supervisory power vested in the Board of Trustees, which can veto decisions made by the Student Council and approves the annual budgets and accounts. The Student Council approves the Union's political policy.

The Trustees, assisted by sub-committees where appropriate, delegate the day-to-day running of HSU to a Chief Executive Officer, named above. As Charity Trustees, Trustees receive an induction into their legal and administrative responsibilities, with an on-going training programme as and when needed for issues arising during their term of office.

HSU employs a team of professional staff who provide and manage many of the charity's services and activities. Those staff are accountable to the Chief Executive, through the senior management team, for the performance of their duties.

Relationship with the University of Hertfordshire

The relationship between the University and HSU is established in the University's Memorandum and Articles of Governance and detailed in a Code of Practice approved by both organisations. HSU receives a subvention grant from the University, and part-occupies buildings owned by the University, which also pays for utilities, and other management costs. The cost of such services is charged for through Service Charges which are funded through the allocation of additional accommodation grants. Although HSU continues to generate supplementary funding from various mutual trading activities, it will always be dependent on the University's support.

The Union also occupies its premises under commercial leases of approximately £509,011 pa. The University has continued to fund a similar amount via an accommodation grant.

There is no reason to believe that this or equivalent support from the University will not continue for the foreseeable future, as the Education Act 1994 imposes a duty on the University to ensure the financial viability of its student representative body.

Risk management

The Board of Trustees has examined the major strategic, business and operational risks faced by HSU. A risk register has been established and is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces. Budgetary and internal control risks are minimised by the implementation of procedures for authorisation of all transactions. Procedures are in place to ensure compliance with health and safety of staff, volunteers and participants on all activities organised by the Union. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

Plans for future periods

Future funding 2024/25

The Board of Trustees confirms that HSU has sufficient funds to meet all its obligations for the coming year. The subvention grant funding for the 2025/26 financial year has been confirmed at £1,527,197. In addition, £509,011 has been confirmed for accommodation costs. Furthermore, the Union expects its commercial activities to continue to generate significant funds to support itself.

Custodian activities: Clubs and societies funds and the annual RAG

HSU acts as custodian for funds raised by the Union's many societies, amounting to an income of £630 in addition to the grant-support funds it disburses to them as shown in the accounts. HSU is also custodian of the annual RAG (Raise and Give) proceeds from fundraising events organised by the students under HSU auspices for distribution to the intended charities. Net funds raised by this year's RAG were distributed among the charities nominated by the RAG Committee. In addition, student groups supported by the Union raised further funds which were donated directly to student's chosen charities.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The trustees are required to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the group and the incoming resources and application of resources, including the net income or expenditure, of the charity and the group for the year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and the group and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the group and parent charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 13 November 2025 and signed on their behalf by

Robert Walder - Trustee

Independent auditors' report

To the members of

University of Hertfordshire Students' Union

Opinion

We have audited the financial statements of the University of Hertfordshire Student Union (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 July 2025 which comprise the consolidated statement of financial activities, consolidated and parent charity balance sheets, consolidated statement of cash flows and the related 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 Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and the Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and parent charity's affairs as at 31 July 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 parent charity 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 the provisions available for small entities, in the circumstances set out in note 7 to the financial statements, 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 trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

Independent auditors' report

To the members of

University of Hertfordshire Students' Union

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 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.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees (who are also the directors of the charitable company for the purposes of company law) are 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 they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

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

(1) We obtained an understanding of the legal and regulatory framework that the group and parent charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the group and parent charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

University of Hertfordshire Students' Union

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.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members 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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 14 November 2025

William Guy Blake ACA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

University of Hertfordshire Students' Union

Consolidated statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 July 2025

	Note	Restricted £	Unrestricted £	**2025 Total £**	2024 Total £
Income from:					
Donations	3	-	2,021,456	**2,021,456**	1,978,242
Charitable activities	4	269,371	40,963	**310,334**	203,044
Other trading activities	5	-	521,778	**521,778**	552,481
Investments		-	11,988	**11,988**	12,642
Other income		-	122	**122**	6,000
Total income		269,371	2,596,307	**2,865,678**	2,752,409
Expenditure on:					
Raising funds		-	879,954	**879,954**	868,477
Charitable activities		240,779	1,616,413	**1,857,192**	1,774,790
Total expenditure	6	240,779	2,496,367	**2,737,146**	2,643,267
Net income and movement in funds	7	28,592	99,940	**128,532**	109,142
Reconciliation of funds:					
Total funds brought forward		100,745	(883,505)	**(782,760)**	(891,902)
Total funds carried forward		129,337	(783,565)	**(654,228)**	(782,760)

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 18 to the accounts.

University of Hertfordshire Students' Union

Consolidated and parent balance sheets

As at 31 July 2025

	Note	**The group 2025 £**	The group 2024 £	**The charity 2025 £**	The charity 2024 £
Fixed assets					
Tangible assets	10	**1,643**	2,307	**1,643**	2,307
Investments	11	**-**	-	**1**	1
		1,643	2,307	**1,644**	2,308
Current assets					
Stocks	13	**34,566**	36,050	**-**	-
Debtors	14	**174,601**	135,737	**105,545**	253,229
Cash at bank and in hand		**664,797**	654,258	**649,745**	484,981
		873,964	826,045	**755,290**	738,210
Liabilities					
Creditors: amounts falling due within 1 year	15	**(283,293)**	(299,171)	**(164,620)**	(211,337)
Net current assets		**590,671**	526,874	**590,670**	526,873
Net assets excluding pension liability		**592,314**	529,181	**592,314**	529,181
Defined benefit pension scheme liability	19	**(1,246,542)**	(1,311,941)	**(1,246,542)**	(1,311,941)
Net liabilities	17	**(654,228)**	(782,760)	**(654,228)**	(782,760)
Funds	18				
Restricted funds		**129,337**	100,745	**129,337**	100,745
Unrestricted funds		**(783,565)**	(883,505)	**(783,565)**	(883,505)
Total charity funds		**(654,228)**	(782,760)	**(654,228)**	(782,760)

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 13 November 2025 and signed on their behalf by

Robert Walder - Trustee

University of Hertfordshire Students' Union

Consolidated statement of cash flows

For the year ended 31 July 2025

	2025	2024
	£	£
Cash used in operating activities:		
Net movement in funds	**128,532**	109,142
Adjustments for:		
Depreciation charges	**2,616**	6,049
Profit on the sale of fixed assets	**(288)**	(6,000)
Interest from investments	**(11,988)**	(12,642)
Decrease in stocks	**1,484**	1,561
(Increase) / decrease in debtors	**(38,864)**	16,731
Decrease in creditors	**(81,277)**	(97,640)
Net cash provided by operating activities	**215**	17,201
Cash flows from investing activities:		
Purchase of tangible fixed assets	**(3,395)**	(2,502)
Proceeds from sale of tangible fixed assets	**1,731**	6,000
Interest from investments	**11,988**	12,642
Net cash provided by investing activities	**10,324**	16,140
Increase in cash and cash equivalents in the year	**10,539**	33,341
Cash and cash equivalents at the beginning of the year	**654,258**	620,917
Cash and cash equivalents at the end of the year	**664,797**	654,258

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

University of Hertfordshire Students' Union is a charitable company limited by guarantee registered in England and Wales. The registered office address is College Lane, Hatfield, Hertfordshire, AL10 9AB.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

b) Group accounts

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary, on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

c) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. The trustees acknowledge the net liability position of the charity at the year end. However, the pension provision will not crystallise in the short term and a repayment plan is in place to ensure these liabilities are met over the next 12.5 years. Unrestricted general funds excluding the pension provision are £470,705, and the trustees therefore consider there to be no material uncertainties about the charity's ability to continue as a going concern.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of provision of advertising and events is deferred until criteria for income recognition are met.

1. Accounting policies (continued)

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particularly areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time as follows:

	2025	2024
Raising funds	**35.7%**	35.9%
Charitable activities	**64.3%**	64.1%

i) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Plant and machinery	4 years straight line
Motor vehicles	4 years straight line
Office equipment	3 to 4 years straight line

Items of equipment are capitalised where the purchase price exceeds £1,000.

j) Investment in subsidiary undertakings

The charitable company has one wholly owned subsidiary, UHSU Enterprises Limited, (registered company number 06666418). The subsidiary is used for non-primary purpose trading activities. The subsidiary undertaking is valued at cost less any cumulative impairment losses in the charitable company's accounts.

1. Accounting policies (continued)

k) Stock

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

l) Debtors

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

m) Cash at bank and in hand

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

n) Creditors

Creditors and provisions are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Operating leases

Rentals paid under operating leases are charged to the consolidated statement of financial activities on a straight line basis over the lease term.

q) Defined contribution pension scheme

The group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

r) Defined benefit pension scheme

The group participates in the Students' Union Superannuation Scheme, a defined benefit pension scheme which is externally funded and contracted out of the State Second Pension. The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the pension scheme trustees on the advice of the actuary. The Scheme operates as a pooled arrangement, with contributions paid at a centrally agreed rate. As a consequence, no share of the underlying assets and liabilities can be directly attributed to the group. Under the terms of FRS102, the discounted present value of future cash flows under a deficit funding arrangement is included as a liability in these accounts and the change in that valuation from year to year is taken to the statement of financial activities.

1. Accounting policies (continued)

r) Defined benefit pension scheme (continued)

With effect from 30 September 2011, the scheme was closed to future accrual. Payments to the Students' Union Superannuation Scheme continued after the closure of the scheme in the form of deficit funding and levies.

s) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1i) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

Defined benefit pension scheme

As described in note 1r) to the financial statements, the charity recognises a liability for their share of the Students' Union Superannuation Scheme as the discounted present value of future cash flows. The assumptions behind the valuation of this scheme are set out in full in note 19 to the accounts.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	2024 Total £
Income from:			
Donations	35,417	1,942,825	1,978,242
Charitable activities	126,529	76,515	203,044
Other trading activities	-	552,481	552,481
Investments	-	12,642	12,642
Other income	-	6,000	6,000
Total income	161,946	2,590,463	2,752,409
Expenditure on:			
Raising funds	-	868,477	868,477
Charitable activities	158,810	1,615,980	1,774,790
Total expenditure	158,810	2,484,457	2,643,267
Net income	3,136	106,006	109,142
Transfers between funds	2,165	(2,165)	-
Net movement in funds	5,301	103,841	109,142

3. Income from donations

	Restricted £	Unrestricted £	**2025 Total £**
University block grant	-	1,512,197	**1,512,197**
University grant for rent	-	509,011	**509,011**
Donations	-	248	**248**
Total income from donations	-	2,021,456	**2,021,456**

Prior period comparative:

	Restricted £	Unrestricted £	2024 Total £
University block grant	-	1,399,304	1,399,304
University grant for rent	-	509,011	509,011
Donations	35,417	-	35,417
Other grant income	-	34,510	34,510
Total income from donations	35,417	1,942,825	1,978,242

4. Income from charitable activities

	Restricted £	Unrestricted £	**2025 Total £**
Grants	230,454	-	**230,454**
Societies income	38,917	-	**38,917**
Events	-	23,157	**23,157**
Other charitable income	-	17,806	**17,806**
Total income from charitable activities	269,371	40,963	**310,334**

Prior period comparative:

	Restricted £	Unrestricted £	2024 Total £
Grants	83,500	-	83,500
Events	-	46,390	46,390
Societies income	40,229	-	40,229
Other charitable income	2,800	30,125	32,925
Total income from charitable activities	126,529	76,515	203,044

5. Other trading activities

	Restricted £	Unrestricted £	**2025 Total £**	2024 Total £
Trading income	-	521,778	**521,778**	552,481

All income from other trading activities in the prior year was unrestricted.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2025 Total £**
Staff wages (note 8)	310,313	558,929	554,229	**1,423,471**
Other staff costs	-	-	57,773	**57,773**
Trading expenditure	237,973	-	-	**237,973**
Marketing and advertising	5,771	-	-	**5,771**
Rental costs	-	509,011	-	**509,011**
Activities and services	-	202,255	-	**202,255**
Travel and subsistence	-	-	9,072	**9,072**
Insurance	-	-	26,100	**26,100**
Depreciation	-	-	2,616	**2,616**
Equipment	-	-	27,513	**27,513**
Office costs	-	-	126,718	**126,718**
Audit	-	-	13,225	**13,225**
Legal and professional	-	-	37,525	**37,525**
Trustee expenses	-	-	7,503	**7,503**
Pension deficit and levy (note 19)	-	-	40,388	**40,388**
Bank charges	-	-	7,641	**7,641**
Irrecoverable VAT	-	-	2,591	**2,591**
Sub-total	554,057	1,270,195	912,894	**2,737,146**
Allocation of support and governance costs	325,897	586,997	(912,894)	**-**
Total expenditure	**879,954**	**1,857,192**	**-**	**2,737,146**

Total governance costs were £20,378 (2024: £14,331)

6. Total expenditure (continued)

Prior period comparative:

	Raising funds £	Charitable activities £	Support and governance costs £	2024 Total £
Staff wages (note 8)	253,310	453,038	486,617	1,192,965
Other staff costs	-	-	34,964	34,964
Trading expenditure	263,106	-	-	263,106
Marketing and advertising	24,291	-	-	24,291
Rental costs	-	509,011	-	509,011
Activities and services	-	226,533	-	226,533
Travel and subsistence	-	-	9,613	9,613
Insurance	-	-	25,458	25,458
Depreciation	-	-	6,049	6,049
Equipment	-	-	26,078	26,078
Office costs	-	-	216,550	216,550
Audit	-	-	12,475	12,475
Legal and professional	-	-	46,195	46,195
Trustee expenses	-	-	1,856	1,856
Pension deficit and levy (note 19)	-	-	36,181	36,181
Bank charges	-	-	8,889	8,889
Irrecoverable VAT	-	-	3,053	3,053
Sub-total	540,707	1,188,582	913,978	2,643,267
Allocation of support and governance costs	327,770	586,208	(913,978)	-
Total expenditure	868,477	1,774,790	-	2,643,267

7. Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Depreciation	**2,616**	6,049
Operating lease payments	**231,162**	231,162
Trustees' remuneration (note 21)	**52,983**	57,585
Trustees' reimbursed expenses	**327**	1,856
Auditors' remuneration:		
▪ Statutory audit (excluding VAT)	**13,225**	12,285
▪ Other services (excluding VAT)	**350**	350

During the year a total of £327 was reimbursed to or paid on behalf of 6 trustees for travel and subsistence, and other expenditure relating to their responsibilities as a trustee (2024: £1,856, 6 trustees).

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements and to prepare and submit returns to the tax authorities.

8. Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	**£**
Salaries and wages	**1,293,552**	1,072,020
Social security costs	**92,003**	87,743
Pension costs	**37,916**	33,202
	1,423,471	1,192,965

One employee earned between £60,000 and £70,000 and one employee earned between £90,000 and £100,000 during the year (2024: One employee earned between £80,000 and £90,000).

The key management personnel of the charitable company comprise the Trustees and the senior management team. The total employee benefits of the key management personnel were £346,949 (2024: £314,103).

	2025	2024
	No.	No.
Full time	**34**	37
Students	**103**	79
Average head count	**137**	116

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The subsidiary company distributes any profits to the charity and therefore no corporation tax is payable

10. Tangible fixed assets

The group and the charity	Plant and machinery £	Office equipment £	**Total £**
Cost			
At 1 August 2024	69,142	384,577	**453,719**
Additions in year	-	3,395	**3,395**
Disposals	(12,256)	(34,428)	**(46,684)**
At 31 July 2025	56,886	353,544	**410,430**
Depreciation			
At 1 August 2024	69,142	382,270	**451,412**
Charge for the year	-	2,616	**2,616**
On disposals	(12,256)	(32,985)	**(45,241)**
At 31 July 2025	56,886	351,901	**408,787**
Net book value			
At 31 July 2025	**-**	**1,643**	**1,643**
At 31 July 2024	-	2,307	2,307

11. Subsidiary undertakings

UHSU Enterprises Limited

The charitable company owns the whole of the issued share capital (1 ordinary £1 share) of UHSU Enterprises Limited, a company registered in England and Wales. The subsidiary is used for non-primary purpose trading activities. All activities have been consolidated on a line by line basis in the statement of financial activities. Available profits are donated to the charitable company. A summary of the results of the subsidiary is shown below:

	2025	2024
	£	£
Turnover	**900,827**	966,048
Cost of sales	**(160,685)**	(175,307)
Gross profit	**740,142**	790,741
Administrative expenses	**(737,046)**	(712,899)
Operating profit	**3,096**	77,842
Corporation tax	**-**	-
Profit for financial year	**3,096**	77,842

The aggregate of the assets, liabilities and funds was:

	2025	2024
	£	£
Assets	**152,364**	299,123
Liabilities	**(152,363)**	(299,122)
Funds	**1**	1

12. Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2025	2024
	£	£
Gross income	**2,346,997**	2,257,077
Result for the year	**128,532**	122,925

13. Stock

	The group		The charity	
	2025	2024	**2025**	2024
	£	£	**£**	£
Finished goods and goods for resale	**34,566**	36,050	**-**	-

14. Debtors

	The group		The charity	
	2025	2024	**2025**	2024
	£	£	**£**	£
Trade debtors	**62,799**	31,024	**1,552**	3,999
Amounts owed by group undertakings	**-**	-	**33,691**	211,288
Other debtors	**24,740**	41,917	**14,703**	19,583
Prepayments and accrued income	**87,062**	62,796	**55,599**	18,359
	174,601	135,737	**105,545**	253,229

15. Creditors: amounts due within 1 year

	The group		The charity	
	2025	2024	**2025**	2024
	£	£	**£**	£
Trade creditors	**31,015**	32,288	**10,310**	16,514
Other taxation and social security	**28,505**	22,463	**28,505**	22,463
Other creditors	**70,603**	60,928	**18,481**	18,883
Accruals	**83,275**	114,707	**65,784**	94,522
Deferred income (note 16)	**69,895**	68,785	**41,540**	58,955
	283,293	299,171	**164,620**	211,337

16. Deferred income

	The group		The charity	
	2025	2024	**2025**	2024
	£	£	**£**	£
At 1 August	**68,785**	82,512	**58,955**	42,132
Deferred during the year	**69,895**	68,785	**41,540**	58,955
Released during the year	**(68,785)**	(82,512)	**(58,955)**	(42,132)
At 31 July	**69,895**	68,785	**41,540**	58,955

Deferred income relates to grant income where criteria for recognition is not met, and income for events where the event has not yet occurred.

17. Analysis of net assets / (liabilities) between funds

The group

	Restricted funds £	Unrestricted funds £	**Total funds £**
Tangible fixed assets	-	1,643	**1,643**
Current assets	129,337	744,627	**873,964**
Current liabilities	-	(283,293)	**(283,293)**
Provisions for liabilities	-	(1,246,542)	**(1,246,542)**
Net assets / liabilities at 31 July 2025	**129,337**	**(783,565)**	**(654,228)**

Prior year comparative	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	-	2,307	2,307
Current assets	100,745	725,300	826,045
Current liabilities	-	(299,171)	(299,171)
Provisions for liabilities	-	(1,311,941)	(1,311,941)
Net assets / liabilities at 31 July 2024	100,745	(883,505)	(782,760)

18. Movements in group funds

	At 1 August 2024 £	Income £	Expenditure £	Transfers between funds £	**At 31 July 2025 £**
Restricted funds					
Societies	70,433	38,917	(36,550)	-	**72,800**
Other	30,312	34,257	(8,032)	-	**56,537**
Student union activities	-	196,197	(196,197)	-	**-**
Total restricted funds	100,745	269,371	(240,779)	-	**129,337**
Unrestricted funds					
General funds	(883,505)	2,596,307	(2,496,367)	-	**(783,565)**
Total unrestricted funds	(883,505)	2,596,307	(2,496,367)	-	**(783,565)**
Total funds	(782,760)	2,865,678	(2,737,146)	-	**(654,228)**

Purposes of restricted funds

Societies Societies funds represent amounts raised by the clubs and societies of the Union for their own use.

Other Other funds represent amounts received for specific minor projects.

Student union activities These funds represent other university funding received for specific purposes.

Prior year comparative

	At 1 August 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 July 2024 £
Restricted funds					
Societies	66,595	40,229	(36,391)	-	70,433
Other	28,849	35,417	(36,119)	2,165	30,312
Student union activities	-	86,300	(86,300)	-	-
Total restricted funds	95,444	161,946	(158,810)	2,165	100,745
Unrestricted funds					
General funds	(987,346)	2,590,463	(2,484,457)	(2,165)	(883,505)
Total unrestricted funds	(987,346)	2,590,463	(2,484,457)	(2,165)	(883,505)
Total funds	(891,902)	2,752,409	(2,643,267)	-	(782,760)

19. Provisions for liabilities: defined benefit pension scheme liability

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

The most recent valuation of the scheme was carried out as at 30 June 2022 and showed that the market value of the Scheme's assets was £106,700,000 excluding AVCs and insured pensioners with these assets representing 44% of the value of benefits that have accrued to members. The deficit on an ongoing funding basis amounted to £136,600,000.

The 2022 valuation shortfall recovery plan requires a monthly contribution requirement by each Participating Employer up to 31 May 2037 increasing by 5% each year. This is to cover additional liabilities resulting from the discovery of a historical change to the pension benefits which had not been documented correctly. These contributions also include an allowance for the cost of the ongoing administrative and operational expenses of running the Scheme. These rates applied with effect from 1 October 2022 and will be formally reviewed following completion of the next valuation due with an effective date of 1 October 2026. In addition to the above contributions, the Union also pays its share of the Scheme's levy to the Pension Protection Fund.

The total amount of contributions paid into the Scheme by University of Hertfordshire Students' Union in respect of eligible employees during the year ended 31 July 2025 amounted to £Nil (2023: £Nil).

At the balance sheet date the charity had commitments to pay deficit funding contributions starting at £8,643 per month. This monthly payment is scheduled to increase by 5% per annum in October each year until 31 May 2037.

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present value of provision

	2025	2024
	£	£
Present value of provision	**1,246,542**	1,311,941

19. Provisions for liabilities: defined benefit pension scheme liability (continued)

Reconciliation of opening and closing provisions

	2025	2024
	£	£
Provision at the start of the year	**1,311,941**	1,378,397
Deficit contributions paid	**(102,892)**	(97,596)
Unwinding of the discount factor (interest expense)	**60,936**	59,685
Impact of change in discount rate	**(23,443)**	(28,545)
Provision at the end of the year	**1,246,542**	1,311,941

Income and expenditure impact

	2025	2024
	£	£
Unwinding of the discount factor (interest expense)	**60,936**	59,685
Impact of change in discount rate	**(23,443)**	(28,545)
Annual levy	**2,895**	5,041
	40,388	36,181

Assumptions

	2025	2024
	%	%
Rate of discount	**5.41**	5.04

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

20. Operating lease commitments

The group and charity had operating leases at the year end with total future minimum lease payments as follows:

	The group		**The charity**	
	2025	2024	**2025**	2024
	£	£	**£**	£
Amount falling due				
Within 1 year	**231,162**	231,162	**72,240**	72,240
Within 1 - 5 years	**640,511**	858,430	**150,500**	222,740
Later than 5 years	**-**	13,244	**-**	-
	871,673	1,102,836	**222,740**	294,980

21. Related party transactions

Trustee remuneration

The Union's 11 (2024: 13) sabbatical officers throughout the year received total employee benefits, including employer pension contributions, totalling £52,983 (2024: £57,585). These payments are permitted under the charity's articles of association. In both 2024 and 2025, the charity's sabbatical officers rotated on and off of the board with a maximum of 4 on the board at any one time. The total sabbatical officer remuneration is included in the disclosure below.

	Salary £	Pension £	2025 £
Ameer Hamza	5,065	-	**5,065**
Hassan Wasswa Kyambadde	2,201	-	**2,201**
Jubair Ahmed	2,607	-	**2,607**
Kesar Dave	3,499	-	**3,499**
Krishna Singh	2,827	-	**2,827**
Lorena Navea	2,483	-	**2,483**
Muhammad Anas Khan	2,237	-	**2,237**
Pavan Satya Kumar Polimuri	1,979	-	**1,979**
Rohit Mahadevu	22,741	-	**22,741**
Sahibkunvar Singh	394	-	**394**
Santosh Gottapu	3,230	-	**3,230**
Zhora David James Jasper	3,720	-	**3,720**
Total trustee remuneration	52,983	-	**52,983**

UHSU Enterprises Limited

The charitable company's wholly owned subsidiary undertaking is UHSU Enterprises Limited, a registered company in England and Wales (number: 06666418). The company gifts available taxable profits to its parent undertaking. The balance owing from UHSU Enterprises Limited at 31 July 2025 was £33,691 (2024: £211,288 owing from UHSU Enterprises Limited). Transactions between the entities during the year have not been disclosed in accordance with section 33 of FRS 102.

22. Relationship to the University of Hertfordshire

The charitable company receives a substantial part of its income by means of grant funding from the University of Hertfordshire. The core grant amounted to £1,512,197 (2024: £1,399,304) in the year under review, along with an additional £189,442 of ad hoc unrestricted funding received from the University to fund other projects (2024: £126,473). The Board of Trustees are of the opinion that this financial assistance is not an influencing factor with regards to the formulation of charitable company policy nor does it have any effect on the internal management and decision making of the charitable company.

An accommodation grant amounting to £509,011 (2024: £509,011) was received in the year from the University. The buildings the group occupy are owned by the University of Hertfordshire and are provided effectively rent free as the accommodation grant received is paid back to the University at regular intervals throughout the year.