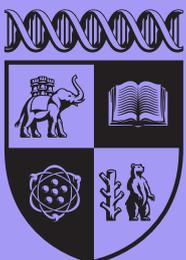


# UNIVERSITY OF WARWICK

## Annual Review & Financial Statements

For the year ended 31 July 2025





# Contents

	<b>Page</b>
<b>1 Chair's Foreword</b>	<b>4</b>
<b>2 Financial Highlights</b>	<b>6</b>
<b>3 Public Benefit Statement</b>	<b>8</b>
Introduction	8
Teaching and Learning	10
Research	13
Inclusion	15
Innovation	16
Regional Leadership	17
International	19
Sustainability	22
<b>4 Carbon Emissions</b>	<b>24</b>
<b>5 Corporate Governance Statement</b>	<b>28</b>
<b>6 Statement of Internal Control</b>	<b>32</b>
<b>7 Statement of Primary Responsibilities of the Council</b>	<b>35</b>
<b>8 Fundraising Statement</b>	<b>38</b>
<b>9 Responsible Investment</b>	<b>39</b>
<b>10 Financial Review</b>	<b>40</b>
Introduction	40
Financial Performance	41
Financial Position	41
Liquidity and Borrowing	42
Capital Projects	43
Risks	44
Future Outlook	46
<b>11 Independent Auditor's Report</b>	<b>47</b>
<b>12 Financial Statements</b>	<b>50</b>
Consolidated and University Statement of Comprehensive Income	51
Consolidated and University Statement of Changes in Reserves	52
Consolidated and University Statement of Financial Position	53
Consolidated Cash Flow Statement	54
Notes to the Accounts	55
Indicators of Financial Health	98
Related Parties - Spin Outs	99

# Chair's Foreword



**Nilesch (Neil) Sachdev MBE**  
Chair of Council

**As I enter my first year as Chair of Council, and moving into the role after four years as Treasurer, I would like to thank the outgoing Chair, Sir David Normington, for his many years of exceptional leadership and service to the University. David's counsel and support has enabled the University to thrive through uncertain times and invest in the future.**

I would also like to thank the entire University community for their hard work and contributions over the year; this report showcases the many achievements of which you should all be proud. Despite the challenges facing the sector, the University remains committed to delivering its 2030 Strategy, "Excellence with Purpose" and continuing to make a positive, lasting impact.

During 2025 we are celebrating the 60th anniversary of the University, an opportunity to reflect on the incredible progress made since its foundation: ranking 74th in the world and 9th in the UK contributing more than £1.33 billion to the regional economy in 2022-23 and with over 300,000 alumni bringing their skills, knowledge and spirit to their communities across the globe. I am particularly pleased that this year the University has been named University of the Year at the Student Social Mobility Awards 2025. This reflects the sustained commitment of colleagues across the University to improving not only access to university for those from disadvantaged backgrounds but also embedding support and opportunity throughout their courses and beyond.



Global Illumination Procession - Part of the 60th Celebration Events

In January, Advocate Bience Gawanas was installed as the University's new Chancellor. An alumna of the University, having come to Warwick as a refugee as part of a scholarship scheme, she graduated in 1986 and returned to Namibia to help shape its independent future after qualifying as a barrister. In May 2025 the University presented the inaugural Ashton award to an extraordinary group of alumni who, with Advocate Bience Gawanas, studied at the University of Warwick and helped shape the political and social transformation of Namibia following its independence. The award celebrates the power of collective alumni action to bring about meaningful change and its first recipients are exemplary of the impact our graduates have made over the last 60 years. As global tensions remain, it remains vitally important to celebrate the diversity of our community and ensure that the University is a place where respectful dialogue and discourse can take place and academic freedom and freedom of expression are embedded. These principles underpin our values and the behaviours that represent them.

As well as involvement in major strategic developments in the region, such as the HealthTech Campus at Arden Cross and the Creative Futures programme (see section on Regional Leadership), the 60th anniversary is providing many opportunities to continue to engage with our local communities. The Soil, Seeds and Sustainability event at our Innovation Campus, Stratford-upon-Avon, showcased to local communities the work the University is doing around agriculture and sustainability. A series of events celebrating the University's engagement with the cultural life of city and region have also been taking place, including the Mother Tongue Other Tongue poetry competition for schools, jointly marking the 80th anniversary of the end of World War II with Coventry Cathedral.

The University of Warwick continues to undertake world class research changing the world and making lives better. The University has been particularly successful this year in securing funding in highly competitive awards which recognise the excellence of its research. One of only 12 UK universities and research institutions selected to deliver the Global Talent Fund, it was awarded £4.35m to attract and support leading researchers in the creative industries. It secured five European Research Council Advanced Grants, the third most awarded to any UK institution and won €13.7m in direct Horizon Europe funding, placing Warwick 5th amongst UK universities since 2024. These accomplishments and many others underscore Warwick's position as a global leader in research excellence, driving innovation and shaping the future across disciplines.

Core to the strategic development of our education and research are the Connect programmes in Social Sciences and STEM which will provide outstanding new facilities to support greater interdisciplinarity and collaborative partnerships. Work has continued on these programmes, with capital developments commencing and new courses already being successfully launched.

The financial position of the sector remains challenging but the University has continued to manage its finances with considerable skill, resulting in a positive outcome for the year.

The Council recognises the efforts of colleagues across the University, both in terms of identifying opportunities for income generation and managing costs and congratulates them once again on this achievement.

As we head into the coming year we know that financial and political instability will remain. We must hold true to our values and continue to treat each other and our wider communities with respect and kindness. We must also continue to manage short term challenges with a focus on financial security for our longer term strategic objectives, laying our foundations for many more successes in the next 60 years.

# 2

# 92%

of our research has been assessed to be 'world leading' or 'internationally excellent' in the Research Excellence Framework

(REF 2021)

# Financial Highlights

## 74th

Warwick is ranked 74th in the world and 9th in the UK

(QS World University Rankings 2026 & Complete University Guide 2026)

## 6th

in the UK by the UK's top 100 graduate employers

(The Graduate Market in 2024, High Fliers Research Ltd.)



## Financial Highlights

FOR THE YEAR ENDED 31 JULY 2025

### Consolidated and university statement of comprehensive income

<b>CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME</b>	<b>2024/25</b>	<b>2023/24</b>	<b>Change</b>
	<b>£ million</b>	<b>£ million</b>	
Tuition fees and educational contracts	465.4	459.6	1.3%
Funding body grants	72.0	74.1	(2.8%)
Research grants and contracts	147.5	146.5	0.7%
Other income	155.8	151.1	3.1%
Investment income	23.9	24.1	(0.8%)
Donations and endowments	6.1	4.6	32.6%
<b>Total income</b>	<b>870.7</b>	<b>860.0</b>	1.2%
<b>Surplus for the financial year excluding USS pension provision movement</b>	<b>35.9</b>	<b>46.8</b>	(23.3%)
<b>Surplus for the financial year</b>	<b>35.9</b>	<b>298.0</b>	(88.0%)

<b>CONSOLIDATED STATEMENT OF FINANCIAL POSITION</b>	<b>2025</b>	<b>2024</b>	
	<b>£ million</b>	<b>£ million</b>	
Fixed assets	826.2	828.8	
Investments	69.1	92.2	
Trade and other receivables (non-current)	4.6	0.0	
Net pension asset	8.0	9.5	
Net current assets	269.7	225.0	
	<b>1,177.6</b>	<b>1,155.5</b>	
Long term creditors and provisions	(369.3)	(384.1)	
<b>Total net assets</b>	<b>808.3</b>	<b>771.4</b>	4.8%

	<b>2024/25</b>	<b>2023/24</b>	
	<b>£ million</b>	<b>£ million</b>	
<b>CAPITAL EXPENDITURE IN THE YEAR</b>	<b>52.0</b>	<b>44.9</b>	15.8%
<b>NET CASH INFLOW FROM OPERATING ACTIVITIES</b>	<b>31.5</b>	<b>52.3</b>	(39.8%)

<b>OTHER KEY STATISTICS</b>	<b>2024/25</b>	<b>2023/24</b>	
	<b>Number</b>	<b>Number</b>	
Full Time Students:-			
Home undergraduates	12,994	12,672	2.5%
Home postgraduates	2,053	2,222	(7.6%)
Overseas (incl EU) undergraduates	4,522	4,944	(8.5%)
Overseas (incl EU) postgraduates	4,665	5,405	(13.7%)
Total number of students (Full Time Equivalent)	26,432	27,044	(2.3%)
Total staff numbers (Full Time Equivalent)	7,473	7,358	1.6%

# Public Benefit Statement

## Introduction

**The University of Warwick was founded with a clear mission set out in our founding Charter: “the advancement of learning and knowledge by teaching and research and the provision of University education”.**

Members of the University Council, as charity trustees, have complied with their responsibility to have due regard to the Charity Commission’s guidance on public benefit in exercising their powers and duties.

As we celebrate our 60th anniversary in 2025, our commitment to teaching and research is unwavering. Our purpose is pointing the way ahead so that, together, we can make a better world - and this is how we provide public benefit.

Sixty years on from our founding, the University of Warwick is the youngest member of the Russell Group, staying true to our “teaching and research” mission. We are renowned for seeking out and addressing complex global challenges with era-defining innovative thinking.

Over six decades, Warwick has evolved into a connected ecosystem of staff, students and alumni, fostering transformative learning, interdisciplinary collaboration, and bold industry partnerships across state-of-the-art facilities in the UK and global satellite hubs.

As we’ve grown, our twin pillars of teaching and research have become supported by inclusion, innovation, sustainability,



international outlook, and regional leadership. Our University Council and Senate, our governing body and principal academic authority respectively, have continually monitored that Warwick is delivering against these strategic areas. Together, these seven pillars contribute to our university life and the wider world - providing layers of public benefit for all.

The following pages give an overview of what Warwick - working in partnership with many others - has achieved by way of public benefit over the last year. Here, spirited thinkers push boundaries, experiment, and challenge convention to create a better world.



# Teaching and Learning



**World-class teaching and learning have been at the heart of the University of Warwick since its founding sixty years ago. Today, we continue that tradition. Our education is rooted in our world-leading research and teaching excellence, interdisciplinary learning, innovation, and real-world application. We are committed to preparing our graduates for lasting success in a fast-changing world.**

In November 2024, Warwick launched our new Education and Student Experience Strategy to help our students succeed in an ever-more-competitive global landscape. We will achieve this with four strategic ambitions to guide our teaching and learning to 2030:

- lead the sector in educational excellence
- foster an inclusive education and experience
- empower students and graduates to lead tomorrow's world
- build strong connections and networks

## Unlocking potential

Our Warwick Scholars programme continues to support students from under-represented backgrounds. In July 2024, 280 Year 12 students were offered places, and 201 have since applied to study at Warwick. The programme currently supports 374 undergraduates. In 2024, 97.4% of Warwick Scholars completed their studies, outperforming all other demographic groups at the University and over 80% achieved a 2:1 or higher, exceeding the national average. These results reflect both the students' dedication and the quality of teaching they receive.

In September 2024, Warwick's Centre for Teacher Education received an "Outstanding" rating in an Ofsted

inspection, recognising the high quality of training and support provided to its teaching trainees. Ofsted complimented the Centre for seamlessly blending academic learning with school placements, giving trainees the theoretical knowledge and practical experience needed to succeed.

Warwick's commitment to high-quality education is also evident in its degree apprenticeship programmes. In January 2025, the Office for Students (OfS) awarded Warwick an "Outstanding" rating, the highest possible, for its role as an End Point Assessment Organisation (EPAO) for integrated degree apprenticeships. The review praised Warwick's rigorous assessments, strong employer partnerships, and exceptional support for apprentices.

## Spotlight on academic brilliance

Warwick's excellent teaching and learning continues to be recognised nationally. The Times and Sunday Times Good University Guide shortlisted Warwick for "University of the Year," citing strengths in student experience, teaching quality, research, and graduate outcomes.

Two courses, Economics and Business Management & Marketing, ranked first in the UK, with 22 subjects in the top 10. The Daily Mail University Guide 2025 also shortlisted Warwick, highlighting its performance in technical excellence, social inclusion, and research quality. Warwick climbed the rankings in both the Guardian University Guide 2025 and the Complete University Guide 2025, placing it in the top 10.

In August 2024, Warwick academics received further national recognition. Dr Isabel Fischer (Warwick Business

School) and Professor Jane Bryan (Warwick Law School) were awarded Advanced HE 2024 National Teaching Fellowships, celebrating their outstanding impact on student outcomes. Additionally, the Warwick Postgraduate Teaching Community received a Collaborative Award for Teaching Excellence, recognising impactful teamwork in teaching and learning.

In September 2024, Professor Ana Aliverti and Professor Sascha Becker were elected as Fellows of the prestigious Academy of Social Sciences. Their election highlights the University's ongoing commitment to life-changing teaching and impactful research that addresses societal challenges.

Also in September 2024, two professors at WMG (Warwick Manufacturing Group) were elected as Fellows of the Royal Academy of Engineering. Professor Claire Davis, Head of the Advanced Steel Research Centre, and Professor Mark

Williams, Head of the Metrology and Visualisation Research Group at WMG, were elected as part of a group of 71 leading figures in the field of engineering and technology.

July 2025 saw the UK's national academy for the humanities and social sciences, the British Academy, electing three Warwick professors, Jacqueline Hodgson, Mark Knights, and David Lines to its fellowship in recognition of outstanding contributions in their fields.

Dr Tom Ritchie, Director of Student Experience for Chemistry was awarded a prestigious Fulbright Scholarship in July 2025. The award enables Dr Ritchie to spend a year at Elon University in the United States to support chemistry education, student belonging, and pedagogical innovation.





One World Warwick - Part of the 60th Celebration Events

## Sharing our education

Our academic community plays a vital role in extending Warwick's teaching impact beyond campus. In the past year, two Warwick leaders were finalists for the prestigious Times Higher Education awards. Dr Ali Struthers' School Tasking initiative engages primary school children in learning about law through creative tasks inspired by the TV show *Taskmaster*. The programme was nominated for "Widening Participation or Outreach Initiative of the Year."

## What our students say

In July 2025, Warwick Business School (WBS) cemented its position as a leader in business education by topping the National Student Survey rankings among Russell Group institutions for the fourth year running. WBS ranked first among Russell Group business schools overall, and also secured top place in Finance, Management, and Marketing, with Accounting maintaining a strong second.

Across the wider university, our National Student Survey results were positive. 85% of students said that they would recommend Warwick as a place to study, on par with 2024 and 3.5% above 2023. This year, 3,839 (75%) of Warwick's final year students, who were eligible to take part in the NSS survey, shared their views - an increase on last year (74%) and the year before (72%).

A crucial part of Warwick's education strategy is that graduates should be equipped with the skills to succeed in the workplace. The most recent Graduate Outcomes Survey, covering graduates from the 2022/23 academic year, shows a

strong performance across the cohort. We have seen an increase in the percentage of full-time UK undergraduates going into high skill work - now standing at 86% of Warwick undergraduates, compared to 80% of Russell Group undergraduates and 71% for the wider sector. This aligns with the most recent Graduate Market High Fliers report, where Warwick ranks 4th in the country by the UK's top 100 graduate employers.

The past year has been one of achievement and recognition for Warwick's students, staff, and wider community. Our commitment to academic excellence, inclusive education, and social responsibility continues to shape a university where students thrive and contribute meaningfully to the world.

# Research

**The University of Warwick undertakes impactful, innovative, and collaborative research. 92% of our research is “world leading or internationally excellent” according to a panel of global experts in the latest Research Excellence Framework (REF2021). The quality and originality of our research, and the dedication of our researchers, define our community. Together, we have helped to improve lives locally, nationally, and internationally.**

The University’s Research Strategy sets out how we will tackle society’s most complex problems, share our knowledge, and help create a better world. We’re focused on six strategic research priorities to deliver outstanding research: disciplinary and interdisciplinary excellence, excellence with impact, research culture, communications, partnership, and innovation & sustainability.



## Connect, collaborate, create: Transforming research through purposeful investment

In October 2024, Warwick announced a record £700m investment in building state-of-the-art spaces for Social Sciences and STEM (science, technology, engineering and mathematics). This will facilitate an expansion in interdisciplinary education and research opportunities, and support expansion of our purposeful collaboration and partnerships.

Our Connect programme will strengthen collaboration between researchers, students, and partners to further grow innovative thinking and foster interdisciplinary working that will have a meaningful impact on society - helping to create a better world through transformative research and education.

The £700m investment represents the largest single capital allocation in campus facilities across Warwick’s 60-year history. It is our commitment to research and our outstanding researchers, to tackling society’s greatest challenges, to the development that will support the local community creating 1,500 construction jobs, and our commitment to the future.

## Breaking silos, building futures: Rethinking research culture

A crucial pillar of university life is research collaboration. Launched in spring 2025, our new Interdisciplinary Research Spotlights foster creative, dynamic, research excellence to address the challenges of tomorrow, today. Our focus is six areas of global importance:

- Behaviour
- Business, Manufacturing & Innovation
- Digital, Data Science & AI
- Health
- Society & Culture
- Sustainability

A strong research culture is also vital to the University’s thriving research environment and the success of the wider Higher Education sector. Over the past year, our National Centre for Research Culture (NCRC), the first of its kind in the UK, has gone from strength-to-strength. Established by Warwick as

a hub for networking, knowledge curation, training, and innovative research, the NCRC is dedicated to enhancing research culture across higher education. Its flagship event, the annual international research culture conference, has grown year-on-year. In September 2024, Warwick welcomed over 500 participants from 24 countries, up from 400 attendees the previous year. The next conference is scheduled for September 2025.

This academic year, the NCRC also established a free-to-attend online monthly conversation series, engaging with research professionals across the education sector on a range of topics from “destigmatising failure in research” to “understanding wellbeing in doctoral research spaces”. Additionally, Warwick has recently launched a National Research Culture Enablers Network to improve global research culture with more than 310 members from over 100 institutions.

## One mission, many minds: The power of collective research excellence

At Warwick we are committed to our groundbreaking research, innovative discovery that is solving society's greatest challenges. Our researchers see further, achieve more and change lives by following their relentless hunger for new discoveries.

On global sustainability, Warwick researchers have revolutionised fabric recycling in the textile industry, helping to reduce waste through the use of thermos-reversible adhesives. We are transforming the lifecycle of plastics, from manufacturing to end-of-life. Working collaboratively with CreateMe Technologies, this work is accelerating the green transition, supporting sustainability in the plastics industry and an environmentally friendly economy.

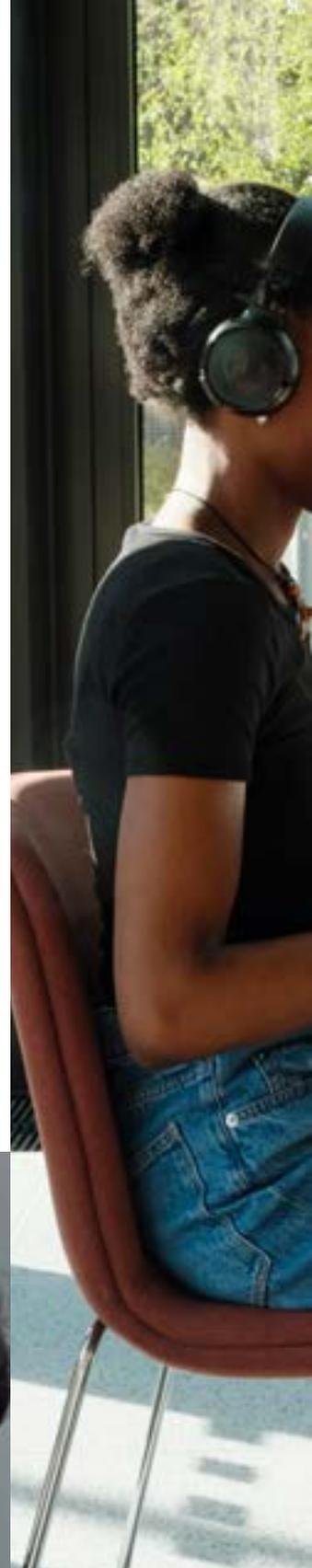
In Artificial Intelligence (AI), Warwick researchers are helping to design safe AI systems by pioneering work that combines computer science and decision-making studies. We are developing frameworks to marry a range of views on risk thresholds for AI decision-making. Combining AI with healthcare, Warwick academics are leading a cutting-edge trial to determine whether AI can assist healthcare providers in examining x-rays to detect breast cancer early.

In further healthcare discovery, our researchers, as part of a global research study, have developed a new biomarker test to detect Alzheimer's disease years before symptoms show, paving the way for the development of earlier, more effective, treatment.

In the Faculty of Social Sciences, our researchers are committed to combining academic innovation with real-world impact. From developing new ways of understanding the relationship between job quality and health, to the impact of air quality on children's welfare, to looking at the ethical challenges of using AI; Warwick researchers are on the frontier of academic exploration. We are working with a range of health organisations, businesses, trade unions and workers, and organisations supporting vulnerable workers and government departments and agencies to improve physical and mental health of workers.

In the Faculty of Arts, our research is highlighting the importance of arts and culture in our past and present. We are uncovering what coins and tokens can tell us about the ancient world, we are providing evidence for policymakers on arts funding, and we are building resilience and agency through Caribbean art heritage in the UK. Beyond our campus, we are collaborating with creative businesses in the West Midlands to strengthen our reputation as a cultural research powerhouse.

Through our research, Warwick remains a home for intellectual exploration, welcoming all those committed to pushing the possible, being curious, and transcending limits.





# Inclusion

**Warwick continues to be a place where everyone belongs. We are a community that thrives on difference. For us, social inclusion means creating the environment for talent to be nurtured, knowledge to be created, and our campus to be welcoming.**

## No ceilings, no limits: Reimagining senior progression

We remain guided by, and are working towards, our Social Inclusion Strategy: helping remove the economic, social, and cultural barriers that prevent people from working, studying, and succeeding at Warwick. This year we have made progress towards our key performance indicators (KPIs) by increasing diversity at senior levels of the University. Notably, this includes increasing the number of female, BAME, and disabled leaders working at level nine, director or professorial equivalent, across both our professional services and academic departments.

In 2024, Warwick introduced a new programme, Accelerate, to support our level seven and eight colleagues as they progress into level nine. The programme has been designed to support groups who have traditionally faced barriers to progression, as they develop their careers. We now offer three talent programmes for staff, across various career stages, providing access to coaching, mentoring and personal development.

## Not just internships - Inclusive pathways to power

The University's internship programme continues to support young people from areas of deprivation into sustained employment. In 2024, our internship programme welcomed three interns who completed the course. This builds on the success of the previous cohort, all of whom successfully secured full-time employment or education upon completing the internship.

## Building a community for all

The Social Inclusion team continues to work to remove barriers that prevent people from success. Recent actions to help everyone thrive at Warwick include making it easier for staff to request the adjustments that support them for a range of personal circumstances, including but not limited to disability. We have also piloted new training, Confident Communications, to help equip staff to explore sensitive topics in a respectful manner. Our Thriving on Difference webinar series continues to raise awareness of inclusion-related issues, such as menopause, the future of EDI (Equality Diversity and Inclusion) training, and the importance of positive action.

Whether it is our inclusive talent programmes, our training, our conversation series, or other work, Warwick is committed to social inclusion – ensuring that everyone belongs and crucially, feels that they belong on our campus. From the moment people arrive with us, from prospective students to senior academics, parents or professional services staff, they should feel part of one, inclusive, forward-thinking community. A place where we thrive on difference.



# Innovation

**In our 60th anniversary year we stand proudly at the forefront of global innovation. Our Warwick Innovation District is delivering tangible change for people and businesses across the West Midlands, the country, and the world. Whether it is empowering thousands of people or forging groundbreaking partnerships, supporting entrepreneurship and economic development, Warwick continues to redefine what it means to be a university making a global impact.**

## **Change that challenges: Delivering innovation with impact**

The University's commitment to fostering growth and innovation is unwavering. It is written into our DNA. We push boundaries and achieve transformative economic impact. 2025 marks the fifth year of our Warwick Innovation District and in that time, we have delivered:

- 3,963 jobs created fuelling regional and national economies
- 4,328 founders supported turning bold ideas into thriving enterprises
- 39,919 individuals encouraged through enterprise and innovation initiatives
- £200 million invested in business ventures and development

## **Bright ideas, bold futures: The Grassroots Growth Summit and Festival of innovation**

As a university we have proudly connected with local people and businesses since our founding. 60 years on, we hosted the inaugural Festival of Innovation and the Grassroots Growth Summit. Sponsored by NatWest, the event at the Warwick Arts Centre attracted over 1,200 changemakers in January 2025 including a dynamic mix of business founders, entrepreneurs, industry leaders, alumni, students, and community members.

Attendees engaged with Warwick's latest break-through innovations across healthcare, environmentalism, and agriculture. This included an Alzheimer's taste-test screening, the pioneering sewage-powered Waste2Race Le Mans Prototype racing car, and the UK vegetable gene bank that creates vegetables with greater disease and pest resilience.

The Festival of Innovation and the Grassroots Growth Summit provided a forum for people to build connections and explore ideas that promise to shape the business landscape for years to come. The event underscored the University's role as a creative hub, a home for ideas and innovation, a catalyst for change and as an anchor institution for the West Midlands region.

## **Innovation is a team sport: Rethinking how we partner**

Having launched in May 2024, the Midlands Innovation Partnership – a bold £3 million international campaign with sixteen leading Midlands universities – is moving from strength-to-strength.

This collaborative initiative is supporting global investment into the Midlands, focusing on research and development, science, and innovation. Key focus areas are regional research strengths, including those housed at Warwick such as Clean Technologies, AI & Computational Science, and Life Sciences & Health Tech.

By uniting world-class academic institutions, the campaign seeks to position the Midlands as a global centre for cutting-edge advancements and sustainable economic growth that delivers for people and businesses.

## **Creating what comes next: A vision for future innovation**

In October 2024, Warwick welcomed the Rt Hon Greg Clark as the first Executive Chair of the Warwick Innovation District. Greg's appointment will enable the University to bring to life new regional developments such as Arden Cross and expansion of the Stratford Innovation Campus as well as the University's Science Park. His extensive expertise as Secretary of State for Business, Energy and Industrial Strategy, Secretary of State for Communities and Local Government, and Minister for Universities and Science will be invaluable as we create a strategy to bring further innovation, ideas, and investment to Warwick and the West Midlands.

The University of Warwick is not only celebrating its past; it is boldly shaping the future. Through its enduring commitment to excellence, collaboration, and impact, Warwick is empowering the next generation of changemakers, researchers, and entrepreneurs to lead on a global stage.

# Regional Leadership

**For sixty years, Warwick has been a place where spirited thinkers push boundaries, experiment, and challenge convention to create a better world. That world begins with people and communities immediately around us: Coventry, Warwickshire, and the West Midlands. Through our partnerships with communities and businesses, civic leaders and local institutions, we shape change for the better. Change that is felt locally, but ripples across the globe.**

## Together, we grow: Warwick's commitment to community

In autumn 2024, Warwick partnered with University College Birmingham and the education charity IntoUniversity to launch IntoUniversity Birmingham East. Located in one of the UK's most disadvantaged areas – where nearly 39% of children live in absolute poverty – the centre is working to create lasting change for the local community through education.

In April 2025, we partnered with Warwickshire County Council to deliver the Warwickshire Youth Conference. This dynamic, youth-led event focused on empowerment, creativity, and community for schoolchildren. Designed by young people, for young people, the conference featured eight interactive workshops covering topics such as life skills, smoking and vaping, crime and safety, mental health and school experience, creative drama, activism, spaces for boys, and the environment.

In June 2025, working with Coventry City Council, more than 100 pupils from across Coventry gathered at Warwick for this year's Pupil Parliament. The day

of discussions and workshops was designed to give young people the opportunity to share their views on issues that matter to them. This year, topics included mental health and wellbeing, aspirations and future champions, and youth leadership and empowerment.

A crucial part of Warwick's community engagement is through Warwick Volunteers. The programme connects students with organisations across Coventry and Warwickshire, creating meaningful partnerships and lasting community impact. Over the past year, more than 1,100 student volunteers contributed more than 16,688 hours to 127 projects, supporting initiatives in youth mentoring, homelessness, and conservation. In recognition of Warwick Volunteers' impact and commitment to community engagement, in November 2024, the programme received the King's Award for Voluntary Service – the highest UK honour for local voluntary groups.

In July 2025, Warwick was named "University of the Year" at the Student Social Mobility Awards 2025, a prestigious national honour that recognises its impactful work to break down barriers and widen access to higher education. Organised by social mobility charity upReach, Warwick was praised for embedding opportunity into every step of the student journey and for its dedication to advancing social mobility for under-served and disadvantaged communities in the Midlands and beyond.



## Engagement isn't extra-it's essential: The Warwick way

A core vehicle for regional leadership continues to be our Warwick Institute of Engagement. Our mission is that Warwick engages through curiosity, creativity, and collaboration. Through events run, shared by or supported by Resonate (our year-round programme of free, public events) the Warwick Institute of Engagement has connected with almost 12,000 people in-person and online in the past year – thanks to the generous time of over 300 staff and students.

Resonate led on the delivery 19 events in 2024/25 and supported another 93. This included local café talks on the politics of climate action, welcoming all ages onto campus for Science and Arts festivals, an evening of fascinating new discoveries around women's health at the Belgrade Theatre in Coventry, and undergraduate students taking Warwick research to shopping centres.

## Rooted locally, reaching nationally: The economic impact of Warwick

The University supports the local economy in multiple ways; from direct spend with local firms and the money students spend in the area, to the

productivity and output gains delivered through research, skills and business support. It continues to play a central role in driving long-term inclusive economic and social value across the region.

The most recent available figures show that the University contributed more than £1.33 billion to the regional economy in 2022–23 and an estimated £3.8 billion to the UK economy overall, growing by 11% in six years. Warwick supported over 12,000 jobs in the West Midlands through its teaching, research, innovation, and community partnerships – all helping to deliver regional leadership and national and international change.

## What happens when innovation meets enterprise?

As part of a region renowned for dynamic, world-leading industry, Warwick works with our local businesses to help create the high-skilled, curious, innovative workforce of tomorrow and help tackle societies greatest challenges today.

In 2024-25 academic year, Warwick had 1,349 degree apprentices enrolled, including 347 new starters. Our degree apprenticeships help learners acquire a dual professionalism through their journey, providing pivotal solutions to social mobility and economic growth. WMG, WMS, SELCS, Computer Science all deliver degree apprenticeships. Together those departments work with

over 300 employers, including local, regional and national large and smaller scale organisations.

In November 2024, WMG announced the launch of the JLR-WMG Supply Chain Innovation Hub. Working in partnership with JLR, the hub is a ground-breaking research and industry collaboration aimed at developing innovative and best-in-class supply chain solutions. Based in a state-of-the-art facility at the National Automotive Innovation Centre (NAIC) at Warwick, the Innovation Hub will bring together leading researchers from WMG and experts from JLR to co-create impactful supply chain solutions.

In March 2025, ambitious plans to deliver a world-class HealthTech Campus and focal point for the region's thriving HealthTech sector were agreed between Warwick, Arden Cross Ltd, and Muse. The HealthTech Campus is part of the wider Arden Cross regeneration opportunity – which is expected to deliver tens of thousands of jobs and thousands of new homes – facilitated by the HS2 Interchange in Solihull. The new Campus will bring together the University, NHS, private providers, and industry to support pioneering new start-ups and scale-ups to enter the NHS and global markets.

Our Creative Futures programme, partnering with the region's creative cluster, continues to move forward. In April 2025, Warwick worked with a consortium of higher education partners across the West Midlands to secure £7.2m worth of AHRC early-start cluster funding for a 5-year programme. Creative Futures has now grown its creative industries network to 1200 industry professionals and supported 50 businesses to raise £3m in sales, grants and commissions. Since inception in 2020, the Creative Futures Incubator has supported the businesses to gain 203 new clients and create 45 new jobs.

Working in partnership, we know that we can build stronger communities, delivering meaningful, empowering change for people across Coventry and the West Midlands and further afield. Ultimately, we are striving to build a fairer and better world for all.



# International

One World Warwick - Part of the 60th Celebration Events

**The University of Warwick's international engagement is underpinned by one of our core values, 'thriving on difference'. Our mission is clear: to enrich our international composition, outlook and understanding of our community, and to empower educational research and excellence, innovation, and impact. We work to do so in accordance with our values as an institution, our commitment to a sustainable future, and our ambition to be one of the world's exceptional universities, pointing the way ahead.**

## One World Warwick

In 2024-25, the University renewed our commitment to thrive on difference by launching a new international strategy and global campaign: One World Warwick. Our ambition was, and remains, celebrating our diverse, interconnected global community, including here on campus, through a vibrant series of events, partnerships, and collaborative initiatives that reached across continents.

Launched in November 2024, the month-long celebration featured over 50 events held in more than 23 locations across six countries, uniting students, staff, alumni, and our international partners. Events ranged from cultural showcases and panel discussions to networking opportunities and collaborative academic forums.

One standout event was our inaugural Warwick International Showcase. The occasion brought the Warwick community together for several panels related to our international ambitions:

- International education opportunities
- Global community experience
- International research opportunities
- Global partnerships

With over 5,500 participants representing at least 85 nationalities across our first One World Warwick month, the initiative embodied Warwick's global reach and spirit of inclusivity. 90% of students surveyed attending events strongly agreed or agreed that 'the event helped me to feel connected to the University Community'.

In March 2025, our second installation of One World Warwick centred on global connections and networks that the University provides for our students and staff. Alongside a series of student mobility and international work experience initiatives, we launched a funding call for our joint seed funds with our strategic international partners, including several funds running for the first time (Fudan, Toronto, and NUS Singapore).

These funds are designed to establish new links and advance existing collaborations between Warwick and partner universities by enabling activities such as:

- organisation of virtual, hybrid or in-person workshops, conferences, symposia
- preliminary research, experiments and pilot studies
- meetings to facilitate planning and development of external funding proposals
- reciprocal or non-reciprocal visits to establish new collaborations

As a result of our March One World Warwick campaign and raising awareness of our international partnerships and opportunities, not only did we see increased applications to our seed funds with our partner universities, but also our Short-Term Mobility Fund received a 23% increase in applications on the previous year. This fund provides students up to £480 towards the cost of undertaking a short in-person international study, volunteering, or research opportunity.

## Warwick's global commitment to sanctuary

In 2024-25, as a proud member of Universities of Sanctuary Network, Warwick supported 13 Sanctuary Scholars across our undergraduate and post-graduate taught degrees. These individuals are from areas of conflict, persecution, and displacement, seeking sanctuary in the UK.

We welcomed academics and researchers in need of urgent help to escape from discrimination, persecution, violence or conflict, including our Institute of Advanced Studies welcoming eight academics from Ukraine and one from Iran. Warwick also hosted 20 students from the Ukrainian Catholic University for a two-week summer school.

We continued to collaborate successfully with multiple partner organisations such as foundations, foreign embassies and governments, to enable and support over 150 of the best and brightest international students from around the world to study at Warwick.

## The Marco Polo way of global learning

The Marco Polo International Programme also had a significant impact this year. Going beyond traditional student engagement, this initiative included public-facing events that brought together communities, researchers, and educators from around the globe. Through a range of interactive lectures, exhibitions, and community-led projects, the programme helped bridge academic and public spheres to connect communities globally.

The Marco Polo International Programme pushed boundaries and norms to deliver global engagement and public benefit:

- We digitised and restored new ancient texts in collaboration with Italian University partners
- A new summer school was co-organised by Warwick and Shanghai Jiao Tong University (SJTU) in Venice
- Warwick Venice Centre's involvement in a new Venetian Cultural Institution Public Engagement event series and improved relationships with Venetian State Archives and Ca Foscari University
- Over 492 million people had the potential to engage globally through press, television, and radio



- Over 11,000 students, staff and public were involved in 12 Education and Research projects across 36 international institutions in 18 countries
- We held 10 public lectures
- We hosted 7 academic conferences in the UK, Italy, and China
- We restored a 14th century Venetian Parchment, and it went on public display at the Museum of Asian Art, Venice
- We curated a new online exhibition in English and Chinese featuring scanned objects from UK, Italy and China

## What happens when ideas travel?

At the start of the 2024-25 academic year, the Monash Warwick Alliance launched a new strategy to enable academics, students, and staff to have increased visibility and access to collaborative opportunities for even more international engagement over the next three years. In particular, we created the first Monash Warwick Alliance Associates – a status granted to those who have received funding through the Alliance and who can act as public champions for it in the future.

In 2024-25, the latest round of the Shanghai Jiao Tong University-Warwick Joint Seed Fund awarded grants that foster new initiatives with high potential

for global impact. This included funding to support research such as testing the long-term durability of low-carbon concrete to support carbon neutrality in the construction industry and using machine learning to supporting modelling of landslides for risk assessments.

Similarly, the Stellenbosch-Warwick Joint Seed Fund supported six new major projects in 2024-25. With each project jointly led by an academic at Warwick and Stellenbosch, every project builds global ties and tackles global challenges that impact us all. Examples of projects supported this year include examining bioethical principles, historical trauma and reconstruction, and quantum science technologies.

## Creating global connections: EUTOPIA 2025 at Warwick

In June and July 2025, Warwick hosted members of the EUTOPIA University Alliance, a dynamic network of ten European universities and six global partners, under the theme of 'Creating global connections'.

The EUTOPIA Week programme at Warwick featured a rich mix of academic panels, student-led workshops, cultural exchanges, and networking events, all designed to foster collaboration across borders and disciplines. Topics included AI in higher education, student mobility, and academic innovation.

A highlight of Warwick's EUTOPIA week programme was a delegate dinner at Coventry Cathedral with a keynote speech from Taiwo Owatemi MP. Having sustained significant bomb damage during the Second World War, today, the Cathedral stands as a symbol of peace and reconciliation, and of fostering the partnerships that define Warwick and our impact on the world.

In July 2025, the University of Warwick was chosen as one of 12 UK leading universities and research institutions to deliver the Global Talent Fund: a £54 million investment on Britain's future prosperity. The funding will enable Warwick to design its own strategy for

recruiting international talent, embedding new research teams within its thriving innovation ecosystem, and driving collaborative createch research that contributes to economic and technological advancement.

It is vital that our students have a global mindset and a global outlook. By transcending global boundaries, we are tackling the key issues of our time and doing so with our network of partners around the world. We are delivering a globally inclusive community, one that is committed to positive societal impact, bringing Warwick to the world, and, at the same time, bringing the world to Warwick.





# Sustainability

**The University of Warwick is committed to playing its part in tackling the great societal challenges of our time. At Warwick, we convert problems into solutions, solutions into actions, and actions into positive change. The climate and nature emergencies, and ensuring that we have a sustainable environment for future generations, are central to these efforts.**

Guided by our sustainability strategy, The Way to Sustainable, our approach to tackling the climate and nature crises is organised by research, education, engagement, and operations. We are resolute in our vision to realise a sustainable future, whilst mindful of the practical challenges of getting there.

## Small steps, big impact: Our journey to lower carbon

As part of our Climate Emergency declaration in 2019, Warwick has committed to achieving net zero from our direct emissions and from the energy we buy, by 2030 (our Scope 1 and 2 emissions).

Over the past year, Warwick has reduced our Scope 1 carbon emissions by 3.7% compared to the previous year (for further reading see page 24). This means that since 2018/19 – our baseline year – we have reduced our Scope 1 emissions by 21.7%, exceeding the interim target we set in our Way to Sustainable Strategy. These important steps have been achieved by our entire Warwick community working together, from improving the energy performances of our buildings to reducing the operation of gas-fired combined heat and power plants. This year, we have continued to purchase campus grid electricity from 100% renewable sources.

We are designing our new buildings to ensure that they are not reliant on direct combustion of fossil fuels for heating. We are designing low carbon heating systems that can begin to replace our existing gas-fired plant. We are using the 5,000 energy meters we have across campus to target energy consumption and wastage, supporting colleagues inside and outside the Estates Department to identify inefficiencies, reduce wastage and ultimately reduce our energy consumption.

## Our nature positive commitment

In April 2025, Warwick signed the Nature Positive Universities Pledge. This action started our journey to not only halt nature loss, but to reverse nature decline and actively restore biodiversity and ecosystems affected by our activities.

We have continued to take meaningful steps to support nature during the 2024/25 academic year. Regular citizen science surveys are providing a clearer understanding of biodiversity on campus.



This year a variety of species and habitats including riverfly, small mammals, moths, and hedgerow health have been recorded in our surveys. Between August 2024 and July 2025, 45 habitat and species surveys were completed. In addition to this, we also participated in the National Hedgehog Monitoring Programme, with the Wellesbourne campus as one of the study sites for this nationwide research project. In addition, various habitat creation projects took place including the planting of more than 1,000m of hedgerow and 2,000m<sup>2</sup> of wildflowers.

We know that we cannot tackle the climate and nature emergencies alone. Warwick is not just a campus, it is a community of people and partnerships that extend far beyond our boundaries. We work with organisations including Warwickshire Mammal Group, Warwickshire Wildlife Trust, and the RSPB to engage with staff and students about the importance of nature. We also offer opportunities to get involved; between August 2024 and April 2025 over 300 people directly engaged with biodiversity related events and activities.

### What if nothing went to waste?

We want to use our resources more efficiently and embed circular economy principles in our operations. In 2024/25 at least 1,000 items of furniture were redistributed on campus, reducing the need to purchase new items. By upcycling existing furniture in the Radcliffe Lounge refurbishment, a 75% reduction in carbon emissions was achieved compared to purchasing new. Our Donation Drive project redistributed more than 5 tonnes of student items that were donated during the move out period and was recognised with a Bronze Sustainability Impact Initiative Award by the Association of University Directors of Estates.

### The Way to Sustainable

Taken together, our actions to reduce carbon emissions, restore nature, and promote a circular economy are delivering on our 'The Way to Sustainable' commitments. We still have some distance to travel, but working together, we know that we can shape a better world for students, staff, and society.

# 4

# 22%

Exceeded the University of Warwick interim (2025) Scope 1 carbon reduction target of 20%.

(compared to a 2018/19 baseline).



# Emissions

# Carbon

# 4x

more renewable electricity from solar panels generated on campus and we plan to increase this.

(compared to a 2018/19 baseline).

## Carbon Emissions

	2024/25	2023/24
<b>Energy consumption used to calculate emissions (kWh)</b>		
Gas <sup>1</sup>	126,444,883	130,703,169
Grid Electricity	48,660,469	46,911,650
Petrol and Diesel	386,530	531,282
LPG for heating	49,543	44,963
	<b>175,541,425</b>	<b>178,191,064</b>
<b>Scope 1 emissions (tCO2e)</b>		
Gas	23,134	23,906
Petrol and Diesel	94	126
LPG	11	10
Refrigerant gases	125	231
	<b>23,364</b>	<b>24,273</b>
<b>Location Based Scope 2 emissions (tCO2e)</b>		
Grid Electricity	8,613	9,713
	<b>31,977</b>	<b>33,986</b>
Less: Scope 2 emissions re electricity procured from accredited renewable sources (tCO2e)		
	<b>(8,419)</b>	<b>(9,487)</b>
<b>Total Market Based Scope 1 and 2 emissions from University activities (tCO2e)</b>		
	<b>23,558</b>	<b>24,499</b>
Less: estimated carbon capture sequestration on campus		
	<b>(323)</b>	<b>(322)</b>
<b>Net Market Based Scope 1 and 2 emissions created by University activities (tCO2e), including gas burned in energy centres for supplying heat and electricity to 3rd parties<sup>3</sup></b>		
	<b>23,235</b>	<b>24,177</b>
Less: scope 1 emissions arising from gas burnt in in energy centres for the supply of heat and electricity to third parties. Associated emissions (tCO2e)		
	<b>(1,123)</b>	<b>(1,129)</b>
<b>Net Market Based Scope 1 and 2 emissions created by University activities (tCO2e), excluding gas burned in energy centres for supplying heat and electricity to 3rd parties</b>		
	<b>22,112</b>	<b>23,048</b>
<sup>1</sup> Gas energy consumption includes gas burnt in energy centres for the supply of heat and electricity to third parties. Energy consumed for this purpose (kWh)		
	<b>6,138,146</b>	<b>6,174,680</b>
<b>Intensity ratios<sup>3</sup></b>		
tCO2e/student FTE	0.88	0.89
tCO2e/research £'000	0.16	0.17
tCO2e/staff FTE	3.11	3.29

<sup>2</sup> Scope 1 emissions include those arising from gas burnt in in energy centres for the supply of heat and electricity to third parties.

<sup>3</sup> Ratios calculated using Net Market Based Scope 1 and 2 emissions created by University activities (tCO2e) including gas burned in energy centres for supplying heat and electricity to 3rd parties.

## Basis of calculation

**Whilst the disclosure of emissions is currently voluntary for the Higher Education sector, the University believes it is good practice to disclose its emissions. This disclosure has been prepared to align with the 2019 HM Government Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard.**

Energy consumption data is typically taken from meter readings. The related carbon emissions are then determined by using conversion factors published by the UK Government for greenhouse gas reporting.

[gov.uk/government/collections/government-conversion-factors-for-company-reporting](https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)

Location-based Scope 1 and 2 emissions are reported gross and net of emissions relating to electricity procured from accredited renewable sources. Only certified energy suppliers with 100% renewable fuel mix which are passed through to customers are reflected in this adjustment, with emissions from other electricity supply being reflected in line with UK grid average emissions. Where the University procures electricity directly it now uses solely 100% renewable sources.

This disclosure reflects University group activities, these activities include the generation of heat and electricity in our centralised energy centres, energy supplied not only to University facilities but also to a small number of third parties within University buildings – all emissions associated with centralised generation are included in our reporting. Where third parties operating in University buildings consume energy generated or supplied by national operators this is excluded from our reporting, including where this supply is via University distribution systems. This follows the methodology of the 2019 HM Environmental Reporting Guidelines to report on units within the organisation's financial and operational boundaries.

An estimate of total carbon sequestered on campus by the University's trees is provided, accounting for tree number, maturity, and species. The University will continue to grow its carbon offset potential through an ongoing tree planting programme and other natural asset initiatives on University grounds; in 24/25 more than 1,000m of hedgerow were created or improved, 86 trees were planted and 300m<sup>2</sup> of trees were coppiced.

## Intensity ratios

The chosen intensity measurement ratios are net Scope 1 & 2 carbon dioxide equivalent emissions in metric tonnes (TCO<sub>2</sub>e) per student FTE, per £'000 of research income and per staff FTE, reflecting the combination of teaching, research and supporting activities that the University undertakes; all measurements show a positive year on year reduction.

## Movement between 23/24 and 24/25

Total location-based Scope 1 and 2 emissions from University activities reduced by 5.9% between the reporting years due to a mix of factors. A reduction in gas consumption contributed to an overall reduction in Scope 1 emissions of 3.7% and was a result of continued reduction of the University's gas fired combined heat and power (CHP) installations (21.8% year on year reduction in electrical output) and ongoing improvements in building heating management.

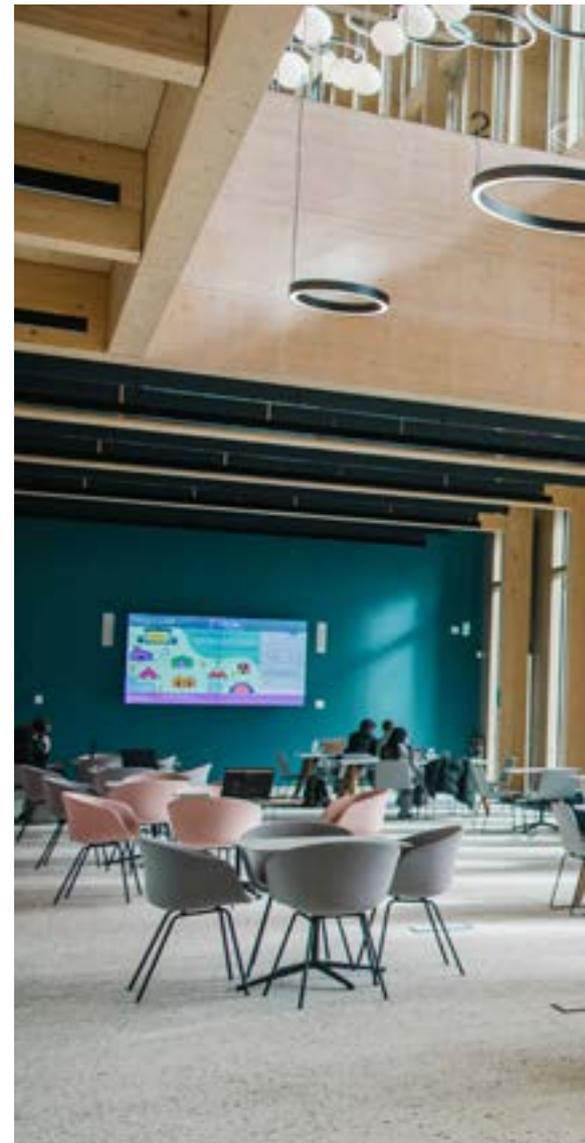
Total final electricity consumption reduced by 4.2%, in part due to continued efficiency measures. The reduction in onsite, gas fired electricity generation however, led to a 3.7% increase in purchased grid electricity. The effect of increasing purchased grid electricity on location-based emissions was offset by a reduction in grid average electricity carbon factors leading to a reduction in location-based Scope 2 emissions of 11.3% compared to the previous year.

Most petrol and diesel consumption relates to grounds maintenance, portering, shuttle buses, and agricultural vehicles at the Wellesbourne campus. Combined petrol and diesel related Scope 1 carbon emissions represent less than 1% of total University Scope 1 emissions, these

reduced by 25.7% between the reporting years, reflecting changing usage patterns and increased electric vehicle use.

Leakage of refrigerant gases from Estates managed assets have a direct effect on global warming. Also known as fugitive emissions, they contribute to the University's Scope 1 total. In 24/25, we recorded leakage equivalent to 125 TCO<sub>2</sub>e of emissions.

Total market-based Scope 1 and 2 emissions from University activities, including gas burned in energy centres for supplying heat and electricity to third parties, decreased by 3.8% between the reporting years principally due to reductions in gas consumption. The University continues to procure electricity from certificated renewable sources and is committed to renewable purchases for all future electricity contracts.



## University climate emergency statement, measures taken to improve energy efficiency and reduce emissions.

In 2019 the University announced its target to reach net zero carbon from our direct emissions (Scope 1 and 2) and the energy we buy by 2030.

Continuous efforts to reduce energy use by adjusting heating, cooling and ventilation set points in line with our energy policy have shown to be effective in reducing thermal energy demands. In August 2023 gas fired combined heat and power engines in the Main Energy Centre were turned off, operating as emergency backup generators only with significant

impact on Scope 1 carbon emissions, since August 2024 operation of combined heat and power engines in Cryfield Energy centre has also been reduced.

The University also continues to put in place initiatives to reduce its wider, Scope 3, emissions with the aim of reducing both direct and indirect carbon emissions (Scope 1, 2 and 3) by 2050. Embodied carbon targets are in place for new builds, the travel policy continues to encourage lower carbon travel and we're continuously improving our understanding of supply chain emissions. More information is available via the link:

[warwick.ac.uk/sustainability](https://warwick.ac.uk/sustainability)

The University has a Responsible Investment policy available via the link below:

[warwick.ac.uk/about/management-and-governance/ethical-assurance/investments](https://warwick.ac.uk/about/management-and-governance/ethical-assurance/investments)



# Corporate Governance Statement

## The University

1. The University has charitable status as one of the exempt charities listed in Schedule 3 to the Charities Act 2011. It is therefore exempt from certain requirements of that Act, including the need to register with the Charity Commission. The Office for Students (OfS) is the "principal regulator" for charity law purposes of those English universities which are exempt charities and the current regulatory framework has been in effect since 1 August 2019. The University's legal status derives from a Royal Charter originally granted in March 1965. Its objects, powers and framework of governance are set out in the Charter and its supporting Statutes, which were modernised with effect from 13 February 2019, following a review of the University's Governing Instruments in 2018/19.
2. The University conducts its business in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership) and with the guidance to universities that had been provided by the OfS and the Committee of University Chairs (CUC) in the Higher Education Code of Governance. A 'fit and proper' test for all members of the University Council has been adopted. The University is mindful of its charitable purpose and its strategy aims to encompass its public benefit role.

## The University Council

3. The University Council is the executive governing body, responsible for the finance, property, investments and general business of the University, and for setting the general strategic direction of the institution. It has a majority of members from outside the University (described as independent members), from whom the Chair, Vice-Chair and the Treasurer are drawn. Also included in its membership are representatives of the staff of the University and the student body. None of the independent members receive any payment, apart from the reimbursement of reasonable expenses, for the work that they do for the University.
4. The Terms of Reference for the University Council and each of its Committees are publicly available on the University's website (<https://warwick.ac.uk/services/gov/committees>), as well as a diagrammatic representation of the University's Committee structures (<https://warwick.ac.uk/services/gov/committees/diagram>). The University makes redacted minutes of each University Council meeting publicly available via its website, alongside the full agenda (<https://warwick.ac.uk/services/gov/committees/council/minutes>). Papers that are not confidential are readily available from the Modern Records Centre (<https://warwick.ac.uk/services/library/mrc>). The Scheme of Delegation, which is reviewed and presented

to the University Council annually, with an in-depth review undertaken every five years, is also available on the University's website (<https://warwick.ac.uk/services/gov/calendar/schemeofdelegation>).

5. The University Council has continued to work in conjunction with the Senate to monitor compliance with the OfS's ongoing conditions of registration, any terms and conditions of funding, as well as any other relevant regulatory responsibilities. The University Council will receive information annually, explicitly describing the ways in which the organisation has complied with these terms and conditions.
6. The University Council approves its Code of Practice on Corporate Governance and Statement of Primary Responsibilities annually. The Code of Practice on Corporate Governance is available on the University's website (<https://warwick.ac.uk/services/gov/committees/council/corporategovernance/>). The Responsibilities of the University Council are set out on pages 35-37 of these accounts.
7. The University Council normally meets formally at least five times each academic year. The University Council is supported by a number of sub-committees, as outlined in its Code of Practice on Corporate Governance. Reports from each sub-committee, as well as from the Senate, inform the work of the University Council.
8. During the financial year ending 31 July 2025 (and continuing except where indicated), the following individuals were members of the University Council: D Normington (Chair) (to 31 July 2025), M Amjad (Students' Union Vice-President, Education from 1 August 2024 to 31 July 2025), L Ainsworth (to 31 July 2025), Y Akinola, J Bajwa, B Claire (to 31 July 2025), Professor S Croft (Vice-Chancellor and President), Professor D Davies (to 29 January 2025), Professor E Flynn (Provost) (to 20 August 2025), J Furse, K Holden, R Hyde, Professor N-A Lawrence, Professor M Newton, E Nihal (Students' Union President from 1 August 2024 to 31 July 2025), J Nickalls (Vice-Chair), S Parr, A Penfold (to 31 July 2025), M Prabhu, N Sachdev (Treasurer to 31 July 2025, Chair from 1 August 2025), G Schwartz-Leeper (from 29 January 2025), and W Snow (Treasurer from 1 August 2025).

For the subsequent period, from 1 August 2025 onwards, to the approval of these financial statements (and beyond): S Calcraft, A Hatcher, B Kelly (from 1 September 2025), Professor C Meyer (Provost, from 20 August 2025), Ananya Sreekumar (Students' Union Vice-President, Education), A Taha (Students' Union President).

9. The University maintains a Register of Interests of members of the University Council which is published on the University website. All members of the University Council, and sub-committees, are requested to declare any conflicts of interest in relation to the agenda of each meeting.
10. The Secretary to Council plays a key role in the operation and conduct of Council business and provides advice to the Chair of Council on all matters of procedure and in respect of any matters where conflict potential or real, may occur. All members of the governing body have access to the services of the Council Secretariat.

## The audit and risk committee

11. There is ongoing oversight of risk management, control and governance by the Council's Audit and Risk Committee (A&RC), which seeks assurance from a number of sources, including: the University's Internal Audit function; the University's external auditors; reports from external funding and quality assurance bodies; reports from the Risk and Resilience team; management representations, and deep dive reviews of areas of particular significance. The A&RC approves the process of producing the Transparent Approach to Costing (TRAC) returns to the OfS, on behalf of the University Council. The Chair of the A&RC reports to the University Council at every meeting.

## Finances and public funds

12. Under the terms and conditions of OfS funding, the University Council is responsible for the University's use of public funds. Acting on behalf of the University Council, the Vice-Chancellor and President, as the Accountable Officer, has overall responsibility for ensuring that all public funds are properly used and the University achieves value for money. The Vice-Chancellor and President is supported

in this regard by the members of the University Executive Board, who manage various related processes and systems.

13. The University's system of internal controls and governance structures ensure regularity and propriety in the use of funds, including all public funds, via the following.
14. Processes:
  - a) As detailed in the Statement of Internal Control, the University Council is responsible for maintaining a sound system of internal control that safeguards the public and other funds and assets for which it has responsibility.
  - b) The University maintains a comprehensive suite of Financial Regulations and Procedures, giving control over the totality of the University's resources and providing an appropriate financial regulatory framework which ensures that resources are used with due regard to propriety, regularity and value for money, in the context of the achievement of the University's strategic plan. Anyone with a contractual relationship with the University (including all employees and honorary staff) is required to abide by the Financial Regulations and Procedures.
  - c) The University is required to adhere to key funder rules, in addition to the requirements of its own Financial Regulations and Procedures, and operates various controls to do this.
  - d) The University's Internal Audit function provides assurance to management and the A&RC. Internal Audit makes recommendations for improvement in key management processes. It particularly aims to ensure that key risks are being appropriately managed, including those in relation to the use of funds and value for money.

15. Reporting and Planning:

- a) The University produces departmental financial reports throughout the year, as part of quarterly financial performance reporting for the University as a whole, enabling departmental heads and the University Executive team to understand and manage the financial position.

b) Financial performance and updated forecasts are provided to the University Executive Board (UEB) and the Finance and General Purposes Committee (FGPC). The Group Finance Director and the Chair of the FGPC report at each University Council meeting on matters that the FGPC has discussed since the last Council meeting, and on anything that requires Council approval or note.

c) The University Council annually approves the financial statements providing the out-turn for the year ended 31 July and the Financial Plan covering future years, as required by the OfS. The Financial Plan supports the University in delivery of its strategy whilst protecting its future financial viability and sustainability.

d) The University has in place an Access and Participation Plan, approved by the OfS.

#### 16. Committees

The following Committees support the University Council in various financial aspects:

a) The University Council has delegated responsibility for the close monitoring of finances to the FGPC. The role of the FGPC includes:

i. Advising and making recommendations to the University Council regarding the financial management of the University within the context of the University Financial Plan. This includes monitoring the implementation of the University's financial strategy and Financial Plan; overseeing the University's strategic financial planning recommending to the Council the University's annual capital and revenue budget and financial plan, and approving release of resources in line with budget and plan; monitoring of financial performance against budget; review and approval of the University's financial regulations and procedures.

ii. Monitoring the economy, efficiency and effectiveness of the deployment of the University's resources, liaising with the A&RC as appropriate.

The role of the FGPC includes the alignment and utilisation of resources to achieve the University's strategic objectives.

b) The Financial Plan Committee (FPC), a sub-committee of the University

Executive Board, has responsibility for detailed review of the Financial Plan, including the authority to approve new expenditure up to defined limits.

c) The A&RC approves the process of producing the TRAC returns to the OfS (see para 11) and the TRAC Steering Group approves the TRAC returns themselves.

## The Remuneration Committee

17. The University Council has delegated the following authority to the Remuneration Committee:

a) The determination of the remuneration of senior members of the University staff whom it is deemed appropriate, including but not exclusive to:

Vice-Chancellor and President;  
Provost;  
Registrar;  
Pro-Vice-Chancellors;  
Vice-Presidents;  
Group Finance Director;  
Commercial Director;

Chief Information and Transformation Officer;  
Chief Communications and Marketing Officer;  
Chief People Officer;  
University Secretary;

Executive Chair of Warwick innovation District;

Executive Dean of Warwick Business School;

Executive Dean of Warwick Medical School;

Initial appointment of staff where proposed salary is above £200,000.

b) The determination of the level of severance pay to be awarded to members of staff where the payment is equal to or above £100,000 and all senior members of staff whose remuneration is determined by the Committee.

The University Council appoints members of the Remuneration Committee who have expertise in leadership and/or senior remuneration in other sectors. The constitution of the Remuneration Committee



Global Illumination Procession - Part of the 60th Celebration Events

during 2024/25 was as follows: an Independent member of Council (Chair) (J Furse to 31 July 2025), Chair of the Council, Treasurer, three (two from 1 August 2025 onwards) independent members appointed by the Council, with expertise in leadership and/or senior remuneration in other sectors, of whom a minimum of one will be a serving independent member of the Council (L Ainsworth to 31 July 2025), A-M Headley, L Paterson). For the subsequent period, from 1 August 2025 onwards, to the approval of these financial statements (and beyond): K Holden (Chair). The Remuneration Committee meets three times each year. It reports annually to the Council on the work of the Committee, including decisions taken under delegated authority. The Remuneration Committee exercises its delegated authority on behalf of the University Council within an agreed remuneration policy framework. Any matters in relation to remuneration or severance pay that do not fall within the approved remuneration policy framework or the delegated authority of the Committee are referred to the University Council for approval.

In proposing and applying the framework, the Remuneration Committee had regard to 'Guidance on decisions taken about severance payments in HEIs' published by the CUC, as required by the OfS. The framework for University Senior Remuneration 2024/25 was approved by the University and was published online during the year. The framework for University Senior Remuneration 2025/26 was also approved by the University Council and is published online: <https://warwick.ac.uk/services/gov/committees/rc/rcframework>. In addition, the Remuneration Committee approves annually the operating framework within which the Vice-Chancellor shall exercise their authority to determine senior remuneration, and receives an annual report on the work of the University Executive Board on remuneration matters. The constitution and terms of reference of the Remuneration Committee are available in the Code of Practice on Corporate Governance. In terms of all recruitment to the University, we provide a welcoming and inclusive working and learning

environment, recognising and respecting all individuals' differences. We therefore welcome applications from people who identify with any of the Protected Characteristics, such as race/ethnicity, disability, sexual orientation, or gender identity/expression.

## The Senate

18. The Senate is the academic authority of the University and draws its membership entirely from the staff and the students of the institution. Its role is to direct and regulate the teaching and research work of the University. Whilst the University Council and the Senate have clearly defined functions and responsibilities, there is active consultation and interaction between the two bodies.

## The Vice-Chancellor

19. The principal academic and administrative officer of the University is the Vice-Chancellor and President who has a general responsibility to the University Council for maintaining and promoting the efficiency and good order of the University. Under the Regulatory Framework for Higher Education in England between the University and the OfS, the Vice-Chancellor and President is the Accountable Officer of the University and in that capacity can be summoned to appear before the Public Accounts Committee of the House of Commons.

20. As Chief Academic and Administrative Officer of the University, the Vice-Chancellor and President exercises considerable influence upon the development and implementation of institutional strategy, the identification and planning of new developments and the shaping of the institutional ethos. The Vice-Chancellor and President is supported by the University Executive Board.

## Other

21. Any enquiries about the constitution and governance of the University should be addressed to the University Secretary.
22. This statement relates to the period covered by these financial statements, and the period up to the date of approval of these audited financial statements.

# 6

## Statement of Internal Control



**The Council is responsible for maintaining a sound system of internal control which identifies and manages risk linked to the achievement of the aims and objectives of the University, and the efficacy of its policies, whilst safeguarding the public and other funds and assets for which it has responsibility.**

A system of control is designed to identify, evaluate and mitigate risk to a reasonable level rather than to eliminate all risk, and therefore can only provide reasonable and not absolute assurance of effectiveness.

Key elements of the system of internal control, which are designed to discharge the responsibilities set out above, include the following:

- Approval of University strategy by the Council, whose membership includes a majority of external members, together with academic, professional services and student representation.
- Monitoring the performance of the University through the annual consideration by the Council and other relevant Committees of Key Performance Indicators and Transformational Milestones.
- An annual and forward looking operating and capital planning process that combines top-down and bottom-up input and is subject to challenge and scrutiny via a range of appropriately informed Committees.
- Quarterly monitoring of financial performance and updates to forecast out-turns.
- Clearly defined requirements for control of expenditure, including the appointment of staff, investment and borrowings, together with comprehensive Financial Regulations and Procedures.
- An Internal Audit function that undertakes investigative work to identify any areas of weakness in compliance with University policies, procedures and internal controls, primarily based on an agreed audit plan, but also in response to the identification of emerging risks or in response to actual issues.
- A central repository of institutional compliance obligations.
- An institutional Compliance & Assurance Framework, designed to provide consistency in institutional compliance management across different areas,

and reduce the risk of non-compliance through documenting and ensuring effective compliance processes, training, controls, reporting and remediation.

The Audit and Risk Committee, whose membership is entirely external, plays a key role in providing the Council with objective assurance that its system of internal control is effective. The Audit and Risk Committee provides reports to the Council at each of its meetings, in addition to providing its formal opinions on the adequacy and effectiveness of Warwick's arrangements for risk management, control and governance, economy, efficiency and effectiveness and the management and quality assurance of data submitted to the Student Loans Company, the Office for Students (OfS) and other bodies in its Annual Report to the Council.

- The Audit and Risk Committee provides challenge on operational, financial and risk matters coming before it and, where appropriate, monitors agreed actions to ensure that changes and recommendations are duly implemented.
- The Audit and Risk Committee receives regular reports from the Director of Internal Audit and Assurance that provide an overview of internal control matters (in the main as set out in the agreed Internal Audit Plan), including an opinion on the adequacy and effectiveness of the University's systems of internal control, together with recommendations for improvements. The work and conclusions of Internal Audit provide the primary source of evidence for the Audit and Risk Committee's opinion on the adequacy and effectiveness of the University's internal control arrangements and subsequent improvements that may be required.
- Additionally, the Audit and Risk Committee considers an annual report from the Head of Internal Audit that provides and evidences an opinion on the adequacy and effectiveness of the University arrangements for economy, efficiency and value for money as well as risk management, control and governance, in addition to a report summarising the data management and returns assurance processes.
- Representatives from the University's External Auditors attend the meetings of the Audit and Risk Committee, providing various reports on developments in the sector, as well as their External Audit Strategy and Planning Memorandum annually in March, and their Management Letter relating to the Financial Accounts

for the year annually in November. The Management Letter provides the Committee with assurance as to the effectiveness of the University's controls in preparing the Financial Accounts, and compliance with accounting and regulatory guidance.

- The Audit and Risk Committee meets on, at minimum, an annual basis with Internal Audit as well as External Audit without University management being present.
- The Audit and Risk Committee also receives periodic reports on the management of the University's significant risks and on specific areas of internal control.

The Audit and Risk Committee has oversight of the University's risk management policy on behalf of the Council.

- The University operates a system of risk management designed to identify the significant risks to the achievement of the University's strategy, to evaluate the nature and extent of those risks and to manage them effectively.
- The Council holds ultimate responsibility for ensuring the effective and efficient management of institutional risk. The Council monitors formally the institutional risk profile twice a year and is ultimately responsible for the University's key risks. A broader sector-wide discussion is held by the Council on an annual basis.
- The Senate maintains an oversight of all academic risks facing the institution. The Senate undertakes strategic planning activities in relation to academic risk identification.
- The University Executive Board (UEB) has responsibility for the oversight of risks associated with the University Strategy, as well as monitoring key institutional financial and strategic/capital project risks. It has the oversight of resource prioritisation in a risk/opportunity context. It undertakes regular strategic planning activities in relation to strategic risk identification.
- The Academic Strategy Committee, Professional Services Group meeting, and Campus and Commercial Services Group consider departmental risk assessments, maintain oversight of key department risks throughout the year, and escalate those that could have significant institutional impact.

- The Risk and Resilience Team support the UEB through reviewing risks from across the institution to ensure effective identification and escalation of risks to UEB for potential inclusion on the Strategic Risk Register.
- The Audit and Risk Committee meets on, at minimum, an annual basis with the Head of Risk and Resilience without University management being present.
- The Audit and Risk Committee receives regular reports on the management of the University's significant risks and on specific areas of internal control.
- The Audit and Risk Committee has received detailed reports from the Chief Information Security Officer, the Data Protection Officer related to the monitoring of data breaches and Freedom of Information Requests, and the University Secretary on Whistleblowing enquiries.
- Heads of Department and individual risk owners, with support from the Risk and Resilience team, are responsible for the consideration and dynamic management of risk within their remit.
- The University recognises the need to identify, understand and manage the risks inherent in the changing operating environment, and in developing strategies in response, and therefore consideration of risk is explicit in the development and implementation of strategy, and is required as part of any business case and as part of the management of institutional projects.

## Risk management

The University has a Risk Management Policy which is approved by the Council. The policy sets out the approach to risk management and is a guide for individuals and committees whose responsibilities include some or all of the elements of risk management or oversight.

Full details of the Risk Management Policy that has been active through 2024/25 are available here:

[warwick.ac.uk/services/gov/riskmanagement/risk\\_management\\_policy.pdf](https://warwick.ac.uk/services/gov/riskmanagement/risk_management_policy.pdf)

All senior managers and heads of departments are required to implement the Risk Management Policy and ensure colleagues are appropriately equipped to manage risk within their responsibilities. The policy was updated and approved in June 2025 to reflect changes to risk management processes that are being implemented across the University, including references to risk appetite statements.

Risk management operates across all levels of the University, from daily departmental activities and management of projects, to formal bodies charged with institutional governance, decision-making and institutional strategy-setting. Irrespective of the level at which risk management is operating, the definition of risk used by the University is: 'The combination of the probability of an event and its consequence impacting upon the achievement of agreed objectives. Consequences can range from positive to negative'. The definition of risk management used by the University is: 'The process by which uncertainty is quantified (where possible), assessed, recorded and managed in order to enable innovation and support good, well-informed decision-making at all levels of the institution'.

Risk Management at the University adheres to five guiding principles. Risk management should be:

- Proportionate to the level of risk with the institution
- Aligned with other business activities
- Comprehensive, systematic and structured
- Embedded within the business processes of the institution
- Dynamic and responsive to emerging and changing risks.

The University has a Risk Management Framework and illustrates the coordination of the risk management activities that take place across all parts of the University. It shows how assurance is provided to the University Executive Board and the Council that the process of identification, management and reporting of risks is taking place effectively at all levels.

The Council is ultimately accountable for ensuring that effective risk management is undertaken by the University. The Council must be kept informed of the University's total risk portfolio when reaching its decisions as well as receiving appropriate assurance as to the effectiveness of the processes in place to monitor and assess the University's risks. The Council has delegated to the Audit and Risk Committee the responsibility for concluding on the adequacy and effectiveness of the processes in place for the management of risk. In forming its judgement on an annual basis, the Audit and Risk Committee takes into account the work of the Internal Audit function. Internal Audit undertakes an annual assessment of the institution's overall risk management by assessing the adequacy and effectiveness of local risk management processes as part of their programme of audits. The Risk Management Framework is included within the planning process, which results in either a full review or a review of specific elements of the framework guided by the level of change taking place. The Council formally considers the strategic risk register as part of its annual programme of business. The Council included a KPI for risk management in 2022 and this continues to be reviewed alongside the University's strategic KPIs.

This statement relates to the period covered by these financial statements, and the period up to the date of approval of these audited financial statements. The system of internal control has operated as intended and there were no significant control failures during the period. The University continues to strengthen its control over its arrangements for data security and compliance in the light of the external environment.

# Statement of Primary Responsibilities of the Council

This Statement is based on the Model Statement contained in the Higher Education (HE) Code of Governance published by the Chairs of University Committees (CUC) in September 2020, adapted to reflect the powers and responsibilities that the Council of the University of Warwick derives from the University Statutes.

The Council is the governing body of the University and its members are the trustees in relation to the University's status as an exempt charity. Subject to

the powers of the Senate as provided for in the University Statutes, it has ultimate responsibility for the affairs of the University. It is responsible for reviewing the work of the University and taking such steps as it thinks proper for the purpose of advancing the interests of the University, maintaining its efficiency, encouraging teaching, the pursuit of learning and the prosecution of research and providing for the recreation and wellbeing of students.

Consistent with the University's constitution, the primary responsibilities of the University Council are as follows:

1. To enable the University to achieve and develop its mission and primary objectives of learning, teaching and research.
2. To approve and keep under review the University's long-term strategic plans and, on the recommendation of Senate, its education and student experience, research and other academic strategies, including key performance indicators; ensuring that these meet the interests of the University's stakeholders and beneficiaries, especially staff, students and alumni.
3. To ensure that processes are in place to monitor and evaluate the performance and effectiveness of the University against its plans and approved key performance indicators. Where possible and appropriate, these shall be benchmarked against other comparable institutions.
4. To delegate authority to the Vice-Chancellor and President for the effective academic, corporate, financial, estate and human resource management of the University.
5. To establish and keep under regular review the policies, procedures and limits within such management functions as shall be undertaken by and under the authority of the Vice-Chancellor and President.
6. To ensure the establishment and monitoring of systems of control and accountability, including transparent financial and operational controls and risk assessment, value for money arrangements and clear procedures for handling internal grievances and for managing conflicts of interest.
7. To establish processes to monitor and evaluate the performance and effectiveness of the Council and the University's systems of governance and decision-making, including receiving and testing assurances on the adequacy and effectiveness of academic governance.
8. To conduct its business in accordance with best practice in higher education corporate governance, with the principles of public life drawn up by the Committee on Standards in Public Life and the Public Interest Governance Principles set out in the Office for Students Regulatory Framework, and with due regard to the Charity Commission's guidance on public benefit.
9. To safeguard the good name and values of the University and to be responsible for the ethical governance of the University.
10. To appoint the Vice-Chancellor and President as Chief Academic and Administrative Officer of the University and the Office for Students' Accountable Officer and to put in place suitable arrangements for monitoring their performance.
11. To appoint the Secretary to the Council and to ensure that, if the person appointed has managerial responsibilities in the institution, there is an appropriate separation in the lines of accountability.
12. To be the employing authority for all staff in the University and to be accountable for ensuring that an appropriate human resources strategy is established for the University.
13. Subject to the powers of the Senate, to be the principal financial and business authority of the University and to ensure that proper books of account are kept and, to approve the University's annual budget and financial statements and to have overall responsibility for the University's assets, property and physical estate. The Council has to ensure that the going concern basis is appropriate for the preparation of the financial statements and to be satisfied that they give a true and fair view. The Council is required to prepare financial statements in accordance with the University Statutes, the Statement of Recommended Practice: Accounting for Further and Higher Education Institutions and other relevant accounting standards, as well as the Accounts Direction issued by the Office for Students.





14. To be the University's legal authority and to ensure that systems are in place for meeting all the University's legal obligations, including those arising from contracts and other legal commitments made in the University's name.
15. To receive assurance that adequate provision has been made for the general welfare of students.
16. To act as trustee for any property, legacy, endowment, bequest or gift in support of the work and welfare of the University.
17. To determine regulations for the custody and use of the common seal of the University.
18. To be responsible for effective planning, ongoing control, monitoring and review of the University's health and safety management procedures.
19. To approve changes to University Statutes and to ensure that the University's constitution is followed at all times and that appropriate advice is available to enable this to happen.
20. To promote the University's values and behaviours, and a culture which supports inclusivity and diversity across the University.
21. In partnership with the Senate, to promote, maintain and protect the principles of academic freedom and freedom of speech legislation.
22. To ensure that all students and staff have opportunities to engage with the governance and management of the University by operating in an open, honest and accountable manner and allowing for a range of perspectives to have influence.

# Fundraising Statement

## **The University is required by the Charities (Protection and Social Investment) Act 2016 to report on fundraising activities.**

The University is registered with the Fundraising Regulator, the independent regulator of charitable fundraising in England, Wales, and Northern Ireland, and operates in line with the Code of Fundraising Practice.

All fundraising activities are carried out by the Development and Alumni Engagement (DAE) office on behalf of the University. The University's Council has delegated authority to the Fundraising Ethics Committee (FEC) to oversee the institution's Solicitation & Acceptance of Gifts Policy.

DAE employs a team of internal fundraisers, as well as student telephone fundraisers. The University does not employ external fundraisers or commercial operators for fundraising purposes. We raise donations through a variety of means, including face-to-face meetings, corporate philanthropy,

applications to charitable trusts, and the use of postal, email and telephone campaigns.

The University provides regular opportunities for alumni to support us, while ensuring that any fundraising approach protects people from unreasonable intrusion or feeling under undue pressure. We offer everyone the opportunity to opt out of some, or all, fundraising approaches. These preferences are recorded on the central database and implemented in all communications.

All fundraising activities are monitored through strict internal University procedures and recorded on a central database, which is managed in accordance with data protection legislation. We ensure our staff are trained and informed on all relevant regulations and follow best practice through annual Performance Development Reviews.

Of over 206,000 alumni contacted, we received 4 complaints about our fundraising activities during the year 2024-25.





# Responsible Investment



**Our investments are managed in line with our Responsible Investment Policy ensuring that investment decisions are made responsibly and with integrity.**

The policy is available at:

**[warwick.ac.uk/services/finance/corporate\\_information](http://warwick.ac.uk/services/finance/corporate_information)**

The Office for Students mandates that all registered Higher Education providers are required to be financially sustainable. Sustainability in all aspects (financial, social and environmental) is a priority of the University as outlined in the 'Excellence with Purpose' Strategy and detailed further in the 'Way to Sustainable' Strategy, which is underpinned by a commitment to support the achievement of the UN Sustainable Development Goals. The policy upholds this ethos by including Environmental, Social and Governance (ESG) factors in the investment approach.

The University asserts that Environmental, Social and Governance (ESG) factors have a material impact on investment risk and that good stewardship can create and preserve value for the longer term.

Investment decisions that incorporate socially responsible and ethical considerations should also reflect the Charity Commission's guidance that trustees prioritise the charity's best interests, balancing financial returns with other factors relevant to the charity's purpose.

Our investment portfolios are invested in Cazenove's Charity Sustainable Multi-Asset Fund. The Fund has a responsible investment policy which applies investment restrictions on companies involved in certain sectors or activities in line with the University's policy.

The University is committed to advancing and safeguarding the highest academic and ethical standards in all its research activities. The nature of any funding we are offered is carefully considered from an ethical perspective. We promote and monitor compliance with the highest standards of research ethics as embodied in UK regulation and practice.

# 10

# Financial Review

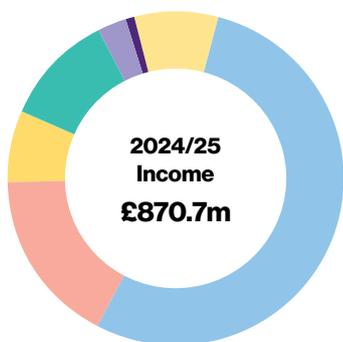
## Introduction

**As we celebrate our 60th anniversary, Warwick continues to lead the way in research, teaching, and innovation – shaping the future on a global stage. According to analysis by London Economics, the University contributed an estimated £3.8 billion to the UK economy overall and we are pleased to report a surplus of £35.9m against the backdrop of a very challenging environment for the sector.**

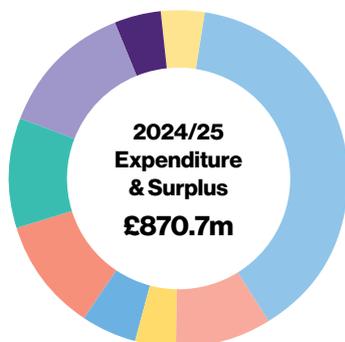
At Warwick we are justifiably proud of our outstanding teaching reputation as a Gold-standard Teaching Excellence Framework institution. This continues to be recognised in the National Student Survey results with 85% of students saying that they would recommend Warwick as a place to study; and through impressive rankings in national league

tables such as the Guardian (7th), the Times and The Sunday Times (8th) and the Complete University Guide (9th). Internationally, Warwick maintained a strong position in the 2026 QS World University Rankings, placing 74th in the world and 9th in the UK. The University remains a highly popular destination for both home and international students and strong student recruitment is a critical factor in the financial outturn.

Recognition in league tables and other forums is not just about teaching excellence. We work proudly across public and private sectors to advance cutting-edge research, tackling some of the most pressing challenges of our age with 92% of our research assessed to be 'world leading or internationally excellent' in REF 2021. Outstanding community engagement and deep business partnerships are part of what defines the University of Warwick, achieving strong results in the latest Knowledge Exchange Framework (KEF 5). This culture of excellence has enabled growth in research and other income streams despite challenging funding environments.



- Funding body grants**  
**£72.0m**
- Tuition fees and educational contracts**  
**£465.4m**
- Research grants & contracts**  
**£147.5m**
- Residences, catering and conferences**  
**£59.9m**
- Other operating income (incl. retail, rent)**  
**£95.9m**
- Investment income**  
**£23.9m**
- Donations and endowments**  
**£6.1m**



- Surplus for reinvestment (exc UWPS actuarial gain, fair value of hedges)**  
**£35.9m**  
Re-invested to enhance teaching, research, facilities and student experience.
- Academic departments**  
**£338.3m**  
Academic department delivery and support of student teaching & learning, research led teaching, and research projects. Including academic and support staff salary costs and resources.
- Academic services**  
**£79.2m**  
Includes IT expenditure in academic departments, library and e-learning resources provided by the University.

- Staff and student facilities**  
**£34.6m**  
Includes counselling services, career advice, external examiner fees, health services and sports running costs.
- General educational expenditure**  
**£44.4m**  
Includes centrally-funded bursaries and student maintenance awards (further costs in Academic Departments).
- Premises**  
**£93.6m**  
Cost of maintaining and running University buildings, student teaching spaces, research laboratories, student support premises and sports buildings.
- Central administration, services, commercial**  
**£92.3m**  
Cost of running the University central functions and commercial areas. Including admissions, finance, human resources, public relations, administrative systems.
- Research grants and contracts**  
**£114.5m**
- Residences, catering, conferences**  
**£37.9m**

## Financial performance

The University is reporting another robust financial performance, with a surplus of £35.9m (2023/24: £46.8m underlying surplus, excluding the positive USS pension adjustment of £251m which was a non-cash movement and did not impact the University's day to day operations). Cash generated from operating activities was £31.5m (2023/24: £52.3m). This adds to the firm foundations from previous years cash generation and supports our ambitious future capital plans that will transform the campus with the development of a science precinct and a new social sciences quarter. These developments (the Connect Programmes) will harness our power in research, education and innovation across Social Sciences and STEM (science, technology, engineering and mathematics) strengthen collaboration and foster interdisciplinary working. They will ensure the University moves forward into the future with the right facilities to promote continued excellence in research and learning.

The underlying surplus for 2024/25 represents 4.1% of income (2023/24 – 5.4%). While this is below the University's target surplus of 5% to 7% of income per annum, it reflects a good result in the current economic conditions and fiscal environment given cost pressures from rising prices and declining home undergraduate fees in real terms.

The University's total income has grown by £11m to a record level of £871m. This is primarily due to additional home student fee income and growth in consultancy, with some non-recurring income grants. Research grants and contracts income at £147.5m also increased slightly in a difficult funding environment.

Excluding the impact of the USS pension scheme adjustment in the prior year, staff costs increased by £17m (3.6%) from £471.5m (54.8% of income) to £488.6m (56.1% of income). The year-on-year movement reflects annual pay rises and increments with modest growth in staff numbers. The University benefited from lower employers' contributions to the USS pension scheme from January 2024 onwards, offset by higher National Insurance contributions from April 2025. Other operating expenses have modestly increased by £4.7m to £289.5m and loan interest is similar to the prior year (2023/24 interest and other finance costs included a £5.8m USS pension scheme adjustment). There was a £3.6m gain on investments (2023/24: £6.4m).

The University's total comprehensive income consists of the reported surplus or deficit, any actuarial movement on The University of Warwick Pension Scheme (UWPS) and the movement in the market value of financial instruments. This year's result is Total Comprehensive Income and Expenditure of £36.9m, which compares to £38.6m in 2023/24 (after removing the impact of the £251.2m USS movement). The UWPS made an actuarial loss of £1.9m (2023/24: £5.0m loss) made up of £13.9m lower return on scheme assets than the discount rate together with £12m favourable movement due to changes in assumptions around inflation and salary changes. Market expectations over the speed of future changes in interest rates have resulted in a favourable movement to the valuation of the swaps used to hedge interest rates on our loan funding of £2.9m compared to an unfavourable movement of £3.2m in 2023/24. There is no cash impact from these changes and therefore they do not affect the ongoing operations of the University.

## Financial position

The University's financial position has further strengthened with its Total Comprehensive Income and Expenditure of £36.9m for the year enhancing its balance sheet and resulting in total net assets increasing to £808m from £771m.

As explained in the 'Capital projects' section below, capital expenditure was relatively modest at £52m, and with depreciation of £54m fixed assets fell slightly.

The University holds substantial cash and current investment balances of £436m ahead of the longer-term capital infrastructure investments on campus.

In 2022/23, an initial investment of £100m was made into a medium-term bond pool (split between current and non-current investments) to utilise alternative options for our cash holdings – see next section. During the year, some of the bonds have matured to redemption and some have been re-classified as current assets as they approach their redemption date. Non-current investments have fallen by £23m: a £42.6m reduction reflecting the maturity profile of the bond pool, partially offset by £21m of cash placed on deposit maturing in 2026-27.

Trade and other receivables have remained relatively static at £71.6m (2024: £69.9m) and now include a loan to the Students Union (£4.8m) which was made to facilitate the Students Union's exit from its previous pension scheme, SUSS.

The pension asset relates to the defined benefit section of the University of Warwick Pension Scheme (UWPS), which has decreased by £1.5m to £8.0m over the course of the year. The value of the scheme liabilities has fallen due to changes in the discount rate, with asset values showing a similar fall mainly from returns as well as a deferral of employer contributions from January 2025 (to June 2026). The University continues to be in the contradictory position of reporting an accounting surplus yet being required to continue accruing deficit contributions payable to the scheme. The accounting methodology for the financial statements adopts less prudent assumptions than those required for the triennial scheme valuation resulting in the ongoing deficit contributions.

Creditors falling due in less than one year decreased by £11m from £246m to £235m due to a fall in accrued expenditure. The level of accruals was high at the previous year end reflecting the level of activity on large Estates projects and costs in relation to a review of professional services. Creditors falling due after more than one year were also lower at £367m as at July 2025 compared with £381m at July 2024 with the annual loan repayment of £7.4m being the largest movement. There was a £2.9m favourable movement in the fair value of the interest rates swaps liability to £3.7m, related to market expectations over the future direction of interest rates. Deferred income continued to unwind in keeping with expectations and new deferred capital grants were recognised in line with the assets they are funding.

## Liquidity and borrowing

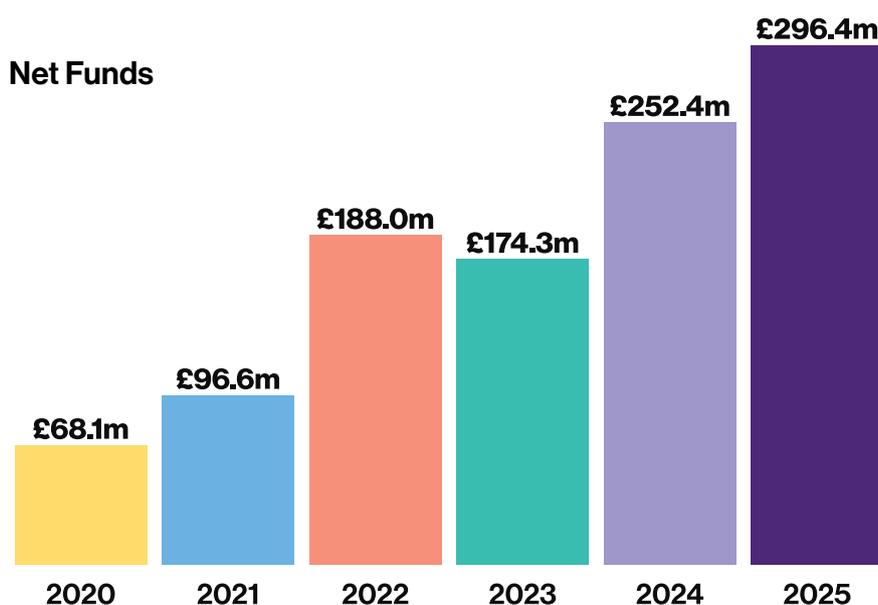
By 31 July 2025, the University had accumulated substantial holdings of cash, cash equivalents and current investments, totalling £436m (2024: £399m) built up from the strong financial performance over the last few years. These funds are substantially earmarked for our Connect programmes, the transformational investment in our campus for STEM and Social Sciences. In addition, non-current asset investments included £21m of cash deposits and £6m in bonds that are considered part of the University's cash reserves as they are part of the University's cash working capital, managed according to need: this brings the total of cash, deposits and bonds to £463m (2024: £453m). Outstanding loan balances reduced by £7.4m as a result of capital repayments in the year down to £139m and the University continues to comfortably meet its banking covenants. It is essential for the University to continue to generate sufficient cash balances from its operations to enable it to invest in both its capital infrastructure and other strategic priorities.

These strong cash and investment balances will enable the University to deliver on its plans for the enhanced academic facilities through the Connect programmes on campus as well as transforming our professional and support services to ensure we are future ready by investing in new systems.

The University is very much aware of the need to ensure it maintains an adequate level of working capital for day-to-day operations as well as cash to meet unforeseen circumstances, especially with our largest ever investment in the campus infrastructure for the £700m Connect programmes which will reduce these balances over the forthcoming years. For planning purposes, the Council has set a target of 50 days of expenditure as the minimum level of cash balances, which is in excess of the minimum cash requirement of 30 days set by the OfS and is a target we have comfortably met. This prudent financial planning will provide a cushion for the University so

that it can meet the challenges of the future with global instability and a difficult UK funding environment. Based on this secure financial position, together with robust future financial forecasts and cash flow projections (which have been stress tested using severe but plausible downsides on key assumptions and which include appropriate contingency provisions) the University Council is satisfied that the accounts can be prepared on a going concern basis.

### Net Funds



<sup>1</sup>Net funds are comprised of the following:

	2020 £ million	2021 £ million	2022 £ million	2023 £ million	2024 £ million	2025 £ million
Short term deposits	25.0	49.0	161.8	162.2	222.1	230.7
Cash and cash equivalents	219.0	216.2	187.5	166.1	176.8	204.8
Unsecured loans	(175.9)	(168.6)	(161.3)	(154.0)	(146.5)	(139.1)
	68.1	96.6	188.0	174.3	252.4	296.4

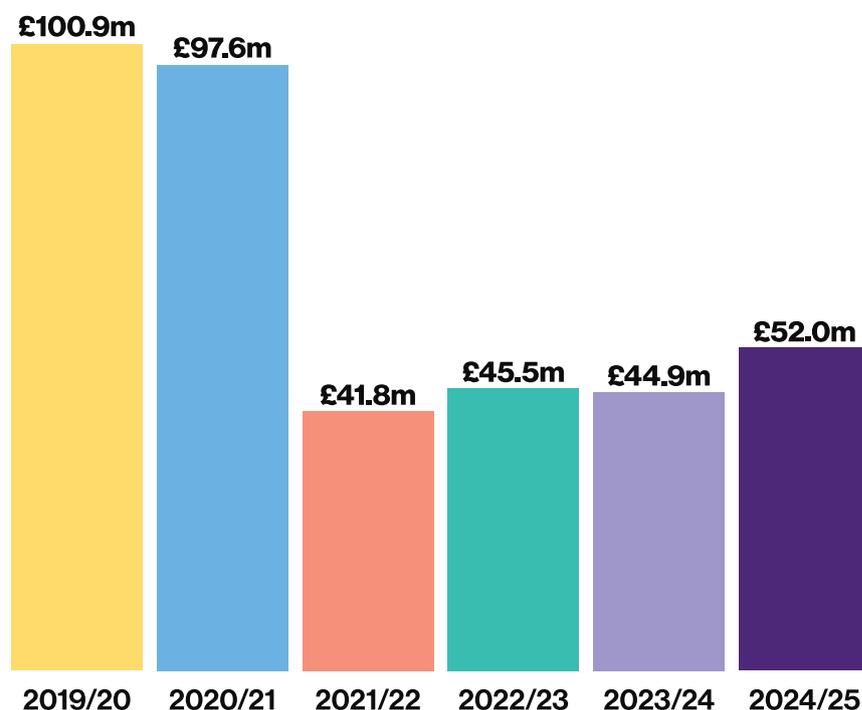
<sup>1</sup>Not included in the above figures are non-current assets of £21m cash deposits and £6m bonds as at 31 July 2025.

The University's cash balances are invested across a range of approved financial institutions, principally in short-term deposit accounts of up to two years in length and to a maximum value of £60m per financial institution. The University's treasury management policy protects the charitable assets of the University and, as such, cash balances are currently restricted to UK clearing banks, the larger UK building societies and UCITS regulated AAA rated Money Market Funds.

Whilst cash reserves are at relatively high levels, £100m was invested in a short-term bond fund in 2022/23, with the aim of improving returns, diversifying counterparty risk and protecting the short-term value of such investments so that funds are available for capital projects as they progress. These funds are being invested in bonds issued by financially conservative bodies with a focus on promoting economic development and stability, and with high credit ratings. As bonds reach maturity, some have been re-invested depending on cash flow requirements and yields, resulting in a total bond portfolio of £62m at July 2025 (2024: £104m), with £56m due to mature within one year (2024: £50m).

The University also maintains an investment portfolio, principally with a view to holding for the longer term, to produce the best sustainable returns and as an instrument for repaying bullet loan commitments. All cash and investment funds are held in accordance with the University's responsible investment policy, being invested in a sustainable multi-asset fund designed to have a positive impact on people and the planet by avoiding harm through ESG (Environmental Social Governance) integration and exclusions.

## Capital Expenditure



## Capital projects

Capital expenditure has again been relatively modest at £52m, with £22.6m being funded by capital grants from the OfS, Research England and other research partners. This includes expenditure of £14.3m on the STEM Connect programme with enabling works on the Science and Engineering Precinct Phase 1 building commencing in early 2024/25 and building construction due to start in early 2026. Capital expenditure is planned to ramp up significantly from 2025/26, with the two key strands being the Connect programmes for Social Sciences and STEM. Other expenditure during 2024/25 largely comprises the acquisition of research equipment and enhancements to the existing estate.

Our future capital expenditure plans also support the continuing ambitions of the University to achieve significant energy efficiency across the estate, reduce emissions, and help to mitigate utility cost fluctuations by investing in air-source heat pump energy centres and renewable electricity generation via extensive solar photo voltaic panels.

## Risks

Risk and risk management touches all areas across the University and as such requires an efficient and effective approach to deliver financial sustainability and to support the University's core functions and activities. Risk management is essential to ensure compliance with legal and regulatory requirements and for the effective management of the University. The Council has approved the Risk Management Policy which sets the framework for the monitoring and reporting of risks. The Council, supported by Audit and Risk Committee and other committees, keeps under regular review the strategic risks facing the University and the programmes which help to manage or mitigate these risks. The University

Executive Board identifies emerging areas of risk and makes changes to the risk profiles on the Strategic Risk Register as required, supported by departmental risk assessments escalating risks that may have a significant institutional impact.

**The following list illustrates some of the key areas currently on the University's risk register:**



Innovation Festival - Part of the 60th Celebration Events

2030 Strategic Pillar	Key Risks / Uncertainties	Mitigation Examples
<b>Education</b> Research-led and international in outlook, Staff and students co-creating the educational experience. Transformative and enriching for students, and aiding social mobility.	Maintaining support of and investment in excellent and innovative teaching and learning (including maintaining TEF Gold in every category), enhancing the student experience and maintaining sector-leading student outcomes.	Investment in excellent staff and facilities (including £700m Connect programmes). Regular benchmarking of performance. Responsiveness to feedback including NSS. Effective review mechanisms including Institutional Teaching and Learning Review.
<b>Research</b> Internationally recognised as world class with impact and purpose, to change the world, making lives healthier, fairer, safer, more just, resilient, and enriched.	Maintaining and growing the University's internationally recognised world class research and impact (reach, scope, quality, reputation), ranking in the Russell Group's top ten for research excellence by 2028.	Growth of academic links and collaborative working relationships with overseas education partners and international businesses to improve performance and develop best practice. Investment in excellent staff and facilities (including £700m Connect programmes).
<b>International</b> Grow our global networks, engagement and influence. Champion our diverse global campus community.	Effective student recruitment (scale and diversity) and admissions processes maintaining and developing the diverse nature and academic strength of the student body in line with the University's plans for strategic growth.	Development and implementation of student recruitment and marketing strategy with the specific aim of increasing geographical and subject diversity whilst protecting growth in our key source markets.
<b>All</b> Pointing the way ahead so that, together, we can make a better world.	Maintaining financial sustainability and meeting the University's ambitious targets, to enable the "Excellence with Purpose" strategy to be delivered in full.	Approved Financial Strategy in place. Robust Financial Planning process including sensitivity analysis of key variables. Long term capital plan has been developed. Effective treasury management (noting that cash balances are currently high) Quarterly reporting on University Financial Performance. Monitoring of bank covenants to ensure compliance. Effective control environment with Financial Regulations and Procedures.
	Recruitment, retention and development of suitably qualified and experienced talent to enable delivery of the University's strategy for transformative learning, interdisciplinary collaboration leading to ground-breaking research, and impactful industry partnerships.	Development of Reward Strategy and implementation of recognition and reward schemes. Staff development and wellbeing through training programmes and other support measures.
	Delivery of core strategic priorities following a major incident (cyberattack, natural disaster, infrastructure failure, or public health emergency).	Major incident Plan with supporting subordinate plans and 24/7 Rota in place and tested regularly. Business continuity plans continuously developed for academic / professional service areas. Robust Financial Planning process is in place, including a long-term capital plan. Inclusion of contingencies in planning assumptions and break points in major projects provide the ability to adapt to emerging events. Investment in digital infrastructure and cyber security including security tooling, maintaining a focus on assurance and compliance, with regular staff training and awareness updates.
	Potential for significant changes to the external environment (e.g. political and economic volatility, changes in Government policy [taxation, immigration etc.]) to adversely impact upon the University's activities (including via funding availability); in particular international partnerships, student recruitment, reputation and growth plans.	Effective processes for horizon scanning coupled with a robust Financial Planning process (including scenario planning). Ability to agilely flex delivery models and cost profiles to respond to changing circumstances (including opportunities). Engagement plans in place specific to the University's strategic engagement regions.

## Future outlook

As we move forward into 2026 and beyond, the University continues to focus on delivering excellence both in teaching and support for our students, and in our research and the impact that it has. Through maintaining and enhancing its excellent global reputation, Warwick continues to succeed.

The recent announcement regarding home undergraduate fee inflation from 2026 is positive and important for the sector (including Warwick) coming as it does against the backdrop of the Employer's national insurance increase, the proposed overseas fees levy, and a decade of relatively flat home undergraduate fees whilst costs have continued to rise.

Sustained cost inflation remains a concern, particularly in relation to payroll expenditure and to construction costs. The scale of the University's capital programme (with the £700m investment in our campus through the Connect programmes facilitating world-leading and collaborative education and research) will inevitably be financially stretching with both increased borrowing and lower cash levels being planned. The University continues to build contingencies into its planning assumptions and major projects include break points to ensure that the ability to flex with emerging events is maintained.

The University continues to be reliant upon the recruitment of sufficient numbers of international students. Whilst Warwick remains in an excellent position to be a market leader in international student recruitment, geopolitical events could destabilise already uncertain markets. It will therefore remain important to continue to diversify the student intake to avoid over-reliance on specific geographic regions, and more generally diversify the University's income streams. The November Budget is expected to include details of the overseas fees levy, should it be confirmed.

The University is in an enviable position to navigate the uncertainties facing the sector given its strong balance sheet and secure fundamentals, as demonstrated by its historic financial performance, including in the current year. Moreover, Warwick's effective and sustained financial management over a long period has placed it in a position to transform the campus, and thence the University, through the Connect programmes, realising its ambition to lead the way in research, teaching, and innovation.



**Wayne Snow**  
University Treasurer  
November 2025

# Independent Auditor's Report

## INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL OF THE UNIVERSITY OF WARWICK

### REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

#### Opinion

We have audited the financial statements of the University of Warwick ("the University") for the year ended 31 July 2025 which comprise the Consolidated and University Statement of Comprehensive Income, the Consolidated and University Statement of Changes in Reserves, the Consolidated and University Statement of Financial Position, the Consolidated Cash Flow Statement and related notes, including the Statement of Principal Accounting Policies.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the University's affairs as at 31 July 2025, 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; and
- 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*.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. 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 Council 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 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 Council's conclusions, we considered the inherent risks to the Group's business model and analysed how those risks might affect the Group and University's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the Council'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 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

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 Council, the Audit and Risk Committee, internal audit and inspection of policy documentation as to the Group’s high-level policies and procedures to prevent and detect fraud, including the internal audit function, and the Group’s channel for “whistleblowing”, as well as whether they have knowledge of any actual, suspected or alleged fraud.
- Reading Council, Audit & Risk Committee and Finance & General Purposes Committee minutes.
- Using analytical procedures to identify any unusual or unexpected relationships.

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 loan covenants and performance targets, we perform procedures to address the risk of management override of controls and the risk of fraudulent revenue recognition, in particular the risk that research grant income is inappropriately recognised due to either incorrect overhead recovery or non-compliance with terms and conditions of the grant, the risk that tuition fees for courses that run across the year end is inappropriately recognised and the risk that Group management may be in a position to make inappropriate accounting entries.

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 Group-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. This included postings made to unexpected accounts including revenue, cash and borrowings and journals with specific words in the narrative.
- Assessing significant accounting estimates for bias.

### Identifying and responding to risks of material misstatement due to non-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 Council and other management (as required by auditing standards), and from inspection of the Group’s regulatory and legal correspondence and discussed with the Council 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, taxation legislation, charities legislation, pensions legislation and specific disclosures required by higher education and related legislation 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 noncompliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation or the need to include significant provisions. We identified the following areas as those most likely to have such an effect: compliance with the regulatory framework of the Office for Students, recognising the regulated nature of the Group’s activities. Auditing standards limit the required audit procedures to identify noncompliance 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 noncompliance 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 these 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 Council is responsible for the other information, which comprises the Financial Highlights, the Financial Review, the Public Benefit Statement, the Carbon Emissions Statement, the Corporate Governance Statement, the Statement of Internal Control and the Indicators of Financial Health. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or 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. Based solely on that work, we have not identified material misstatements in the other information.

## Council responsibilities

As explained more fully in its statement set out on pages 35-37, the Council is responsible for: the preparation of the financial statements and for being satisfied that they 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 and parent 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 parent 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](http://www.frc.org.uk/auditorsresponsibilities)

## REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

We are required to report on the following matters by the Accounts Direction dated 25 October 2019 issued by the Office for Students ("the Accounts Direction"). In our opinion, in all material respects:

- funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by the Office for Students, UK Research and Innovation (including Research England) and the Department for Education have been applied in accordance with the relevant terms and conditions; and
- the financial statements meet the requirements of the Accounts Direction.

## Matters on which we are required to report by exception

We are required by the Accounts Direction to report to you where the University has an access and participation plan that has been approved by the Office for Students' director of fair access and participation and the results of our audit work indicate that the Group's and the University's expenditure on access and participation activities for the financial year disclosed in note 11 has been materially misstated.

We are also required by the Accounts Direction to report to you where the results of our audit work indicate that the Group's and the University's grant and fee income, as disclosed in note 5 to the financial statements has been materially misstated.

We have nothing to report in these respects.

## THE PURPOSE OF OUR AUDIT WORK AND TO WHOM WE OWE OUR RESPONSIBILITIES

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

### Mark Dawson

#### for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants,  
One Snowhill,  
Snow Hill,  
Queensway,  
Birmingham,  
B4 6GH

# 12

# Financial Statements

## Consolidated and University Statement of Comprehensive Income

FOR THE YEAR ENDED 31 JULY 2025

	Note	Consolidated		University	
		2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
<b>Income</b>					
Tuition fees and educational contracts	2	465.4	459.6	465.4	459.6
Funding body grants	3	72.0	74.1	72.0	74.1
Research grants and contracts	4	147.5	146.5	147.5	146.5
Other income	6	155.8	151.1	145.3	141.8
Investment income	7	23.9	24.1	23.7	24.0
Donations and endowments	8	6.1	4.6	6.0	4.5
<b>Total income</b>		<b>870.7</b>	<b>860.0</b>	<b>859.9</b>	<b>850.5</b>
<b>Expenditure</b>					
Staff costs	9	488.6	214.5	466.1	192.5
Other operating expenses		289.5	284.8	302.9	298.9
Depreciation	14	53.9	56.4	53.0	55.6
Interest and other finance costs	12	6.7	12.6	6.7	12.6
<b>Total expenditure</b>		<b>838.7</b>	<b>568.3</b>	<b>828.7</b>	<b>559.6</b>
<b>Surplus before other gains or losses</b>		<b>32.0</b>	<b>291.7</b>	<b>31.2</b>	<b>290.9</b>
Gain / (loss) on disposal of non-current and held for sale assets	13	0.3	(0.1)	0.3	(0.1)
Gain on investments		3.6	6.4	3.3	6.0
<b>Surplus before tax</b>		<b>35.9</b>	<b>298.0</b>	<b>34.8</b>	<b>296.8</b>
Taxation		0.0	0.0	0.0	0.0
<b>Surplus for the year</b>		<b>35.9</b>	<b>298.0</b>	<b>34.8</b>	<b>296.8</b>
Actuarial loss in respect of pension schemes	23	(1.9)	(5.0)	(1.9)	(5.0)
Change in fair value of hedging financial instruments	21	2.9	(3.2)	2.9	(3.2)
<b>TOTAL COMPREHENSIVE INCOME AND EXPENDITURE FOR THE YEAR</b>		<b>36.9</b>	<b>289.8</b>	<b>35.8</b>	<b>288.6</b>
<b>Represented by:</b>					
Endowment comprehensive income and expenditure for the year		1.2	1.0	1.0	0.6
Restricted comprehensive income for the year		0.3	0.4	0.3	0.4
Unrestricted comprehensive income and expenditure for the year		35.4	288.4	34.5	287.6
<b>Attributable to the University</b>		<b>36.9</b>	<b>289.8</b>	<b>35.8</b>	<b>288.6</b>

All items of income and expenditure relate to continuing activities.

The accompanying notes and policies on pages 55 to 97 form part of these financial statements.

## Consolidated and University Statement of Changes in Reserves

FOR THE YEAR ENDED 31 JULY 2025

Consolidated	Income and expenditure account			Total
	Endowment £ million	Restricted £ million	Unrestricted £ million	£ million
<b>Balance at 1 August 2023</b>	12.6	0.3	468.7	481.6
Surplus from the income and expenditure statement	1.0	0.4	296.6	298.0
Other comprehensive income and expenditure	0.0	0.0	(8.2)	(8.2)
<b>Total comprehensive income and expenditure for the year</b>	<b>1.0</b>	<b>0.4</b>	<b>288.4</b>	<b>289.8</b>
<b>Balance at 1 August 2024</b>	<b>13.6</b>	<b>0.7</b>	<b>757.1</b>	<b>771.4</b>
Surplus from the income and expenditure statement	1.2	0.3	34.4	35.9
Other comprehensive income and expenditure	0.0	0.0	1.0	1.0
<b>Total comprehensive income and expenditure for the year</b>	<b>1.2</b>	<b>0.3</b>	<b>35.4</b>	<b>36.9</b>
<b>Balance at 31 July 2025</b>	<b>14.8</b>	<b>1.0</b>	<b>792.5</b>	<b>808.3</b>
<b>University</b>	<b>Income and expenditure account</b>			<b>Total</b>
	Endowment £ million	Restricted £ million	Unrestricted £ million	£ million
<b>Balance at 1 August 2023</b>	6.7	0.3	437.7	444.7
Surplus from the income and expenditure statement	0.6	0.4	295.8	296.8
Other comprehensive income and expenditure	0.0	0.0	(8.2)	(8.2)
<b>Total comprehensive income and expenditure for the year</b>	<b>0.6</b>	<b>0.4</b>	<b>287.6</b>	<b>288.6</b>
<b>Balance at 1 August 2024</b>	<b>7.3</b>	<b>0.7</b>	<b>725.3</b>	<b>733.3</b>
Surplus from the income and expenditure statement	1.0	0.3	33.5	34.8
Other comprehensive income and expenditure	0.0	0.0	1.0	1.0
<b>Total comprehensive income and expenditure for the year</b>	<b>1.0</b>	<b>0.3</b>	<b>34.5</b>	<b>35.8</b>
<b>Balance at 31 July 2025</b>	<b>8.3</b>	<b>1.0</b>	<b>759.8</b>	<b>769.1</b>

## Consolidated and University Statement of Financial Position

FOR THE YEAR ENDED 31 JULY 2025

		Consolidated		University	
	Note	2025 £ million	2024 £ million	2025 £ million	2024 £ million
<b>Non-current assets</b>					
Fixed assets	14	826.2	828.8	821.7	823.6
Investments	15	69.1	92.2	70.4	93.5
Trade and other receivables	17	4.6	0.0	4.6	0.0
Net pension asset	23	8.0	9.5	8.0	9.5
		<b>907.9</b>	<b>930.5</b>	<b>904.7</b>	<b>926.6</b>
<b>Current assets</b>					
Stock	16	1.7	1.9	1.6	1.9
Trade and other receivables	17	67.0	69.9	71.7	78.0
Investments	18	230.7	222.1	230.7	222.1
Cash and cash equivalents		204.8	176.8	202.4	174.1
		<b>504.2</b>	<b>470.7</b>	<b>506.4</b>	<b>476.1</b>
Less: Creditors : Amounts falling due within one year	20	(234.5)	(245.7)	(272.7)	(285.3)
<b>Net current assets</b>		<b>269.7</b>	<b>225.0</b>	<b>233.7</b>	<b>190.8</b>
<b>Total assets less current liabilities</b>		<b>1,177.6</b>	<b>1,155.5</b>	<b>1,138.4</b>	<b>1,117.4</b>
Creditors : Amounts falling due after more than one year	21	(367.3)	(381.0)	(367.3)	(381.0)
<b>Provisions</b>					
Other provisions	24	(2.0)	(3.1)	(2.0)	(3.1)
<b>TOTAL NET ASSETS</b>		<b>808.3</b>	<b>771.4</b>	<b>769.1</b>	<b>733.3</b>
<b>Restricted reserves</b>					
Income and expenditure reserve - endowment reserve	25	14.8	13.6	8.3	7.3
Income and expenditure reserve - restricted reserve	26	1.0	0.7	1.0	0.7
<b>Unrestricted reserves</b>					
Income and expenditure reserve - unrestricted		792.5	757.1	759.8	725.3
<b>TOTAL RESERVES</b>		<b>808.3</b>	<b>771.4</b>	<b>769.1</b>	<b>733.3</b>

The accompanying notes and policies on pages 55 to 97 form part of these financial statements.

The financial statements on pages 50 to 97 were approved by the Council on 26 November 2025, and signed on its behalf by:

Professor Stuart Croft, Vice-Chancellor and President

Wayne Snow, University Treasurer

## Consolidated Cash Flow Statement

FOR THE YEAR ENDED 31 JULY 2025

	Note	2024/25 £ million	2023/24 £ million
<b>Cash flow from operating activities</b>			
Surplus for the year before and after tax		35.9	298.0
<b>Adjustment for non-cash items</b>			
Depreciation	14	53.9	56.4
Gain on investments		(3.6)	(6.4)
Decrease in stock	16	0.1	0.2
Decrease / (increase) in debtors	17	3.1	(8.9)
(Decrease) / increase in creditors	20 & 21	(18.1)	4.2
(Increase) in net pension asset / (decrease) in pension provision	23	(0.4)	(253.6)
Decrease in other provisions	15 & 24	(0.9)	(0.2)
<b>Adjustment for investing or financing activities</b>			
Investment income	7	(23.9)	(24.1)
Interest payable	12	6.0	6.2
Endowment income	25	(1.3)	(1.0)
(Gain) / Loss on the sale of non-current and held for sale assets	13	(0.3)	0.1
Capital grant income		(19.0)	(18.6)
<b>Net cash inflow from operating activities</b>		<b>31.5</b>	<b>52.3</b>
<b>Cash flows from investing activities</b>			
Proceeds from sales of fixed assets		0.8	0.0
Proceeds from sales of held for sale assets		0.2	0.0
Capital grants receipts		22.6	20.3
Disposal of non-current asset investments	15	2.8	0.2
Disposal of current asset investments	18	61.1	15.3
Investment income	7	23.9	24.1
Payments made to acquire fixed assets	14	(52.0)	(44.9)
New non-current asset investments	15	(32.6)	(9.2)
New current asset investments	18	(13.4)	(34.7)
Loan to Student Union	17	(4.8)	0.0
		<b>8.6</b>	<b>(28.9)</b>
<b>Cash flows from financing activities</b>			
Interest paid	12	(6.0)	(6.2)
Endowment cash received	25	1.3	1.0
Repayments of amounts borrowed	22	(7.4)	(7.5)
		<b>(12.1)</b>	<b>(12.7)</b>
<b>Increase in cash and cash equivalents in the year</b>		<b>28.0</b>	<b>10.7</b>
Cash and cash equivalents at beginning of the year		176.8	166.1
Cash and cash equivalents at end of the year		204.8	176.8

The accompanying notes and policies on pages 55 to 97 form part of these financial statements.

## Notes to the Accounts

### 1. PRINCIPAL ACCOUNTING POLICIES

#### 1. Basis of preparation

These financial statements have been prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education (2019 edition). They have also been prepared in accordance with the Royal Charter, the Accounts Direction issued by the Office for Students (OfS), the Terms and conditions of funding for higher education institutions issued by the Office for Students and the Terms and conditions of Research England Grant.

The University is a public benefit entity and therefore has applied the relevant public benefit requirement of the applicable UK laws and accounting standards. The financial statements are prepared in accordance with the historical cost convention modified by the revaluation of derivative financial instruments.

The University meets the definition of a qualifying entity under FRS102 and has therefore taken advantage of the disclosure exemptions available to it in respect of its separate financial statements. Exemption has been taken in the parent university financial statements in respect of presentation of a cash flow statement.

#### 2. 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 Financial Review which 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 Council considers to be appropriate for the following reasons.

The Council prepare cash flow forecasts for a 5 year period. After reviewing the latest annual iteration of these forecasts the Council is of the opinion 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 forecast assumptions and projections are prepared considering various risks and mitigations to the University, including the items set out in the Financial Review on pages 44 and 45. Sensitivity analysis is undertaken on future forecasts and used as a basis for the inclusion of planning contingencies against adverse impacts and further stress on our planning assumptions. Key potential downside risks to the forecasts include:

- Underachievement of student recruitment targets: mitigating activity includes significant investment in on-campus facilities in recent years and in the near future, with a view to enhancing the student experience. The University's position in the latest rankings continues to be strong, demonstrating the quality of the University's teaching offer and attractiveness to prospective students.
- UK Government policies and funding: in particular the proposed levy on international students fees. Whilst the details and impact of the scheme are not final at the time of writing, any such levy would likely have an adverse effect, via either reducing Overseas student intake, or an additional cost. The University competes globally for overseas students and any levy would either decrease the University's attractiveness to students (relating to fee level), or increase the cost base of the University, and so the extent to which it can reinvest in its facilities – and attract future students - in the medium term). The University's strong international reputation, allied to its history of prudent management of its finances (as seen during the Covid pandemic and recent periods of higher inflation) will stand it in good stead when seeking to mitigate such adverse impacts

## Notes to the Accounts

### CONTINUED

- Price inflation: construction costs in particular represent a growing risk, with increasing exposure over the coming years as the University enters a phase of significant capital investment in its campus. The University has invested substantially in its estate over the last decade, demonstrating its ability to manage large construction projects to a successful outcome, and will leverage this experience in the coming years.

The University's forecasts maintain cash balances above a minimum of 50 days of expenditure (currently c.£115m). This target is in excess of the OfS guidance of a minimum cash balance of 30 days of spend (c£70m). The University's favourable financial performance and low capital spend for the 2024-25 year has driven a better than anticipated cash position at 31 July 2025, providing a stronger base for the year ahead than was assumed in the forecasts.

Consequently, the Council 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.

### 3. Basis of consolidation

The consolidated financial statements include the financial statements of the University, its subsidiary undertakings, and the University of Warwick Foundation. Intra-group transactions are eliminated on consolidation.

The consolidated financial statements do not include those of Warwick Students' Union and subsidiaries of the Union, as these are separate organisations in which the University has no control or significant influence over policy decisions.

### 4. Income recognition

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

Fee income is stated gross of any expenditure which is not a discount and credited to the Consolidated Statement of Comprehensive Income over the period in which students are studying. Bursaries and scholarships are accounted for gross as expenditure and not deducted from income.

Funds 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.

Government grants including block grants, capital grants and Government research grants are recognised within the Consolidated Statement of Comprehensive 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.

Other revenue grants and donations from non-government sources, including research grants from non-government sources, are recognised within the Consolidated Statement of Comprehensive 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 deferred on the Balance Sheet and released to the Consolidated Statement of Comprehensive Income in line with such conditions being met.

Non exchange transactions without performance related conditions may include donations and endowments. Donations and endowments with donor imposed restrictions are recognised within the Consolidated Statement of Comprehensive Income when the University is entitled to the income.

## Notes to the Accounts

### CONTINUED

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.

Investment income and appreciation of endowments is recorded in income in the year in which it arises and as either restricted or unrestricted income according to the terms of the restriction applied to the individual endowment fund.

Donations with no restrictions are recorded within the Consolidated Statement of Comprehensive Income when the University is entitled to the income.

Donations and endowments with restrictions are classified as restricted reserves with additional disclosure provided within the notes to the accounts.

There are four main types of donations and endowments with restrictions:

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 can convert the donated sum into income.
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.

Capital grants from non-government sources are recorded in income when the University is entitled to the income, subject to any performance related conditions being met.

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

The University operates a total return endowment investment management policy for permanent endowments. This allows for the spending of permanent endowment gains, both capital gains and dividend income, whilst preserving the real value of capital.

#### 5. Accounting for retirement benefits

##### *Universities Superannuation Scheme (USS)*

The University participates in the Universities Superannuation Scheme. The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the assets are not attributed to individual institutions and a scheme-wide contribution rate is set. The University is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. As required by Section 28 of FRS 102 "Employee benefits", the University therefore accounts for the scheme as if it were a defined contribution scheme. As a result, amounts charged to the profit and loss account represent contributions payable to the scheme and (where applicable) any deficit recovery contributions payable under a scheme Recovery Plan. Where a scheme valuation determines that the scheme is in deficit on a technical provisions basis, the trustee of the scheme must agree a Recovery Plan that determines how each employer within the scheme will fund an overall deficit. If there is a deficit, the institution recognises a liability for the contributions payable that arise from such an agreement (to the extent that they relate to a deficit) with related expenses being recognised through the income statement. See note 31 for relevant disclosures.

## Notes to the Accounts

CONTINUED

### *University of Warwick Pension Scheme (UWPS)*

The Defined Benefit (DB) section of the University's own scheme, an exempt approved pension scheme, provides retirement benefits (based on final pensionable salary), lump sum and spouse's death-in-service benefits. The scheme is set up under trust and the assets are held in a separate trustee-administered fund. The University's net obligation for the scheme is calculated in accordance with the advice of a qualified actuary using the projected unit credit method. The rules of the scheme permit any surplus existing after all benefits have been extinguished to be returned to the University. The DB section of the scheme was closed to new recruits on 1 April 2010.

From 1 April 2010 the University introduced a new Defined Contribution (DC) section to its own scheme, for those eligible members who are not members of the DB section. The DC section of the scheme is operated as a separate defined contribution pension scheme. Employer contributions to this section of the scheme are accounted for through the Consolidated Statement of Comprehensive Income at the time that payment to the external provider is accrued as due. A small number of staff remain in other pension schemes.

### 6. 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 the University expects to pay as a result of the unused entitlement.

### 7. 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 finance lease are stated 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, less accumulated depreciation and less accumulated impairment losses.

### 8. Operating leases

Costs in respect of operating leases are charged on a straight-line basis over the lease term. Any lease premiums or incentives are spread over the minimum lease term.

### 9. Foreign currency

Transactions denominated in foreign currencies are recorded at the exchange rate at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are recorded at the closing rate of exchange ruling at the year end. The resulting exchange differences are recognised in the Consolidated Statement of Comprehensive Income.

### 10. Fixed assets

Fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Where parts of a fixed asset have different useful lives, they are accounted for as separate items of fixed assets. Costs incurred in relation to land and buildings after initial purchase or construction are capitalised to the extent that they increase the expected future benefits to the University. No depreciation is charged on assets in the course of construction.

## Notes to the Accounts

### CONTINUED

#### *Investment Properties*

Investment properties are land and buildings held for rental income and/or capital appreciation rather than for use in delivering services. Investment properties are measured initially at cost and subsequently at fair value with movements recognised in the Consolidated Statement of Comprehensive Income (SOC1). A professional valuation is obtained every three years, unless there is a significant indication that the fair value of the investments has changed. Properties are not depreciated but are reviewed at the statement of financial position date.

#### *Land and buildings*

Land is not depreciated as it is considered to have an indefinite useful life. New buildings are depreciated in equal instalments over their expected useful lives of up to 50 years, car parks are depreciated over 35 years and laboratory and other major refurbishments over 10 to 20 years. Where an item of land and buildings comprises two or more major components with substantially different useful economic lives (UELs), each component is accounted for separately and depreciated over its individual UEL. Expenditure relating to subsequent replacement of components is capitalised as incurred. Where buildings are acquired with the aid of government and other specific grants they are capitalised and depreciated as above or over the life of the project if deemed more appropriate. The University has no inherited assets.

The Professor Lord Bhattacharyya Building, home to the National Automotive Innovation Centre (NAIC), has been built for the furtherance of the University's objectives while working closely with our industry partners. The primary aims of the NAIC with our partners are:

- to foster innovation in the British automotive industry;
- to connect academic research with leading manufacturers and attract the next generation of engineers;
- to create a collaborative environment that can encourage teamwork and innovation across disciplines;
- to be a showcase for forward thinking in British engineering and design.

It is a space for advanced research and learning, knowledge transfer and collaboration. The activities happening within the building are core to the main objectives and strategy of the University and as such, the building has been classified as a functional fixed asset within these financial statements.

A number of the Group's buildings are rented to third parties. This supports the transfer of University 'know-how' and research into industry, as well as providing accommodation for growing knowledge-based companies and as such are treated as tangible fixed assets and depreciated in line with group policy as above. These activities further support the University by helping to enhance its reputation, and promoting the University's strategic priorities, in particular Regional Leadership and Innovation.

#### *Equipment*

In the accounts of the University, equipment, including micro-computers and software, costing less than £50,000 (£25,000 to 31 July 2024) per individual item or group of related items are written off in the year of acquisition. Capitalised equipment, other than certain information technology equipment, is stated at cost and depreciated over typical expected useful lives of 5 to 10 years; software licences and certain items of information technology equipment are depreciated over three years. Equipment bought for a specific research or other project is usually depreciated over five years, or the life of the project if more appropriate. All assets are depreciated on a straight line basis, with a full year's depreciation in the year of acquisition.

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

Depreciation methods, useful lives and residual values are reviewed at the date of preparation of each Balance Sheet.

#### *Borrowing costs*

Borrowing costs are recognised as an expense in the Consolidated Statement of Comprehensive Income in the period in which they are incurred.

## Notes to the Accounts

### CONTINUED

#### 11. Investments

Investments in subsidiaries are carried at cost less impairment in the University's accounts. Current and managed funds investments are held at fair value with movements recognised in the Consolidated Statement of Income. Current investments includes cash deposits of 3 to 12 months in maturity from when the deposit was placed.

#### 12. Stock

Stocks of raw materials and consumables include departmental stocks in science departments, supplies for the Estates Office and goods for resale in catering, bars and retail outlets and are valued at the lower of cost plus attributable overheads and estimated selling price less costs to complete and sell. Stocks of other consumable materials are written off to expenditure as incurred.

#### 13. Cash and cash equivalents

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

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value. This includes cash deposits of up to 3 months in maturity from when the deposit was placed.

#### 14. Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when the University has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is determined by discounting the expected future cash flows at a pre-tax rate that reflects risks specific to the liability.

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

A contingent asset arises where an event has taken place that gives the University a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the University.

Contingent assets and liabilities are not recognised in the Balance Sheet but are disclosed in the notes.

## Notes to the Accounts

### CONTINUED

#### 15. Taxation

The University is an exempt charity within the meaning of Part 3 of the Charities Act 2011. 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 478-488 of the Corporation Tax Act 2010 (CTA 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. Irrecoverable VAT on expenditure is included in the costs of such expenditure. Any irrecoverable VAT allocated to fixed assets is included in their cost.

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

Deferred tax is provided in full on timing differences which result in an obligation at the balance sheet date to pay more tax, or a right to pay less tax, at a future date, at rates expected to apply when they crystallise based on current rates and law. Timing differences arise from the inclusion of items of income and expenditure in taxation computations in periods different from those in which they are included in financial statements. Deferred tax assets are more likely than not to be recovered. Deferred tax assets and liabilities are not discounted.

#### 16. Basic financial instruments

Trade and other receivables are recognised initially at transaction price less attributable transaction costs. Trade and other payables are recognised initially at transaction price plus attributable transaction costs.

#### 17. Derivatives

Derivatives (interest rate swaps) are held on the Balance Sheet at fair value with movements in fair value recorded in the Consolidated Statement of Income. The University has adopted and complied with the requirements of hedge accounting and as a result movements in fair value are recorded within Other Comprehensive Income. Any ineffective portion of the hedge is recognised immediately in income or expenditure.

The hedging gain or loss recognised in other comprehensive income is reclassified to income or expenditure when the hedged item is recognised in profit or loss or when the hedging relationship ends.

#### 18. Reserves

Reserves are allocated between restricted and unrestricted reserves. Restricted endowment reserves include balances which, through endowment to the University, are held as a permanently restricted fund as the University must hold the fund in perpetuity or as an expendable fund where the donor has designated a specific purpose and therefore the University is restricted in the use of these funds.

## Notes to the Accounts

### CONTINUED

#### 19. Key accounting estimates and judgements

In the application of the accounting policies, the University is required to make estimations and judgements that may have a significant impact on the amounts recognised. The estimates and associated judgements are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.

##### Income recognition:

As set out in more detail in policy 4, certain revenue grants and donations are recognised in the Consolidated Statement of Comprehensive Income and Expenditure when the University is entitled to the income and performance related conditions have been met. University management apply judgement in deferring income received for conditions not yet satisfied and accruing for income not yet received.

##### Pension provisions – key actuarial assumptions:

The key actuarial assumptions used in the valuation of the Universities Superannuation Scheme (USS) and the University of Warwick Pension Scheme (UWPS) are set out in note 31 Pension Schemes.

At 31 July 2023, the University's balance sheet included a liability of £251.2m for future contributions payable under the deficit recovery agreement which was concluded on 30 September 2021, following the 2020 valuation when the scheme was in deficit. No deficit recovery plan was required from the 2023 valuation, because the scheme was in surplus. Changes to contribution rates were implemented from 1 January 2024 and from that date the institution was no longer required to make deficit recovery contributions. The remaining liability was released to the Statement of Comprehensive Income in 2023/24. There remains no liability at 31 July 2025 and hence no movement in the Statement of Comprehensive Income in 2024/25.

Details of the pension provisions are shown in notes 23 and 31.

##### Depreciation and amortisation:

Depreciation and amortisation charges are calculated on a straight-line basis over the estimated useful economic lives of the related assets. The remaining useful economic lives of assets are periodically reviewed based on actual experience and expected future utilisation. Where management identifies a change in the life of an asset, it is treated as a change in accounting estimate and the accelerated depreciation is accounted for in the period of change and future periods.

##### Recoverability of debtors:

A provision for bad and doubtful debts is calculated using a formula based on the age of the overdue debt. The formula is applied consistently each year and specific provision is made for individual debts where recovery is believed to be uncertain but inevitably this requires an element of judgement in both aspects of the provision.

##### Holiday pay accrual:

The employee holiday pay accrual represents an estimate of holidays earned but not taken as at the balance sheet date. It is calculated from extracts of annual leave records from the University's HR systems, adjusted accordingly for management judgement for items specific to the current year. The holiday pay accrual totals £20.2m at 31 July 2025 (2023/24: £18.8m) and is included within Accruals in note 20.

## Notes to the Accounts

CONTINUED

**2. TUITION FEES AND EDUCATIONAL CONTRACTS**

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
Accredited course fees from UK students *	163.2	157.3	163.2	157.3
Accredited course fees from non-UK students *	281.2	280.3	281.2	280.3
International foundation programme fees	2.9	4.3	2.9	4.3
Non-accredited short course fees	5.7	4.5	5.7	4.5
Research Training Support Grants	12.2	13.0	12.2	13.0
Other fees	0.2	0.2	0.2	0.2
	<b>465.4</b>	<b>459.6</b>	<b>465.4</b>	<b>459.6</b>

\* The presentation of accredited course fees has been revised, now split UK and non-UK (incl. EU). In 2023/24, these were split Home/EU and Overseas (excl. EU). Home/EU fees reported in 2023/24 were £179.1m.

**3. FUNDING BODY GRANTS**

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
<b>Recurrent grants:</b>				
Office for Students teaching grant	15.9	16.3	15.9	16.3
Research England research grant	39.9	40.2	39.9	40.2
<b>Specific grants:</b>				
HE Innovation Fund	5.8	5.8	5.8	5.8
Uni Connect, formerly National Collaborative Outreach	0.4	0.5	0.4	0.5
Other specific grants	2.5	4.0	2.5	4.0
<b>Capital grants released in year:</b>				
Buildings	4.6	4.7	4.6	4.7
Equipment	2.9	2.6	2.9	2.6
	<b>72.0</b>	<b>74.1</b>	<b>72.0</b>	<b>74.1</b>

**4. RESEARCH GRANTS AND CONTRACTS**

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
Research councils	58.3	53.0	58.3	53.0
Central government, local authorities and public corporations	56.2	54.1	56.2	54.1
UK charitable bodies	8.0	9.7	8.0	9.7
European Union	8.0	9.6	8.0	9.6
UK industry and commerce	8.4	8.7	8.4	8.7
Overseas	7.8	10.5	7.8	10.5
Others	0.8	0.9	0.8	0.9
	<b>147.5</b>	<b>146.5</b>	<b>147.5</b>	<b>146.5</b>

Income from research grants and contracts includes £10.3m in respect of capital grants released in the year (2023/24: £10.0m).

## Notes to the Accounts

CONTINUED

## 5. GRANT AND FEE INCOME

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
The source of grant and fee income included in notes 2 to 4 is as follows:				
Grant income from the Office for Students	17.0	17.4	17.0	17.4
Grant income from other bodies	202.5	203.2	202.5	203.2
Fee income for taught awards (exclusive of VAT)	422.3	418.1	422.3	418.1
Fee income for research awards (exclusive of VAT)	22.1	19.5	22.1	19.5
Fee income from non-qualifying courses (exclusive of VAT)	21.0	22.0	21.0	22.0
	<b>684.9</b>	<b>680.2</b>	<b>684.9</b>	<b>680.2</b>

## 6. OTHER INCOME

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
Residences, catering and conferences	59.9	58.5	59.8	58.3
Other services rendered	6.7	5.0	6.7	5.0
Other capital grants	1.2	1.3	1.2	1.3
Retail operations	28.2	30.3	11.9	12.2
Post-experience centres	14.1	12.5	0.0	0.0
Other income	45.7	43.5	57.2	53.6
Covenant income	0.0	0.0	8.5	11.4
	<b>155.8</b>	<b>151.1</b>	<b>145.3</b>	<b>141.8</b>

Included within consolidated other income above is £0.6m (University £0.6m) of income from the Turing Scheme (2023/24: Consolidated £1.3m, University £1.3m). The Turing Scheme is the UK Government's scheme to provide funding for international opportunities in education and training across the world. This funding provides students with the chance to develop new skills, gain vital international experience and boost their employability.

## 7. INVESTMENT INCOME

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
Net return on University of Warwick Pension Scheme assets (note 31)	0.5	0.7	0.5	0.7
Restricted permanent endowment investment income (note 25)	0.2	0.2	0.1	0.1
Restricted expendable endowment investment income (note 25)	0.2	0.2	0.1	0.1
Other investment income	23.0	23.0	23.0	23.1
	<b>23.9</b>	<b>24.1</b>	<b>23.7</b>	<b>24.0</b>

## 8. DONATIONS AND ENDOWMENTS

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
New endowments (note 25)	1.3	1.0	1.3	0.9
Donations with restrictions (note 26)	1.1	0.9	1.1	0.9
Unrestricted donations	3.7	2.7	3.6	2.7
	<b>6.1</b>	<b>4.6</b>	<b>6.0</b>	<b>4.5</b>

## Notes to the Accounts

CONTINUED

9. STAFF	Consolidated		University	
	2024/25	2023/24	2024/25	2023/24
	£ million	£ million	£ million	£ million
Staff costs: Salaries and wages	396.6	379.6	376.4	359.6
Social Security costs	44.0	38.5	42.4	37.3
Other pension costs	48.0	53.4	47.3	52.6
	488.6	471.5	466.1	449.5
USS pension provision movement - staff costs	0.0	(257.0)	0.0	(257.0)
	<b>488.6</b>	<b>214.5</b>	<b>466.1</b>	<b>192.5</b>

	Consolidated	
	2024/25	2023/24
	Number	Number
The number of full time equivalent staff, by area of activity, can be summarised as:		
Academic staff within academic departments	2,809	2,813
Other staff within academic departments	1,625	1,596
Academic services	583	572
Premises management and maintenance	610	593
Residences and catering	364	363
Other services and activities, including commercial operations	1,482	1,421
	<b>7,473</b>	<b>7,358</b>

Professor Stuart Croft is the Vice-Chancellor and President of the University and is its senior post-holder. The total costs of the University include payments to Professor Croft and benefits. These were as follows:

Professor Stuart Croft	2024/25	2023/24
	£000	£000
Basic salary	343	339
Salary in lieu of pension	41	40
Other remuneration	0	0
Taxable benefit - accommodation	4	4
Taxable benefit - car	1	1
<b>Total emoluments (including taxable and non-taxable benefits-in-kind)</b>	<b>389</b>	<b>384</b>

The total emoluments of the Vice-Chancellor and President represent those from which the Vice-Chancellor benefits directly. The Vice-Chancellor and President does not accrue defined benefits in the Universities Superannuation Scheme (USS) but pays a contribution to maintain life and incapacity cover using the USS Enhanced opt out rule. Under this rule, employers are required to continue paying deficit contributions in respect of those staff that are "enhanced opt out" members, in accordance with the prevailing Schedule of Contributions determined by USS. Such payments by Warwick were £nil in 2024/25 (2023/24: £9k), following the USS contribution rate changing to nil from 1 January 2024. The payments are excluded from the above table in both years as the Vice-Chancellor does not benefit from those payments.

## Notes to the Accounts

CONTINUED

### 9. STAFF - continued

The Chair of Council conducts an annual review of the performance of the Vice-Chancellor and President against objectives, which are agreed at the start of the year. In advance of the review, the Chair seeks comments on the Vice-Chancellor's performance from all members of the University's Council, including the student representatives. The outcome is discussed at the Remuneration Committee and subsequently reported to the University Council. The Vice-Chancellor is not present at the Committee nor Council during the discussions regarding his performance.

This has been a strong year of leadership for the Vice-Chancellor in a very challenging climate. He has delivered a £35.9m surplus, protected key strategic investments, maintained Warwick's lead in student experience, and significantly lifted our external profile — through the 60th Anniversary, the brand refresh, and a strengthened international presence. The University has retained and improved its top 10 position in all the key UK rankings, and remains a top 100 institution in the global rankings. Council recognises the Vice-Chancellor's resilience and influence in keeping Warwick on course amidst sector pressures. The foundations are solid.

The Remuneration Committee agree that the Vice-Chancellor's leadership of the University remains very strong. It regularly reviews the Vice Chancellor's pay against remuneration in other Russell Group Universities, taking into consideration league table performance, the scale of the University's operations with an annual turnover in excess of £850m and using the latest findings from the 2025 survey of Vice-Chancellor's remuneration survey conducted by the Committee of University Chairs. The Vice Chancellor's salary was broadly at the median when compared to the salaries of other Vice-Chancellors at Russell Group Universities. The University of Warwick's Vice-Chancellor has been in post since 2016 and is one of the longest serving Russell Group Vice-Chancellors. Since August 2017, his base salary has been increased in line with the percentage awarded nationally to university staff (there was no such award in August 2020) and he has accepted no performance awards since 2017. The Vice-Chancellor does not undertake any paid work outside the University.

## Notes to the Accounts

CONTINUED

### 9. STAFF - continued

The relationship between the Vice-Chancellor and President's remuneration, expressed as a multiple of other employees is set out below, for both basic salary and total remuneration. Multiples are shown for three groupings: excluding "atypical" staff (primarily temporary and agency workers), including "atypical" staff, and including "atypical" staff other than the University's Unitemps staff.

	2024/25 Number	2023/24 Number
Basic salary as a multiple of median basic salary of staff - excluding atypicals	8.1	8.1
Total remuneration as a multiple of median total remuneration of staff - excluding atypicals	7.8	8.0
Basic salary as a multiple of median basic salary of staff - including atypicals	10.8	10.9
Total remuneration as a multiple of median total remuneration of staff - including atypicals	10.6	10.7
Basic salary as a multiple of median basic salary of staff - including atypicals but excluding Unitemps	8.3	8.9
Total remuneration as a multiple of median total remuneration of staff - including atypicals but excluding Unitemps	8.2	8.3

The Vice-Chancellor and President's total remuneration in the above calculation includes taxable and any non-taxable benefits. As noted on page 65, the Total remuneration ratio excludes (in both years) the University's deficit contributions to the USS in respect of the Vice-Chancellor and President, as he is opted-out of the USS and does not benefit from those payments. The calculation of the ratio is affected by the University's decision to normally employ directly its staff in support and ancillary services roles, including in its commercial businesses. This means that many more lower paid staff are included in the calculation than would be the case in institutions which have outsourced these services or have less significant commercial businesses.

The ratio of the Vice-Chancellor and President's basic salary to the median academic salary is 6.2 (2023/24: 6.2).

## Notes to the Accounts

CONTINUED

**9. STAFF - continued**

Basic salary of Higher Paid Staff.

The following number of staff (FTE) received basic salary (at the financial year end) in the following ranges:

	2024/25	2023/24
	FTE	FTE
£345,000 - £349,999	1.0	0.0
£335,000 - £339,999	0.0	1.0
£280,000 - £284,999	1.0	0.0
£270,000 - £274,999	0.0	1.0
£260,000 - £264,999	0.5	0.0
£255,000 - £259,999	0.9	0.5
£250,000 - £254,000	1.0	0.9
£245,000 - £249,999	0.0	1.0
£235,000 - £239,999	1.7	0.0
£230,000 - £234,999	1.4	1.0
£225,000 - £229,999	2.0	1.9
£220,000 - £224,999	2.3	0.4
£215,000 - £219,999	4.9	3.6
£210,000 - £214,999	1.3	3.9
£205,000 - £209,999	2.7	3.2
£200,000 - £204,999	2.9	0.7
£195,000 - £199,999	4.0	5.9
£190,000 - £194,999	2.5	4.1
£185,000 - £189,999	2.7	1.9
£180,000 - £184,999	6.4	3.2
£175,000 - £179,999	9.7	9.5
£170,000 - £174,999	3.6	6.4
£165,000 - £169,999	5.0	5.8
£160,000 - £164,999	9.0	6.2
£155,000 - £159,999	8.7	6.1
£150,000 - £154,999	14.3	12.7
£145,000 - £149,999	4.5	9.3
£140,000 - £144,999	13.2	8.2
£135,000 - £139,999	32.2	14.0
£130,000 - £134,999	22.0	30.4
£125,000 - £129,999	20.1	19.9
£120,000 - £124,999	24.6	24.5
£115,000 - £119,999	21.5	23.5
£110,000 - £114,999	38.3	26.4
£105,000 - £109,999	27.2	33.0
£100,000 - £104,999	44.2	39.2

Excluded from the above list are staff who joined or left part-way through a year. Salary partly funded by another body is also excluded. Salary bands are stated on a full time equivalent basis.

£2,250k in compensation for loss of office and redundancy was paid to 184 employees at all salary levels, in addition to their emolument entitlement for the year. In 2023/24, 218 employees were paid £3,201k.

All severance payments equal to or in excess of £100k are approved by the University's Remuneration Committee, as are severance payments to all senior members of staff whose remuneration is determined by the Remuneration Committee. Amounts for compensation for loss of office and redundancy for all other staff are approved by University management in accordance with delegated authority.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the University. Staff costs includes compensation paid to key management personnel. Key management personnel for the University consist of the following senior officers: Vice-Chancellor and President, Provost, Registrar, Group Finance Director, Commercial Director, Pro-Vice Chancellors, Chief Information and Transformation Officer, Chief Communications and Marketing Officer and Secretary to Council. Compensation paid to key management personnel during the year (including any employer's pension contributions, social security costs and including compensation for loss of office payments, any benefits-in-kind and additional salary in lieu of pension contributions for certain staff) is disclosed below:

	£000	£000
Key management personnel	2,830	2,807

## Notes to the Accounts

CONTINUED

**9. STAFF - continued**

As noted on page 65, the Total remuneration ratio excludes the University's deficit contributions to the USS in 2023/24 in respect of the Vice-Chancellor and President and other members of key management personnel where they are opted-out of the USS, and so do not benefit from those payments. There are no deficit contributions in 2024/25.

**10. ANALYSIS OF EXPENDITURE BY ACTIVITY**

	Consolidated		University	
	2024/25 Total £ million	2023/24 Total £ million	2024/25 Total £ million	2023/24 Total £ million
Academic departments	338.3	335.1	338.3	335.1
Research grants and contracts	114.5	111.9	114.5	111.9
<b>Total teaching and research</b>	<b>452.8</b>	<b>447.0</b>	<b>452.8</b>	<b>447.0</b>
Academic services	79.2	70.4	79.2	70.4
Central administration and services	58.1	58.5	58.9	59.3
General educational expenditure	44.4	44.0	44.4	43.9
Staff and student facilities	34.6	33.3	34.7	33.4
Premises	93.6	91.6	96.0	93.7
Residences, catering and conferences	37.9	39.7	37.9	39.7
Other services rendered	2.9	2.4	2.9	2.4
Retail operations	20.2	20.1	16.0	15.8
Post-experience centres	10.5	8.8	1.7	1.7
Other activities	4.5	3.7	4.2	3.5
USS pension provision movement	0.0	(251.2)	0.0	(251.2)
<b>Total per income and expenditure account</b>	<b>838.7</b>	<b>568.3</b>	<b>828.7</b>	<b>559.6</b>

Other operating expenses include:	2024/25 £000	2023/24 £000
Auditor's remuneration for the University of Warwick Group (An amount of £184k (2023/24: £150k) relates to the Auditor's remuneration for the University)	192	157
Auditor's remuneration in respect of non-audit services appointed by the University	51	44
Grants to Warwick Students' Union	3,636	3,531

During the year the University made payments totalling £7,000 (rounded to the nearest £1,000) including reimbursement of expenses, on behalf of twelve independent members of the Council (2023/24: eleven members claimed a combined total of £4,000). This does not represent the total expenses individuals incurred, only what they claimed from the University. Additionally, the University provides members (not by way of expenses on an individual basis) with food and accommodation for the activities they attend on the University's campus. Members of the University's Council are the University's Trustees. The University does not remunerate independent members of the University Council. Reasonable travel and subsistence expenses incurred in attending meetings relating to the work of the Council and associated charitable events in members' official capacity are reimbursed upon request, as supported by appropriate evidence of expenditure. The salaries of members of the staff of the University who serve on the Council do not include any element specific to their trusteeship, but are determined following an agreed process.

## Notes to the Accounts

CONTINUED

## 11. ACCESS AND PARTICIPATION EXPENDITURE

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
Access investment	3.6	3.6	3.6	3.6
Financial support provided to students	7.2	7.5	7.2	7.5
Support for disabled students	1.0	1.0	1.0	1.0
Research and evaluation of access and participation activities	0.2	0.2	0.2	0.2
	<b>12.0</b>	<b>12.3</b>	<b>12.0</b>	<b>12.3</b>

£3.3m of these costs are already included in the overall staff costs figures included in note 9 (2023/24: £3.3m).

The University's published access and participation plan is available at [https://apis.officeforstudents.org.uk/accessplansdownloads/2024/TheUniversityOfWarwick\\_APP\\_2020-21\\_V1\\_10007163.pdf](https://apis.officeforstudents.org.uk/accessplansdownloads/2024/TheUniversityOfWarwick_APP_2020-21_V1_10007163.pdf)

The University has maintained investment on schemes which support and enable Access to Higher Education, through staff involvement across the University and ongoing specific projects. The Warwick Bursary continues to support those students most in need, although criteria (household income thresholds) for entry have capped the number of beneficiaries, thus reducing the overall expenditure on financial support. Continued investment in targeted collaborative activity and access programmes, along with increased staff time on recruitment and support of eligible groups were key in the year. Research and Evaluation investment has been maintained as we continue to understand the impact and key successes of our commitments.

The third cohort of Warwick Scholars have graduated with positive student success, and student numbers continue to grow within agreed levels although conversion rates are variable.

Disability support, including funding via the disabled students premium, is aligned to the Success and Progression categories in the University's access and participation plan for 2024/25.

The University's access and participation plan is developed and governed by the Student Success Sub-Committee which seeks approval from the Academic Resourcing Committee (ARC) for additional investment requirements. The methodology for including expenditure in the respective categories maps to the delivery of the University's access and participation plan commitments.

Expenditure reported in this note is either:

- captured on separate cost codes for WP programmes, WP activity in academic departments and funding schemes; or
- an allocation of the cost of individual staff members time (including overheads) based upon estimates of time spent on relevant activities with eligible groups.

## Notes to the Accounts

CONTINUED

**12. INTEREST AND OTHER FINANCE COSTS**

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
Loan interest	6.0	6.2	6.0	6.2
Administration costs paid from scheme assets	0.7	0.6	0.7	0.6
Net charge on USS pension scheme	0.0	5.8	0.0	5.8
	<b>6.7</b>	<b>12.6</b>	<b>6.7</b>	<b>12.6</b>

The administration costs are in relation to the University of Warwick Pension Scheme (UWPS).

**13. DISPOSAL OF NON-CURRENT AND HELD FOR SALE ASSETS**

	Consolidated		University	
	2024/25 £ million	2023/24 £ million	2024/25 £ million	2023/24 £ million
Profit/(Loss) on disposal of fixed assets	0.2	(0.1)	0.2	(0.1)
Profit on held for sale assets	0.1	0.0	0.1	0.0
	<b>0.3</b>	<b>(0.1)</b>	<b>0.3</b>	<b>(0.1)</b>

## Notes to the Accounts

CONTINUED

**14. FIXED ASSETS**

Fixed assets comprise:

	Consolidated		University	
	2025	2024	2025	2024
	£ million	£ million	£ million	£ million
Property, plant and equipment	823.7	826.3	819.2	821.1
Investment Property	2.5	2.5	2.5	2.5
	<b>826.2</b>	<b>828.8</b>	<b>821.7</b>	<b>823.6</b>

**14a. Property, plant and equipment****CONSOLIDATED**

	Total	Land & Buildings	Fixtures, Fittings & Equipment	Assets under the Course of Construction
	£ million	£ million	£ million	£ million
<b>Cost</b>				
At 1 August 2024	1,530.3	1,117.4	385.7	27.2
Additions at cost	52.0	0.6	9.6	41.8
Asset transfers	0.0	3.9	18.5	(22.4)
Write offs and disposals at cost	(5.6)	(1.7)	(3.3)	(0.6)
At 31 July 2025	1,576.7	1,120.2	410.5	46.0
<b>Depreciation</b>				
At 1 August 2024	704.0	401.2	302.8	0.0
Charge for the year	53.9	30.8	23.1	0.0
Eliminated on write offs and disposals	(4.9)	(1.7)	(3.2)	0.0
At 31 July 2025	753.0	430.3	322.7	0.0
<b>Net Book Value at 31 July 2025</b>	<b>823.7</b>	689.9	87.8	46.0
Net Book Value at 31 July 2024	<b>826.3</b>	716.2	82.9	27.2

**UNIVERSITY**

	Total	Land & Buildings	Fixtures, Fittings & Equipment	Assets under the Course of Construction
	£ million	£ million	£ million	£ million
<b>Cost</b>				
At 1 August 2024	1,499.2	1,088.1	383.9	27.2
Additions at cost	51.7	0.6	9.4	41.7
Asset transfers	0.0	3.9	18.5	(22.4)
Write offs and disposals at cost	(5.5)	(1.7)	(3.2)	(0.6)
At 31 July 2025	1,545.4	1,090.9	408.6	45.9
<b>Depreciation</b>				
At 1 August 2024	678.1	377.1	301.0	0.0
Charge for the year	53.0	29.9	23.1	0.0
Eliminated on write offs and disposals	(4.9)	(1.6)	(3.3)	0.0
At 31 July 2025	726.2	405.4	320.8	0.0
<b>Net book value at 31 July 2025</b>	<b>819.2</b>	685.5	87.8	45.9
Net book value at 31 July 2024	<b>821.1</b>	711.0	82.9	27.2

## Notes to the Accounts

CONTINUED

## 14. FIXED ASSETS - continued

## 14b. Investment property

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Fair Value				
Balance at 1 August	2.5	0.0	2.5	0.0
Additions	0.0	2.5	0.0	2.5
Balance at 31 July	<b>2.5</b>	<b>2.5</b>	<b>2.5</b>	<b>2.5</b>

Investment property is valued at cost at 31 July 2025, following the purchase of the asset in January 2024. In subsequent years it is to be fair valued every three years at each Statement of Financial Position date by an independent firm of chartered surveyors. In accordance with FRS 102, the company is only required to obtain a professional valuation every three years, unless there is a significant indication that the fair value of the investments has changed. Due to the acquisition taking place less than three years ago, and there being no indication that the fair value of the investment property has changed, management do not consider there to be a material change in the investment property valuation and it has not been revalued at 31st July 2025.

## Notes to the Accounts

CONTINUED

## 15. NON-CURRENT INVESTMENTS

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Balance at 1 August	92.2	117.2	93.5	118.9
Net additions in the year	29.8	9.1	30.0	9.1
Increase in market value	1.8	6.4	1.6	6.0
Increase in provision for diminution in value	(0.2)	0.0	(0.2)	0.0
Transfer to current asset investments	(54.5)	(40.5)	(54.5)	(40.5)
<b>Balance at 31 July</b>	<b>69.1</b>	<b>92.2</b>	<b>70.4</b>	<b>93.5</b>
Represented by:				
Group undertakings	0.0	0.0	7.1	6.9
Associated undertakings	1.1	1.1	0.0	0.0
Other equity investments	1.2	1.0	1.2	0.9
Short-term bonds	6.2	51.6	6.2	51.6
UK Gilts	2.8	0.0	2.8	0.0
Cash held within managed funds	1.3	4.5	1.1	4.3
Bonds held within managed funds	3.9	4.5	3.3	3.8
Equity investments held within managed funds	28.6	26.2	24.6	22.6
Cash deposits maturing in more than one year	21.0	0.0	21.0	0.0
Alternative investments held within managed funds	4.9	5.0	4.2	4.3
	71.0	93.9	71.5	94.4
Provision for diminution in value	(1.9)	(1.7)	(1.1)	(0.9)
	<b>69.1</b>	<b>92.2</b>	<b>70.4</b>	<b>93.5</b>

Associated undertakings include:

[University of Warwick Science Park Associates](#)

On 1 February 2012, the University acquired full ownership of the University of Warwick Science Park Limited and its associated undertakings including the University of Warwick Science Park Business Innovation Centre Limited (UWSP BIC) and University of Warwick Science Park Innovation Centre Limited (UWSP IC). From the date of acquisition, the Science Park was treated as a group investment at cost within the University's figures and is accounted for as a fully consolidated subsidiary within the group accounts (see note 29). UWSP BIC and UWSP IC are not consolidated into the results of the University nor the University of Warwick Science Park Limited on the grounds of materiality.

Other Equity Investments include:

[CVCP Properties plc](#)

50,766 ordinary shares of £1 each

[The Mercia Fund 1](#)

This is a limited partnership between the Universities of Birmingham and Warwick and the General Partner, Mercia Fund Management Limited. Warwick holds an investment of £0.2m in Mercia Fund 1.

[Midlands Mindforge Limited](#)

609 ordinary shares of £0.00001 each in Midlands Mindforge Limited, a patient capital investment company, partnering with seven other research-intensive universities in the Midlands. The University holds 22.5% of the issued share capital.

The University does not consider the entity to be an associate due to lack of substantial control and therefore it is not included in the consolidated results.

## Notes to the Accounts

CONTINUED

**15. NON-CURRENT INVESTMENTS - continued****Investment in spin-out companies**

The University holds a range of shareholdings in a number of spin-out companies, set up to maximise the return on intellectual property that is the result of the University's previous research activities. The University currently holds investments in 31 active spin-out companies, all of which are incorporated in Great Britain and registered in England. In total these spin-out companies employ 411 staff.

Further details of the University's investment in spin-out companies can be found at <http://www2.warwick.ac.uk/services/ventures/spinout-companies/spin-out-companies-a-z-list/>.

The University provides for the investment in spin-out companies immediately upon acquisition and, whilst shareholdings vary in range, up to 55.0%, all spin-out investments are carried within the University's consolidated group accounts at nil value, given the uncertain nature of any valuation or return. The results of these companies are not being consolidated in the accounts on the basis of materiality. This will be reviewed on an annual basis.

**16. STOCK**

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Consumables and goods for resale	0.7	0.8	0.6	0.8
Other assets in the process of sale	1.0	1.1	1.0	1.1
	<b>1.7</b>	<b>1.9</b>	<b>1.6</b>	<b>1.9</b>

**17. TRADE AND OTHER RECEIVABLES**

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
<b>Amounts falling due within one year:</b>				
Other trade receivables	19.8	21.5	16.9	18.9
Prepayments and accrued income	47.0	48.4	46.0	47.2
Amounts owed by group undertakings	0.0	0.0	8.6	11.9
Loans	0.2	0.0	0.2	0.0
	<b>67.0</b>	<b>69.9</b>	<b>71.7</b>	<b>78.0</b>
<b>Amounts falling due after one year:</b>				
Loans	4.6	0.0	4.6	0.0

**18. CURRENT INVESTMENTS**

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Short-term deposits	174.9	171.9	174.9	171.9
Short-term bonds	55.8	50.2	55.8	50.2
	<b>230.7</b>	<b>222.1</b>	<b>230.7</b>	<b>222.1</b>

Short term deposits are held with banks and building societies operating in the London market and licensed by the Prudential Regulation Authority, with more than three months maturity on placement.

## Notes to the Accounts

CONTINUED

19. CONSOLIDATED RECONCILIATION OF NET FUNDS	Consolidated	University
	2024/25 £ million	2024/25 £ million
Net funds at 1 August 2024	252.4	249.7
Movement in cash and cash equivalents	28.0	28.3
Movement in current investments	8.6	8.6
Movement in unsecured loans	7.4	7.4
Net funds at 31 July 2025	<b>296.4</b>	<b>294.0</b>
Change in net funds	<b>44.0</b>	<b>44.3</b>

Analysis of net funds	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
<b>Cash and cash equivalents</b>	204.8	176.8	202.4	174.1
<b>Current investments</b>	230.7	222.1	230.7	222.1
<b>Borrowings: amounts falling due within one year</b>				
Unsecured loans	(7.4)	(7.4)	(7.4)	(7.4)
	(7.4)	(7.4)	(7.4)	(7.4)
<b>Borrowings: amounts falling due after more than one year</b>				
Unsecured loans	(131.7)	(139.1)	(131.7)	(139.1)
	(131.7)	(139.1)	(131.7)	(139.1)
Net funds	<b>296.4</b>	<b>252.4</b>	<b>294.0</b>	<b>249.7</b>

## Notes to the Accounts

CONTINUED

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

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Unsecured loans (note 22)	7.4	7.4	7.4	7.4
Deferred income	119.3	121.9	116.2	118.7
Deferred capital grants	17.5	16.3	17.5	16.3
Trade payables	15.3	15.5	15.1	15.2
Social security and other taxation payable	13.1	12.4	12.0	11.3
Accruals	61.9	72.2	59.7	69.4
Amounts owed to group undertakings	0.0	0.0	44.8	47.0
	<b>234.5</b>	<b>245.7</b>	<b>272.7</b>	<b>285.3</b>

**21. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Derivatives	3.7	6.6	3.7	6.6
Unsecured loans (note 22)	131.7	139.1	131.7	139.1
Deferred income	58.3	64.0	58.3	64.0
Deferred capital grants	173.6	171.3	173.6	171.3
	<b>367.3</b>	<b>381.0</b>	<b>367.3</b>	<b>381.0</b>

The University holds derivative instruments (interest rate swaps) on its borrowings to convert its floating rate debt to fixed rate in order to hedge against the interest-rate rising. The fair value of the derivative instruments (hedging instruments) at 31 July 2025 was £3.7m (2023/24: £6.6m). The change in fair value of the hedging instruments during the financial year of £2.9m favourable (2023/24: £3.2m adverse) is shown within the Consolidated Statement of Comprehensive Income.

**22. ANALYSIS OF UNSECURED LOANS**

Amounts owing on unsecured loans as at 31 July 2025 fall due as follows:

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Due within one year or on demand (note 20)	7.4	7.4	7.4	7.4
Due between one and two years (note 21)	7.4	7.4	7.4	7.4
Due between two and five years (note 21)	22.1	22.1	22.1	22.1
Due in five years or more (note 21)	102.2	109.6	102.2	109.6
	<b>139.1</b>	<b>146.5</b>	<b>139.1</b>	<b>146.5</b>

## Notes to the Accounts

CONTINUED

**22. ANALYSIS OF UNSECURED LOANS - continued**

The University takes professional advice on the hedging of interest rates on its borrowing, with a view to reducing the risk of unexpected finance costs. The University has entered into long term interest swap agreements which result in effectively fixed rate borrowing over the life of the loans.

**Bank loan arrangements for the University as at 31 July 2025:**

<b>Drawn facilities</b>	Total original facility £ million	Outstanding 31 July 2025 £ million	Effective Interest rate
Amortising loan, drawn July 2007, repayable July 2037	40.0	15.7	5.37%
Bullet loan, drawn July 2008, repayable July 2037	10.0	10.0	4.82%
Bullet loan, drawn July 2009, repayable July 2037	5.0	5.0	4.92%
Bullet loan, drawn October 2010, repayable July 2037	15.0	15.0	4.92%
Bullet loan, drawn October 2010, repayable July 2037	10.0	10.0	4.84%
Amortising loan, drawn March 2012, March 2013 and December 2013, repayable December 2040	60.0	34.4	5.19%
Amortising loan, drawn August 2018, repayable July 2038	75.0	48.8	2.49%
	<b>215.0</b>	<b>138.9</b>	

The University has a negative pledge arrangement in respect of the bank loan facilities.

During the financial year the University also had the following borrowing arrangements in place:

A £0.5m loan received from HEFCE, as part of HEFCE's partnership with Salix Finance Ltd, specifically for the purpose of funding energy efficiency and low carbon technology. The loan is at a 0% rate of interest and is repayable in instalments to April 2029. £0.06m was repaid during the year and £0.26m has been repaid in total.

## Notes to the Accounts

CONTINUED

<b>23. PENSION PROVISIONS AND NET PENSION ASSET</b>	Consolidated	University
	£ million	£ million
Obligation to fund deficit on USS Pension (Note 31)		
Provision at 31 July 2025 and 31 July 2024	<b>0.0</b>	<b>0.0</b>
	Consolidated	University
	£ million	£ million
Defined benefit obligations for University of Warwick Pension Scheme (UWPS) (Note 31)		
Asset at 1 August 2024	(9.5)	(9.5)
Net service cost contributions	(0.6)	(0.6)
Net return on assets	(0.5)	(0.5)
Administrative expenses	0.7	0.7
Actuarial loss	1.9	1.9
Asset at 31 July 2025	<b>(8.0)</b>	<b>(8.0)</b>
Total of above net pension assets carried forward at 31 July 2025	<b>(8.0)</b>	<b>(8.0)</b>
<b>24. OTHER PROVISIONS</b>	Consolidated	University
	£ million	£ million
Life Sciences restructuring provision		
At 1 August 2024	1.5	1.5
Utilised in year	(0.3)	(0.3)
At 31 July 2025	<b>1.2</b>	<b>1.2</b>
Other provisions		
At 1 August 2024	1.6	1.6
Utilised in year	(0.8)	(0.8)
At 31 July 2025	<b>0.8</b>	<b>0.8</b>
Total of above provisions carried forward at 31 July 2025	<b>2.0</b>	<b>2.0</b>

Other provisions represents a provision of £0.8m arising from an assessed risk regarding funding received prior to 31 July 2025 that may be subject to clawback in future.

## Notes to the Accounts

CONTINUED

## 25. ENDOWMENTS

## CONSOLIDATED

	Restricted Permanent		Restricted		2025	2024
	Capital	Unapplied total return	Total	Expendable Total	Total	Total
	£ million	£ million	£ million	£ million	£ million	£ million
As at 1 August	6.1	2.0	8.1	5.5	13.6	12.6
New endowments	0.4	0.0	0.4	0.9	1.3	1.0
Indexation	0.4	(0.4)	0.0	0.0	0.0	0.0
Investment income: dividends, interest	0.0	0.2	0.2	0.2	0.4	0.4
Change in market value of investments	0.0	0.3	0.3	0.1	0.4	0.6
Expenditure	0.0	(0.2)	(0.2)	(0.7)	(0.9)	(1.0)
<b>As at 31 July</b>	<b>6.9</b>	<b>1.9</b>	<b>8.8</b>	<b>6.0</b>	<b>14.8</b>	<b>13.6</b>

	Restricted Permanent		
	Capital	Unapplied total return	Total
	£ million	£ million	£ million
Represented by:			
Capital - Original gift	5.8	0.0	5.8
Capital - Indexation reserve	0.3	0.0	0.3
Unapplied return	0.0	2.0	2.0
<b>At at 1 August 2024</b>	<b>6.1</b>	<b>2.0</b>	<b>8.1</b>
Capital - Original gift	6.2	0.0	6.2
Capital - Indexation reserve	0.7	0.0	0.7
Unapplied return	0.0	1.9	1.9
<b>At at 31 July 2025</b>	<b>6.9</b>	<b>1.9</b>	<b>8.8</b>

	Restricted Permanent Total	Restricted Expendable Total	2025 Total	2024 Total
	£ million	£ million	£ million	£ million
Analysis of endowment funds by type and purpose				
Chairs and lectureships	3.0	2.0	5.0	4.1
Scholarships and bursaries	3.6	1.9	5.5	5.2
Prize funds	2.0	0.2	2.2	2.2
General	0.2	1.6	1.8	1.8
Research support	0.0	0.3	0.3	0.3
<b>Total</b>	<b>8.8</b>	<b>6.0</b>	<b>14.8</b>	<b>13.6</b>

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Analysis by asset				
Current and non-current asset investments	9.8	9.0	4.4	3.8
Cash and cash equivalents	5.0	4.6	3.9	3.5
<b>Total endowment asset investments</b>	<b>14.8</b>	<b>13.6</b>	<b>8.3</b>	<b>7.3</b>

## Notes to the Accounts

CONTINUED

## 25. ENDOWMENTS - continued

## UNIVERSITY

	Restricted Permanent			Restricted		
	Capital	Unapplied total return	Total	Expendable Total	2025 Total	2024 Total
	£ million	£ million	£ million	£ million	£ million	£ million
As at 1 August	3.7	0.7	4.4	2.9	7.3	6.7
New endowments	0.4	0.0	0.4	0.9	1.3	0.9
Indexation	0.4	(0.4)	0.0	0.0	0.0	0.0
Investment income: dividends, interest	0.0	0.1	0.1	0.1	0.2	0.2
Change in market value of investments	0.0	0.2	0.2	0.0	0.2	0.3
Expenditure	0.0	(0.1)	(0.1)	(0.6)	(0.7)	(0.8)
<b>As at 31 July</b>	<b>4.5</b>	<b>0.5</b>	<b>5.0</b>	<b>3.3</b>	<b>8.3</b>	<b>7.3</b>

Represented by:	Restricted Permanent		
	Original Gift	Unapplied total return	Total
	£ million	£ million	£ million
Capital - Original gift	3.4	0.0	3.4
Capital - Indexation reserve	0.3	0.0	0.3
Unapplied return	0.0	0.7	0.7
<b>At at 1 August 2024</b>	<b>3.7</b>	<b>0.7</b>	<b>4.4</b>
Capital - Original gift	3.8	0.0	3.8
Capital - Indexation reserve	0.7	0.0	0.7
Unapplied return	0.0	0.5	0.5
<b>At at 31 July 2025</b>	<b>4.5</b>	<b>0.5</b>	<b>5.0</b>

## 26. RESTRICTED RESERVES

## CONSOLIDATED

	Donations	2025 Total	2024 Total
	£ million	£ million	£ million
	As at 1 August	0.7	0.7
New donations	1.1	1.1	0.9
Expenditure	(0.8)	(0.8)	(0.5)
<b>As at 31 July</b>	<b>1.0</b>	<b>1.0</b>	<b>0.7</b>
Analysis of restricted funds by type and purpose			
Research support	1.0	1.0	0.7
<b>Total</b>	<b>1.0</b>	<b>1.0</b>	<b>0.7</b>

## Notes to the Accounts

CONTINUED

## 26. RESTRICTED RESERVES - continued

## UNIVERSITY

	Donations	2025 Total	2024 Total
	£ million	£ million	£ million
As at 1 August	0.7	0.7	0.3
New donations	1.1	1.1	0.9
Expenditure	(0.8)	(0.8)	(0.5)
<b>As at 31 July</b>	<b>1.0</b>	<b>1.0</b>	<b>0.7</b>

## Analysis of restricted funds by type and purpose

Research support	1.0	1.0	0.7
<b>Total</b>	<b>1.0</b>	<b>1.0</b>	<b>0.7</b>

## 27. CAPITAL COMMITMENTS

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Commitments contracted at 31 July	50.8	26.3	50.0	26.3

## 28. LEASE OBLIGATIONS

	Consolidated		University	
	2025 £ million	2024 £ million	2025 £ million	2024 £ million
Operating lease commitments in respect of buildings and equipment on leases:				
Within one year	4.2	3.9	4.1	3.8
Between one and five years	13.3	14.7	13.3	14.6
Over five years	25.3	26.5	25.3	26.5
	<b>42.8</b>	<b>45.1</b>	<b>42.7</b>	<b>44.9</b>

## Notes to the Accounts

CONTINUED

### 29. SUBSIDIARY COMPANIES AND ASSOCIATED BODIES

The University owns 100% of the issued share capital of the following companies which are registered in England and operating in the UK, unless dormant as stated:

	<u>No. of £1 Ordinary Shares</u>
Warwick University Training Limited	600,004
Warwick University Services Limited	125,000
Warwick University Enterprises Limited	170,000
Warwick Learning Limited	192,200
University of Warwick Science Park Limited	27,997
Research-TV Limited (Dormant)	3
Warwick Conferences Limited (Dormant)	2
The University of Warwick Press Limited (Dormant)	2
Jobs for the Academic Community Limited (Dormant)	1
World First Racing Limited (Dormant)	100
Warwick Ventures Limited (Dormant)	1
Warwick Innovation Network Limited (Dormant)	1
Warwick Event Solutions Limited (Dormant)	1
UWSP Connect Limited (Dormant)	1
HRI Limited (Dormant)	3
UPS Pension Trustee Limited (Dormant)	1
Horticulture Research International (Dormant)	Limited by guarantee

#### [University of Warwick Foundation](#)

In addition, the consolidated accounts include the accounts of the University of Warwick Foundation, an exempt Charity. The Foundation is a linked charity as defined under paragraph 28 of the Charities Act 2011 and, as such more information is disclosed in respect of the Foundation at note 30 of these accounts.

#### [WMG Academy for Young Engineers \(WMG Academy\)](#)

WMG Academy was formed on 6 February 2012 and is a private company, limited by guarantee and also an exempt charity where the University is one of three members. The University does not consider the entity to be an associate due to lack of substantial control and therefore is not included in the consolidated results. It operates two University Technical Colleges specialising in engineering.

#### [Other Associated Bodies](#)

Due to the nature of its activities, the University is a member of, or holds other minor interests in, a number of other joint ventures and companies involved in academic related activities. The individual detail of these other holdings is not disclosed, nor consolidated into the accounts of the University, purely on the grounds of materiality.

## Notes to the Accounts

CONTINUED

**30. CONNECTED CHARITABLE INSTITUTIONS**

The University is required to disclose details of connected charitable institutions, in order to allow for appropriate review by the Office for Students, which acts as principal regulator of the University of Warwick and its connected institutions, on behalf of the Charity Commission.

**University of Warwick Foundation**

It is the University's view that the University of Warwick Foundation is a connected institution to the University as defined under paragraph 28 of the Charities Act 2011 and, accordingly, further details are disclosed below.

The University of Warwick Foundation is an exempt charity, by virtue of Schedule 3 of the Charities Act 2011; the purposes of the Foundation are to:

- (a) hold endowments and other donations received for the development of the University of Warwick; and
- (b) provide funding for the development of buildings at the University of Warwick.

The activities of the Foundation, a financial summary of which is shown below, are consolidated into the University's group accounts, as described in note 29.

Consolidated results	2024/25 £ million	2023/24 £ million
<b>Net assets</b>		
As at 1 August	35.3	33.9
Income	2.0	2.1
Expenditure	(1.1)	(1.1)
Gain on investments	0.2	0.4
As at 31 July	<b>36.4</b>	<b>35.3</b>

	Restricted Permanent Unapplied		Restricted Expendable		2025 Total	2024 Total
	Capital £ million	total return £ million	Total £ million	Total £ million	£ million	£ million
As at 1 August	2.4	1.3	3.7	2.6	6.3	5.9
New endowments	0.0	0.0	0.0	0.0	0.0	0.0
Investment income: dividends, interest	0.0	0.1	0.1	0.1	0.2	0.2
Change in market value of investments	0.0	0.1	0.1	0.1	0.2	0.4
Expenditure	0.0	0.0	0.0	(0.2)	(0.2)	(0.2)
As at 31 July	<b>2.4</b>	<b>1.5</b>	<b>3.9</b>	<b>2.6</b>	<b>6.5</b>	<b>6.3</b>

## Notes to the Accounts

CONTINUED

### 31. PENSION SCHEMES

#### Universities Superannuation Scheme (USS)

The total net income to the Consolidated Statement of Comprehensive Income and Expenditure is £nil (2023/24: net income £251.2m) as shown in note 23. Deficit recovery contributions due within one year for the institution are £nil (prior year: £nil).

The University participates in the USS. With effect from 1 October 2016, the scheme changed from a defined benefit only scheme to a hybrid pension scheme, providing defined benefits (for all members) as well as defined contribution benefits. The assets of the scheme are held in a separate fund administered by the trustee, Universities Superannuation Scheme Limited. At 31 March 2025 USS had over 233,000 active members (2024: 232,000+) and the University had 6,151 active members participating in the scheme as at 31 July 2025 (2024: 5,870).

As at the year end the latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme was at 31 March 2023 (the valuation date), which was carried out using the projected unit method.

Since the University cannot identify its share of USS Retirement Income Builder section of the Scheme assets and liabilities, the following disclosures reflect those relevant for the section as a whole.

The 2023 valuation was the seventh valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions.

Actuarial valuation date	31 March 2023
Valuation method	Projected Unit
Value of scheme assets	£73.1bn
Value of technical provisions	£65.7bn
Net pension surplus	£7.4bn
Funding level from accrued benefits	111%

The key financial assumptions used in the 2023 valuation are described below. More detail is set out in the Statement of Funding Principles (<https://www.uss.co.uk/about-us/valuation-and-funding/statement-of-funding-principles>):

CPI assumption	3.0% p.a. (based on a long-term average expected level of CPI, broadly consistent with long-term market expectations).	
RPI/CPI gap	1.0% p.a. to 2030, reducing to 0.1% p.a. from 2030	
Pension increases (subject to a floor of 0%)	Benefits with no cap: CPI assumption plus 3bps. Benefits subject to a "soft cap" of 5% (providing inflationary increases up to 5%, and half of any excess inflation over 5% up to a maximum of 10%): CPI assumption minus 3bps	
Discount rate (forward rates)	Fixed interest gilt yield curve plus:	Pre-retirement: 2.5% p.a. Post retirement: 0.9% p.a.

Defined benefit liability numbers for the scheme have been produced using the following assumptions\*:

\* FRS102 basis per USS Report and Accounts 2025 and 2024

	2025	2024
Discount rate	5.70%	4.70%
Pension increase assumption	3.00%	3.00%

The main demographic assumptions used relate to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2023 actuarial valuation. Mortality is assumed to be in line with the Continuous Mortality Investigation's (CMI) tables: 101% of S2PMA "light" is used for males, and 95% of S3PFA for females. To allow for future improvements in mortality rates, the CMI 2021 projections with a smoothing parameter of 7.5, an initial addition of 0.4% p.a., 10% w2020 and w2021 parameters, and long term improvement rates of 1.8% pa for males and 1.6% pa for females were also adopted. The current life expectancies on retirement at age 65 are:

Males (females) currently aged 65:	23.8 (25.5) years
Males (females) currently aged 45:	25.7 (27.2) years

## Notes to the Accounts

CONTINUED

**31. PENSION SCHEMES - continued**

The existing position (per USS Report and Accounts 2025 and 2024) is as follows:	2025	2024
Scheme assets	£73.0bn	£74.8bn
Total scheme liabilities	£66.4bn	£75.0bn
FRS 102 total scheme (deficit) / surplus	£6.6bn	£(0.2)bn
FRS 102 total funding level	110%	100%

Surpluses or deficits which arise at future valuations may impact on the University's future contribution commitment. A deficit may require additional funding in the form of higher contribution requirements, whereas a surplus could, perhaps, be used to similarly reduce contribution requirements. In accordance with the requirements of the SORP, the University would recognise a provision for its obligation to fund past deficits arising within the USS. A deficit recovery plan was put in place as part of the 2020 actuarial valuation, which required employers to contribute 6.2% of salaries towards repairing the deficit over the period 1 April 2022 to 31 March 2024, at which point the rate was planned to increase to 6.3%. No deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the statement of comprehensive income. The University has therefore provided £nil in the current year (2023/24: £nil).

## Notes to the Accounts

CONTINUED

### 31. PENSION SCHEMES - continued

#### University of Warwick Pension Scheme (UWPS)

As of 1 April 2010 the University introduced changes to the benefit structure for existing members of UWPS and introduced a new Defined Contribution Section (DCS) to the scheme for new hires from this date. The University closed the Defined Benefit Section (DBS) of the scheme to new hires from 1 April 2010, but continues to operate this DBS in the UK for eligible members at the point of closure and the following disclosure relates to this ongoing DBS. Under FRS 102, the current service costs arising from employee service for the current period (less contributions paid into the scheme), expected interest costs on the scheme liabilities and the expected rate of return on scheme assets are charged and credited to the Consolidated Statement of Comprehensive Income and Expenditure of the University. Other changes in the forecast scheme asset / liability recorded on the Balance Sheet, as a result of changes in assumptions, are also recorded in the Consolidated Statement of Comprehensive Income and Expenditure. The contributions are determined by an independent qualified actuary on the basis of triennial valuations using the projected unit method. This valuation has been updated to 31 July 2025 by a qualified independent actuary, for calculating FRS 102 accounting entries. The main results and assumptions of the most recently available full valuation figures of the UWPS are as follows:

Latest actuarial valuation date		31 March 2022
Valuation method		Projected Unit
Value of notional assets		£234.4m
Funding level from accrued benefits		95%
Discount rates per annum	- short term	2.50%
	- long term	1.95%
Salary scale increases per annum		3.85%
Pension increases per annum (subject to limited price indexation) *		3.00%

\* re pre 6 April 1997 benefits. Different increases are payable on other tranches of pension.

All assumptions have been derived with reference to the full gilt yield curve and implied inflation curve, from the Willis Towers Watson Investment Model. Detailed in the above table are the single equivalent financial assumptions. These represent the equivalent single assumptions which taken in isolation would produce the same liability figure as that derived from using the full curves for each respective financial assumption.

As at 31 July 2025 there were 239 members of staff actively contributing to the DBS of the scheme (2024: 274), with a further 1,714 staff being active members of the DCS (2024: 1,717).

Following the scheme's March 2022 actuarial valuation, the University continued to maintain an overall flat contribution rate of £3.29m per annum into the DBS of the scheme, inclusive of deficit recovery contributions. With effect from 1 April 2023, the University's £3.29m per annum DBS contribution was made up of 27.7% ordinary annual contributions and the balance in deficit recovery contributions. For the 18 month period from 1 January 2025 to 30 June 2026, the total University contributions due (of £3.29m per annum) are replaced by an equivalent single payment of £5.05m in respect of June 2026.

The DCS of the scheme, comprising of the Heritage Section (University of Warwick staff) and the Enterprise Section (Unitemps personnel engaged by Warwick Employment Group), is treated and accounted for as a normal and separate part of the University of Warwick Pension Scheme. The University took the decision to stop contributions to these sections with effect from 30 April 2024 and direct new contributions from 1 May 2024 to the Standard Life Master Trust. This followed a statutory 60-day consultation with affected staff. Separate arrangements are in place with another Master Trust to provide death in service life cover benefits for staff formerly in the Heritage Section of the Scheme.

The University's contributions to the Heritage section, were either 6%, 8% or 10% of pensionable salary, dependent upon the level of employee contributions chosen by the scheme member. The contributions to the Enterprise section were based on the statutory minimum basis. Contributions to both sections within the Master Trust are recognised through expenditure in the Consolidated Statement of Comprehensive Income as paid over to the external scheme provider. The Trustee of UWPS approved the transfer of accrued DC assets to the Standard Life Master Trust and settlement took place in August 2024. There are no remaining DC liabilities remaining in UWPS.

## Notes to the Accounts

CONTINUED

## 31. PENSION SCHEMES - continued

The major assumptions used by the actuary (in nominal terms) for the latest updates of the DBS of the scheme were:

	2025	2024
Rate of increase in salaries	2.54%	2.77%
Discount rate	5.62%	4.95%
Inflation assumption (RPI)	3.11%	3.28%
Inflation assumption (CPI) *	2.54%	2.77%

\* CPI used for revaluation of deferred pensions where appropriate.

To develop the expected long-term rate of return on assets assumption, the University considered the current level of expected returns on risk free investments (government bonds), the historical level of risk premium associated with the other asset classes in which the portfolio is invested (including equities, property, liability driven investments (LDI), infrastructure, commodities and reinsurance) and the expectations for future returns on each asset class. The expected return for each asset class was then weighted based on the actual asset allocation to develop the expected long-term rate of return on assets assumption for the portfolio.

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

	2025 Years	2024 Years
Male member aged 45	21.9	21.6
Female member aged 45	25.3	25.2
Male member aged 65	20.7	20.4
Female member aged 65	23.9	23.8

The assets in the Scheme were:

	2025 £ million	2024 £ million
Value of assets		
- Equities	0.0	0.0
- Return seeking assets	63.2	65.5
- Matching assets	88.8	98.8
Total market value of assets	152.0	164.3
Value of liabilities	(144.0)	(154.8)
<b>Net pension surplus</b>	<b>8.0</b>	<b>9.5</b>

Analysis of movement in the market value of scheme assets

	2024/25 £ million	2023/24 £ million
Fair value of plan assets at beginning of the year	164.3	162.3
Interest income on scheme assets *	8.0	8.3
Actuarial losses	(13.9)	(2.0)
Contribution paid by the employer	1.9	3.6
Contributions by scheme participants	0.1	0.1
Benefits paid	(7.7)	(7.4)
Administrative expenses paid from plan assets	(0.7)	(0.6)
Fair value of plan assets at end of the year	152.0	164.3

\* Non-investment expenses incurred in the year have been offset within the expected returns of assets

## Notes to the Accounts

CONTINUED

**31. PENSION SCHEMES - continued**

Analysis of movement in the present value of scheme liabilities	2024/25 £ million	2023/24 £ million
Benefit obligation at beginning of the year	154.8	150.2
Current service costs	1.3	1.3
Interest cost	7.5	7.6
Contributions by scheme participants	0.1	0.1
Actuarial (loss) / gain	(12.0)	3.0
Benefits paid	(7.7)	(7.4)
	<b>144.0</b>	<b>154.8</b>
	<b>144.0</b>	<b>154.8</b>
Analysis of amount recognised in Other Comprehensive Income	2024/25 £ million	2023/24 £ million
Return on scheme assets less than discount rate	(13.9)	(2.0)
Experience of gains and losses on liabilities	(0.1)	(1.5)
Changes in assumptions	12.1	(1.5)
	<b>(1.9)</b>	<b>(5.0)</b>
	<b>(1.9)</b>	<b>(5.0)</b>
Summary of movement in net asset during the year	2024/25 £ million	2023/24 £ million
Current service cost	(1.3)	(1.3)
Contributions	1.9	3.6
Net interest	0.5	0.7
Administrative expenses	(0.7)	(0.6)
	0.4	2.4
Net gain	0.4	2.4
Actuarial (loss) recognised in Other Comprehensive Income	(1.9)	(5.0)
	9.5	12.1
Surplus in scheme at 1 August	9.5	12.1
	<b>8.0</b>	<b>9.5</b>
	<b>8.0</b>	<b>9.5</b>
History of experience of gains and losses	2024/25 £ million	2023/24 £ million
Return on scheme assets less than discount rate	(13.9)	(2.0)
% of scheme assets:	(9.1%)	(1.2%)
Experience of gains and losses on liabilities	(0.1)	(1.5)
% of scheme liabilities:	(0.1%)	(1.0%)
Changes in assumptions	12.1	(1.5)
	(1.9)	(5.0)
Total amount recognised in Other Comprehensive Income	(1.9)	(5.0)
% of scheme liabilities:	(1.3%)	(3.2%)

Sensitivity analysis: variation of assumptions would have the following potential impact on the UWPS net pension asset at the year end of £8.0m. Discount rate 0.1% lower, net pension asset £6.4m. Inflation rate (RPI) 0.1% higher, net pension asset £7.2m. Inflation rate (CPI) 0.1% higher, net pension asset £7.7m.

## Notes to the Accounts

CONTINUED

**31. PENSION SCHEMES - continued****Pension cost for year**

Excluding salary sacrifice contributions on behalf of employees, the University's contribution and movement on provisioning in respect of costs to the various schemes for its own staff were:

	2024/25 £ million	2023/24 £ million
Universities Superannuation Scheme (USS)	43.4	48.7
University of Warwick Pension Scheme (UWPS) Defined Benefit Section	1.2	3.3
University of Warwick Pension Scheme (UWPS) Defined Contribution Section	2.9	2.8
Other schemes	1.1	0.9
	<hr/> 48.6	<hr/> 55.7
(Decrease) in pension provision for staff costs	(0.6)	(259.3)
	<hr/> 48.0	<hr/> (203.6)

Due to the low value of contributions and small number of participants in defined benefit schemes other than the Universities Superannuation Scheme (USS) and the University's own scheme (UWPS), as shown above, no disclosures have been made on the grounds of materiality.

**Guaranteed Minimum Pension (GMP) benefits equalisation**

On 26 October 2018, the High Court handed down a judgment involving the Lloyds Banking Group's defined benefit pension schemes. The judgment concluded the schemes should be amended to equalise pension benefits for men and women in relation to guaranteed minimum pension benefits. The issues determined by the judgment arise in relation to many other defined benefit pension schemes. The University is working with the Trustee of The University of Warwick Pension Scheme to understand the extent to which the judgment crystallises additional liabilities for the scheme.

On 20 November 2020, the High Court ruled that pension schemes will need to revisit individual transfer payments made since 17 May 1990 to check if any additional value is due as a result of GMP equalisation. Based on the level of transfer payments, and the GMP equalisation reserve already including a small margin above the Scheme Actuary's central estimate, the University has chosen to retain the allowance adopted last year, estimated at 0.25% of the total pensions liability. The actual cost of GMP equalisation will be reflected after the benefits have been equalised.

For the University's other significant defined benefit scheme, the USS, the provision included within the financial statements at note 23 will only be impacted to the extent the change in benefits increases cash financing.

**Virgin Media Limited vs NTL Pension Trustees II Limited**

In June 2023, the High Court handed down a decision in the case of Virgin Media Limited v NTL Pension Trustees II Limited and others relating to the validity of certain historical pension changes due to the lack of actuarial confirmation required by law. On 5 June 2025, the Department for Work and Pensions (DWP) announced that the Government will introduce legislation to give pension schemes affected by the Virgin Media ruling the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards.

The Defined Benefit Obligation has been calculated on the basis of the pension benefits currently administered, and given the prospect of retrospective legislation the University does not consider it necessary to make any adjustments as a result of the Virgin Media case.

## Notes to the Accounts

CONTINUED

### 32. RELATED PARTIES

#### Members of Council

Due to the nature of the University's operations and the composition of the University's Council (being drawn from local, public and private sector organisations) it is inevitable that transactions will take place with organisations in which a member of Council may have an interest. All transactions involving organisations in which a member of Council may have an interest are conducted at arm's length and in accordance with the University's financial regulations and normal procurement procedures. Total expenses paid direct to members of the University's Council, who are also the University's Trustees, are shown in note 10. Further detail on The Council and its members is shown in the Corporate Governance Statement.

The President of the Union of Students and another student elected by the Union of Students are members of the University's Council. During the year ended July 2025, grant payments were made to the Warwick Students' Union for the value of £3.6m (2023/24: £3.5m), further grants of £0.4m (2023/24 £0.3m) were made to various societies of the Student's Union. Invoices were raised from the University for the value of £0.6m in respect of Utilities £0.2m, and other services provided including sports facilities and room hire £0.4m. (2023/24: £0.6m, Utilities £0.2m, Other £0.4m). There were balances of £3k and £9k (2023/24: £14k and £59k) outstanding in debtors and creditors at the year end.

The University has provided Warwick Students' Union with a term loan facility of £4.9m on an arm's length basis, drawn down by the Warwick Students' Union in March 2025, repayable over the period to April 2035. All monies borrowed have been used to fund the exit of the Warwick Students' Union from its previous pension scheme, the Students' Union Superannuation Scheme (SUSS). At 31 July 2025, an amount of £4.8m was outstanding in debtors as shown at note 17.

#### University of Warwick Pension Scheme

The University of Warwick is the principal employer for University of Warwick Pension Scheme and therefore considers the University of Warwick Pension Scheme a related party. Disclosures in relation to the valuation of the UWPS are shown in note 31.

#### Spin-out companies

The University made no direct investments in spin-out companies during the year that totalled more than £50k.

The University supplies facilities, goods and services to a number of its spin-out companies, within which the University holds varying levels of share interest (see note 15). All of these goods and services are provided on an arm's length basis and the total value of sales to such individual companies, in excess of £100k for the reported financial year, is summarised below:

	2024/25 £ million	2023/24 £ million
Medherant Ltd	0.1	0.0
Nanosyrinx Ltd	0.5	0.3

In addition to the above, there are total sales of £0.4m and purchases of £0.05m, with year end balances of £0.1m and £nil outstanding in debtors and creditors, to all other spin outs not listed.

## Notes to the Accounts

CONTINUED

### 33. HERITAGE ASSETS

The University of Warwick is in possession of an art collection which is on view to staff, students and visitors who have access to the various buildings where the work is exhibited.

The collection displays a variety of media including paintings, prints, textiles and ceramics and there are also a number of sculptures exhibited in external locations across campus. The combined value of heritage assets is not considered to be material and is of too uncertain value to warrant separate disclosure within the financial statements.

## Notes to the Accounts

CONTINUED

## 34. CONSOLIDATED FIVE YEAR RESULTS

	2024/25	2023/24	2022/23	2021/22	2020/21
	£ million	£ million	£ million	£ million	£ million
<b>Income</b>					
Tuition fees and educational contracts	465.4	459.6	453.8	429.6	389.7
Funding body grants	72.0	74.1	74.4	68.7	66.8
Research grants and contracts	147.5	146.5	144.1	139.9	139.8
Other income	155.8	151.1	148.5	135.4	100.7
Investment income	23.9	24.1	14.6	2.0	1.0
Donations and endowments	6.1	4.6	4.0	3.4	5.7
<b>Total income</b>	<b>870.7</b>	<b>860.0</b>	<b>839.4</b>	<b>779.0</b>	<b>703.7</b>
<b>Expenditure</b>					
Staff costs	488.6	214.5	398.1	569.6	368.5
Other operating expenses	289.5	284.8	264.5	237.6	197.7
Depreciation	53.9	56.4	53.0	54.6	53.0
Interest and other finance costs	6.7	12.6	16.4	8.3	8.5
<b>Total expenditure</b>	<b>838.7</b>	<b>568.3</b>	<b>732.0</b>	<b>870.1</b>	<b>627.7</b>
<b>Surplus / (deficit) before other gains or losses</b>	<b>32.0</b>	<b>291.7</b>	<b>107.4</b>	<b>(91.1)</b>	<b>76.0</b>
Gain / (loss) on disposal of non-current assets	0.3	(0.1)	(0.7)	(0.1)	(0.7)
Gain / (loss) on investments	3.6	6.4	(1.7)	(2.0)	4.0
Taxation	0.0	0.0	0.0	0.0	0.0
Actuarial (loss) / gain in respect of pension schemes	(1.9)	(5.0)	(7.0)	12.1	(4.6)
Change in fair value of hedging financial instruments	2.9	(3.2)	21.9	22.2	12.7
<b>Total comprehensive income and expenditure for the year</b>	<b>36.9</b>	<b>289.8</b>	<b>119.9</b>	<b>(58.9)</b>	<b>87.4</b>
<b>Assets</b>					
Fixed Assets	826.2	828.8	840.5	849.7	862.5
Investments	69.1	92.2	117.2	33.0	30.4
Trade and other receivables (non-current)	4.6	0.0	0.0	0.0	0.0
Net pension asset	8.0	9.5	12.1	17.0	4.4
Current assets	504.2	470.7	391.4	413.4	321.6
<b>Liabilities</b>					
Creditors : Amounts falling due within one year	(234.5)	(245.7)	(234.7)	(241.7)	(238.5)
Creditors : Amounts falling due after more than one year	(367.3)	(381.0)	(390.4)	(419.2)	(452.4)
Other provisions	(2.0)	(3.1)	(3.3)	(7.8)	(3.0)
<b>Net assets, excluding pension provisions</b>	<b>808.3</b>	<b>771.4</b>	<b>732.8</b>	<b>644.4</b>	<b>525.0</b>
Pension provisions	0.0	0.0	(251.2)	(282.7)	(104.4)
<b>Net assets</b>	<b>808.3</b>	<b>771.4</b>	<b>481.6</b>	<b>361.7</b>	<b>420.6</b>
<b>Capital expenditure</b>					
Investment Property	0.0	2.5	0.0	0.0	0.0
Land and buildings	0.6	0.7	0.9	1.6	1.5
Fixtures, Fittings and Equipment	9.6	20.2	21.7	17.0	16.5
Assets under the Course of Construction	41.8	21.5	22.9	23.2	79.6
	<b>52.0</b>	<b>44.9</b>	<b>45.5</b>	<b>41.8</b>	<b>97.6</b>

## Notes to the Accounts

CONTINUED

**35. FINANCIAL RESPONSIBILITY SUPPLEMENTAL SCHEDULE FOR THE U.S. DEPARTMENT OF EDUCATION**

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.

Figures include the impact of the movements in the USS pension provision - the surplus (and so change in net assets) for the 2024/25 year includes a credit of £nil (2023/24: credit £251.2m). This is a non-cash movement, with the significant movement in 2023/24 arising from the provision release following the USS scheme's 2023 valuation. The resulting surplus for the year reflected in the tables within this note is therefore not representative of the true underlying surplus and financial position of the University, and so the effect of the USS pension provision movement may need to be adjusted for if using this data to calculate ratios.

				2024/25	2023/24
				£ million	£ million
Financial statements ref			UK title		
			<b>Primary Reserve ratio</b>		
			<b>Adjusted Equity</b>		
SoFP, p53, line 19	Statement of Financial Position - Net assets without donor restrictons	Net assets without donor restrictons	Income and expenditure reserve - unrestricted	792.5	757.1
SoFP, p53, line 17, 18	Statement of Financial Position - Net assets with donor restrictons	Net assets with donor restrictons	Income and expenditure reserve - endowment, restricted reserve	15.8	14.3
Note 32, Page 99	Statement of Financial Position - Related party receivable and Related party note disclosure	Secured and unsecured related party receivable		0.1	0.1
Note 32, Page 99	Statement of Financial Position - Related party receivable and Related party note disclosure	Unsecured related party receivable		0.1	0.1
SoFP, p53, line 1	Statement of Financial Position - Property, plant and equipment - net (includes Construction in Progress)	Property , plant and equipment, net (incl construction in progress)	Fixed assets	826.2	828.8
n/a	Notes - Property, plant and equipment, net - pre-implementation	Property, plant and equipment, net - pre-implementation (less construction in progress)	Fixed assets net book value 31.7.2019, less depreciation and disposals, excluding Assets under the Course of Construction.	(474.4)	(498.8)
n/a	Notes - Property, plant and equipment, net - post-implementation with outstanding debt for original purchase	Property, plant and equipment, net - post-implementation (less construction in progress), with outstanding debt for original purchase	Fixed assets, less Assets under the Course of Construction (post 31.7.2019) - purchased with debt / Deferred Capital Grant	(88.4)	(80.6)

## Notes to the Accounts

CONTINUED

**35. FINANCIAL RESPONSIBILITY SUPPLEMENTAL SCHEDULE FOR THE U.S. DEPARTMENT OF EDUCATION - continued**

				2024/25 £ million	2023/24 £ million
<b>Financial statements ref</b>			<b>UK title</b>		
n/a	Notes - Property, plant and equipment, net - post-implementation without outstanding debt for original purchase	Property, plant and equipment, net - post-implementation (less construction in progress), without outstanding debt for original purchase	Fixed assets, less Assets under the Course of Construction (post 31.7.2019) - not purchased with debt.	(217.4)	(222.2)
Note 14, col 4, line 13	Notes - Property, plant and equipment, construction in progress	Construction in progress	Assets under the Course of Construction	(46.0)	(27.2)
-	Statement of Financial Position - Lease right of use assets, net	Lease right of use asset, net		0.0	0.0
-	Notes - Lease right of use asset pre-implementation	Lease right of use asset - pre implementation		0.0	0.0
-	Notes - Lease right of use asset post-implementation	Lease right of use asset - post implementation		0.0	0.0
-	Statement of Financial Position - goodwill	Intangible assets		0.0	0.0
Note 23, line1	Statement of Financial Position - post employment and pension liabilities	Post-employment and pension liabilities	Pension provisions (net)	0.0	0.0
Note 20 lines 1, 3 & note 21 lines 2, 3, 4	Statement of Financial Position - notes payable and line of credit (current and long-term) and Line of Credit for Construction in progress	Long-term debt - for long-term purposes	Unsecured loans, plus Deferred Income > 1 year, Deferred Capital Grants <1 and >1 year	388.5	398.1
n/a	Statement of Financial Position - notes payable and line of credit (current and long-term) and Line of Credit for Construction in progress	Long-term debt - for long-term purposes pre-implementation	Unsecured loans, plus Deferred Income > 1 year, Deferred Capital Grants <1 and >1 year: to fund pre 31.7.2019 fixed assets (exc Assets under the Course of Construction at 31.7.25)	287.4	305.5
n/a	Statement of Financial Position - notes payable and line of credit for long term purposes (both current and long term) and line of credit for CIP	Long-term debt - for long-term purposes post-implementation	Unsecured loans, plus Deferred Income > 1 year, Deferred Capital Grants <1 and >1 year: to fund post 31.7.2019 fixed assets (exc Assets under the Course of Construction at 31.7.25)	88.4	80.7
n/a	Statement of Financial Position - notes payable and line of credit (both current and long term) and line of credit for Construction in progress	Line of credit for Construction in Progress	Unsecured loans, plus Deferred Income > 1 year, Deferred Capital Grants <1 and >1 year: to fund Assets under the Course of Construction at 31.7.25	12.7	11.9
-	Statement of Financial Position - lease right of use of asset liability	Lease right of use asset liability		0.0	0.0
-	Statement of Financial Position - lease right of use of asset liability - pre-implementation	Pre-implementation right of use leases		0.0	0.0

## Notes to the Accounts

CONTINUED

**35. FINANCIAL RESPONSIBILITY SUPPLEMENTAL SCHEDULE FOR THE U.S. DEPARTMENT OF EDUCATION - continued**

				2024/25 £ million	2023/24 £ million
<b>Financial statements ref</b>			<b>UK title</b>		
-	Statement of Financial Position - lease right of use of asset liability - post implementation	Post-implementation right of use leases		0.0	0.0
-	Statement of Financial Position - Annuities	Annuities with donor restrictions		0.0	0.0
SoFP, p53, line 17	Statement of Financial Position - Term Endowments	Term Endowments with donor restrictions	Income and expenditure reserve - endowment reserve	(14.8)	(13.6)
-	Statement of Financial Position - Life Income Funds	Life Income funds with donor restrictions		0.0	0.0
SoFP, p53, line 18	Statement of Financial Position - Perpetual Funds	Net assets with donor restrictions: restricted in perpetuity	Income and expenditure reserve - restricted reserve	(1.0)	(0.7)
		<b>Total Expenses and Losses</b>			
SOCI, p51, line 12	Statement of Activities - Total operating expenses, prior to adjustments	Total expenses without donor restrictions - taken directly from Statement of Activities	Total expenditure	838.7	568.3
SOCI, p51, lines 14 & 20	Statement of Activities - Non-operating (Investment return appropriated for spending), Investments net of annual spending gain / (loss), Other components of net periodic pension. Change in value of split interest agreements and Other gains / (losses). (Total from Statement of Activities prior to adjustments)	Non-Operating and Net investment (loss)	(Gain) / loss on disposal of non-current assets, Change in fair value of hedging financial instruments	(3.2)	3.3
SOCI, p51, line 15	Statement of Activities - (Investment return appropriated for spending), Investments net of annual spending gain / (loss)	Net investment losses	(Gain) / loss on investments	(3.6)	(6.4)
SOCI, p51, line 19	Statement of Activities - pension related changes other than periodic pension	Pension related changes other than net periodic costs - (gain) / loss	Actuarial loss / (gain) in respect of pension schemes	1.9	5.0

## Notes to the Accounts

CONTINUED

**35. FINANCIAL RESPONSIBILITY SUPPLEMENTAL SCHEDULE FOR THE U.S. DEPARTMENT OF EDUCATION - continued**

				2024/25	2023/24
				£ million	£ million
Financial statements ref			UK title		
		<b><u>Equity Ratio</u></b>			
		<b><u>Modified Net Assets</u></b>			
SoFP, p53, line 19	Statement of Financial Position - Net Assets without donor restrictions	Net assets without donor restrictions	Income and expenditure reserve - unrestricted	792.5	757.1
SoFP, p53, line 17, 18	Statement of Financial Position - Net Assets with donor restrictions	Net assets with donor restrictions	Income and expenditure reserve - endowment, restricted reserve	15.8	14.3
-	Statement of Financial Position - Goodwill	Intangible assets		0.0	0.0
Note 32, Page 99	Statement of Financial Position - Related party receivable and related party note	Secured and Unsecured related party receivables		0.1	0.1
Note 32, Page 99	Statement of Financial Position - Related party receivable and related party note	Unsecured related party receivables		0.1	0.1
		<b><u>Modified Assets</u></b>			
SoFP, p53, lines 5 & 10	Statement of Financial Position - Total Assets	Total assets	Non-current assets plus Current assets	1,412.1	1,401.2
-	Notes - Statement of Financial Position - lease of use asset - pre-implementation	Lease right of use asset - pre-implementation		0.0	0.0
-	Statement of Financial Position - lease of use asset - liability pre-implementation	Pre-implementation right of use leases		0.0	0.0
-	Statement of Financial Position - goodwill	Intangible assets		0.0	0.0
Note 32, Page 99	Statement of Financial Position - Related party receivable and related party note	Secured and Unsecured related party receivable		0.1	0.1
Note 32, Page 99	Statement of Financial Position - Related party receivable and related party note	Unsecured related party receivables		0.1	0.1
		<b><u>Net Income Ratio</u></b>			
SOCI p51, line 24	Statement of Activities - change in net assets without donor restriction	Change in net assets without donor restriction	Unrestricted comprehensive income and expenditure for the year	35.4	288.4
SOCI p51, lines 7, 14, 15 (where >0) & 20	Statement of Activities (net assets released from restriction) total operating revenue and other additions and sale of fixed assets gains / (losses)	Total Revenues and Gains	Total income, plus Loss / (gain) on disposal of non-current assets, Gain on investments, Change in fair value of hedging financial instruments	877.5	863.1

## Indicators of Financial Health

	2024/25	2023/24	2022/23	2021/22	2020/21
(a) Net cash flow as % of total income	3.6	6.1	10.0	16.0	17.4
(b) External borrowing as % of total income	16.0	17.0	18.3	20.7	24.0
(c) Total assets ÷ total liabilities	2.3	2.2	1.6	1.4	1.5
(d) Net liquidity / (total expenditure – depreciation) (days)	203	284	176	156	168
(e) Surplus / (deficit) as % of total income	3.7	33.9	12.8	(11.7)	10.8
(f) Unrestricted reserves as % of total income	91.0	88.0	55.8	44.8	57.9

## Related Parties - Spin Outs - Schedule for the U.S. Department of Education

The University holds investments in the following active spin outs, for which sales to and purchases from those companies, as well as balances outstanding in debtors and creditors at year end, are shown:

Company name	Registration number	2024/25	2024/25	At 31 July 2025	
		Sales £k	Purchases £k	Debtor £k	Creditor £k
4D Medicine Ltd	11598297	0	0	0	0
Advanced EPI Materials & Devices Ltd	09849789	31	3	0	0
Anvil Semiconductors Ltd	07300225	0	0	0	0
Augmented Insights Ltd	11647516	0	0	0	0
Biofidelity Ltd	11830661	0	0	0	0
Biotek	03796916	0	0	0	0
Clinvivo Ltd	08340814	0	0	0	0
Crowdfund Campus Ltd	09119767	0	0	0	0
Cryologyx Ltd	13078280	86	0	28	0
Cytecom Ltd	11263781	52	0	2	0
CytoSwim Ltd	11839509	50	0	36	0
Erebagen Ltd	12537588	20	0	2	0
Funding Invoice Ltd	09214218	0	0	0	0
Histofy Ltd	13732208	5	0	0	0
Kubos Semiconductors Ltd	11060386	7	0	1	0
Lightcast Discovery Ltd	11830666	0	0	0	0
Medherant Ltd	08973262	143	0	2	0
Nanosyrinx Ltd	11595354	478	0	15	0
OVO Biomanufacturing Ltd	12371825	0	0	0	0
Patches Health Ltd	09108913	0	0	0	0
Q-Eye Sensors Ltd	10186714	0	0	0	0
Seev Technologies Ltd	14869957	0	0	0	0
Sevco 5023 Ltd	07133063	0	0	0	0
Sonemat Ltd	05521464	0	28	0	0
Sonic Driver Ltd	10659254	0	0	0	0
Sonotu Ltd	13942226	74	0	0	0
Stoli Catalysts Ltd	10303658	14	14	0	0
Tangent Reprofilng Ltd	06704572	0	0	0	0
Verdel Instruments Ltd	11447596	0	0	0	0
Warwick Acoustics Ltd	04451674	0	0	0	0
Warwick Dynamics Ltd *	04052260	0	0	0	0
Wastewater Fuels Ltd	13536737	15	0	0	0
		975	45	86	0

\* Not deemed a spin out for HESA HE-BCI census reporting as no licence or assignment of intellectual property was ultimately made. Also omitted from Note 15.

All companies are incorporated and registered in England and Wales.

**University of Warwick**

Coventry, CV4 8UW, UK

+44 (0)24 7652 3523

**[warwick.ac.uk](http://warwick.ac.uk)**