



Grŵp  
**Llandrillo  
Menai**

**GRŴP LLANDRILLO - MENAI**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2025**

### **Key management Personnel**

Key management personnel are defined as members of the Grŵp's Senior Leadership Team and were represented by the following in 2025:

Aled Jones-Griffith – CEO; Accounting Officer  
Sharon Bowker - Executive Director - Corporate Services  
James Nelson – Executive Director - Academic Services  
Gwenllian Roberts - Executive Director – Commercial Development  
Siôn Peters-Flynn – Principal of Coleg Menai and Coleg Meirion-Dwyfor  
Paul Flanagan – Principal of Coleg Llandrillo

### **Board of Governors**

A full list of Governors is given on page 15 of these financial statements

Mr T Prosser, the Grŵp's Director of Governance and Information, acted as Clerk to the Corporation throughout the period.

### **Professional Advisers**

*Independent Auditors:* RSM UK Audit LLP

One City Place  
Queens Road  
Chester  
CH1 3BQ

*Internal auditors:*

TIAA  
Artillery House  
Fort Fareham  
Newgate Lane  
Fareham  
PO14 1AH

*Principal Bankers:*

Barclays Bank plc.  
Corporate Banking Centre  
P O Box 3333,  
One Snowhill  
Snow Hill Queensway,  
Birmingham,  
B3 2WN

*Solicitors:*

Eversheds	J W Hughes & Co
1 Callaghan Square,	27 Augusta Street
Cardiff	Llandudno
CF10 5BT	LL30 2AD

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## Annual Report

The Members of the Corporation Board of Grŵp Llandrillo - Menai (the Grŵp) present their report and audited financial statements for the year ended 31 July 2025.

### 1. Legal Status

The Corporation was established under The Further and Higher Education Act 1992 for the purpose of conducting Grŵp Llandrillo - Menai (the Corporation). The Grŵp is an exempt charity for the purposes of the Charities Act 2011.

### 2. Mission

The Grŵp's 5-year strategic plan for the period from 2022-2027 has the mission of "Improving People's Futures". This mission is built on 5 strategic themes outlined below:

## Our 5 Key Strategic Themes



Leading the way in a modern world



Our place in the community



Learner opportunity and success



Driving the economy through skills and knowledge



Our role in a sustainable Wales

Each of these key themes is further broken down into a number of priorities and measured with key performance indicators:

### Leading the Way in a Modern World

Priorities	KPIs
Embed flexibility and resilience in all that we do	KPI 1 – Number of days training per member of staff
Be at the leading edge of digitalisation	
Embed sustainability within all of the curriculum	
Develop relevant CPD for all staff with a culture of striving for excellence	KPI 2 – Capital investment per annum
Empower innovation to become a natural part of our work	
Create leaders who will thrive in the modern world	
Fund an ambitious capital programme to provide sector leading opportunities	KPI 3 – Proportion of students digitally enabled

### Our place in the Community

Priorities	KPIs
Promote social mobility and aspirations through Lifelong Learning	KPI 1 - Success rates for minority groups
Work in partnership with other local public bodies	
Be respected and well-known for supporting our communities	
Be a "leading light" for equality and diversity	KPI 2 - Success rates within deprived areas
Prioritise geographical areas of deprivation	
Create a true sense of community within Grŵp Llandrillo Menai	KPI 3 - Increase ACL provision
Recognise our staff and be the employer of choice	

### Learner opportunity and success

Priorities	KPIs
Ensure the curriculum is relevant and leads to progression	KPI 1 - Learner Success Rates
Excellent teaching staff that deliver excellent results	
Provide guidance and support to our learners, to achieve excellent outcomes	
Overcome barriers that block learner accessibility	KPI 2 - Learner Numbers recruited
Allow the Student Voice to influence our priorities	
Have an exciting marketing strategy to promote our provision	KPI 3 - Number of learners provided with support

### Driving the economy through skills and knowledge

Priorities	KPIs
Work closely with companies and skills partnerships to expand the economy	KPI 1 - Number of successful apprenticeships
Offer sector leading training to employers	
Increase the number of apprentices	
Expand and broaden our higher education offer	KPI 2 - Number of successful HE learners
Develop a series of Knowledge Transfer Hubs that act as a bases for industry sector development	
Be key players within Ambition North Wales	KPI 3 - Number of bespoke employer training courses
Ensure all staff have current industry level knowledge	

### Our role in a sustainable Wales

Priorities	KPIs
Improve the health and wellbeing of our learners and staff	KPI 1 - Financial health categorisation
Aspire to be a zero carbon organisation	
Develop sustainability skills within our local economy	KPI 2 - Staff Sickness rates
Embed sustainability within all of our activities	KPI 3 - Proportion of bilingual curriculum
Promote the language and culture of Wales	
Ensure that we are efficient to secure financial sustainability	KPI 4 - Environmental Target / Progress towards Net Zero
Be a strong voice in regional and national policy making	

A link to a digital copy of the full strategic plan can be found [here](#).

Progress on the plan and its associated annual operating plans are regularly scrutinised by the Board. The Grŵp will continue to report on progress at an annual public meeting, at which we will publish our Annual Report.

### 3. Resources

The Grŵp continues to invest in the resources it deploys in pursuit of its strategic objectives, with significant investment in ICT equipment, estates and capital developments.

The Grŵp employed on average 1,599 people in 2024/25 (2023/24: 1,571), of whom 989 (2023/24: 970) were teaching staff.

#### 3.1. Delivery

The Grŵp's primary aim is to meet the educational needs of the counties of Conwy, Denbighshire, Gwynedd and Mon through the provision of high-quality education and training opportunities. Throughout 2024/25, the Grŵp taught 11,325 (2023/24: 11,717) Further Education students (5,270 on full-time courses and 6,055 on part-time courses), 999 (2023/24: 1,050) Higher Education students (410 full-time and 589 part-time) and 3,734 (2023/24: 3,710) students through the Grŵp's work-based learning contract (all part-time). In addition, 8,232 (2023/24: 3,911) learners were taught through bespoke learning programmes (often to industry) not funded via the Welsh Government. The significant increase in these bespoke programme learner numbers relates mainly to short Shared Prosperity Fund projects such as Multiply.

#### 3.2. Excellence

##### Inspection/Review Profile

Provision	Date of Inspection	Grade
Further Education (Estyn)	2024	n/a*
Work Based Learning (Estyn)	2023	n/a*
Adult & Community Learning (Conwy and Denbighshire) (Estyn)	2024	n/a*
Adult & Community Learning (Gwynedd and Mon) (Estyn)	2025	n/a*
NWT Work Based Learning (Ofsted)	2023	Good
Higher Education (QAA)	2022	Met Expectations**

\* Grading is no longer part of the Estyn inspection framework – the report issued from the review highlighted the exceptional achievements, dedication and progress of apprentices; firmly establishing the consortium as a trailblazer in the education sector.

\*\*QAA do not grade but measure the provider against the expectations of the UK Quality Code and against ESG Part 1. The highest outcome is to meet expectations - this shows the provider has robust arrangements for securing academic standards, managing academic quality and enhancing the quality of the student experience.

## Key Strengths identified in Inspections and Reviews

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### **Adult & Community Learning (Gwynedd and Mon) (Estyn) 2025**

- Learners achieve well and make good progress in core skills (literacy, numeracy, digital) and can apply these to their everyday lives. Particular strengths are seen in the ESOL provision where learners develop strong language skills and are supported to navigate everyday issues such as accessing healthcare or communicating with their children's school.
- Tutors build strong, trusting relationships, tailoring sessions to individual needs. The learning environments are highly valued for being inclusive, respectful, and safe and most learners report improved confidence, motivation and mental health as a result of engaging with education.
- Learners participate in additional opportunities, such as cultural visits, outdoor activities and volunteering, which enhance their learning experiences and reduce social isolation.
- Teaching is well planned and tutors make very effective use of initial assessments and information to support personalised learning and skill development
- The partnership successfully embeds the Welsh language through seamless bilingual delivery and resources.
- Learners benefit from personalised guidance from tutors, including advice on further learning, career pathways and referrals to external support, which helps them to make informed decisions about their next steps.
- The partnership has a clear strategic vision and has successfully expanded its provision and community delivery including the new town centre hubs (Tŷ Cyfle) in Bangor, Caernarfon and Holyhead

Recommendations were made to improve the co-ordination and accessibility of course information and enrolment processes, particularly for learners who face digital barriers or prefer non-digital communication methods and to develop opportunities for cross-partnership working to support consistency of practice, peer collaboration, and the sharing of effective approaches

### **Further Education**

- Across Grŵp Llandrillo Menai's wide range of provision, most learners are happy, well-motivated and proud of their progress. Many develop strong subject or vocational skills. Learners behave well across all campuses and are respectful, considerate and polite.
- Many learners have good attendance and arrive on time for lessons.
- Teachers have good subject knowledge and experience. They are approachable and friendly, and support their learners well. Learning support assistants provide effective support to learners with additional learning needs who have an individual development plan. Independent living skills (ILS) learners make sound progress towards their individual targets and planned progression destinations.
- Many teachers plan their lessons effectively. They share clear learning objectives with learners and use an appropriate range of teaching approaches. The majority have high expectations of learners.
- Bilingual teaching and learning is a strong and notable feature of the college. Teachers plan

and deliver bilingual lessons skillfully and are strong language role models.

- Most learners use learning technology well and have strong digital learning skills.
- Across all campuses, there is a welcoming, open and respectful culture where diversity is celebrated, and staff and learners develop positive relationships.
- Learners benefit from access to a wide range of support services that are well suited to their needs, including counselling, well-being support, a mental health practitioner and a college nurse.
- The Grŵp and its partners, including schools and local authorities, have established highly effective transition processes into college which support learners well across a variety of access routes. In the latter stages of their learning programmes at college, learners also receive helpful information and guidance on progression opportunities, including further and higher education and employment.
- Senior leaders and governors have established an effective group structure that supports and promotes each constituent college's unique identity and community links. This helps them respond appropriately to the social and economic characteristics of the different communities and localities they serve.
- The governing board has a clear overview of the work of the Grŵp and they provide regular and effective challenge to senior leaders. Overall, senior and middle leaders use information well as part of self-evaluation and monitoring arrangements.
- Senior leaders plan and manage the college's finances well and take a proactive approach regarding economic trends, funding changes and technological developments. This enables the college to maintain its wide offer of courses across all the geographical areas it serves, as well as investing in the continued development of college facilities.

Recommendations were made to improve the impact of teaching on the quality of learning, with a focus on questioning, formative assessment and stretch and challenge; improve high grade attainment on graded provision, including vocational and AS/A level qualifications and to address issues of poor learner attendance and punctuality consistently across campuses.

### **Work Based Learning**

- The rates at which learners attain their full qualification frameworks are good and are continuing to improve across almost all programme areas.
- Learners enjoy their learning and feel safe in their training environments.
- The quality of teaching, training and assessment is good overall with a few examples of excellent practice.
- Overall, the quality-of-care support and guidance is good and learners are supported well to help them develop their education and employability skills.
- Learners have access to a very wide range of training programmes and good to excellent training resources and facilities for both on and off-the-job training.
- Senior managers provide effective strategic direction and set clear targets for the delivery of work-based learning.

Recommendations were made to improve the success and timely completion rates of learners

in underperforming programmes and learning areas; and to ensure that all tutors and assessors consistently develop learners' literacy and numeracy skills in all learning areas.

### **Adult & Community Learning (Conwy and Denbighshire)**

- Learners develop valuable wider skills and behaviours during their courses. These include sustained engagement, independent working, time management and public speaking as well as broader social skills.
- Tutors demonstrate patience, empathy and good humour, creating supportive environments for learners.
- The partnership offers a good range of provision that is aligned with the Welsh Government's priorities. The partnership's two delivery partners, Grŵp Llandrillo Menai and Adult Learning Wales, plan the provision effectively and collaboratively, avoiding duplication and ensuring a broad curriculum offer.
- The partnership has effective leadership and management. Staff members at all levels demonstrate the inclusive vision of the partnership. They feel well supported by leaders and have access to valuable resources and professional learning opportunities.

Recommendations were made to increase the availability of provision and teaching that supports learning in Welsh; widen the range of partners that contribute to provision planning and to strengthen strategic planning to include key performance indicators and targets to evaluate impact of actions.

### **NWT Work Based Learning (Ofsted)**

- Senior leaders have high expectations for their staff and apprentices to achieve. Leaders put in place effective actions to improve the areas identified as needing improvement.
- Leaders and managers have a clear strategy for the curriculums that they offer. They design curriculums to respond to the identified national skills gaps.
- Leaders provide opportunities for disaffected learners who previously have not engaged in education or training.
- Leaders ensure that they select staff who are well qualified and have relevant industry experience. Staff benefit from professional development to help them improve their teaching practice.
- Apprentices develop substantial new knowledge, skills and behaviours during their apprenticeship through effective teaching and learning strategies.
- Employers value the training that their apprentices receive and how it enables them to contribute to the work of their team by becoming multi-skilled and able to take on more varied tasks.
- Members of the advisory board have the necessary expertise of the education sector and apprenticeships. Senior leaders provide them with a range of information to enable them to provide effective support and challenge. They challenge leaders on the changes to the curriculums to ensure it meets employer and regional needs.

Recommendations were made to teach the wider skills that apprentices need to learn independently and extend their knowledge in a few programmes; ensure all apprentices

benefit from impartial progression advice; ensure all learners have a good understanding of radicalisation and extremism.

## Higher Education

**The Grŵp were commended in 4 areas of its provision:**

- Breadth of student support services
- Teaching and learning facilities
- Strategic approach to online and distance learning to ensure inclusive learning experience
- Employer and stakeholder engagement in programme design and delivery

**QAA also affirmed the steps taken by the Grŵp in the following areas to improve practice:**

- Steps taken to engage student body to enhance learning experience
- Steps taken to increase Welsh medium vocational opportunities
- Streamlining HE admissions process

**One recommendation was made:**

- Training to support consistency of self-assessment

### 3.3 Financial Performance

The Grŵp's financial strategy outlines a number of specified KPIs aimed at ensuring the Grŵp remains a financially stable organisation, able to invest in its resources to provide the best possible learning environment for its learners.

KPI target	Actual	2024	Financial	Financial
	Result	Comparison	Health check	Health
		Assessment		check Score
EBITDA > 4% income	2.9%	3.8%		30
Net current asset ratio > 2	6.82	3.59		100
Borrowing <15% of income	0.0%	0.0%		100
Financial Health Assessment score			Good	230

The three KPI targets in the table above contribute to the financial health assessment as defined by the Education and Skills Funding Agency. This provides an indication of the underlying financial strength of an organisation. On the basis of the 2024/25 financial results the Grŵp is assessed as having a "Good" financial health rating.

	2025	2024 (restated)	Change
	£'000	£'000	£'000
Surplus/(Deficit) for the year	<b>1,414</b>	(3,139)	<b>1,770</b>
Exceptional expenditure item	<b>488</b>	904	(416)
FRS102 Staff costs (pension)	<b>99</b>	225	(126)
FRS102 Interest costs (pension)	<b>10</b>	(77)	<b>87</b>
Depreciation and impairment cost	<b>7,745</b>	10,719	(190)
Deferred capital grant release	(4,719)	(3,933)	(789)
Interest receivable	(872)	(1,022)	150
Interest payable	-	10	(10)
Dividend from Group Undertaking	(401)	(413)	12
Surplus on disposal of fixed assets	(1,216)	-	(1,216)
Movement on holiday pay accrual	<b>53</b>	-	<b>53</b>
College EBITDA	<b>2,601</b>	3,275	(674)
EBITDA as a % of income	<b>2.9%</b>	<b>3.8%</b>	

The EBITDA table above provides a reconciliation of the College results from the surplus to an EBITDA value. It does not include the results of subsidiary companies.

The reduction in EBITDA in comparison to the previous year is largely as a result of a real terms reduction in Welsh Government grants. Although income overall has risen this was offset by higher costs, particularly in relation to staffing costs where there was a consolidated 5% pay award in the year.

The exceptional expenditure item relates to the redundancy costs and Enhanced Pension costs in each of the last two years. A voluntary redundancy programme was offered in July 2025 and this incurred a cost of £472k.

The reduction in depreciation/impairment relates to a Prior Year Adjustment, explained in full in note 12 of these accounts. This relates to additional impairment recognized against the Ffridoedd Road site which has been transferred back into the previous year.

A distribution from North Wales Training Limited (NWT) to the Grŵp of £401k (2024: £413k) was made during the year, representing the profits made by NWT in 2023/24. NWT's EBITDA profit before reward payment for 2024/25 amounted to £820k (2023/24 £404k).

As in previous years the Grŵp's results are significantly affected by the volatility arising from the accounting requirements for post-employment benefits set out in FRS 102. The surplus for the year includes non-cash net cost of £109k (2024 – net cost of £148k) arising as a result of accounting for the LGPS in accordance with FRS102. Within the Balance Sheet, in common with the rest of the sector, the Grŵp has followed the recommended treatment of recognising a ceiling on the pension asset and its value on the balance sheet is therefore shown as a net liability of £132k this year (2024 - £157k). The notes to the accounts show that the actual pension asset before applying the asset ceiling adjustment is £82.7m.

The increase in the cash and bank deposits balances by circa £6m during the year is predominantly capital grant related. The Grŵp received £4.7m capital grant funding in November 2025 that related to capital expenditure incurred in the previous financial year. The remainder of the increase is due to the EBITDA

generated for the year. Without surpluses to generate cash the Grŵp would be unable to invest in its estate.

The Grŵp's capital spend for the year totalled £8.6m (2024: £18.9m). Construction on the Grŵp's new Bangor campus completed in August 2025, with contributions from Welsh Government's Sustainable Communities for Learning funding. The campus includes sector standard digital recording studios, hair and beauty salons open to the general public, along with performing arts and other general FE facilities.

2024/25 also saw the opening of Tŷ Cyfle, an adult community learning centre, in the heart of Bangor City. Alongside grŵp funding from its reserves, this was funded by both Sustainable Communities for Learning and Transforming Towns and involved the redevelopment of an empty shop premise. The centre opened in January 2025 and has been well received, being used by other stakeholders to offer services to the community of Bangor.

Other additions to the grŵp estate included the procurement of an empty business unit on St Asaph Business Park to develop new, targeted commercial provision, focusing on the delivery of innovative, employer-led, and sector-focused training designed to meet regional workforce needs. This was in operation from April 2025 and is being formally opened in November 2025.

Moving into 2025/26 the financial situation is becoming more challenging with reductions in both real terms core funding and project income, but the Grŵp faces the challenges from a strong base position with a healthy balance sheet and no debt.

### 3.4 Environmental performance

The Grŵp is committed to reducing its carbon emissions and has signed up to the race to 2030. The Board have made a pledge to achieve net zero for scopes 1 and 2 by 2030, and scope 3 by 2050. The Grŵp has committed to all new builds being net zero in operation, with the first of these being the Engineering Centre in Rhyl, opened November 2023. Capital builds aside, the Grŵp has continued to replace old lighting with LED and has a planned programme in place to roll this out across its 80+ buildings. Solar panels have been placed strategically across the estate, Work is currently underway to develop a fossil fuel divestment strategy.

#### Overall Reduction in GHG Data

- 19.3% reduction in gas consumption resulting in a savings of 260,047kgCO2e
- 3% Reduction in electricity consumption resulting in a saving of 178,773 kgCO2e
- 11% Reduction in LPG consumption in Glynnllifon resulting in a saving of 17,141KgCO2e
- 15% reduction in waste production, but an 8% increase in the production of refuse derived fuel (RDF). The reduction in waste production has resulted in a saving of 2,203 KgCO2e

### 4. Stakeholders

Established relationships are in place with the Conwy, Denbighshire, Gwynedd and Mon Local Education Authorities (LEA's). The Grŵp continues to be an active partner in all four counties and provides 14-16 and post 16 vocational courses for each of them.

In respect of Higher Education, the Grŵp is part of the Mid and North Wales regional planning group and has a strategic partnership with Bangor University. The University Centre @ Coleg Llandrillo (UCCL), in partnership with Bangor University is a flagship selling point of our Higher Education Provision and the Grŵp's Higher Education strategy continues to target a growth in our provision.

The relationships with our university partners have a positive impact in the context of responsiveness and relevance to the needs of the North Wales economy by allowing students in North Wales to access higher education closer to their homes and/or employment.

In addition, the Grŵp is an active member of the North Wales Economic Ambition Board, the Energy Island Programme Advisory Board and the two Local Services Boards in North Wales which assist in achieving the Grŵp's employer engagement mission.

## 5. Future Developments

2025/26 is likely to prove a challenging year financially for the Grŵp. There have been further real term cuts in funding across core Further Education funding as well as project income. In addition, staffing costs have increased due to pay awards and increases in both Pension Contributions and National Insurance Contributions. Although there has been some contribution towards these cost increases the full cost is not covered.

On the positive side learner numbers continue to grow and this has been recognized in some increased participation funding from MEDR.

Overall, the EBITDA for 2025/26 is likely to be reduced from the levels achieved in previous years.

The Grŵp is investing in its facilities and the board approved a 9-year capital programme in June 2023 to develop high quality teaching and learning spaces across the four counties that the Grŵp operates in. During 2025/26, work is scheduled for a new A Level centre in Dolgellau. The capital programme is kept under review, particularly due to the financial headwinds faced.

## 6. Principal Risks and Uncertainties

The Grŵp operates a robust system of risk management throughout the organisation to protect its reputation and assets. A risk register is maintained at the Grŵp which is reviewed regularly throughout the year. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact and the actions taken/being taken to mitigate those risks. Risks are prioritised using a consistent scoring system. The main risk factors affecting the Grŵp are outlined below along with the action taken to minimise them. Not all the factors are within the Grŵp's control. Other factors beside those listed below may also adversely affect the Grŵp.

Risk	Mitigation and Key Controls
Concerns re. ability to achieve sufficient levels of student recruitment	Effective curriculum planning, marketing and monitoring through year.
Non-compliance with health and safety regulations and wellbeing strategies	Regular review of policy and procedures and mandatory training for all staff.
Concerns re. quality of learning experience	High quality Advice and Guidance provided and the use of Learning Walks to identify strengths and areas for development.
IT effectiveness and resilience is not in place or sufficient for needs of the organisation	Backups & patching takes place regularly; Appropriate firewalls in place and maintained; Hardware configured to prevent / reduce likelihood of cyber attacks and training is mandatory for all staff to raise awareness of threats.
Financial stability is not maintained, reducing the organisation's ability to effectively manage its activity	Robust budgeting and planning process using appropriately qualified and experienced staff, with healthy challenge from FRC and ARC. Regular financial performance monitoring at all levels of management.
Lack of effective safeguarding and prevent management	All staff have mandatory training in this area. Policies and procedures are regularly reviewed.

## 7. Treasury Policies and Objectives

Treasury management is the management of the Grŵp'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 Grŵp has a separate treasury management policy in place which determines that the Grŵp's funds are only deposited with high rated UK banks.

Under the Financial Memorandum issued in March 2016 the Governing Body is able to approve any borrowing undertaken by the institution taking into account the Grŵp's current and future financial health.

## 8. Transparency Arrangements

The corporation conducts its business through a number of committees as explained on pages 16 and 17. Each committee has terms of reference, which have been approved by the Board of Governors. Minutes of meetings are available from:

Director Governance & Information  
Grŵp Llandrillo - Menai  
Llandudno Road  
Rhos on Sea  
Conwy  
LL28 4HZ

## 9. 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.

In accordance with the Board's wishes, the Grŵp ensures favourable payment terms are negotiated for small local suppliers and for students' travel expenses in line with Welsh Government guidance. The payment days are 9 (2024:11 days). The Grŵp incurred no interest charges in respect of late payment for the year ended 31 July 2025.

## 10. Post - Balance sheet events

There have been no disclosable post-balance sheet events.

## 11. Public Benefit

The Grŵp is an exempt charity under the Part 3 of the Charities Act 2011 and is regulated by the Welsh Government as principal regulator of Further Education Corporations in Wales. The members of the Governing Body, who are trustees of the charity, are disclosed on page 15. In setting and reviewing the College's strategic objectives, the Governing Body has had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education.

In delivering its mission, the Grŵp provides identifiable public benefits through the advancement of education to 24,290 students. The Grŵp provides courses without charge to young people, to those who are unemployed and adults taking English and Maths courses. The Grŵp adjusts its courses to meet the needs of local employers and provides training to apprentices. The Grŵp is committed to

providing information, advice and guidance to the students it enrols and to finding suitable courses for as many students as possible regardless of their educational background.

#### **12. Equal Opportunities and Employment of Disabled Persons**

The Grŵp recognises the value of each member of its community. The Grŵp is committed to offering an educational service which provides equality of opportunity and is intended to combat discrimination. It seeks to promote equality of access, social inclusion, encourage widening participation and ensure equality within a bilingual context. The Grŵp has actively developed a comprehensive set of policies to promote equality and has been externally recognised as an equal opportunities employer through its Charter Mark and Investors in People Status. A disability statement has been prepared by the Grŵp, and the Grŵp has the right to use the “Positive about Disabled People” symbol on its job advertisements, application forms and recruitment literature. The Grŵp holds the “Two Ticks” symbol – positive about disability.

The Grŵp’s Welsh Language Policy aims at fully meeting the requirements set out for it under the Welsh Language Standards which were introduced under the Welsh Language (Wales) Measure 2011.

#### **13. Disability Statement**

The Grŵp seeks to achieve the objectives set down in the Equality Act 2010 and makes significant investment in specialist lecturing and support staff in order to support students with learning difficulties and disabilities.

#### **14. Taxation**

The Grŵp’s activities do not fall to be charged to corporation tax, although the Grŵp is subject to VAT. Please see the accounting policy on taxation on page 38 for more information.

#### **15. Staff and Student Involvement**

The Grŵp considers good communication to be an essential ingredient of college management. Staff and students are fully involved in the major committees of the Grŵp with representatives on the Corporation Board. Grievance and dispute procedures are well publicised and the Grŵp has an established ‘Student Charter’ and a ‘Whistle blowing Policy’.

Students are fully involved in the quality process and form part of course review teams. Regular meetings are held with staff who are involved in corporate management. The overall effectiveness of the institution was clearly recognised in external quality assessments.

#### **16. Board members**

The Grŵp Board operates with a Committee structure with the inclusion of local College Councils to broaden the ownership of the Grŵp’s activities. An active Chairs Committee is established to carry forward the principles of openness and accountability. A Register of Interests for all Board members is maintained.

### 17. Disclosure of Information to Independent Auditors

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

#### **Members:**

SURNAME:	FORENAME:	TERM:	APPOINTMENT	TERM ENDS:	COMMITTEES SERVED:				
			STATUS:		Board	Chairs	Finance	Audit	Quality
Bichan	Dr Roy	4	Past Chair	03/25	1	1	1		
Billcliff	Andy	4		03/26	1			1	
Brockley	Chris	4	Non-teaching	03/29	1				
Jones Griffith	Aled	xo	CEO	-	1	1	1		1
Evans	Dilwyn	4	Chair Finance	03/26	1	1	1		
Hardy	Dafydd	4		03/29	1		1		
Price	Bethan	4		09/26	1				1
lорwerth	Siwan	4		12/28	1				1
Jones	Dr Griff	4	Board Chair	03/28	1	1	1		
Jones	Dr Gwyn	4	Chair Quality	06/28	1	1	1		1
Morgans	Chris	4		12/26	1			1	
Ogunbanwo	Margaret	4		12/28	1				
Painter	Victoria	4		12/28	1			1	
Pugh	Hedd	4		03/28	1		1		
Pryor	Marion	4	Chair Audit	03/27	1	1		1	
Tully	Prof. Carol	4		07/28	1		1		
Thomas	Alun	4	Vice-Chair & Chair NWT	03/28	1	1	1		
Vaughan Jones	Karen	4	Teaching	05/28	1				1
Woosnam	Brian	4	Non-teaching	10/25	1				
Morris	Rhys	1	SU President	07/25	1				1
Spencer	Heather	1	HE President	07/25	1				1

Approved by order of the members of the Corporation on 11.12.25 and signed on its behalf by:



**Dr Griffith Wynn Jones - Chairman**

## Statement of Corporate Governance And Internal Control

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

In the opinion of the Governors, the Grŵp complies with all the appropriate provisions of the Code of Good Governance for Colleges in Wales (2016) in so far as they apply to the Further Education Sector.

The Governance model adopted by the Grŵp from March 2020 means that a majority of meetings are now held online. Governance has remained effective, engaged, supportive and challenging.

### Corporation Board

The Grŵp's Corporation Board consists of independent members as well as staff, student representatives and the Grŵp Chief Executive Officer. The composition of the Corporation Board is set out on page 15. It is the Corporation Board's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct. The Corporation Board has a strong and independent non-executive element and no individual or group dominates its decision-making process. The Corporation Board considers that each of its non-executive members is independent of management and free from any business or other relationship which could materially interfere with the exercise of their independent judgement.

All Governors are able to take independent professional advice in furtherance of their duties at the Grŵp's expense and have access to the Director of Governance & Information, who is responsible to the Corporation Board for ensuring that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Director of Governance & Information are all matters for the Corporation Board as a whole. There is a clear division of responsibility in that the roles of the Chairman, Grŵp Chief Executive Officer and Director of Governance & Information are all separate.

Ordinarily, the Corporation Board meets formally four times a year (in addition to an Annual General Meeting and three Strategic Planning Events) and has established four formal committees: the Audit Committee; Quality Committee; Finance Committee and Chairs' Committee. Each committee has formal terms of reference and reports to the Corporation Board. Formal agendas, papers and reports are supplied to Governors in a timely manner, prior to Corporation Board meetings. Briefings are provided on an ad-hoc basis.

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

In addition to the formal sub committees noted above, 7 Local College Councils also report directly to the Corporation Board.

### Appointment to the Corporation Board

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Chairs Committee advises the Corporation Board on the recruitment of new members, considers the composition and balance of the Corporation Board and develops procedures for training, induction and development of Corporation Board members.

Members of the Corporation are appointed on a rolling basis up to a maximum four-year term (which can be renewed on review).

#### Audit Committee

The Audit met four times in 2024-25. The committee operates in accordance with written terms of reference approved by the Corporation Board. It comprises of four members (excluding the Grŵp Chief Executive Officer and the Chair of the Corporation Board). The Grŵp's external and internal auditors are invited to report and attend the meeting and have access to the Committee for independent discussion, without the presence of the Grŵp management. Whilst senior management attend meetings of the Audit Committee as necessary, they are not members of the Committee.

The Audit Committee also advises the Corporation Board on the appointment of internal and external auditors and their remuneration for both audit and non-audit work. The Committee considers and agrees the annual programme of the internal auditors that provides an independent assessment of all aspects of the Grŵp's systems of internal control, risk management, controls and governance processes. The auditor's report findings to management and the Audit Committee. Management is responsible for the implementation of agreed audit recommendations and internal audit undertake periodic follow up reviews to ensure such recommendations have been implemented.

From time to time the Committee requests self-audit reports from management on aspects of the Grŵp's internal control system. The Committee also considers relevant reports from DFES, HEFCW, MEDR and other bodies as they affect the Grŵp's business. The Audit Committee monitors the progress of management in implementing audit recommendations.

#### Finance Committee

The Finance Committee met four times in 2024-25. The committee comprises of eight members including the Grŵp Chief Executive Officer, and other members of the Grŵp's Senior Management Team. The key role of the Committee is to review and challenge the financial performance and strategy of the Grŵp along with monitoring staffing resources and policies, estates functions, Health, Safety and Environmental issues, Work Based Learning and other commercial activity. The Committee also has a role in referring any risks identified in these areas on to the Audit Committee.

#### Quality Committee

The Quality Committee has seven members, including the Grŵp Chief Executive Officer, Student Union President and Higher Education Officer. It reviews and advises on the curriculum planning processes of the Grŵp, monitors attendance and the quality performance of the Grŵp's provision seeking how the Grŵp works in partnership with other institutions and organisations. It is also responsible for receiving the "Learner Voice" to ensure that the Grŵp is focused on providing the best available environment and resources for its learners. Again, the Committee has a role in referring any risks identified in these areas on to the Audit Committee and oversees the Grwp's safeguarding practices. The committee met three times during 2024-25.

#### Chairs' Committee

The Chairs' Committee met three times during the year. It has also made limited recommendations to the Corporation Board on the remuneration of the senior post holders given that a new Senior Post Holder recruitment process was undertaken during the year. A formal process has been established to set objectives against which to monitor performance. The Committee's recommendations are also informed by independent surveys of national remuneration levels for senior post holders. Details of remuneration for the year ended 31 July 2025 are set out in note 7 to the financial statements.

## Internal control

### *Strategic planning and financial control*

The Grŵp has established a robust strategic planning process. This process ensures appropriate involvement of the Corporation Board, Tîm Strategol / Senior Management Team, and Tîm Rheoli / Management Team, as well as consultation with all staff in developing the strategic plan. The final strategic plan is approved by the Corporation Board which also monitors progress on the achievement of the strategic objectives during the year.

The Grŵp's budget and financial forecasts are developed in conjunction with the strategic plan. The Finance Committee recommends to the Corporation Board the Grŵp's annual revenue and capital budgets and monitors performance in relation to the approved budgets. Detailed monthly management accounts are provided to budget holders and reviewed by senior management. The Grŵp has established detailed financial regulations and delegated levels of authority which provide a framework for financial control within the Grŵp.

### *Scope of responsibility*

The Corporation Board is ultimately responsible for the Grŵp'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 Board has delegated the day-to-day responsibility to the Grŵp Chief Executive Officer, as Accounting Officer, for maintaining a sound system of internal control that supports the achievement of the Grŵp'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 Grŵp Llandrillo-Menai and the Welsh Government. He is also responsible for reporting to the Corporation Board any material weaknesses or breakdowns in internal control.

### *The purpose of the system of internal control*

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Grŵp's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Grŵp Llandrillo-Menai 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 Board has reviewed the key risks to which the Grŵp is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Corporation Board is of the view that there is a formal ongoing process for identifying, evaluating and managing the Institution's significant risks that has been in place for the year ending 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 Board.

### *The risk and control framework*

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

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

Grŵp Llandrillo-Menai has an internal audit service, which operates in accordance with the requirements of Welsh Government. The work of the internal audit service is informed by an analysis of the risks to which the Grŵp 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 Board on the recommendation of the Audit Committee. Annually, the internal auditors provide the Corporation Board with a report on internal audit activity in the institution. The report normally includes the internal auditors' independent opinion on the adequacy and effectiveness of the Grŵp's system of risk management, controls and governance processes.

### *Review of effectiveness*

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

- the work of the internal auditors;
- the work of the executive managers within the Grŵp who have responsibility for the development and maintenance of the internal control framework;
- comments made by the Grŵp's financial statements auditors and the Welsh Government's auditors in their management letters and other reports.

The Grŵp Chief Executive Officer has been advised on the implications of the result of his review of the effectiveness of the system of internal control by the Audit Committee, which oversees the work of the internal auditors. The Grŵp's quality processes include a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Tîm Strategol / Senior Management Team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training and the Grŵp's 4Risk recording system. The Tîm Strategol / Senior Management Team and the Audit Committee also receive regular reports from internal audit, which include recommendations for improvement. The Audit and Risk 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 Audit and Risk Committee.

The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its December 2025 meeting, the Corporation Board carried out the annual assessment for the year ended 31 July 2025 by considering documentation from the Audit Committee and internal audit, and taking into account of events since 31 July 2025.

Based on the advice of the Audit Committee and the Accounting Officer, the Corporation is of the opinion that the Grŵp 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”.

Going concern

After making appropriate enquiries, the Corporation considers that the Grŵp has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

**Approved by order of the members of the Corporation on 11.12.25 and signed on its behalf by:**



**Dr Griffith Wynn Jones**  
Chair



**Mr Aled Jones-Griffith**  
Grŵp Chief Executive Officer

## Statement of Regularity, Propriety and Compliance

As accounting officer of Grŵp Llandrillo Menai, I confirm that the Corporation has had due regard to the requirements of grant funding agreements and contracts with Medr and has considered its responsibility to notify Medr of material irregularity, impropriety and non-compliance with terms and conditions of funding.

I confirm, on behalf of the Corporation that after due enquiry, and to the best of my knowledge, I am able to identify any material irregular or improper use of funds by the college, or material non-compliance with the terms and conditions of funding, under the Corporation's grant funding agreements and contracts with Medr, or any other public funder.

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



**Mr Aled Jones-Griffith**  
**Grŵp Chief Executive Officer / Accounting Officer**

## Statement of the chair of governors

On behalf of the corporation, I confirm that the accounting officer has discussed their statement of regularity, propriety and compliance with the board and that I am content that it is materially accurate.



**Dr Griffith Wynn Jones**  
**Chairman**

## Statement of Responsibilities of The Members of the Corporation

The members of the Corporation (the Board of Governors) of the Grŵp are required to present audited financial statements for each financial year.

Within the terms and conditions of the Financial Memorandum between the Welsh Government/Medr and the Governing Body of the Grŵp, the Corporation, through its Accounting Officer, is required to prepare financial statements and an operating and financial review for each financial year in accordance with the Statement of Recommended Practice – Accounting for Further and Higher Education, the Accounts Direction for Further Education Colleges in Wales, the FE and HE SORP and the UK's Generally Accepted Accounting Principles, and which give a true and fair view of the state of affairs of the College and its surplus/deficit of income over expenditure for that period.

In preparing the financial statements, the Governing Body 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 college 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)
- prepare financial statements on the going concern basis unless it is inappropriate to assume that the College will continue in operation

The Corporation is also required to prepare a Members' Report in accordance with paragraphs 3.23 to 3.27 of the FE and HE SORP, which describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the Grŵp. The Corporation is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the Grŵp 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 Governing Body are responsible for ensuring that expenditure and income are applied for the purposes intended by the Welsh Government and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from the Welsh Government, and any other public funds, are used only in accordance with the Financial Memorandum with the Welsh Government and any other conditions that may be prescribed from time to time by the Welsh Government or any other public funder.



Members 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 economical, efficient and effective management of the College's resources and expenditure so that the benefits that should be derived from the application of public funds from the Welsh Government and other public bodies are not put at risk.

**Approved by order of the members of the Corporation and signed on its behalf by:**

**Dr Griffith Wynn Jones**  
**Chairman** **Date: 11.12.25**

## Independent Auditor's Report to the Corporation of Grŵp Llandrillo Menai

### Opinion

We have audited the financial statements of Grŵp Llandrillo Menai (the "College") and its subsidiaries (the "Group") for the year ended 31 July 2025 which comprise the consolidated and college statements of comprehensive income, the consolidated and college balance sheets, the consolidated and college statements of changes in reserves, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2024-2025 issued by Medr.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the College's affairs as at 31 July 2025 and of the Group's and the College's surplus of income over expenditure for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Accounts Direction 2024-2025 issued by Medr.

### Opinion on other matters required by the Further Education Audit Code of Practice 2015 issued by the Welsh Government under the Learning and Skills Act 2000

In our opinion, in all material respects:

- monies expended out of Welsh Government grants, including those remitted by Medr, and other funds from whatever source administered by the College for specific purposes have been properly applied to those purposes and, if appropriate, managed in compliance with all relevant legislation; and
- funding received from the Welsh Government and Medr (and other bodies and restricted funds where appropriate) has been applied in accordance with the Financial Memorandum (2015) with the Welsh Government; and
- the financial statements meet the requirements of Medr's 2024/25 Accounts Direction.

### 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 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 governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

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

We have nothing to report in this regard.

### **Responsibilities of the Corporation of Grŵp Llandrillo Menai**

As explained more fully in the Statement of the Corporation's Responsibilities set out on pages 22 to 23, the Corporation is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Corporation determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Corporation is responsible for assessing the Group's and the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Corporation either 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 these financial statements.

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

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

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

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

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

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

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Further and Higher Education SORP, the Accounts Direction for Further Education Colleges in Wales for 2024-25 issued by Medr. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing financial statement disclosures.

The most significant laws and regulations that have an indirect impact on the financial statements are those which are in relation to the Education Inspection Framework under the Education and Inspections Act 2006, Keeping Children Safe in Education under the Education Act 2002 and the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. We performed audit procedures to inquire of management and those charged with governance whether the group is in compliance with these law and regulations and inspected correspondence and inspected correspondence with licensing or regulatory authorities.

The group audit engagement team identified the risk of management override of controls and income recognition as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates and substantive testing of income.

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

### Use of our report

This report is made solely to the Corporation, as a body, in accordance with the Financial Memorandum 2015 published by the Welsh Government and our engagement letter dated 2 December 2024. Our audit work has been undertaken so that we might state to the Corporation, as a body, those matters we are engaged to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Corporation, as a body, for our audit work, for this report, or for the opinions we have formed.

*RSM UK Audit LLP*

RSM UK AUDIT LLP  
Chartered Accountants  
One City Place  
Queens Road  
Chester  
CH1 3BQ  
Date

19/12/25

## Consolidated and College Statements of Comprehensive Income and Expenditure

	Note	Year ended 31 July	Year ended 31 July	Year ended 31 July	Year ended 31 July
		2025	2025	2024	2024
		GRŴP £'000	College £'000	Restated GRŴP £'000	Restated College £'000
<b>INCOME</b>					
Funding body grants	2	79,957	74,931	76,662	71,952
Tuition fees and education contracts	3	4,630	4,630	4,683	4,683
Other income	4	15,300	15,302	13,297	13,297
Endowment and investment income	5	880	1,273	1,115	1,512
Donations	6	8	8	37	37
<b>Total income</b>		<b>100,775</b>	<b>96,144</b>	<b>95,794</b>	<b>91,481</b>
<b>EXPENDITURE</b>					
Staff costs before FRS102 costs	7	67,650	64,556	62,976	60,420
FRS102 costs		99	99	225	225
Total staff costs including FRS102 costs		<b>67,749</b>	<b>64,655</b>	<b>63,201</b>	<b>60,645</b>
Other operating expenses	8	24,913	23,536	25,022	23,246
Depreciation and Impairment	11	7,774	7,745	10,747	10,719
Amortisation	10	90	-	-	-
Interest and other finance costs before FRS102	9	-	-	10	10
FRS102 net interest (income)/costs		<b>10</b>	<b>10</b>	<b>-</b>	<b>-</b>
Interest and other finance (income)/costs including FRS102		<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>
<b>Total expenditure</b>		<b>100,536</b>	<b>95,946</b>	<b>98,980</b>	<b>94,620</b>
<b>(Deficit)/Surplus before other gains and losses before tax</b>		<b>239</b>	<b>198</b>	<b>(3,186)</b>	<b>(3,139)</b>
<b>Surplus on disposal of fixed assets</b>		<b>1,216</b>	<b>1,216</b>	<b>-</b>	<b>-</b>
<b>(Deficit)/Surplus before tax</b>		<b>1,455</b>	<b>1,414</b>	<b>(3,186)</b>	<b>(3,139)</b>

Consolidated and College Statements of Comprehensive Income for the year ended 31 July 2025 cont'd

	Year ended 31 July	Year ended 31 July	Year ended 31 July	Year ended 31 July
	2025	2025	2024	2024
	GRŴP £'000	College £'000	Restated GRŴP £'000	Restated College £'000
<b>(Deficit)/Surplus before tax</b>	1,455	1,414	(3,186)	(3,139)
Taxation	-	-	-	-
<b>(Deficit)/Surplus for the year</b>	1,455	1,414	(3,186)	(3,139)
Re-measurement of net defined pension asset	136	136	(1,644)	(1,644)
<b>Total Comprehensive Income / (expenditure) for the year</b>	1,591	1,550	(4,830)	(4,783)

Consolidated and College Statement of Changes in Reserves for the year ended 31 July 2025

	Income and Expenditure account £'000	Revaluation reserve £'000	Total excluding non-controlling interest £'000	Total Unrestricted Reserves £'000
<b>Grŵp Balance at 1st August 2024 Restated</b>	56,895	7,457	64,352	64,352
Surplus for the year	1,455	-	1,455	1,455
Actuarial surplus in respect of pension schemes	136	-	136	136
Transfers between revaluation and income and expenditure reserves	308	(308)	-	-
<b>Total comprehensive income for the year</b>	1,899	(308)	1,591	1,591
<b>Balance at 31st July 2025</b>	<b>58,794</b>	<b>7,149</b>	<b>65,943</b>	<b>65,943</b>
 <b>Grŵp Balance at 1st August 2023</b>	 61,417	 7,765	 69,182	 69,182
Deficit for the year restated	(3,186)	-	(3,186)	(3,186)
Actuarial loss in respect of pension schemes	(1,644)	-	(1,644)	(1,644)
Transfers between revaluation and income and expenditure reserves	308	(308)	-	-
<b>Total comprehensive income for the year</b>	(4,522)	(308)	(4,830)	(4,830)
<b>Balance at 31st July 2024 Restated</b>	<b>56,895</b>	<b>7,457</b>	<b>64,352</b>	<b>64,352</b>
 <b>College Balance at 1st August 2024 Restated</b>	 57,310	 7,457	 64,767	 64,767
Surplus / (Deficit) for the year	1,414	-	1,414	1,414
Actuarial surplus / (loss) in respect of pension schemes	136	-	136	136
Transfers between revaluation and income and expenditure reserves	308	(308)	-	-
<b>Total comprehensive income for the year</b>	1,858	(308)	1,550	1,550
<b>Balance at 31st July 2025 Restated</b>	<b>59,168</b>	<b>7,149</b>	<b>66,317</b>	<b>66,317</b>
 <b>College Balance at 1st August 2023</b>	 61,785	 7,765	 69,550	 69,550
Deficit for the year restated	(3,139)	-	(3,139)	(3,139)
Actuarial loss in respect of pension schemes	(1,644)	-	(1,644)	(1,644)
Transfers between revaluation and income and expenditure reserves	308	(308)	-	-
<b>Total comprehensive income for the year</b>	(4,475)	(308)	(4,783)	(4,783)
<b>Balance at 31st July 2024 Restated</b>	<b>57,310</b>	<b>7,457</b>	<b>64,767</b>	<b>64,767</b>

Balance sheets as at 31 July 2025

	Notes	Grŵp 2025	College 2025	Grŵp 2024 Restated	College 2024 Restated
		£'000	£'000	£'000	£'000
<b>Fixed assets</b>					
Intangible assets and goodwill	10	360	-	-	-
Tangible fixed assets	11	121,903	121,779	122,704	122,552
Investments	14	82	1,888	56	1,862
		<u>122,345</u>	<u>123,667</u>	<u>122,760</u>	<u>124,414</u>
<b>Current assets</b>					
Stocks	16	922	922	677	677
Trade and other receivables	15	6,905	6,344	8,562	8,131
Cash and cash equivalents		25,527	24,723	19,702	18,765
		<u>33,354</u>	<u>31,989</u>	<u>28,941</u>	<u>27,573</u>
<b>Less: Creditors – amounts falling due within one year</b>	17	(11,094)	(10,677)	(13,653)	(13,523)
<b>Net current assets</b>		<u>22,260</u>	<u>21,312</u>	<u>15,288</u>	<u>14,050</u>
<b>Total assets less current liabilities</b>		<u>144,605</u>	<u>144,979</u>	<u>138,048</u>	<u>138,464</u>
Less: Creditors – amounts falling due after more than one year	18	(76,083)	(76,083)	(70,786)	(70,787)
<b>Provisions</b>					
Defined benefit pension scheme (liability)/asset	21	(132)	(132)	(157)	(157)
Other provisions	19	(2,447)	(2,447)	(2,753)	(2,753)
<b>Total net assets</b>		<u>65,943</u>	<u>66,317</u>	<u>64,352</u>	<u>64,767</u>
<b>Unrestricted reserves</b>					
Income and expenditure account		58,794	59,168	56,895	57,310
Revaluation reserve		7,149	7,149	7,457	7,457
<b>Total unrestricted reserves</b>		<u>65,943</u>	<u>66,317</u>	<u>64,352</u>	<u>64,767</u>

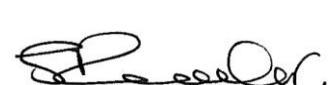
The financial statements on pages 28 to 61 were approved and authorised for issue by the Corporation on 11.12.25 and were signed on its behalf on that date by:



Dr Griff Jones  
Chairman



Mr A Jones-Griffith  
Chief Executive Officer



Mrs S Bowker  
Executive Director Corporate Services

Consolidated Statement of Cash Flows for the year ended 31 July 2025

	2025 £'000	2024 Restated £'000
<b>Cash inflow from operating activities</b>		
(Deficit)/Surplus for the year after tax	1,455	(3,186)
<b>Adjustment for:</b>		
Depreciation and amortisation	7,864	10,747
Increase/(Decrease) in provisions	(331)	107
FRS 102 s28 pension finance income including curtailments	10	(77)
Pensions costs less contributions payable	99	225
Release of deferred capital grants	(4,770)	(3,933)
Investment income	(880)	(1,038)
Interest payable	-	10
Loss/(Gain) on disposal of fixed asset	(1,216)	-
<b>Operating cashflow before movement in working capital</b>	<b>2,231</b>	<b>2,855</b>
(Increase)/Decrease in stocks	(245)	17
(Increase)/Decrease in debtors	1,657	(826)
Increase/(Decrease) in accruals	80	(3,418)
(Decrease)/Increase in creditors due within one year	(2,719)	(1,623)
<b>Net cashflow from operating activities</b>	<b>1,004</b>	<b>(2,995)</b>
<b>Cash flows from investing activities</b>		
Acquisition of subsidiary	(450)	-
Proceeds from sale of fixed assets	2,665	-
Increase in investment value	(26)	-
Investment income	880	1,038
Payments from/(into) short term cash deposits	0	3,000
Payments made to acquire fixed assets	(8,399)	(18,944)
Deferred capital grants received	10,151	13,615
	<b>4,821</b>	<b>(1,291)</b>
<b>Cash flows from financing activities</b>		
Interest paid	-	(10)
Capital element of bank loan repayments	-	(125)
	<b>-</b>	<b>(135)</b>
<b>Increase/(Decrease) in cash and cash equivalents in the year</b>	<b>5,825</b>	<b>(4,421)</b>
Cash and cash equivalents at beginning of the year	19,702	24,123
Cash and cash equivalents at end of the year	25,527	19,702

## Notes to the Financial Statements for the year ended 31 July 2025

### **1. STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND GENERAL INFORMATION**

The following accounting policies and estimation techniques 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 2015 (the 2015 FE HE SORP), the Welsh College Accounts Direction for 2024 to 2025 issued by Medr 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 Consolidation**

The consolidated financial statements include the financial statements of the Grŵp and subsidiary undertakings for the financial year to 31 July 2025. The consolidated financial statements include entities in which the Grŵp has control through financial interest or significant influence over their commercial and financial policy decisions.

Entities are included within the consolidation from the point of the group achieving control and are excluded from the consolidation when control is lost.

All intra-group transactions, balances and unrealised gains on transactions between group entities are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by other members of the Group.

#### **Basis of Accounting**

The financial statements are prepared in accordance with the historical cost convention as modified by the revaluation of certain fixed assets.

The consolidated financial statements are presented in sterling which is also the functional currency of the Grŵp.

Monetary amounts in these financial statements are rounded to the nearest whole £1,000, except where otherwise indicated.

#### **Reduced disclosures**

In accordance with the 2015 FE HE SORP and FRS 102, the Grŵp in its separate financial statements, which are presented alongside the consolidated financial statements, has taken advantage of the disclosure exemptions available to it in respect of presentation of a cash flow statement and financial instruments.

### **Going Concern**

The activities of the Grŵp, together with the factors likely to affect its future development and performance are set out in the Annual Report. The financial position of the Grŵp, its cash flow, liquidity and borrowings are described in the Financial Statements and accompanying Notes. The Grŵp currently has cash and cash equivalents of £25.5m (2024: 19.7m) and no loans (2024: £nil) outstanding with banks. The Grŵp's forecasts show that it 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**

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body following the year end, and the results of any funding audits.

The recurrent grant from HEFCW represents the funding allocations attributable to the current financial year and is credited direct to the Statement of Comprehensive Income.

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

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

### **Capital Grant Funding**

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual model as permitted by FRS 102. Other, non-governmental, capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the Balance Sheet and released to income as conditions are met.

### **Fee Income**

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

## **Investment Income**

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned on a receivable basis.

## **Agency Arrangements**

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

## **Post-Retirement Benefits**

Retirement benefits to employees of the Grŵp 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 Second Pension.

### **Teachers' Pension Scheme (TPS)**

The TPS is an unfunded scheme. Contributions to the TPS are calculated so as to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by qualified actuaries on the basis of valuations using a projected unit method.

The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

### **Gwynedd Local Government Scheme (LGPS)**

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred.

Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in interest and other finance costs.

Remeasurement comprising actuarial gains and losses, the effect of the asset ceiling and the return on scheme assets (excluding amounts included in net interest on the defined benefit liability) are recognised immediately in other comprehensive income.

The LGPS assets are managed by the scheme trustees at scheme level, and the determination / allocation of assets to each individual employer in the scheme is managed by the scheme actuary. The assets are allocated to each employer for accounting purposes based on the valuation of the assets at the latest triennial valuation as adjusted for subsequent contributions received from the employer, asset returns and benefit payments made (either on a cash basis or actuarial basis).

The retirement benefit obligation recognised represents the deficit or surplus in the defined benefit plans. Any surplus resulting from this calculation is limited to the present value of any economic benefits available in the form of refunds from the plans or reductions in future contributions to the plans.

### **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 Grŵp. The cost of any unused holiday entitlement the Grŵp expects to pay in future periods is recognised in the period the employee's services are rendered.

Any unused benefits are accrued and measured as the additional amount the College expects to pay as a result of the unused entitlement.

### **Enhanced Pensions**

The actual cost of any enhanced ongoing pension to a former member of staff is paid by the Grŵp annually. An estimate of the expected future cost of any enhancement to the ongoing pension of a former member of staff is charged in full to the Grŵp'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 method prescribed by the Welsh Government.

### **Tangible Fixed Assets**

#### ***Land and buildings***

Land is stated at deemed cost for land held at valuation at the date of transition to FRS102 less accumulated impairment losses.

Buildings are stated at deemed cost for buildings held at valuation at the date of transition to FRS 102 less accumulated depreciation and accumulated impairment losses.

Properties in the course of construction are accounted for at cost less any identified impairment loss. Cost includes professional fees and other directly attributable costs that are necessary to bring the property to operating condition. They are not depreciated until they are brought into use.

Freehold land is not depreciated. Depreciation on other assets is calculated, using the straight-line basis, to write off the cost of each asset to its estimated residual value over its expected useful lives, as follows:

Freehold buildings	over periods between 25 - 40 years
Leasehold Improvements	over the shorter of 40 years and the remaining lease

#### ***Subsequent expenditure on existing tangible fixed assets***

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

### **Equipment**

Equipment (other than computer related equipment) costing less than £5,000 per individual item or project is written off to the income and expenditure account in the period of acquisition. All other equipment is capitalised at cost. Equipment inherited from the Local Education Authority is included in the balance sheet at its net book amount at that date.

Inherited equipment is depreciated on a straight-line basis over its remaining useful economic life to the Grŵp. All other equipment is depreciated over its useful economic life using the straight-line basis as follows:

General equipment	5 - 10 years
Computer equipment	3 years
Motor vehicles	3 years

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, released to income and expenditure account over the expected useful economic life of the related equipment.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Comprehensive Income and Expenditure.

### **Correction of Prior Period Error**

The prior period impairment charge has been increased by £1,387k primarily to account for the separation of assets relating to two sites in Bangor; Friars and Ffriddoedd Road. The net assets value brought forward is therefore lower by this value. The accounts show the restated values.

### **Intangible Assets**

Intangible assets are stated at cost less accumulated amortisation and accumulated impairment losses. Amortisation is calculated, using the straight-line method, to allocate the depreciable amount of the asset to its residual value over its estimated useful life as follows:

Goodwill	5 years
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Where market factors indicate that residual value or useful life have changed, the residual value, useful life or amortisation rate are amended prospectively to reflect the new circumstances. The asset is reviewed for impairment if the above factors indicate that the carrying value may be impaired.

### **Leased Assets**

Costs in respect of operating leases are charged to the Income and Expenditure Account on a straight-line basis over the lease term. Assets held under finance leases are capitalised and depreciated over the shorter of the lease term and the useful economic life. The related liability is included as a creditor in the balance sheet. The excess of the lease payments over lease obligations are created as finance charges which are amortised over each lease term to give a constant rate of charge on the remaining balance of the obligations.

## **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. Farm livestock is based on deemed cost valuation for which 75% of open market valuation was applied.

## **Maintenance of Premises**

The cost of routine corrective maintenance is charged to the income and expenditure account in the period it is incurred.

## **Taxation**

The Grŵp 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 entity for UK corporation tax purposes. Accordingly, the Grŵp 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 Grŵp 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 Grŵp's subsidiary companies are subject to corporation tax and VAT in the same way as any commercial organisation.

## **Investments**

Listed 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.

### **Fixed Asset Investments**

#### ***College***

Interests in subsidiaries are initially measured at cost and subsequently measured at cost less any accumulated impairment losses in the separate financial statement of the College.

#### **Cash and cash equivalents**

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty.

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition.

## **Financial Contingency Fund**

The Financial Contingency Fund grant from Medr is available solely for students. In the majority of cases the Grŵp acts only as a paying agent. In these circumstances the grants and related expenditure are excluded from the Income and Expenditure account. The income and expenditure consolidated in the Grŵp's financial statements relates to the provision of transport and nursery care by the Grŵp on the student's behalf as well as the staff costs of administering the fund.

## **Financial Liabilities and Equity**

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

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

## **Provisions and Contingent Liabilities**

Provisions are recognised when

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

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

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

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

### **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.
- Determining the existence of a minimum funding requirement for the Local Government Pension Scheme to be included in the asset ceiling in measuring and recognising a surplus in the scheme. This judgement is based on an assessment of the nature of the scheme as a statutory scheme and its interest implied continuance as well as the operation of the primary and secondary contributions.

### **Other key sources of estimation uncertainty**

- Tangible Fixed Assets

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.

- Local Government Pension Scheme

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 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.

## 2. FUNDING BODY GRANTS

	GRŴP 2025 £'000	College 2025 £'000	GRŴP 2024 £'000	College 2024 £'000
DFES Recurrent grant	51,282	51,282	48,546	48,546
Work -based Learning	15,645	10,620	14,453	9,743
Release of deferred DFES capital grant	4,719	4,719	3,933	3,933
DFES LLDD grant	1,852	1,852	2,055	2,055
HEFCW Recurrent grant	1,143	1,143	935	935
Other DFES Grants	5,315	5,315	6,740	6,740
	79,957	74,931	76,662	71,952

## 3. TUITION FEES AND EDUCATION CONTRACTS

	GRŴP 2025 £'000	College 2025 £'000	GRŴP 2024 £'000	College 2024 £'000
UK Higher Education students	3,236	3,236	3,285	3,285
UK Further Education students	853	853	528	528
Non-European Union students	47	47	62	62
Total Fees paid by or on behalf of individual students	4,136	4,136	3,875	3,875
Education Contracts:				
Franchise Income	494	494	808	808
	4,630	4,630	4,683	4,683

## 4. OTHER INCOME

	GRŴP 2025 £'000	College 2025 £'000	GRŴP 2024 £'000	College 2024 £'000
Catering (refectory and restaurant)	1,507	1,507	1,559	1,559
Farming activities	1,021	1,021	872	872
Other, grant income	7,573	7,573	5,289	5,289
Other, income generating activities	5,199	5,201	5,577	5,577
	15,300	15,302	13,297	13,297

**5. ENDOWMENT AND INVESTMENT INCOME**

	<b>GRŴP</b> <b>2025</b> <b>£'000</b>	<b>College</b> <b>2025</b> <b>£'000</b>	<b>GRŴP</b> <b>2024</b> <b>£'000</b>	<b>College</b> <b>2024</b> <b>£'000</b>
Interest on cash deposits	880	872	1,038	1,022
Dividend from subsidiary	-	401	-	413
Pension finance income	-	-	77	77
	<b>880</b>	<b>1,273</b>	<b>1,115</b>	<b>1,512</b>

**6. DONATIONS**

	<b>GRŴP</b> <b>2025</b>	<b>College</b> <b>2025</b>	<b>GRŴP</b> <b>2024</b>	<b>College</b> <b>2024</b>
Donations	8	8	37	37
	<b>8</b>	<b>8</b>	<b>37</b>	<b>37</b>

**7. STAFF COSTS**

The average number of persons (including key management personnel) employed by the Grŵp during the year, expressed as average headcount and calculated on a monthly basis, was:

	<b>GRŴP</b> <b>2025</b> <b>No.</b>	<b>College</b> <b>2025</b> <b>No.</b>	<b>GRŴP</b> <b>2024</b> <b>No.</b>	<b>College</b> <b>2024</b> <b>No.</b>
Teaching Departments	989	989	970	970
Teaching Support Services	270	224	273	223
Other support services	91	66	73	63
Administration and central services	170	159	170	155
Premises	43	43	43	43
Catering and Residences	27	27	34	34
Farming Activities	9	9	8	8
	<b>1,599</b>	<b>1,517</b>	<b>1,571</b>	<b>1,496</b>

**Staff costs for the above persons**

	GRWP	College	GRWP	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Teaching Departments	44,809	44,809	41,551	41,551
Teaching Support Services	9,231	7,737	8,719	7,340
Other support services	3,168	1,979	2,456	1,831
Administration and central services	7,236	6,825	6,720	6,168
Premises	1,703	1,703	1,663	1,663
Catering and Residences	705	705	707	707
Farming Activities	310	310	256	256
Retirement and restructuring costs	488	488	904	904
FRS102 costs	99	99	225	225
	67,749	64,655	63,201	60,645

**Analysed by:**

	GRWP	College	GRWP	College
	2025	2025	2024	2024
	£'000	£'000	£'000	£'000
Wages and salaries	50,868	48,156	47,867	45,632
Social security costs	5,418	5,146	4,638	4,420
Pension costs (including FRS102)	10,975	10,865	9,792	9,689
	67,261	64,167	62,297	59,741
Retirement and restructuring costs	488	488	904	904
	67,749	64,655	63,201	60,645

No special severance payments were made to any member of staff in the year.

**Senior Post-Holders**

Senior post-holders are defined as the Grŵp Chief Executive Officer and holders of other senior posts whom the Governing Body has selected for the purposes of the articles of government of the Grŵp relating to the appointment and promotion of staff who are appointed by the Governing Body.

	2025 No.	2024 No.
The number of senior post-holders including the Grŵp Chief Executive Officer was:	6	7

The "decrease" in the number of senior post-holders in the year is due to the resignation and replacement of the Executive Director for Business Development post during 2024. The number of senior post-holders' posts remains at six.

The number of senior post-holders and other staff who received emoluments, excluding pension contributions but including benefits in kind, in the following ranges was:

	Senior post-holders		Other staff	
	2025	2024	2025	2024
	No.	No.	No.	No.
£60,001 to £65,000	-	-	24	22
£65,001 to £70,000	-	-	3	3
£70,001 to £75,000	-	-	4	7
£75,001 to £80,000	-	-	7	11
£80,001 to £85,000	-	-	13	1
£85,001 to £90,000	-	-	1	-
£90,001 to £95,000	-	-	1	-
£110,001 to £115,000	-	-	-	-
£120,001 to £125,000	1	-	-	1
£125,001 to £130,000	1	1	1	-
£130,001 to £135,000	1	1	-	-
£135,001 to £140,000	-	2	-	-
£140,001 to £145,000	2	-	-	-
£180,001 to £185,000	1	1	-	-
	6	5	54	45

Senior post holders' emoluments are made up as follows:

	2025	2024
	£'000	£'000
Salary (including increment and pay award)	840	819
Benefits in kind	12	16
	852	835
Pension contributions	189	116
<b>Total emoluments</b>	<b>1,041</b>	<b>951</b>

The above emoluments include amounts paid to the highest paid senior post holder, who is also the Accounting Officer and CEO:

	2025	2024
	£'000	£'000
Salary (including increment and pay award)	180	216
Benefits in kind	4	2
	184	218
Pension Contributions	32	-

The remuneration of the accounting officer for 2024-25 was determined via a pay scale authorised by the Board. The accounting officer was not involved in setting their remuneration. The primary factor taken into account by the Committee in determining the accounting officer's remuneration for the year to 31 July 2025 was pay increases for other staff. The increase being set lower than that afforded to other staff and middle managers.

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

Principal and CEO's basic salary as a multiple of the median of all staff 5.20 (2024: 5.88)

Principal and CEO's total remuneration as a multiple of the median of all staff 5.38 (2024: 7.02)

Compensation for loss of office paid to former key management personnel

	2025	2024
	£'000	£'000
	-	-

No compensation for loss of office was paid during the year

The members of the Corporation other than the Grŵp Chief Executive Officer did not receive any payment from the Grŵp other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

**OVERSEAS ACTIVITIES – excluding student overseas activity**

The following net costs were incurred during 2024-2025 in respect of overseas activities which were carried out in accordance with the strategy approved by the Board of Governors.

For year ended 31 July 2025	Travel and Accommodation			Other Costs	Number of Visits
	£	Subsistence	£		
Governors	-	-	-	-	-
Senior Post holders	-	-	-	-	-
Other individuals	-	-	-	-	-

For year ended 31 July 2024

	Travel and Accommodation			Other Costs	Number of Visits
	£	Subsistence	£		
Governors	-	-	-	-	-
Senior Post holders	-	-	-	-	-
Other individuals	844	-	-	-	5

## 8. OTHER OPERATING COSTS

	GRWP 2025 £'000	College 2025 £'000	GRWP 2024 £'000	College 2024 £'000
Teaching departments	8,810	8,191	8,417	7,592
Teaching support services	156	156	177	177
Other support services	312	312	496	496
Administration and central services	3,394	2,852	3,673	2,883
General education expenditure	2,167	2,167	2,041	2,041
Premises Costs Running Costs	6,318	6,174	5,754	5,623
Premises Costs Maintenance	1,301	1,265	1,522	1,522
Premises Costs Rents and Leases	183	183	334	334
Other expenses	2,272	2,236	2,608	2,578
<b>Total</b>	<b>24,913</b>	<b>23,536</b>	<b>25,022</b>	<b>23,246</b>

Other operating expenses include:	GRWP 2025 £'000	College 2025 £'000	GRWP 2024 £'000	College 2024 £'000
Auditors' remuneration:				
Financial statements audit	65	60	65	60
Other services provided by the external auditors	4	4	4	4
Internal audit	25	25	25	25
Hire of assets under operating leases	37	-	34	-

**9. INTEREST AND OTHER FINANCE COSTS**

	GRŴP 2025 £'000	GRŴP 2024 £'000
On bank loans:		
Repayable within five years, by instalments	-	10
FRS 102 Net Pension interest	10	-
<b>Total</b>	<b>10</b>	<b>10</b>

**10. INTANGIBLE ASSETS AND GOODWILL**

	GRŴP		College	
	Goodwill £'000	Total £'000	Goodwill £'000	Total £'000
<b>Cost or valuation</b>				
At 1 August 2024	575	575	575	575
Acquisitions through business combinations (see note 13)	450	450	-	-
<b>At 31 July 2025</b>	<b>1,025</b>	<b>1,025</b>	<b>575</b>	<b>575</b>
<b>Amortisation</b>				
At 1 August 2024	575	575	575	575
Amortisation charge	90	90	-	-
<b>At 31 July 2025</b>	<b>665</b>	<b>665</b>	<b>575</b>	<b>575</b>
<b>Net book value at 31 July 2025</b>	<b>360</b>	<b>360</b>	<b>-</b>	<b>-</b>
Net book value at 31 July 2024	-	-	-	-

**11. TANGIBLE FIXED ASSETS – CONSOLIDATED**

	Freehold Land and buildings Restated £'000	Leasehold Improvements £'000	Assets in the Course of Construction £'000	Heritage Asset - Work of Art £'000	Equipment £'000	Motor Vehicles £'000	Total Restated £'000
<b>Cost or valuation</b>							
At 1 August 2024	162,525	179	24,829	5	17,603	181	205,322
restated							
Additions	4,407	-	2,377	-	1,615	-	8,399
Reclassification	19,408	1,964	(23,001)	-	1,629	-	-
Disposal	(2,991)	-	-	-	-	-	(2,991)
<b>At 31 July 2025</b>	<b>183,349</b>	<b>2,143</b>	<b>4,205</b>	<b>5</b>	<b>20,847</b>	<b>181</b>	<b>210,730</b>
<b>Depreciation</b>							
At 1 August 2024	67,279	36	517	-	14,672	114	82,618
restated							
Charge for the year	4,920	153	-	-	2,689	11	7,773
Reclassification	(1,364)	1,364	-	-	-	-	-
Disposal	(1,564)	-	-	-	-	-	(1,564)
<b>At 31 July 2025</b>	<b>69,271</b>	<b>1,553</b>	<b>517</b>	<b>-</b>	<b>17,361</b>	<b>125</b>	<b>88,827</b>
<b>Net book value at 31 July 2025</b>	<b>114,078</b>	<b>590</b>	<b>3,688</b>	<b>5</b>	<b>3,486</b>	<b>55</b>	<b>121,903</b>
Net book value at 31 July 2024 restated	94,646	743	24,312	5	2,930	67	122,704

**TANGIBLE FIXED ASSETS – COLLEGE (Note 11 cont'd)**

	Land and Freehold buildings Restated £'000	Leasehold Improvement £'000	Assets in the Course of Construction £'000	Heritage Asset - Work of Art £'000	Equipment £'000	Motor Vehicles £'000	Total Restated £'000
<b>Cost or valuation</b>							
At 1 August 2024	162,510	-	24,829	5	17,421	181	204,945
restated							
Additions	4,407	-	2,377	-	1,615	-	8,399
Reclassification	19,408	1,964	(23,001)	-	1,629	-	-
Disposal	(2,991)	-	-	-	-	-	(2,991)
<b>At 31 July 2025</b>	<b>183,334</b>	<b>1,964</b>	<b>4,205</b>	<b>5</b>	<b>20,664</b>	<b>181</b>	<b>210,353</b>
<b>Depreciation</b>							
At 1 August 2024	67,264	-	517	-	14,498	114	82,393
restated							
Charge for the year	4,921	133	-	-	2,680	11	7,745
Reclassification	(1,364)	1,364	-	-	-	-	-
Disposal	(1,564)	-	-	-	-	-	(1,564)
<b>At 31 July 2025</b>	<b>69,256</b>	<b>1,497</b>	<b>517</b>	<b>-</b>	<b>17,178</b>	<b>125</b>	<b>88,574</b>
<b>Net book value at 31 July 2025</b>	<b>114,077</b>	<b>468</b>	<b>3,688</b>	<b>5</b>	<b>3,486</b>	<b>55</b>	<b>121,779</b>
Net book value at 31 July 2024 restated	94,646	600	24,312	5	2,923	67	122,552

Land and buildings were valued in 1996 at depreciated replacement cost by Chestertons, a firm of independent chartered surveyors. If the inherited land and buildings had not been revalued they would have been included at the following historical cost.

	£'000
Cost	NIL
Accumulated Depreciation	NIL
Net Book Value	NIL

Arising from an exercise performed in the year to consolidate and improve the Fixed Asset Register held for the Grŵp, the cost and associated depreciation for a number of assets was reclassified within the fixed asset note categories to better reflect their classification.

**12. PRIOR YEAR ADJUSTMENT**

The Prior Year Adjustment relates to the impairments recognized against the Ffriddoedd Road, Friars Building and Penrallt site. When the financial statements were initially prepared for the year ended July 2024 it was understood that the Ffriddoedd Road and Friars building would be disposed of in one lot. An impairment adjustment was therefore made against the whole campus. In actuality, the Friars building was sold separately to the remainder of

Ffriddoedd Road and the assets should have been valued and impaired separately. The impact of this was to reduce impairment against the Friars building which has been sold for more than net book value and increase impairment against Ffriddoedd Road to recognize its true impaired value.

In addition, an exercise performed in the year to consolidate and improve the Fixed Asset Register held for the Grŵp identified a number of further items relating to the Ffriddoedd Road site that should have been impaired in the prior year and some assets that had been incorrectly assigned to the Penrallt site were impaired in error.

Altogether the impact of these adjustments is to increase impairment and therefore reduce the net book value of assets brought forward as at 31 July 2024 by £1,387k.

#### Changes to the Grŵp Balance Sheet

	As previously reported	Adjustment	As restated at 31 July 2024
	£'000	£'000	£'000
Tangible fixed assets	124,091	(1,387)	122,552
Total fixed assets	124,147	(1,387)	122,760
Total assets less current liabilities	139,435	(1,387)	138,464
Total net assets	65,739	(1,387)	64,352
<b>Unrestricted reserves</b>			
Income and expenditure account	58,282	(1,387)	56,895
Total unrestricted reserves	65,739	(1,387)	64,352

#### Changes to the College Balance Sheet

	As previously reported	Adjustment	As restated at 31 July 2024
	£'000	£'000	£'000
Tangible fixed assets	123,939	(1,387)	122,552
Total fixed assets	125,801	(1,387)	124,414
Total assets less current liabilities	139,851	(1,387)	138,464
Total net assets	66,155	(1,387)	64,768
<b>Unrestricted reserves</b>			
Income and expenditure account	58,698	(1,387)	57,310
Total unrestricted reserves	66,155	(1,387)	64,768

#### Changes to the consolidated statement of comprehensive income and expenditure

	As previously reported	Adjustment	As restated at 31 July 2024
	£'000	£'000	£'000
<b>Period ended 31 July 2024</b>			
Depreciation and impairment charges	9,360	1,387	10,747
Total expenditure	97,593	1,387	98,980
<b>(Deficit)/surplus before other gains and losses before tax</b>	(3,186)	(1,387)	(4,573)
Surplus/(deficit) for the financial year	(1,799)	(1,387)	(3,186)
<b>Total Comprehensive Income/ (expenditure) for the year</b>	(3,443)	(1,387)	(4,830)

#### Changes to the college statement of comprehensive income and expenditure

	As previously reported	Adjustment	As restated at 31 July 2024
	£'000	£'000	£'000
<b>Period ended 31 July 2024</b>			
Depreciation and impairment charges	9,332	1,387	10,719
Total expenditure	93,233	1,387	94,620
<b>(Deficit)/surplus before other gains and losses before tax</b>	(1,751)	(1,387)	(3,138)
Surplus/(deficit) for the financial year	(1,751)	(1,387)	(3,138)
<b>Total Comprehensive Income/ (expenditure) for the year</b>	(3,395)	(1,387)	(4,783)

### 13. INVESTMENTS

The Grŵp owns 100% of the share capital of North Wales Training Limited. The main business of North Wales Training Limited is the delivery of apprenticeships and skills training solutions.

On 1<sup>st</sup> November 2024 North Wales Training Limited purchased 100% of the share capital of Fit UK Training and Education Limited. The main business of the company is the provision of Fitness and Training courses and qualifications, primarily in England.

The cost of the investment was £450,000. This has been recognised as Goodwill in these accounts as the company had no net assets other than intangibles at the time of purchase.

### 14. NON-CURRENT INVESTMENTS

	GRŴP 2025 £'000	College 2025 £'000	GRŴP 2024 £'000	College 2024 £'000
Investments in subsidiary companies	-	1,806	-	1,806
Other non-current asset investments	82	82	56	56
<b>Total</b>	<b>82</b>	<b>1,888</b>	<b>56</b>	<b>1,862</b>

The Grŵp owns 100% of the issued ordinary £1 shares of the following companies, all incorporated in Great Britain.

- North Wales Training Limited whose principal business activity is training, who in turn own 100% of the share capital of Fit UK Training and Education Limited
- ColSol Limited, which is dormant.

The Grŵp has investment in shares in South Caernarfon Creameries, this is a farmer owned dairy co-operative. The Grŵp uses South Caernarfon Creameries to pasteurise milk. The Grŵp also has an investment in Wynnstay Group plc.

### 15. TRADE AND OTHER RECEIVABLES

	GRŴP 2025 £'000	College 2025 £'000	GRŴP 2024 £'000	College 2024 £'000
Amounts falling due within one year:				
Trade receivables	2,099	1,596	1,227	873
Prepayments and accrued income	2,838	2,780	5,489	5,412
Amounts owed by the Welsh Government and associated bodies	1,968	1,968	1,846	1,846
<b>Total</b>	<b>6,905</b>	<b>6,344</b>	<b>8,562</b>	<b>8,131</b>

**16. STOCKS**

	GRWP 2025 £'000	College 2025 £'000	GRWP 2024 £'000	College 2024 £'000
Stocks	922	922	677	677

Stock predominately relates to livestock held for education purposes and is not purchased with the intent to resell.

**17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	GRWP 2025	College 2025	GRWP 2024	College 2024
Trade payables	874	818	1,285	1,230
Other taxation and social security	123	40	1,547	1,478
Accruals and deferred income	5,814	5,536	5,741	5,735
Amounts owing to Welsh Government	4	4	888	888
Deferred Income - government capital	4,279	4,279	4,192	4,192
	11,094	10,677	13,653	13,523

The holiday pay accrual included in accruals is £1,714k (2024: £1,660k)

**18. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR**

	GRWP 2025 £'000	College 2025 £'000	GRWP 2024 £'000	College 2024 £'000
Deferred Income - government capital	76,083	76,083	70,786	70,786
	76,083	76,083	70,786	70,786

## 19. OTHER PROVISIONS

	Enhanced pensions £'000	Total £'000
At 1 August 2024	2,753	2,753
Transferred from income and expenditure account	(306)	(306)
<b>At 31 July 2025</b>	<b>2,447</b>	<b>2,447</b>

The enhanced pension provision relates to the cost of staff who have already left the Grŵp's employment. The provision has been calculated in accordance with guidance issued by the funding bodies. The provision has been recalculated following the change of pension increase assumption of CPI.

The principal assumptions for this calculation are:

	2025	2024
Price Inflation	2.7%	2.8%
Discount Rate	5.5%	4.8%

## 20. EVENTS AFTER THE REPORTING PERIOD

There have been no reportable events after the reporting period.

## 21. DEFINED BENEFIT OBLIGATIONS

The Grŵp participates in two defined benefit 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 Gwynedd Council.

Total pension cost for the year	2025	2024
	£'000	£'000
Teachers' Pension Scheme: contributions paid	6,585	5,608
Local Government Pension Scheme:		
Contributions paid	4,181	4,042
FRS 102 (28) charge	<u>99</u>	<u>225</u>
Charge to the Statement of Comprehensive Income	4,280	4,267
Enhanced pension charge to Statement of Comprehensive Income	(306)	107
<b>Total Pension Cost for Year</b>	<b><u>10,559</u></b>	<b><u>9,982</u></b>

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

There were no outstanding or prepaid contributions at either the beginning or end of the financial year.

### Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2014. 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. The TPS is a multi-employer pension plan and there is insufficient information to account for the scheme on as a defined benefit plan so it is accounted for as a defined contribution plan.

### Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary ("GA"), using normal actuarial principles, conducts a formal actuarial review of the TPS. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the was carried out as at 31 March 2020 and in accordance with The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2023 and the Employer Contribution Rate was assessed using agreed assumptions in line with the Directions and was accepted at the original assessed rate as there was no cost control mechanism breach.

The valuation report was published on 26 October 2023. The key results of the valuation were:

- total scheme liabilities for service (the capital sum needed at 31 March 2020 to meet the stream of future cash flows in respect of benefits earned) of £262 billion,
- Value of notional assets (estimated future contributions together with the proceeds from the notional investments held at the valuation date) of £222.2 billion
- Notional past service deficit of £39.8 billion (2016: £22 billion)
- Discount rate is 1.7% in excess of CPI (2016: 2.4% in excess of CPI (this change has had the greatest financial significance)

### **Defined Benefit Obligations (Cont'd)**

As a result of the valuation, new employer contribution rates have been set at 28.6% of pensionable pay from 1 April 2024 until 31 March 2027 (compared to 23.68% under the previous valuation including a 0.08% administration levy).

The pension costs paid to TPS in the year amounted to £6,585,000 (2024: £5,608,000).

### **Local Government Pension Scheme**

The LGPS is a funded defined benefit scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31 July 2025 was £5,583,000 (2024 - £5,415,000) of which employers contributions totalled £4,181,000 (2024 - £4,042,000) and employees contributions totalled £1,402,000 (2024 - £1,358,000). The contribution rate for employees changed on 1 April 2025 to be dependent on the salary as shown below:

#### Band changes

<b>Band from 1 April 2025</b>	<b>Band from 1 April 2024</b>	<b>Contribution Rate</b>
<b>Whole Time Pay</b>	<b>Whole Time Pay</b>	
£0-£17,800	£0-£17,600	5.5%
£17,801 - £28,000	£17,601 - £27,600	5.8%
£28,801- £45,600	£27,601 - £44,900	6.5%
£45,601 - £57,700	£44,901 - £56,800	6.8%
£57,701 - £81,000	£56,801 - £79,700	8.5%
£81,001 - £114,800	£79,701 - £112,900	9.9%
£114,801 - £135,300	£112,901 - £133,100	10.5%
£135,301 - £203,000	£133,101 - £199,700	11.4%
More than £203,000	More than £199,700	12.5%

### DEFINED BENEFIT OBLIGATIONS (cont'd)

The following information is based upon a full actuarial valuation of the Fund at 31 March 2022 updated to 31 July 2025 by a qualified independent actuary.

	At 31 July 2025	At 31 July 2024
Rate of increase in salaries	3.25%	3.25%
Future pensions increase	2.75%	2.75%
Discount rate for scheme liabilities	5.80%	5.00%
Commutation of pensions to lump sums	65%	65%

### Commutation

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

	At 31 July 2025	At 31 July 2024
	Years	Years
<b><i>Retiring today</i></b>		
Males	20.6	20.4
Females	23.7	23.7
<b><i>Retiring in 20 years</i></b>		
Males	21.8	21.6
Females	25.5	25.5

**DEFINED BENEFIT OBLIGATIONS (cont'd)**
**Local Government Pension Scheme (Continued)**

The Grŵp's share of the assets in the Gwynedd Council Pension Fund (of which the Grŵp's share is estimated to be 1.5%) and the expected rate of return were:

	Fair Value at 31 July 2025 £'000	Fair Value at 31 July 2024 £'000
<b>Fair value of assets</b>	197,351	178,057
Present value of scheme liabilities		
- Funded	(114,652)	(125,057)
- Unfunded	(132)	(157)
Asset Ceiling Adjustment	<u>(82,699)</u>	<u>(53,000)</u>
Asset in the scheme	<u>(132)</u>	<u>(157)</u>
	2025 £'000	2024 £'000
<b>Amounts included in staff costs</b>		
Current service cost	4,172	4,224
Past service cost	123	58
<b>Total</b>	<u>4,295</u>	<u>4,282</u>
<b>Amounts included in investment income</b>		
Net interest income	8,955	8,140
Interest on plan assets	(6,317)	(6,027)
Interest on the effect of the asset ceiling	<u>(2,648)</u>	<u>(2,036)</u>
	(10)	77
<b>Amounts recognised in Other Comprehensive Income</b>		
Return on pension plan assets	7,965	7,270
Changes in assumptions underlying the present value of plan liabilities	19,220	1,740
Changes in the effect of the asset ceiling	<u>(27,051)</u>	<u>(10,654)</u>
Amount recognised in Other Comprehensive Income	<u>134</u>	<u>(1,644)</u>

**DEFINED BENEFIT OBLIGATIONS (cont'd)**
**Local Government Pension Scheme (cont'd)**
**Movement in net defined benefit (liability)/asset during the year**

	2025 £'000	2024 £'000
Surplus/(Deficit) in scheme at 1 August	(157)	1,635
Movement in year:		
Current service cost	(4,295)	(4,282)
Employer contributions	4,196	4,057
Net interest on the defined (liability)/asset	(10)	77
Actuarial gain	27,185	9,010
Asset ceiling adjustment	<u>(27,051)</u>	<u>(10,654)</u>
<b>Net defined benefit asset/(liability) at 31 July</b>	<u>(132)</u>	<u>(157)</u>

**Asset and Liability Reconciliation**

	2025 £'000	2024 £'000
<b>Changes in the present value of defined benefit obligations</b>		
<b>Defined benefit obligations at start of period</b>	125,214	117,820
Current Service cost	4,172	4,224
Past Service cost	123	58
Interest cost	6,317	6,027
Contributions by Scheme participants	1,402	1,358
Experience gains and losses on defined benefit obligations	(19,220)	(1,740)
Estimated benefits paid	(3,209)	(2,518)
Unfunded benefits paid	(15)	(15)
<b>Defined benefit obligations at end of period</b>	<u>114,784</u>	<u>125,214</u>

**Reconciliation of Assets**

<b>Fair value of plan assets at start of period</b>	178,057	159,765
Interest on plan assets	8,955	8,140
Return on plan assets	7,965	7,270
Employer contributions	4,181	4,042
Contributions by Scheme participants	1,402	1,358
Experience gains and losses on defined benefit assets	-	-
Estimated benefits paid	<u>(3,209)</u>	<u>(2,518)</u>
<b>Fair value of plan assets at end of period</b>	<u>197,351</u>	<u>178,057</u>

## DEFINED BENEFIT OBLIGATIONS (cont'd)

### Local Government Pension Scheme (cont'd)

	2025 £'000
Present value of defined benefit obligations	(114,784)
Fair value of plan assets	<u>197,351</u>
Net asset	82,567
Restriction to level of asset ceiling	<u>(82,699)</u>
Net liability recognised in the balance sheet	<u>(132)</u>

The value of the Grŵp's share of net assets has been restricted due to the effect of the asset ceiling being the maximum value of the present of the economic benefits available in the form of the unconditional right to reduced contributions from the plan. A corresponding charge has been made to other comprehensive income in the period.

The estimated value of employer's contributions for the year ended 31 July 2025 is £4,181,000. The present value of unfunded liabilities is £132,000 (2024 - £157,000).

The College is aware that the Court of Appeal has recently upheld the decision in the Virgin Media vs NTL Pension Trustees II Limited case. The decision puts into question the validity of any amendments made in respect of the rules of a contracted-out pension scheme between 6 April 1997 and 5 April 2016. The judgment means that some historic amendments affecting s.9(2B) rights could be void if the necessary actuarial confirmation under s.37 of the Pension Schemes Act 1993 was not obtained. Until further investigations have been completed by the UK Government's Actuary's Department and/or any legislative action taken by the government, the potential impact if any, on the valuation of scheme liabilities remains unknown.

## 22. NOTES TO THE CASH FLOW STATEMENT

### Consolidated analysis of changes in net funds

	At 1 August 2024	Cash flow £'000	New finance leases £'000	Other non- cash changes £'000	Changes in market value and exchange £'000	At 31 July 2025 £'000
						At 31 July 2025 £'000
						£'000
Cash in hand, and at bank	19,702	5,825	-	-	-	25,527
<b>Net funds</b>	<b>19,702</b>	<b>5,825</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>25,527</b>

## 23 CAPITAL COMMITMENTS (GRŴP AND COLLEGE)

### GRŴP and College

	2025 £'000	2024 £'000
Commitments contracted for at 31 July	<u>2,129</u>	<u>3,242</u>

There are no commitments under finance leases entered into but not yet provided for in the financial statements.

## 24 COMMITMENTS UNDER OPERATING LEASES (GRŴP AND COLLEGE)

The total future minimum lease payments under non-cancellable operating leases are as follows.

	Grŵp and College	
	2025 £'000	2024 £'000
<b>Payments due</b>		
Not later than one year	80	37
Later than one year and not later than five years	199	161
Later than five years	98	140
	<u>377</u>	<u>338</u>

## 25 RELATED PARTY TRANSACTIONS

Due to the nature of the Grŵp'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 organisations in which a member of the board of governors may have an interest are conducted at arm's length and in accordance with the Grŵp's financial regulations and normal procurement procedures.

The Grŵp supports the seven principles of public life set out by the Nolan Committee. In this respect the Grŵp believes that the principle of openness leads to a requirement for the disclosure of transactions not required by FRS 8. Accordingly set out below are the aggregate payments made and income received by organizations which are connected to a Board member.

There have been no write offs in respect of related party transactions.

No Governor has received any remuneration or waived payments from the college or its subsidiaries during the year (2024: None).

### ***North Wales Training Limited – a subsidiary of Grŵp Llandrillo Menai***

Purchase transactions in the year amounted to £386k (2024: £114k). Sales transactions in the year amounted to £2k (2024: £32k). There was an amount owing to North Wales Training Limited of £126k (2024: £8k) at the year-end and no outstanding balances in Debtors.

During the year North Wales Training Ltd. made a donation of £400,829 (2024 - £412,974) to Grŵp Llandrillo Menai.

**26 FINANCIAL CONTINGENCY FUND**

The Grŵp Llandrillo - Menai allocation was distributed as follows:

	<b>2025</b> <b>£'000</b>	<b>2024</b> <b>£'000</b>
DFES grants	772	721
DFES grant b/f	-	6
Disbursed to students	(749)	(655)
Administration Costs	(23)	(22)
Consolidated in financial statements	-	-
DFES grant c/f	-	(44)
Returned to Welsh Govt	-	6

The financial contingency fund grants are available solely for students. The college only acts as a paying agent. The grants and related disbursements are therefore excluded from the Statement of Comprehensive Income.