

**South West College**  
**Annual Report and Financial Statements**  
**Year Ended 31 July 2021**

*The Accounting Officer authorised these  
financial statements for issue*

*on*

*17<sup>th</sup> November 2021*

*Laid before the Northern Ireland Assembly  
under the Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008  
by the Department for the Economy*

*on*

*8<sup>th</sup> December 2021*

**SOUTH WEST COLLEGE**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**YEAR ENDED 31 JULY 2021**  
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# **SOUTH WEST COLLEGE STRATEGIC REPORT FOR THE YEAR ENDED 31 JULY 2021**

## **NATURE, OBJECTIVES AND STRATEGIES**

### **Organisational Overview**

South West College (SWC) is a substantial provider of education and training with main catchment covering the counties of Tyrone and Fermanagh. The College is focused on delivering excellent results and outcomes for students, industry and the local economy and has gained numerous awards for its high quality and economically relevant education and training provision. The College also has a vital role in helping to promote social inclusion by providing those with low qualifications and barriers to learning with the skills and qualifications they need to find employment.

The industrial profile of the region necessitates a particular focus on the development of higher level technical and professional skills. South West College has strategically responded to this need through the development of innovative Apprenticeships and a modern Further Education curriculum. The College has also developed a wide range of Higher Education programmes, including new honours degree and foundation degree programmes, mainly in Science, Technology, Engineering and Mathematics (STEM) subjects. The College works closely with a wide range of partners; universities, schools, businesses and local councils, and has extended its international outreach in support of its students and the development of the economy. Accordingly, the College is a key player in the economic development of the region, working closely with the business community in developing the skills necessary for current and future jobs.

The College's traditional model of delivery for education and vocational training has largely through face-to-face engagement. However, over the past 10 years, the College has strategically invested in capacity and capability to deliver its services remotely and through blended learning. As a result of the COVID-19 pandemic, the College has transitioned to flexible and blended delivery of learning and student support across all provision areas. This flexibility has allowed the College to respond quickly to changes in Covid restrictions throughout the 20/21 academic year.

### **Legal Status**

The current arrangements for further education in Northern Ireland were established by The Further Education (Northern Ireland) Order 1997 with Colleges being self-governing incorporated bodies with effect from 1 April 1998. Based on this legislation, the Office for National Statistics, in 2010, reclassified colleges as part of Central Government. This has resulted in colleges being determined as Non-Departmental Public Bodies.

Colleges have been granted charitable status by the UK HM Revenue and Customs.

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**Mission Statement**

The College's Mission, Vision and Values are set out as follows:

**College Mission:** Developing people/achieving potential

**Mission Statement:** To provide lifelong learning opportunities for the people of the South West Region and beyond through quality education and training in support of economic, social and community development

**College Values:** Excellence, Innovation, Teamwork, Integrity, Confidence



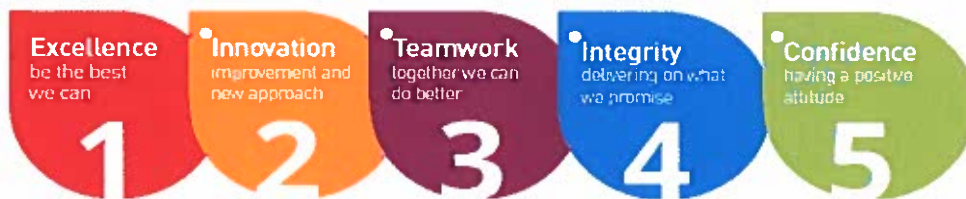
**OUR VISION**

developing people / achieving potential

**MISSION STATEMENT**

“to provide lifelong learning opportunities for the people of the South West region and beyond, through quality education and training in support of economic, social and community development”

**OUR VALUES**



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**Strategic Planning**

South West College’s strategic planning is set within the context of the regional economic climate, the draft Northern Ireland Programme for Government (PFG) and the ‘New Decade, New Approach’ deal. As a result of the Covid pandemic the Department for the Economy (DfE) has developed a new Economic Recovery Action Plan and this reflects the contribution of the College to raising skills levels and increasing productivity of the future workforce. Building on the ‘Economic Recovery Action Plan’ DfE has also introduced a new ‘Skills Strategy for Northern Ireland, - Skills for a 10X Economy’ which is currently out for consultation. This strategy addresses the skills needs over the next decade. South West College and the Further Education (FE) sector has played a key role in shaping and influencing the development of this new strategy. The College also follows the strategic direction set out in Further Education Means Success and other key strategies including those on apprenticeships, youth training and higher education.

At a regional level the College works strategically with Mid Ulster Council and Fermanagh & Omagh Council to shape and realise the Community Plans of both regions. Both these councils have recently come together, along with Armagh, Banbridge and Craigavon Council to build a new economic alliance for the ‘Mid South West’ region and a new Regional Economic Strategy has been developed.

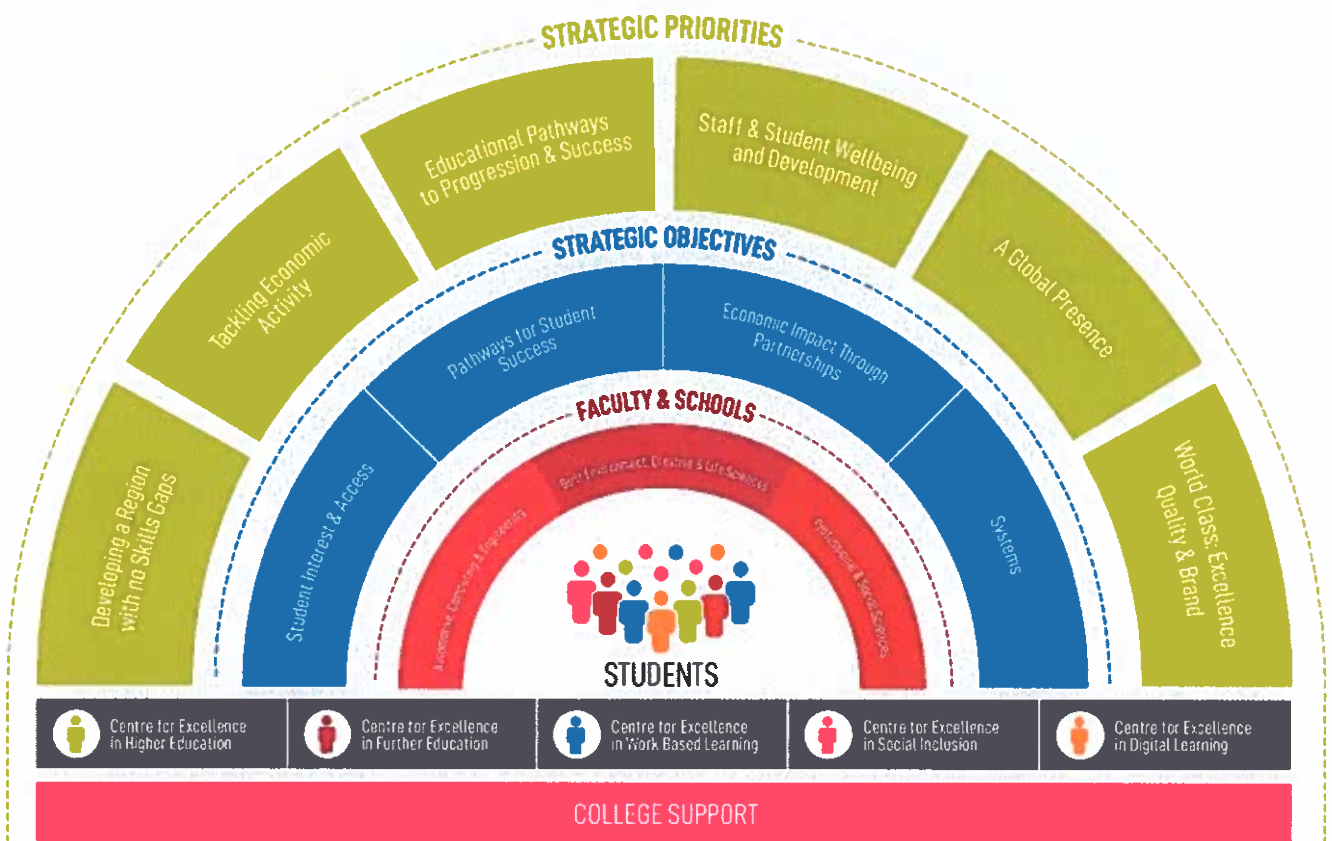
A strategic College Development Plan (CDP) has been prepared for the period 2018 to 2021 and this sets out the strategic priorities for 2020/21 as follows:

<b>STRATEGIC PRIORITY</b>	
Developing a region with no skills gaps	<ul style="list-style-type: none"> <li>• Progressive and future-proofed professional and technical education and training</li> <li>• Higher Education</li> <li>• SME R&amp;D and innovation support - SMART Region</li> </ul>
Tackling economic activity	<ul style="list-style-type: none"> <li>• Addressing economic activity and reaching out to those with low qualifications</li> <li>• Rural proofing our services</li> </ul>
Educational pathways to progression & success	<ul style="list-style-type: none"> <li>• Excellence in teaching and learning which is student focused</li> <li>• Student digital learning and our on-line presence</li> <li>• Education and skills Innovation Clusters</li> </ul>
Staff & student wellbeing and development	<ul style="list-style-type: none"> <li>• Listening to and responding to the Student Voice</li> <li>• An excellent student experience</li> <li>• Looking after and developing our staff</li> <li>• Citizenship, social responsibility, and environmental sustainability</li> </ul>
A global presence	<ul style="list-style-type: none"> <li>• International best practice and widening the horizons of our students and staff</li> <li>• Innovation through dynamic partnerships and collaborations</li> </ul>
World class: excellence, quality & brand	<ul style="list-style-type: none"> <li>• Continuous improvements and efficiencies</li> <li>• A world class estate</li> <li>• A destination of choice</li> </ul>

**South West College Strategic Priorities**

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For the period 2020/21, a detailed Annual Development Plan has been produced and this sets out the key performance indices (KPIs) for curriculum and qualifications, employer engagement and social inclusion within the budget allocation.



**South West College Objectives**

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**COVID-19 Strategic Planning**

As a result of the COVID-19 pandemic, the College engaged in significant new strategic planning activity. This enabled preparation for the rapid transition to remote working and delivery of service, and to consider longer term transition towards the full reopening of College campuses, new curriculum delivery models and wider changes to College-related activity and services. The planning activity has aligned with DfE guidance in relation to all curriculum and service areas and focused on meeting the changing needs of learners, staff, and stakeholders during and beyond COVID-19. Key changes have included:

**Delivery of Education and Training;** The traditional methods of curriculum delivery and assessment have changed because of remote delivery and on-site social distancing requirements. The College now uses a blend of onsite and extended remote delivery for each curriculum area, adaptive assessment and examination approaches, staggered timetabling.

**Campus Safety & Social Distancing;** The safe management of campus services and facilities during and following this pandemic has presented a significant challenge. The College environment has changed significantly to enable adherence to social distancing requirement. All sections of the College have refreshed risk assessments and other health and safety advice for students and staff in light of recent government advice, identifying protective measures.

**Communications;** There is a requirement for an enhanced focus on communications to support an understanding and awareness of COVID-19 recovery plans and safety measures. Effective internal and external communications has been essential for building the confidence of staff, students and stakeholders and underpins a successful return to a 'new normal'.

**Student and Staff Health & Wellbeing;** The physical, mental and emotional wellbeing of staff and students is of paramount importance and new strategies have been developed to support staff and student wellbeing

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**Financial objectives**

The College's high level financial aim was to achieve good financial performance through income generation and efficient operation, to support and facilitate the service provision and progress strategic priorities. This was supported by specific financial objectives, which include:

- To ensure a balanced budget within Non Departmental Public Body (NDPB) budget allocation limits;
- To generate sufficient levels of income to support the asset base of the College;
- Further development of monitoring, reporting, budgetary control and financial management to enhance performance reporting;
- To ensure robust financial planning and risk management;
- To utilise and develop skills and experience to support financial performance;
- Unqualified External Audit Report;
- To ensure controls are in place for financial management of Erne Campus development.

These objectives have remained consistent in recent years and the ongoing strategy is that the college secures maximum funding for its operations and utilises this funding in a way that is most beneficial for students.

During 2020/21, performance against budget has been monitored throughout the year by the quarterly preparation of College Management Accounts, to include an Income and Expenditure account and Statement of Financial Position, with comparatives against its prior year position. These are reviewed by the Strategic Management Team and presented to the Governing Body throughout the year. Each month budget holders have been issued with financial reports indicating performance against budget and highlighting variances.



# **SOUTH WEST COLLEGE STRATEGIC REPORT FOR THE YEAR ENDED 31 JULY 2021**

## **Performance Summary**

The key SWC strategic priority is to develop a region with no skills gaps. The College aims to provide a continuum of education and training from Level 2 to Level 6 through a curriculum offer which is directly aligned to the needs of industry. In 20/21 the agreed curriculum KPIs for the College were revised to account for Covid-19 management, remote delivery and the requirement for social distancing whilst on campus. Delivery of Full-Time Further Education, Full Time Higher Education and Work Based Learning remained relatively stable in the 20/21 year with in comparison to previous year, with a drop of 2.7% in enrolment levels from 6024 (19/20) to 5860 (20/21). Overall in the 20/21 academic year the College delivered 15,035 enrolments which represents a drop of 19.8% of total enrolment compared to 19/20. The primary areas affected included part time vocational and evening provision, community education provision and Confucius provision delivered in schools.

Student retention, achievement and success rates have been consistently strong. Student retention on Further Education and Higher Education programmes is outstanding at 93% and 95 % respectively with very good achievement of 93% across Higher Education and 84% in Further Education. The College consistently delivers a significantly higher proportion of STEM qualifications compared to the Further Education sector average. This is aligned to local skills needs associated with a strong industrial and manufacturing base as aligned with the sub-regional skills barometer for the West. This forecasts strong employment growth in the manufacturing, construction and professional and scientific sectors which are projected to account for 35% of new jobs in the South West region over the coming decade.

SWC Higher Education provision remains strong and despite the challenges of Covid, significant growth was achieved in the delivery of Full-Time Higher Education with an increase of 11.2% in enrolment levels. This is an important area of provision in a rural peripheral area with no University base. The College continues to work closely with all three local Universities across a range of areas, including the delivery of Higher Education, Innovation and European Projects. This year the College has expanded its partnership with the Open University through the accreditation of two new programmes in Hair and Beauty Management and Culinary Arts. This has enabled the College to further its strategic priority of widening access to Higher Education for the people of the South West.

The Social Inclusion provision in the College remains strategically important, given regional data which shows that the College attracts just over one-half (51%) of its students from areas of high social deprivation and disadvantage, deprivation quintiles 1 and 2. The College has a clear vision for social inclusion and is highly committed to developing accessible learning programmes that enable progression pathways irrespective of the students' entry point or socio-economic barriers to education. The College strives with success, to meet the diverse and often complex needs of these students through a range of provision and externally funded programmes which support approximately 1000 young people annually.

Employer engagement, and in particular Small and Medium Size Business (SME) innovation, remains an important area in SWC with support to some 200 businesses delivered annually through the College InnoTech innovation centre. This includes InnovateUs innovation support, innovation vouchers, Intertrade Ireland Fusion and Knowledge Transfer Partnerships. In Spring 2021 a College Intertrade Fusion programme was awarded 'Exemplar Status' recognising exceptionally high levels of innovation and collaboration between a company, a graduate, and an academic partner. In 20/21 the College also ramped up activity on the DfE funded Skills Academies and delivered eight academies in areas including welding, cybersecurity, management & leadership, sustainable construction and fiber-optics.

As a result of the COVID-19 pandemic, the College transitioned rapidly and successfully to remote and blended delivery of all provision and services. During this time the College Centre for Excellence in Digital Learning continued to support a student and staff preparation and support strategy which has underpinned the College to transition to remote learning and working. The strategy harnessed a range of initiatives including remote working seminars, online webinars and a promotion of the Digital Learning helpdesk. Changes were also required to models for student assessment and examinations and new processes and systems were developed to determine grades for students, where it was not possible to sit examinations and complete coursework. During this period teacher assessed grades were determined for 4206 students across Further and Higher Education and Training.

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A significant milestone in the College estates was achieved in 20/21 through the opening of the new College Erne Campus, a substantial £30million capital build project. Erne is the first educational building worldwide to achieve the combination of the highest international standard in environmental construction, PassivHaus Premium and Building Research Establishment Environmental Assessment Method (BREEAM) Excellence. Aligned with the opening of Erne, the College has also launched an important new College Sustainability Strategy which is focussed on four principles; LEARN: embedding sustainability into programmes, assignments and the classroom, LIVE: seeking to develop sustainability practices in our buildings, on how we travel, where we study, and how we live, LEAD: ensuring leadership and accountability throughout the staff and systems, and LEGACY: influencing transition to a more sustainable region through the knowledge and skills of students and the promotion of global citizenship. This new strategy will allow for a whole College approach to tackling sustainable across all campuses and areas of work.

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**Key Performance Indicators and Outcomes**

The 2020/21 South West College Development Plan (CDP) serves as the baseline against which delivery of key performance indicators are measured throughout the academic year. This covers overall College Performance using the three CDP report cards covering qualifications, employer engagement and social inclusion. KPIs are tracked using a (Red Amber Green) RAG status and where a red RAG status has been provided, reasons for the variance and actions taken / planned are provided in the additional tables.

2020/21 Qualifications (Enrolments)	
TARGET	ACHIEVED
<b>Further Education Full Time</b> 1440	1378 (96%)
<b>Further Education Part Time</b> 8400	5903 (70%)
<b>Higher Education Full Time</b> 646	574 (89%)
<b>Higher Education Part Time</b> 720	771 (107%)
<b>Training for Success</b> 2115	2323 (110%)
<b>Apprenticeships</b> 1324	1266 (103%)
<b>Higher Level Apprenticeships</b> 211	219 (104%)
<b>Essential Skills</b> 1775	2387 (134%)
<b>Priority Sector Areas and/or STEM</b> 7694	7724 (100%)

2020/21 Employer Engagement	
TARGET	ACHIEVED
<b>InnovateUS</b> Budget Spend £350,000	£324,000 (93%)
<b>Skills Focus</b> Budget Spend £190,000	£180,368 (95%)
<b>Assured Skills Academies</b> 2 Academies	7 Academies
<b>Fusion and KTP Projects</b> 6 projects	6 projects
<b>Innovation Voucher projects</b> 18 projects	18 projects
<b>Other programmes</b> <b>Renewable Engine, Co- innovate, H4.0, Creative Engine</b> 18 R&D projects	18 complete

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2020/21 Social Inclusion	
TARGET	ACHIEVED
Enrolments within Quintile 1 and 2 7465	7548 (101%)
Enrolments declaring a disability / long term health problem 2100	1277 (61%)
Enrolments on Entry Level and Level 1 Programmes (including Essential Skills) 1775	4960 (279%)
Enrolments on Targeted Programmes i.e. Collect Connect, Prince's Trust 978 Recruited 230 Progress to Sustained Employment 282 Progress to FE/HE/Training	979 Recruited (100%) 238 Progress to Sustained Employment 104%) 285 Progress to FE/HE/Training (101%)
Enrolments on ESOL Programmes 360	207 (58%)
Overall number of individuals supported by above measures 5200	8090 (156%)

Red Rag Status Area of Planned Activity	2020/21 Planned	Actual	Reasons for Variances and Actions Taken / Planned
Further Education Part Time (FE PT)	8,400	5,903 (70%)	Delivery of FE PT qualifications has been extremely challenging in this academic year due to Covid-19 management, remote delivery and the requirement for social distancing whilst on campus. This has reduced capacity and impacted delivery. Key areas affected include <ul style="list-style-type: none"> <li>- PT vocational and evening provision</li> <li>- Confucius provision delivered in school</li> <li>- Community education provision</li> </ul>
Higher Education Full Time (HE FT)	646	574 (89%)	Delivery of HE FT has increased by +55 enrols (11%) this year. College had planned to increase this further following the introduction of new Level 5 and 6 provision in cyber, engineering, construction and media. However, entry tariff points were reduced by UK universities in response to Covid-19 and this adversely affected the SWC recruitment pool.
Enrolments declaring a disability / long term health problem	2,100	1,277 (61%)	Covid-19 has affected plans to deliver community education provision in outreach centres and this is the primary reason why this area of activity has decreased. College revised curriculum offer and implemented some new remote delivery provision for Semester 2 for outreach centres. However this is not possible in all centres due to estates constraints in out-centres, IT infrastructure and risk assessments for vulnerable adults.

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Enrolments on ESOL Programmes	360	207 (58%)	English for Speakers of Other Languages (ESOL) presents particular challenges for remote delivery due to commination with learners about technology set up. Most ESOL provision is delivered on site. However the scale of this was affected by the second lockdown in Semester 2
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**FINANCIAL POSITION**

**Financial Results**

The South West College generated a deficit on continuing operations of £5.609M in the year (2019/20 – deficit £2.747M). The College recognised an exceptional gain of £442k (2019/20 £435K) as a result of an insurance rebate from BES Limited after a benchmarking exercise.

The estimated holiday pay provision (PSNI v Agnew case) has reduced from £375k in 2019/20 to £291k as a result of a change in a variable used in the calculation resulting in an exceptional staff cost gain of £84k.

The College’s turnover increased by £1.192M (2.6%) to £46.949M as a result of an increase in DfE Recurrent Grant funding. Staff costs have increased by £3.112M (12.01%) to £29.020M excluding exceptional costs. Other operating expenses have increased by £1.474M (9.8%). These increases are largely due to the impact of COVID-19 on the College operations which included an increase in the number of lecturers required due to social distancing constraints in classrooms, enhanced cleaning of facilities and additional personal protective equipment for students and staff as we started to return to campus.

South West College has significant reliance on DfE for its principal funding source, largely from recurrent grants. In 2020/21, DfE provided 45.1% of the College’s total income through allocated recurrent grant. This represented 14.1% of the total recurrent grant available to the sector (2019/20 14.6%)

The South West College is involved with various educational partnerships and joint ventures. None of these are considered to be material, nor do they have any significant assets or liabilities not already reflected in the financial statements.

The interest charges of £2.645M relate to the notional interest calculated in respect of the PFI contracts of £2.342M and a finance charge of £303K in relation to accounting for pensions.

Buildings were subject to an indices valuation as at 31<sup>st</sup> July 2021 provided by Land and Property Services.

The Northern Ireland Local Government Officers’ Superannuation Committee (NILGOSC) pension liability decreased from £22.328M to £19.898M.

**Reserves**

The South West College has accumulated reserves of £31.641M, including a property revaluation reserve of £47.939M. The South West College has cash balances of £4.788M.

The revaluation reserve of £47.939M has accumulated through revaluation of land and buildings over the cost, capitalised value or in respect of assets inherited at no cost from another party.

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**Treasury policies and objectives**

**Treasury Management**

Treasury management is the management of the College's cash flows, its banking and investment transactions and the effective control of the risks associated and pursuit of optimum performance consistent with those risks. The South West College has an investment policy which establishes investment objectives as follows:

- Investment suitability – in recognition of the College's primary educational mission, its role as a custodian of public funds and its unique budgetary and cash flow cycles;
- Preservation and safety of principal – to ensure that potential capital losses are avoided;
- Liquidity – by structuring maturities to enable the College to meet all cash requirements which might reasonably be anticipated;
- Diversification – to avoid incurring unreasonable and avoidable risks regarding types of investment or concentrations within individual financial institutions; and
- Yield – to attain the best rate of return on investment funds.

As interest rates continue to remain low and as a result of the cash drawdown process now in operation, the College has retained cash in current accounts during 2020/21.

**Cash flows**

The operating cash flow for the College for the year was stable, reflected in the movement of net funds in the Cash Flow Statement. During the year the College had significant working capital requirements as it funded the minor works projects and contractual commitments on a short-term basis. The College had no borrowings at the year end or during the year. With a cash balance of £4.788M (2019/20 £3.870M), the College's liquidity is within the Department's KPI target for College cash reserves.

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**CURRENT AND FUTURE DEVELOPMENT AND PERFORMANCE**

**Student Numbers**

The South West College's student establishment during the year reduced by 1.96%, giving a total establishment equivalent of 4,196 full time equivalent (FTE) students (2019/20 – 4,280). This comprised of further and higher education FTE students funded by DfE and FTE students who are separately funded through training, cost recovery or other programme arrangements.

**Further Education Reclassification**

In October 2010, the Office of National Statistics reclassified Further Education Colleges from Non-Profit Institutions Serving Households to Central Government, which is from private to the public sector. From 1 April 2012 it was confirmed that for Northern Ireland, the Further Education Colleges would be brought within the budgetary responsibility of the (now dissolved) Department for Employment and Learning (and required to accord with the same budgeting and reporting disciplines as other Non-Departmental Public Bodies).

**Payment Performance**

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95%.

During the accounting year from 1 August 2020 to 31 July 2021, the College paid 96% (2020 - 93%) of its invoices within 30 days, and 71% within 10 days. The College incurred no interest charges in respect of late payment for the year.

The South West College is committed to the prompt payment of suppliers of goods and services in accordance with the Confederation of British Industry's prompt payers' code and British Standard BS 7890.

Unless otherwise stated in the contract, payment is due within 30 days of receipt of the goods or services, on presentation of a valid invoice or similar demand, whichever is later.

**Events after the Reporting Period**

The Chief Executive resigned his position and left the College on 30<sup>th</sup> September 2021. There is an interim Chief Executive in post whilst recruitment is ongoing for a permanent Chief Executive.

**Going Concern**

The College is satisfied that the organisation is a going concern on the basis that there is no reason to believe that the department's future sponsorship and future parliamentary approval will not be forthcoming to meet the College's liabilities as they fall due. It has accordingly been considered appropriate to adopt a going concern basis for the preparation of these financial statements.

**Future Developments**

The South West College is committed to acting as a key driver of local and regional economic development and as a promoter of lifelong learning. The College will foster partnership activity and innovation to support development, locally and regionally. The College will seek to achieve all developments in an environment of good governance, with internal control and accountability at all levels to ensure that it operates in an effective manner.

# **SOUTH WEST COLLEGE STRATEGIC REPORT FOR THE YEAR ENDED 31 JULY 2021**

## **Resources**

The South West College has various resources that it can deploy in pursuit of its strategic objectives.

### Estate

The South West College's estate includes:	Cookstown Campus	£3,174,367
	Dungannon Campus	£33,468,481
	Fairview Campus	£0
	Skills Centre Campus	£15,065,985
	Omagh Campus	£35,718,259
	Erne Site Development	£27,076,716

The remaining useful economic life of the Fairview Campus had previously been reduced to four years, effective from 1<sup>st</sup> August 2016, as the market value was considerably less than the LPS valuation which is based on depreciated replacement cost. This was based on the timeline of the opening of the new Erne Campus which was expected to be at the start of August 2020. As a result of COVID-19, the completion of the new campus was delayed, and the Fairview campus was still utilised for the whole 2020/21 academic year. On that basis the depreciation on the remaining carrying value of the Fairview Campus brought forward at 1<sup>st</sup> August 2019 was spread over two years to 31<sup>st</sup> July 2021.

### Financial

Net assets at 31 July 2021 were £31.641M (including £19.898M pension liability) and the South West College has long term debt (PFI contracts of £33.682M).

### People

The South West College employs 618 people (expressed as full time equivalents), of whom 293 are teaching staff.

The average number of days lost to sickness absence by all staff in 2020/21 was 6.47 days or 2.65% (2019/20 8.96 days). This is favourable to the sector average benchmark of 2.74% for 2020/21.

### Reputation

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

## **PRINCIPAL RISKS AND UNCERTAINTIES**

South West College considers Risk Management to be fundamental to good management practice and an important aspect of governance. SWC continues to develop and embed robust systems of internal control, including financial, operational and risk management which is designed to protect the College's assets and reputation.



## **SOUTH WEST COLLEGE STRATEGIC REPORT FOR THE YEAR ENDED 31 JULY 2021**

The College is committed to fostering an environment where the uncertainties of downside risks (hazard) are minimised and the rewards of pursuing upside risks (entrepreneurial opportunities) are realised commensurate with its academic, financial and other objectives. To assist in the achievement of this goal, the College will:

- Identify, analyse and control those risks which might inhibit SWC from achieving its strategic and/or operational, academic and financial objectives;
- Raise awareness of and integrate risk management into the processes of managing the College; and
- Promote an understanding of the importance of risk management and encourage staff to be more proactive in achieving these objectives.

Based on the College Development Plan and the Annual Development Plan, the College undertakes a comprehensive review of the risks to which the organisation is exposed. They identify systems and procedures, including specific preventable actions which should mitigate any potential impact on the College. The internal controls are then implemented, and the subsequent year's appraisal will review their effectiveness and progress against risk mitigation actions.

Risk registers have been prepared both at College level and at Departmental / Sectional level internally and these registers are reviewed internally by the Risk & Compliance Committee and also the Audit and Risk Sub-Committee at least annually and more frequently where necessary.

The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the College and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system. This activity has also been supported by training to raise awareness of risk throughout the College.

Outlined below is a description of the principal risk factors that may affect the College as detailed in the Corporate Risk Register. It should be noted that not all the factors are within the College's control and that factors besides those listed may also adversely affect the College.

COVID-19 is the most obvious and red risk facing the College at the commencement of the 2020/21 academic year. In addition there have been 11 categories of Risk identified:

1. People risks
2. Estates risks
3. Finance/budgetary risks
4. Security risks
5. Academic
6. Performance risks
7. External risks (political and economic)
8. Reputational
9. Governance and compliance
10. Systems technology risks
11. Business resilience risks

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Within the 11 categories there are 19 risks identified each of which are assessed as having an inherent red risk score.

COVID-19 is the major, cross cutting risk for 2020/21. It affects every aspect of the College's work and is a threat to all the College's objectives. The effect of COVID-19 is incorporated within each risk identified.	
Risk Ref	Risk Description
<b>People Risks - Staff and students</b>	
SWCPR1	Failure to recruit and retain suitably qualified and experienced staff to both deliver existing and new programmes, and to provide support services, given the inability of public service providers to compete with the private sector in wages.
SWCPR2	Failure to ensure that staff and students have the required skills and equipment for remote learning
SWCPR3	Failure to guard staff physical and mental health and wellbeing and address low morale and motivation as they return to campus post COVID-19 or continue to work remotely.
SWCPR4	Failure to guard student physical and mental health and wellbeing.
<b>Estates Risks</b>	
SWCER1	<b>Ensuring a safe and hygienic environment:</b> Failure to ensure that the College estate is fit for purpose in terms hygiene and social distancing measures and provides a safe and secure environment for staff and students.
<b>Finance/Budgetary Risks</b>	
SWCFBR1	<b>Budgetary Pressures</b> Continued budgetary pressures as a result of: - Application of COVID-19 mitigating measures - Allocation of flat line budgets - Inescapable pressures including pay lifts and legacy deficit
SWCFBR2	<b>Loss of European funding</b> Failure of the Government to secure an outcome of negotiations whereby the UK has restricted or no access to certain EU funds and schemes. The most notable of these funds are Erasmus+ and Interreg. This will result in loss of income and especially in relation to Erasmus, access to a scheme that provides enormous benefits to staff and students in their college experience and personal development.
<b>Security Risks</b>	
SWCSR1	<b>External risk of a malware or ransomware attack</b>
SWCSR2	<b>Internal risk – Staff awareness, knowledge, skills and compliance:</b>
<b>Systems Technology Risks</b>	
SWCSTR1	<b>Systems Transformation</b> Failure if the new Learner Management System to meet all requirements of Further Education, Higher Education and Work Based Learning and to be implemented in a timely fashion. Failure to ensure that all relevant staff are aware of their roles and responsibilities and are trained in its use as the training programme has been delayed by Lockdown.

**SOUTH WEST COLLEGE  
STRATEGIC REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

<b>Academic/Curriculum Risks</b>	
<b>SWCACR1</b>	<b>Curriculum Changes</b> Failure to implement and effectively promote the change to the new Traineeship Programme for Level 1 & 2 provision in both Work Based Learning and Further Education. Failure to effectively embed the new OU programmes for 2020/21
<b>SWCACR2</b>	<b>Academic Risk</b> Failure to meet student expectation of a relevant and excellent quality teaching and learning experience, delivered by suitably skilled, knowledgeable and qualified staff. COVID-19 presents a high risk to academic achievement. Potential staff sickness or inability to deliver face to face over the next period may present challenges.
<b>Performance Risks</b>	
<b>SWCPR1</b>	<b>Meeting Outcome Based Targets</b> Failure to meet required outcome-based targets regarding enrolment, retention and achievement ie. how much, how well, and who has benefited? Although early days, enrolment figures are challenged across the sector.
<b>External Risks (Political &amp; Economic)</b>	
<b>SWCEPE1</b>	<b>End of Transition Period and future relationships with the EU</b> The transition will end on 31 December 2020. At the end of the transition phase, there will be two possible outcomes: (1) a UK-EU trade deal is reached and agreement on other elements of the relationship (2) non-negotiated outcome in which the UK-EU fail to reach agreement on future relations after the transition period. Regardless of the outcome, the college needs to prepare for the end of the transition period, as there will be changes to consider whether or not an agreement is reached on the new relationship between the UK and the EU. This would include areas such as travel, visas, EU settlement scheme, insurances, student funding models, immigration policy. In the case of a non-negotiated outcome aspects of the future relationship that haven't been agreed in the withdrawal agreement would proceed on no-deal terms (eg. trade, data policy, education & science funding) and therefore this would scenario would present extra risk to the college.
<b>Reputational Risks</b>	
<b>SWCR1</b>	Failure to manage the assessment and appeal process for students in the 2019/20 cohort resulting in loss of confidence in the College's capacity to deliver education and training
<b>Governance and Compliance</b>	
<b>SWCGCR1</b>	<b>New Legislation:</b> Failure to comply with new legislation eg. GDPR, Web Accessibility Regulations, Employment Law
<b>SWCGCR2</b>	<b>Health and Safety</b> Failure to comply and keep up to date with Health & Safety regulations and in particular the COVID-19 requirements
<b>SWCGCR3</b>	<b>Training for Success</b> The College will may not be able to fully comply with the new Programme requirements. Failure to meet regulatory requirements of the Programme may result in financial recovery and / or unsatisfactory performance. This is a sectoral concern reflected in the risk registers of all colleges.
<b>Business Resilience</b>	
<b>SWCBR1</b>	Failure to adapt to further COVID-19 disruptions while maintaining continuous business operations and safeguarding people, assets and reputation.

**SOUTH WEST COLLEGE  
STRATEGIC REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

**Stakeholder Relationships**

In line with other Colleges and with Universities, the South West College has many stakeholders. These include

- Students
- Staff
- Department for the Economy
- Other Government departments
- Local employers
- Local councils
- Government Offices/ Regional Development Agencies
- The local community
- Other Further Education Colleges and training organisations
- Local Universities
- Awarding bodies
- Trade unions
- Professional bodies.

The South West College recognises the importance of these relationships and engages in regular communication with them through a variety of methods, in line with its communication strategy. The South West College considers good communication with its staff to be very important and regular meetings are held. The College encourages staff and student involvement through membership of the Governing Body.

**Equal Opportunities and employment of disabled persons**

By virtue of Section 75 of the Northern Ireland Act 1998 the South West College in carrying out all its functions, powers and duties is required to have due regard to the need to promote equality of opportunity:

- a) between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- b) between men and women generally;
- c) between persons with a disability and persons without; and
- d) between persons with dependants and persons without.

Without prejudice to its obligations above, the South West College has, in carrying out its functions, had regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. The South West College has included the promotion of good relations as part of the corporate planning process.

## **SOUTH WEST COLLEGE STRATEGIC REPORT FOR THE YEAR ENDED 31 JULY 2021**

The South West College is committed to the fulfilment of its Section 75 obligations in all parts of its organisation. The South West College is committed to allocating necessary resources to ensure that the statutory duties are complied with and that the measures within the Equality Scheme to promote equality of opportunity are implemented effectively and on time.

### **Disability Statement**

South West College, as an employer and a provider of further/ higher education, is committed to the provision of equal opportunities for all. The Disability Statement sets out the College's commitment to both potential and existing employees and students.

The principles, which underline the commitment, are:

- A policy of equal opportunity which seeks to ensure that staff and students who have a disability have equitable access as far as reasonably possible to the full range of facilities, services and aspects of College life.
- Creating an environment where those with disabilities are comfortable in disclosing their disability and are provided with opportunities to disclose at various stages throughout their time at the College.
- Providing access to the appropriate reasonable adjustments to enable those with disabilities to overcome any arrangements and/or physical features that make it difficult to access or participate in all aspects of College life.
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation.
- Treating all staff and students with dignity and respect and seeking to provide a positive and safe working and learning environment.
- The responsibility to promote informed and constructive attitudes to disability.
- The recognition that fewer students with disabilities apply for academic courses at the College. The College therefore recognises its responsibilities to encourage an increase in the proportions of students with disabilities who apply and are admitted to the College, which is more reflective of the proportion of people with disabilities in the community.

The College recognises its obligations under the Disability Discrimination Act (DDA) 1995, Special Educational Needs Disability Discrimination (Northern Ireland) Order 2005 and its statutory obligations not to discriminate against any existing employees and students and to make reasonable adjustments to seek to overcome any arrangements or physical features that make it difficult to access employment and learning.

### **Disclosure of Information to Auditors**

These accounts are subject to audit by the Comptroller and Auditor General for Northern Ireland.

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

**SOUTH WEST COLLEGE  
STRATEGIC REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

**Personal Data Related Incidents**

There have been 8 breaches during 2020/21. Of the 8 breaches, 5 involved the careless use of email. One breach involved the loss of a USB drive containing personal information and one was the result of a spoof phishing email attack. These 7 breaches were assessed for severity using the sector devised scoring scheme. Only 1 was of sufficient severity to require internal reporting. None of the 7 required reporting to the Information Commissioners Office (ICO).

The one major breach, which was reported to the Information Commissioners Office (ICO), was a result of the cyber attack. However, following swift action taken by College staff and the forensic analysis of Control Risks we were able to inform the ICO that no data had been exfiltrated. Consequently, the ICO informed the College that no regularity action would be taken.

**Charitable and Taxation Status**

The South West College has charitable status with HM Revenue and Customs and is not liable to corporation tax.

**Charitable/Political Donations**

The South West College made no charitable or political donations during the year.

**Professional Contacts**

External Auditors: Name and address	Northern Ireland Audit Office 106 University Street, Belfast, BT7 1EU
Internal Auditors: Name and address	RSM Northern Ireland (UK) Limited 1 Lanyon Quay, Belfast BT1 3LG
Bankers: Name and address	Danske Bank 5-7 Market Street, Omagh, Co. Tyrone, BT78 1BN

**SOUTH WEST COLLEGE  
STRATEGIC REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

**Governors**

The members who served the Governing Body during the year were as follows:

GOVERNOR	DATE OF APPOINTMENT	TERM OF OFFICE	DATE OF RESIGNATION	STATUS OF APPOINTMENT	COMMITTEES SERVED IN 2020/21
Mr Peter Archdale	1 August 2012	1 August 2012 – 31 December 2021	N/A	Business, Industry & Professional Member	<ul style="list-style-type: none"> <li>• Audit &amp; Risk Committee</li> <li>• Education, Quality &amp; Performance Committee</li> </ul>
Ms Siobhan Breen	22 November 2019	22 November 2019 – 21 November 2023	N/A	Staff Governor	<ul style="list-style-type: none"> <li>• Audit &amp; Risk Committee</li> <li>• Education, Quality &amp; Performance Committee</li> </ul>
Mrs Deborah Brown	29 October 2020	29 October 2020 – 28 October 2024	N/A	Staff Governor	<ul style="list-style-type: none"> <li>• Education, Quality &amp; Performance Committee</li> <li>• Finance &amp; General Purposes Committee</li> </ul>
Mrs Joanne Lucas	28 October 2017	28 October 2017 - 27 October 2020	27 October 2020	Staff Governor	<ul style="list-style-type: none"> <li>• Education, Quality &amp; Performance Committee</li> <li>• Finance &amp; General Purposes Committee</li> </ul>
Mrs Margaret Martin	1 August 2011	1 August 2011 – 31 December 2021	N/A	Business, Industry & Professional Member	<ul style="list-style-type: none"> <li>• Education, Quality &amp; Performance Committee</li> </ul>
Mr Michael McAlister	10 August 2017	10 August 2017 - 30 September 2021	30 September 2021	Chief Executive	<ul style="list-style-type: none"> <li>• Education, Quality &amp; Performance Committee</li> <li>• Finance &amp; General Purposes Committee</li> <li>• Staffing Committee</li> </ul>
Mrs Patricia McCaffrey	28 May 2014	28 May 2014 – 31 July 2023	N/A	Business, Industry & Professional Member	<ul style="list-style-type: none"> <li>• Audit &amp; Risk Committee (Chair)</li> <li>• Staffing Committee</li> </ul>
Mr Seamus McCaffrey	1 August 2015	1 August 2015 – 31 July 2023	N/A	Business, Industry & Professional Member	<ul style="list-style-type: none"> <li>• Finance &amp; General Purposes Committee (Chair)</li> </ul>

**SOUTH WEST COLLEGE  
STRATEGIC REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

<b>GOVERNOR</b>	<b>DATE OF APPOINTMENT</b>	<b>TERM OF OFFICE</b>	<b>DATE OF RESIGNATION</b>	<b>STATUS OF APPOINTMENT</b>	<b>COMMITTEES SERVED</b>
Mrs Gillian McDowell	1 October 2018	1 October 2018 – 30 September 2022	N/A	Co-optee	<ul style="list-style-type: none"> <li>Staffing Committee (Chair)</li> </ul>
Mrs Monica McGeary	1 August 2011	1 August 2011 – 31 December 2021	N/A	Business, Industry & Professional Member	<ul style="list-style-type: none"> <li>Audit &amp; Risk Committee</li> <li>Staffing Committee</li> </ul>
Mr Michael McGuckin	1 August 2015	1 August 2015 – 31 July 2023	N/A	Business, Industry & Professional Member	<ul style="list-style-type: none"> <li>Education, Quality &amp; Performance Committee</li> <li>Finance &amp; General Purposes Committee</li> </ul>
Mrs Joanne Moore	1 October 2018	1 October 2018 – 30 September 2022	N/A	Co-optee	<ul style="list-style-type: none"> <li>Audit &amp; Risk Committee</li> <li>Education, Quality &amp; Performance Committee (Chair)</li> </ul>
Mr Gerard O'Hanlon	1 August 2011	1 August 2011 – 31 December 2021	N/A	Business, Industry & Professional Member	<ul style="list-style-type: none"> <li>Finance &amp; General Purposes Committee</li> </ul>
Dr Nicholas O'Shiel	7 January 2019	7 January 2019 – 6 January 2023	N/A	Chair	<ul style="list-style-type: none"> <li>Finance &amp; General Purposes Committee</li> </ul>
Mr Michael Skuce	1 August 2011	1 August 2011 – 31 December 2021	N/A	Business, Industry & Professional Member	<ul style="list-style-type: none"> <li>Audit &amp; Risk Committee</li> <li>Staffing Committee</li> </ul>
Miss Clara Jane Whitley	24 November 2020	24 November 2020 – 30 September 2021	N/A	Student Governor	<ul style="list-style-type: none"> <li>Education, Quality &amp; Performance Committee</li> </ul>

Attendance records for Governing Body members are disclosed on page 34.



**SOUTH WEST COLLEGE  
STRATEGIC REPORT  
FOR THE YEAR ENDED 31 JULY 2021**



**Accounting  
Officer**

**Date** 17.11.21

**SOUTH WEST COLLEGE  
REMUNERATION REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

**Members of the Governing Body**

Members of the Governing Body and the Chairman are appointed by DfE in accordance with the Code of Practice of the Office of the Commissioner for Public Appointments for Northern Ireland.

The Members of the Governing Body and the Chairman are appointed for a fixed period of up to four years. Thereafter they may be re-appointed in accordance with the Code of Practice.

The remuneration of Governing Body members (excluding staff members) was first introduced by the Department from 1<sup>st</sup> January 2016. There are no arrangements in place for the payment of a bonus.

No member of the Governing Body including the Chairman receives a pension contribution from the College or DfE. The College also reimburses governing body members for any incidental expenses incurred for carrying out their duties relevant to the organisation.

**SOUTH WEST COLLEGE  
REMUNERATION REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

The remuneration of the Chairman and Board members are as follows:

**Audited Information**

	2020-2021				2019-2020			
	Salary & Allowances £'000s	Benefits in Kind £'000s	Pension Benefits £'000s	Total £'000s	Salary & Allowances £'000s	Benefits in Kind £'000s	Pension Benefits £'000s	Total £'000s
Nicholas O'Shiel (Chairman)	20-25	-	-	20-25	20-25	-	-	20-25
Margaret Martin	0-5	-	-	0-5	0-5	-	-	0-5
Michael McGuckin	0-5	-	-	0-5	0-5	-	-	0-5
Michael Skuce	0-5	-	-	0-5	0-5	-	-	0-5
Monica McGeary	0-5	-	-	0-5	0-5	-	-	0-5
Patricia McCaffrey	0-5	-	-	0-5	5-10	-	-	5-10
Peter Archdale	0-5	-	-	0-5	0-5	-	-	0-5
Seamus McCaffrey	0-5	-	-	0-5	0-5	-	-	0-5
Gerard O'Hanlon	0-5	-	-	0-5	0-5	-	-	0-5
Gillian McDowell	0-5	-	-	0-5	0-5	-	-	0-5
Joanne Moore	0-5	-	-	0-5	0-5	-	-	0-5
Zack El Marif	-	-	-	-	0-5	-	-	0-5
Clara Jane Whitley	0-5	-	-	0-5	-	-	-	-

The Student Governor receives remuneration, however the staff governors do not receive remuneration or time off in lieu.

## **SOUTH WEST COLLEGE REMUNERATION REPORT FOR THE YEAR ENDED 31 JULY 2021**

### **The Chief Executive and Senior Management Team**

The Chief Executive and the Senior Management Team appointments are made in accordance with the College's recruitment policy. The policy requires appointments to be made on merit on the basis of fair and open competition.

The Chief Executive and Senior Management Team hold permanent appointments. Staff may be able to retire before state pension age with no diminution of earned pension benefits depending on the terms of their pension. The policy relating to notice periods is contained in the College's Staff Handbook.

### **Minimum Pay Levels**

Minimum pay levels are dependent on College size and vary across the sector.

### **Progression**

There is no incremental progression for Chief Executives as they are paid on a one-point scale according to College size. However, if the College size changes they will automatically move to that new salary point.

At initial appointment, Deputy Chief Executives are normally placed on the bottom point of the four-point scale relevant to the size of their College. Thereafter, there is annual incremental progression up the scale until the maximum of the scale is reached. A common incremental date of September is used for all Deputy Chief Executives. If the College increases in size a Deputy Chief Executive will automatically move to the new relevant salary scale.

### **Performance Pay**

There is no performance pay or related scheme for the Chief Executive or any Deputy Chief Executive.

### **Total Reward Package**

Senior staff within Colleges have access to the Northern Ireland Teachers' Superannuation Scheme.

Senior staff posts are based on 36 hours per week and post holders have access to the College's Maternity Leave Scheme, Paternity Leave Scheme, Adoption Leave Scheme and flexible working arrangements.

All senior staff have 35 days holiday entitlement and a further 12 statutory and public holidays as recognised by the sector.

### **Service Contracts**

College appointments are made on merit on the basis of fair and open competition. Unless otherwise stated, the officials covered by this report hold appointments, which are open ended. Early termination, other than for misconduct, would result in the individual being entitled to receive compensation.

**SOUTH WEST COLLEGE  
REMUNERATION REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

**Salary and Pension Entitlements (Audited)**

The following sections provide details of the remuneration and pension interests of the most senior management of the College.

	2020-2021			2019-2020		
	Salary (Audited) £'000	Pension Benefits £'000*	Total £'000	Salary (Audited) £'000	Pension Benefits £'000*	Total £'000
<b>Michael McAlister – Chief Executive</b>	105-110	89	194-199	100-105	42	142-147
<b>Jill Cush – Deputy Chief Executive</b>	75-80	136	211-216	75-80	25	100-105

	2020-2021	2019-2020
	£'000	£'000
<b>Band of highest paid directors total remuneration</b>	105-110	100-105
<b>Median total remuneration</b>	32,144	29,389
<b>Ratio</b>	3.27	3.53

\*The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increase or decreases due to a transfer of pension rights.

The banded remuneration of the highest-paid Director in South West College in the financial year 2020-21 was £105,000 to £110,000 (2019-20, £100,000 to £105,000). This was 3.27 times (2019-20, 3.53) the median remuneration of the workforce, which was £32,144 (2019-20, £29,389).

**Salary**

'Salary' includes gross salary; performance pay or bonuses; overtime; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any severance or ex-gratia payments.

**Benefits in Kind**

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument. No senior officials received any benefits in kind. The salary and pension entitlements of the most senior staff members of the College for the year ended 31 July 2021 are detailed below.

**SOUTH WEST COLLEGE  
REMUNERATION REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

**Audited Pension Entitlements**

	Accrued pension at pension age as at 31/07/2021 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/07/2021	CETV at 31/07/2020	Real increase in CETV
	£'000	£'000	£'000	£'000	£'000
<b>Michael McAlister</b>	40-45 130-135	2.5-5 10-15	1,086	955	130
<b>Jill Cush</b>	20-25 45-50	5-10 10-15	393	302	91

**Pension Arrangements**

Retirement benefits to employees of the College are provided by the Northern Ireland Teachers' Pension Scheme (NITPS) and the Local Government Pension Scheme for Northern Ireland administered by the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC). These are defined benefit schemes, which are externally funded and contracted out of the State Earnings-Related Pension Scheme (SERPS).

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

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

**Cash Equivalent Transfer Values**

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NICS pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension

**SOUTH WEST COLLEGE  
REMUNERATION REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

Schemes (Transfer Values) (Amendment) Regulations 2015 and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

**Real Increase in CETV**

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

**Accounting  
Officer**



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**Date**

17.11.21

**SOUTH WEST COLLEGE  
STATEMENT OF THE RESPONSIBILITIES OF THE ACCOUNTING OFFICER AND GOVERNING  
BODY  
FOR THE YEAR ENDED 31 JULY 2021**

Under the Further Education (NI) Order 1997, Department for the Economy (with approval from the Department of Finance), has directed the Governing Body to prepare, for each financial year, a statement of accounts in the form and on the basis set out in the Accounts Direction.

In preparing the financial statements the Accounting Officer on behalf of the Governing Body is required to:

- observe the Accounts Direction issued by the Department for the Economy with the approval of the Department of Finance, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the college will continue in operation; and
- confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgments required for determining that it is fair, balanced and understandable.

The Governing Body is also required to prepare an Annual Strategic Report which describes what it is trying to do and how it is going about it, including the legal and administrative status of the College.

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

In addition, the Governing Body is responsible for securing the efficient and effective management of the College and ensuring that the college provides suitable and efficient further education.

The Accounting Officer of the Department for the Economy has designated the Chief Executive as the Accounting Officer of the College. The responsibilities as an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the college's assets, are set out in Managing Public Money Northern Ireland (MPMNI) published by Department of Finance.



# **SOUTH WEST COLLEGE STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL FOR THE YEAR ENDED 31 JULY 2021**

## **INTRODUCTION**

This Governance Statement sets out the governance structures, risk management systems and internal control procedures that operated within South West College during the financial year ended 31 July 2021 and up to the date of approval of the Annual Report & Financial Statements.

It has been prepared in accordance with guidance issued by the Department of Finance and Personnel, now named the Department of Finance, and contained within Annex 3.1 of the Managing Public Money in Northern Ireland document and is aimed at supporting better governance and driving more consistent, coherent and transparent reporting.

## **SCOPE OF RESPONSIBILITY**

As Accounting Officer of South West College, I am responsible for maintaining a sound system of risk management and internal control that supports the achievement of the College's aims and objectives set by the Governing Body, whilst safeguarding the public funds and assets for which I am personally responsible in accordance with the responsibilities assigned to me in the Managing Public Money Northern Ireland document and the Management Statement and Financial Memorandum between the Department of the Economy (DfE) and South West College.

## **SOUTH WEST COLLEGE GOVERNANCE FRAMEWORK**

South West College is a Non-Departmental Public Body within the budgetary responsibility of DfE and is an incorporated body established under the Further Education (Northern Ireland) Order 1997. The College operates within a strong framework of regulation and has in place Articles of Government and an Instrument of Government, which establish the governance framework, as well as a Management Statement & Financial Memorandum with DfE, which sets out the financial framework within which the College is required to operate. Further information on the key elements of the governance structure is provided below.

### **Governing Body**

During 2020/21 South West College's Governing Body comprised a Chair appointed by the Permanent Secretary of the Department for the Economy, members appointed by the Minister for the Economy (formerly the Minister for Employment and Learning) under the public appointments process, members co-opted by the Governing Body, members elected by staff and students of the College and the College's Chief Executive. Eligible governors receive remuneration for their attendance at meetings and other eligible events associated with their role as governors in line with DfE guidance on the remuneration of Governing Body members and chairs.

The role of the Chair of the Governing Body is separate and distinct from the role of the Chief Executive who is the College's designated Accounting Officer. The Governing Body is responsible for the ongoing strategic direction of South West College whilst the Chief Executive and the Management Team are responsible for the operational management of the College. The Governing Body approves all major developments and receives regular reports on the College's activities.

The Governing Body met eight times during the 2020/21 year. Formal agendas, papers and reports are supplied to governors in a timely manner to facilitate appropriate review and scrutiny. Minutes of meetings are approved by the Governing Body and are then published on the College website and made available from the Secretary to the Governing Body.

DfE facilitate an assessment of the performance of each member of the Governing Body as well as the Governing Body as a whole on an annual basis and this process is ongoing for the 2020/21 financial year. The outcome of the 2019/20 assessment demonstrated that the Governing Body operates effectively and that sound processes are in place to ensure robust monitoring of South West College and its performance.

**SOUTH WEST COLLEGE  
STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL  
FOR THE YEAR ENDED 31 JULY 2021**

A schedule of membership and attendance for the 2020/21 year is provided in the table below. The average attendance at Governing Body meetings was 94.5% whilst the average attendance at Governing Body and committee meetings during the year was 96%.

**Governor Attendance at Governing Body and Committee Meetings 2020/21**

	Governing Body	Audit & Risk Committee	Education, Quality & Performance Committee	Finance & General Purposes Committee	Staffing Committee
No. of meetings held:	8	4	6	5	6
Peter Archdale	7/8	4/4	5/6		
Siobhan Breen	5/6	4/4	3/5		
Deborah Brown	4/5		4/4	4/4	
Joanne Lucas	1/1		1/1	1/1	
Margaret Martin	7/8		6/6		
Michael McAlister	8/8		6/6	5/5	6/6
Patricia McCaffrey	8/8	4/4			6/6
Seamus McCaffrey	7/8			5/5	
Gillian McDowell	8/8				6/6
Monica McGeary	8/8	4/4			6/6
Michael McGuckin	8/8		6/6	5/5	
Joanne Moore	8/8	4/4	6/6		
Gerard O'Hanlon	8/8			3/5	
Nicholas O'Shiel	7/8			5/5	
Michael Skuce	8/8	4/4			5/6
Clara Jane Whitley	4/4		3/4		

The Governing Body is supported by four committees; an Audit & Risk Committee, an Education, Quality & Performance Committee, a Finance & General Purposes Committee and a Staffing Committee. All of these committees are formally constituted with approved terms of reference and comprise members of the Governing Body.

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### **Audit & Risk Committee**

South West College's Audit & Risk Committee operates in accordance with the Audit Code for Governing Bodies (and Audit Committees) of Further Education Colleges issued in January 2016 (updated April 2018).

It is responsible for scrutinising the effectiveness of the College's accounting procedures, risk management arrangements and systems of internal control and provides a channel of communication from the College's auditors, which is independent of college management. It promotes a climate of robust financial discipline and control and must satisfy itself that adequate arrangements are in place to promote economy, efficiency and effectiveness.

The Audit & Risk Committee has formally agreed terms of reference which are reviewed on an annual basis.

Membership of the Committee comprises at least four members nominated by the Governing Body, at least one of whom is required to have recent and relevant experience in finance, accounting or auditing.

Meetings are held at least four times per year and are normally attended by representatives of internal and external audit as well as by a DfE representative. The Committee holds independent meetings with the auditors in advance of each scheduled meeting which provides an opportunity for discussions between the parties where executive officers are not present. The Chief Executive, Deputy Chief Executive, Risk & Compliance Officer and Head of Finance attend committee meetings. The Committee invites other college personnel or third parties to attend meetings where their knowledge or experience could contribute to the business under discussion. Whilst executive officers and other officials attend meetings of the Audit & Risk Committee as necessary, they are not members of the Committee.

The Chair of the Audit & Risk Committee provides a verbal report of committee meetings to the Governing Body in support of the minutes, which are formally adopted by the Governing Body and subsequently published on the College's website.

The Committee met four times during the 2020/21 year during which it reviewed reports from the external and internal auditors and associated management responses as well as the College's Annual Report and Financial Statements to ensure compliance with legislation and accounting standards. It also reviewed corporate and departmental risk registers (including that of the Erne Campus capital development), assurance statements to DfE and policy developments. It received reports on fraud, whistleblowing, complaints, procurement, freedom of information and data security as well as reports from the Northern Ireland Audit Office (NIAO).

The Audit & Risk Committee undertakes an annual review of its effectiveness, in line with best practice issued by the National Audit Office. The review undertaken for 2020/21 demonstrated that the Audit & Risk Committee has been effective in ensuring that South West College had adopted appropriate risk management procedures during the 2020/21 academic year and has functioned in accordance with accounting and auditing standards as well as good governance standards. This review informs the Annual Report of the Committee to the Governing Body which is prepared in accordance with the format provided in the Audit Code.

### **Education, Quality & Performance Committee**

The Education, Quality & Performance Committee is responsible for overseeing the curricular provision of the College, especially the nature, quality and performance of the provision and the extent to which it meets the needs of the community the College seeks to serve. It contributes to the development of strategic objectives, through the Annual Development Plan process, for meeting local and regional education and skills needs in accordance with DfE objectives and targets. It also contributes to the setting of curriculum governance key performance indicators with a particular emphasis on student recruitment, retention and achievement. Performance against the Annual Operating Plan and associated report card targets is monitored on an ongoing basis. The Committee also monitors the standard of education provision by reviewing the whole college self-evaluation and quality improvement plans, Education and Training Inspectorate reports and other internal monitoring and external inspection reports. Committee members offer guidance and support to encourage, promote and facilitate the development of strategic partnerships which are beneficial to the development and

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image of the College and also help to identify models of best practice locally, nationally and internationally in the provision of further and higher education and training.

The Education, Quality & Performance Committee has formally agreed Terms of Reference, which are reviewed on an annual basis.

Membership of the Committee comprises at least seven members of the Governing Body including the Chief Executive, the academic staff member and the student member. The Deputy Chief Executive and Assistant Chief Executive for Industry Partnerships & Centres for Excellence attend committee meetings. The Committee invites other college personnel or third parties to attend meetings where their knowledge or experience could contribute to the business under discussion.

The Chair of the Education, Quality & Performance Committee provides a verbal report of committee meetings to the Governing Body in support of the minutes, which are formally adopted by the Governing Body and subsequently published on the College's website.

The Committee met six times during the 2020/21 academic year. During these meetings the Committee received reports on Higher Education, Further Education, the 14 – 19 Agenda, Work Based Learning, Digital Learning, Social Inclusion, Excellence in Teaching and Learning, Economic Engagement, Internationalisation, the Engineering & Manufacturing Hub, the Erne Campus Development, Safeguarding, Externally Funded Projects, Student Services Provision, Marketing, Leavers' Destinations, Student Related Policies and Freedom of Information and Data Protection Activity in addition to the monitoring reports noted above. It received presentations on Quality Assurance as well as on faculty / departmental performance and strategic plans. It also maintained focus on matters identified as being strategically important to the Committee.

The Education, Quality & Performance Committee undertakes an annual review of its effectiveness. The review undertaken for 2020/21 demonstrated that the Committee had been effective in discharging its responsibilities in line with its Terms of Reference and the Annual Programme of Business agreed at the beginning of the year.

**Finance & General Purposes Committee**

The Finance & General Purposes Committee is responsible for overseeing matters relating to the College's finances, accounts and estates. It develops and monitors financial and estates strategy and policy to underpin the Annual Development Plan and advises the Governing Body on budgetary management, financial projections and reporting, treasury management, credit control and debt management, student finances and estates matters. The Committee Chair reviews the draft Annual Report and Financial Statements prior to their submission to the Audit & Risk Committee and the Governing Body.

The Finance & General Purposes Committee has formally agreed Terms of Reference, which are reviewed on an annual basis.

Membership of the Committee comprises at least five members of the Governing Body including the Chief Executive. At least two members are from the business and industry category and at least one member has recent and relevant experience in accounting and finance. The Deputy Chief Executive, Head of Finance and Head of Services attend committee meetings. The Committee invites other college personnel or third parties to attend meetings where their knowledge or experience could contribute to the business under discussion.

The Chair of the Finance & General Purposes Committee provides a verbal report of committee meetings to the Governing Body in support of the minutes, which are formally adopted by the Governing Body and subsequently published on the College's website.

The Committee met five times during the 2020/21 year during which it reviewed the Annual Report & Financial Statements, Financial Management Reports, Financial Returns to DfE, Erne Campus finances, Capital Budgets, Fixed Assets & Capital Expenditure, Estates Issues, Sustainability, Financial Projections, Budgetary Management Processes, Student Finance Matters, Investments, Insurances, Pensions, Provisions and Liabilities, Debtors & Creditors Reports, Externally Funded Projects, Technical Services Matters, Financial and Estates Policies, Consultancy Expenditure Reports and Treasury Management Matters. It also maintained

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focus on matters identified as being strategically important to the Committee. It met with the PFI providers in respect of the Dungannon and Omagh campuses and received presentations on departmental / faculty financial performance.

The Finance & General Purposes Committee undertakes an annual review of its effectiveness. The review undertaken for 2020/21 demonstrated that Committee had been effective in discharging its responsibilities in line with its Terms of Reference and the Annual Programme of Business agreed at the beginning of the year.

**Staffing Committee**

The Staffing Committee is responsible for overseeing matters relating to staffing requirements and the recruitment, appointment, promotion and grading of all staff, other than senior staff as defined within the Articles of Government. It develops and monitors human resources, workforce development, equality and health, safety & wellbeing policy and strategy which underpins the College's strategic objectives for people and organisation development.

The Staffing Committee has formally agreed Terms of Reference, which are reviewed on an annual basis.

Membership of the Committee comprises at least five members of the Governing Body including the Chief Executive. The Deputy Chief Executive and Head of Human Resources attend committee meetings. The Committee invites other college personnel or third parties to attend meetings where their knowledge or experience could contribute to the business under discussion.

The Chair of the Staffing Committee provides a verbal report of committee meetings to the Governing Body in support of the minutes, which are formally adopted by the Governing Body and subsequently published on the College's website.

The Committee met six times during the 2020/21 academic year. During these meetings the Committee received reports on Health, Safety & Wellbeing, Equality, Staff Resources, Workforce Planning & Development, Absence Management, Safeguarding, Employee Relations, Sectoral Issues, Organisational Structure, Student Internships, Threshold Payment Applications, Remuneration and human resources related policies. It also received presentations on departmental / faculty resourcing and workforce development and maintained focus on matters identified as being strategically important to the Committee.

The Staffing Committee undertakes an annual review of its effectiveness. The review undertaken for 2020/21 demonstrated that the Committee had been effective in discharging its responsibilities in line with its Terms of Reference and the Annual Programme of Business agreed at the beginning of the year.

**Erne Campus Project Board**

The construction of a replacement for the Fairview campus in Enniskillen has necessitated the establishment of a temporary committee to oversee the development. It is the responsibility of this Project Board to ensure the delivery of the project on time and to budget.

The Erne Campus Project Board is chaired by the Chief Executive and comprises three governors (including the Chair of the Governing Body) and a member of the Senior Management Team as well as a representative from DfE and has in attendance advisors from the Central Procurement Directorate and Fermanagh & Omagh District Council. The Project Board met six times during the 2020/21 year.

The Project Board is supported by a Project Team and advisory committees and is overseen by a Steering Group chaired by the Permanent Secretary of DfE.

The construction of the Erne Campus was completed in Summer 2021 and will welcome its first students in September 2021.

## **SOUTH WEST COLLEGE STATEMENT OF CORPORATE GOVERNANCE AND INTERNAL CONTROL FOR THE YEAR ENDED 31 JULY 2021**

### **Senior Management Team**

The Chief Executive Officer and Deputy Chief Executive Officer attend all Governing Body meetings and sub-committee meetings. The purpose of Senior Management Team meetings is to deliver an efficient and effective platform for discussion at a strategic and operational level. The Senior Management Team meet one day a month and three separate meetings are held as follows:

- Student Performance & Data – Review and assess achievement of operational targets;
- Risk & Compliance – Assess corporate and sectional risk, monitor compliance and review ongoing commitments;
- Management Team – Operational performance challenges/opportunities and areas of focus;

At the Management Team meeting each senior manager presents a report on for their respective area (Finance, HR, Services, Quality, Curriculum, Business Development, and Centres for Excellence) on the issues or initiatives that require a decision or support.

The Governing Body is satisfied with the quality and content of the curriculum, financial, staffing and risk information provided by management to the various Governing Body sub-committees. The information provided enables the Governing Body to exercise strategic and operational oversight on the College by means of clear lines of accountability.

### **Management of Interests**

The Secretary to the Governing Body compiles a register of financial and personal interests of Governing Body members annually. This is presented to the Governing Body at its first meeting of the academic year and members are invited to declare any subsequent amendments to be made to this register. In accordance with good governance, the declaration of any conflicts of interest is included as an agenda item at each and every Governing Body and committee meeting and members are requested to declare any actual, potential, or perceived conflict of interest and withdraw from the meeting during consideration of the subject matter in which the interest has been declared.

The Register of Governors' Interests are available for inspection from the Secretary to the Governing Body and is presented on pages 75-79 of this report.

### **Risk Management and Internal Control**

The system of internal control within the South West College is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of South West College's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. A robust system of internal control has been in place in South West College for the year ended 31 July 2021 and up to the date of approval of the annual report and accords with DoF guidance.

South West College is committed to a risk management strategy which is aimed at assisting us to deliver our objectives, whilst protecting the interests of stakeholders. We have well established risk management, control and governance arrangements. The College's Risk Management Policy & Strategy sets out the College's framework for risk control and risk appetite. The College recognises that risks also have the potential to impede the achievement of strategic and operational objectives. The College employs risk management strategies which aim to prioritise risks and decision-making processes to minimise the adverse effects of risks. South West College recognises that risk management is not about eliminating risk, but rather involves thought out strategy formulation, proactive controls/measures and business continuity planning to minimise the impact of any risk.

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As part of our risk management process, risk registers have been developed for key departments within the College. A Risk and Compliance Committee has been established which meets monthly (September to June) and is attended by senior managers and key personnel. Risk Management is monitored regularly and high level risks reported at the Committee meeting and also to the Audit & Risk Committee of the Governing Body. The main overall corporate risks formulate the basis of the quarterly risk register review report which is discussed and updated at the Risk and Compliance Committee meetings and provided to the Audit & Risk Committee. The effectiveness of the system of internal controls in place is reviewed at least annually.

Risk assessments are carried out by the risk owners in the relevant department and these risk assessments include actions undertaken / mitigating factors in managing the related risk. Each department and strategic area attends the Audit & Risk Committee meeting on an annual basis and gives a presentation of the main risks and the management of those risks in their particular area.

The security of personal data is of utmost importance to South West College. Acceptable use is part of all staff induction. Staff also undertake training in the form of a mandatory online module on Data Protection (incorporating the changes brought about by the introduction of the GDPRs). An IT Disaster Recovery Policy and Plan is in place; as are technical safeguards and procedures to protect the security of information and cyber risks.

The South West College has developed a Governance and Risk Framework which details key elements in terms of structures, policies, processes and reporting that contributes to effective governance and risk management in the College. The College received a "Satisfactory" rating following an internal audit of its risk management framework.

In the coming year, the South West College plans to:

- regularly review and update the record of risks facing the organisation;
- maintain the system of key performance and risk indicators;
- maintain the organisation-wide risk register;
- arrange for regular reports from the Heads of Department/Heads of Faculty on risk management and internal control activities.

The South West College has an internal audit service, the work of which concentrates on activities determined by an analysis of the areas of greatest risk and in accordance with the annual internal audit plan approved by the Governing Body. The internal auditors report to the Accounting Officer and to the Audit & Risk Committee on a regular basis and have direct access to the Governing Body and to the Chair of the Audit Committee. The Head of Internal Audit has issued an Assurance Statement to me which provides his opinion on the adequacy and effectiveness of the internal control system and the extent to which it can be relied upon.

During the 2020/21 year Internal Audit carried out the following audits in South West College. The assurance rating by area reviewed is set out below:

<b><u>Key Process</u></b>	<b><u>Assurance Rating</u></b>
Review of Student Engagement	Satisfactory
Review of Budgetary Control and Financial Management	Satisfactory
Review of Risk Assurance Framework	Satisfactory
Review of Cyber Security	Satisfactory

In their Annual Assurance Statement, the Internal Auditors have provided an overall 'Satisfactory' level of assurance over the control environment of the College.

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**Fraud Reporting**

The College has a detailed Anti-Fraud Policy and Fraud Response Plan which is revised and updated on a regular basis. The Anti-Fraud Policy and Fraud Response Plan sets out the definition of fraud, details the responsibilities regarding the prevention of fraud and highlights the procedures to be followed in the event of a fraud being detected or suspected. The Anti-Fraud Policy is included as mandatory training for all staff.

During 2020/21 the College experienced a cyber attack with the potential for fraudulent activity. This was reported to Action Fraud, PSNI and DfE. Following a forensic analysis by Control Risks it was determined that there was no data exfiltrated or altered. The PSNI closed the case, and the case has been closed with DfE.

In June 2021 a member of staff was the victim of a spoof phishing email attack which led to the theft of one month's salary of a staff member (£2190.05) following a change of bank details. The incident was reported to Action Fraud and PSNI. Action was taken to alert the bank to prevent further attempts to divert money. Action Fraud closed the incident as there was no line of inquiry to follow. A new procedure was drawn up for handling change of bank details requests and training in phishing awareness rolled out to all HR staff.

**Pay Remit**

The College is required to comply each year with Department of Finance (DoF) guidance on the approval of pay remits.

The FE Sector continues to work with Colleges NI, DfE and DoF to establish an effective and efficient process for the payment of contract pay progression increments.

**Review of effectiveness**

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive managers within the South West College who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Governing Body, the Audit & Risk Committee and the Statutory Risk and Compliance Committee and a plan to address any weaknesses identified and ensure continuous improvement of the system is in place.



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**Assurance Summary**

South West College aims to adhere to the highest standards of governance when conducting its business, to ensure that the organisation is run effectively and that decisions are taken in the best interest of its stakeholders.

The review of the effectiveness of the systems and processes that comprise the governance framework for 2020/21 demonstrate that key systems are operating soundly and that there are no significant weaknesses or areas for undue concern.

**Accounting Officer**



**Date** 17.11.21

## **THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY**

### **Opinion on financial statements**

I certify that I have audited the financial statements of the South West College for the year ended 31 July 2021 under the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008. The financial statements comprise: Statement of Comprehensive Net Expenditure, the Statement of Changes in Reserves, the Statement of Financial Position, the Statement of Cash Flows and the related notes, including significant accounting policies. These financial statements have been prepared under the accounting policies set out within them. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom accounting standards including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

I have also audited the information in the Remuneration Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the South West College's affairs as at 31 July 2021 and of its deficit the year then ended;
- have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102); and
- have been prepared in accordance with the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008 and the Department for the Economy directions issued thereunder.

### **Opinion on regularity**

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

### **Basis for opinions**

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate. My staff and I are independent of South West College in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2019, and have fulfilled our other ethical responsibilities in accordance with these requirements. I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

### **Conclusions relating to going concern**

In auditing the financial statements, I have concluded that South West College's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

The going concern basis of accounting for South West College is adopted in consideration of the requirements set out in the Government Reporting Manual, which requires entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Accounting Officer and Governing Body with respect to going concern are described in the relevant sections of this report.

### **Other Information**

The other information comprises the information included in the annual report other than the financial statements, the parts of the Remuneration Report described in that report as having been audited and my audit certificate and report thereon. The Accounting Officer and Governing Body are responsible for the other information reported in the annual report. My opinion on financial statements does not cover the other information and except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

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

I have nothing to report in this regard.

### **Opinion on other matters**

In the light of the knowledge and understanding of the South West College and its environment obtained in the course of the audit, I have not identified material misstatements in the Strategic Report, Remuneration Report, Statement of the Responsibilities of the Accounting Officer and the Governing Body and Statement of Corporate Governance and Internal Control.

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

- the parts of the Remuneration Report to be audited have been properly prepared in accordance with Department for the Economy directions made under the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008; and
- the information given in the Strategic Report, Remuneration Report, Statement of the Responsibilities of the Accounting Officer and the Governing Body and Statement of Corporate Governance and Internal Control for the financial year for which the financial statements are prepared is consistent with the financial statements.

### **Matters on which I report by exception**

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Remuneration Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by the Government Financial Report Manual are not made; or
- I have not received all of the information and explanations I require for my audit; or
- the Statement of Corporate Governance and Internal Control does not reflect compliance with the Department of Finance's guidance.

### **Responsibilities of the Accounting Officer and Governing Body**

As explained more fully in the Statement of Responsibilities of the Accounting Officer and Governing Body, the Accounting Officer and Governing Body are responsible for

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- such internal controls as the Accounting Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error;
- assessing the South West College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by South West College will not continue to be provided in the future.

### **Auditor's responsibilities for the audit of the financial statements**

My objectives are to audit, certify and report on the financial statements in accordance with the Further Education (Northern Ireland) Order 1997 as amended by the Audit and Accountability Institutions of Further Education (Public Sector Audit) Order (Northern Ireland) 2008.

My 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 a certificate that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:


- obtaining an understanding of the legal and regulatory framework applicable to the South West College through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included Health and Safety Legislation, the Companies Act 2006, the Fair Employment (Northern Ireland) Act 1989 and relevant tax laws;
- making enquires of management and those charged with governance on South West College's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of South West College's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the following areas: revenue recognition, expenditure recognition, posting of unusual journals and unreasonable management estimates;
- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate and queries of management and those charged with governance; and ;
- addressing the risk of fraud as a result of management override of controls by:
  - performing analytical procedures to identify unusual or unexpected relationships or movements;
  - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
  - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
  - investigating significant or unusual transactions made outside of the normal course of business; and

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of my certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

### **Report**

I have no observations to make on these financial statements.



KJ Donnelly  
Comptroller and Auditor General  
Northern Ireland Audit Office  
1 Bradford Court  
Galwally  
BELFAST  
BT8 6RB

24 November 2021

**SOUTH WEST COLLEGE  
STATEMENT OF COMPREHENSIVE NET EXPENDITURE  
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	Note	2021 £'000	2020 £'000
<b>Income</b>			
Department for the Economy Income	1	34,387	31,956
Education Contracts	2	7,104	7,736
Tuition Fees and Charges	3	2,100	2,266
Other Grant Income	4	2,878	3,149
Other Operating Income	5	480	650
<b>Total Income</b>		<b>46,949</b>	<b>45,757</b>
<b>Expenditure</b>			
Staff costs	6	29,020	25,908
Other operating expenses	8	16,512	15,038
Interest and other finance costs	9	2,645	2,730
Depreciation	11 & 12	4,899	4,887
<b>Total expenditure before exceptional items</b>		<b>53,076</b>	<b>48,563</b>
<b>Deficit on continuing operations after depreciation of assets at valuation and before tax and before exceptional items</b>		<b>(6,127)</b>	<b>(2,806)</b>
<b>Exceptional items</b>			
Exceptional costs - staff	6	(8)	(376)
Exceptional gain – non staff	8	442	435
Exceptional gain – staff	6	84	-
<b>Deficit before tax</b>		<b>(5,609)</b>	<b>(2,747)</b>
Taxation		-	-
<b>Deficit on continuing operations after depreciation of assets at valuation and tax</b>		<b>(5,609)</b>	<b>(2,747)</b>
<b>Unrealised surplus on revaluation of land and buildings</b>		<b>800</b>	<b>1,353</b>
Actuarial gain/(loss) in respect of pension scheme		5,682	(11,083)
<b>Total comprehensive income/(expense) for the year</b>		<b>873</b>	<b>(12,477)</b>
<b>Represented by:</b>			
Restricted comprehensive income for the year		-	-
Unrestricted comprehensive income/(expense) for the year		873	(12,477)
		<b>873</b>	<b>(12,477)</b>

All amounts above relate to the continuing operations of the College.

*The accompanying accounting policies and notes form an integral part of these financial statements.*

**SOUTH WEST COLLEGE  
STATEMENT OF CHANGES IN RESERVES  
FOR THE YEAR ENDED 31 JULY 2021**

COLLEGE	Income and Expenditure Account		Revaluation Reserve	Total Reserves
	Restricted	Unrestricted		
	£'000	£'000		
<b>Balance at 1 August 2019</b>	-	(7,860)	51,105	43,245
Deficit from income and expenditure statement	-	(2,747)	-	(2,747)
Other comprehensive (expense)/income	-	(11,083)	1,353	(9,730)
Transfers between revaluation and income and expenditure account	-	3,200	(3,200)	-
<b>Total comprehensive expense for the year</b>	-	<b>(10,630)</b>	<b>(1,847)</b>	<b>(12,477)</b>
<b>Balance at 31 July 2020</b>	-	<b>(18,490)</b>	<b>49,258</b>	<b>30,768</b>
<b>Balance at 1 August 2020</b>	-	<b>(18,490)</b>	<b>49,258</b>	<b>30,768</b>
Deficit from income and expenditure statement	-	(5,609)	-	(5,609)
Other comprehensive (expense)/income	-	5,682	800	6,482
Transfers between revaluation and income and expenditure account	-	2,119	(2,119)	-
<b>Total comprehensive (expense)/income for the year</b>	-	<b>2,192</b>	<b>(1,319)</b>	<b>873</b>
<b>Balance at 31 July 2021</b>	-	<b>(16,298)</b>	<b>47,939</b>	<b>31,641</b>



**SOUTH WEST COLLEGE  
STATEMENT OF FINANCIAL POSITION  
FOR THE YEAR ENDED 31 JULY 2021**

	Note	2021 £'000	2020 £'000
<b>Fixed assets</b>			
Tangible Assets	11	123,065	118,664
Intangible assets	12	405	418
<b>Total fixed assets</b>		<u>123,470</u>	<u>119,082</u>
<b>Current assets</b>			
Trade and other receivables	14	5,932	5,686
Cash at bank and in hand	18	4,788	3,870
<b>Total current assets</b>		<u>10,720</u>	<u>9,556</u>
Less: Creditors – amounts falling due within one year	15	(10,117)	(8,375)
<b>Net current assets</b>		<u>603</u>	<u>1,181</u>
<b>Total assets less current liabilities</b>		<u>124,073</u>	<u>120,263</u>
Less: Creditors – amounts falling due after more than one year	16	(72,203)	(66,777)
<b>Provisions:</b>			
Pension provisions	19	(19,898)	(22,328)
Other provisions	17	(331)	(390)
<b>Net assets including pension liability</b>		<u>31,641</u>	<u>30,768</u>
<b>Unrestricted Reserves</b>			
General reserve		(16,298)	(18,490)
Revaluation reserve		47,939	49,258
<b>Total reserves</b>		<u>31,641</u>	<u>30,768</u>
<b>TOTAL</b>		<u>31,641</u>	<u>30,768</u>

The financial statements on pages 46 to 80 were approved by the Governing Body of the South West College on 17<sup>th</sup> November 2021 and were signed on its behalf on that date by:



**Nicholas O'Shiel**  
Chairman of Governing Body – South West College



**Colin Lewis**  
Interim Chief Executive - South West College

**SOUTH WEST COLLEGE  
STATEMENT OF CASHFLOWS  
FOR THE YEAR ENDED 31 JULY 2021**

	Note	2021 £'000	2020 £'000
<b>Cash outflow from operating activities</b>			
Deficit for the year		(5,609)	(2,747)
<b>Adjustment for non-cash items</b>			
Depreciation	11 & 12	4,899	4,887
Increase in debtors	14	(246)	(174)
Increase/(Decrease) in creditors	15 & 16	1,758	(1,124)
Pension cost	19	2,949	1,539
(Decrease)/Increase in other provisions	17	(59)	375
Capital grants released to income		(1,785)	(2,562)
<b>Net cash inflow from operating activities</b>		<u>1,907</u>	<u>194</u>
<b>Cash flows from investing activities</b>			
Capital grants received		7,195	8,417
Payments made to acquire fixed assets	11 & 12	(8,487)	(7,959)
		<u>(1,292)</u>	<u>458</u>
<b>Cash inflows from financing activities</b>			
Pension finance cost	9	303	194
		<u>303</u>	<u>194</u>
<b>Increase in cash and cash equivalents in the year</b>	18	<b>918</b>	<b>846</b>
Net funds at 1 August		3,870	3,024
<b>Net funds at 31 July</b>		<u><b>4,788</b></u>	<u><b>3,870</b></u>

In this statement, figures in brackets refer to cash outflows and all other figures are cash inflows to the College.

*The accompanying accounting policies and notes form an integral part of these financial statements*

**SOUTH WEST COLLEGE  
STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES  
FOR THE YEAR ENDED 31 JULY 2021**

**Statement of Accounting Policies**

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

**Critical accounting judgements and estimates**

These financial statements have been prepared on the going concern basis in accordance with the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2015 and in accordance with Financial Reporting Standards (FRS 102). The College is a public benefit entity and has therefore applied the relevant public benefit entity requirements of FRS 102. It also requires management to exercise its judgement in the process of applying the College's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are:

**Pension Liability**

The critical judgements of the pension liability schemes are included in the accounting policy note. The key actuarial assumptions used in the valuation of the NILGOSC pension scheme, including discount rates, salary and pension increases, and mortality rates are reported in note 19.

**Property, Plant and Equipment**

The financial statements are prepared in accordance with the historical cost convention except that certain freehold properties are stated in the statement of financial position at valuation on the basis of depreciated replacement cost, including irrecoverable VAT as advised by LPS. All other depreciation is calculated based on assumptions of asset useful economic lives and expected residual value. A change in depreciable life is treated as a change in accounting estimate.

The accounts conform to the Accounts Direction issued by the Department for the Economy (DfE).

**Basis of accounting**

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

**Going concern**

The activities of the South West College, together with factors likely to affect its future development and performance are set out in the Strategic Report. The financial position of the College, its cash flow, liquidity and borrowings are described in the financial statements and accompanying Notes.

The College is satisfied that the organisation is a going concern on the basis that there is no reason to believe that the Department's future sponsorship and future assembly approval will not be forthcoming to meet the College's liabilities as they fall due. It has accordingly been considered appropriate to adopt a going concern basis for the preparation of these financial statements.

**Recognition of Income**

The recurrent grant and other revenue grants received from DfE (and other government bodies) are recognised in income over the periods in which the College 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 creditors due after more than one year as appropriate.

Income from tuition fees is recognised in the period for which it is received and includes all fees payable by students or their sponsors.

## **SOUTH WEST COLLEGE STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES FOR THE YEAR ENDED 31 JULY 2021**

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

All income from short-term deposits is credited to the statement of comprehensive net income in the year in which it is earned.

Non recurrent grants from DfE and other government bodies received in respect of the acquisition of fixed assets are recognised in income over the expected useful life of the asset.

### **Pension Scheme**

The two principal pension schemes for the South West College's staff are the Northern Ireland Teachers' Pension Scheme (NITPS) and the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) defined benefit schemes, which are externally funded and contracted out of the State Earnings Related Pension Scheme.

The NITPS is an unfunded contributory, voluntary membership scheme administered by the Department of Education. The current regulations under which the scheme operates are the *Teachers' Superannuation Regulations (NI) 1998 (as amended)*. The NITPS is a multi-employer scheme and the South West College is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The NITPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

NILGOSC is a defined benefit scheme which is externally funded and contracted out of the second state Pension Scheme. The Funds are valued every three years by actuaries using the projected unit method, the rates of contribution payable being determined by the trustees on the advice of the actuaries. Pension costs are assessed on the basis of the latest actuarial valuations of the schemes and are accounted for on the basis of charging the cost of providing pensions over the period during which the South West College benefits from the employees' services. Variations from regular cost are spread over the expected average remaining working lifetime of members of the schemes after making allowances for future withdrawals.

The difference between the fair value of the assets held in the South West College's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the South West College's statement of financial position as a pension scheme asset or liability as appropriate. The carrying value of any resulting pension scheme asset is restricted to the extent that the South West College is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme.

Changes in the defined benefit pension scheme asset or liability arising from factors other than cash contribution by the South West College are charged to the Statement of Comprehensive Net Expenditure.

### **Tangible Fixed Assets**

- **Land and buildings**

Land and buildings (including those inherited from the Education and Library Board) are stated in the statement of financial position at valuation on the basis of depreciated replacement cost, as the open market value for existing use is not readily obtainable. The associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic costs of assets and the actual charge for the year calculated on the revalued amount is released to the income and expenditure account reserve on an annual basis. Land and buildings acquired since the last valuation are included in the statement of financial position at cost. Freehold land is not depreciated. Freehold buildings and buildings under Private Finance Initiative (PFI) contract are depreciated over their expected useful economic life to

**SOUTH WEST COLLEGE  
STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES  
FOR THE YEAR ENDED 31 JULY 2021**

the South West College. Where land and buildings are acquired with the aid of specific grants, these are accounted for in accordance with the revenue recognition policies above.

Valuations are obtained on a regular basis, with a full professional valuation being undertaken by Land and Property Services (LPS) every five years, with revaluation using indices provided by LPS in intervening years and an interim valuation being carried out after three years. Revaluation based on indices provided by LPS was used as at 31 July 2021.

The outbreak of the COVID-19 pandemic continues to have a significant impact economically and on the financial markets. As a result of this, local and national property markets are continuing to experience lower levels of activity than normal and hence there is less market data available for comparative purposes. LPS have advised that they have based their indices on this reduced market data, which have shown that transactions are taking place at levels similar to those previous to March 2020.

The remaining useful economic life of the Fairview Campus had previously been reduced to four years, effective from 1<sup>st</sup> August 2016, as the market value was considerably less than the LPS valuation which is based on depreciated replacement cost. This was based on the timeline of the opening of the new Erne Campus which was expected to be at the start of August 2020. As a result of COVID-19, the completion of the new campus was delayed, and the Fairview campus was still utilised for the whole 2020/21 academic year. On that basis the depreciation on the remaining carrying value of the Fairview Campus brought forward at 1<sup>st</sup> August 2019 was spread over two years to 31<sup>st</sup> July 2021.

**Assets under construction**

Assets under construction are accounted for at cost, based on the value of architects' certificates and other direct costs, incurred to 31 July 2021. They are not depreciated until they are brought into use.

- **Assets other than land and buildings**

Assets other than land and buildings costing less than £3,000 per individual item are written off to the income and expenditure account in the period of acquisition. Assets other than land and buildings inherited from the Education and Library Board are included in the statement of financial position at valuation. All other assets are capitalised at cost.

These assets are depreciated over their useful economic lives as follows:

Computers:	three years
Motor vehicles:	four years
Plant and equipment:	five years
Fixtures and fittings:	five years

Where these assets are acquired with the aid of specific grants, the asset is capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred capital grant account and released to the income and expenditure account over the expected useful economic life of the related asset.

**SOUTH WEST COLLEGE  
STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES  
FOR THE YEAR ENDED 31 JULY 2021**

**Private Finance Initiative**

The South West College has two buildings subject to PFI contracts - at Circular Road, Dungannon and Mountjoy Road, Omagh.

Where it is concluded that the South West College has an asset of the property and therefore a liability to pay for it, these are recorded on the statement of financial position. The initial amount recorded for each is the fair value of the building and accompanying fixtures and fittings and is recognised as an asset in the financial statements, together with a corresponding finance lease obligation. Subsequently, the asset is depreciated over its useful economic life and is subject to annual revaluation on the same basis as similar asset classes. The unitary payments made under the PFI contracts are allocated between the service and property elements. The elements of the unitary payment relating to services are charged to the Statement of Comprehensive Net Expenditure as incurred. The element of the unitary payment relating to property is credited against the finance lease obligation. A notional interest charge is imputed in relation to the outstanding liability on the basis that this charge is a constant percentage of the outstanding lease obligation. This notional interest is recorded against the loan and is also charged against the Statement of Comprehensive Net Expenditure for the year. Under an agreement with DfE, the College receives an annual contribution to cover the various specified elements of the unitary payment, relating to the property costs.

The effect of this treatment is that in the initial years the charges in relation to depreciation, service provision and imputed interest will be significantly more than the relevant cash flows, with a small amount of the liability being discharged, with the corresponding situation arising in the later years of the 30 year contract.

**Leased Assets**

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

Leasing agreements which transfer to the College substantially all the benefits and risks of ownership of an asset are treated as if the asset had been purchased outright and are capitalised at their fair value at the inception of the lease and depreciated over the shorter of the lease term or the useful economic lives of equivalently owned assets. The capital element outstanding is shown as obligations under finance leases.

The finance charges are allocated over the period of the lease in proportion to the capital element outstanding.

**Capital Grants (Non Land Grants – accruals model)**

Non recurrent grants from DfE and other government bodies received in respect of the acquisition of fixed assets are recognised in income over the expected useful life of the asset.

**Capital Grants**

Other capital grants are recognised in income when the College is entitled to the funds subject to any performance related conditions being met.

**Capital grants (Land Grants)**

Capital government grants for land are accounted for in accordance with the performance model which results in the recognition of the capital grant in receipt.

**Intangible Assets**

Intangible assets, greater than £3,000 per individual item, are capitalised. Software integral to an item of hardware is dealt with as fixed assets.

**SOUTH WEST COLLEGE  
STATEMENT OF PRINCIPAL ACCOUNTING POLICIES AND ESTIMATION TECHNIQUES  
FOR THE YEAR ENDED 31 JULY 2021**

**Foreign Currency Translation**

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

**Taxation**

As an exempt charity the College benefits by being broadly exempt from corporation tax on income it receives from tuition fees, interest, and rents.

The College is exempted from levying VAT on most of the services it provides to students. For this reason, the College is partially exempt in respect of VAT, so that it can only recover a minor element of VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to costs of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

**Cash at Bank and in Hand**

Cash at Bank and in Hand include sums on short-term deposits with recognised banks and building societies.

**Provisions**

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

**Agency Arrangements**

The South West College acts as an agent in the collection and payment of Support Funds and adult learning grants (Care to Learn). During the year COVID Study Disruption Payments of £500 were also made to Higher Education Full-Time students. Related payments of Support Funds received from DfE and subsequent disbursements to students are excluded from the Statement of Comprehensive Net Expenditure and are shown separately in Note 26.

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

**1. DEPARTMENT FOR THE ECONOMY INCOME**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
<b>Grant in Aid received from DfE</b>		
Recurrent grant	21,167	19,968
Additional Support Funds	193	231
Employer Support Programme (ESP)	344	355
Private Finance Initiative (PFI)	6,411	6,336
Students with learning difficulties and disabilities (SLDD)	234	210
Release of deferred capital grants	1,742	2,528
Skills Focus	239	172
Other	2,370	1,048
	<hr/>	<hr/>
<b>Total Grant In Aid</b>	<b>32,700</b>	<b>30,848</b>
	<hr/>	<hr/>
<b>Non-Grant in Aid received from DfE</b>		
Education Maintenance Allowance administration	12	9
Higher Level Apprenticeships	969	855
Other	706	244
	<hr/>	<hr/>
<b>Total Non-Grant In Aid</b>	<b>1,687</b>	<b>1,108</b>
	<hr/>	<hr/>
<b>Total DfE income</b>	<b>34,387</b>	<b>31,956</b>
	<hr/>	<hr/>

As of 1 April 2018 (due to the implementation of a new DfE Colleges' funding model), the recurrent grant amount includes items of Grant in Aid Income that would have previously been received by the College as a separate income stream from the DfE.

As a result of this, various items (Additional Support Funds, Skills Focus, and Private Finance Initiative Unitary Payments) of Grant in Aid Income included in the above note are no longer being received as separate income streams from the DfE as of 1 April 2018.

Grant in Aid Other includes £1.394M Project income and £976k COVID 19 pressures funding. Non Grant In Aid includes £178k for Student Digital Poverty Payments.



**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

**2. EDUCATION CONTRACTS**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Entitlement framework	555	680
Training for Success	6,549	7,056
<b>Total</b>	<b>7,104</b>	<b>7,736</b>

*\*Training for Success income is currently treated as revenue due to the commercial nature of the award of contracts.*

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

**3. TUITION FEES AND CHARGES**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Higher Education (HE) income	1,880	1,850
Home and other European Union	220	416
<b>Total</b>	<b>2,100</b>	<b>2,266</b>

**Tuition fees funded by bursaries**

Included within the above amounts are tuition fees funded by bursaries of £54k (2020: £66k)

**4. OTHER GRANT INCOME**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
European funds	2,666	2,976
Other funds	212	173
<b>Total</b>	<b>2,878</b>	<b>3,149</b>

**5. OTHER OPERATING INCOME**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Catering and residence operations	40	138
Other income generating activities	84	129
Other income	356	383
<b>Total</b>	<b>480</b>	<b>650</b>

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

**6. STAFF COSTS**

The average number of persons (including senior post-holders) employed by the South West College during the year, expressed as full-time equivalents was:

	<b>2021</b>	<b>2020</b>
	<b>No.</b>	<b>No.</b>
Teaching	293	273
Support	101	106
Administration	204	186
Premises	20	18
	<hr/>	<hr/>
<b>Total</b>	<b>618</b>	<b>583</b>
	<hr/>	<hr/>
<b>Staff costs for the above persons</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Governing Body	50	56
Teaching	14,713	13,374
Support	2,847	2,814
Administration	7,802	7,464
Premises	576	538
NILGOSC Pension Past Service Cost	1	57
NILGOSC Deficit Contribution	-	44
Apprenticeship Levy	83	79
Non-Teaching Pension charge	2,948	1,482
	<hr/>	<hr/>
	<b>29,020</b>	<b>25,908</b>
Exceptional staff costs - Holiday Pay Provision	(84)	375
Exceptional staff costs – Redundancy	8	1
	<hr/>	<hr/>
	<b>(76)</b>	<b>376</b>
	<hr/>	<hr/>
<b>Total</b>	<b>28,944</b>	<b>26,284</b>
	<hr/>	<hr/>

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

**6. STAFF COSTS**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Wages and salaries	22,956	20,361
Social security costs	1,802	1,606
Movement in Pension	2,948	1,482
Other pension costs	1,314	2,459
	<b>29,020</b>	<b>25,908</b>
Exceptional staff costs - Holiday Pay Provision	(84)	375
Exceptional staff costs – Redundancy	8	-
Exceptional staff costs - VES	-	1
	<b>(76)</b>	<b>376</b>
<b>Total</b>	<b>28,944</b>	<b>26,284</b>

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

	<b>Senior post-holders</b>		<b>Other staff</b>	
	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>
	<b>No.</b>	<b>No.</b>	<b>No.</b>	<b>No.</b>
£60,001 to £70,000	-	-	28	27
£70,001 to £80,000	-	-	9	7
£80,001 to £90,000	-	-	5	5
£90,001 to £100,000	-	-	-	-
£100,001 to £110,000	1	1	-	-
£110,001 to £120,000	-	-	-	-
£120,001 to £130,000	-	-	-	-
£130,001 to £140,000	-	-	-	-
£140,001 to £150,000	1	1	-	-
	<b>2</b>	<b>2</b>	<b>42</b>	<b>39</b>

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

**7. KEY MANAGEMENT PERSONNEL**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the college Governing Body and the Chief Executive/Deputy Chief Executive.

	<b>2021</b>	<b>2020</b>
	<b>No.</b>	<b>No.</b>
The number of senior post-holders including the Chief Executive was:	<u>2</u>	<u>2</u>

Senior post-holders' emoluments are made up as follows:

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Salaries	207	202
Pension contributions	<u>46</u>	<u>45</u>
<b>Total emoluments</b>	<b><u>253</u></b>	<b><u>247</u></b>

The above emoluments include amounts payable to the Chief Executive (who is also the highest paid senior post holder) of South West College.

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Salaries	<u>118</u>	<u>117</u>
	118	117
Pension contributions	<u>26</u>	<u>26</u>
<b>Total</b>	<b><u>144</u></b>	<b><u>143</u></b>

The above emoluments were all paid to the Chief Executive during the year ended 31 July 2021.

The pension contributions in respect of the Chief Executive and senior post-holders are in respect of employer's contributions to the Teachers' Pension Scheme and the Northern Ireland Local Government Officers' Superannuation Scheme and are paid at the same rate as for other employees.

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

**8. OTHER OPERATING EXPENSES**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Direct Teaching	994	587
Direct Support	4,334	4,607
Administration	2,920	2,898
Premises	2,651	1,815
Unitary payments under PFI contract	5,613	5,131
	<b>16,512</b>	<b>15,038</b>
Exceptional – PFI Insurance Rebate	<b>(442)</b>	<b>(435)</b>
	<b>16,070</b>	<b>14,603</b>

Administration costs include £1.630M relates to Payments to Project Partners (2019/20 £1.676M)

<b>Other operating expenses include:</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Auditors' remuneration:		
Financial statements audit (includes £24k in respect of the college – 2019/20 £24k)	24	24
Internal audit (includes £17k in respect of the college – 2019/20 £23k)	17	23
Hire of other assets – operating leases	80	59

The College has two 30 year PFI agreements in respect of the provision of facilities and associated services at Omagh and Dungannon campuses. The terms of these agreements provide for benchmarking of insurance costs to compare actual costs with costs provided at the outset in the financial model. The exceptional gain of £442k represents the 2021 share of the £869K monies owed for the period to 31 July 2021 in respect of a rebate of insurance costs in accordance with the provisions of the contract.

**9. INTEREST AND OTHER FINANCE COSTS**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Net charge on pension scheme	303	194
On finance leases	2,342	2,536
<b>Total</b>	<b>2,645</b>	<b>2,730</b>

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
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**10. TAXATION**

The members do not believe the South West College was liable for any corporation tax arising out of its activities during the year.

**11. TANGIBLE FIXED ASSETS**

	Freehold Land and Buildings	Assets under construction	PFI Assets	Plant and Equipment	Computers	Fixtures and Fittings	Motor Vehicles	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost or valuation</b>								
At 1 August 2020	31,081	21,891	70,455	5,419	4,741	1,708	814	136,109
Additions	-	5,386	-	703	1,157	1,178	56	8,480
Transfers	-	(202)	-	-	202	-	-	-
Revaluation	183	-	617	-	-	-	-	800
<b>At 31 July 2021</b>	<b>31,264</b>	<b>27,075</b>	<b>71,072</b>	<b>6,122</b>	<b>6,100</b>	<b>2,886</b>	<b>870</b>	<b>145,389</b>
<b>Depreciation</b>								
At 1 August 2020	7,383	-	-	4,526	3,803	1,029	704	17,445
Charge for the year	1,535	-	1,885	453	638	286	82	4,879
<b>At 31 July 2021</b>	<b>8,918</b>	<b>-</b>	<b>1,885</b>	<b>4,979</b>	<b>4,441</b>	<b>1,315</b>	<b>786</b>	<b>22,324</b>
<b>Net book value at 31 July 2021</b>	<b>22,346</b>	<b>27,075</b>	<b>69,187</b>	<b>1,143</b>	<b>1,659</b>	<b>1,571</b>	<b>84</b>	<b>123,065</b>
Net book value at 31 July 2020	23,698	21,891	70,455	893	938	679	110	118,664
<b>Asset Financing</b>								
Owned	22,346	27,075	-	1,143	1,659	1,571	84	53,878
PFI contracts	-	-	69,187	-	-	-	-	69,187
<b>Net Book Value at 31 July 2021</b>	<b>22,346</b>	<b>27,075</b>	<b>69,187</b>	<b>1,143</b>	<b>1,659</b>	<b>1,571</b>	<b>84</b>	<b>123,065</b>

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
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**11. TANGIBLE FIXED ASSETS**

Land and buildings were subject to an indices revaluation at 31<sup>st</sup> July 2021 on a depreciated replacement cost basis. The revaluation was updated using indices supplied by the Land and Property Service. These revaluations have been incorporated into the financial statements and the resulting revaluation adjustments have been taken to the revaluation reserve.

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
If inherited land and buildings had not been revalued they would have been included at the following amounts:		
Cost	8,018	8,018
Aggregate depreciation based on cost	<u>(3,806)</u>	<u>(3,583)</u>
<b>Net book value based on cost</b>	<b><u>4,212</u></b>	<b><u>4,435</u></b>

All depreciation relates to owned assets, with the exception of £1,885,148 which relates to depreciation on PFI assets.

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
If PFI assets had not been revalued they would have been included at the following amounts:		
Cost	43,101	43,101
Aggregate depreciation based on cost	<u>(18,547)</u>	<u>(17,469)</u>
<b>Net book value based on cost</b>	<b><u>24,554</u></b>	<b><u>25,632</u></b>



**SOUTH WEST COLLEGE  
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**12. INTANGIBLE FIXED ASSETS**

	<b>Intangible Asset Under Construction £'000</b>	<b>Intangible Asset £'000</b>	<b>Total £'000</b>
<b>Cost or Valuation</b>			
At 1 August 2020	418	-	418
Transfers	(418)	418	-
Additions	-	7	7
Disposals	-	-	-
<b>At 31 July 2021</b>	<b>-</b>	<b>425</b>	<b>425</b>
<b>Amortisation</b>			
At 1 August 2020	-	-	-
Charge for the Year	-	20	20
Additions	-	-	-
<b>At 31 July 2021</b>	<b>-</b>	<b>20</b>	<b>20</b>
<b>Net book value at 31 July 2021</b>	<b>-</b>	<b>405</b>	<b>405</b>
Net book value as at 31 July 2020	418	-	418

The net book value of the intangible asset is a jointly owned and controlled asset among the six Further Education Colleges of Northern Ireland. The asset is a Learner Management System that is operated centrally for the sector. The intangible asset is funded in full through a capital grant from the Department for the Economy. The asset commenced its useful life from 1<sup>st</sup> May 2021.

**13. SERVICE CONCESSION ARRANGEMENTS**

The College has two on statement of financial position arrangements where service delivery has commenced.

**Movement in service concession arrangement assets**

The asset value of the service concession included in the statement of financial position as at 31 July 2021 is £69.2M (2020: £70.5M). The reduction of £1.268M is due to a valuation increase of £617k and depreciation of £1.89M.

**Movement in service concession liabilities**

The total liabilities relating to the service concession included in the statement of financial position as at 31 July 2021 were £34.497M (2020: £34.685M). The sum of £188K was repaid during the year.

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
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**13. SERVICE CONCESSION ARRANGEMENTS**

**Future Commitments**

The following table analyses the College's future commitments in relation to service concession arrangements.

	Payable in 1 year £'000	Payable 2-5 years £'000	Payable 6-10 years £'000	Total £'000
Liability repayments	815	5,692	11,520	18,027
Finance charge	2,603	10,014	9,522	22,139
Service charge	4,791	18,077	23,684	46,552
	<b>8,209</b>	<b>33,783</b>	<b>44,726</b>	<b>86,718</b>

**14. TRADE AND OTHER RECEIVABLES**

	2021 £'000	2020 £'000
Amounts falling due within one year:		
Trade receivables	575	197
Prepayments and accrued income	2,302	3,555
Other receivables - DfE	3,055	1,934
<b>Total debtors</b>	<b>5,932</b>	<b>5,686</b>

**15. CREDITORS: AMOUNTS FALLING DUE IN WITHIN ONE YEAR**

	2021 £'000	2020 £'000
Obligations under finance leases in respect of PFI contracts	815	188
Trade payables	-	64
Payments received in advance	1	-
Taxation and social security	543	467
Deferred Capital Grants	2,203	1,786
Amounts owed to the Department	23	85
Other creditors and accruals	6,532	5,785
<b>Total creditors less than one year</b>	<b>10,117</b>	<b>8,375</b>

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
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**16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Obligations under finance leases in respect of PFI contracts	33,682	34,497
Deferred capital grants	38,521	32,280
<b>Total</b>	<b>72,203</b>	<b>66,777</b>

Finance lease obligations are secured on the assets to which they relate.

**17. PROVISIONS FOR LIABILITIES AND CHARGES**

	<b>Other</b>	<b>Insurance</b>	<b>Total</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
At 1 August 2020	375	15	390
Movement in Provision	-	25	25
Released to the income and expenditure account	(84)	-	(84)
<b>At 31 July 2021</b>	<b>291</b>	<b>40</b>	<b>331</b>

The movement in Other Provisions in year relate to a Holiday Pay provision resulting from the Court of Appeal judgement (17 June 2019) in the case PSNI v Agnew. The Court of Appeal judgement determined that claims for Holiday Pay shortfall can be taken back to 1998.

The PSNI has appealed the Court of Appeal judgment to the Supreme Court, however due to delays in relation to the COVID-19 situation, it is not known at this point when this appeal will be heard. The Supreme Court judgement may result in a decision which either reduces the period of liability or confirms the full period back to 1998.

The £291k provision has been estimated by the College and covers the period from 1998 to 31 July 2020, following the Department of Finance approach outlined for Departmental Annual Reports and Accounts (FD (DoF) 08/20).

There are some very significant elements of uncertainty around this estimate for a number of reasons:

1. The appeal to the Supreme Court (as detail above);
2. Lack of accessible data for years previous to 2008/09, requiring estimations to be applied;
3. Future negotiations with Trade Unions;
4. Obtaining legal advice on specific application of the ruling for the Northern Ireland Further Education sector;

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5. A reliable estimate for the pension element is not yet available so this has not been factored into the provision;
6. The provision is gross (inclusive of Employee National Insurance and PAYE) and also includes an uplift of 13.8% for Employer National Insurance Contributions (NI) £45k (2018-19: £nil) and Employer Superannuation Contributions
7. Taxation issues are under discussion with HMRC, by the wider Northern Ireland public sector.

Therefore, the estimated provision outlined above is based on the application of Department of Finance methodology, which may be subject to change following the outcome of the Supreme Court appeal. The provision has been reduced compared to prior year due to the reduction in Holiday pay days calculation from 12.07% to 7.7% per the NI Sector NIFON agreement.

The Insurance provision comprises Insurance excess of £15k - £5k for Employers Liability, £5k for Public/Product Liability excesses, £5k relating to potential insurance excess on unsettled historical claims and £25k for Cyber security.

**18. CASH AND CASH EQUIVALENTS**

	At 1 August 2020 £'000	Cash Flows £'000	At 31 July 2021 £'000
Cash and Cash equivalents	3,870	918	4,788
	<b>3,870</b>	<b>918</b>	<b>4,788</b>

**SOUTH WEST COLLEGE  
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**19. PENSIONS AND SIMILAR OBLIGATIONS**

The South West College's employees belong to two principal pension schemes: the Northern Ireland Teachers' Pension Scheme (NITPS) for academic and related staff; and the Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) for non-teaching staff. Both are defined-benefit schemes.

<b>Total pension cost for the year</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
NITPS: contributions paid	2,926	2,620
NILGOSC: contributions paid	1,335	1,264
NILGOSC: FRS 102 charge	2,949	1,539
NILGOSC: charge to the Statement of Comprehensive Net Expenditure (staff costs)	4,284	2,803
Enhanced pension charge to the Statement of Comprehensive Net Expenditure (staff costs)	-	-
<b>Total pension cost for the year</b>	<b>7,210</b>	<b>5,423</b>

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the NITPS and NILGOSC was 31 March 2019.

**NITPS**

The NITPS is an unfunded contributory, voluntary membership scheme administered by the Department of Education. The current regulations under which the scheme operates are the *Teachers' Superannuation Regulations (NI) 1998 (as amended)*.

Further information about the scheme is given in the explanatory booklet dated November 2007, and on the Department of Education's website at [www.education-ni.gov.uk](http://www.education-ni.gov.uk).

The Government Actuary's Department (GAD) is responsible for carrying out scheme valuations. The Actuary reviews employer contributions every four years following the scheme valuation. The 2016 scheme valuation was completed by GAD in March 2019. The outcome of this valuation was used to set the level of contributions for employers from 1 April 2019 to 31 March 2023.

The 2016 Scheme Valuation requires adjustment as a result of the 'McCloud remedy'. The Department of Finance also commissioned a consultation in relation to the Cost Cap element of Scheme Valuations which closed on 25 June 2021. The Cost Cap mechanism is a measure of scheme costs and determines whether member costs or scheme benefits require adjustment to maintain costs within a set corridor. By taking into account the increased value of public service pensions, as a result of the 'McCloud remedy', scheme cost control valuation outcomes will show greater costs than otherwise would have been expected. On completion of the consultation process the 2016 Valuation will be completed and the final cost cap results will be determined.

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
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**19. PENSION AND SIMILAR OBLIGATIONS**

A case for approval of a Legislative Consent Motion (LCM) has been laid in the Assembly to extend the Public Service Pensions and Judicial Offices Bill to Northern Ireland. An LCM allows the Assembly to consent to legislation for Northern Ireland being made by the UK Parliament for devolved matters. The UK Bill will legislate how the government will remove the discrimination identified in the McCloud judgment. The Bill also includes provisions that employees will not experience any detriment if the adjusted valuation costs breach the set cost cap ceiling but any breaches of the cost cap floor (positive employee impacts) in the completed valuations will be honoured.

On 1 April 2018 the salary bands applicable to member contributions for the NITPS changed. The appropriate contribution rates to be applied are based on a members' annual salary rate (actual earnings) as opposed to their full-time equivalent (FTE) salary. The employer contribution rate increased to 25.1% from 1 April 2019:

Up to £28,168.99	7.4%
£28,169 to £37,918.99	8.6%
£37,919 to £44,960.99	9.6%
£44,961 to £59,587.99	10.2%
£59,588 to £81,254.99	11.3%
£81,255 and above	11.7%

The NITPS is a multi-employer pension scheme. The College is unable to identify its share of the underlying assets and liabilities of the scheme, and therefore, as required by FRS 102 (28), accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Net Expenditure represents the contributions payable to the scheme in respect of the accounting period. The college has set out above the information available on the scheme and the implications for the college in terms of the anticipated contributions rates.

**NILGOSC**

NILGOSC is a defined benefit statutory scheme, administered in accordance with the Local Government Pension Scheme Regulations (Northern Ireland) 2002, as amended. It is contracted out of the state pension scheme.

From 1 April 2020 the employers' contribution rates was 19.5% of the full-time salary or if-part-time, the full-time equivalent salary, and the employees' contribution rate is banded in line with the full-time salary or if part-time, the full-time equivalent salary as follows:

£0 to £15,000	5.5%
£15,001 to £23,000	5.8%
£23,001 to £38,400	6.5%
£38,401 to £46,600	6.8%
£46,601 to £92,300	8.5%
£92,301 and above	10.5%

The discount rate, used by the College's actuaries (AON), has increased by 0.3%, and the CPI inflation assumption has also increased by 0.30%. This has resulted in the movement in the pension liability reported at 31 July 2021.

**SOUTH WEST COLLEGE  
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**19. PENSION AND SIMILAR OBLIGATIONS**

**Principal actuarial assumptions**

Principal actuarial assumptions at the statement of financial position date are as follows:

	<b>At 31 July 2021 % pa</b>	<b>At 31 July 2020 % pa</b>	<b>At 31 July 2019 % pa</b>
Rate of increase in salaries	4.1	3.8	3.7
Rate of increase for pensions in payment/inflation	2.6	2.3	2.2
Discount rate for liabilities	1.7	1.4	2.2
Expected return on assets	n/a	n/a	n/a

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

	<b>At 31 July 2021</b>	<b>At 31 July 2020</b>
<b>Retiring today</b>		
Males	21.9 years	21.8 years
Females	25.1 years	25.0 years
<b>Retiring in 20 years</b>		
Males	23.3 years	23.2 years
Females	26.5 years	26.4 years

The South West College's share of the assets and liabilities in the scheme and the expected rates of return were:

	<b>Value at 31 July 2021 £'000</b>	<b>Value at 31 July 2020 £'000</b>	<b>Value at 31 July 2019 £'000</b>
Equities	16,237	13,171	12,183
Bonds	16,200	11,937	12,395
Property	3,345	2,869	3,273
Cash	1,804	2,869	2,454
<b>Total market value of assets</b>	<b>37,586</b>	<b>30,846</b>	<b>30,305</b>
Present value of scheme liabilities	<b>(57,484)</b>	<b>(53,174)</b>	<b>(39,817)</b>
<b>(Deficit) in the scheme</b>	<b>(19,898)</b>	<b>(22,328)</b>	<b>(9,512)</b>

**SOUTH WEST COLLEGE  
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**19. PENSION AND SIMILAR OBLIGATIONS**

The amounts recognised in the statement of financial position are as follows:

	At 31 July 2021 £'000	At 31 July 2020 £'000
Scheme Assets	37,586	30,846
Scheme Liabilities	(57,484)	(53,174)
Deficit in the Scheme (net pension liability recorded within pension provisions)	<u>(19,898)</u>	<u>(22,328)</u>

Amounts recognised in the Statement of Comprehensive Net Expenditure in respect of the plans are as follows:

	2021 £'000	2020 £'000
<b>Amounts included on staff costs</b>		
Employer service cost (net of employee contributions)	4,325	2,829
Interest cost	303	194
<b>Total operating charge</b>	<u>4,628</u>	<u>3,023</u>

Analysis of pension finance costs:

	2021 £'000	2020 £'000
Expected return on pension scheme assets	441	680
Interest on pension liabilities	(744)	(874)
<b>Pension finance (costs)</b>	<u>(303)</u>	<u>(194)</u>
Actual return on plan assets	<u>5,475</u>	<u>(672)</u>



**SOUTH WEST COLLEGE  
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**19. PENSION AND SIMILAR OBLIGATIONS**

**Analysis of Other Comprehensive Income for pensions**

	<b>2021 £'000</b>	<b>2020 £'000</b>
Actuarial gains/(losses) on pension scheme assets	5,034	(1,352)
Actuarial (gains)/losses on scheme liabilities	<u>648</u>	<u>(9,731)</u>
<b>Total Other Comprehensive Expenses/(Losses)</b>	<b><u>5,682</u></b>	<b><u>(11,083)</u></b>

**Asset and liability reconciliation:**

	<b>2021 £'000</b>	<b>2020 £'000</b>
<b>Reconciliation of liabilities</b>		
<b>Liabilities at start of year</b>	<b>53,174</b>	<b>39,817</b>
Service cost	4,325	2,829
Interest cost	744	874
Employee contributions	429	393
Actuarial loss/(gain)	(648)	9,731
Benefits paid	(541)	(527)
Past Service cost	1	57
Curtailments	<u>-</u>	<u>-</u>
<b>Liabilities at end of year</b>	<b><u>57,484</u></b>	<b><u>53,174</u></b>

**Reconciliation of assets**

<b>Assets at start of year</b>	<b>30,846</b>	<b>30,305</b>
Expected return on assets	441	680
Actuarial (loss)/gain	5,034	(1,352)
Employer contributions	1,377	1,347
Employee contributions	429	393
Benefits paid	<u>(541)</u>	<u>(527)</u>
<b>Assets at end of year</b>	<b><u>37,586</u></b>	<b><u>30,846</u></b>

The estimated value of employer contributions for the year ended 31<sup>st</sup> July 2022 is £1.433M.

**SOUTH WEST COLLEGE  
NOTES TO THE FINANCIAL STATEMENTS  
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**20. EVENTS AFTER THE END OF THE REPORTING DATE**

In the period between the end of the reporting year (31<sup>st</sup> July 2021) and the date when the financial statements are authorised for issue 17<sup>th</sup> November 2021, the Chief Executive has resigned his position, effective from 30<sup>th</sup> September 2021. This is a non-adjusting event.

**21. CAPITAL COMMITMENTS**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Commitments contracted for at 31 July 2021	425	3,927
	<u>425</u>	<u>3,927</u>

**22. COMMITMENTS UNDER PFI CONTRACT**

The project is the development of new Further Education facilities at Dungannon and at Omagh.

The Omagh development was completed in January 2006 and the operational phase of the scheme is for 30 years to October 2035. The Dungannon project was a three stage development. The contract started in November 2004 and was completed in September 2006. The operational phase of this scheme is also for 30 years and ends in October 2034.

The substance of the contract is that the College has a finance lease and payments comprise four elements: imputed finance lease charges, service charges, overheads and lifecycle charges.

	<b>South West College</b>	
	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Rentals due within one year	8,209	8,213
Rentals due within two to five years	33,783	33,546
Rentals due thereafter	91,309	100,506
	<u>133,301</u>	<u>142,265</u>
Less interest element	(24,049)	(26,391)
<b>Imputed finance lease obligations</b>	<u><b>109,252</b></u>	<u><b>115,874</b></u>

The total amount charged in the Statement of Comprehensive Net Expenditure in respect of the service charges, overheads and lifecycle charges element PFI of on-statement of financial position transactions was £5.61M (year ended 31 July 2020 £5.13M).

**23. CONTINGENT LIABILITY**

The College has obtained EU grant funding in recent years to deliver a wide range of projects. There is the potential for the claw back of certain grants in the event of the conditions of offer not being complied with. The College does not believe that any such claw back would be significant.

**SOUTH WEST COLLEGE  
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**24. RELATED PARTY TRANSACTIONS AND TRANSACTIONS INVOLVING GOVERNING BODY MEMBERS AND SENIOR MANAGEMENT**

Owing to the nature of the South West College's operations and the composition of the board of governors being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the South West College's financial regulations and normal procurement procedures.

<b>Governor/ Senior Manager</b>	<b>Company</b>	<b>Amount Paid 2020 £</b>	<b>Amount Paid 2021 £</b>	<b>Amount received 2020 £</b>	<b>Amount received 2021 £</b>	<b>Amount outstanding at 31 July 2020 £</b>	<b>Amount outstanding at 31 July 2021 £</b>	<b>Nature of Transactions</b>
<b>Mr Michael McAllister (Staff Member/Governor)</b>	• CE South West College	-	-	-	-	-	-	
	• Governing Body member -Holy Trinity College Cookstown	-	-	-	-	-	-	
	• Mid Ulster Council – Community Planning Steering Group	782	166	9,556	675	-	-	Hire of Facilities
	• Fellow – Chartered Association of Building Engineers	185	500	-	-	-	-	Membership Subscription
	• Member – Chartered Institute of Building	-	-	-	-	-	-	
	• Member – Institute of Knowledge Exchange	12,000	-	-	-	-	-	Standards Re-accreditation
<b>Mr Nicholas O'Shiel (Chairman Governing Body)</b>	• Member – Colleges Employers Forum (CEF)	-	-	-	-	-	-	
	• Chief Executive – Omagh Enterprise Company	-	-	-	-	-	-	
	• Chairman – Enterprise NI	320	-	-	-	-	-	Membership Subscription
	• Member and Council Member of Omagh Chamber of Commerce	-	-	-	-	-	-	
	• Chair of Colleges Employers' Forum (CEF)	-	-	-	-	-	-	

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**RELATED PARTY TRANSACTIONS AND TRANSACTIONS INVOLVING GOVERNING BODY MEMBERS AND SENIOR MANAGEMENT ....Continued**

Governor/ Senior Manager	Company	Amount Paid 2020 £	Amount Paid 2021 £	Amount received 2020 £	Amount received 2021 £	Amount outstanding at 31 July 2020 £	Amount outstanding at 31 July 2021 £	Nature of Transactions
Mr Michael McGuckin (Governor)	• Director - Cookstown Enterprise Centre	-	-	-	-	-	-	
	• Fellow – Institute of Highways and Transportation	-	-	-	-	-	-	
	• Non-Executive Director - Mallon Technology Ltd	-	-	-	-	-	-	
	• Member – Casement Park Project Board	-	-	-	-	-	-	
	• Chairman of Holy Trinity College Cookstown Foundation	-	-	-	-	-	-	
Mr Seamus McCaffrey (Governor)	• Director – S P McCaffrey & Co	-	-	-	-	-	-	
	• Farmer	-	-	-	-	-	-	
	• Trustee - Agri Search	-	-	-	-	-	-	
	• Member of Ulster Farmers Union	-	-	-	-	-	-	
Mr Peter Archdale (Governor)	• Chair - Camphill Community Trust (NI)	-	-	-	-	-	-	
	• Chair – Camphill Community Clanabogan	-	-	-	-	-	-	
	• Director – Strule Tributaries & Rivers Trust (START)	-	-	-	-	-	-	
	• Forestry Business (Partnership with wife)	-	-	-	-	-	-	
	• Member Ulster Wildlife Woodland Trust, Butterfly Conservation	-	-	-	-	-	-	
	• British Trust for Ornithology	-	-	-	-	-	-	
• Environmental on Drainage Council (DFI)	-	-	-	-	-	-		

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**RELATED PARTY TRANSACTIONS AND TRANSACTIONS INVOLVING GOVERNING BODY MEMBERS AND SENIOR MANAGEMENT ....Continued**

Governor/ Senior Manager	Company	Amount Paid 2020 £	Amount Paid 2021 £	Amount received 2020 £	Amount received 2021 £	Amount outstanding at 31 July 2020 £	Amount outstanding at 31 July 2021 £	Nature of Transactions
Mrs Gillian McDowell (Governor)	<ul style="list-style-type: none"> <li>Managing Director of HR Consultancy – Happy Raspberry</li> </ul>	-	-	-	-	-	-	
Mr Gerard O'Hanlon (Governor)	<ul style="list-style-type: none"> <li>Employed by Northern Health &amp; Social Care Trust - Project and Performance Manager</li> <li>Member – Omagh Chamber of Commerce Council</li> <li>Member of Aughnacloy Golf Club Council</li> </ul>	320	-	-	-	-	-	Membership Subscription
Mrs Joanne Lucas (Staff Member/Governor)	<ul style="list-style-type: none"> <li>Employee South West College</li> </ul>	-	-	-	-	-	-	
Mrs Patricia McCaffrey (Governor)	<ul style="list-style-type: none"> <li>Employed by Waterways Ireland</li> <li>Member – Audit &amp; Risk Committee of the Ulster Scots Agency</li> <li>Treasurer Irvinestown Credit Union</li> </ul>	-	-	-	-	-	-	
Mrs Monica McGeary (Governor)	<ul style="list-style-type: none"> <li>Self Employed Sales &amp; Marketing Consultant</li> <li>Director/Company Secretary – PMG Sales Ltd</li> <li>Parent Support Group – Edendork Primary School</li> <li>Dungannon Parish Pastoral Council</li> </ul>	-	-	145	-	-	-	STEM Activity
Ms Jill Cush (Staff Member)	<ul style="list-style-type: none"> <li>Member of Matrix – Northern Ireland Science Industry Panel</li> </ul>	-	-	-	-	-	-	

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**RELATED PARTY TRANSACTIONS AND TRANSACTIONS INVOLVING GOVERNING BODY MEMBERS AND SENIOR MANAGEMENT ....Continued**

Governor/ Senior Manager	Company	Amount Paid 2020 £	Amount Paid 2021 £	Amount received 2020 £	Amount received 2021 £	Amount outstanding at 31 July 2020 £	Amount outstanding at 31 July 2021 £	Nature of Transactions
Mr Sean O'Donnell (Staff Member)	<ul style="list-style-type: none"> <li>Fellow of Chartered Certified Accountants (FCCA)</li> </ul>	1,700	1,200	-	-	-	-	Examination/Licence Fees
Ms Elizabeth Shackels (Staff Member)	<ul style="list-style-type: none"> <li>Member of the Open University Curriculum Planning Partnership Committee</li> <li>QAA Reviewer</li> </ul>	-	-	-	-	-	-	
Mrs Sharon McGrath (Staff Member)	<ul style="list-style-type: none"> <li>None</li> </ul>	-	-	-	-	-	-	
Mr Michael Skuce (Governor)	<ul style="list-style-type: none"> <li>Private consultancy</li> <li>Company Secretary Struct Steel Engineering</li> <li>Member – Derrygonnelly &amp; District Community Partnership</li> <li>Secretary – Clogher Diocese Social Fund</li> <li>Director - Brooke House Health and Wellbeing Centre</li> </ul>	-	-	-	-	-	-	
Ms Carol Viney (Staff Member)	<ul style="list-style-type: none"> <li>Member of Enniskillen BID Forum</li> <li>Member of Business in the Community (EKN) Forum</li> </ul>	-	-	-	-	-	-	
Mr Ciaran McManus (Staff Member)	<ul style="list-style-type: none"> <li>DE Representative – St Joseph's College Enniskillen Governing Body</li> </ul>	-	-	29,148	39,993	-	-	Entitlement Framework Fees
Mrs Eimear Rushe (Staff Member)	<ul style="list-style-type: none"> <li>None</li> </ul>	-	-	-	-	-	-	

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**RELATED PARTY TRANSACTIONS AND TRANSACTIONS INVOLVING GOVERNING BODY MEMBERS AND SENIOR MANAGEMENT ....Continued**

Governor/ Senior Manager	Company	Amount Paid 2020 £	Amount Paid 2021 £	Amount received 2020 £	Amount received 2021 £	Amount outstanding at 31 July 2020 £	Amount outstanding at 31 July 2021 £	Nature of Transactions
Mr Padraig McNamee (Staff Member)	• Farm Business	-	-	-	-	-	-	
Mr John Moss (Staff Member)	• Member ~ Rural Housing Association – Board of Management	-	-	1,825	1480	-	885	Sponsor Exam fees
Mr Aaron Black (Staff Member – until 31 <sup>st</sup> May 2021)	• Self-employed for sheep farming activities	-	-	-	-	-	-	
Mrs Joanne Moore (Governor)	• Software Engineer of Kainos Group Plc • Committee Member of Ballinderry Presbyterian Church	-	-	-	-	-	-	
Ms Siobhan Breen (Staff Member/Governor)	• Employee South West College	-	-	-	-	-	-	
Mrs Margaret Martin (Governor)	• Trustee Gaelscoil Aodh Rua Dungannon	-	-	-	-	-	-	
Mrs Deborah Brown (Staff Member/Governor)	• Employee South West College	-	-	-	-	-	-	
Ms Tracey McElroy (Governor)	• Employee of Ulster Bank	-	-	-	-	-	-	
Ms Clara Jane Whitley (Student Governor)	• None	-	-	-	-	-	-	

**SOUTH WEST COLLEGE  
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**25. AMOUNTS DISBURSED AS AGENT: SUPPORT FUNDS**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
DfE Grants - Hardship	235	258
DfE Grants – COVID Disruption Payments (£500)	288	-
	<u>523</u>	<u>258</u>
Disbursed to students - Hardship	(70)	(141)
Disbursed to students – COVID Disruption Payments (£500)	(259)	-
	<u>(329)</u>	<u>(141)</u>
<b>Balance unspent at 31 July 2021</b>	<b><u>194</u></b>	<b><u>117</u></b>

Support funds and COVID disruption payments are available solely for distribution to students; the South West College acts only as paying agent. The grants and related disbursements are therefore excluded from the Income and Expenditure Account.

**26. LOSSES AND SPECIAL PAYMENTS**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
40 cases – bad debt write off	21	23
Phishing email – HR	2	-
	<u>23</u>	<u>23</u>

The College sought to recover the debt initially and subsequently on advice, has now written off these balances. Appropriate approval has been granted. The bad debt write off comprises 40 Student debts.

Regarding the Phishing email attack on the HR Department which resulted in bank account details being changed for a staff member, the College notified the bank, however, the BACS payment had already been processed and released to the amended beneficiary. HR staff have received additional training since.



**SOUTH WEST COLLEGE  
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**27. ADDITIONAL DISCLOSURES TO COMPLY WITH FINANCIAL REPORTING MANUAL**

Financial Reporting Manual (FReM) requires Non-Departmental Public Bodies to regard grant-in-aid received as contributions from controlling parties giving rise to a financial interest in the residual interest of the body, and hence accounted for as financing i.e. by crediting them to the income and expenditure reserve.

	<b>Notes</b>	<b>2021 £'000</b>	<b>2020 £'000</b>
<b>INCOME</b>			
DfE income (non grant-in-aid items)	1	1,687	1,108
Education contracts	2	7,104	7,736
Tuition fees and charges	3	2,100	2,266
Other grant income	4	2,878	3,149
Other operating income	5	480	661
Investment income		-	-
<b>Total incoming resources</b>		<b>14,249</b>	<b>14,920</b>
<b>EXPENDITURE</b>			
Staff costs	6	29,020	25,908
Other operating expenses	8	16,512	15,038
Interest and other finance costs	9	2,645	2,730
Depreciation	11 & 12	4,899	4,887
<b>Total resources expended</b>		<b>53,076</b>	<b>48,563</b>
<b>Net deficit for the year</b>		<b>(38,827)</b>	<b>(33,643)</b>
Unrealised surplus on revaluation of land and buildings		800	1,353
Actuarial gain/(loss) in respect of pension scheme		5,682	(11,083)
<b>Exceptional items</b>			
Exceptional costs – staff	6	(8)	(376)
Exceptional gain – non staff	8	442	435
Exceptional gain – staff	6	84	-
<b>Amount transferred to reserves</b>		<b>(31,827)</b>	<b>(43,314)</b>

**SOUTH WEST COLLEGE  
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**Analysis of reserves prepared under FReM**

	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
Balance at 1 August	30,768	43,245
Grant-in-aid received in year	<b>27</b> 32,700	30,837
Net operating cost for year	(31,827)	(43,314)
<b>Balance at 31 July</b>	<b>31,641</b>	<b>30,768</b>

<b>Note 1</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
<b>DfE income (Non-Grant in Aid items)</b>		
EMA	12	9
Higher Level Apprenticeships	969	855
Other	706	244
<b>Balance at 31 July</b>	<b>1,687</b>	<b>1,108</b>

<b>Note 27</b>	<b>2021</b>	<b>2020</b>
	<b>£'000</b>	<b>£'000</b>
<b>Reconciliation of Amount Transferred to Reserves and Grant In Aid</b>		
Amount transferred to reserves	31,827	43,314
Unrestricted comprehensive income	873	(12,477)
<b>Grant-in-aid received in year</b>	<b>32,700</b>	<b>30,837</b>

**Date of authorisation for issue**

The Accounting Officer authorised the issue of these financial statements on 17 November 2021.