



Edinburgh Napier University

Strategic Report and Annual Accounts

1 August 2023 - 31 July 2024

Delivering high quality education and research to add value to the social, cultural and economic capital of our communities and shape their development

Our Distinctiveness

We are inclusive in our ethos, applied and collaborative in our approach, with a commitment to delivering high-quality education and research that adds value to the social, cultural, and economic capital of our communities.

“Our vision is compelling – an enterprising and innovative community, renowned internationally, with an unrivalled student learning experience.”

Andrea Nolan, Principal and Vice-Chancellor

Based in Edinburgh, we have an international reach, connecting people and ideas across a breadth of disciplines. Our size and diverse portfolio enable us to foster connections and collaborations that address ‘live’ challenges, reflecting our dedication to creating a meaningful impact locally, nationally, and internationally.

We are driven by our values of professionalism, ambition, innovation, and inclusivity and aspire to be recognised for acting with respect and integrity, and for creating an environment where everyone feels proud, confident, challenged, and supported.

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Principal's Foreword

Over the past year, Edinburgh Napier University has demonstrated remarkable resilience and achievements despite the challenges posed by ongoing external pressures. Uncertain geopolitics, a turbulent domestic political and economic environment and reforms of further and higher education continued to impact heavily on the Scottish and wider UK higher education sector. However, in the face of this uncertainty, we have continued to meet our strategic priorities, while ensuring we remain prudent in maintaining our long-term sustainability.

Our student and staff community continued to deliver some incredible achievements. A highlight was the naming of Edinburgh Napier University as the top higher education institution in Scotland at the Herald Higher Education Awards 2024, while receiving many other accolades besides. These awards are well-deserved reflections of the dedication of our staff and students to making a meaningful impact in both local and global communities, with many examples of this impact highlighted throughout this report. We were also delighted to welcome our first cohort of students to the Edinburgh Napier University International College, our new embedded pathway college located at our Merchiston campus.

On this high note, after more than ten years as Principal and Vice-Chancellor of Edinburgh Napier University, I will be stepping down at the end of this year and passing the baton to my successor.

I am immensely proud of all that we have achieved as a university community during my tenure, and I am confident that Edinburgh Napier will thrive long into the future, shaping and contributing to the economic, social and cultural capital of the communities that we serve and support. Wherever our students, staff, and alumni community go in the world to live and work, I will celebrate their achievements and contributions to more sustainable, healthier, more equitable and inclusive societies.



Andrea M Nolan

Professor Andrea M Nolan, CBE
Principal and Vice-Chancellor

9 December 2024

Delivering our Strategic Objectives

Some standout examples of our progress this year

Build careers – create opportunities:

80% of our academic staff are accredited with Advance HE Fellowship (up from 76% last year). The HUB for SUCCESS partnership celebrated its 5th anniversary – having provided 1-2-1 support for 528 care-experienced learners and helped 43% of them into further or higher education.

Accredited
practice

>80%

Widening
participation

528

Grow networks – connect communities:

For 7 years we have led the Scottish Institute for Policing Research (SIPR), supporting internationally excellent, multi-disciplinary policing research to enable evidence informed policy and practice. This year is the 50th anniversary of our enduring transnational education partnership with HKU SPACE.

Leading
network

7

Global
heritage

50

Advance knowledge – deliver impact:

Over 16,600 police officers in Scotland now carry naloxone to address drug-related deaths, because of ENU research. An ENU academic is leading a £1.5 million MRC-funded study to improve HIV/AIDS care in Ghana in partnership with academics from Kings College London, the University of York and the University of Ghana.

Policy
impact

>16,600

HIV/AIDS
study

£1.5m

Growing sustainably:

We were ranked 301-400 in our inaugural THE Impact Rankings 2024 submission, which assess 1,963 global institutions against the [United Nations Sustainable Development Goals](#). Our website [ScottishHerring.org](#) has had ca 25,300 individual visitors in 2023/24 alone, helping to bridge scientific and local knowledge of the ecological, economic and cultural importance of Atlantic Herring.

Impact on
UNSDGs

301-400

Public
engagement

>25,300

Strategic and Operational Report



BUILD CAREERS Create Opportunities

Our culture of personal growth, coupled with our flexible, innovative and holistic learning environment, will enable students and staff to shape their development and flourish in their careers



GROW NETWORKS Connect Communities

Creative collaborations, locally, nationally and internationally will provide an educational and research portfolio that both shapes and responds to the needs of business and society



ADVANCE KNOWLEDGE Deliver Impact

Our research and knowledge exchange will address 'live' challenges, underpin our teaching and influence professional practice and policy, driving key societal, economic and environmental impacts



While being committed to **GROWING SUSTAINABLY** by...

Growing and diversifying our income and taking progressive action to achieve net zero carbon in our operations by 2030 at the latest. We will also seek to minimise both our wider and legacy carbon footprint and influence sustainable practices within and beyond our campuses

Our strategy, *Shaping Our Future: Driving Distinctiveness*, approved in March 2020, was drawn from a deep understanding of who we are and what we stand for, and through it we continue to build on the foundations and progress achieved through *Strategy 2020: Building Success*. Incorporating three open-ended strategic objectives focused on building careers, growing networks and advancing knowledge, underpinned by a commitment to sustainability, it outlines nine transformational actions to sharpen our focus, while remaining responsive to a rapidly changing external environment.

<https://www.napier.ac.uk/about-us/our-strategy>

Its delivery is underpinned by our core Learning & Teaching, Research & Innovation, and Internationalisation strategies, enabling strategies related to our People & Services and Finance & Operations, and our Environmental Sustainability Strategy. The delivery of the objectives from these crosscutting strategies is embedded through the University's annual planning process, with associated key performance indicators to help us track our progress.

Our cross-cutting commitment to the United Nations Sustainable Development Goals (SDGs) can be reflected across our strategic objectives and operations, recognising our purpose and ambition to make a difference across society.

Our objective to align and build our academic excellence on wellbeing and sustainability – underpinned by the four themes of health, environment, artificial intelligence & technologies, and cultures & communities – also directly supports the Scottish Government's ambition to deliver a wellbeing economy as articulated by the National Strategy for Economic Transformation.

United Nations Sustainable Development Goals

As a signatory of the Sustainable Development Goals (SDG) Accord, examples of our contributions during 2023/24 towards the United Nations SDGs include:



Our Transport Research Institute and Aristotle University studied rising inflation's impact on transport for low-income and ethnic minority groups, highlighting deepening inequalities in Scotland.



Mikoko Pamoja, a Kenyan conservation project developed in partnership with our institution, won the UN in Kenya 'Person of the Year' award for managing 117 hectares of mangroves, protecting shorelines, and supporting local livelihoods.



A new heart clinic at Forth Valley Royal Hospital aims to improve treatment for Spontaneous Coronary Artery Dissection, backed by research from our Centre for Cardiovascular Health.



We were named Scotland's *top higher education institution* in the Herald Awards and recognised for widening access, contributions to diversity in cybersecurity, and research on police carrying naloxone to reduce drug deaths.



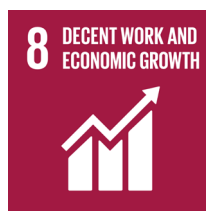
Edinburgh Napier University and Women's Enterprise Scotland have launched the SDG5 Living Lab to support women in business with tailored training, resources, and networking opportunities.



We launched the Nna Samaa Mankolou conservation project in The Gambia, alongside partners and funded by Dona Bertarelli Philanthropy, to restore riverbanks and plant mangroves, boosting biodiversity and local communities.



Our partnership with Stoane Lighting was shortlisted for a knowledge exchange award for developing a life cycle assessment strategy to enhance environmental impact quantification in lighting products.



Edinburgh Napier has been named a top 10 university in the UK and second in Scotland for generating spin-out companies, according to one of Europe's largest venture capital teams, Octopus ventures.



We launched a cutting-edge computer cluster, enabling experts in engineering, cybersecurity, robotics, biological sciences, and AI to process data and perform complex tasks at high speeds.



Edinburgh Napier won the Public Service Award at the Proud Scotland Awards, which recognise the work and commitment of individuals and organisations within and supportive of the LGBTQI+ community in Scotland.



Our researchers have launched a new UN resource, the 'Managing Smart City Governance' playbook, to help cities worldwide use digital tech for more effective, inclusive, and sustainable urban development



Two of our scientists have spun out their technology to turn seaweed waste into a biodegradable alternative to plastics, developed during their research with the Advanced Materials Group.



An Edinburgh Napier academic has shone a light on how role-playing games can spur climate action through engaging players in possible futures, inspiring collaboration and problem solving, that leads them to act in the real world.



Our work on marine conservation has used underwater drone technology to identify a vast herring spawn, aiding efforts to restore herring populations after past overfishing, as part of the West of Scotland Herring Hunt project.



Our Centre for Conservation and Restoration Science, along with European experts, identified 15 emerging threats to UK forests, highlighting overlooked issues that could impact the next 50 years without urgent action.



An Edinburgh Napier academic partnered with Scot Aid, the UNDP, and edX to provide 5,000 free licenses to students in Gaza affected by the ongoing conflict in Palestine.



We are leading a £1.5m international study to improve healthcare for people with HIV/AIDS in Ghana, in partnership with King's College London, the University of York, and the University of Ghana

Contextual Factors

The following section covers key contextual factors which had a material impact on the University's planning, delivery and performance.

Macroeconomic factors

The 2023/24 academic year was marked by significant uncertainty in the University's macroeconomic environment. Inflation, whilst on a downward trend, remained at high levels and above the Bank of England's target of 2% for most of the year.

Public funding factors

In December 2022, the Scottish Government outlined its draft budget for 2023/24 which saw a modest cash increase of 1% in funding to the University Sector. However, against the backdrop of significant inflation (around 9% at the time), it represented significant real terms cuts in institutions' budgets and their ability to invest.

Scottish and UK Government reforms

This academic year was marked by the planning of significant policy change in the tertiary education sector following the publication of a significant number of Government reviews at the end of the 2022/23. These reviews include the [Purpose and Principles for Post-School Education, Research and Skills](#), the [Independent Review of the Skills Delivery Landscape](#), the [Independent Review of Qualifications and Assessment](#), the [Entrepreneurial Campus Review](#) and a new [National Innovation Strategy for Scotland](#). One of the common threads contained in these reviews is the intention for the tertiary education sector, colleges and universities, to be more joined up in the delivery of objectives.

Key policy changes were announced this academic year.

For instance, the Scottish Funding Council (SFC) announced changes to key

research funding mechanisms such as the University Innovation Fund. It will be replaced by the Knowledge Exchange and Innovation Fund which introduces a new funding methodology for knowledge exchange and innovation activity. It also announced that a new assurance and accountability framework will be in force in the next academic year.

The Scottish Government announced its intention to make structural changes to key agencies, including Skills Development Scotland, in the next academic year. SDS's skills planning functions are expected to move to central government departments in order to draft national skills planning priorities this year.

With regards to the UK Government, Whitehall pursued several reforms and policies concerning international student immigration before the general election in July 2024. This included the introduction of a change to visa rules which restricted the ability of undergraduate and postgraduate taught students to bring dependents to the UK, which came into effect in January 2024. It also considered restrictions on the Graduate Route that allows international graduates from UK universities to work in the UK for two years (three if undertaking a PhD). The debates and the uncertainty surrounding this topic had a significant negative impact on the confidence of students looking to study in the UK.

With regards to research, the UK Government's decision to re-associate with the Horizon Europe research scheme was warmly welcomed across the higher education sector.

Geopolitical factors

Geopolitical factors, combined and intersecting with domestic UK policies, continued to weigh heavily on the University's activities and performance, and indeed the wider higher education sector. Many institutions across the UK did not meet their international student targets with significant impact on their finances.

The general uncertainty over UK policies towards international students was widely relayed in key recruitment markets and dampened demand for international study in the UK, affecting the UK's competitiveness as a destination.

There were also country-specific factors affecting international student recruitment. Following the presidential elections which took place in Nigeria in 2023, the Central Bank adopted measures that had the effect of significantly devaluing the local currency, the Naira, with several currency shocks across the year. This significantly reduced the recruitment of students from Nigeria during the year.

More broadly, the effects of conflicts around the world and the uncertainty continued to weigh on the price of commodities and services, leading to increased costs.

Strategic and operational factors

Student engagement and retention was a significant area of focus for the institution as we continued to deal with post-pandemic impacts and the disruption many pupils and students experienced during this time.

Cybersecurity risks continued to feature highly on our risk register as universities are known to be targets for cyber-hacking groups and entities, with a significant programme of activity around preparedness and mitigation.

Work and research remain ongoing regarding the use of artificial intelligence by university students and staff. The University published guidance for students and staff about the use of artificial intelligence, advising both the positive and negative impacts that these tools can present.

Our Strategic Objectives

Build Careers – Create Opportunities



Our culture of personal growth, coupled with our flexible, innovative and holistic learning environments, will enable students and staff to shape their development and flourish in their careers

Following the launch of the Employability Strategy in 2022/23, focus over the last year has been on its implementation. Indeed, a recent audit highlighted areas of good practice, such as the effectiveness of Industry Advisory Boards helping to feed new insights on changing workplace needs into curricula. It praised a range of initiatives including the delivery of employability workshops within the Nursing programme, the approach to student projects in the Business School and the work within Life Sciences for students to maintain a passport of transferable skills acquired through their studies. It also acknowledged the role of the ENhance Curriculum Framework – now in its 2nd full year. This framework has continued to be embedded across our programmes with a third of all programmes now validated through Institutional-Led Reviews as meeting expectations of at least three of the five pillars (research and practice integration, sustainability, inclusion, global outlook, employability). The roll out of a dynamic approach to embedding skills development for students has also been positively received by academics and students.

Although our annual Graduate Outcomes survey showed a slight decrease compared to last year, with 76% of our 2021/22 UK-domiciled graduates in a managerial/professional role 15 months after graduation, this may reflect a cooling

of the labour market at the time the graduates were surveyed (2022/23), as we remain above the UK (72%) and Scottish averages (75%). The same survey for those graduating from taught postgraduate degrees has risen by a point each year to 87% - we are just lower than both the UK and Scottish average. Our results for both undergraduates and postgraduates in positive destinations (work or further study 15 months after graduating) remain consistently high at 97%.

Following publication of the Evaluation Report for the HUB for SUCCESS we were proud, as founders and hosts to this collaborative group, to note that in the 5 years since its launch it has provided 1:1 support for 528 care-experienced people and helped 43% of them into further or higher education, with the other 57% supported to stay in education. This impact was recognised when the University and the HUB for SUCCESS won the Widening Access category in the Herald Awards in May 2024.

Our professional recognition framework, ENroute, has continued to support staff to reflect on and develop their practice, with 81% of our academic staff recognised with Fellowship of Advance HE at the end of July 2024, up from 76% last year. Head of Law, Richard Whitecross, was awarded a prestigious National Teaching Fellowship, while 74% of our academic staff hold doctorate degrees, up from 72% last year.

In terms of student success, Shalu Madan won the 2024 Herald Award for Outstanding Contribution from a University Student for her dedication to cybersecurity and her advocacy for diversity and inclusion in the industry. Lewis Gribben, one of our BA (Hons) Acting for Stage and Screen alumni, who split his studies between us and Queen Margaret University, won the Actor Television award at the 2023 BAFTA Scotland Awards for playing the lead role in an acclaimed Channel 4 drama. Two Edinburgh Napier MSc Creative Advertising students claimed a prestigious industry prize for their innovative campaign encouraging young adults to avoid falling into debt. While James Gadsby and Gemma Skelding achieved success in the 2023 Data & Marketing Association Annual Awards, winning the DMA Breakthrough Award, the category giving aspiring creatives the opportunity to work on a brief for a well-known brand.

In terms of some notable staff achievements, Professor Lis Neubeck won Outstanding Lifetime Achievement award from the Royal College of Nursing (RCN) Scotland, celebrating her significant contribution to the development of nursing, as well as receiving a 'Highly

Commended' Award at the 5th Scottish Women's Awards 2023 under 'Services to Medicine.' Professor Bill Buchanan was elected one of 57 new Royal Society of Edinburgh Fellows, while Professor Gerri Matthews Smith was named Advocate of the Year at the Ex-Forces in Business Awards for her work championing veterans in their careers.

During the year, we launched a new leadership and management development series and underpinned career conversations by embedding succession and workforce plans through the annual planning round, while our early career academics continued to benefit from their bespoke academic framework launched last year. In June, colleagues from across the University came together for our all-colleague event, Pride of Napier: A Carnival of Recognition and Appreciation, featuring our Colleague Recognition Awards. The event saw nine awards presented to those who made an outstanding contribution throughout the last year, along with our new Pride of Napier Award, which celebrated a significant, collaborative piece of work. Over 240 nominations were received, and colleagues voted for their winners from the shortlist in each of the award categories.

Grow Networks – Connect Communities



Creative collaborations locally, nationally and internationally will provide an educational and research portfolio that both shapes and responds to the needs of business and society

Academic year 2023/24 saw us host a wide range of creative collaborative events locally, such as the Edge23 - a funding competition for Scotland's most innovative startup businesses, hosted by The

Business School (TBS). Our School of Applied Sciences (SAS) hosted the 2024 International Symposium on Volunteering in Policing, bringing together a global network of academics and practitioners,

while our School of Health & Social Care (SHSC) held a nursing ancestry event in association with RCN and National Libraries, to give the public the chance to trace nursing and midwifery ancestors.

A fantastic collaboration between our Department of Learning and Teaching Enhancement (DLTE) colleagues and students from our School of Computing Engineering and the Built Environment (SCEBE) won the Digital Partnership award at the Student Partnerships in Quality Scotland (SPARQS) 20th anniversary event. The cocreated winning ARC Project, is a digital narrative artefact that supports the development of Anti-Racist Curricula.

Our 2024 'Powered by AI' exhibition was visited by industry, the public and hundreds of school children with hands-on access to this showcase of the research, tools and expertise being developed by our SCEBE staff and students to help shape the world of AI. We also joined the Turing University Network focused on collaborations towards finding solutions, building skills for the future, and driving an informed public conversation around data science and AI.

Our SAS creative collaborations to develop 'Lost Shore' a Surf Resort near Edinburgh, and the Mountain Bike Innovation Centre in the Scottish Borders – linked to research and expertise in Surf and Trail therapy respectively, continue to make progress.

We marked the first anniversary of our new Edinburgh Technical Collaboration, which was introduced to support mentoring and job shadowing programmes across the four HE institutions; helping increase visibility of technical roles alongside supporting personal career

development. More than 50 technicians from across Edinburgh's universities joined the celebrations.

Our U!REKA Shift bid was selected by the European Commission for the 2023 European Universities Initiative. This collaborative programme, for which we are an associate partner, aims to establish a long-term strategic and structural collaboration to integrate our education and research into a European University Network with a specific focus on sustainable, human, inclusive and future-proof transitioning to Climate-Neutral and Smart Cities.

We were delighted to host staff and students from Lutsk National Technical University, marking our first in-person meeting with the institution as part of Universities UK's UK-Ukraine twinning programme, which supported both institutions to discuss a range of partnership and collaboration opportunities.

Further afield and recognising an enduring collaboration, during 2023/24 we celebrated the fiftieth anniversary of our transnational education (TNE) partnership with the University of Hong Kong School of Professional and Continuing Education (HKU SPACE). The first certificates in Medical Laboratory Technology were awarded in 1973, as part of a collaboration between what were then Napier Technical College and the Department of Extra Mural Studies of Hong Kong University. Since then, around 8,000 students have graduated, with 12 collaborative degree programmes on offer today in subject areas including biological sciences, social sciences, mass communications, accounting and finance, and tourism and business.

Advance Knowledge – Deliver Impact



Our research and knowledge exchange will address 'live' challenges, underpin our teaching and influence professional practice and policy, driving key societal, economic and environmental impacts.

During academic year 2023/24, Edinburgh Napier researchers from The Business School (TBS) launched a novel resource for the United Nations to help cities around the world harness the benefits of digital technology. '[Managing smart city governance](#)' is described as a playbook of practical recommendations to improve urban life with the use of cutting-edge technology, by showing how cities worldwide have been successfully dealing with the ethical, societal and environmental implications of digital technologies in order to develop more effective, inclusive, and sustainable urban areas.

ENU spinout 'LastingAsset' claimed the Cisco Future Tech Award at the 13th edition of the annual Converge Awards, which recognises potentially transformational spinouts and start-ups at Scotland's universities. The LastingAsset team from the School of Computing Engineering and the Built Environment (SCEBE) have developed a technological solution to scam phone calls, with investment and mentorship supporting the next stage of roll out.

Our academic expertise has played a major part in a new strategy for the future of timber construction, which has been published by the UK Government. The [Timber in construction roadmap](#) is designed to boost the safe use of sustainable timber in construction and increase domestic supply as part of the effort to reduce emissions and reach net

zero. A team of experts from across Europe, including from our [Centre for Conservation and Restoration Science](#) also identified a list of critical threats faced by UK forests with the aim to help researchers, practitioners, policymakers, and society in general, better prepare for the future and address threats before they become critical. The Timber TED team at Edinburgh Napier University also won the Green Skills Award at the inaugural Built Environment - Smarter Transformation (BE-ST) Accelerate to Zero Awards. This prestigious award celebrates their innovative work in sustainable timber construction and education. The team's efforts in promoting green skills and sustainable building practices have made a significant impact on the industry.

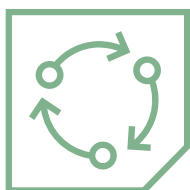
A major School of Applied Sciences (SAS) research project on the carriage of naloxone by police officers to address drug-related deaths in Scotland received a Commended in the Research Project of the Year category at the 2024 Herald Awards. The SAS research undertaken into a mountain biking programme for people with a mental health diagnosis has found beneficial effects – the Evaluation of Trail Therapy finds mountain biking helps participants' wellbeing. Meanwhile the forthcoming Lost Shore surf resort at Ratho plans to feature plant-based wetsuits made from rubber plants, thanks to research by the SAS Surf Lab.

An academic from our School of Health & Social Care (SHSC) has been awarded a

£1.5m prestigious healthcare research grant from the Medical Research Council to lead a collaborative project on how health care for people living with HIV/AIDS in Ghana can be improved. The trial of community-based, person-centred care will see healthcare professionals trained to offer a more holistic way of managing the condition.

An academic from our School of Arts and Creative Industries (SACI) has been awarded more than £140,000 from Kidney Research UK for the development of a Virtual Reality application for home haemodialysis training to help families and carers of people with kidney disease awaiting transplant.

Committed to - Growing Sustainably



We will grow and diversify our income and take progressive action to achieve net zero carbon in our operations by 2030. We will also seek to minimise both our wider and legacy carbon footprint and influence sustainable practices within and beyond our campuses

Given the extremely challenging fiscal environment described at the outset of this report, with pressures on public funding and factors impacting international student recruitment, we were pleased to launch the Edinburgh Napier University International College (ENUIC) in January 2024. This embedded pathway college was set up in collaboration with Oxford International Education Group (OIEG) to offer students from around the world a new route to accessing our courses. Over 200 students have joined ENUIC since its launch, across six undergraduate pathways and two postgraduate pathways, with progression routes into a range of degree programmes. Pathway students will also benefit from our wide-ranging focus on sustainability, not least through our curriculum, helping to influence their decisions and impact, both in Edinburgh and beyond and in turn they will bring diversity and enrich the Edinburgh Napier experience for all our community members.

The University has been positively assessed in sustainable development, earning a place in the Times Higher Education (THE) Impact Rankings for the first time. Evaluated against the United Nations (UN) Sustainable Development Goals (SDGs), ENU scored 76.1 out of 100, ranking 301-400 out of 1,963 institutions, receiving high ratings for progress in Sustainable Cities & Communities, Good Health & Wellbeing, and Responsible Consumption & Production, with an 82.1 score in Partnership for the Goals. Joining the rankings aligns with our Environmental Sustainability Strategy (ESS) commitment to show progress against the UNSDGs. We are also proud signatories of the [UNSDG Accord](#), the [UKRI Concordat for Sustainability](#) and the [Edinburgh Climate Compact](#), exemplifying outwardly our commitment to embedding environmental sustainability and the SDGs in our policy and practice, as well as reporting on progress and sharing learnings. We maintained a 2:1 award class in the

People and Planet University League with a ranking of 3rd in Scotland.

Our [Every Action Counts campaign](#) was launched during the 2023/24 academic year with a focus on encouraging students and staff to lead in an array of everyday actions to reduce our collective environmental impact. During September Climate Week, the campaign raised awareness about energy conservation and provided practical tips for reducing energy use, as winter approached, it emphasised sustainable heating practices, followed by a Christmas switch-off, urging the power down of non-essential devices culminating in a Sustainability Week in March, featuring events such as a smoothie bike, a free tree giveaway, and support from partners like Home Energy Scotland, SHRUB, and Lothian Buses. These activities drew significant participation, highlighting the community's commitment to sustainability and by fostering a culture of sustainability, Every Action Counts is now a key University campaign that will continue to encourage individual action to achieve a collective environmental win.

Our catering team focused on eliminating single-use plastics, supporting Fairtrade, and encouraging reusable cups, making huge improvements in sustainable dining, while our Print Hub team transformed old furniture with vinyl wrapping and eliminating plastic waste with reusable solutions, setting an example of creative sustainability. Our Lions' Gate Garden received the 'Thriving Award' from Keep Scotland Beautiful in September 2023 recognising the garden's outstanding contributions to sustainability and environmental stewardship. We have also embarked upon the installation of electric water tanks across our campuses and student accommodation sites to reduce the use of gas during the summer months, as well completing LED light replacement projects at Sighthill to reduce electricity consumption.

Our operational carbon emissions encapsulate business travel, electricity, natural gas, water, waste, and fluorinated gases. Our gross operational carbon emissions totalled 5,232.0 tCO₂ equivalent, 18.5% lower than the 2018/19 Environmental Sustainability Strategy (ESS) baseline. Emissions associated with gas consumption reduced thanks to increased focus on energy management, whereas our business travel emissions increased by 48.6% compared to the previous year. The post-pandemic increase in business travel and associated carbon impact was expected. To mitigate further increases, our existing Travel & Expenses Policy is currently under review. The updated document will provide better guidance and a clear framework for making sustainable travel decisions. In addition, in line with our ESS commitments, we procured 2,500 tCO₂e of Plan Vivo verified ethical carbon credits from ACES, our trusted offset partner. ACES support the Vanga Blue Forest conservation project, underpinned by ENU research, helping to realise significant community benefits for those suffering from current and existing impacts of climate change that they have not contributed to. We elected to use a portion of these carbon credits to offset business travel emissions for 2023/24, and as such our net carbon emissions are reported as 3,494.7 tCO₂e.

We were pleased to join the new HE Research network Scotland Beyond Net Zero and launched a new ENhance Quick Guide to support the embedment of sustainability in the curriculum. ENU researchers developed a forecasting tool to protect mangrove crabs in Brazil, ensuring sustainable fishing practices, whilst our partnership as part of the HySpirits 2 project, is helping to decarbonise whisky distilling, exploring hydrogen as a clean energy source.

The Year's Priorities

The University's priorities for 2023/24 were agreed as being the areas of strategic change and importance that would be focused upon during the academic year. They cut across the institution, are aligned to the University Strategy and had discrete deliverables for the year.

1 Student Experience and Retention

To enhance the student experience and retention, focusing on student engagement, assessment, and feedback redesign. This includes improving academic induction and staff development to support all students, especially those at risk.

An institution-wide retention strategy was developed in the previous year and deployed with workstreams on Staff Engagement & Development, Student Engagement & Academic Development, and Curriculum Design with an emphasis on assessment and feedback. Delivery through local school and service action plans included: enhanced student engagement monitoring; support for Personal Development Tutors; enhanced 'Keep on Track' service for at-risk students (with a 54% increase in contacts); and specific support for widening access students. Considerable efforts by the School Support Service increased optimisation of timetables and provided earlier re-assessment opportunities for students.

A retention summit was held, sharing effective practice, such as the assessment focussed enhancements (including authentic assessment practices), increased staff participation in continuous professional development, and enhanced integration of academic skills into curricula.

Indicators throughout the year demonstrate improved module and programme outcomes for students, representing a return to pre-pandemic levels. For example, improved positive progression was seen for 2023/24 UG FT students (excluding nursing & midwifery) with an increase from 82% to 86% (cf the previous year) and a similar improvement for Entrants from 79% to 84%. Although significant in-roads have been made in terms of positive progression of Year 1 students with a 7%-point increase since 2021/22, this remains 5% points below 2018/19 so will be an area of ongoing focus moving forward.

Altogether these efforts have laid a foundation for continued enhancements to student engagement, with recommendations for further development in Personal Development Tutoring, academic skills integration, and curriculum enhancement through authentic assessment practices.

2 Sustainable Student Recruitment

To ensure stable recruitment of Scottish, RUK, and international students, meeting Scottish Funding Council targets and increasing the intake of direct entrants from college and postgraduate students.

As already reported, external sector trends contributed to an extremely challenging recruitment environment for both international and home recruitment. UK Visa and Immigration (UKVI) policy and Nigerian currency challenges contributed to missing the September 2023 and January 2024 targets for international taught postgraduate (TPG) recruitment, with the additional challenge of UKVI delays in processing visas for students primarily from Pakistan. Furthermore, sector challenges, in particular the reduction in HNC and HND entrants from colleges through well-defined articulation pathways, contributed to an under recruitment of SFC funded places in 2023/24. Despite this we achieved 100% of our undergraduate full-time population while under-recruiting taught postgraduate SFC funded students. Mitigating actions were explored and implemented, with a positive year-on-year growth in Scottish UG applicants following the UCAS 31st January 2024 deadline. Recruitment teams worked exceptionally hard to attract and convert as many students as possible, despite the external challenges.

Global Online programmes have continued to grow steadily, achieving their largest intakes in January and May. Income from TNE fell but is forecast to

increase next year and beyond following successful launches of new franchise developments in Greece and Uzbekistan, with other partnerships to follow as outlined in Priorities 7 and 10, below.

Progress has been made on projects supporting the longer-term elements of this objective, such as closer working across the marketing and recruitment teams and enhancements to the CRM (contact management system), as well as work to diversify beyond the University's top 3 recruiting countries.

New intakes were implemented for the MBA and MSc Healthcare Management programmes, and as highlighted below under Priority 4, the Edinburgh Napier University International College was launched and delivered our first three intakes of students.

An enhanced approach to Clearing processes was implemented to increase enrolments for the September 2024/25 intake. Similarly, a focus on the approach to University Open Days was used to identify and implement enhancements to improve the experience of students considering applying during AY 2024/25. A review of the Widening Participation (WP) Strategy was initiated and is expected to be completed in 2024/25.

3 Infrastructure and Estates

To improve campus infrastructure and estates to support academic ambitions, optimise space utilisation, and align developments with the University's future size and shape, including the goal of achieving net zero by 2030.

Launched in 2022, Project VISION is focused on developing and delivering a programme of investment in the physical and digital infrastructure and estate of the University, critical to support the delivery of the overall University Strategy and sustainability commitments. Progress continued during 2023/24 with further detailed studies undertaken and significant input from our Masterplan Architects to support the development of the 5-10-year VISION Masterplan/Strategy. The approved framework will inform the next round of stakeholder engagement towards development of Outline Business Cases to underpin investment decisions.

The Academic Size and Shape Principles were agreed, and sessions held with senior stakeholders to develop a high-level requirements list reflecting specialist and research space needs for each School. Further, more detailed requirements gathering on specialist and research spaces will continue as part of the Outline Business Case process in AY 2024/25.

Space utilisation analysis was conducted with recommendations for improvements in timetabling process and policy, improving access to right sized spaces and with an overall factor applied to the space required to be delivered through the Masterplan. The planning model developed to support the utilisation study is now being transitioned for ongoing use.

The Digital Strategy was developed with broad consultation and was published

during March 2024. It is designed to ensure that the University has a robust, reliable, and secure infrastructure that supports the delivery of high-quality education and research, and efficient administrative processes.

A number of priority in-year campus improvements were delivered by the Property and Facilities team, in collaboration with Information Services, including upgrades to Applied Sciences laboratories in Sighthill, delivery of high-quality staff, student and research spaces; delivery of the Hub and teaching spaces for ENUIC; installation of modular classrooms on Craiglockhart Campus; and completion of the refurbished Dr Riady Lecture Theatre space, following a substantial donation from our long-term supporter.

Over the course of the year Property and Facilities also continued to investigate several short-term, interim and long-term options to improve Sports Facilities for our students, working with local schools, Edinburgh Leisure and Edinburgh City Council. Short-term improvements have been made to the existing pitches in the meantime.

Good progress was also made on delivery of the Environmental Sustainability Strategy 2023/24 goals as described in the Grow Sustainability section, with significant infrastructure enablers to support delivery of our Net Zero commitment dependent on the future implementation of the VISION Strategy.

4 Embedded Pathway College

To establish an international pathway college for students entering undergraduate and postgraduate programmes, contributing to student diversity and enrolment growth.

As noted earlier, the Edinburgh Napier University International College (ENUIC) is now an integral part of the University. This priority focused on working with Oxford International Education group (OIEG) to ensure all the systems, processes, onboarding, infrastructure and governance were in place to support the smooth launch of ENUIC as our first embedded pathway college in January 2024.

Three main intakes were delivered in AY 2023/24 - January, April (an exceptional intake) and June - with 261 students enrolled (above target). The first cohorts of students will join their target degree programmes in September (AY 2024/25). After launching with six undergraduate

and two taught postgraduate pathway courses across two schools, with the potential to progress to one of 36 degrees, 18 pathways have now been approved for progress towards 47 target degrees across all five schools. The five-year growth forecast is very positive, despite international recruitment pressures.

In July 2024 the QAA undertook an oversight review of ENUIC with a positive outcome, noting that that confidence can be placed in ENUIC's management of its responsibilities for academic standards, as set out in its contractual arrangements with the University, and ENUIC's management and enhancement of the quality of learning opportunities.

5. Research Environment

To enhance the University's research environment, improving postgraduate research recruitment and local research centres while building strategic partnerships to increase research impact.

Our Doctoral College was established at the beginning of April 2024 to bring together all activities supporting our Postgraduate Research students into a single structure devised to enhance the student experience and raise the visibility of our research degree community. The proposal was driven by our goal to grow our PGR student numbers and to provide an excellent student experience where our PGR students are integrated as full members of our wider research community.

Three new cross-University research centres were delivered in 2023/24: the Centre for Applied Informatics; the Centre

for Business Innovations and Sustainable Solutions; and the Centre for Engineering and Mathematical Modelling. The research centres create critical mass and provide a forum for joint supervision and funding applications and are designed to strengthen the University's visibility around research areas, both within the UK and internationally. The new structures allow us to foster interdisciplinary collaborations and bring together our researchers from across the University with external partners.

The formal announcement of a strategic partnership between ENU and global IT consulting firm CGI was made in

November 2023, with ENU also joining CGI's SEEDS programme. The partnership is enabling a range of exciting discussions leading to, for example 5 project 'Proofs of Concept' being progressed, an Augmented Reality (AR) Wayfinder app being developed to help

students navigate the Merchiston campus, and several joint external funding applications. The University Innovation Fund plan for 2023/24 included support for the development of 12 new Continuing Professional Development courses.

6 Student Accommodation

To secure adequate student accommodation for first-year undergraduates, direct entry students, and Pathway College students, ensuring alignment with Project VISION and future growth.

Montagu Evans were commissioned to develop a student accommodation strategy, to inform ENU decision-making towards entering appropriate agreements to meet the short-term needs of our student communities, as well as to address the needs of later year undergraduate and postgraduate students. The Student Accommodation Strategy was recently endorsed by the Finance & Property Committee.

The University's strategic approach will be to work with private sector developers in a partnership model to deliver new accommodation to support future growth and changing needs. Key objectives include maintaining Nomination Agreements, reviewing existing lease

agreements, engaging stakeholders on preferred options and providing strategic growth.

The University delivered on the student accommodation guarantee for Undergraduate 1st Year, direct entrant students and ENUIC students for Academic Year 2023/24 with an excess of beds reported for undergraduate students.

A joint paper (Student Living Report and the Edinburgh Student Accommodation Market Report) has been prepared in collaboration with other Edinburgh HEIs, detailing recommendations on student accommodation for Edinburgh City Council.

7 Curriculum

To enhance the curriculum design by developing new postgraduate taught programmes, embedding innovative teaching frameworks, and ensuring alignment with themes like sustainability.

Following its launch in 2022/23 the Curriculum Management Environment (CME) is now embedded in business

processes, with full governance in place and academic and professional service forums driving further benefits. This year,

new dashboards and management information were used to improve quality, reduce risk and inform portfolio developments.

An Active Learning Spaces project to support the delivery of innovative teaching approaches, delivered a new classroom for research into active learning teaching. This was complemented with training, support and a teaching research project to inform and support future rollout.

Ongoing development of the portfolio is exemplified through newly approved provision. Beyond the 18 new ENUIC pathways approved (see Priority 4), the majority of new programmes developed in 2023/24 were supporting TNE growth, with approvals for undergraduate programmes in Egypt, Uzbekistan, Macau and Greece, while one new UG and 5 new TPG programmes were approved for on-campus delivery, and 28 Short /CPD courses were approved to support upskilling and reskilling across a wide range of sectors.

Throughout the year, focus has also continued towards delivering the benefits of the ENhance curriculum framework, with new case studies, resource guides and the Curriculum Development/Review Approach (ENACT) helping staff engagement. Evidence-Informed Dialogues and Curriculum Conversations were also used to sustain momentum, with the percentage of programmes meeting the ENhance KPI (% of programmes meeting ENhance threshold in three of the five pillars - sustainability, inclusion, global outlook, employability, and research and practice integration) through Institutional-Led Reviews, increasing from 21.5% to 32.7% (above target for the year). The approach to date has helped draw out good practice and highlight what matters through a common process/language, which can be used moving forward to catalyse a deeper transformation of our curricula and teaching practice.

8 Workforce

To strengthen workforce planning, ensuring alignment with strategic goals, and focusing on talent acquisition, succession planning, and inclusion across academic and professional services staff.

The University has made significant advancements in workforce planning in parallel to enhancements to the colleague experience. The introduction of new workforce planning templates has been successfully integrated into the annual planning cycle, further streamlining the planning process. Based on enhanced data analysis and reporting, this framework has enabled the development of detailed action plans, which are monitored and updated regularly to address emerging challenges and opportunities.

The refinement of succession planning processes has been a key focus. The implementation of a succession planning tracker has provided enhanced visibility into individuals who have both the aspiration and capability to progress in their career, identify potential leadership gaps and potential successors for roles. With the introduction of a slow-down on external recruitment, there will be additional focus on building an internal talent pipeline capable of supporting the University's strategic objectives well into the future.

Talent Acquisition and Development teams worked together to improve pre and onboarding activities in order to enhance the candidate experience and develop a new online onboarding tool. Attraction channels and job boards have been successfully reviewed, leading to efficiencies in spend.

Enhancements to our terms and conditions have been implemented, including increases in annual leave

entitlement and a reduction in contracted working hours for Professional Services colleagues. The University's gender pay gap has reduced (5.8% - well below the sector average) and work is ongoing to reduce this further. These efforts underscore a deep commitment to ensuring that the University remains competitive in attracting and retaining the best talent, thereby supporting its mission and strategic goals.

9. Staff Experience

To improve staff engagement and satisfaction through the delivery of action plans focused on addressing underperformance, enhancing collaboration, and improving work wellbeing.

Significant progress has been made in enhancing the colleague experience including the continuation of local and University-wide 'Your Voice' actions developed in response to feedback gathered in 2022 and November 2023. This includes through three groups led by our Senior Leadership Team (SLT), focussing on work wellbeing, collaboration, and managing underperformance whilst recognising great performance.

Quarter 4 saw a full colleague survey with a 59% participation rate and overall engagement score of 70%, a 1% increase on the 2022 engagement score. There was improvement in all the focus areas, with a notable 7% increase in colleagues believing that action will be taken as a result of the survey. Acting on feedback and fostering an environment where colleagues feel supported, connected, and valued remain priorities. Actions will continue into 2024/25 as the University adopts a continuous listening approach, measuring colleague feedback regularly.

In response to feedback, we transformed our annual recognition event to focus on inclusivity and recognising all colleagues'

achievements. The event was opened to all colleagues, a new SLT-led award was introduced, and colleagues were involved in determining the winners through a vote. There was an increased number of nominations and over 450 colleagues attended the event. A review of our approach to overall colleague recognition commenced with focus groups held to gain colleagues' insight.

An Employee Relations Framework was created providing greater clarity on ways of working with our trade unions partners. 32 colleagues were promoted via the Academic Promotions process, a 58% success rate and an increase of 9% from last year. This merit-based process celebrates and rewards the sustained performance and contributions of our academic colleagues and aligns with our strong focus on Building Careers. Our Early Career Academic Programme continues to embed with more enhancements planned. A series of leadership development sessions have also been rolled out, focussing on feedback and development conversations, aligned with our My Contribution process.

Technology has played a pivotal role in enhancing the colleague experience. Integrating IT solutions, including HR technology enhancements has improved administrative processes, reduced burdens and enabled colleagues to focus more on core responsibilities.

These efforts demonstrate a comprehensive and ongoing commitment to enhancing the colleague experience, ensuring the University remains a great place to work for all colleagues.

10 External Engagement

To improve external engagement through strategic partnerships in education, industry, and community, ensuring structured approaches to knowledge exchange and local, national, and international collaborations.

A new structure for external engagement centred around 4 thematic segments was agreed and a pilot Strategic External Engagement 'Health' Working Group established to drive activity. A number of key opportunities are being explored and progressed including a Community & Health Hub at Sighthill; collaborations with other HEIs including the University of Massachusetts towards a joint virtual centre on health tech and medical devices, and with Flinders University on an international doctoral network and joint war veterans research on wellbeing.

There has been substantial progress in terms of the development of the partnership with Capital Universities Foundation (CUF), with five programmes in Engineering and Computing approved for delivery in Egypt, partnership framework and programme agreements signed, and consultancy advice provided towards the development of the campus infrastructure and recruitment of staff. The application is now with the government for presidential approval with the aim of launching for entry in September 2025.

Partnership proposals have been developed with local college partners to support skills development and local delivery, while a range of activities focused on improving Knowledge Exchange, commercial and industry engagement have been progressed. A review of the CPD and Consultancy Framework was conducted, and Knowledge Transfer Partnership (KTP) portfolio development has resulted in ENU being awarded three new KTPs worth £770k of research income. The Innovation Hub content has been enhanced with new video case studies developed over the last academic year.

We have joined the University Policy Engagement network (UPEN) and work to increase public and community engagement is progressing, with a range of academic and research student performances, exhibitions and workshops across Edinburgh Festivals in August 2024 including the Fringe and the Scottish Parliament's Festival of Politics, and ENU's sponsorship (jointly with QMU) of the prestigious Edinburgh Festival Fringe awards.

Equality, Diversity and Inclusion

Re-shaping Equality, Diversity and Inclusion (EDI) at Edinburgh Napier University

Throughout Academic Year 2023/24, alongside progressing existing EDI actions, a focus has been toward improving progress monitoring. A review of the Equality Outcomes 2021-25, together with our existing plans on Race and Gender equality, resulted in a streamlined set of five 2024/25 Equality Outcomes providing the focus for the period to April 2025. These 2024/5 Equality Outcomes are supported by a set of Specific Equality Measures incorporating key actions from the Gender and Race Equality Plans mapped against the SFC national Equality Outcomes. Distilling the range of plans into one space, whilst retaining previous progress reporting, supports activity that looks toward developing new Equality Outcomes for the period 2025-29.

Equality, Diversity and Inclusion Activities

The EDI space is in a period of change as we look toward creating final updates on our Equality Outcomes and a round off mainstreaming report for April 2025. Some flagship areas worth noting include:

- Continued engagement with the University's EDI aligned Staff Networks. A recent survey of EDI network members is shaping how the University will best support the networks over AY 2024/25
- The creation of a new Task and Finish Group to examine Awarding Gaps as part of activities to ensure protected characteristics do not affect student experience and success
- Improved support for Disabled Students through development and implementation of a new E-platform for Learning Profiles
- Continued strong engagement from the student community in creating safe and respected campuses with **7,360** undertaking Consent Matters training in the last 5 years. **1,076** of these since September 2023
- Refreshed and relaunched Equality Impact Assessment processes put in place
- Development of new EDI internal structures to support improved coordination of activity, progress reporting and oversight. Enhancement activities including centrally delivered EDI capacity building is in development.

Fair Working Practices

With Inclusion as one of our core values we take pride in aligning our working practices with Fair Work First. This means we do not adopt inappropriate use of zero-hour contracts, nor do we engage in 'fire and rehire' practices. We continue to offer a progressive suite of family friendly policies and flexible working practices including hybrid working.

We make sure that our managers are supported to be responsive, creating a welcoming and supportive working culture most recently rolling out training packages covering Creating a Feedback Culture and Development: Fuelling Growth and Learning.

We are pleased to have exceeded our aim of achieving 12% representation of global majority ethnicities employed in decision making, leadership and senior roles, with that figure standing at 14%. We are continuing to support that success, recently partnering with Black Professionals Scotland.

Our Gender Pay Gap remains between 5-6% over the 2022-24 period. Our professorial female:male split has largely remained 40:60% over the same period. As we look forward to future work on pay gaps and representation across grades, we will remain committed to being an accredited Living Wage employer, reporting annually on our Gender Pay Gap and enhancing our approach to include intersectional analysis, and routinely undertaking equal pay audits.

Employee engagement remains an important feature of our working practices. A recognition agreement with trade union partners EIS and Unison supports regular consultation on key areas, ensuring a platform for the employee experience to be heard. In November 2023 we undertook a pulse colleague engagement survey, which contributed to informing future initiatives. Building on this, in June 2024 we undertook a full Your Voice colleague engagement survey, encouraging colleagues to share their views on their employment experience. We will be moving to a Continuous Listening model in the future.

Disability Policy

Edinburgh Napier University welcomes those with visible or hidden disabilities, those with long term health conditions and specific learning difficulties and is committed to providing both students and staff with support in all aspects of university life.

We take a positive, flexible approach to encouraging full participation of disabled people and make every reasonable effort to anticipate and provide the necessary support, adaptations, equipment and development, in order to enable students and staff to fulfil their potential.

For students this is delivered by our Disability Inclusion Service which is also driving forward, together with students and staff and in particular the Department for Learning and Teaching Enhancement, with Inclusion a core element of our curriculum enhancement framework – ENhance.

For staff this is delivered through our participation in the Disability Confident scheme, which we have recently gained reaccreditation at Level 2 (Employer). This scheme encourages us to think differently about disability and take action to improve how we recruit, retain and develop people.

Key Performance Indicators

Our 2023 – 2024 Performance

Key Performance Indicator	2023/24 actual
TPG students (FTE)	4,337
RPG students (FTE)	238
International students on-campus (FTE)	3,270
TNE income (incl. online)	£9.3m
Proportion of SIMD20 entrants	11.8%
Student Satisfaction (NSS / PTES)	78% / 87%
Year 1 continuation (2022/23 entry)*	83%
Graduate level employability (positive destinations)	76% (97%)
Income from research & knowledge exchange	£8.6m
Net carbon emissions (tonnes CO ₂ equiv.)	3,494.7
Total income / operating surplus**	£166.8m / £2.0m

**Provisional figure pending HESA Data Futures 2023/24 submission completion.*

*** Prior to pension adjustments and exceptional work at our student accommodation.*



Image: Widening Participation Ambassadors at Sighthill Campus

Financial Review

The continued generation of an underlying surplus is targeted to demonstrate the University's commitment to ensuring its financial health and sustainability. This will provide the platform to deliver our ambitious capital investment across our estate and digital environment enabling our teaching, learning and research strategies. Our finance strategy is designed to effectively address key operational challenges which include maintaining high levels of student and staff satisfaction while planning and responding effectively to changes in the external environment.

We aim to ensure the basket of financial sustainability metrics is always at a weighted, acceptable level, maintaining access to liquidity that will allow us to meet our obligations, even under stress.

Our performance against these metrics in 2023/24 is summarized below:

- Our ratio of academic to professional staff was 0.8:1 (Target 1:1).
- Our ratio of staff costs to income was 64% (Target less than 60%)
- Our underlying operating surplus was 1% of total income (Target 5%)
- We reduced our reliance on core SFC income to 40% (Target less than 50%)

Scope of the Financial Statements

The financial statements have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005, regulation 14 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Statement of Recommended Practice: Accounting for Further and Higher Education 2019 (SORP), and in accordance with applicable accounting standards. The University is a public benefit entity and therefore has applied relevant public benefit requirement of FRS 102. The financial statements are prepared in accordance with the historical cost convention (modified by the revaluation of certain fixed assets).

Financial Review

Our financial strategy is still focused on strengthening our balance sheet to provide financial resilience but to provide a strong platform to deliver Project VISION, our ambitious capital investment across our estate and digital environment.

Income and Surplus

Following strong income growth in 2022/23, income for the year, prior to pension adjustments, fell slightly. Tuition fees from international student recruitment was lower than anticipated attributable to the ongoing uncertainty over UK policies towards international students whilst the impact of significant devaluation in the Nigerian local currency, the Naira, affected the recruitment of students from that country.

Offsetting the above, we delivered increases in our non-academic income, including our residences and catering whilst sustained higher interest rates have supported growing investment income.

£m	2022/23 Excl. Dev Trust	2022/23 Inc. Dev Trust	2023/24 Excl. Dev Trust	2023/24 Inc. Dev Trust
Income	167.8	167.8	166.8	167.2
Expenditure before pension charges	(159.2)	(159.5)	(164.8)	(165.0)
Surplus before exceptional items	8.6	8.3	2.0	2.2
Exceptional items	-	-	(2.0)	(2.0)
Surplus before other gains / losses	8.6	8.3	0.0	0.2
Other gains / (losses)	(0.1)	(0.1)	0.0	0.1
Surplus before pension charges	8.5	8.2	0.0	0.3
Pension (charges) / credits	(1.2)	(1.2)	4.8	4.8
Actuarial gain / (loss)	(23.0)	(23.0)	(5.4)	(5.4)
Net surplus/ (deficit) for the year	(15.7)	(16.0)	(0.6)	(0.3)

Against a backdrop of static income, our cost of running the University continue to grow. Staff costs, excluding pension adjustments, grew by £9m representing the full year impact of staff recruited in the previous year, whilst the pay settlement implemented ranged from 5% for staff on higher spine points to 8% for those on lower points.

Overall, we achieved a break-even position at operational level after exceptional work at our student accommodation and prior to one-off gains and the inclusion of the annual revaluation of our pension schemes in our accounts.

Our LGPS pension valuation at July 2024 shows a surplus on our scheme of £90.8m, an increase from £88.6m at July 2023. However, under accounting standards although there is surplus position on the scheme there is a ceiling to which this can be recognised in the annual accounts based on the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. Consistent with July 2023, the increased surplus of £90.8m at July 2024 has been capped at nil; the pension credits of £5.4m being offset by the equivalent actuarial loss. Our unfunded scheme has a liability of £9.5m at July 2024.

Balance Sheet

A summary of our Balance Sheet is tabled below. Whilst we delivered a break-even operating performance, our net assets have reduced by £0.3m to £140.0m, linked to the increased deficit on our unfunded scheme.

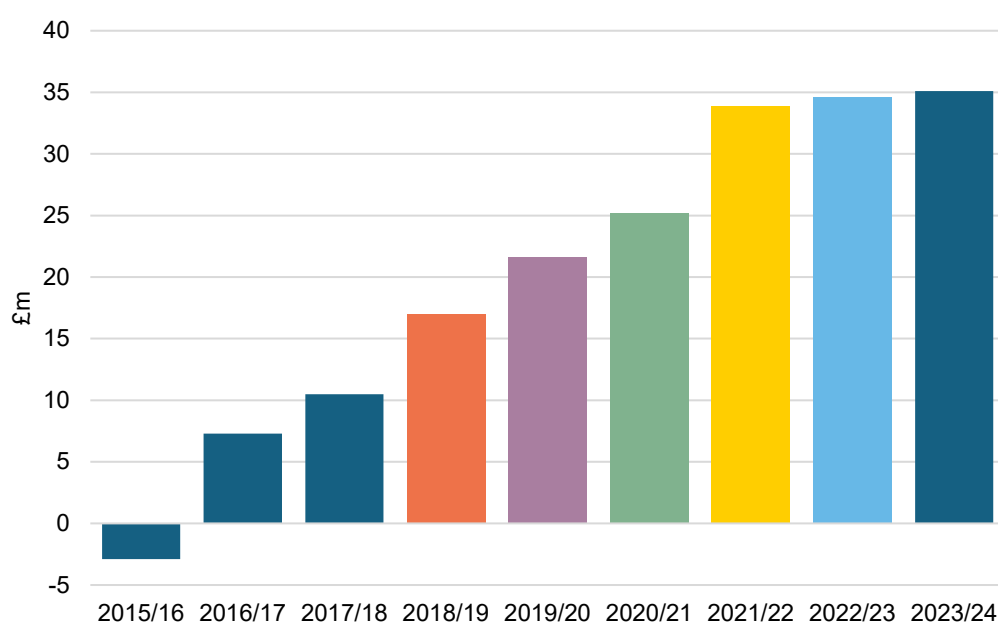
Our Balance Sheet (£000)

	2024	2023
Non-current assets	114,623	115,945
Pension asset	-	-
Current assets	80,306	86,400
Current liabilities	(45,210)	(51,815)
Net current assets	35,096	34,585
Creditors >1 year	(267)	(535)
Provisions	(9,454)	(9,744)
Net assets	139,998	140,251

Our liquidity as represented by net current assets have been stable over the last year few 3 years and although growing by £0.5m to £35.1m in 2023/24, we saw the cash element (including short term deposits, within current investments) fall by £4.0m to £65.3m as capital and other investment exceeded cash generation. We currently have no utilised bank borrowings.

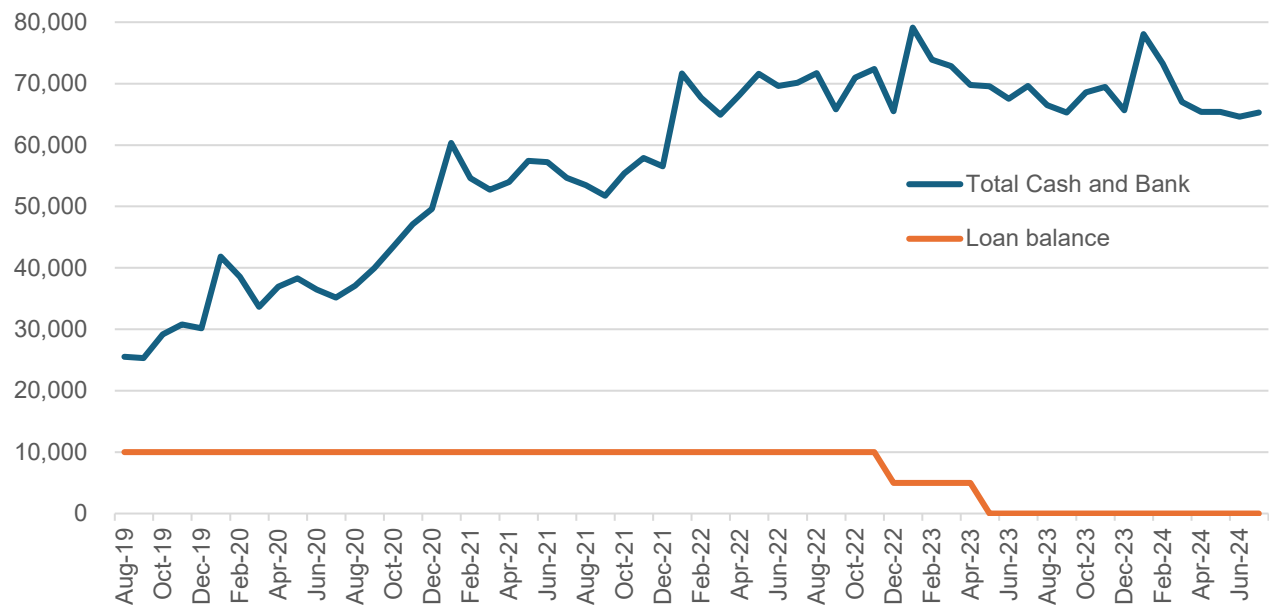
It is the University's policy that payments to suppliers are made in accordance with those terms and conditions agreed between the University and its suppliers, providing that all trading terms and conditions have been complied with. At 31 July 2024, there was an average of 28 days purchases (2023 – 39 days) outstanding in trade creditors. No interest was paid under the Late Payment of Commercial Debts (Interest) Act 1998.

Net Current Assets

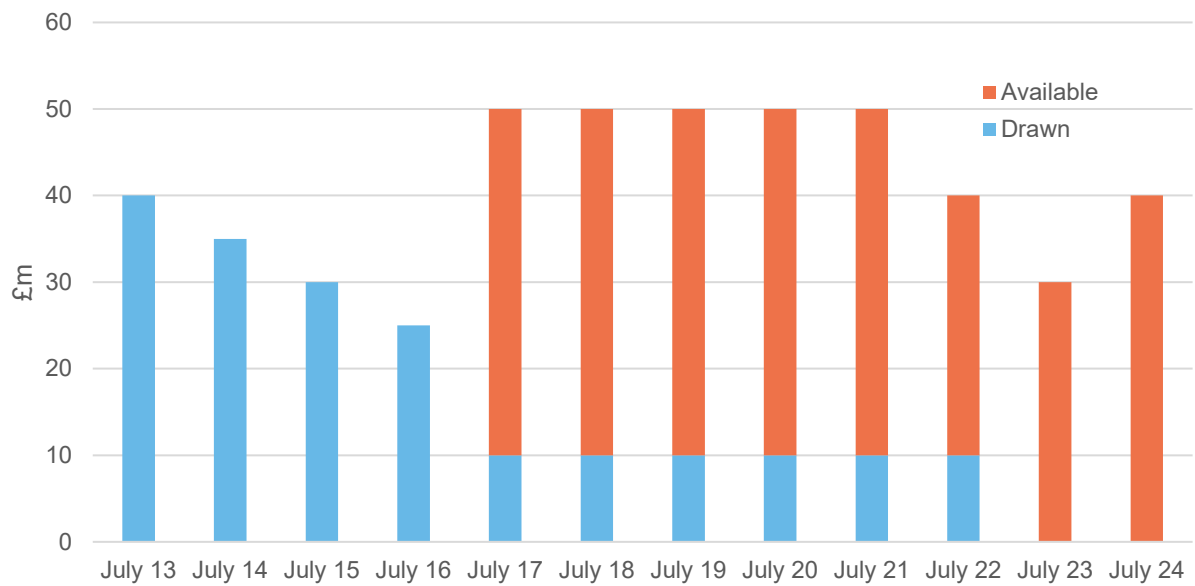


Our Financing

Cash and Short Term Deposit Trend July 2019 to July 2024



Bank Loans



Funds available of
£65m cash +
£40m loan facility

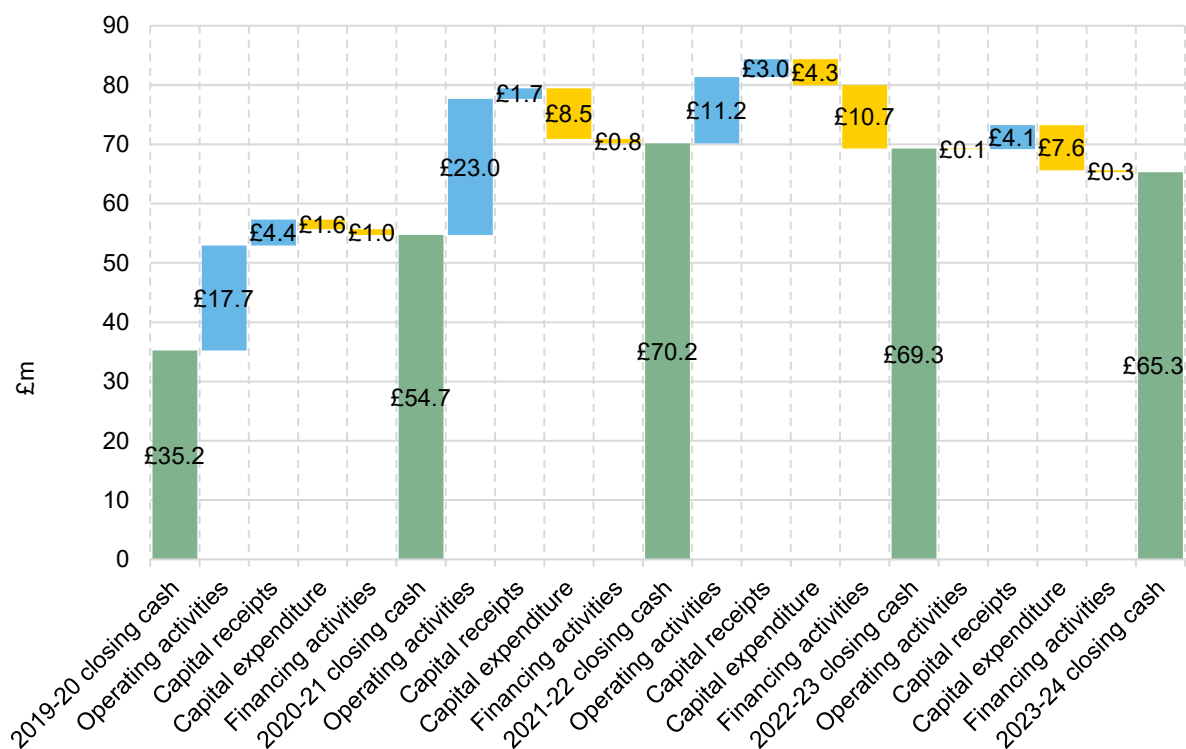
Cash, Cashflow and Loans

Cash and short term deposits are £65.3m at 31 July 2024. This is a decrease of £4.0m during the year and can be summarised as follows:

- Net cash outflow from operating activities was £0.1m.
- Investing in fixed assets totalled £7.6m. This was offset by asset sales, capital grant receipts and investment income totalling £4.1m, resulting in a net cash outflow from investing activities of £3.5m.
- Financing activities were £0.3m

In August 23 we agreed to increase our revolving credit facility (RCF) with the Bank of Scotland to £40m.

Cash and Deposit Movement



Key Performance Indicators

Financial Key Performance Indicator	2019/20	2020/21	2021/22	2022/23	2023/24
Gearing – debt as a % of Net Assets	34.9	18	6.4	0	0
External borrowing as a % of income	7.8	7.8	6.7	0	0
Unrestricted reserves as a % of income	17.3	33.1	97.2	79.2	82.2
Total net assets (£000)	28,635	55,429	156,264	140,251	139,998
Income per staff FTE (£)	91,153	94,435	99,336	103,897	101,180

Development and Alumni

The Development and Alumni Relations Office undertakes alumni engagement, philanthropic fundraising and external engagement to grow supportive networks. Edinburgh Napier Development Trust is a charity (Charity Reg No. SC030225) governed by a separate Board of Trustees which includes co-opted members from the University's Court.

Since 2019 the Development Trust has expanded the portfolio of philanthropic funding opportunities to research as well as student support. The funds raised support student scholarships and bursaries, collections, research, early-stage student entrepreneurship and citizenship programmes across all five Schools and three campuses.

Thanks to the donations made by alumni, friends, charitable trusts, foundations and corporates, Edinburgh Napier University Development Trust ("the Trust") raised £0.9m in 2022-24 (£1.1m 2022/23).



Image: Judi Bergen

“Receiving a scholarship has meant a lot to me, both in terms of financial help and the encouragement to succeed academically. It helped bridge the gap between rising costs and expenses and student loan income and allowed me to work less during term time, which in turns means I can focus more on my studies”

- Judi Bergen is a 4th year student who received an Encourage Scholarship

Throughout the year, a total of £670k was disbursed. This large disbursement programme included funds raised in-year plus funds secured in previous financial years. £624k was disbursed to support UK and international students who are currently studying. The funding provides additional financial assistance and encouragement for students to be able to make the most of their time at university. This includes support for travel, research, project materials and also crisis funding support.



Image: Mangrove Project in The Gambia

One project includes the expansion of a mangrove research programme in Kenya and a new protected area established in Gambia. The research has been led by ENU’s Centre for Conservation and Restoration who work collaboratively with local partner organisation ACES and in-country community groups. This project secured a £407K philanthropic pledge over three years, with £177K received in 2023-24. Not only does it further research into carbon capture and contribute solutions for the global community, it also helps to establish a sustainable local community enterprise. Through the research the programme has helped grow the skillset of local people in the Gambia and Kenya, resulting in improved education, healthcare and infrastructure for small coastal communities.

Santander Universities continue to be a major funder with £57k received in-year 2023-24 (£10K directly to the Santander Scholarship student). Alongside other supportive individuals and corporates, their focus on encouraging student entrepreneurs has provided grants for prototyping and testing innovations.

HUB for SUCCESS, the University's pioneering support for care-experienced students, continues to expand a programme of work across Edinburgh and SE Scotland. In 2023-24 the project secured £284k, from partners, individuals and Trusts and Foundations. Their sustained support has continued to support the expansion of a successful new holistic support programme which has been proven over the past five years. A key achievement is the HUB for Success Ambassador Programme, which helps train up and enable those who are care-experienced to lead change. Through skills development and training, the ambassadors contribute to government and organisational debate, supporting the design and introduction of new initiatives. The Ambassador cohort for the past year has been recognised for their contribution to help shine a light on the difficulties faced by those with lived-experience, leading to long-overdue system and policy change. Their work has brought about lasting change to benefit those who are care-experienced across Scotland, enabling them to get into, stay in and move on from higher education.

Sustainable Procurement

The Procurement service within the Institution continues to be delivered by Advanced Procurement for Universities and Colleges (APUC), the sector's Centre of Procurement Expertise, in the form of the Edinburgh Region Procurement Team (ERPT), a shared service with Edinburgh College. The shared service continues to provide improved leverage in the supply chain and increased resilience in service provision for both institutions involved.

Delivering savings and improved value for money remains a focus for the team, whilst balancing the increased focus on the social, ethical, and environmental impacts through the institution's supply chain.

Our total discretionary Procurement spend for Q1-3 of the academic year 2023/24 was c.£37m, of which 27% was through the use of collaborative sector-wide agreements with negotiated pricing. In addition, 67% was spent with SMEs.

Responsible Procurement continues to be at the heart of Procurement activity. The procurement team works closely with the environmental sustainability manager on a number of projects to encourage alignment with the University's environmental strategy. To support the analysis of the social, environmental and ethical impacts of the supply chain the University has adopted a sector-developed tool with the objective to invite all suppliers with over £50k contract spend. The University is an affiliate member of Electronics Watch and also an early adopter of EcoVadis, a global business sustainability ratings company. For high-risk or high-value suppliers, the goal is to encourage an EcoVadis assessment and certification.

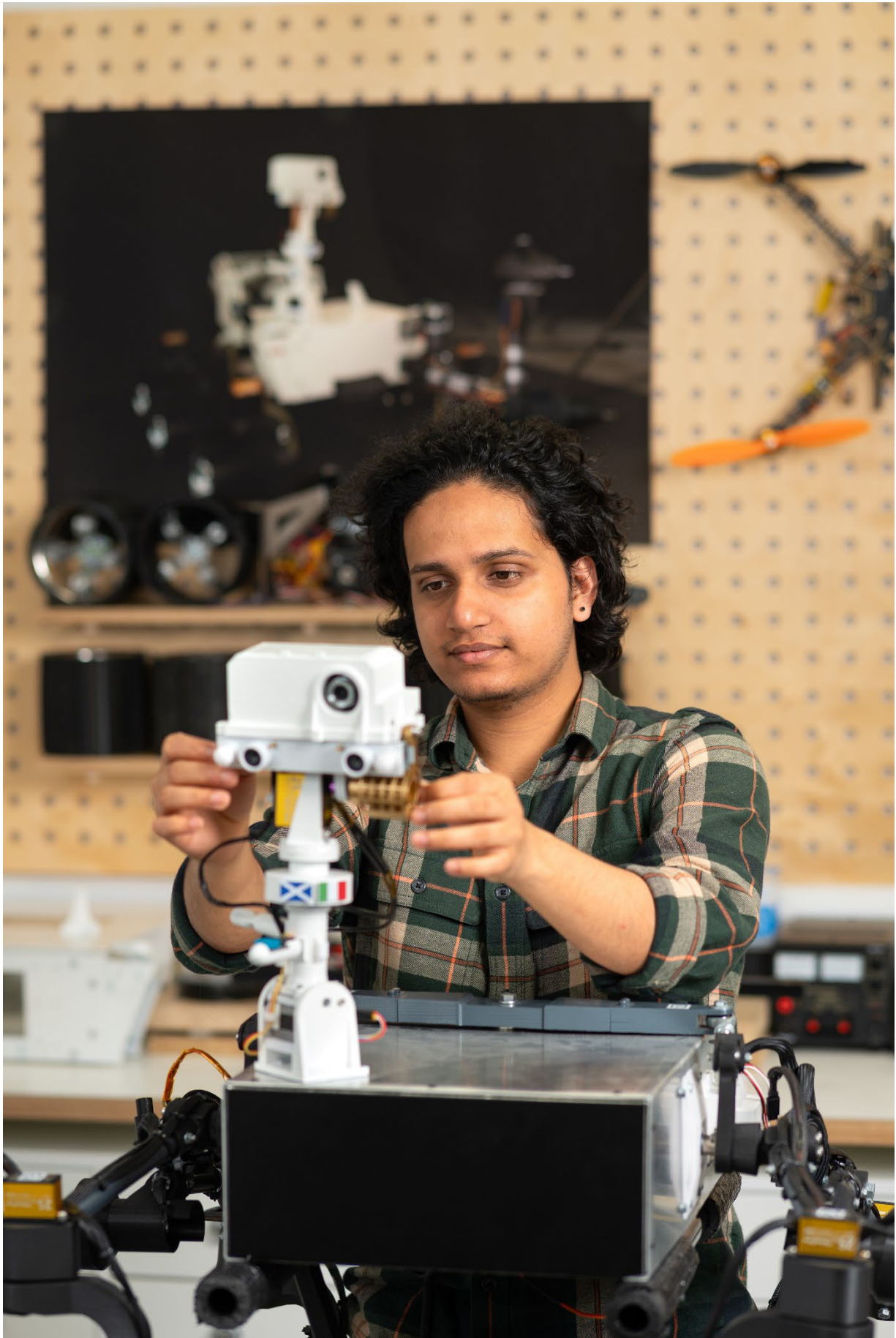


Image: The MSc Robotics and Autonomous Systems Engineering lab

Corporate Governance

Edinburgh Napier University is committed to exhibiting good practice in all aspects of corporate governance. This summary describes the way the University has applied the principles set out in the Scottish Code of Good Higher Education Governance as directed by the Scottish Funding Council. Its purpose is to help the reader of the financial statements understand how the principles have been applied.

Statement of full compliance

In the opinion of the Court, the University has complied with the provisions of the 2023 Scottish Code of Good Higher Education Governance throughout the year, with the exception that no annual appraisal of the Chair of Court took place due to their demitting office in the year.

Effectiveness Reviews are conducted by the Court on a quinquennial basis, most recently in 2022/23, to ensure compliance and to ensure appropriate ongoing enhancement of governance arrangements at the University. The report of the 2022/23 Court Effectiveness Review is published on the University's website. The 2022/23 review was led by Advance HE, and the conclusions noted:

“Overall, we found evidence of good and effective governance, with some significant strengths. The operational foundations of effective governance are in place – the structures, systems, and processes – and enacted to enable governance to be practised effectively; we found evidence of rigorous review against compliance and for continuous improvement. The commitment of all parties involved in governance and leadership of the University to the ENU mission and ambitions is evident and strong. The relevant KPIs and reporting cycles ensure Court has high-level oversight of performance.”

Recommendations were identified that we are now implementing as part of our ongoing continuous improvement.

University Court

The University Court meets at least four times a year with up to two further strategy events held in conjunction with senior management and has a committee structure through which it conducts its business.

Each committee has formally constituted terms of reference and constitutions. These committees include: a Finance & Property Committee, a Nominations Committee, a Remuneration Committee and an Audit & Risk Committee.

Revisions to Court's constitution necessitated by the revised membership requirements introduced by the Higher Education Governance (Scotland) Act 2016 were made by the Privy Council through an amendment to the University's Statutory Instrument on 22 May 2018.

The Edinburgh Napier University Amendment Order of Council 2018 was laid before the Scottish Parliament on 24 May 2018 and came into force on 15 September 2018. In proposing these changes, Court ensured that its total membership remained at a maximum of 25 and sought to secure an appropriate balance of elected, ex-officio and appointed members which would ensure a range of skills and experience on the Court and its subcommittees sufficient to enable the effective discharge of its functions.

The Finance & Property Committee, in its range of responsibilities, recommends to the Court the University's annual revenue and capital budgets and monitors performance in relation to approved budgets.

In parallel with the Audit & Risk Committee, Finance & Property Committee also reviews the financial statements and makes appropriate recommendations regarding their approval to the Court. The Chair of Court ensures that Court fulfils its responsibilities as set out in the Statutory Instrument by means of its Statement of Primary Responsibilities, reserved powers and the scheme of delegated responsibility.

The Nominations Committee manages the process of filling vacancies in the external membership of Court and makes recommendations on the membership and convenorship of Court's sub-committees. The University fulfils its responsibility for ensuring that a process is in place to make appropriate training available to Court members as required and has put in place an induction and development framework to support this. In the past year, a full induction to new members has been provided and members have been given the opportunity to attend governor development events run by Advance HE and other relevant externally organised development events. The University provides administrative and financial support to members to enable their attendance.

The Remuneration Committee determines the remuneration of the most senior staff, including the Principal. Details of the remuneration of senior post-holders for the year ended 31 July 2024 are set below in the notes to the financial statements.

Meetings of the Audit & Risk Committee are attended by the University's external and internal auditors. The Audit & Risk Committee advises the Court on the appointment of the internal and external auditors and the auditors' remuneration. In parallel with the Finance & Property Committee, it also reviews the financial statements and makes appropriate recommendations regarding their approval to the Court.

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

Audit & Risk Committee considers detailed internal audit reports and their recommendations for the improvement of the University's systems of internal control. Management is responsible for the implementation of agreed audit recommendations and the internal auditors undertake periodic follow-up reviews to ensure that such recommendations have been implemented.

It also receives and considers relevant reports from the Scottish Funding Council (the SFC) as they affect the University's business and monitors adherence to the regulatory requirements.

It is the opinion of the University's internal auditors that the University has a framework of controls in place that provides reasonable assurance regarding the organisation's governance framework, internal controls, effective and efficient achievement of objectives and the management of key risks.

Whilst members of the University Leadership Team attend meetings of the Audit & Risk Committee as necessary, they are not members of the committee, and the convenor meets both the internal and external auditors on their own for independent discussions.

Corporate Strategy

In respect of its strategic and development responsibilities, the Court receives recommendations and advice from members of the University Leadership Team. The Court holds up to two annual conferences with the University Leadership Team and other senior managers to discuss strategic issues

facing the University. It is the Court that approves the University Strategy and puts in place appropriate measures by which it can monitor progress.

University Court Statement on Internal Control

The University Court is responsible for the system of internal control and has delegated to the Principal the review of its effectiveness, as the nominated officer responsible to the SFC for propriety and regularity in the use of public funding and for the economic, efficient and effective use of all available resources. Such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can only provide reasonable and not absolute assurance against material misstatement or loss.

The Court and University Leadership Team receive reports setting out key performance and risk indicators and consider possible control issues brought to their attention by early warning mechanisms which are embedded within the operational units and reinforced by risk awareness activity. Ongoing improvements have been made to the institutional performance monitoring reports provided to the Court.

The University Leadership Team and the Court Committees also receive regular reports from internal audit and health, safety and environmental monitoring functions which include recommendations for improvement. The Audit & Risk Committee's role in this area is confined to a high-level review of the arrangements for internal control.

The Court regularly considers risk and control and receives reports thereon from the University Leadership Team and the Audit & Risk Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its December 2023 meeting the Court received the annual report from

the Audit & Risk Committee covering the period to 31 July 2023. At its June 2024 meeting, the Court considered the annual risk assessment for 2023/24 as considered and recommended by the Audit & Risk Committee following the annual risk review process. The Court receives regular risk monitoring reports at its meetings throughout the year.

The Court is of a view that there is an ongoing process for identifying, evaluating and managing the University's significant risks that has been in place throughout the year ended 31 July 2024 and up to the date of approval of the annual report and financial statements. This process is reviewed regularly by the Court and accords with current good practice of governance in the higher education sector of the UK.

Going Concern

The Court considers that the University has adequate resources to continue in operational existence for the foreseeable future, and at least 12 months from the date of the approval of the financial statements, as described in more detail on page 54.

Conclusion

The Court considers that a robust set of governance arrangements and procedures are in place to allow it to fulfil its responsibilities.

On behalf of the University Court,



Rex Tomlinson
Chair



Professor Andrea M Nolan, CBE
Principal and Vice-Chancellor

9 December 2024

General Information

Chancellor	Will Whitehorn MA FRAeS FCILT FMS
Chair of Court	June Boyle FCIPD FCIBS ICF-PCC (until 31 July 2024) Rex Tomlinson BCom HDPM SEP (from 1 August 2024)
Principal and Vice-Chancellor	Professor Andrea M Nolan CBE MVB FRCVS DVA PhD DipIECVA DipECVPT
Secretary to University Court	Michael Greenhalgh BSc
Director of Finance and Operations	Andy McGoff MA (Hons) CA
External Auditor	KPMG LLP 319 St Vincent St Glasgow G2 5AS
Internal Auditor	PricewaterhouseCoopers LLP 141 Bothwell Street Glasgow G2 7EQ
Banker	Royal Bank of Scotland plc 142-144 Princes Street Edinburgh EH2 4EQ
Solicitor	Anderson Strathern LLP 58 Morrison St Edinburgh EH3 8BP
Actuary	Mercer Limited G1 Building 5 George Square Glasgow G2 1AR

University Leadership Team

Professor Andrea Nolan	Principal & Vice-Chancellor
Professor Nazira Karodia	Deputy Vice Chancellor and Vice-Principal of Learning and Teaching
Andy McGoff	Director of Finance and Operations
Carolann Begbie	Director of People and Student Services
Professor Nick Antonopoulos	Deputy Vice Chancellor and Vice-Principal of Research and Innovation
Naomi Graham	Vice Principal International and External Relations
Michael Greenhalgh	Director of Strategy and Planning and Secretary to Court

Court Membership

The following persons served as members of Court during the year to 31 July 2024, and up to the date of approval of these Financial Statements. In the case of those who became or ceased to be members during the year, the appropriate dates are shown.

Court Member	Date of Appointment	Date of Retirement	Category
Mr G Akshil	01 August 2023	31 July 2024	Student
Mr P Alonzi			Non-Executive
Prof P Andras	28 February 2024		Staff
Prof N Antonopoulos			Vice-Principal
Ms J Boyle		31 July 2024	Non-Executive
Mr R Cairns	01 August 2023		Student
Ms D Chapman	01 October 2023		Non-Executive
Prof M Chipulu	19 October 2023		Staff
Mr J Chittleburgh			Non-Executive
Prof S Cross			Non-Executive
Ms L Duncan	01 August 2023		Non-Executive
Mr E Eghan	01 August 2024		Student
Ms S Hall		31 July 2024	Staff
Dr K Hewitson			Non-Executive
Mr A Houghton		31 July 2024	Non-Executive
Ms S Kumar	01 October 2023		Non-Executive
Prof A Machin		31 January 2024	Staff
Mr M Melville	01 October 2023		Non-Executive
Ms Q Miao	10 October 2023		Non-Executive
Prof A Nolan			Principal & Vice-Chancellor
Ms T Oyinlola			Non-Executive
Dr H Patrick			Staff
Lady A Paton			Non-Executive
Ms G Scholefield		10 October 2023	Non-Executive
Mr P Sim			Staff
Mr R Tomlinson			Non-Executive
Mr P Upton			Non-Executive
Ms H Wareing	01 August 2024		Staff
Prof L Yellowlees			Non-Executive

Court Membership - Attendance

The following persons who served as members of Court during the year to 31 July 2024, are shown below with their attendance records at relevant Committees.

Member	Court	Audit & Risk Committee	Finance & Property Committee	Nominations Committee	Remuneration Committee
G Akshil	100%	-	-	100%	50%
P Alonzi	100%	-	100%	-	-
P Andras	100%	-	-	100%	-
N Antonopoulos	100%	-	80%	-	-
J Boyle	100%	-	-	100%	100%
R Cairns	100%	-	-	-	-
D Chapman	100%	-	-	-	-
M Chipulu	75%	-	-	-	-
J Chittleburgh	100%	100%	-	100%	100%
S Cross	75%	75%	-	100%	100%
L Duncan	100%	100%	100%	-	50%
S Hall	100%	-	-	-	-
K Hewitson	75%	-	-	-	-
A Houghton	75%	-	-	-	-
S Kumar	100%	-	-	-	-
A Machin	100%	-	-	100%	-
M Melville	100%	-	100%	-	-
Q Miao	100%	-	83%	-	-
A Nolan	100%	75%	80%	50%	100%
T Oyinlola	100%	-	50%	-	-
A Paton	100%	-	-	-	-
H Patrick	100%	-	-	-	100%
P Sim	100%	-	-	-	-
R Tomlinson	100%	-	83%	-	100%
P Upton	75%	100%	-	-	-
L Yellowlees	75%	-	100%	-	100%

Statement of Responsibilities of the University Court

The University Court has unambiguous and collective responsibility for the oversight of the University's activities and determining its future direction. In addition, in accordance with its Statutory Instrument, the University Court is responsible for the administration and management of the affairs of the University including ensuring an effective system of internal control and is required to present audited financial statements for each financial year.

The Court, however, ensures that its functions relating to the organisation and management of the University are discharged by the Principal and may delegate such other of its functions and powers as the Court may from time to time determine. In discharging such functions, the Principal is subject to the strategic direction and control of the Court, but otherwise the Principal has all the powers and duties of the Court in relation to the implementation of such strategy. The full Statement of Primary Responsibilities of the University Court is published on the University's website.

The Court is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the University and to enable it to ensure that the financial statements are prepared in accordance with the University's Statutory Instrument, the Statement of Recommended Practice: Accounting for Further and Higher Education and other relevant standards. In addition, within the terms and conditions of the SFC Financial Memorandum, the Court, through its designated officer, is required to prepare financial statements for each financial year which give a true and fair view of the situation of the University and of its surplus or deficit and cash flows for that year.

The Court takes proper account of the interests of stakeholders, including students, staff, alumni, the wider community and funding bodies.

In causing the financial statements to be prepared, the Court has ensured that:

- suitable accounting policies are selected and applied consistently;
- judgements and estimates are made that are reasonable and prudent;
- applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- financial statements are prepared which comply with the Charities and Trustee Investment (Scotland) Act 2005;
- the ability to continue as a going concern has been assessed and matters relating to going concern have been disclosed, as applicable;
- financial statements are prepared on the going concern basis, unless they intend to liquidate the Group or University or to cease operations or have no realistic alternative but to do so. The Court is satisfied that it has adequate resources to continue in operation for the foreseeable future (at least 12 months from the date of approval of the financial statements): for this reason, the going concern basis continues to be adopted in the preparation of the financial statements.

The Court has taken reasonable steps to:

- ensure that funds from the SFC are used only for the purposes for which they have been given and in accordance with the Financial Memorandum with the SFC and any other conditions which the SFC may from time to time prescribe;

- ensure that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources;
- safeguard the assets of the University and prevent and detect fraud;
- secure the economical, efficient and effective management of the University's resources and expenditure.

The key elements of the University's system of internal financial control, which is designed to discharge the responsibilities set out above, include the following:

- clear definitions of the responsibilities of, and the authority delegated to, Senior Managers, Deans of Schools and Directors of Professional Services, as set out in the University's Schedule of Delegated Authority;
- a comprehensive medium and short-term planning process, supplemented by detailed annual income, expenditure, capital and cash flow budgets;
- regular reviews of key performance indicators and business risks;
- periodic reviews of financial results involving variance reporting and periodic updates of forecast outturns;
- clearly defined and formalised requirements for approval and control of expenditure, with investment

decisions involving capital or revenue expenditure being subject to formal detailed appraisal and review according to approval levels set by the Court;

- comprehensive Financial Procedures and Regulations, detailing financial controls and procedures, approved by the Audit & Risk Committee and the Finance and Property Committee;
- a professional third-party Internal Audit team whose annual programme is approved by the Audit & Risk Committee and endorsed by the Court. Internal Audit provides the Court with a report on internal audit activity within the University and an opinion on the adequacy and effectiveness of the University's system of internal control, including internal financial control.

Any system of internal financial control can, however, only provide reasonable, but not absolute, assurance against material misstatement or loss.



Rex Tomlinson
Chair

9 December 2024

Independent auditor's report to the University Court of Edinburgh Napier University

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of the Edinburgh Napier University ("the University") for the year ended 31 July 2024 which comprise the Consolidated and University Statement of Comprehensive Income and Expenditure, the Consolidated and University Statement of Changes in Reserves, the Consolidated and University Balance Sheet, the Consolidated Statement of Cash Flows and related notes, including the Principal Accounting Policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the Group and of the University's affairs as at 31 July 2024 and of the Group's and of the University's income and expenditure, gains and losses and changes in reserves, and of the Group's cash flows for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and with the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education; and
- have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 14 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We have been appointed as auditor under section 44 (1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report to you in accordance with the regulations made under that Act.

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)"), applicable law and the terms of our engagement letter dated 4 June 2020. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the Group in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The University Court has prepared the financial statements on the going concern basis as it does not intend to liquidate the Group or the University or to cease their operations, and as it has concluded that the Group's and the University's financial position means that this is realistic. It has also concluded that there are no material uncertainties that could have cast significant doubt over their ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the University Court's conclusions, we considered the inherent risks to the Group's business model and analysed how those risks might affect the Group's and the University's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the University Court's use of the going concern basis of accounting in the preparation of the financial statements is appropriate; and
- we have not identified, and concur with the University Court's assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the Group's or the University's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the Group or the University will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud (“fraud risks”) we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of the University Court, the audit committee, internal audit and inspection of policy documentation as to the University’s high-level policies and procedures to prevent and detect fraud, including the internal audit function, and the University’s channel for “whistleblowing”, as well as whether they have knowledge of any actual, suspected or alleged fraud.
- Reading University Court and audit committee minutes.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, and taking into account possible pressures to meet performance targets we perform procedures to address the risk of management override of controls, in particular the risk that Group and University management may be in a position to make inappropriate accounting entries and the risk of bias in accounting estimates such as pension assumptions. On this audit we do not believe there is a fraud risk related to revenue recognition because tuition fee income is mainly received in the period to which it relates with limited judgement in respect of recognition and other income amounts are substantially less material.

We did not identify any additional fraud risks.

In determining the audit procedures we took into account the results of our evaluation and testing of the operating effectiveness of some of the University-wide fraud risk management controls.

We also performed procedures including:

- Identifying journal entries and other adjustments to test based on risk criteria and comparing the identified entries to supporting documentation. These included unexpected journal combinations.
- Assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

Identifying and responding to risks of material misstatement related to compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with the University Court and management (as required by auditing standards), and discussed with the University Court and other management the policies and procedures regarding compliance with laws and regulations. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. The potential effect of these laws and regulations on the financial statements varies considerably. Firstly, the Group is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related charities and higher education legislation), taxation legislation, pensions legislation, and higher education financial reporting related regulation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Group is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation or the loss of the Group’s license to operate. We identified the following areas as those most likely to have such an effect:

Compliance with requirements of the Scottish Funding Council, health and safety, and employment laws. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. Therefore if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

We have reported separately on the University’s use of funds in the section of our audit report dealing with other legal and regulatory requirements.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations

Other information

The University Court (the members of which are the Trustees of the University for the purposes of charity law) is responsible for the other information, which comprises all of the information in the Strategic Report and Annual Accounts other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. We are required to report to you if:

- based solely on that work, we have identified material misstatements in the other information; or
- in our opinion, the information given in the Strategic and Operational Report and Financial Review (which constitutes the Trustees' Annual Report for the financial year) is inconsistent in any material respect with the financial statements.

We have nothing to report in these respects.

Matters on which we are required to report by exception

Under the Charities Accounts (Scotland) Regulations 2006 (as amended) we are required to report to you if, in our opinion:

- the University has not kept proper accounting records; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

The University Court's responsibilities

As explained more fully in its statement set out on page 44, the University Court is responsible for: the preparation of financial statements which give a true and fair view; such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Group's and the University'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 it either intends to liquidate the Group or the University or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities

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 our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

REPORT ON OTHER LEGAL AND REGULATORY MATTERS

We are required under the terms of our engagement to report on the following matters in relation to the Financial Memorandum with Higher Education Institutions (issued 1 December 2014) issued by the Scottish Funding Council (“the SFC”).

In our opinion, in all material respects:

- funds from whatever source administered by the University for specific purposes have been properly applied to those purposes and, if relevant, managed in accordance with relevant legislation and any other terms and conditions attached to them; and
- funds provided by the SFC have been applied in accordance with the Financial Memorandum with Higher Education Institutions.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the University Court of the University in accordance with Edinburgh Napier University Order of Council 2010, and in the University Court’s role as charity trustees, in accordance with section 44 (1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 and the terms of our engagement by the University. Our audit work has been undertaken so that we might state to the University Court of the University those matters we are required to state to them in an auditor’s report, and the further matters we are required to state to them in accordance with the terms agreed with the University, and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the University and the University Court of the University, for our audit work, for this report, or for the opinions we have formed.



Michael Wilkie for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants

KPMG LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

319 St Vincent Street
Glasgow
G2 5AS

19 December 2024

Financial Statements

Consolidated and University Statement of Comprehensive Income and Expenditure, Year to 31 July 2024					
		Year Ended 31 July 2024		Year Ended 31 July 2023	
	Notes	Consolidated £000	University £000	Consolidated £000	University £000
Income					
Scottish Funding Council grants	2	66,828	66,828	66,508	66,508
Tuition fees and education contracts	3	71,124	59,639	75,800	62,976
Research grants and contracts	4	5,476	5,231	5,544	5,210
Other income	5	19,799	18,729	17,079	16,158
Investment income	6	7,676	7,633	2,820	2,780
Donations and endowments	7	853	6,025	1,093	6,652
		-----	-----	-----	-----
Total income		171,756	164,085	168,844	160,284
		-----	-----	-----	-----
Expenditure					
Staff costs	8	106,809	100,799	101,458	95,132
Restructuring costs		58	57	70	70
Other operating expenses		52,380	49,629	52,647	50,187
Depreciation	12	7,172	7,157	6,451	6,439
Interest and other finance costs	10	242	242	704	704
		-----	-----	-----	-----
Total expenditure	9	166,661	157,884	161,330	152,532
		-----	-----	-----	-----
Surplus before other gains and losses		5,095	6,201	7,514	7,752
Loss on disposal of non-current assets		-	-	(1)	(1)
Gain / (loss) on investments		148	44	(107)	(69)
		-----	-----	-----	-----
Surplus before tax		5,243	6,245	7,406	7,682
Taxation	11	(72)	48	(469)	(328)
		-----	-----	-----	-----
Surplus for the year		5,171	6,293	6,937	7,354
Actuarial loss in respect of pension schemes	20	(5,424)	(5,424)	(22,950)	(22,950)
		-----	-----	-----	-----
Total comprehensive income / (expenditure) for the year		(253)	869	(16,013)	(15,596)
		=====	=====	=====	=====
Represented by:					
Endowment comprehensive income for the year		55	20	(18)	(5)
Restricted comprehensive income for the year		281	-	(344)	-
Unrestricted comprehensive income for the year		(589)	849	(15,651)	(15,591)
		-----	-----	-----	-----
		(253)	869	(16,013)	(15,596)
		=====	=====	=====	=====
The accompanying notes form part of these financial statements					

Consolidated and University Statement of Changes in Reserves, Year to 31 July 2024

Consolidated	Endowment	Income and expenditure reserve		Revaluation	Total
	£000	Restricted £000	Unrestricted £000	Reserve £000	£000
Balance at 1 August 2022	780	1,792	149,367	4,325	156,264
Surplus / (deficit) from the income and expenditure statement	(18)	(344)	7,299	-	6,937
Other comprehensive expenditure	-	-	(22,950)	-	(22,950)
Total comprehensive expenditure for the year	(18)	(344)	(15,651)	-	(16,013)
Balance at 1 August 2023	762	1,448	133,716	4,325	140,251
Surplus from the income and expenditure statement	55	281	4,835	-	5,171
Other comprehensive expenditure	-	-	(5,424)	-	(5,424)
Total comprehensive income / (expenditure) for the year	55	281	(589)	-	(253)
Balance at 31 July 2024	817	1,729	133,127	4,325	139,998
University	=====	=====	=====	=====	=====
Balance at 1 August 2022	317	-	142,940	4,325	147,582
Surplus / (deficit) from the income and expenditure statement	(5)	-	7,359	-	7,354
Other comprehensive expenditure	-	-	(22,950)	-	(22,950)
Total comprehensive expenditure for the year	(5)	-	(15,591)	-	(15,596)
Balance at 1 August 2023	312	-	127,349	4,325	131,986
Surplus from the income and expenditure statement	20	-	6,273	-	6,293
Other comprehensive expenditure	-	-	(5,424)	-	(5,424)
Total comprehensive income for the year	20	-	849	-	869
Balance at 31 July 2024	332	-	128,198	4,325	132,855
	=====	=====	=====	=====	=====
The accompanying notes form part of these financial statements					

Consolidated and University Balance Sheet, Year to 31 July 2024

	Notes	As at 31 July 2024		As at 31 July 2023	
		Consolidated £000	University £000	Consolidated £000	University £000
Non-current assets					
Fixed assets	12	112,471	112,409	113,934	113,889
Investments	13	2,152	812	2,011	768
		114,623	113,221	115,945	114,657
Current assets					
Stock	14	44	44	59	59
Trade and other receivables	15	14,969	11,194	16,525	12,967
Current investments	16	11,751	11,751	515	515
Cash and cash equivalents	24	53,542	52,261	69,301	68,225
		80,306	75,250	86,400	81,766
Less: creditors falling due within one year	17	(45,210)	(45,895)	(51,815)	(54,158)
		35,096	29,355	34,585	27,608
Net current assets					
		149,719	142,576	150,530	142,265
Total assets less current liabilities					
Less: creditors falling due after more than one year	18	(267)	(267)	(535)	(535)
Provisions					
Pensions provision	19	(9,454)	(9,454)	(9,744)	(9,744)
		139,998	132,855	140,251	131,986
Total net assets					
Restricted reserves					
Income and expenditure reserve – endowment reserve	21	817	332	762	312
Income and expenditure reserve – restricted reserve	22	1,729	-	1,448	-
Unrestricted reserves					
Income and expenditure reserve – unrestricted reserve		133,127	128,198	133,716	127,349
Revaluation reserve		4,325	4,325	4,325	4,325
		139,998	132,855	140,251	131,986
Total reserves					

The accompanying notes form part of these financial statements

The financial statements were approved by the University Court on 9 December 2024 and signed on its behalf by:



Mr Rex Tomlinson,
Chair



Professor Andrea M Nolan, CBE,
Principal and Vice-Chancellor

Consolidated Statement of Cash Flows, Year to 31 July 2024

	31 July 2024	31 July 2023
	£000	£000
Cash flow from operating activities		
Surplus / (deficit) for the year before tax	5,243	7,406
Adjustment for non-cash items		
Depreciation	7,172	6,451
(Gain) / loss on valuation of investments	(148)	107
(Increase) / decrease in stock	15	(27)
(Increase) / decrease in debtors	1,556	(5,707)
Increase / (decrease) in creditors	(4,913)	5,009
Increase / (decrease) in pensions provision	(5,714)	330
Adjustment for investing or financing activities		
Investment income	(3,170)	(1,754)
Interest payable	242	704
Loss on disposal of non-current assets	-	1
Capital grant income	(337)	(899)
	-----	-----
Cash inflow / (outflow) from operating activities	(54)	11,621
Taxation	(72)	(469)
	-----	-----
Net cash inflow / (outflow) from operating activities	(126)	11,152
	=====	=====
Cash flows from investing activities		
Proceeds from disposal of non-current asset investments	1,084	379
Capital grant receipts	337	899
Investment income	3,170	1,754
Payments made to acquire fixed assets	(7,622)	(3,937)
Payments made to acquire non-current asset investments	(562)	(403)
Additions to short-term deposits	(11,751)	-
	-----	-----
Net cash inflow / (outflow) from investing activities	(15,344)	(1,308)
	=====	=====
Cash flows from financing activities		
Interest paid	(289)	(704)
Repayments of amounts borrowed	-	(10,000)
	-----	-----
Net cash outflow from financing activities	(289)	(10,704)
	=====	=====
Increase / (decrease) in cash and cash equivalents in the year	(15,759)	(860)
	=====	=====
Cash and cash equivalents at the beginning of the year	69,301	70,161
Cash and cash equivalents at the end of the year	53,542	69,301

The accompanying notes form part of these financial statements

Notes to the 2023/24 Financial Statements

1. Principal Accounting Policies

Basis of preparation

These financial statements have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005, regulation 14 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Statement of Recommended Practice: Accounting for Further and Higher Education 2019, (SORP) and in accordance with applicable accounting standards. The University is a public benefit entity and therefore has applied the relevant public benefit requirement of FRS 102. The financial statements are prepared in accordance with the historical cost convention (modified by the revaluation of fixed assets).

Going concern

The Group and parent University's activities, together with the factors likely to affect its future development, performance and position, are set out in the Strategic Report. The Strategic Report also describes the financial position of the Institution, its cash flows, liquidity position and borrowing facilities.

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

The University Audit and Risk Committee has reviewed cash flow forecasts for a period of 24 months from the date of approval of these financial statements. The University Court has discussed and endorsed the Committee's conclusion that, taking account of severe but plausible downsides, the Group and parent University will have sufficient funds to meet their liabilities as they fall due over the period of 12 months from the date of approval of the financial statements (the going concern assessment period).

The 2024/25 budget has been prepared and shows a breakeven position for the year. The budget illustrates that the University will have sufficient funds to meet its liabilities as they fall due over the period of 12 months from the date of approval of the financial statements (the going concern assessment period).

The University has a revolving credit facility of up to £40 million, which is currently unused and is not forecast to be utilised during 2024/25.

Consequently, the University Court is confident that the Group and parent University will have sufficient funds to continue to meet their liabilities as they fall due for at least 12 months from

the date of approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

Basis of consolidation

The consolidated financial statements include the University and all its subsidiaries for the financial year to 31 July 2024. Intra-group transactions are eliminated on consolidation.

The consolidated financial statements do not include the income and expenditure of the Students' Union as the University does not exert control or dominant influence over policy decisions.

Recognition of income

Income from the sale of goods or services is credited to the Consolidated Statement of Comprehensive Income and Expenditure when the goods or services are supplied to the external customers, or the terms of the contract have been satisfied.

Tuition fee income is stated gross and credited to the Consolidated Statement of Comprehensive Income and Expenditure over the period in which the students are studying. This represents a change in accounting policy compared to prior years, when the income was recognised when the University was entitled to it. Bursaries and scholarships are accounted for gross as expenditure and not deducted from income.

Investment income is credited to the Consolidated Statement of Comprehensive Income and Expenditure on a receivable basis.

Funds which the University receives and disburses as paying agent on behalf of a funding body are excluded from the income and expenditure of the University where the University is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

a) Grant funding

Government revenue grants and research grants from government sources are recognised in income over the periods in which the University recognises the related costs for which the grant is intended to compensate. Where part of a government grant is deferred it is recognised as deferred income within creditors and allocated between creditors due within one year and due after more than one year, as appropriate.

Grants, including research grants, from non-government sources are recognised in income when the University 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 and released to income as the conditions are met.

b) Donations and endowments

Donations and endowments with donor-imposed restrictions are recognised in income when the University is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with such restrictions at which point the income is released to general reserves through a reserve transfer.

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

Investment income and appreciation of endowments are recorded in income in the year in which they arise as either restricted or unrestricted income according to the terms of any restriction applied to the individual endowment fund.

There are potentially four main types of donations and endowments identified within reserves:

- 1) Restricted donations – the donor has specified that the donation must be used for a particular objective.
- 2) Unrestricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream for the general benefit of the University.
- 3) Restricted expendable endowments – the donor has specified a particular objective other than the purchase or construction of tangible fixed assets, and the University has the power to use the capital.
- 4) Restricted permanent endowments – the donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

c) Capital grants

Capital grants are recognised in income when the University is entitled to the funds subject to any performance related conditions being met.

Accounting for retirement benefits

The two principal pension schemes operated for the University's staff are the Scottish Teachers' Superannuation Scheme ("STSS") and the Local Government Pension Scheme ("LGPS"). Academic staff join the STSS, whilst the LGPS provides similar benefits for other employees of the University. Both schemes are defined benefit schemes which are externally funded.

Contributions to the STSS are charged to the income and expenditure so as to spread the cost of pensions over the period during which the University benefits from the employee's services. Variations from regular cost are spread over the expected average remaining working lifetime of members of the scheme after making allowances for future withdrawals.

The contributions are determined by the STSS Trustees on the basis of advice provided by qualified actuaries.

In the LGPS scheme the University's obligation is to provide the agreed benefits to current and former employees, and actuarial risk (that benefits will cost more or less than expected) and investment risk (that returns on assets set aside to fund the benefits will differ from expectations) are borne, in substance, by the University. The University will recognise a liability for its obligations under the defined benefit scheme net of scheme assets. This net defined benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the fair value (at bid price) of scheme assets. The calculation is performed by a qualified actuary using the projected unit method. Where the calculation results in a net asset, recognition of the asset is limited to the extent to which the University is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme.

Employment benefits

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

Finance leases

Leases in which the University assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of a finance lease and the corresponding lease liabilities are initially recognised at an amount equal to the lower of their fair value and the present value of the minimum lease payments at inception of the lease.

Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding liability. The finance charge is allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

Service Concession Arrangements

Fixed assets held under service concession arrangements are recognised on the Balance Sheet at the present value of the minimum lease payments when the assets are brought into use with a corresponding financial liability.

Payments under service concession arrangements are allocated between service costs, finance charges and financial liability repayments to reduce the financial liability to nil over the lifetime of the arrangement.

Operating leases

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

Any lease premiums or incentives are spread over the minimum lease term.

Foreign currency

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling either at year end rates or, where there are related forward foreign exchange contracts, at contract rates. The resulting exchange differences are dealt with in the determination of income and expenditure for the financial year.

Fixed assets

Fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Certain items of fixed assets which were revalued to fair value on the date of transition to the 2015 SORP are measured on the basis of deemed cost being the revalued amount at the date of that revaluation. Where parts of a fixed asset have different useful lives, they are accounted for as separate items of fixed assets.

Land and Buildings

Land is stated at deemed cost on the date of transition to the 2015 SORP. Land is not depreciated as it is considered to have an indefinite life.

Buildings are stated at cost less accumulated depreciation. Costs incurred in relation to buildings after their initial purchase or construction are capitalised to the extent that they increase the expected future benefits to the University.

Buildings are depreciated over their expected useful life of 50 years. Certain items of infrastructure, including wiring and heating installations are depreciated over their expected useful life of 25 years. Temporary buildings are depreciated over the period in which they are granted planning permission.

No depreciation is charged on assets in the course of construction.

Property which is expected to be sold within one year of the Balance Sheet date is held within Current Assets as an Asset held for sale.

Investment property is initially measured at cost. Subsequent valuations will be at fair value and carried out at least every three years.

Vehicles and equipment

Equipment, including computers and software, costing less than £10,000 per individual item or group of related items, is written off in the year of acquisition. All other equipment is capitalised at cost. Capitalised equipment is stated at cost and is depreciated over its useful economic life as follows:

Non-computer equipment	10 years
Furniture	10 years
Residences furniture and fittings	8 years
Computer equipment	3 years
Research equipment	2 years or project life

Investments

Investments are held at fair value, with movements recognised in the Consolidated Statement of Comprehensive Income and Expenditure.

Stock

Stock is held at the lower of cost and net realisable value. No account is taken of stock held in academic or professional service departments.

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 converted to known amounts of cash with insignificant risk of change in value.

Provisions

Provisions are recognised in the financial statements when the University 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.

Taxation

The University is an exempt charity within the meaning of the Charities and Trustee Investment (Scotland) Act 2005 and as such is a charity within the meaning of section 506 (1) of the Income and Corporation Taxes (ICTA) Act 1988. The University is recognised as a charity by HM Revenue & Customs and is recorded on the index of charities maintained by the Office of the Scottish Charity Regulator. It is therefore a charity within the meaning of Para 1 of schedule 6 to the Finance Act 2010 and accordingly, the University is potentially exempt from taxation in respect of income or capital gains received within categories covered by section 505 of the ICTA 1988 or sections 478 to 488 of the Corporation Tax Act 2010 or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

The University receives no similar exemption in respect of Value Added Tax (VAT). Irrecoverable VAT on inputs is included in the costs of such inputs. Any irrecoverable VAT allocated to tangible fixed assets is included in their cost.

The University's subsidiaries are liable to Corporation Tax in the same way as any other commercial organisation.

Reserves

Reserves are classified as restricted or unrestricted. Restricted endowment reserves include balances which, through endowment to the University, are held as permanently restricted funds which the University must hold in perpetuity.

Other restricted reserves include balances where the donor has designated a specific purpose and therefore the University is restricted in the use of these funds.

Estimation techniques

The preparation of the financial statements requires management to make estimations that affect the financial statements during the reporting period. Actual results could differ from those estimates. Estimates are principally used when accounting for defined benefit pension schemes and the carrying value and depreciation of tangible fixed assets. Details of the estimates used are set out in the relevant accounting policy and financial

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £000	University £000	Consolidated £000	University £000
2. Scottish Funding Council grants				
Recurrent teaching grant	55,102	55,102	55,327	55,327
Research grant	4,010	4,010	3,736	3,736
Capital grants	337	337	899	899
Other grants	7,379	7,379	6,546	6,546
	66,828	66,828	66,508	66,508
	=====	=====	=====	=====
3. Tuition fees and education contracts				
Scotland and EU fees	18,618	18,618	19,016	19,016
Other UK fees	4,568	4,568	4,937	4,937
Non-EU fees	45,647	36,453	48,974	39,023
Non-credit bearing course fees	2,291	-	2,873	-
	71,124	59,639	75,800	62,976
	=====	=====	=====	=====
4. Research grants and contracts				
Research councils and charities	1,758	1,758	1,536	1,536
Industry and commerce	1,322	1,077	1,182	848
Government	1,469	1,469	1,608	1,608
Other	927	927	1,218	1,218
	5,476	5,231	5,544	5,210
	=====	=====	=====	=====
5. Other income				
Residences, catering and conferences	13,871	13,871	11,678	11,678
Other income	5,928	4,858	5,401	4,480
	19,799	18,729	17,079	16,158
	=====	=====	=====	=====

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £000	University £000	Consolidated £000	University £000
6. Investment income				
Investment income from endowments	8	8	9	9
Net credit on pension scheme (note 19)	4,506	4,506	1,026	1,026
Other investment income	3,162	3,119	1,785	1,745
	7,676	7,633	2,820	2,780
	=====	=====	=====	=====
7. Donations and endowments				
Restricted donations	808	-	491	-
Unrestricted donations	45	6,025	602	6,652
	853	6,025	1,093	6,652
	=====	=====	=====	=====
8. Staff costs				
Salaries	82,586	77,800	75,661	70,469
Social security costs	8,513	8,101	7,849	7,469
Other pension costs (note 19)	15,710	14,898	17,948	17,194
	106,809	100,799	101,458	95,132
	=====	=====	=====	=====
Academic departments	59,782	59,782	52,856	52,856
Academic services	15,380	15,380	13,846	13,846
Central administration	16,845	16,845	15,632	15,632
Property	921	921	994	994
Research grants and contracts	5,997	5,997	6,095	6,095
Residences and catering	2,332	2,332	2,090	2,090
Napier University Ventures Ltd	6,010	-	6,326	-
Other expenditure	(458)	(458)	3,619	3,619
	106,809	100,799	101,458	95,132
	=====	=====	=====	=====
Emoluments of the Vice-Chancellor:			2024	2023
			£000	£000
Salary			237	226
Payments in lieu of pension contributions			50	46
			287	272
			=====	=====

The remuneration of the Vice-Chancellor is 5.5 times the median remuneration of all other staff.

8. Staff costs (cont.)

The number of other higher paid staff who received emoluments, excluding national insurance and pension contributions, but including payments in lieu of pension contributions, in the following ranges was:

	2024	2023
	number	number
£100,000 - £109,999	9	12
£110,000 - £119,999	5	2
£120,000 - £129,999	2	2
£130,000 - £139,999	2	2
£140,000 - £149,999	1	3
£150,000 - £159,999	3	1
£160,000 - £169,999	1	1
£170,000 - £179,999	1	-

	2024	2023
	number	number
The average number of staff by major category was:		
Academic departments	899	872
Academic services	182	285
Central administration	349	276
Other	223	182
	-----	-----
	1,653	1,615
	=====	=====

	£000	£000
Compensation for loss of office paid to former senior post-holders		
Compensation paid to no (2023: none) former senior post-holders	-	-
	=====	=====

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the University. Staff costs include compensation paid to key management personnel. The University's key management personnel are the members of the University Leadership Team.

Key management personnel compensation	1,436	1,342
	=====	=====

9. Analysis of expenditure by activity	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £000	University £000	Consolidated £000	University £000
Academic departments	65,731	65,731	60,398	60,398
Academic services	34,104	34,104	32,377	32,377
Central administration	23,624	23,624	23,172	23,172
Property	10,090	10,090	9,810	9,810
Research grants and contracts	9,198	9,198	9,499	9,499
Residences and catering	14,544	14,544	11,060	11,060
Napier University Ventures Ltd	8,589	-	8,437	-
Other expenditure	781	593	6,577	6,216
	166,661	157,884	161,330	152,532
Other operating expenses includes:				
External auditor – audit services	176	152	143	123
External auditor – other services	85	81	27	27
Internal auditor – audit services	119	119	84	84
Operating lease rentals - buildings	8,005	8,005	6,902	6,902
Operating lease rentals - vehicles	22	22	13	13
	8,407	8,379	7,169	7,149
10. Interest and other finance costs				
Loans interest	21	21	540	540
Non-utilisation costs	221	221	164	164
	242	242	704	704
11. Taxation				
Corporate tax / (credit) on overseas activities	72	(48)	469	328

12. Fixed assets - Consolidated	Assets under construction £000	Land and buildings £000	Vehicles and equipment £000	Total £000
Cost or valuation				
At 1 August 2023	237	158,114	24,997	183,348
Additions	524	2,956	2,229	5,709
Transfers	(209)	209	-	-
Disposals	-	-	(3,620)	(3,620)
At 31 July 2024	552	161,279	23,606	185,437
Depreciation				
At 1 August 2023	-	52,468	16,946	69,414
Charge for the year	-	4,186	2,986	7,172
Disposals	-	-	(3,620)	(3,620)
At 31 July 2024	-	56,654	16,312	72,966
Net book value at 31 July 2024	552	104,625	7,294	112,471
Net book value at 31 July 2023	237	105,646	8,051	113,934
Fixed assets – University				
Cost or valuation				
At 1 August 2023	237	158,114	24,835	183,186
Additions	524	2,956	2,197	5,677
Disposals	(209)	209	(3,620)	(3,620)
At 31 July 2024	552	161,279	23,412	185,243
Depreciation				
At 1 August 2023	-	52,468	16,829	69,297
Charge for the year	-	4,186	2,971	7,157
Disposals	-	-	(3,620)	(3,620)
At 31 July 2024	-	56,654	16,180	72,834
Net book value at 31 July 2024	552	104,625	7,232	112,409
Net book value at 31 July 2023	237	105,646	8,006	113,889

	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £000	University £000	Consolidated £000	University £000
13. Non-current investments				
At 1 August	2,011	768	2,611	1,364
Additions	562	77	403	62
Disposals	(554)	(62)	(380)	(73)
Appreciation / (diminution) of investments	133	29	(108)	(70)
Transfer to current investments	-	-	(515)	(515)
	-----	-----	-----	-----
At 31 July	2,152	812	2,011	768
	=====	=====	=====	=====
14. Stock				
Stock for resale	44	44	59	59
	=====	=====	=====	=====
15. Trade and other receivables				
Trade receivables	6,611	3,628	8,175	5,095
Prepayments and accrued income	5,056	4,952	5,807	5,763
Other receivables	2,125	1,437	1,525	1,091
Research grants receivable	1,177	1,177	1,018	1,018
	-----	-----	-----	-----
	14,969	11,194	16,525	12,967
	=====	=====	=====	=====
16. Short term investments				
Index-linked treasury stocks	-	-	515	515
Short term deposits	11,751	11,751	-	-
	-----	-----	-----	-----
	11,751	11,751	515	515
	=====	=====	=====	=====
17. Creditors: amounts falling due within one year				
Trade payables	4,011	4,011	5,646	5,646
Taxation and social security	2,048	2,048	2,056	2,056
Other payables	3,315	3,058	2,825	2,693
Accruals and deferred income	33,614	32,284	38,860	37,470
Research grants received on account	1,955	1,955	2,161	2,161
Other loans	267	267	267	267
Amounts owed to subsidiary undertakings	-	2,272	-	3,865
	-----	-----	-----	-----
	45,210	45,895	51,815	54,158
	=====	=====	=====	=====

18. Creditors: amounts falling due after more than one year	Year ended 31 July 2024		Year ended 31 July 2023	
	Consolidated £000	University £000	Consolidated £000	University £000
Supplier loans	267	267	535	535
	-----	-----	-----	-----
	267	267	535	535
	=====	=====	=====	=====

During 2021/22 the University had an unsecured loan from Barclays Bank plc. This was fully repaid during 2023/23.

The University has an unsecured revolving credit facility from Bank of Scotland plc expiring July 2027. To date, none of this facility has been used.

19. Provisions – Consolidated and University	Unfunded pensions £000	Defined benefit obligations £000	Total £000
At 1 August 2023	9,744	-	9,744
Income from investments	29	-	29
Early retirement pensions	(965)	-	(965)
Transfer to income and expenditure account	646	-	646
	-----	-----	-----
At 31 July 2024	9,454	-	9,454
	=====	=====	=====

Unfunded pensions

A valuation of the unfunded pension liability was carried out at 31 July 2024, by Mercer Limited, an independent firm of actuaries.

Defined benefit obligations

A valuation of the defined benefit obligations was carried out at 31 July 2024 by Hymans Robertson, an independent firm of actuaries (see note 20). For 2021/22 a defined benefit asset was recognised. Recognition of this asset is capped under accounting standards. This cap is calculated by Hymans Robertson and will be reassessed at each balance sheet date. For 2022/23 and 2023/24 this is capped at nil.

20. Pension schemes

There are two pension schemes operated for University staff. These are the Scottish Teachers Superannuation Scheme (STSS) and the Local Government Pension Scheme (LGPS). The total pension cost for the year was £15,710,000 (2023 - £17,948,000)

	2024	2023
	£000	£000
Total pension costs for the year (note 8)		
STSS – contributions paid	9,452	8,211
LGPS – charge to the income and expenditure account	6,258	9,737
	-----	-----
	15,710	17,948
	=====	=====

The Scottish Teachers Superannuation Scheme is the principal scheme for University academic staff. It is an unfunded defined benefit scheme. Contributions on a pay as you go basis are credited to the exchequer under arrangements governed by the Superannuation Act 1972. A notional asset value is ascribed to the scheme for the purposes of determining contribution rates.

The UK Government's Public Service Pensions Act requires that a valuation of the STSS must be undertaken every four years to measure the costs of benefits being provided. The assumptions and other data that have the most significant effect on the determination of the contribution levels are as follows:

Latest actuarial valuation	31 March 2020
Actuarial method	Projected unit
Discount rate	3.7%
Pension increases	2.0%
Long term salary growth	3.8%
Actuarial value of assets	£24.1bn
Proportion of members' accrued benefits covered by the actuarial value of the assets	89.6%

The notional value of assets at the valuation date was £24.1bn. The past service liabilities of the scheme were valued at £26.9bn, resulting in a notional deficit of £2.9bn.

The employer contribution rate was 17.2% during August 2020, and increased to 23% with effect from 1 September 2020, until 31 March 2024. From 1 April 2024 to 31 March 2027 the contribution rate is 26%.

Under the definitions set out in FRS102 and the 2015 SORP, the STSS is a multi-employer pension scheme. The University is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, the University has taken advantage of the exemption in the SORP and has accounted for its contributions to the scheme as if it were a defined contribution scheme.

20. Pension schemes (cont.)

The Local Government Pension Scheme is the principal scheme for non-academic staff of the University. It is a funded defined benefit scheme, with assets held in separate trustee administered funds. The University is one of many employers who participate in the scheme.

The most recent actuarial valuation was performed for the three year period to 31 March 2023. The following assumptions were made for actuarial valuation purposes:

Discount rate	5.2%
Pay increases	3.0%
Price inflation / pension increases	2.3%

The market value of the assets at the valuation date was £9,695m. The past service liabilities of the scheme have been valued at £7,479m resulting in a surplus of £3,525m, which is an improvement on the 2020 surplus of £408m. The 2023 valuation represents a funding level of 157%. For the year ended on 31 March 2024 employer contributions were 20.8% of pensionable pay. For the year ended 31 March 2025 employer contributions are 17.6% of pensionable pay. Future employer contributions are expected to be:

Year ended: 31 March 2026 17.6% of pensionable pay

The following information is based upon the full actuarial valuation of the fund at 31 March 2023, updated to 31 July 2024 by a qualified independent actuary.

	July 2024	July 2023	July 2022
Rate of increase in salaries	3.45%	3.50%	3.25%
Rate of increase in pensions	2.75%	3.00%	2.75%
Discount rate	5.00%	5.05%	3.5 %
Inflation rate	2.75%	3.00%	2.75%

The University has updated the mortality base table assumptions as at 31 July 2024 following analysis undertaken by the Fund Actuary for the Fund valuation as at 31 March 2023. Life expectancy is based on the Fund's VitaCurves (2023: based on the Fund's VitaCurves) with improvements in line with the CMI 2022 model (2023: CMI 2022 model), standard smoothing (Sk7) (2023: standard smoothing), initial adjustment of 0.25% (2023: 0.25%) and a long term rate of improvement of 1.50% p.a. (2023: 1.50% p.a.)

Based on these assumptions, the average future life expectancies at age 65 are summarised below:

	2024		2023	
	males	females	males	females
Current pensioners (65 years of age as at last Triennial valuation)	20.7 years	23.6 years	19.8 years	22.7 years
Future pensioners (45 years of age as at last Triennial valuation)	21.6 years	25.0 years	21.0 years	24.5 years

20. Pension schemes (cont.)

In calculating the scheme assets and liabilities, the fund's actuaries had to make a number of assumptions about events and circumstances in the future. These assumptions represent the best estimate of expected outcomes, but it is possible that actual outcomes will differ from those included in the financial statements. Any differences between expected and actual outcomes are reported through experience gains and losses.

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

Change in assumptions at 31 July 2024	Approx. increase to defined benefit obligation	
	%	£000
0.1% decrease in real discount rate	2%	4,123
1 year increase in member life expectancy	4%	8,555
0.1% increase in the salary increase rate	0%	160
0.1% increase in the pension increase rate	2%	4,046

	July 2024 Fair value £000	July 2023 Fair value £000	July 2022 Fair value £000
Equities	207,174	205,941	195,433
Bonds	57,887	42,317	38,536
Property	24,373	22,569	19,268
Cash	15,233	11,284	22,021
	-----	-----	-----
Fair value of assets	304,667	282,111	275,258
Present value of scheme liabilities	(213,887)	(193,537)	(244,544)
	-----	-----	-----
Net pension surplus / (deficit)	90,780	88,574	30,714
	=====	=====	=====

On 25 July 2024, the Court of Appeal dismissed the appeal in the case of Virgin Media Limited v NTL Pension Trustees II Limited and others. The appeal was brought by Virgin Media Ltd against aspects of the High Court's ruling handed down in June 2023 relating to the validity of certain historical pension changes due to the lack of actuarial confirmation required by law. The Court of Appeal upheld the High Court's ruling. The ruling may have implications for other UK defined benefit plans. It is understood this would apply to the LGPS and HM Treasury is currently assessing the implications for all public service pension schemes. No further information is available at this stage.

The following amounts at 31 July were measured in accordance with the requirements of FRS102. As the University's share of the scheme is in a surplus position for 2023/24, there is a ceiling to which this can be recognised. The ceiling has been calculated by the scheme actuaries in line with accounting standards, and will be assessed at each balance sheet date.

	2024 £000	2023 £000
Analysis of the amount shown in the Balance Sheet		
The University's estimated assets share	304,667	282,111
Present value of the University's scheme liabilities	(213,887)	(193,537)
	-----	-----
Surplus / (deficit) in the scheme	90,780	88,574
	-----	-----
Effect of net asset ceiling	(90,780)	(88,574)
	-----	-----
Surplus / (deficit) recognised under ceiling	-	-
	=====	=====

20. Pension schemes (cont.)

Analysis of the amount charged to staff costs (note 8) within the Consolidated Statement of Comprehensive Income and Expenditure

	2024 £000	2023 £000
Current service cost	(6,258)	(9,737)
Past service (cost) / gain (including curtailments)	-	-
Net charge	(6,258)	(9,737)

Analysis of the amount credited to investment income (note 6) or charged to interest and other finance costs (note 10) within the Consolidated Statement of Comprehensive Income and Expenditure

Interest income on plan assets	14,338	9,685
Interest cost on defined benefit obligation	(9,832)	(8,659)
Net credit / (charge)	4,506	1,026

Analysis of movements in the present value of scheme liabilities

Balance at 1 August	193,537	244,544
Current service cost	6,258	9,737
Employee contributions	2,319	2,145
Past service cost (including curtailments)	-	-
Benefits paid	(7,055)	(6,157)
Interest costs	9,832	8,659
Other experience	20,621	-
Changes in financial assumptions	(7,933)	(62,209)
Changes in demographic assumptions	(3,692)	(3,182)
Balance at 31 July	213,887	193,537

Analysis of movements in the fair value of scheme assets

Balance at 1 August	282,111	275,258
Employee contributions	2,319	2,145
Employer contributions	7,176	6,936
Benefits paid	(7,055)	(6,157)
Expected return on assets	14,338	9,685
Other experience	(3,334)	-
Return on assets excluding amounts included in net interest	9,112	(5,756)
	304,667	282,111

20. Pension schemes (cont.)

Actuarial gain recognised in the Consolidated Statement of Comprehensive Income and Expenditure

Return on scheme assets		9,112	(5,756)
Changes in financial assumptions		7,933	62,209
Changes in demographic assumptions		3,692	3,182
Other experience		(23,955)	-
		-----	-----
Net gain / (loss)		(3,218)	59,635
		-----	-----
Net gain / (loss) recognised under ceiling		(5,424)	(22,950)
		=====	=====

History of experience gains and losses

	2024	2023	2022	2021	2020
	£000	£000	£000	£000	£000
Difference between the expected and actual return on scheme assets	5,778	(5,756)	11,371	27,954	(17,380)
% of scheme assets	1.90%	3.0%	4.1%	10.9%	7.8%
Experience gain / (loss) on scheme liabilities	(8,996)	65,391	102,566	751	(24,258)
% of the present value of the scheme liabilities	4.21%	33.7%	41.9%	0.2%	7.7%

21. Endowment Reserve

	2024	2023
	£000	£000
At 1 August		
Capital	773	796
Accumulated income	(11)	(16)
	-----	-----
	762	780
Increase / (decrease) in market value of investments	52	(23)
Investment income	8	9
Expenditure for the year	(5)	(4)
	-----	-----
Total endowment comprehensive income / (expenditure) for the year	55	(18)
	-----	-----
At 31 July	817	762
	=====	=====
Represented by:		
Capital	825	773
Accumulated income	(8)	(11)
	-----	-----
	817	762
	=====	=====

22. Restricted Reserve

At 1 August	1,448	1,792
	-----	-----
New donations	808	1,045
Increase / (decrease) in market value of investments	69	(24)
Investment income	31	31
Expenditure	(627)	(1,396)
	-----	-----
Total restricted comprehensive income / (expenditure) for the year	281	(344)
	-----	-----
At 31 July	1,729	1,448
	=====	=====

23. Subsidiary Undertakings

Napier University Ventures Limited, a company limited by guarantee, is not a legal subsidiary of the University. However, as the University exercises a dominant influence, it is treated as a subsidiary for financial reporting and consolidated in these accounts.

Edinburgh Napier Development Trust is not a legal subsidiary of the University. However, as the University exercises a dominant influence, it is treated as a subsidiary for financial reporting and consolidated in these accounts.

24. Cash and cash equivalents	At 1 August 2023	Cash flows	At 31 July 2024
	£000	£000	£000
Consolidated cash and cash equivalents	69,301	(15,759)	53,542
	=====	=====	=====

25. Capital commitments

As at 31 July 2024 the University and its consolidated subsidiaries had contracted commitments amounting to £1,684,253 (2023 - £1,534,096).

26. Lease obligations	Buildings	Vehicles and equipment	2024	2023
	£000	£000	£000	£000
Future minimum lease payments due:				
Not later than 1 year	6,496	677	7,173	6,622
Later than 1 year and not later than 5 years	25,948	802	26,750	26,268
Later than 5 years	51,659	-	51,659	56,216
	-----	-----	-----	-----
	84,103	1,479	85,582	89,106
	=====	=====	=====	=====

27. Discretionary, childcare and midwifery funds

	Discretionary 2024 £000	Childcare 2024 £000	Midwifery 2024 £000	All Funds 2024 £000	All Funds 2023 £000
Balance at 1 August	-	-	-	-	72
Grants received	397	149	86	632	878
Transfer between funds	15	(15)	-	-	-
Interest earned	1	1	1	3	9
	-----	-----	-----	-----	-----
	413	135	87	635	959
Disbursed to students	(413)	(135)	(87)	(635)	(959)
	-----	-----	-----	-----	-----
Balance at 31 July	-	-	-	-	-
	=====	=====	=====	=====	=====

Discretionary, Childcare and Midwifery Funds are available solely for students; the University acts only as paying agent. The grants and related disbursements are therefore excluded from the Statement of Comprehensive Income and Expenditure.

28. Related party transactions

The University has taken advantage of the exemption available under FRS102, Related Party Transactions, not to disclose transactions with subsidiary companies that are eliminated on consolidation.

The University participates in the Lothian Pension Fund, which is a related party per FRS102, section 33. The transactions and balances at the end of the year are disclosed in note 19.

29. US Department of Education Financial Responsibility Supplemental Schedule

In satisfaction of its obligations to facilitate students' access to US federal financial aid, the University is required, by the US Department of Education, to present the following Supplemental Schedule in a prescribed format.

The amounts presented within the schedules have been:

- prepared under the historical cost convention, subject to the revaluation of certain fixed assets;
- prepared using United Kingdom generally accepted accounting practice, in accordance with Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice: Accounting for Further and Higher Education (2019 edition);
- presented in pounds sterling.

The schedules set out how each amount disclosed has been extracted from the financial statements. As set out above, the accounting policies used in determining the amounts disclosed are not intended to and do not comply with the requirements of accounting principles generally accepted in the United States of America.

Primary Reserve Ratio

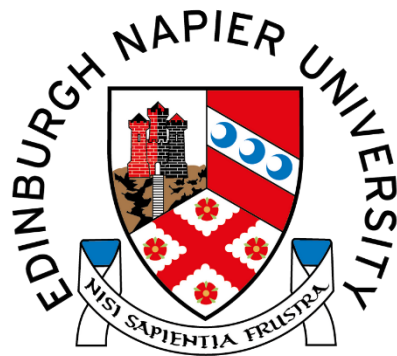
Pg	Related disclosures	Description	Year ended 31 July 2024		Year ended 31 July 2023	
			£000	£000	£000	£000
		Expendable net assets				
51	Unrestricted reserves	Net assets without donor restrictions		137,452		138,041
51	Restricted reserves	Net assets with donor restrictions		2,546		2,210
n/a	n/a	Secured and unsecured related party receivable	-		-	
n/a	n/a	Unsecured related party receivable		-		-
62	Fixed assets	PPE, net	(112,471)		(113,934)	
62	Balance of pre-implementation assets still held	PPE – pre-implementation		(95,014)		(100,351)
n/a	n/a	PPE – post-implementation with outstanding debt		-		-
62	19/20 and 20/21 additions and related depreciation	PPE – post-implementation without outstanding debt		(17,457)		(13,583)
n/a	n/a	CIP		-		-
n/a	n/a	Lease right-of-use asset, net	-		-	
n/a	n/a	Lease right-of-use asset, pre-implementation		-		-
n/a	n/a	Lease right-of-use asset, post-implementation		-		-
n/a	n/a	Intangible asset		-		-

29. US Department of Education Financial Responsibility Supplemental Schedule (cont.)

52	Pensions provision	Post-employment and pension liabilities	9,454		9,744
63 – 64	Note 18 and 'loans' from note 17	Long term debt for long term purposes	267	535	
63 – 64	Note 18 and 'loans' from note 17	Long term debt for long term purposes, pre-implementation	267		535
n/a	n/a	Long term debt for long term purposes, post-implementation	-		-
n/a	n/a	Line of credit for CIP	-		-
n/a	n/a	Lease right-of-use asset liability	-	-	
n/a	n/a	Pre-implementation right-of-use leases	-		-
n/a	n/a	Post-implementation right-of-use leases	-		-
n/a	n/a	Annuities with donor restrictions	-		-
69	Restricted expendable capital at 31 July	Term endowments with donor restrictions	-		-
n/a	n/a	Life income funds with donor restrictions	-		-
69	Restricted permanent capital at 31 July	Net assets with donor restrictions: restricted in perpetuity	(817)		(762)
		Total	36,431		35,834
		Total expenses and losses			
50, 64, 69, 70	Total expenses, less pension adjustments, less endowment and restricted expenses	Total expenses without donor restrictions	167,593		157,669
50, 64, 69, 70	See lines below	Non-operating and net investment loss	(673)		24,245
50, 70	Gain / loss on investments, less restricted gain / loss	Net investment losses	27		(60)
50, 64, 68	Actuarial gain / loss, plus unfunded pension provision transfer, plus pension interest and staff cost adjustment	Pension-related changes other than net periodic costs	646		(24,185)
		Total	167,593		157,669

29. US Department of Education Financial Responsibility Supplemental Schedule (cont.)

Equity Ratio			Year ended 31 July 2024	Year ended 31 July 2023
Page	Related disclosures	Description	£000	£000
		Modified net assets		
51	Unrestricted reserves	Net assets without donor restrictions	137,452	138,041
51	Restricted reserves	Net assets with donor restrictions	2,546	2,210
n/a	n/a	Intangible assets	-	-
n/a	n/a	Secured and unsecured related party receivables	-	-
n/a	n/a	Unsecured related party receivables	-	-
		Total	139,998	140,251
		Modified assets		
52	Non-current assets + current assets	Total assets	194,929	202,345
n/a	n/a	Lease right-of-use asset pre-implementation	-	-
n/a	n/a	Pre-implementation right-of-use leases	-	-
n/a	n/a	Intangible assets	-	-
n/a	n/a	Secured and unsecured related party receivable	-	-
n/a	n/a	Unsecured related party receivables	-	-
		Total	194,929	202,345
Net Income Ratio			Year ended 31 July 2024	Year ended 31 July 2023
Page	Related disclosures	Description	£000	£000
51	Total comprehensive income, unrestricted	Change in net assets without donor restrictions	(589)	(15,651)
50, 69, 70	Total income, plus gain / loss on disposal of non-current assets, less restricted and endowment income	Total revenues and gains without donor restrictions	166,403	166,732



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