



UNIVERSITY OF
LEICESTER

Annual Report and Financial Statements

2024-2025

We are Citizens of Change



Front cover image – Chancellor, Dame Dr Maggie Aderin-Pocock DBE at Space Park Leicester.



Contents

President and Vice-Chancellor's foreword	4
Chair's foreword	8
Year in pictures	10
Connecting across the globe	12
Social and environmental sustainability	14
Our citizens	16
World-changing research	20
Research-inspired education	24
Research highlights	26
Awards and recognition	30
Financial review	34
Our future outlook and going concern	36
Public benefit statement	38
Corporate governance	40
Responsibilities of the Council	44
Independent Auditor's Report	47
Statement of principal accounting policies	51
Financial statements	60
Notes to the accounts	64



“Leicester has demonstrated time and again throughout the year that it can rise above others and stand out from the crowd.”

President and Vice-Chancellor's foreword



As I write this report, I am conscious that the University, and indeed the sector, is grappling with a higher education financial model that is increasingly unsustainable. We are tackling these challenges head on at Leicester to safeguard the financial sustainability of the University and importantly to ensure that we can continue the exceptional progress we have made in teaching, research and partnership working over recent years.

During the academic year, we set in motion a strategic review that will reimagine the future size and shape of this University in order to put it on a sound financial footing and to secure its future. Higher education in the UK is faced with constrained government funding, stagnant tuition fees, inflation and a continued reliance on international student recruitment in a challenging geopolitical landscape. Due to external factors our costs are growing faster than our income, exacerbated by our historic low cash reserves and low cash generation.

Our strategic review focuses our people, time and resource in areas where student interest is growing and emerging, where our research is strongest, and where we can make the greatest impact. We are diversifying and growing our income by expanding student numbers wherever possible. We are also developing new income streams through research, enterprise, global partnerships and philanthropy. We are reimaging a University fit for the future.

Despite these threats for universities within the sector, Leicester has demonstrated time and again throughout the year that it can rise above others and stand out from

the crowd. It is why I am so proud of the hard work, talent and ambition of all our staff and students that has helped Leicester achieve exceptional successes during the academic year.

Not least amongst these was the fact Leicester was shortlisted as University of the Year by not one but three national publications and won the title from the Daily Mail that described us as a 'model university for the 21st century' and stated 'Leicester was once one of the better kept secrets of British higher education. No longer.'

Additionally, Leicester took significant strides in enhancing its league table position and our recent National Student Survey (NSS) results have shown improvement in every core question, reflecting the hard work of academic and Professional Services staff alike. According to analysis by The Times, the University can celebrate ranking in the top 15 UK institutions. The University also achieved excellent results in the Knowledge Exchange Framework (KEF) published by Research England. The KEF assesses the diverse activities through which universities engage with non-academic partners locally, nationally and internationally.

The University has seen significant research awards, securing more than £100m for the second time in the past 3 three years. We received a record breaking £10 million investment from the Leverhulme Trust to establish the Leverhulme Centre for Humanity and Space to explore how the final frontier is reshaping our lives. The Centre will aim to increase the understanding of how humans engage with and experience space through a series of research projects over a 10-year period. Colleagues have worked hard for a number of years to bring together this compelling vision for humanising space research at Leicester. The award is testament to the calibre of colleagues across the University in multiple disciplines.

In terms of philanthropy, our first ever major fundraising campaign – looking to the 22nd Century – is making excellent progress. The '2121: Founders of the Future' campaign will look to transform the University of



LAUNCH OF THE CENTRE FOR DIGITAL HEALTH AND PRECISION MEDICINE.



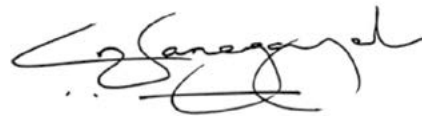
CHAIRMAN OF LEICESTER CITY FOOTBALL CLUB, KHUN AIYAWATT SRIVADDHANAPRABHA, LEFT, WITH PRESIDENT AND VICE-CHANCELLOR, PROFESSOR NISHAN CANAGARAJAH.

Leicester and its societal impact for the next 3-4 generations of global citizens and beyond. As we near the close of the campaign's 'silent phase' ahead of our public launch, the current total of donations pledged to the University stands at £30m against our £100m target. This is encouraging progress, and is £5m ahead of the £25m milestone target we hoped to reach by the time we launch – illustrating the step-change we have been able to make in our fundraising efforts over the last two years.

In the current financial context, the pursuit of the University's international strategy is a high priority in order to increase income generation. Partnerships are at the heart of our strategy in key overseas markets. The University has established a strategic partnership with the Apollo Hospitals Group in India and in January I was delighted to launch the next major milestone – the Centre for Digital Health and Precision Medicine. The Centre will be an internationally recognised hub in precision medicine and digital health, utilising big data available through Apollo Hospitals in India to transform global healthcare. The 92-year-old founder of Apollo Hospitals, Dr Prathap C Reddy, opened the Centre personally and the opportunities available in this partnership are significant and continue to be developed.

Colleagues and I visited China to participate in our first-ever graduation ceremony at Chongqing Medical University and to develop ways of growing our partnership. We also visited Thailand and Vietnam. In Thailand we strengthened our footprint, in partnership with King Power and Leicester City Football Club (LCFC), marking new partnerships including a new Government-endorsed scholarship scheme and King Power and LCFC scholarships which will help drive international student recruitment. We forged agreements with leading universities and organisations and have extended the unique partnership we have with LCFC in child health research to benefit infants in Leicester and Thailand. In Vietnam too we forged new agreements and met with Leicester alumni and partners.

This was also a year of transition as our Chair of Council Gary Dixon stood down and we welcome Neil Goulden, our new Chair from 1 August 2025. Over the last 35 years Neil, who has a degree in Politics and Law, has had a successful commercial career as a CEO and Chair in the Leisure and Hospitality Sector. More recently he has devoted his time to social purpose organisations. He was also Chair of the Nottingham Trent University Board of Governors and Pro-Chancellor for nine years until 2023. We wish him every success as we build for the future together.



**PROFESSOR NISHAN CANAGARAJAH,
PRESIDENT AND VICE-CHANCELLOR**



“As a University, we are at the cusp of momentous change as we prepare our citizens for the future.”

Chair's foreword



I am delighted to write this foreword as one of my first tasks as Chair of Council. Leicester has a fantastic and enviable reputation as a university.

I knew of its academic excellence before I arrived here – not least because of the discovery of King Richard III, its space credentials, its strengths across health and heritage, its reputation for diversity and social mobility, and its historical achievements like the discovery of DNA fingerprinting. Everything that I have seen in my first few months tells me that Leicester is a deserving University of the Year.

Underpinning this success is teaching and research excellence, but there is a third strand of university activity that is enormously important and in which I am delighted that Leicester excels – and that is impact.

Impact in terms of raising aspirations and changing people's lives, impact in terms of outreach and engaging with disadvantaged communities, impact in terms of bringing economic and social benefits to the region, impact in terms of adding to the cultural vitality of the region and impact in terms of providing leadership. Leicester is at the fore in all these areas and I am pleased that we are not simply the University of Leicester but the University for Leicester.

One of my first duties was to attend the summer graduations where I saw people from across the world united in endeavour and celebration. In the hall were civic leaders helping to unite town and gown. The sense of pride and achievement was palpable and demonstrated how the University is an integral part of the success of the city and beyond.

Throughout the year we have held a multitude of events that have helped put the university at the heart of the community. With arts events at the Botanic Garden, programmes developed through our Universities Partnership and teaching initiatives, we are getting ourselves out there and making a difference. Members of the University sit on boards and councils providing leadership and the University partners with a range of organisations to bring benefits to the city and region.

We continue to bring communities onto campus for events like Literary Leicester, our Attenborough Arts programmes, and our series of public lectures, and by opening up our facilities to the public. Our commitment to engaging with the city and counties of Leicestershire and Rutland is being advanced through initiatives led by Dr Vijay Sharma, Pro-Chancellor for Community Engagement and former member of Council. Building upon the University's civic engagement activities, Dr Sharma's approach has been to forge partnerships in areas that add value to the University's mission.

Our commitment to equity and inclusivity was demonstrated throughout the year, not least by the naming of the first academic building after a woman – Kathleen Kenyon – described at the launch as a transformational scholar, queer icon, pioneer and educator.

Leicester proudly declares that we create Citizens of Change. As a University, we are at the cusp of momentous change as we prepare our citizens for the future.



**NEIL GOULDEN,
CHAIR OF COUNCIL**

Year in pictures



MEDRACE, A STUDENT-STAFF GROUP FROM LEICESTER MEDICAL SCHOOL, CELEBRATES FIVE YEARS OF CHAMPIONING DIVERSITY AND TACKLING RACIAL HARASSMENT IN MEDICINE.



IN JULY, 3,600 STUDENTS CROSSED THE DE MONTFORT HALL STAGE, WITH 5,000 DEGREES AWARDED TO GRADUATES AGED 19 TO 77, REPRESENTING 102 NATIONALITIES.



KASABIAN FRONTMAN SERGIO 'SERGE' PIZZORNO TOOK CENTRE STAGE AT THIS YEAR'S GRADUATION CEREMONIES AS HE WAS AWARDED AN HONORARY DEGREE.



THE KATHLEEN KENYON BUILDING WAS OFFICIALLY OPENED BY PROVOST AND DEPUTY VICE-CHANCELLOR, PROFESSOR HENRIETTA O'CONNOR.



DR JOSH SMALLEY BAKED A SPECIAL CAKE TO MARK 100 YEARS OF CHEMISTRY AT LEICESTER – A SWEET TRIBUTE TO A CENTURY OF SCIENTIFIC DISCOVERY.

Year in numbers

1st

cohort of Leicester-Chongqing students graduate



£10 million

to establish the Leverhulme Centre for Humanity and Space





LEICESTER WON VARSITY 2025, SUCCESSFULLY DEFENDING THE TITLE AND SECURING OUR 23RD OVERALL VICTORY IN THE ANNUAL SPORTING CONTEST AGAINST DE MONTFORT UNIVERSITY.



ESUANTSIWA JANE GOLDSMITH WAS THE RECIPIENT OF THE COVETED LIFETIME ACHIEVEMENT AWARD AT THE ANNUAL ALUMNI AWARDS DINNER.



SPACE PARK LEICESTER CELEBRATED DIWALI WITH COLLEAGUES AND INDUSTRY PARTNERS.



ATTENBOROUGH ARTS CENTRE'S SENSORY ATELIER WON 'LEARNING PROGRAMME OF THE YEAR' AT THE NATIONAL MUSEUMS + HERITAGE AWARDS.



PROFESSOR SARAH SCOTT AND MATHEW MORRIS COMPILED THE STORIES BEHIND LEICESTER'S RICH ROMAN HERITAGE INTO A BOOK TO MARK THE REOPENING OF THE CITY'S JEWRY WALL MUSEUM.

25th

in the UK in the 2025 Times Higher Education (THE) World University Rankings



10%

reduction in carbon emissions over the last year



£106 million

received in research awards



£30 million

pledged in donations





GRADUATION CEREMONY AT CHONGQING MEDICAL UNIVERSITY.

Connecting across the globe

We are proud to be a truly global community. One in every three of our students comes from outside the UK, bringing a rich diversity of perspectives and experiences to our campus.

“We launched a number of new international Pathways programmes in 2025.”

Our students and staff represent over 100 countries worldwide, and we maintain a strong presence across eight key regions: South Asia and India, Canada, China, East and South East Asia, the Middle East, North Africa, Sub-Saharan Africa, and Pakistan. This global reach is central to who we are and how we connect with the world.

Addressing global healthcare

Our partnership with Apollo continues to grow, marked by the launch of the Centre for Digital Health and Precision Medicine (CDHPM) in January. Co-led by Professor Sir Nilesh Samani and Dr Sujoy Kar, the Centre focuses on advancing care in cardiovascular health, acute and emergency medicine, and multi-morbidity.

Other developments include:

- The new 2+1 BEng in Computer Science (with specialisations in AI, Data Science or Software Engineering) began in September, allowing students to study in India before transferring to Leicester.
- We are also launching two new health focussed Masters programmes developed in collaboration

with Apollo: the MSc Mental Health Nursing and MSc Computational Health Data Science are both aimed at addressing global healthcare workforce needs.

- The new 2+2 Clinical Fellowship pathway will enable international medical graduates to gain UK medical registration through placements in Apollo Hospitals and the NHS, alongside distance MSc study.

Record Turing Scheme funding

We have received over £1.4 million in Turing Scheme funding – the largest ever grant for global student mobility. The award supported more than 540 students in 2024/25, enabling overseas experiences from law in Hong Kong to space science in Italy. Led by Dr Fiona Ashmore, the initiative promotes global citizenship and inclusivity, offering transformative academic, research, and volunteering opportunities across more than 15 countries.

New routes for students

We launched a number of new international Pathways programmes in 2025, including a STEM International Foundation Year and three International Year One courses in Marketing, Business and Management, and Human Resource Management. These programmes offer international students alternative routes into undergraduate study, with tailored academic and language support. Jointly delivered by the College of Business and CITE, the initiative reflects Leicester's commitment to global inclusion and student success in a supportive academic environment.

NCUK partnership

We have partnered with global pathway provider NCUK to offer new routes for international students. NCUK students from over 40 countries can now progress directly into undergraduate and postgraduate studies. This collaboration reflects our commitment to inclusive, research-inspired education and global engagement.

Strengthening ties with Shanghai

We have signed a new agreement with Shanghai Polytechnic University (SSPU), deepening collaboration in teaching, research and academic exchange. The agreement, signed by Professor Henrietta O'Connor and Professor Xu Yufang, includes progression routes for SSPU students into Leicester's MA in Translation programme. The partnership builds on Leicester's longstanding relationship with Chongqing.

Chongqing graduates make history

The University of Leicester and Chongqing Medical University celebrated the graduation of their first dual honours cohort in Clinical Sciences and Clinical Medicine in June. Launched in 2019, the joint programme offers Chinese students the opportunity to study in both countries and earn degrees from each university. At the ceremony in Chongqing, Professor Nishan Canagarajah praised the partnership as a bridge between nations. British Consul-General Anthony Preston highlighted its global impact. The event also marked 30 years of Leicester-Chongqing city ties and included alumni celebrations and a reception for King Charles III's birthday.



LAUNCH OF THE CENTRE FOR DIGITAL HEALTH AND PRECISION MEDICINE (CDHPM).



Social and environmental sustainability

Sustainability is central to our identity as Citizens of Change. Through research, education and partnerships, we continue to promote and implement environmental and social responsibility.

Our Institute for Environmental Futures leads cutting-edge work at the intersection of climate, AI and resilience. Projects like AI4NetZero support intelligent infrastructure planning, while the Leverhulme Centre for Humanity and Space explores planetary sustainability and the future of humanity.

We remain globally engaged – contributing to COP processes and the UN Sustainable Development Goals through our Education for Sustainable Development (ESD) programme, which ensures all undergraduates consider sustainability in their studies.

Reducing our carbon emissions

Over the past 15 years, our Salix Revolving Green Fund has supported 65 projects – cutting our annual carbon emissions by over 4,300 tonnes. Though the fund has now closed, our £760,000 annual investment continues to drive energy-saving and decarbonisation initiatives, supporting our goal to reach net zero by 2040.

We continue to focus on reducing the energy needed to heat, cool, ventilate and operate our buildings, while also lowering the carbon intensity of our energy sources. In 2024/25, direct emissions fell by 10% compared to the previous year, and by 29% against our 2018/19 baseline.

Aligned to our Estates Masterplan, projects to improve the energy efficiency of our campus and decarbonise the energy we use continue. Recent projects include replacing gas boilers with air source heat pumps, upgrading lighting and building management systems, and engaging staff and students in energy-saving behaviours.

The table below shows the energy consumption and carbon emissions associated with running our buildings and vehicles for the financial year 2024/25*.

	2024/25	2023/24
Cost of energy used (£)	11,009,910	15,077,237
Energy consumption (kWh)	76,823,823	80,457,412
Greenhouse gas emissions (tonnes CO2e)	13,253	14,769
Electricity	5,448	6,781
Gas	3,922	4,192
Steam and hot water	3,666	3,581
Biomass	7	6
Fuel oil	54	20
Fleet vehicles	55	57
Grey fleet and hire vehicles	103	132
Total greenhouse gas emissions per £'000 income (kg CO2e)	34	39

* The table excludes Freeman's Common accommodation and College Court Conference Centre (until 16 April 2025) as they were controlled separately.

Carbon Literacy Training

To help our community build climate competency, we continue to deliver accredited Carbon Literacy Training (CLT) for staff, students and local partners. This year, over 250 individuals – including academic and Professional Services colleagues – have taken part, with some even going on to train others.

We have also extended this work to the wider region: we have delivered tailored Carbon Literacy sessions to 16 small and medium-sized businesses. These sessions empower participants to identify emissions hotspots, take action and communicate climate impacts effectively.

By embedding this training across different departments and sectors, we are building a shared foundation for climate leadership at every level.

GreenerFuture

The GreenerFuture Leicestershire programme is supporting small and medium-sized enterprises across the region to thrive in a low-carbon economy. Funded for 18 months by Innovate UK, in partnership with local authorities and other partners and delivered by the University of Leicester School of Business, the Advisory Service provides practical advice, resources and training to help Leicestershire businesses cut costs, attract new customers and respond to increasing sustainability expectations.

Since its launch in January 2025, the programme has supported over 120 organisations and received more than 15,000 visits to its online resource hub. Participating businesses have reported improved confidence in bidding for sustainable contracts, clearer carbon reporting and stronger employee engagement.



EcoCampus award

We are proud to have achieved the EcoCampus Silver Award in recognition of our progress toward an Environmental Management System (EMS). This award recognises institutions that are taking structured steps to manage and reduce their environmental impacts in line with ISO 14001 standards.

The audit praised the University's approach to governance, staff training and operational compliance, highlighting our commitment to continuous improvement even during a period of organisational change.

As we look ahead, the EMS framework will help guide decisions across our estates, procurement and policy functions, ensuring that sustainability remains embedded in our long-term planning.

QS rankings

We have been recognised once again in the QS World University Sustainability Rankings, reflecting our global impact in sustainability research, teaching and partnerships.

In the 2024 rankings, Leicester placed in the top 20% of institutions worldwide for Environmental Impact. The ranking methodology considers factors such as sustainable research output, community engagement and responsible institutional practices.

This result highlights the strength of our interdisciplinary work – particularly in climate science, environmental justice and sustainable development – and our ongoing commitment to empowering students with the knowledge and tools to drive change beyond the University.

Sustainable education

Our Education for Sustainable Development (ESD) programme empowers students with the knowledge, skills, values and attributes to become socially responsible Citizens of Change. Last year we updated our undergraduate ESD audit, establishing a new baseline that confirms 100% of undergraduate courses now include at least one core module aligned to a UN Sustainable Development Goal (SDG). This work reflects our strategic commitment to sustainability. ESD is embedded across both our 'Research Inspired Education' and 'Our Citizens' strategic themes and underpins the 'Socially Responsible' Educational Gains as part of our Teaching Excellence Framework (TEF) Gold status. Recognised nationally, ESD is a distinctive strength for the University of Leicester, supporting our ambition to maximise positive global impact as Citizens of Change.



ECONOMICS STUDENT AND OLYMPIC GOLD MEDALLIST LAUREN HENRY.

Our citizens

At the heart of our University are our people – students, staff, alumni and partners – who embody our values and shape a brighter future as Citizens of Change.

We proudly celebrate and nurture these individuals, fostering inclusive, empowering relationships that create a force for positive change in the world.



PROFESSORS DAVID M LLOYD

Royal recognition

Members of the University of Leicester community were recognised in the 2024 and 2025 Honours Lists for their outstanding contributions across sport, science, medicine and climate research. Economics student and Olympic gold medallist Lauren Henry received an OBE, while Professor Paul Monks was awarded the Companion of the Order of the Bath for his scientific advisory work. Professors David M Lloyd and Sue Page were each awarded MBEs for pioneering achievements in surgery and peatland conservation, respectively – highlighting Leicester's global impact in health, sustainability and public service.

Chancellor's Distinguished Lecture

Our Chancellor's Distinguished Lecture Series continued to inspire and engage in 2025, welcoming Andrew Bailey, Governor of the Bank of England, as its keynote speaker. Hosted by Chancellor Dame Maggie Aderin-Pocock, this third edition of the annual series drew a large public audience to the Sir Bob Burgess Building on 24 March.

In his lecture titled 'Growth in the UK Economy', Andrew explored the challenges and opportunities facing economic growth in today's world, drawing on his extensive experience in financial leadership. He addressed key themes such as productivity, labour



PROFESSOR MELANIE DAVIES CBE



PROFESSOR TEELA SANDERS

supply, and the impact of global events like COVID-19 and the war in Ukraine on economic potential.

The event underscored the University's commitment to public engagement and thought leadership, providing a platform for dialogue on issues of national and global significance.

Top honour for diabetes Professor

Professor Melanie Davies CBE received the 2025 National Scientific and Health Care Achievement Award from the American Diabetes Association – becoming the first woman outside the USA to do so. Recognised for her global impact on type 2 diabetes research and care, Professor Davies leads the Leicester Diabetes Centre

and has authored over 980 publications. Her work continues to shape prevention and treatment strategies worldwide, inspiring future generations of diabetes researchers.

Social Sciences Fellowship

Professor Teela Sanders has been elected to the prestigious Academy of Social Sciences Fellowship. She is recognised for her impactful research at the intersection of criminology, sociology, gender and law. As Pro Vice-Chancellor and Head of the College of Social Sciences, Arts and Humanities, Professor Sanders champions the role of social sciences in addressing complex societal challenges locally and globally.



ANDREW BAILEY, GOVERNOR OF THE BANK OF ENGLAND.



VLAD MAKAR AWARDED THE 2024-25 FRANK MAY VOLUNTEER OF THE YEAR AWARD.

International award for AI expert

Professor Huiyu Zhou has been awarded the 2025 Distinguished Artificial Intelligence Scholar Award by the National Academy of Artificial Intelligence. Recognised for his long-standing contributions to AI research and development, Professor Zhou leads the AI and Machine Learning Group and Biomedical Image Processing Lab. His work spans health, security and space applications. This international award highlights his leadership in advancing AI for societal benefit.

Impact prize for asthma

Dr Sarah Diver has won the NIHR Impact Prize for her work on Tezepelumab, a breakthrough treatment for severe asthma. Her research showed the drug significantly reduces asthma attacks and improves lung function, easing pressure on NHS services. The award recognises research that improves lives and drives economic growth. Dr Diver praised her team's efforts and the treatment's life-changing impact on patients' quality of life.

Volunteer Vlad honoured

Psychology student Vlad Makar has been awarded the 2024-25 Frank May Volunteer of the Year Award for his outstanding commitment to volunteering. Alongside his psychology studies and part-time job, Vlad supported vulnerable individuals through the Appropriate Adult

Service and volunteered in a care home. He also led the Psychology Society and served as a student ambassador. Vlad's dedication, leadership and compassion have made a lasting impact on both the University and wider community.

Student nurses win awards

Nursing students Daud Malida and Lily Scott won top honours at the 2025 Student Nursing Times Awards. Daud received the Mary Seacole Award for advancing diversity and inclusion, while Lily was named Student Nurse of the Year (Children). Both praised the University's support and leadership-focused course. Their achievements highlight Leicester's excellence in nursing education.

Honorary Professorship

In July 2025, Her Excellency Sheikha Bodour Al Qasimi was conferred an Honorary Professorship by the University of Leicester in recognition of her global contributions to women's empowerment, literacy and cultural development. During her visit to the School of Business, Sheikha Bodour engaged with students and faculty, reinforcing her commitment to academic collaboration and cross-cultural dialogue. Her leadership in publishing, education and entrepreneurship continues to inspire inclusive progress around the world.

Education leader joins Council

The University welcomed Mary Curnock Cook CBE to its governing body in September 2024. Former UCAS Chief Executive and national education leader, Mary brings extensive experience across the education and skills sector. Mary praised the University's diversity and research excellence, while Vice-Chancellor Professor Nishan Canagarajah highlighted her passion for access and innovation as key to shaping Leicester's strategic direction into its second century.

New Vice-Chair for AAC

Attenborough Arts Centre appointed Jennifer Francis as Vice-Chair of its Advisory Board in 2024. A global arts leader with over 25 years' experience, Jennifer joined the Board in March 2023. Her new role supports the Centre's ambitious 2024-30 business plan. Chair Kerry Law and Director Andrew Fletcher praised her strategic insight and international expertise, while Jennifer expressed her commitment to advancing inclusive, accessible arts and deepening community engagement.

Impacting policy

We have welcomed a number of leading figures to campus over the past 12 months to ensure our citizens are leading the conversations and applying their expertise to address the challenges facing the world.

GUESTS INCLUDED:

- Shivani Raja, MP for Leicester East
- Professor Rachel Brooks, President of the British Sociological Association
- Jonathan Ashworth, Former Shadow Secretary of State for Work and Pensions
- Vivienne Stern, Universities UK Chief Executive
- Baroness Gillian Merron, Minister for Patient Safety, Women's Health and Mental Health
- Colonel Walter Villadei, Commander of Italy's first commercial suborbital research flight



SHEIKHA BODOUR AL QASIMI, HONORARY PROFESSORSHIP.



World-changing research

As Citizens of Change, our researchers are committed to addressing the most pressing challenges of our time. This includes combating disease, protecting and improving our environment, advancing social justice, and working towards a sustainable future.

This year has been a landmark year for research at the University, with awards reaching an unprecedented £106.3 million. This achievement shows our enduring commitment to innovation, impact and interdisciplinary collaboration, and emphasises the brilliance of our academic community in an increasingly competitive funding landscape.

The College of Social Sciences, Arts and Humanities achieved its best ever performance in research grants with £17.6 million secured, reflecting the quality and impact of its academic work.

Exploring humanity's role in space

The University secured a record £10 million from the Leverhulme Trust to establish the Leverhulme Centre for Humanity and Space. Based at Space Park Leicester, the Centre will explore humanity's evolving relationship with space through arts, humanities and social sciences. Over 10 years, the centre will address governance, sustainability and the cultural impacts of space exploration, shaping global understanding of life beyond Earth.

Global study on health in prisons

The Wellcome Trust has awarded the University a £3.3 million grant for a global study on drugs and mental health in colonial and post-colonial prisons. Led by Professor Clare Anderson, the interdisciplinary project spans Guyana, the Caribbean, and Indian Ocean nations, combining historical research with creative and community-based methods.

Medieval manuscript study

A €2.5 million ERC Advanced Grant has been awarded to Professor Joanna Story to lead the INSULAR project, an ambitious study of early medieval insular manuscripts.

The research will uncover the influence of Anglo-Saxon and Irish scholars across Europe, using cutting-edge digital and biomolecular techniques to illuminate cultural and intellectual networks of the past.

Transforming cultural access

Leicester has played a leading role in launching the Museum Data Service (MDS), a ground-breaking digital platform uniting over 100 million records from UK museums. Developed with Art UK and Collections Trust, and funded by Bloomberg Philanthropies and AHRC, MDS revolutionises access to cultural collections for researchers, curators and the public. This inclusive, sustainable service enables secure data sharing and discovery across institutions, fulfilling a century-old vision through digital innovation.

Institute launch in Westminster

The Leicester Institute for Policy was officially launched at an event in Westminster that united researchers and

policymakers to tackle global challenges. The evening featured a panel with Rt Hon Lord Willetts and Vivienne Stern MBE, Chief Executive of Universities UK, and highlighted the Institute's focus on healthcare, justice, climate change and space. Founding Director Professor Neil Chakraborti said the Institute will harness Leicester's research excellence to shape policy and improve lives locally, nationally and internationally.

New Institute for health and care

The University of Leicester and University Hospitals of Leicester NHS Trust have launched the Institute for Excellence in Healthcare (IEH) to expand research opportunities for nurses, midwives, allied health professionals and pharmacists. Backed by NIHR and Leicester BRC, the IEH will offer fellowships, PhDs and support for embedding research into clinical practice. This initiative aims to improve patient outcomes and strengthen Leicester's position as a national leader in healthcare research and innovation.

Strategic partnership

The University of Leicester and the Office for National Statistics have signed a Memorandum of Understanding to advance health research. Building on collaboration



FROM LEFT: PROFESSOR NEIL CHAKRABORTI, VIVIENNE STERN AND LORD WILLETT'S DURING THE PANEL SESSION.



PHAGE RESEARCH.

during the COVID-19 pandemic, the partnership will combine data and research expertise to address urgent public health challenges. Professor Kamlesh Khunti hailed the agreement as a milestone in tackling health inequalities, enabling rapid, policy-driven research that will improve outcomes and inform decision-making across the UK.

Boost for phage research

Leicester's Centre for Phage Research has received a £4 million donation from entrepreneur Jimmy Mayer, in memory of his late wife Becky. Renamed the Becky Mayer Centre for Phage Research, it will expand its pioneering work on bacteriophages – viruses that target antibiotic-resistant bacteria. The funding will support biobank growth, advanced equipment and pre-clinical trials, cementing Leicester as a global leader in the fight against antimicrobial resistance.

Studying gene regulation

Dr Yolanda Markaki has received £2 million from the Wellcome Trust to investigate how genes are switched off during early development. Her research focuses on X-chromosome inactivation, a key process in preventing gene imbalance. Using super-resolution microscopy, her team will explore how RNA and proteins interact to silence genes. The eight-year project aims to advance understanding of developmental disorders and improve stem cell therapies, while training future researchers in cutting-edge techniques.

Science and technology funding

Researchers in the Planetary Science and Astrophysics groups were successful in the 2024 Small/Large Grants round, bringing in over £4.6 million to support postdoctoral researchers. Projects include a five-year 'Large Award' to support Mercury science from the BepiColombo mission and three-year 'Small Awards' to explore giant planet atmospheres and auroras from the James Webb Space Telescope.

Climate tipping points

Professor Valerio Lucarini, from the School of Computing and Mathematical Sciences, is part of a £5 million project funded by the Advanced Research and Invention Agency (ARIA) to develop early warning systems for climate tipping points. Valerio will lead on work for the 'Advancing Tipping Point Early Warning' (AdvanTip) project, which will focus on the Subpolar Gyre, an ocean current system that could tip quickly and soon.

Net zero land use research

UKRI has announced £14 million in funding for five research projects under the Land Use for Net Zero (LUNZ) Programme. Led by the LUNZ Hub, co-directed by Professor Heiko Balzter, the projects will explore soil health, agricultural systems, and land use change. This transdisciplinary initiative aims to accelerate the UK's net zero transition while supporting nature recovery, food production, and community resilience through evidence-based policy.

Tackling chemical health risks

The University is leading a new £5.5 million Health Protection Research Unit in Chemical Threats and Hazards, funded by the NIHR. Based at the Centre for Environmental Health and Sustainability, the unit is investigating how everyday exposures, like air pollution, noise and household chemicals impact health. Directed by Professor Anna Hansell, the unit is developing new detection technologies and evidence to inform public health policy and protect communities across the UK.

Co(l)laboratory research

Community organisations in Leicester and Leicestershire are being invited to co-create research projects with regional universities through a £2.3 million expansion of the Co(l)laboratory programme. Led by the Universities Partnership and backed by Research England, the initiative funds 27 new PhD studentships focused on civically-engaged research. The programme empowers people from non-traditional academic backgrounds to tackle regional challenges. Partners gain access to training, resources and networks, fostering inclusive collaboration between academia and communities to drive growth, improve wellbeing, and deliver meaningful change.

Knowledge Exchange Framework

The University achieved 'very high engagement' in four key areas of the 2024 Knowledge Exchange Framework, including research partnerships and local growth, placing us in the top 20% of Higher Education providers in England and exceeding the average for universities of our size and type. We also ranked in the top 40% nationally for business and community engagement. Flagship initiatives like Space Park Leicester and the Museum Data Service highlight the University's commitment to impactful collaboration. These results reflect our strategic focus on translating research into real-world benefits for society, the economy and the environment.

Researcher satisfaction rises

Postgraduate researcher satisfaction at the University has significantly improved, with 81% expressing overall satisfaction in the 2024 Postgraduate Research Experience Survey – up from 73% in 2022. The University also achieved its highest-ever response rate, with 900 participants. Improvements in supervision and professional development, driven by targeted training and collaboration, reflects our commitment to enhancing the postgraduate research experience.



RESEARCH AT THE CENTRE FOR ENVIRONMENTAL HEALTH AND SUSTAINABILITY.



Research-inspired education

With a diverse student body of over 20,000, we are proud to foster a welcoming and inclusive environment where every learner can thrive.

This year, the University has celebrated numerous educational achievements, reflecting the strength of our research-led teaching and our commitment to delivering an outstanding, future-focused academic experience. We empower our students, regardless of background, to become impactful Citizen of Changes.

Top 10% for student satisfaction

Once again, the University has been recognised for outstanding student satisfaction, maintaining its position in the top 10% of UK universities in the 2025 National Student Survey (NSS). This marks the second consecutive year of being ranked among the very best for overall positivity.

For the third year running, the University saw improvements across all 26 survey questions, with particularly strong gains in 'organisation and management' and 'student voice'. The latter placed Leicester in the top 20% nationally, reflecting our commitment to listening to students and acting on their

feedback. Over 90% of students expressed positivity in academic support, highlighting the dedication of our teaching staff.

More than 2,800 final-year students participated in the survey, providing valuable insights that continue to shape the student experience. Professor Liz Jones, Pro-Vice-Chancellor (Education), praised the collective effort: "We have come a long way in education at Leicester over the last four years. This is testament to the dedication of all our staff and our partnership with the Students' Union."

Celebrating milestones

This year, the University proudly marked a series of anniversaries across its academic departments, reflecting a rich legacy of excellence in education and research.

- The School of Chemistry and the School of Physics and Astronomy both celebrated their centenary, having been established in 1925 – just four years after the University's founding. These departments have played a pivotal role in advancing scientific discovery and nurturing generations of researchers and innovators.
- The School of Sociology commemorated 75 years of shaping social understanding and policy through pioneering research and teaching. The School's

work has significantly shaped academic thinking and influenced public conversations.

- The Leicester Medical School also reached a major milestone, celebrating 50 years since its founding. Over the past five decades, it has grown into a nationally respected institution, known for its commitment to clinical excellence, inclusivity and innovation in medical education.

Teaching excellence recognised

The University celebrated a number of achievements in the 2025 National Teaching Excellence Awards, receiving two National Teaching Fellowships (NTFs) and one Collaborative Award for Teaching Excellence (CATE).

Professor Simon Gay, Head of Leicester Medical School, was honoured with an NTF for his pioneering work in clinical reasoning education, which has significantly shaped medical curricula across the UK and internationally. Dr Jo Dawkins, Associate Professor in Criminology and Forensic Science, was also awarded an NTF for her inclusive, interdisciplinary teaching methods that empower students through problem-based learning and experiential education.

The University's MedRACE initiative – a student-staff partnership tackling racial inequality in medical education – received the prestigious CATE award. MedRACE's inclusive, student-led model has driven impactful changes, including influencing NHS policies and contributing to national decolonisation toolkits

These accolades underscore our commitment to transformative teaching and collaborative innovation.

Black British history scholarship

The University has introduced the Len Garrison MA Scholarship, offering three fully funded studentships in Black British local history. In partnership with Black Cultural Archives, the initiative honours alumnus and activist Len Garrison. It covers tuition and includes a bursary for placements at the BCA in London. Open to UK students starting in September 2025, the scholarship promotes diversity in academia.

Award for Black and mixed heritage students

Inspired by Stormzy's scholarship, Leicester Law alumnus Daniel Adebayo has launched the embrACE Award to support Black and mixed heritage students from disadvantaged backgrounds. Funded by his social enterprise, Race Forward CIC, the £6,000 award helps recipients overcome financial barriers and thrive at university. Daniel's initiative reflects his commitment to equity, inclusion, and giving back to the University that shaped his journey.

Support for displaced youth

The University of Leicester and Alsama Project are developing the G12++ certification to help displaced young people access higher education. Launching in 2026, G12++ recognises academic skills regardless of formal schooling, offering a pathway to university and employment. The initiative supports the UNHCR's 15 by 30 pledge and will include scholarships to support learners in refugee communities to overcome barriers and achieve their ambitions.





Research highlights

Inequality in care for children

Children from ethnic minority backgrounds and those living in poverty are more likely to die in paediatric intensive care, according to a major UK study led by the University of Leicester and partners. Analysing data from over 160,000 children, researchers found significantly higher mortality rates among Asian and other minority groups, and those from the most deprived areas. The findings, published in *The Lancet Child and Adolescent Health*, highlight urgent concerns about healthcare inequality and call for immediate policy action.

Brisk walk boosts longevity

A study by the University of Leicester found that just ten minutes of brisk walking daily can significantly extend life expectancy in inactive adults over 60. Women could gain nearly a year, and men up to 1.4 years. Increasing both the duration and intensity of activity led to even greater benefits. Researchers urge public health campaigns to promote small, regular bursts of physical activity, showing that even modest changes can lead to longer, healthier lives.

Hidden heart risks in women with diabetes

A major new study by Leicester researchers has found that women with type 2 diabetes are nearly twice as likely as men to have hidden heart damage. Using advanced MRI scans, the team discovered signs of coronary microvascular dysfunction (CMD) in 46% of women studied, compared to 26% of men. The findings, published in the *Journal of Cardiovascular Magnetic Resonance*, highlight the need for sex-specific approaches to heart disease prevention.

Empathy training boosts maternity care

Leicester researchers found that empathy training for maternity staff significantly improved patient and staff satisfaction. Delivered to 177 NHS staff, the workshops enhanced empathy at individual, team and system levels. Participants valued the interactive, supportive environment and reported better understanding of patient needs. The study, led by Professor Jeremy Howick, highlights empathy's role in improving care quality, reducing complaints, and enhancing safety –

demonstrating that empathy can be effectively taught and embedded.

DNA ‘unzipping’ captured

Leicester researchers have created the first atomic-level ‘molecular movie’ of DNA being unzipped by helicase enzymes, revealing a precise, energy-efficient mechanism. Published in *Nature*, the study shows how helicases unwind DNA using an ‘entropy switch’ rather than brute force. The discovery, made using cryo-electron microscopy, has major implications for understanding DNA replication in viruses and cancer, potentially guiding new antiviral therapies and inspiring future nanoscale technologies.

Long COVID symptoms revealed

A global study led by the University has identified the most common Long COVID symptoms, including a four-fold increased risk of losing taste and smell. Researchers analysed data from over 15 million people, comparing 42 symptoms between infected and non-infected groups. Funded by NIHR ARC East Midlands, the study aims to inform healthcare planning and interventions for those affected by persistent symptoms.

New hope for rare cancer

The NERO clinical trial, led by the University of Leicester, has shown that the drug niraparib can slow the progression of mesothelioma, a rare cancer caused by asbestos. Patients saw a 27% reduced risk of disease

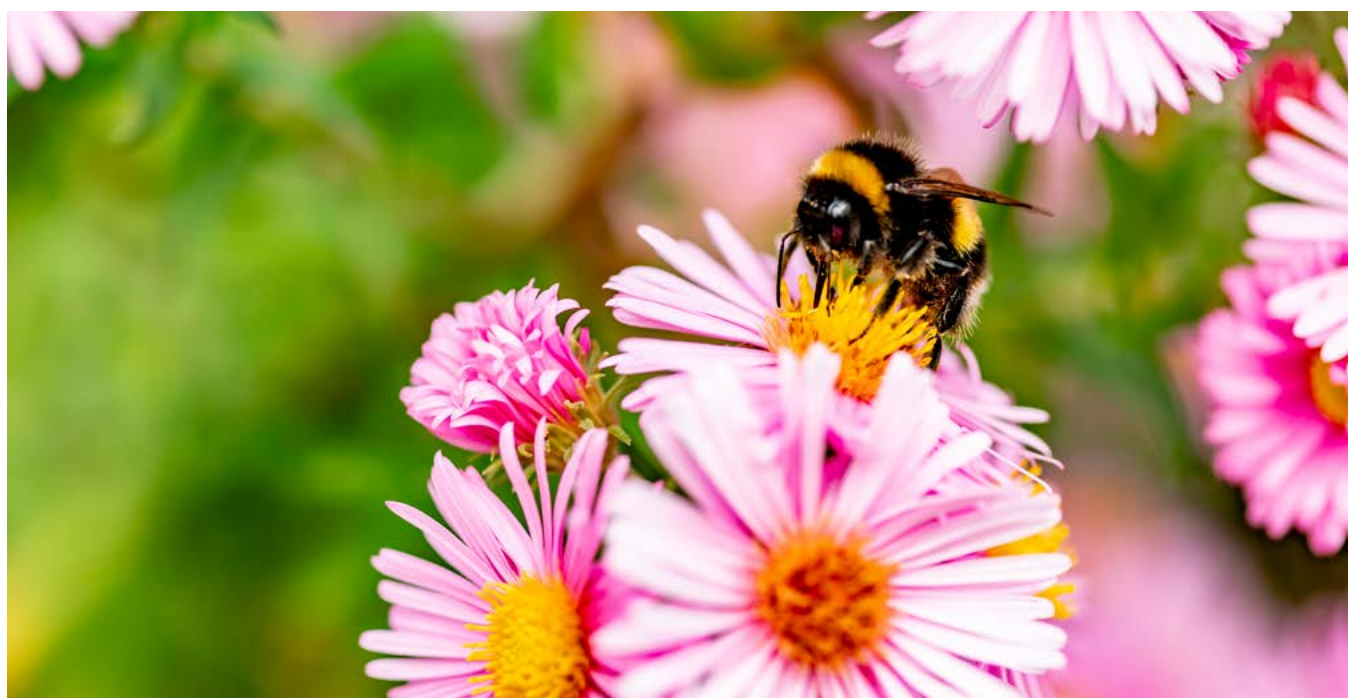
progression or death. The trial offers new hope for those with limited treatment options. Researchers now aim to personalise treatment using genetic biomarkers and AI, potentially transforming care for mesothelioma patients in the future.

Air pollution linked to bumblebee decline

Leicester scientists have found that black carbon air pollution disrupts the gut microbiome of bumblebees, potentially contributing to their population decline. The study showed that exposure alters beneficial bacteria like *Snodgrassella alvi*, affecting biofilm formation and microbial balance. This disruption threatens bee health and, in turn, pollination and food security. The researchers have stressed the need for further investigation into how air pollution impacts microbial communities in both insects and broader ecosystems.

Diagnosing rare diseases

Leicester researchers co-coordinated a major European project, Solve-RD, which has delivered diagnoses to over 500 patients with rare diseases through advanced genetic reanalysis. Experts from Leicester led the development of a secure data platform enabling collaboration across 300 researchers. This breakthrough, published in *Nature Medicine*, marks a milestone in rare disease research and paves the way for the new ERDERA initiative to expand diagnoses and potential treatments across Europe.



AIR POLLUTION LINKED TO BUMBLEBEE DECLINE.



THE FOSSIL KEURBOS SUSANAE – OR SUE – IN THE ROCK.

Ancient fossils rewrite evolution

Leicester researchers helped uncover two 430-million-year-old fossils – nicknamed Punk and Emo – that challenge long-held views of mollusc evolution. Exceptionally preserved and digitally reconstructed, the fossils reveal unexpected complexity in early Aculiferan molluscs. The discovery, published in *Nature*, highlights the power of 3D imaging and international collaboration. It sheds new light on the diversity and adaptability of ancient life, offering fresh insights into one of Earth's most diverse animal groups.

New fossil species named after discoverer's Mum

After 25 years of study, Leicester palaeontologist Professor Sarah Gabbott has revealed a new 444-million-year-old fossil species, *Keurbos susanae*, affectionately named 'Sue' after her mother. Preserved in extraordinary detail with internal organs intact but missing external features, the fossil offers rare insight into early marine arthropods. Found in South Africa's Soom Shale, 'Sue' highlights the challenges and wonders of fossil preservation and the enduring mystery of ancient life.

Tracing tobacco's impact on human bone

Leicester archaeologists have discovered that tobacco use leaves a lasting metabolic signature in human bone.

Analysing remains from before and after tobacco's 16th-century introduction to Europe, researchers identified structural changes in cortical bone. This breakthrough allows identification of tobacco users even without dental evidence. The study, part of the Tobacco, Health and History project, offers new insights into historical health impacts.

Experts aid murder investigation

Leicester's Dickens Code Project is helping decode Gurney shorthand notes from an 1861 Canadian murder trial. Legal scholar Professor Martin Friedland hopes deciphering Chief Justice Begbie's bench book will shed light on the conviction of three Indigenous men for the murder of shopkeeper Morris Price. Led by Dr Claire Wood, the project invites public participation, offering museum memberships for top decoding attempts.

Satellite to map forests in 3D

The UK-built BIOMASS satellite, launched on 29 April 2025, will be the first to map Earth's forests in 3D, measuring carbon mass with unprecedented accuracy. Developed with expertise from the University of Leicester and Space Park Leicester, the mission will enhance understanding of forest carbon storage and climate change. Using advanced radar, it will penetrate dense canopies, aiding global efforts to monitor deforestation, biodiversity loss, and progress toward net-zero goals.

Breakthrough in climate modelling

A major theoretical advance by Leicester mathematician Professor Valerio Lucarini and collaborator Dr Mickaël Chekroun has improved how scientists detect human impact on climate and predict tipping points. Using statistical mechanics, their model distinguishes climate change signals from natural variability, offering early warnings for disasters like Amazon collapse or Atlantic circulation failure.

Neptune's auroras captured

For the first time, scientists led by the University of Leicester have captured Neptune's auroras using the James Webb Space Telescope. The discovery revealed the presence of H_3^+ ions, confirming auroral activity and offering new insights into Neptune's magnetic field and atmospheric cooling. Unlike Earth's polar auroras,

Neptune's appear at mid-latitudes due to its tilted magnetic field. The findings mark a breakthrough in understanding the ice giant's dynamic atmosphere and space weather interactions.

Clues to rare cosmic explosion

Space scientists at the University of Leicester have helped uncover the origins of a rare extragalactic X-ray burst, known as a Fast X-ray Transient (FXT). Using data from the Einstein Probe and Liverpool Telescope, researchers identified the FXT EP250108a as the result of a massive star explosion. Unlike typical gamma-ray bursts, this event produced a 'cocoon' of trapped energy, creating a unique blue optical signature. The discovery, detailed in two new papers, highlights the power of combining space- and ground-based observatories to explore some of the universe's most extreme and elusive phenomena.



BIOMASS SATELLITE OVER FOREST CREDIT:ESA/ATG MEDIALAB.



Awards and recognition

Here we celebrate a selection of the achievements of our inspiring students and staff from 2024-25.

Staff achievements

Professor Joanna Story (School of History, Politics and International Relations) has been elected to the Fellowship of the British Academy as a UK Fellow.

Professor Emma Bunce (School of Physics and Astronomy) received her OBE from King Charles at Buckingham Palace in December and has been appointed by the Prime Minister as a new Trustee of the Royal Museums Greenwich.

Dr Alex Pulis (School of Chemistry) has received a prestigious Thieme Chemistry Journal Award for his paper entitled 'B(C₆F₅)₃-Catalyzed Dehydrogenation of Pyrrolidines to Form Pyrroles' in ACS Catalysis (IF 11.3). It was the school's first joint paper with a research group in Dalian University of Technology.

Professor Hong Dong (School of Engineering) hosted the 7th UK-China Steel Research Forum which brought together major steel industry leaders and academics from China and the UK.

Professors Andy Abbott, Karl Ryder, Rob Hillman and Jake Yang (Centre for Sustainable Materials Processing) have been awarded the prestigious Royal Society of Chemistry 2024 Environment, Sustainability and Energy Horizon Prize.

Professor Jayne Marshall (School of Healthcare) has been awarded a National Teaching Fellowship of Advance HE and appointed to the International Confederation of Midwives (ICM).

Dr Roy Crole (School of Computing and Mathematical Sciences) has been appointed Fellow of the British Computing Society.

Dr Abdul Jabbar (School of Business) has been invited to join the Chartered Association of Business Schools' International Committee.

Professor Nial Tanvir (School of Physics and Astronomy) has been elected to the Fellowship of the Royal Society.

Professor Clare Anderson (School of History, Politics and International Relations) has been elected as a Fellow of the Academy of Social Sciences.

Professor Gowan Dawson (School of Arts, Media and Communications) published *Monkey to Man: The Evolution of the March of Progress Image* with Yale University Press.

Dr Jennifer Creese (Medical School) was shortlisted for a Fulbright Global Challenge Teaching Award and has been appointed as a Reform Scholar by prominent think tank Reform to create policy recommendations for the NHS and investigate the retention of resident doctors in the UK.

Professor Deborah Price (School of Business) has been promoted to be the first Professor in Practice at the University.

Professor Emma Bunce and Professor Leigh Fletcher (School of Physics and Astronomy) were part of the team which successfully launched the Europa Clipper, the first mission designed to conduct a detailed study of Jupiter's moon, Europa.

Dr Sarina Landefeld (Leicester Law School) has scooped the Best Paper Prize 2024 from the Society of Legal Scholars for her paper 'Inter-war interactions in the development of the protection of civilians: a historical perspective'.

Dr Anna Davies-Barrett (School of Heritage and Culture) won the Early Career Prize at the European Palaeopathology Association meeting held in Leiden.

Dr Jinning Zhang (School of Engineering) was awarded the Chief Scientific Adviser Award for Outstanding Project Delivery by the Department for Transport.

Professor Kit De Waal, Jean Humphreys Writer in Residence, has published her new book, *The Best of Everything*, been named BBC Radio 4's Book at Bedtime, appointed Chair of the Women's Prize 2025, and elected Ambassador for Wellbeing in the Arts.

Professor Martin Halliwell (School of Arts, Media and Communication) had the third volume of his American Healthcare series, *Transformed States*, published in November.

Associate Professor Samuel Tromans (Department of Population Health Sciences) has been elected to the Executive Committee of the Psychiatry of Intellectual Disability Faculty at the Royal College of Psychiatrists.

Associate Professor Lisa Wakefield (College of Business) was awarded a University Distinguished Teaching Fellowship.

Professor Simon Vaughan and **Dr Sarah Casewell** (School of Physics and Astronomy) will serve on the European Space Agency (ESA) committees for the James Webb Space Telescope and Hubble Telescope.

Dr Claire Wood (School of Arts, Media and Communication) has worked with the Dickens Museum in London to produce The Dickens Code Trail.

Barbara Bogusz, **Dr Satwant Kaur** and **Ewa Karolina Garbarz** (School of Law) have obtained Fellowships from the Higher Education Academy.

Dr Tim Hammonds (College of Life Sciences) has been appointed as Royal Society Entrepreneur in Residence.

Dr Tim Neff (School of Arts, Media and Communication) was selected by the Earth Negotiations Bulletin to represent the University at the COP29 gathering in Azerbaijan.

Professor Valerio Lucarini, **Professor Sergei Petrovskii** and **Dr Larissa Serdukova** (School of Computing and Mathematical Sciences) will lead the Isaac Newton Institute scientific programme in the summer of 2026.

The College of Business has agreed an MOU with the Chartered Institute of Management Accountants (AICPA-CIMA) for the creation of a Research Hub and has been reaccredited for the Small Business Charter for 5 years.

The School of Law hosted events with the President of the UK Supreme Court the Rt Hon Lord Reed and the Italian Ambassador in the UK Dr Inigo Lambertini.

University of Leicester Archaeological Services delivered 166 public engagement events, featured on BBC Two's *Digging for Britain*, *Time Team* and *Sky History*, and represented the University during a royal visit by HRH Duke of Gloucester to the King Richard III Visitor Centre to celebrate its 10th anniversary.

The School of Arts, Media and Communication has been selected to host the 2026 Media, Communication and Cultural Studies Association conference and the British Association for Chinese Studies' annual conference. **The School** was also shortlisted twice at the 2025 Association of Graduate Careers Advisory Services Awards.



L-R: DR BEN FENECH (UKHSA), DR CALVIN JEPHCOTE, DR SIERRA CLARKE (ST GEORGE'S), PROFESSOR ANNA HANSELL.

The Centre for Environmental Health and Sustainability won the John Connell Innovation Award 2024, organised by the Noise Abatement Society, at a ceremony in the Palace of Westminster.

The School of Computing and Mathematical Sciences received a Bronze Athena Swan Award for their commitment to gender equity.

Archives and Special Collections, home to the University's institutional records as well as the Joe Orton and Sue Townsend Archives, has retained its status as an Accredited Archive Service.

Dr Natalie Darko (School of Criminology, Sociology and Social Policy) won the Motherhood Group Research Excellence Award at the Black Maternal Health Awards UK 2025.

Raul Gonzalez (College of Business) won the 2025 British Council Alumni Award in the Science and Sustainability category.

Professor Matt Tonkin (School of Criminology, Sociology and Social Policy) received a Commendation at the 2025 Security and Policing Conference for his decision-support tool tackling serial sexual offenders.

Dr Piotr Godzisz (School of Criminology, Sociology and Social Policy) helped shape amendments to Poland's criminal code to include gender, sexual orientation, disability, and age as protected hate crime characteristics.

Dr Mohammad Farhad Peerally (School of Population Health Sciences) co-led the development of new clinical guidance for Ramadan fasting, published in *The Lancet*.

Professor John Remedios (School of Physics and Astronomy) gave expert evidence to the House of Lords Inquiry on Space as UKRI nominee and Director of NCEO.

Dr Josh Smalley (School of Chemistry) was featured in *The Guardian* '30 Things We Love in the World of Food 2025.'

Dr Selena Wisnom (School of Heritage and Culture) launched her new book *The Library of Ancient Wisdom: Mesopotamia and the Making of History* as part of Literary Leicester 2025.

Professor Nial Tanvir (School of Physics and Astronomy) has been elected as a Fellow of the Royal Society.

Professor Samuel Seidu (Diabetes Research Centre) has been selected to chair an expert panel of the Research Excellence Framework 2029: the Public Health, Health Services, and Primary Care sub-panel.

Professor Kamlesh Khunti (College of Life Sciences) and colleagues have been awarded the Health Data Research UK (HDR UK) Team of the Year for their work to transform research and care for people with multiple long-term conditions by improving ethnicity data in studies.

A collection of short stories written by **Dr Jonathan Taylor**, Associate Professor of Creative Writing at the University, has won the Arnold Bennett Book Prize.

Research Associate **Michael Biddle** (Department of Respiratory Science) has received an early career award from the Dorothy Bishop Prize, administered by the UK Reducibility Network (UKRN).

Dr Sarah Casewell and **Professor Leigh Fletcher** (School of Physics and Astronomy) have both become new members of an advisory committee at the Space Telescope Science Institute (STScI) in Baltimore, USA.

Dr Bing Ji, Mr Qianrui Liu, and Professor Hong Dong (School of Engineering) have won two Silver Medals at the 50th Geneva International Exhibition of Inventions.

Professor Martin Barstow (School of Physics and Astronomy) has been awarded the 2024 NASA Group Achievement Award for the Habitable Worlds Observatory Collaborative.

Dr Sarah Diver (Department of Respiratory Sciences) was one of the ECR winners for the inaugural NIHR national Impact award.

Professor Katja Ziegler (Leicester Law School) was invited by the House of Lords Committee on International Agreements to give evidence in its inquiry 'Review of Treaty Scrutiny'.

Dr Joycelin Eze-Okubuiro (Leicester Law School) has been reappointed the Vice Chair of the International Law Association on the Teaching of International Law and SDGs, Nigerian Branch, for 2025-2027.

Dr Maddy Chalmers (School of Arts, Media and Communication) has been shortlisted for the BBC/AHRC New Generation Thinkers scheme.

Student achievements

Merissa Hickman, whose PhD is funded by the Wellcome Trust DTP in Genomic Epidemiology and Public Health Genomics, won the 2024 Phil Strong Memorial Prize awarded by the BSA Medical Sociology group.

Leicester Computing and Mathematical Sciences students hosted a five-hour Coding Challenge in partnership with Morgan Stanley bank to build an automated algorithm to buy and sell currency.

Zygimantas Vainauskas (MEng Aerospace Engineering) was awarded a one-time \$5,000 AMETEK Foundation International STEM Scholarship for outstanding conferences papers.

University of Leicester students have scooped a Green Gown Award for the **Sustainability Enterprise Partnership Project (SEPP) module**, an innovative, credit-bearing course where student 'Sustainability Advisors' from various disciplines across the University collaborate with local businesses to tackle pressing sustainability challenges.

Our students also scooped a second Green Gown Award for the **Food Rescue Volunteers Project**, which has saved and redistributed 1,000 sandwiches which otherwise would have been wasted.



ANUJ ASHAR IN HIS NEW OFFICE.

Launchpad AI, a business launched by University of Leicester graduate, **Anuj Ashar**, has been named as the Digital Startup of the Year 2024 at the UK StartUp Awards 2024.

The **Legal Advice Clinic** hosted by students in the **School of Law** has now advised more than 250 clients this year, more than ever before.

Sophia Gloria (PhD student in School of Chemistry) won poster and oral presentation prizes with the Royal Society of Chemistry.

Ashleigh Wilcox (PGR in School of Computing and Mathematical Sciences) organised the 4th annual PiFORUM conference – an international network of women and underrepresented genders in maths and related disciplines.

Matthew Quinn (Medical School) was nominated for a British Pharmacological Society Clinical Undergraduate Prize.

Dr Amber Bennett-Weston (Post-doctoral Research Associate in the Stoneygate Centre for Empathic Healthcare) has been shortlisted for Research Paper of the Year by the Association for the Study of Medical Education and had publications in three prestigious journals: *Academic Medicine*, *Medical Education* and the *British Medical Journal*.

Medical student Adi Vishwanath was first author on a publication in the *British Medical Journal*.

Ronit Hardasani won the Medical Student Prize in the prestigious 2024 Dr Falk Pharma/Guts UK Charity national awards.

Harsimran K Dhaliwal and **Rishika Rawat** became the first ever BSc Clinical Science students to be co-authors of a peer-reviewed publication.

Emma Healey has been appointed as the student representative on NHS England's Future Midwife Committee and **Bea Gardner** has been appointed as the student representative on NHS England's Global Midwifery Education Steering Group.

Fatma-Zahra Hassan (College of Life Sciences) has won the Royal Society for Public Health essay award for the role of digitisation in public health.

Project LIGHT students (College of Life Sciences) won an award at the Inclusion Health National Student Conference in December.

The Legal Advice Clinic has been shortlisted for a Lexis Nexis Award and launched a new Immigration Law Clinic to provide free immigration advice services to the community.

Kayesha Coley (College of Life Sciences) has been highly commended for the Asthma + Lung UK (A+LUK) Early Career Investigator Award.

Max Barber and **Aniyah Janjua** (School of History, Politics and International Relations) represented the University in the 2024 Climate Negotiation Simulation, organised by the British International Studies Association and Chatham House.

Josh Patel, Humza Ali, and Raghav Prabhakaran (College of Business) impressively ranked second in the Bloomberg Global Trading Challenge and 14th out of 2,520 teams (13,029 participants) globally.

Olu Ukonu, a boxing scholar who is studying BSc Mathematics and Actuarial Science, won a gold medal in the BUCS Boxing Championships.

PhD Student **Oliver Jeffrey** (School of Engineering) received the SU award for PGR Teaching Excellence.

Five students have been recognised at the TargetJobs Undergraduate of the Year Awards: **Zoe Agwae** who studies Politics and Economics, was named Undergraduate of the Year for Celebrating Neurodiverse Talent; **Joshua Kuye**, studying Maths and Actuarial Science, was shortlisted for the Black Heritage Undergraduate of the Year Award; **Oluwatiresimi Joseph**, a Mechanical Engineering student, was also nominated in the Black Heritage category; **Rosemary Mwitwa Kafula**, studying Medicine, completed the trio of nominees for the Black Heritage Undergraduate of the Year Award; **Haniya Valimia**, an Economics and Accounting student, was shortlisted for the Future Insurance Professional of the Year.

Amani Al-Oraibi (Respiratory Sciences PhD student) has been awarded a prestigious UK Parliamentary Office for Science and Technology fellowship via Midlands Innovation.



Financial review:

Our results for the year

The University generated £25.8 million (2023-24: £22.4 million) of operating cash flows in the year which is an increase of £3.4 million from the prior year. This is a result of increases in tuition fee and research income, offset by a corresponding growth in expenditure while working capital has been carefully managed to protect cash levels. Our revolving credit facility (RCF) continues to provide additional liquidity alongside that internally generated and has been used as required. The year end cash balance was £21.2 million, up from £16.2 million in the prior year. The current cash balance, along with the RCF, is sufficient to meet the current operational cash needs of the University. Therefore, the University has not reached the Office for Students (OfS) reportable event threshold of falling below the equivalent of 30 days liquidity in the next 12 months, and does not forecast to in the months and years ahead.

The University has a group income and expenditure deficit of £3.4 million (2023-24: £8.3 million deficit before movement on USS pension provision); the favourable movement largely relating to continued student population and research growth with robust cost control limiting expenditure increases. Income increased by 2.7% year on year, after a 4.6% increase in the prior year, and included another strong year for student numbers, particularly at undergraduate level. Accommodation income fell compared to the prior year as we focused on our own accommodation stock rather than using externally owned properties.

Pay costs have seen year on year growth of £11.3 million due to inflation uplift and national insurance increases. The increase in student and research activity and inflationary pressures have inevitably led to increased non-pay operating expenditure, despite cost controls, increasing 8.0% before movement on USS pension provision.

	2024/25	2023/24
	£m	£m
Operating cash flows	25.8	22.4
Investing cash flows	(5.8)	(20.8)
Financing cash flows	(15.0)	(7.9)
Net cash inflows/(outflows)	5.0	(6.3)
Cash and cash equivalents	21.2	16.2
Income	396.2	385.8
Expenditure before USS pension movement	(401.9)	(396.1)
(Deficit) before other gains and USS pension movement	(5.7)	(10.3)
Other gains/(losses) and tax	2.3	2.0
(Deficit) for the year before USS pension movement	(3.4)	(8.3)
USS pension movement	-	96.9
(Deficit)/surplus for the year after tax	(3.4)	88.6
Non-current assets	497.6	502.4
Current assets	74.8	69.4
Current liabilities	(159.9)	(155.3)
Non-current liabilities	(226.6)	(223.2)
Provisions	(11.7)	(20.0)
Total net assets	174.2	173.3

Capital investment

Cash spent on physical and digital infrastructure projects during the year was £19.2 million (2023-24 £28.6 million). The majority of this relates to building maintenance with investments into digital infrastructure and equipment also significant costs. Cash received for property disposals was £10.0 million (2023-24 £1.0 million).

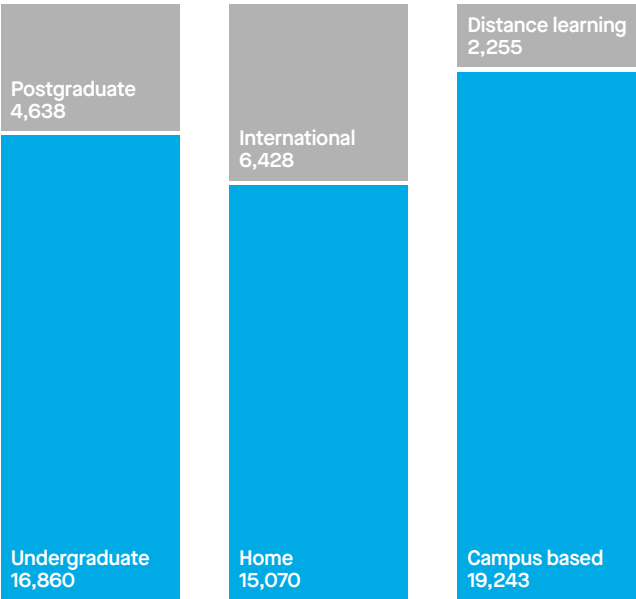
Pension schemes

A pension provision for the Universities Superannuation Scheme (USS) was not required at 31 July 2025 as the pension scheme is no longer in a deficit position based on the latest valuation which was finalised during the prior year.

A pension provision remains in our Statement of Financial Position in relation to the University of Leicester Pension and Assurance Scheme (PAS). At 31 July 2025 the PAS provision was £11 million, a reduction of £8 million from the prior year, this being the net effect of the recovery plan, gains from changes to the demographic assumptions and asset returns offset by losses on a decrease in the discount rate. More information can be found in note 19.

Student numbers

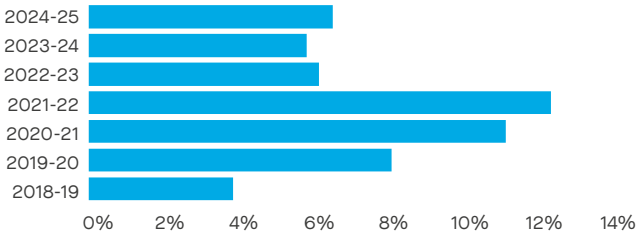
In 2024-25 we continued to have strong student number growth with 21,498 students studying with us, an increase of 974 students (5%) from the prior year driven by an increase in undergraduate intake. The distribution of students* in 2024-25 was:



*Student census data as at 1 December. Postgraduate registrations in January 2025 resulted in an additional 459 students of which 439 were international students.

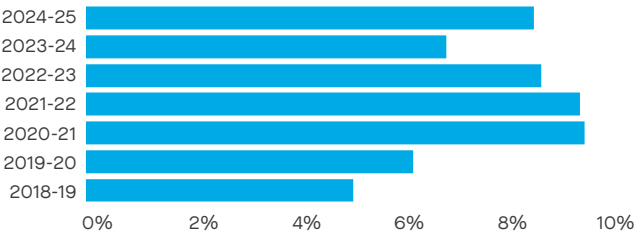
Our key performance indicators

Operating cash flow as a percentage of income



There was a net cash inflow of £25.8 million from operating activities during the year compared to £22.4 million in the previous year, an increase of £3.4 million. This was due to income increasing faster than expenditure. As a result, operating cash flow as a percentage of income was 6.5% and, whilst an improvement from the prior year's figure of 5.9%, it still falls short of our long-term financial sustainability target of 15%.

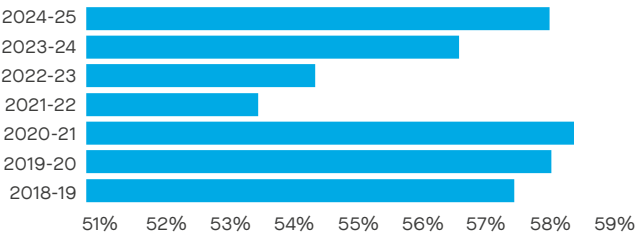
EBITDA* as a percentage of income



*EBITDA is a measure of surplus: earnings before interest, tax, depreciation and amortisation. This has also been adjusted for the release of deferred capital grants.

EBITDA rose to £33.3 million compared with the prior year at £25.9 million, increasing from 6.7% of income to 8.4%, driven by largely the same factors as the improvement in operating cash generation.

Staff cost as a percentage of income



Staff costs increased by £11.3 million (4.9%) from the prior year to £230 million as a result of growth in research activity, pay bargaining, a rise in national insurance and the minimum wage and a 2% increase in FTEs to support student number growth. Staff costs as a percentage of income increased from the prior year 56.6% to 58.0% which is in excess of our long-term financial sustainability target of 53%



Future financial outlook and going concern

The institution and wider sector continue to face a difficult operating environment. Continued inflationary pressures have eroded the real-term value of funding, leaving the institution with constrained budgets on pay and non-pay. A challenging environment for international student recruitment also continues to pose risks on our working capital and liquidity levels. However, it should be noted our continued strength in growing domestic student recruitment to offset this risk.

Despite these headwinds, the institution remains committed to its civic and educational mission and is exploring diversification of income streams, including expansion of transnational education, commercial efficiencies and value for money. There is also a continued drive for increased research funding with a greater level of cost recovery. Strategic investments in physical and digital infrastructure via our masterplans are also underway to improve operational efficiency and enhance the student experience. These initiatives aim to position the institution for long-term sustainability.

Recent experience has demonstrated the University is able to respond to financial risks by adapting to the operational circumstances and prioritising financial resilience via the implementation of its robust financial strategies, including scenario planning, liquidity monitoring and headcount control measures. This has been supported by placing staff and students at the heart of decision making.

The University's strategy has three strategic aims: Research-Inspired Education, World-Changing Research and Our Citizens. To compete with the best in research, we need to continue to invest in people and infrastructure; we also need to invest in our education and student life to enhance the experience we offer to our students. To improve educational outcomes, we need to invest in our teaching staff, manage staff workload and invest in our educational infrastructure.

We enter the 2025-26 financial year with another large student intake versus previous historical levels. Market share has grown by an estimated 20% in the recent recruitment cycle. Growth is forecast in the number of UK and international undergraduate students, with domestic and international postgraduate students increasing from the intakes in 2024-25. The demand to study our programmes has remained very strong. Research activity and income is also forecast to grow in the forthcoming year after another record level of research awards.

We are forecasting operating cash as a percentage of income to surpass 10% in the next 2 years whilst also delivering a focused capital expenditure programme building on the recent investment in improving our campus and digital infrastructure. Cash balances are also forecast to grow providing greater resilience and reducing the reliance on the RCF and therefore reducing interest costs too.

The going concern assessment for the University reflects a cautious but proactive stance. The focus on planning and mitigations has enabled the Council to thoroughly assess our outlook as a going concern. In the 2025-26 financial year income is forecast to be £409 million with operating cash as a percentage of income of 8.8%. This balances resource for expected growth in student numbers against generating the cash we need to support our operations. The most obvious threats to remaining a going concern are breach of lending covenants and/or running out of cash. We are forecasting to be compliant with all lending covenants in both 2025-26 and 2026-27 and maintain a resilient monthly cash balance to aid the University withstanding unforeseen downsides on performance. However, continued vigilance is required, particularly in light of sector-wide risks and the potential for further policy changes.

Council has carefully reviewed these forecasts, particularly the next two years, with thorough downside risk assessments and stress testing, in order to confirm that it has reasonable expectations that the University has adequate resources to continue in operation for the foreseeable future. This is in part underlined by access to the RCF of £60 million until 2029. For this reason, it continues to adopt the going concern basis for preparing the accounts.

Council obtains assurance in this area through its regular reviews of the University's performance using a number of key performance indicators in areas that are relevant to the University's sustainability.



Other risks and opportunities

There are a number of factors impacting on the University's strategic position as noted in our risk register. Our key financial risks and opportunities, aside from those already addressed are:

RISKS

- International student recruitment in respect of immigration policy, reliance on key markets and student engagement and attainment levels.
- Inflation on key cost lines such as staffing and utilities.
- Changes in the higher education funding landscape and the wider economy.
- Regulatory changes (Immigration, Visa policy changes or OfS oversight).
- The University faces significant estates-related risks driven by ageing infrastructure and sector-wide financial pressures leading to an increase in backlog of maintenance issues. Investment capacity has been focused on compliance issues in recent years increasing the possibility of operational disruption if building conditions deteriorate.

OPPORTUNITIES

- A number of international projects are opportunities for financial growth, particularly through the partnerships developed in China and India.
- Continued market growth of UK student numbers.
- Other financial growth via expansion to online and lifelong learning offerings, leveraging research excellence for commercialisation.
- Further community engagement and fundraising in parallel with the Institution's ambitious philanthropic donation income target.
- Material cash receipts via the sale of surplus buildings and land as part of the estates master plan.



THE BOTANIC GARDEN FESTIVAL.

Public benefit statement

At Leicester, our civic duty is at the heart of everything we do.

We are deeply committed to making a positive and lasting impact on society through education, research and public engagement. We collaborate with local organisations, schools and charities to widen access to learning and support community wellbeing – ensuring the benefits of our work extend far beyond campus – empowering individuals, strengthening communities, and contributing to a fairer, more inclusive society.

Partnership delivers impact

Now in its third year, the Leicestershire Universities Partnership – uniting the University of Leicester, De Montfort University and Loughborough University – has delivered significant benefits across the region securing more than £3 million in grant funding to support the region. Working with local authorities, the partnership has supported local businesses, schools, and international engagement. Highlights include:

The **Greener Futures Leicestershire** initiative has made a significant impact across the region – engaging over 500 businesses and directly supporting 80 organisations to adopt sustainable practices, reduce emissions, and improve energy efficiency, while also delivering accredited carbon literacy training to empower communities and drive progress toward net zero.

The **Evolve Project** is a collaborative outreach programme designed to raise attainment among KS3 learners in Leicester. Developed with input from all university partners and Uni Connect: Pathways, Evolve equips students with strategies, self-reflection skills, and confidence-building techniques to support their academic progress and future transition into higher education.

The **Co(l)laboratory programme** is empowering students from diverse backgrounds to co-create solutions with local communities, driving inclusive growth, improving wellbeing, and strengthening civic engagement through long-term university collaboration.

Libraries open to residents

Residents of Leicester, Leicestershire and Rutland aged 18+ can now join university libraries for free. A Universities Partnership initiative allows access to libraries at the University of Leicester, De Montfort University and Loughborough University. Members can borrow up to ten books, use study spaces, and access specialist collections. The scheme aims to enhance learning opportunities and strengthen community ties with the region's universities.

Space Park Leicester

Space Park Leicester (SPL) continues to deliver public value as a pioneering centre for space research,

innovation and education. State-of-the-art facilities have enabled breakthroughs in satellite technology, Earth observation, and AI-driven space solutions, while also fostering collaboration between academia and industry. Its expansion of services in 2024 opened up access to community groups, schools and educational organisations, offering free or subsidised use of its venues for science fairs, workshops and outreach events helping to inspire future generations and promote STEM engagement across the region.

Literary Leicester

The 2025 Literary Leicester festival welcomed thousands to a vibrant four-day celebration of literature and ideas. Highlights included a live recording of *The Rest is History* podcast and a powerful talk by Caroline Lucas on national identity. The free festival featured acclaimed authors, poets and performers, including Kit de Waal and Paul Muldoon. With events spanning diaspora, environment and children's storytelling, the festival has once again confirmed its place as a leading cultural event for the city.

Community festival

The Botanic Garden Festival continues to flourish as a hub for community engagement. In 2024 over 1,000 people attended to enjoy a vibrant day of music, arts and community. There were performances from a host of musicians including O'Driscoll Collective, String Beats and Contrast Steel Band.

1,500 plants donated

BBC presenter and horticulturalist Nick Bailey has donated all the plants from his Gardener's World Live Garden to the University of Leicester's Botanic Garden. Over 1,500 plants, worth £20,000 were replanted at a volunteer event held in June, transforming the garden's borders in just three days. The donation supports the University's Citizens of Change strategy and sustainability goals, while enriching the garden's community appeal. Nick, who is also Director of the Botanic Garden, hopes this marks the first of many such initiatives.

Creative funding drive

A major event hosted by Leicestershire's universities launched a regional push to secure multi-million-pound funding for the East Midlands' creative and cultural industries. Held at the University of Leicester School of Business in June, the event brought together leaders from Google, IBM, Adobe and local organisations. Backed by the Universities Partnership, the initiative

aims to support innovation, collaboration and growth across sectors including design, media, fashion and tourism to boost the region's creative economy.

Tackling sustainability challenges

The University has launched the Centre for Sustainable Organisations to support employers in tackling key sustainability challenges. Led by Dr Hana Trollman, the centre brings together experts across disciplines to address issues like resilient business models, ageing workforces, equitable supply chains, and sustainable consumption. It offers research, guidance and events, including a symposium on AI in agri-food supply chains, to help organisations futureproof operations and thrive in a changing world.

A year of inclusive impact

Attenborough Arts Centre has continued to lead in inclusive arts and education, with over 20,000 attendances across its learning programmes this year. The Centre expanded its Inclusive Youth Arts Programme to offer weekend and holiday sessions for SEND families, reinforcing its commitment to accessibility. A £249,400 grant from the Paul Hamlyn Foundation secured the future of its SENSory Atelier initiative, which partners artists with nine Leicestershire SEN schools to deliver sensory-led creative learning. The programme's transformative impact was nationally recognised when it won Learning Programme of the Year at the 2025 Museums + Heritage Awards, celebrating its reach to over 1,900 pupils and hundreds of educators.

Centre of excellence for policing

The University of Leicester, along with Aston and Birmingham universities, has formed P-ACE LAB – one of nine new Policing Academic Centres of Excellence funded by £4.5 million from the NPCC and UKRI. Launched in October 2025, the centre will support evidence-based policing through research in public trust, crime prevention, and technology. The initiative aims to strengthen collaboration between academia and police forces, enhancing public safety and innovation in policing practices.

Physio services for the community

Leicester's Jo Williams Physio Clinic has introduced two new Friday classes to support community health. Both cost just £5. The student-led clinic, launched in 2024, continues to grow, offering affordable physiotherapy and supervised training for future healthcare professionals.

Corporate governance

For the year ended 31 July 2025 and the period up to the approval of the audited financial statements.

The University conducts its affairs in accordance with the Higher Education Code of Governance and the Higher Education Senior Staff Remuneration Code, both published by the Committee of University Chairs (CUC), and with the seven Principles of Public Life enunciated by the Nolan Committee in 1995.

Summary of the University's Structure of Corporate Governance

THE COUNCIL

The Council is the supreme governing body of the University. It has 22 members, comprised of a mixture of ex-officio, appointed and elected persons – the majority of whom are independent lay members appointed by Council itself – and student representation. The lay members must be in a majority at all formal meetings of Council. The role of the Chair of Council is separated from that of the Chief Executive and Accountable Officer, the President and Vice-Chancellor. Council's powers are set out in the University's Statutes and Ordinances and in Council's Statement of Primary Responsibilities, and are consistent with the accountability obligations to the Office for Students (OfS).

Council is responsible for agreeing the ongoing strategic objectives of the University, and for monitoring the progress against these. It receives regular reports from its committees on the operation and performance of the University and its subsidiary companies, and reviews its own effectiveness every four years. Unreserved minutes from Council meetings are available on the University's website:

le.ac.uk/about/who-we-are/governance/council/minutes

In the financial year 2024-25, the standing Committees of Council were as shown in the structure diagram on page 42 and included its five key compliance committees covering Audit and Assurance, Finance and Infrastructure, Nominations, People EDI and Wellbeing and Remuneration matters.

All committees are formally constituted with published terms of reference. All include some members drawn from the lay membership of Council, with the facility for additional external lay members to be appointed if required. In addition to the standing committees, the Council also receives reports as required from the Executive Board, which is the University's senior management team. Council

and its committees undertake regular reviews of their terms of reference and membership, to ensure that they remain relevant and appropriate and that their responsibilities are discharged effectively.

AUDIT AND ASSURANCE COMMITTEE

On behalf of Council, the Audit and Assurance Committee provides oversight of the University's risk management, control and governance arrangements, and the arrangements to provide economy, efficiency and effectiveness. It also advises Council on the University's internal and external audit arrangements and audit aspects of the financial statements. This includes assessing the effectiveness of internal and external audits and ensuring objectivity and independence are safeguarded. It conducts its affairs in accordance with the Higher Education Audit Committees Code of Practice published by the CUC.

The Audit and Assurance Committee is made up solely of lay members of Council and other external lay members, who are co-opted for their expertise. University officers attend meetings of the Audit and Assurance Committee, where required, but they are not allowed to be members of the Committee. No member of the Audit and Assurance Committee may also be a member of the Finance and Infrastructure Committee. At each of its scheduled meetings, the Audit and Assurance Committee holds a private session with the internal and external auditors, for independent discussions, as necessary.

FINANCE AND INFRASTRUCTURE COMMITTEE

The Finance and Infrastructure Committee is responsible for recommending to Council the University's annual financial statements, financial forecasts and annual budgets and subsequent budget monitoring in-year. The Committee also provides oversight of and advice on matters relating to the financial position of the University including overall financial strategy, and of matters relating to the University's estates and digital infrastructure. The Committee delegates authority to the Investments Committee to approve and monitor the University's strategy for, and performance of, endowed funds and investments.

NOMINATIONS COMMITTEE

On behalf of Council and Court, the Nominations Committee provides oversight and advice on matters relating to the lay membership of Council, the Standing Committees of Council and Senate, and Court, as

specified in the University's Statutes and Ordinances. The Committee is also responsible for considering and making recommendations on any general matters of governance and procedure referred to it by the Council, including the effectiveness of governance arrangements.

The Nominations Committee reflects regularly on the balance of relevant knowledge, experience and skills amongst the membership of Council and committees, including their diversity. In 2024/25 the Committee considered the appointment of new lay members of Council.

REMUNERATION COMMITTEE

The Remuneration Committee is responsible for considering and reporting annually to the Council on the remuneration governance of the President and Vice-Chancellor, Executive Board members and staff earning a full-time equivalent salary of more than £150k per annum. The committee is also responsible for remuneration of severance packages for staff earning a full-time equivalent salary of more than £100k per annum.

The membership of the Remuneration Committee is comprised solely of independent lay members, including the Chair of Council and the Treasurer. Senior officers are not and have never been permitted to be present at the Committee for any discussions affecting their own personal position. The Committee is chaired by the Chair of Council, except when it is considering the remuneration of the President and Vice-Chancellor, when the Treasurer takes the chair.

In compliance with the requirements of the CUC Higher Education Senior Staff Remuneration Code, an Annual Remuneration Committee Report is presented to Council and published on the University's website.

In addition to the Remuneration Committee there is a completely separate Senior Staff Pay Committee, chaired by the President and Vice-Chancellor.

PEOPLE, EDI (EQUITY, DIVERSITY AND INCLUSION) AND WELLBEING COMMITTEE

The People, EDI and Wellbeing Committee is the prime mechanism through which the Council seeks oversight and assurance that the University has appropriate and effective processes and people in place, to deliver the people, equity, diversity and inclusion (EDI) and wellbeing objectives and performance indicators, as set out in its Strategic Plan.

The Committee advises Council on strategic decisions relating to the workforce and, as appropriate, provides assurance to Council on equity, diversity and inclusion matters (including the Access and Participation Plan), provides assurance to Council on matters relating to staff and student wellbeing and monitors progress

against the delivery of the relevant elements of the University's Strategy. The Committee's role includes the consideration of key strategic initiatives, making recommendations to Council as appropriate.

INTERNAL CONTROL

Council is responsible for maintaining the University's ongoing system of internal control and for reviewing its effectiveness. This is a risk-based system designed to identify and manage, rather than eliminate totally, the risk of failure to achieve financial, business, operational and compliance objectives, and provides reasonable but not absolute assurance against material misstatement or loss.

Council has approved a comprehensive risk management policy and reporting procedure for the University, which is reviewed regularly and updated as required in response to changes in the risk environment. It is underpinned by supporting policies and procedures, contained within the University's Financial Regulations and Whistleblowing Policy, on the prevention of bribery and corruption, responses to fraud, anti-money laundering, and the acceptance of gifts and hospitality.

The University's Executive Board receives regular reports setting out key performance and risk indicators and considers possible control issues brought to its attention by senior managers in the operational units. The Executive Board and the Audit and Assurance Committee also receive regular reports from the internal auditors (PricewaterhouseCoopers), which include any necessary recommendations for improvement.

Internal audit have provided reasonable assurance that there were no major weaknesses in the system of internal control.

PROFESSIONAL DEVELOPMENT

The Chairs of Council and the Standing Committees of Council are responsible for addressing the development needs of each committee, with a view to enhancing their effectiveness. An annual programme of activity, including resources and dedicated development sessions, has been developed to support and refresh the knowledge and skills development of committee members.

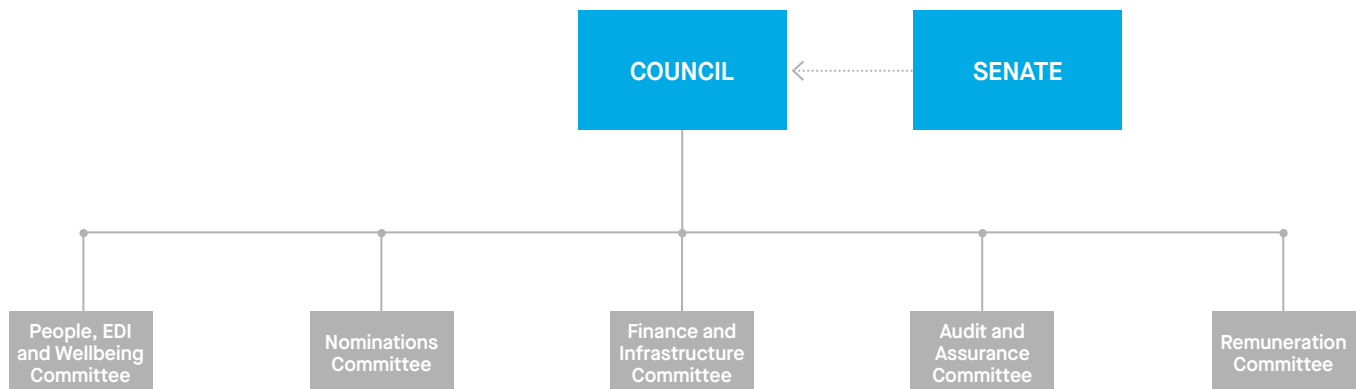
ATTENDANCE MONITORING

As part of Council's ongoing commitment to the efficiency and transparency of its activities, the attendance record of its members at meetings of Council and the Audit and Assurance, Finance and Infrastructure, Nominations, People EDI and Wellbeing and Remuneration committees is published within the University's financial statements. The attendance record for meetings held in 2024-25 is shown in the table on page 43.

Corporate governance

Continued

STANDING COMMITTEES OF COUNCIL



Attendance at key university compliance committees of which they were members during 2024-2025

	Council		Audit and Assurance Committee		Finance and Infrastructure Committee		Nominations Committee		Remuneration Committee		People, EDI and Wellbeing Committee	
	Eligible to Attend	Actually Attended	Eligible to Attend	Actually Attended	Eligible to Attend	Actually Attended	Eligible to Attend	Actually Attended	Eligible to Attend	Actually Attended	Eligible to Attend	Actually Attended
George Acquah (Lay)	5	4	5	4								
Lauren Bartlett (Lay)	5	5									3	3
Liz Blyth (Lay)	5	4					3	3				
Nishan Canagarajah (Staff)	5	5			5	5	3	3				
Jack Chambers (Lay)	5	3			5	4						
Martin Cullen (Lay)	5	5									3	1
Mary Curnock Cook (Lay) from 1 Sept 2024	5	5	5	5								
Sophie Dale-Black (Lay)	5	5					3	3	3	3		
Gary Dixon (Lay) until 31 July 2025	5	4			5	3	3	2	3	3		
Mehmooda Duke (Lay) until 31 July 2025	5	4	5	5					3	2		
Cathy Ellis (Lay)	5	5			5	5	3	2	3	3		
Stewart Fishwick (Staff)	5	5										
Reed James (Students' Union) from 9 April 2025 until 1 July 2025	1	1			1	1						
Kerry Law (Staff)	5	4			5	5					3	1
Rishi Madlani (Lay)	5	5									3	2
Catherine Morley (Staff) until 30 June 2025	4	4					3	3				
Kevin Nagle (Lay)	5	5			5	5						
Henrietta O'Connor (Staff)	5	5			5	5	3	2				
Gabrielle Provan (Staff) until 31 July 2025	5	5									3	3
Linda Ralphs (Staff) until 31 July 2025	5	5			5	5						
Matt Schofield (Students' Union) from 1 July 2025	1	1										
Alison Snape (Staff) from 1 July 2025	1	1										
Richard Tapp (Lay)	5	4	5	5								
Joshitha Venkataraman (Students' Union) until 9 April 2025	4	2			4	3						
Glynis Wright (Lay) from 1 Sept 2024	5	5	5	5								

Council: 16 October 2024, 4 December 2024, 4 March 2025, 7 May 2025, 1 July 2025

Audit and Assurance: 1 October 2024, 19 November 2024, 11 February 2025, 8 April 2025, 10 June 2025

Finance and Infrastructure: 26 September 2024, 21 November 2024, 12 February 2025, 15 April 2025, 17 June 2025

Nominations: 23 September 2024, 20 February 2025, 9 June 2025

People EDI and Wellbeing: 8 October 2024, 20 February 2025, 19 June 2025

Remuneration: 16 October 2024, 7 May 2025, 1 July 2025

Responsibilities of the Council of the University of Leicester

For the year ended 31 July 2025

The Council of the University of Leicester is responsible for the administration and management of the affairs of the Institution in accordance with its Statutes and Ordinances.

During 2024-25, the primary responsibilities of the Council were as follows:

- To set and agree the mission, strategic vision and values of the University, with the Executive.
- To agree long-term academic and business plans and key performance indicators, and to ensure that these meet the interests of stakeholders, especially staff, students and alumni.
- To ensure that processes are in place to monitor and evaluate the performance and effectiveness of the institution against the strategy, plans and approved key performance indicators, which should be – where possible and appropriate – benchmarked against other comparable institutions.
- To delegate authority to the President and Vice-Chancellor, as Chief Executive and Accountable Officer, for the academic, corporate, financial, estate and human resource management of the University. To establish and keep under regular review the policies, procedures and limits within such management functions as shall be undertaken by and under the authority of the President and Vice-Chancellor.
- To ensure the establishment and monitoring of systems of control and accountability, including financial and operational controls, risk assessment, value for money arrangement and procedures for handling internal grievances and for managing conflicts of interest.
- To establish processes to monitor and evaluate the performance and effectiveness of Council itself.
- To conduct its business in accordance with best practice in higher education corporate governance, and with the principles of public life drawn up by the Committee on Standards in Public Life.
- To safeguard the good name and values of the University.
- To appoint the President and Vice-Chancellor as Chief Executive and Accountable Officer, on the recommendation of a joint Committee of Council and Senate, and to put in place suitable arrangements for monitoring their performance.
- To appoint the Registrar and Secretary, on the recommendation of a joint Committee of Council and Senate, who will be Secretary to the Council. The Council will ensure that appropriate arrangements are in place to maintain a separation of the Registrar and Secretary's managerial responsibilities in the University, with direct accountability to the President; and Vice-Chancellor, and as Secretary to the Council, with direct accountability to the Chair of Council and Council members.
- To be the employing authority for all staff in the University and to be responsible for ensuring that an appropriate human resources strategy is established.
- To be the principal financial and business authority of the University, to ensure that proper books of account are kept, to approve the annual budget and financial statements, and to have overall responsibility for the University's assets, property and estate.
- To be the University's legal authority and, as such, to ensure that systems are in place for meeting all the institution's legal obligations, including those arising from contracts and other legal commitments made in the institution's name. This includes accountability for health, safety and security and for equality, diversity and inclusion.
- To receive assurance that adequate provision has been made for the general welfare of students.
- To act as trustee for any property, legacy, endowment, bequest or gift in support of the work and welfare of the University.
- To ensure that the University's Charter, Statutes and Ordinances are followed at all times and that appropriate advice is available to enable this to happen.
- To promote a culture which supports inclusivity and diversity across the University.

- To maintain and protect the principles of academic freedom and freedom of speech legislation.
- To ensure that students and staff have opportunities to engage with the governance and management of the University.

The Council is required to present audited financial statements for each financial year and is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Institution and enable it to ensure that the financial statements are prepared as set out in the Statement of principal accounting policies on page 51 and give a true and fair view of the state of affairs of the Institution.

The Council must ensure that:

- suitable accounting policies are selected and applied consistently;
- judgements and estimates are made that are reasonable and prudent;
- applicable UK law and accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- financial statements are prepared on the going concern basis unless it is inappropriate to presume that the Institution will continue in operation. The Council has reviewed the Institution's financial forecasts prepared under the direction of the OfS and based on assumptions made as to the continuance of government grants to be given by the OfS. On that basis, Council has a reasonable expectation that the Institution has adequate resources through to 31 July 2027 to continue its operations for the foreseeable future. For this reason, the financial statements continue to be prepared on the going concern basis.

The Council has taken reasonable steps to:

- have a robust and comprehensive system of risk management, control and corporate governance. This includes arrangements for the prevention and detection of corruption, fraud, bribery and irregularities;
- plan and manage its activities to remain sustainable and financially viable;
- inform the OfS of any material change in its circumstances, including any significant developments that could impact on the mutual interests of the Institution and the OfS;
- use public funds for proper purposes and seeks to achieve value for money from public funds;

- secure the economical, efficient and effective management of the Institution's resources and expenditure; and
- comply with the mandatory requirements relating to audit and financial reporting, set out in the OfS Audit Code of Practice and in the OfS annual accounts direction (see page 51).

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

- a medium and short-term planning process, supplemented by detailed annual income, expenditure, capital and cash flow budgets;
- regular reviews of financial results including variance analysis and forecast updates;
- clearly defined and formalised requirements for approval and control of expenditure, with investment decisions involving capital or revenue expenditure being subject to appraisal and review according to approved levels set by the Council;
- comprehensive Financial Regulations, detailing financial controls and procedures and the responsibilities of budget holders, approved by the Finance and Infrastructure Committee; and
- a professional internal audit team whose annual programme is approved by the Audit and Assurance Committee and is endorsed by the Council. The internal audit partner provides the Council with an annual report on internal audit activity within the Institution and an opinion on the adequacy and effectiveness of the Institution's system of internal control, including internal financial control.



SIGNED FOR ON BEHALF OF THE COUNCIL
NEIL GOULDEN, CHAIR OF COUNCIL
3 DECEMBER 2025

Members of Council

The Members of Council who served in the 2024-25 financial year, and up to the date of the signing of this report, were as follows:

- George Acquah
- Lauren Bartlett
- Liz Blyth
- Nishan Canagarajah
- Jack Chambers
- Martin Cullen
- Mary Curnock Cook
- Sophie Dale-Black
- Gary Dixon (until 31 July 2025)
- Mehmooda Duke (until 31 July 2025)
- Cathy Ellis
- Stewart Fishwick
- Reed James (from 10 April 2025-30 June 2025)
- Kerry Law
- Rishi Madlani
- Catherine Morley (until 30 June 2025)
- Kevin Nagle
- Henrietta O'Connor
- Gabrielle Provan
- Linda Ralphs
- Richard Tapp
- Joshitha Venkataraman (until 9 April 2025)
- Glynis Wright

New appointment from 1 July 2025:

- Matt Schofield
- Alison Snape

New appointments from 1 August 2025:

- Neil Goulden

Registered Office

The Institution of The University of Leicester is registered with the Office for Students in England. The address of the registered office is:

The University of Leicester
University Road
Leicester
LE1 7RH

Entity number: RC000659



Independent Auditor's Report

To the members of the Council of the University of Leicester

OPINION ON THE FINANCIAL STATEMENTS

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the University's affairs as at 31 July 2025 and of the Group's and the University's income and expenditure, gains and losses, changes in reserves and of the Group's and the University's cash flows for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

We have audited the financial statements of University of Leicester ("the University") and its subsidiaries ("the Group") for the year ended 31 July 2025 which comprise of the Consolidated and institution statement of comprehensive income, the Consolidated and institution statement of changes in reserves, the Consolidated and institution statement of financial position, the Consolidated statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

INDEPENDENCE

We are independent of the Group and the University in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the Council Members' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

OTHER INFORMATION

The Council is responsible for the other information. The other information comprises the information included in the Annual Report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Independent Auditor's Report to the members of the Council of the University of Leicester

Continued

OPINION ON OTHER MATTERS REQUIRED BY THE OFFICE FOR STUDENTS ("OFS") AND UK RESEARCH AND INNOVATION (INCLUDING RESEARCH ENGLAND), THE EDUCATION AND SKILLS FUNDING AGENCY (NOW PART OF THE DEPARTMENT FOR EDUCATION) AND THE DEPARTMENT FOR EDUCATION

In our opinion, in all material respects:

- Funds from whatever source administered by the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation.
- Funds provided by the OfS, UK Research and Innovation (including Research England), the Education and Skills Funding Agency (now part of the Department for Education) and the Department for Education have been applied in accordance with the relevant terms and conditions.
- The requirements of the OfS's Accounts Direction (OfS 2019.41) have been met.

We have nothing to report in respect of the following matters in relation to which the OfS requires us to report to you if, in our opinion:

- The University's grant and fee income, as disclosed in note 3 to the accounts, has been materially misstated.
- The University's expenditure on access and participation activities for the financial year, as has been disclosed in note 10b to the accounts, has been materially misstated.

RESPONSIBILITIES OF THE COUNCIL

As explained more fully in the Responsibilities of the Council statement, the Council Members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council Members are responsible for assessing the Group and the University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council Members either intend to liquidate the

Group or the University or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

EXTENT TO WHICH THE AUDIT WAS CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

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

NON-COMPLIANCE WITH LAWS AND REGULATIONS

Based on:

- Our understanding of the Group and the sector in which it operates;
- Discussion with management and those charged with governance, internal legal counsel and the Audit and Assurance Committee;
- Obtaining an understanding of the Group's policies and procedures regarding compliance with laws and regulations;
- Direct representation from the Accountable Officer; and
- Review of correspondence with relevant regulatory bodies

we considered the significant laws and regulations to be OfS's Accounts Direction (OfS 2019 41), Financial

Reporting Standard 102 (FRS102), the Statement for Recommended Practice (SORP) and UK tax legislation.

The Group is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to those mentioned above in addition to General Data Protection Regulation, and employment laws.

Our procedures in respect of the above included:

- Review of minutes of meetings of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation;
- Review of legal expenditure accounts to understand the nature of expenditure incurred; and
- Discussions with management and Audit and Assurance Committee, including consideration of known or suspected instances of non-compliance with laws and regulations, including direct representation from the Accountable Officer.

FRAUD

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- Enquiry with management and those charged with governance and the Audit and Assurance Committee regarding any known or suspected instances of fraud;
- Obtaining an understanding of the Group's policies and procedures relating to:
 - Detecting and responding to the risks of fraud; and
 - Internal controls established to mitigate risks related to fraud.
- Review of minutes of meetings of those charged with governance for any known or suspected instances of fraud;

- Discussion amongst the engagement team as to how and where fraud might occur in the financial statements;
- Reviewing the output of the University's investigation into suspected or actual frauds and considering the implication on our risk assessment; and
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be management override including the posting of inappropriate journals to manipulate financial results and management bias in accounting estimates. In addition, we considered revenue recognition an area to be susceptible to fraud, particularly in relation to the posting of journals to material revenue streams, the recognition of tuition fee revenue in line with course dates and the recognition of research grant income in line with performance conditions.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met defined risk criteria, by agreeing to supporting documentation;
- A review of estimates and judgements applied by Management in the financial statements to assess their appropriateness and the existence of any systematic basis; and
- In addressing the risk of fraud through improper income recognition, we tested the appropriateness of certain journals to material revenue streams, tested a sample of research grant contracts to the performance conditions noted in their agreements and re-performed the deferred income calculation for a sample of students for tuition fees revenue.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members who were all deemed to have appropriate competence and capabilities and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material

Independent Auditor's Report to the members of the Council of the University of Leicester

Continued

misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

USE OF OUR REPORT

This report is made solely to the Council Members as a body, in accordance with Section 75 of the Higher Education Research Act 2017 and the charters and statutes of the University. Our audit work has been undertaken so that we might state to the University's Council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the University and the Council Members as a body, for our audit work, for this report, or for the opinions we have formed.



SAMANTHA LIFFORD (SENIOR STATUTORY AUDITOR)
FOR AND ON BEHALF OF BDO LLP, STATUTORY AUDITOR
BIRMINGHAM, UK

5 DECEMBER 2025

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Statement of principal accounting policies

For the year ended 31 July 2025

1. ACCOUNTING CONVENTION

The Consolidated and Institution financial statements are prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education (2019 edition).

They are also prepared in accordance with the 'carried forward' powers and duties of previous legislation (Further and Higher Education Act 1992 and the Higher Education Act 2004) and the new powers of the Higher Education and Research Act 2017, the Royal Charter, the Accounts Direction issued by the Office for Students (OfS), the terms and conditions of funding for higher education institutions issued by the OfS and the terms and conditions of Research England Grant.

The Institution is a public benefit entity and therefore applies the relevant public benefit requirement of the applicable UK laws and accounting standards.

2. BASIS OF PREPARATION INCLUDING GOING CONCERN ASSESSMENT

The Consolidated and Institution financial statements are prepared under the historical cost convention (modified by the revaluation of certain financial assets and liabilities at fair value at the date of the Statement of financial position as required under FRS 102).

The financial statements are prepared in sterling which is the functional currency of the group and rounded to the nearest thousand.

The Institution's activities, together with the factors likely to affect its future development, performance and position, are set out in an operational and financial review which forms part of the Strategic Report section in the Annual Financial Report. The Strategic Report also describes the financial position of the Institution, its cash flows, liquidity position and borrowing facilities.

The University Council has a reasonable ongoing expectation that the Institution has adequate resources to continue in operational existence for the foreseeable future. Thus, it continues to adopt the going concern basis of accounting for the preparation basis of the financial statements.

FINANCIAL PERFORMANCE AND 31 JULY 2025 YEAR END POSITION

The financial year to 31 July 2025, resulted in a consolidated deficit of £3.4 million (2024: deficit of £8.3 million) before exceptional pension items for the year; the fall largely relating to increased inflationary pressures on our cost base plus a material reduction in international Post Graduate Taught (PGT) student recruitment. As at 31 July 2025 we held consolidated net current liabilities of £85.0 million (2024: net current liabilities of £85.9 million), including gross cash of £21.2 million (2024: gross cash of £16.2 million) and access to a full £60 million revolving credit facility (RCF) which was undrawn.

FORECASTING THROUGH GOING CONCERN PERIOD, INCLUDING PLAUSIBLE WORST-CASE SCENARIO AND REVERSE STRESS TESTING

The Institution continually reassesses its forecast in light of changing conditions, such as student recruitment, inflation and fiscal impacts. The Institution also runs plausible downside scenarios to test assumptions. The key variables most subject to judgement are UK and international student tuition fee income, student accommodation income, commercial revenue streams and the Institution's cost base with pay and non-pay subject to potential inflationary and operational pressures.

It is a reportable event to the OfS if the Institution does not have access to a minimum liquidity level equivalent to 30 days operating expenditure, which includes an RCF. This equates to an approximate minimum liquidity requirement of £30 million for the Institution. Based on the Institution's forecast it is not at risk of breaching this requirement.

The severe but plausible downside scenario assumed further reductions in tuition fees, student accommodation income, commercial revenue, inflationary impacts and property sales. This forecast before any mitigating actions shows an underlying negative cash low point in August 2026 of £18.3 million (excluding RCF usage).

FINANCING ARRANGEMENTS THROUGH GOING CONCERN ASSESSMENT PERIOD

The Institution had long-term external financing arrangements totalling a balance of £106.3 million at 31 July 2025 (2024: £110.0 million). This comprised debt

Statement of principal accounting policies

Continued

with European Investment Bank (EIB), private placement noteholders (Lincoln National Life and Pacific Life) and Barclays.

The Institution has also been utilising an RCF with Barclays, providing additional access to liquidity of £60 million with no drawdown being utilised as at July 2025. Based on current forecasts, the RCF funding will need to be maintained for short term operational and liquidity headroom requirements to cope with the seasonality of income streams.

The Institution has forecast its position against all existing covenants through its going concern assessment period, in particular at the year-end measurement dates of 31 July 2026 and 31 July 2027 and a minimum monthly cash requirement. Based on its forecast scenarios outlined above the Institution calculates minimum headroom against its most stringent covenant of £10.7 million in 2025/26 and £19.6 million in 2026/27 on operating cash.

MITIGATING ACTIONS

The Institution will continue to maintain tight control over its expenditure and monitoring of its activities in relation to teaching and research to identify potential slippage in forecast income.

In the event of downside risks materialising, there are additional mitigations within its control that the Institution can implement, including recruitment freezes and further reductions in discretionary expenditure through the going concern period in particular planned capital expenditure currently forecast at £34.5 million in 2025/26.

The Institution continues with access to the £60 million RCF until October 2029, allowing time to plan and action these mitigations and others that it identifies, in order that the delivery of the strategic objectives can be prioritised.

CONCLUSION

The Institution has carefully considered the financial forecasting outlined above, available financing and the assessment of the reverse stress tests and forecast covenant compliance. Council has concluded that there is reasonable expectation that the Institution and Group has adequate resources to continue in operational existence for the going concern period. Therefore, Council continue to adopt the going concern basis of accounting in preparing the financial statements.

3. EXEMPTIONS UNDER FRS 102

The Institution applies an exemption under section 3.3 of the SORP (1.12(b) of FRS 102) to not produce a cash flow statement for the Institution in its separate financial statements.

4. BASIS OF CONSOLIDATION

The Institution is required to prepare consolidated financial statements that include the financial statements of the Institution and all its subsidiaries together with the share of the results of joint ventures and associates for the financial year being reported.

The results of subsidiaries acquired or disposed of during the period are included in the consolidated statement of comprehensive income from the date of acquisition or up to the date of disposal. Intra-group transactions are eliminated on consolidation.

Gains or losses on any intra-group transactions are eliminated in full. Amounts in relation to debts and claims between undertakings included in the consolidation are also eliminated. Balances between the Institution and its associates and joint ventures are not eliminated. Normal trading transactions that are not settled by the Statement of Financial Position date are included as current assets or liabilities. Any gains or losses are included in the carrying amount of assets of either entity, the part relating to the Institution's share is eliminated.

The consolidated financial statements do not include the Students' Union as the Institution does not exert control or dominant influence over decisions.

Associated companies and joint ventures are accounted for using the equity method where they are deemed to be material.

5. INCOME RECOGNITION

Income from the sale of goods or services is credited to the Consolidated Statement of Comprehensive Income when the goods or services are supplied to the external customers or the terms of the contract, including any staged payments due at contract milestones, have been satisfied.

Tuition fee income is stated gross of any expenditure which is not a discount and credited to the Consolidated Statement of Comprehensive Income over the period in which students are studying. Where the amount of the

tuition fee is reduced by a discount, income receivable is shown net of the discount.

Bursaries and scholarships are accounted for gross, with amounts recognised as expenditure and not deducted from income. Education contracts are recognised when the Institution is entitled to the income, which is the period in which students are studying, or where relevant, when performance conditions have been met.

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

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

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

Government capital grants are recognised in income over the expected useful life of the asset to which the grant relates.

Grants (including research grants) from non-government sources are recognised in income when the Institution is entitled to the income and performance related conditions have been met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors in the Statement of financial position and released to income as the conditions are met.

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

Non-exchange transactions without performance related conditions are donations and endowments.

Donations and endowments with donor-imposed restrictions are recognised in income when the Institution is entitled to the funds. Income is retained within the restricted reserve until such time that it is

utilised in line with such restrictions at which point the income is released to general reserves through a reserve transfer.

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

Investment income and gains on restricted expendable endowments are recognised in the year in which they arise. Investment income and gains on permanent endowments are accounted for on a total return basis.

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

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

Donations of tangible assets are included within income. Paragraph PBE34.73(b) of FRS 102 requires income from donations of fixed assets to be measured at the fair value of the fixed asset. Donated tangible assets are valued and accounted for as tangible assets under the appropriate asset category when the Institution is entitled to receive the asset.

6. ACCOUNTING FOR RETIREMENT BENEFITS

The two principal pension schemes currently open to the Institution's staff, are the Universities Superannuation Scheme (USS) and the University of Leicester Stakeholder Scheme. A small number of staff are members of the NHS Pension Scheme where they have qualifying service in the NHS.

The USS is a multi-employer defined benefit scheme for which it is not possible to identify the assets and liabilities to Institution members due to the mutual nature

Statement of principal accounting policies

Continued

of the scheme and therefore this scheme is accounted for as a defined contribution retirement benefit scheme. A liability is recorded within provisions for any contractual commitment to fund past deficits within the USS scheme.

The University of Leicester Stakeholder Scheme is a defined contribution pension scheme. A defined contribution plan is a post-employment benefit plan under which the Institution pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution pension plans are recognised as an expense in the income statement in the periods during which services are rendered by employees.

The NHS Pension Scheme is a multi-employer defined benefit scheme that is accounted for as a defined contribution scheme as it is not possible to identify the Institution's share of the underlying assets and liabilities.

The Institution is also sponsor to the Pension and Assurance Scheme (PAS) which is a legacy defined benefits scheme. The PAS closed to new members in 2003 and closed to future accrual in 2016.

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. Under a defined benefit plan the Institution's obligation is to provide the agreed benefits to current and former employees, any actuarial risk (that benefits will cost more or less than expected) and investment risk (that returns on assets set aside to fund the benefits will differ from expectations) are borne in substance by the Institution. The net liability is recognised in the Statement of financial position in respect of each scheme and is the present value of the defined benefit obligation at the reporting date less the fair value of the plan assets at the reporting date.

The Institution recognises a liability for its obligations under defined benefit plans net of plan assets. This net defined benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the fair value (at bid price) of plan assets. The calculation is performed by a qualified actuary using the projected unit credit method. Where the calculation results in a net asset, recognition of the asset is limited to the extent to which the Institution is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

Annually the Institution engages independent actuaries to calculate the obligation for the PAS.

The present value is determined by discounting the estimated future payments at a discount rate based on market yields on high quality corporate bonds denominated in sterling with terms approximating to the estimated period of the future payments.

The fair value of a scheme's assets is measured in accordance with the FRS 102 fair value hierarchy and in accordance with the Institution's policy for similarly held assets. This includes the use of appropriate valuation techniques.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as actuarial gains and losses.

The cost of the defined benefit plan, recognised in expenditure as staff costs except where it is included in the cost of an asset, comprises the increase in pension benefit liability arising from employee service during the period and the cost of plan introductions, benefit changes, curtailments, and settlements. The net interest cost is calculated by applying the discount rate to the net liability. This cost is recognised in expenditure as a finance cost.

Further detail is provided on the specific pension schemes in note 31 to the accounts.

7. EMPLOYMENT BENEFITS

Short-term employment benefits including salaries and compensated absences, such as holiday pay, are recognised as an expense in the year in which the employees render service to the Institution. Any unused benefits are accrued and measured as the additional amount the Institution expects to pay as a result of the unused entitlement using the salary rate applying at the date of the Statement of Financial Position.

8. FINANCE LEASES

Leases in which the Institution assumes substantially all the risks and rewards of ownership of the leased asset are classified as finance leases. Leased assets acquired by way of finance lease, and the corresponding lease liabilities, are initially recognised at an amount equal to

the lower of their fair value and the present value of the minimum lease payments at inception of the lease.

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

9. SERVICE CONCESSION ARRANGEMENTS

Fixed assets held under service concession arrangements are recognised in the Statement of Financial Position at the present value of the minimum lease payments when the assets are bought into use with a corresponding financial liability. Payments under the service concession arrangement are allocated between service costs, finance charges and financial liability repayments to reduce the financial liability to nil over the life of the arrangement.

10. OPERATING LEASES

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

11. FOREIGN CURRENCY

Transactions in foreign currencies are translated to the respective functional currencies of group entities at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to the functional currency at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised as surplus or deficit.

Non-monetary assets and liabilities that are measured in terms of historical cost in a foreign currency are translated using the exchange rate at the date of the transaction. Non-monetary assets and liabilities denominated in foreign currencies that are stated at fair value are retranslated to the functional currency at foreign exchange rates ruling at the dates the fair value was determined.

12. PROPERTY, PLANT AND EQUIPMENT

LAND AND BUILDINGS

Land and buildings are capitalised at cost on initial recognition.

After initial recognition land and buildings are subsequently measured at cost less accumulated

depreciation and accumulated impairment losses. Certain items of land and buildings that had been revalued to fair value on or prior to the date of transition to the 2015 FE HE SORP are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation.

Costs incurred in relation to land and buildings after initial purchase or construction are capitalised to the extent that they increase the expected future benefits to the Institution.

Freehold land is not depreciated as it is considered to have an indefinite useful life. Freehold buildings are depreciated on a straight-line basis over their expected useful lives as follows:

New build	50 years
Refurbishments	15 years
Fixtures and fittings	5-10 years

Where an item of land and buildings comprise two or more major components with substantially different useful economic lives (UELs), each component is accounted for separately and depreciated over its individual UEL. Expenditure relating to subsequent replacement of components is capitalised as incurred.

Leasehold land is depreciated over the life of the lease up to a maximum of 50 years.

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

It is the Institution's policy to depreciate a full year in the year of acquisition or completion and nothing in the year of disposal.

Depreciation methods, useful lives and residual values are reviewed at the date of preparation of each Statement of financial position.

EQUIPMENT

Equipment is capitalised at cost on initial recognition and then subsequently at cost less accumulated depreciation and accumulated impairment losses.

Equipment costing less than £25,000 per individual item (or group of related items) is recognised as expenditure. All other equipment is capitalised.

Statement of principal accounting policies

Continued

Capitalised equipment is stated at cost and depreciated over its expected useful life as follows:

Computer equipment	4 years
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Motor vehicles	4 years
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Equipment acquired for specific research projects	3 years
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Other equipment	4 years
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It is the Institution's policy to depreciate a full year in the year of acquisition and nothing in the year of disposal.

Depreciation methods, useful lives and residual values are reviewed at the date of preparation of each Statement of Financial Position.

IMPAIRMENT

A review for potential indicators of impairment of property, plant and equipment is carried out at each reporting date. If events or changes in circumstances indicate that the carrying amount of the property, plant and equipment may not be recoverable, an assessment is completed and any impairment charge arising is recognised against the asset and in the Statement of Comprehensive Income.

BORROWING COSTS

Borrowing costs which are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised.

13. HERITAGE ASSETS

Heritage assets are individual objects, collections, specimens or structures of historic, scientific or artistic value that are held and maintained principally for their contribution to knowledge and culture.

The Institution holds a number of collections, exhibits and artefacts, most of which have been donated to the Institution. These assets have not been capitalised, since reliable estimates of cost or value are not available at a cost that is commensurate with the benefits to the users of the financial statements.

14. INTANGIBLE ASSETS

Intangible assets purchased separately are initially recognised at cost.

Intangible assets, excluding development costs, created within the business are not capitalised and charged to expenditure in the year incurred. Website development costs are expensed as incurred.

Subsequent to initial recognition, intangible assets are stated at cost less accumulated amortisation and accumulated impairment.

Intangible assets are amortised on a straight-line basis over their estimated useful lives. The useful economic lives of each intangible asset will be determined at the time it is brought into use. If there are indicators that the residual value or useful life of an intangible asset has changed since the most recent annual reporting period previous estimates shall be reviewed and, if current expectations differ the residual value, amortisation method or useful life shall be amended. Changes in the expected useful life or the expected changes in fair value recognised immediately in the surplus or deficit for the year.

15. INVESTMENTS

Investments in securities are held at fair value with movements recognised in surplus or deficit.

Investments in subsidiaries, joint ventures and associates are carried at cost less impairment in the Institution's separate financial statements.

Initial investments in spinout companies are written off.

Short-term cash deposits, with a maturity date of more than three months from the placement date, are recognised at amortised cost.

16. INVENTORY

Inventory is valued at the lower of cost and estimated selling price less costs to complete and sell.

17. CASH AND CASH EQUIVALENTS

Cash includes cash in hand, deposits repayable on demand and overdrafts. Deposits are repayable on demand if they are in practice available within 24 hours without penalty. Cash includes GBP and foreign currency balances (see note 24).

Cash equivalents are short term (maturity being less than three months from the placement date), highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

18. PROVISIONS, CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Provisions are recognised in the financial statements when:

- the Institution has a present obligation (legal or constructive) as a result of a past event;
- it is probable that an outflow of economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the amount of the obligation.

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

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

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

Contingent assets and liabilities are not recognised in the Statement of Financial Position but are disclosed in the notes.

Capital commitments at the Statement of Financial Position date are not capitalised but detail is included in note 26.

19. TAXATION

Current tax, including UK corporation tax and foreign tax, is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted by the reporting date.

Deferred tax is provided in full on timing differences that exist at the reporting date and that result in an obligation to pay more tax, or a right to pay less tax in the future. The

deferred tax is measured at the rate expected to apply in periods in which the timing differences are expected to reverse, based on the tax rates and laws that are enacted or substantively enacted at the reporting date.

Unrelieved tax losses and other deferred tax assets shall be recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax assets and liabilities are not discounted.

The Institution is an exempt charity within the meaning of Part 3 of the Charities Act 2011. It is therefore a charity within the meaning of Para 1 of schedule 6 to the Finance Act 2010 and accordingly, the Institution is potentially exempt from UK Corporation Tax in respect of income or capital gains received within categories covered by section 478-488 of the Corporation Tax Act 2010 (CTA 2010) or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

The Institution receives no similar exemption in respect of Value Added Tax (VAT). Irrecoverable VAT on expenditure (revenue and capital) is included in the costs of such expenditure. Any irrecoverable VAT allocated to fixed assets is included in their cost.

The Institution's subsidiary companies are subject to Corporation Tax and VAT in the same way as any commercial organisation.

20. FINANCIAL INSTRUMENTS

The Institution has elected to adopt Sections 11 and 12 of FRS 102 in respect of the recognition and measurement of financial instruments.

Financial assets and liabilities are recognised when the Institution becomes party to the contractual provision of the instrument and they are classified according to the substance of the contractual arrangements entered into.

A financial asset and a financial liability are offset only when there is a legally enforceable right to set off the recognised amounts and an intention either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Basic financial assets include trade and other receivables, cash and cash equivalents, and investments

Statement of principal accounting policies

Continued

in commercial paper, i.e., deposits and bonds. These assets are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest rate method. Financial assets are assessed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the statement of comprehensive income.

For financial assets carried at amortised cost, the impairment loss is the difference between the carrying amount of the asset and the present value of the estimated future cash flows, discounted at the asset's original effective interest rate.

Other financial assets, including investments in equity instruments which are not subsidiaries, associates, or joint ventures are initially measured at fair value, which is typically the transaction price. These assets are subsequently carried at fair value and changes in fair value at the reporting date are recognised in the statement of comprehensive income. Where the investment in an equity instrument is not publicly traded, and where the fair value cannot be reliably measured, the assets are measured at cost less impairment.

Financial assets are de-recognised when the contractual rights to the cash flows from the asset expire or are settled or substantially all of the risks and rewards of the ownership of the asset are transferred to another party.

Derivatives, including forward foreign exchange contracts, are not basic financial instruments.

Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently re-measured at their fair value at the reporting date. Changes in the fair value of derivatives are recognised in the statement of comprehensive income in finance costs or finance income as appropriate.

Basic financial liabilities include trade and other payables, bank loans, and intra-group loans. These liabilities are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Debt instruments are

subsequently carried at amortised cost using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down.

Trade payables are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

To the extent that the Institution enters into forward foreign exchange contracts which remain unsettled at the reporting date the fair value of the contracts is reviewed at that date. The initial fair value is measured as the transaction price on the date of inception of the contracts. Subsequent valuations are considered on the basis of the forward rates for those unsettled contracts at the reporting date. The Institution does not apply hedge accounting in respect of forward foreign exchange contracts held to manage cash flow exposures of forecast transactions denominated in foreign currencies.

Financial liabilities are de-recognised when the liability is discharged, cancelled, or expires.

21. RESERVES

Reserves are classified as restricted or unrestricted.

Restricted endowment reserves include balances which, through endowment to the Institution, are held as a permanently restricted fund which the Institution must hold in perpetuity.

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

22. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

The preparation of the Institution's financial statements requires management to make judgements, estimates, and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income, and expenses. These judgements, estimates, and associated assumptions are based

on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

The following are deemed to be areas of critical accounting estimate:

Recoverability of debtors – the provision for doubtful debts is based on an estimate of the expected recoverability of those debts. Assumptions are made based on the level of debtors which have defaulted historically, coupled with current economic knowledge. The provision is based on the current situation of the customer, the age profile of the debt and the nature of the amount due. Carrying values are disclosed in note 15.

Retirement benefit obligations – the cost of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in note 31.

Property, plant and equipment – as this represents a significant proportion of the Institution's total assets and the estimated useful lives can have a significant impact on the depreciation charged and the Institution's reported performance. Useful lives are determined at the time the asset is acquired and reviewed regularly for appropriateness. The lives are based on historical experience with similar assets as well as anticipation of future events. Details of the carrying values of property, plant and equipment are shown in note 13.

The following are deemed to be areas of critical accounting judgement:

Income recognition – judgement is applied in determining the value and timing of certain income items to be recognised in the financial statements. This includes determining when performance related conditions have been met, and determining the revenues associated with partially delivered courses and training where the activities have not been fully completed at the reporting date.

Income recognition for endowments and donations – new endowments and donations are recognised on an entitlement basis. Where income has been pledged in the year but cash will be received over a number of years, an analysis of the performance conditions attached to the income is undertaken. If there are no performance conditions attached to the pledged gift, and the University is in receipt of a signed gift agreement, then the total amount is recognised in the year of the pledge, along with a corresponding debtor. Details of the amounts recognised in respect of pledged endowments are included in note 22.

Universities Superannuation Scheme (USS) – judgement is applied in determining the value and FRS 102 makes the distinction between a group plan and a multi-employer scheme. Management is satisfied that USS meets the definition of a multi-employer scheme and therefore recognises the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the financial statements. If the Institution is contractually bound to make deficit recovery payments to USS, these are recognised as a liability on the Statement of financial position. Any provision will be based on the latest USS deficit recovery which will be reassessed within each triennial valuation of the scheme. The provision will be based on management's estimate of expected future salary inflations, changes in staff numbers and the prevailing rate of discount. Further details are set out in note 19 and note 31.

Consolidated and institution statement of comprehensive income

Year ended 31 July 2025

Income	Notes	Year ended 31 July 2025		Year ended 31 July 2024	
		Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Tuition fees and education contracts	1	196,681	196,681	192,493	192,493
Funding body grants	2	51,573	51,573	52,854	52,854
Research grants and contracts	4	84,929	84,929	74,482	74,482
Other income	5	60,866	59,303	61,254	59,441
Investment income	6	852	1,229	1,302	1,930
Donations and endowments	7	1,251	1,251	3,403	3,403
Total income		396,152	394,966	385,788	384,603
Expenditure					
Staff costs	8	229,731	226,969	218,451	215,549
Exceptional staff costs	8	-	-	(96,864)	(96,864)
Other operating expenses		126,794	134,944	132,833	133,623
Depreciation	13	37,951	37,947	34,764	34,755
Amortisation	12	699	699	786	786
Interest and other finance costs	9	6,704	6,704	9,223	9,223
Total expenditure	10a	401,879	407,263	299,193	297,072
(Deficit)/surplus before other gains		(5,727)	(12,297)	86,595	87,531
Gain on disposal of fixed assets		1,664	1,664	594	594
Gain on investments		1,316	1,316	2,238	2,238
Share of operating loss in associate		(338)	-	(539)	-
(Deficit)/surplus before tax		(3,085)	(9,317)	88,888	90,363
Taxation	11	(354)	(354)	(331)	(331)
(Deficit)/surplus for the year		(3,439)	(9,671)	88,557	90,032
Other comprehensive income/(expenditure)					
Actuarial gain/(loss) in respect of pension schemes	31	4,279	4,279	(2,546)	(2,546)
Total comprehensive income/(expenditure) for the year		840	(5,392)	86,011	87,486
Represented by:					
Endowment comprehensive expenditure for the year		(1,636)	(1,636)	2,621	2,621
Restricted comprehensive income for the year		2,761	2,761	(185)	(185)
Unrestricted comprehensive (expenditure)/income for the year		(285)	(6,517)	83,575	85,050
		840	(5,392)	86,011	87,486

All items of income and expenditure relate to continuing activities. The notes on pages 64-95 form part of these financial statements.

Consolidated and institution statement of changes in reserves

Year ended 31 July 2025

Consolidated

	Income and Expenditure Account			
	Endowment £'000	Restricted £'000	Unrestricted £'000	Total £'000
Balance at 1 August 2023	23,296	2,629	61,412	87,337
Surplus for the year	4,043	627	83,887	88,557
Other comprehensive (expenditure)	-	-	(2,546)	(2,546)
Release of endowment and restricted funds spent in year	(1,422)	(812)	2,234	-
Total comprehensive income/(expenditure) for the year	2,621	(185)	83,575	86,011
Balance at 31 July 2024	25,917	2,444	144,987	173,348
Surplus/(deficit) for the year	1,452	3,846	(8,737)	(3,439)
Other comprehensive income	-	-	4,279	4,279
Release of endowment and restricted funds spent in year	(3,088)	(1,085)	4,173	-
Total comprehensive income/(expenditure) for the year	(1,636)	2,761	(285)	840
Balance at 31 July 2025	24,281	5,205	144,702	174,188

Institution

	Income and Expenditure Account			
	Endowment £'000	Restricted £'000	Unrestricted £'000	Total £'000
Balance at 1 August 2023	23,296	2,629	71,007	96,932
Surplus for the year	4,043	627	85,362	90,032
Other comprehensive (expenditure)	-	-	(2,546)	(2,546)
Release of endowment and restricted funds spent in year	(1,422)	(812)	2,234	-
Total comprehensive income/(expenditure) for the year	2,621	(185)	85,050	87,486
Balance at 31 July 2024	25,917	2,444	156,057	184,418
Surplus/(deficit) for the year	1,452	3,846	(14,969)	(9,671)
Other comprehensive income	-	-	4,279	4,279
Release of endowment and restricted funds spent in year	(3,088)	(1,085)	4,173	-
Total comprehensive income/(expenditure) for the year	(1,636)	2,761	(6,517)	(5,392)
Balance at 31 July 2025	24,281	5,205	149,540	179,026

The notes on pages 64-95 form part of these financial statements.

Consolidated and institution statement of financial position

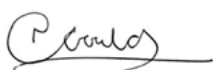
Year ended 31 July 2025

		As at 31 July 2025		As at 31 July 2024	
		Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Non-current assets	Notes				
Intangible assets	12	3,598	3,598	3,135	3,135
Tangible assets	13	486,154	486,154	493,420	493,405
Investments	14	7,867	8,362	5,885	5,911
		497,619	498,114	502,440	502,451
Current assets					
Stock		340	340	364	364
Trade and other receivables	15	38,763	43,194	36,769	47,202
Investments	16	14,532	14,532	16,121	16,121
Cash and cash equivalents	24	21,211	21,211	16,157	16,140
		74,846	79,277	69,411	79,827
Less: Creditors: amounts falling due within one year	17	(159,866)	(159,954)	(155,283)	(154,656)
Net current liabilities		(85,020)	(80,677)	(85,872)	(74,829)
Total assets less current liabilities		412,599	417,437	416,568	427,622
Creditors: amounts falling due after more than one year	18	(226,660)	(226,660)	(223,167)	(223,151)
Provisions					
Pension provisions	19	(11,325)	(11,325)	(19,539)	(19,539)
Other provisions	19	(426)	(426)	(514)	(514)
Total net assets		174,188	179,026	173,348	184,418
Restricted reserves					
Income and expenditure reserve – endowment reserve	22	24,281	24,281	25,917	25,917
Income and expenditure reserve – restricted reserve	23	5,205	5,205	2,444	2,444
Unrestricted reserves					
Income and expenditure reserve – unrestricted		144,702	149,540	144,987	156,057
Total reserves		174,188	179,026	173,348	184,418

The notes on pages 64-95 form part of these financial statements.

The financial statements were approved by Council on 3 December 2025 and were signed on its behalf on that date by:

Neil Goulden, Chair of Council | Professor Nishan Canagarajah, President and Vice-Chancellor | Paul Gowdridge, Chief Financial Officer





Consolidated statement of cash flows

Year ended 31 July 2025

	Notes	July 2025 £'000	July 2024 £'000
Cash flow from operating activities			
(Deficit)/surplus before tax for the year		(3,085)	88,888
Adjustment for non-cash items:			
Depreciation	13	37,951	34,764
Amortisation	12	699	786
Impairment of assets	13	2,235	-
Gain on investments		(1,316)	(2,238)
Decrease in stock		24	2
(Increase) in debtors	15	(1,994)	(602)
Increase in creditors		1,648	8,452
(Decrease) in pension provision		(4,733)	(101,434)
(Decrease) in other provisions	19	(88)	(39)
Share of operating deficit in associate		338	539
Adjustment for investing or financing activities:			
Investment income	6	(852)	(1,302)
Interest payable	9	6,214	5,293
Other finance charges		(307)	806
Endowment income	22	(287)	(1,859)
Gain on the sale of fixed assets		(1,655)	(594)
Capital grant income		(8,653)	(8,684)
Cash from operations		26,139	22,778
Taxation paid		(354)	(331)
Net cash inflow from operating activities		25,785	22,447
Cash flows from investing activities			
Proceeds from sales of fixed assets		9,559	714
Capital grant receipts		4,140	6,985
Investment income		852	1,302
Payments made to acquire fixed assets		(19,160)	(28,568)
Payments made to acquire intangible assets		(1,162)	(1,206)
Net cash outflow from investing activities		(5,771)	(20,773)
Cash flows from financing activities			
Interest paid		(6,183)	(5,085)
Capital element of lease repaid		(2,311)	-
New endowments		287	1,859
Endowment payments		(3,088)	(1,422)
Repayments of amounts borrowed		(3,665)	(3,280)
Net cash outflow from financing activities		(14,960)	(7,928)
Increase/(decrease) in cash and cash equivalents in the year		5,054	(6,254)
Cash and cash equivalents at beginning of the year	24	16,157	22,411
Cash and cash equivalents at end of the year	24	21,211	16,157

The notes on pages 64-95 form part of these financial statements.

Notes to the accounts

Year ended 31 July 2025

	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
1 Tuition fees and education contracts				
Full-time home and EU students	118,759	118,759	109,535	109,535
Full-time international students	60,872	60,872	67,261	67,261
Part-time students	11,349	11,349	10,680	10,680
Research training support grant	5,701	5,701	5,017	5,017
	196,681	196,681	192,493	192,493

2 Funding body grants

Recurrent grant

Office for Students	18,056	18,056	17,993	17,993
Research England	21,389	21,389	21,336	21,336

Specific grants

Higher Education Innovation Fund	6,176	6,176	8,041	8,041
Capital grant	4,252	4,252	4,347	4,347
Other	1,700	1,700	1,137	1,137
	51,573	51,573	52,854	52,854

Capital grant comprises amounts received from the above bodies for the purposes of capital development and expenditure. Funds are held within creditors and released to income over the useful life of the asset. Of the amounts disclosed **£2,561,000 (2024: £2,529,000)** relates to buildings and **£1,691,000 (2024: £1,818,000)** relates to equipment.

3 Sources of grant and fee income

Grant income from OfS	19,293	19,293	18,595	18,595
Grant income from other bodies	33,851	33,851	34,258	34,258
Fee income for taught awards	183,912	183,912	179,513	179,513
Fee income for research awards	4,876	4,876	5,787	5,787
Fee income from non-qualifying courses	7,893	7,893	7,194	7,194
Total grant and fee income	249,825	249,825	245,347	245,347

Notes to the accounts (continued)

Year ended 31 July 2025

	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
4 Research grants and contracts				
Research councils	18,646	18,646	19,940	19,940
Research charities	9,113	9,113	8,787	8,787
Government (UK and overseas)	34,616	34,616	29,138	29,138
Industry and commerce	8,142	8,142	4,904	4,904
Research capital grants	2,830	2,830	3,353	3,353
Other	11,582	11,582	8,360	8,360
	84,929	84,929	74,482	74,482

Of the amounts disclosed as research capital grants **£2,481,000 (2024: £2,805,000)** is funded by research councils, **£nil (2024: £5,000)** is funded by research charities, **£163,000 (2024: £402,000)** is funded by other government sources and **£186,000 (2024: £141,000)** is funded by other sources. Of the amounts disclosed as research income, **£4,321,000 (2024: £916,000)** donations were received that were for the purpose of research.

5 Other income

Residences, catering and conferences	25,815	24,006	28,370	26,151
NHS funded posts	17,762	17,762	15,318	15,318
Other services rendered	4,817	4,817	4,665	4,665
Retail	22	22	41	41
Other capital grants	1,571	1,571	983	983
Other income	10,879	11,125	11,877	12,283
	60,866	59,303	61,254	59,441

6 Investment income

Investment income	852	852	1,302	1,302
Interest receivable on intercompany loans	-	377	-	628
	852	1,229	1,302	1,930

7 Donations and endowments

New endowments	22	287	287	1,860	1,860
Donations with restrictions	23	389	389	159	159
Unrestricted donations		575	575	1,384	1,384
		1,251	1,251	3,403	3,403

Notes to the accounts (continued)

Year ended 31 July 2025

8 Staff costs	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Salaries	184,222	181,789	174,368	171,768
Social security costs	20,959	20,766	18,415	18,239
Pension costs	22,878	22,742	25,223	25,097
Severance costs	1,672	1,672	445	445
	229,731	226,969	218,451	215,549
Exceptional item: Movement on USS provision	-	-	(96,864)	(96,864)
Total	229,731	226,969	121,587	118,685

A further breakdown of pension costs is included in note 31.

Total remuneration of the President and Vice-Chancellor	Year ended 31 July 2025		Year ended 31 July 2024	
	Professor Nishan Canagarajah £'000		Professor Nishan Canagarajah £'000	
Basic salary	336		328	
Performance related pay and other bonuses	5		-	
Taxable benefits:				
Subsidised accommodation	-		-	
Pension contributions to USS	-		9	
	341		337	
Other non-taxable benefits	-		-	
	341		337	

The Remuneration Committee, which reports to Council, sets the Vice-Chancellor's pay and bonus payment. The bonus payment awarded recognised the University receiving an overall Gold in the Teaching Excellence Framework (TEF) 2023, making it one of a small number of institutions nationally to achieve TEF Gold alongside a top 30 REF performance, indicating outstanding performance in both teaching and research.

Notes to the accounts (continued)

Year ended 31 July 2025

8 Staff costs (continued)

Professor Nishan Canagarajah

The President and Vice-Chancellor's basic salary is **8.2 times (2024: 8.4)** the median pay of staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by the Institution to its staff.

The President and Vice-Chancellor's total remuneration is **7.4 times (2024: 7.9)** the median total remuneration of staff, where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration paid by the Institution of its staff.

The median salary and remuneration figures used in the above calculations include all staff that are included in real-time reporting to HMRC.

The emoluments of the President and Vice-Chancellor are determined by Council on the recommendation of the Remuneration Committee. The President and Vice-Chancellor is not in attendance for, or plays any part in the discussions over their own emoluments.

Remuneration Committee consider two key factors in order to determine any increase to salary, bonus payments or benefits. The first is the comparative position compared to a benchmark group of other similar sized research-intensive UK universities. The second is the achievements and contributions made during the year which are assessed through the appraisal process. This process includes an assessment of the success and progress achieved against a set of agreed performance objectives. The Committee rewards strong performance and delivery of the Institution's strategic plan.

Notes to the accounts (continued)

Year ended 31 July 2025

8 Staff costs (continued)

OTHER HIGHER PAID STAFF

The number of staff with a basic salary of over **£100,000 per annum, including the President and Vice-Chancellor**, has been included below. Where a proportion of the salary is reimbursed by another body, such as the NHS, only the portion paid by the Institution is disclosed.

Basic salary per annum	2024-25 No.	2023-24 No.	Basic salary per annum	2024-25 No.	2023-24 No.
£100,000 - £104,999	17	15	£225,000 - £229,999	-	-
£105,000 - £109,999	12	18	£230,000 - £234,999	-	-
£110,000 - £114,999	12	7	£235,000 - £239,999	-	1
£115,000 - £119,999	9	12	£240,000 - £244,999	1	-
£120,000 - £124,999	8	7	£245,000 - £249,999	-	-
£125,000 - £129,999	5	5	£250,000 - £254,999	-	-
£130,000 - £134,999	7	6	£255,000 - £259,999	-	-
£135,000 - £139,999	5	3	£260,000 - £264,999	-	-
£140,000 - £144,999	2	2	£265,000 - £269,999	-	-
£145,000 - £149,999	4	1	£270,000 - £274,999	-	-
£150,000 - £154,999	1	1	£275,000 - £279,999	-	-
£155,000 - £159,999	1	-	£280,000 - £284,999	-	-
£160,000 - £164,999	1	-	£285,000 - £289,999	-	-
£165,000 - £169,999	3	3	£290,000 - £294,999	-	-
£170,000 - £174,999	-	-	£295,000 - £299,999	-	-
£175,000 - £179,999	-	2	£300,000 - £304,999	-	-
£180,000 - £184,999	2	-	£305,000 - £309,999	-	-
£185,000 - £189,999	-	-	£310,000 - £314,999	-	-
£190,000 - £194,999	-	-	£315,000 - £319,999	-	-
£195,000 - £199,999	-	-	£320,000 - £324,999	-	-
£200,000 - £204,999	-	-	£325,000 - £329,999	-	1
£205,000 - £209,999	-	-	£330,000 - £334,999	-	-
£210,000 - £214,999	-	1	£335,000 - £339,999	-	-
£215,000 - £219,999	1	-	£340,000 - £344,999	1	-
£220,000 - £224,999	-	1		92	86

Notes to the accounts (continued)

Year ended 31 July 2025

8 Staff costs (continued)

Average staff numbers by major category

	2024-25		2023-24	
	Consolidated	Institution	Consolidated	Institution
Academic and clinical	1,089	1,089	1,074	1,074
Research	502	502	453	453
Administration, library, computer and other related	984	975	990	980
Technical	286	286	281	281
Clerical, manual and ancillary	1,047	972	1,111	1,032
	3,908	3,824	3,909	3,820

The total compensation for loss of office paid to **106 (2024: 49)** people during the year was **£1.67m (2024: £0.45m)**.

All severance payments including compensation for loss of office in respect of higher paid staff are approved by the Institution's Remuneration Committee. Amounts for compensation for loss of office and redundancy for all other staff are approved by management in accordance with delegated authority.

KEY MANAGEMENT PERSONNEL

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Institution. Staff costs includes compensation paid to key management personnel. The Institution considers its key management personnel to be those individuals who serve the Executive Board. Current membership of the Executive Board is detailed on our website: le.ac.uk/about/who-we-are/senior-management/executive-board

Compensation consists of salary and benefits including any employer's pension contribution.

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Key management personnel compensation	1,977	2,091
FTEs for key management	10.5	11

Notes to the accounts (continued)

Year ended 31 July 2025

9 Interest and other finance costs	Notes	Year ended 31 July 2025		Year ended 31 July 2024	
		Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Loan interest		6,214	6,214	5,293	5,293
Exchange differences		(155)	(155)	152	152
Change in fair value of derivatives		(153)	(153)	654	654
Unwind of discount on USS pension provision		-	-	2,249	2,249
Net charge on PAS pension scheme	31	798	798	875	875
		6,704	6,704	9,223	9,223

10a Analysis of total expenditure by activity

Academic and related expenditure	171,536	171,536	172,999	172,999
Administration and central services	72,217	72,217	71,559	71,559
Premises	50,346	50,346	52,701	52,701
Residences, catering and conferences	29,954	35,338	33,559	31,438
Research grants and contracts	63,579	63,579	58,252	58,252
Other expenses including USS provision movement	14,247	14,247	(89,877)	(89,877)
	401,879	407,263	299,193	297,072

Other operating expenses include:

External auditors remuneration in respect of audit services (exc. VAT)	212	164	217	149
External auditors remuneration in respect of non-audit services (exc. VAT)	15	15	34	34
Operating lease rentals:				
Land and buildings	133	133	134	134
Other	675	675	675	675

10b Access and participation

Access investment (i)	2,733	2,733	2,642	2,642
Financial support	2,537	2,537	2,758	2,758
Disability support (ii)	410	410	672	672
Research and Evaluation (iii)	46	46	46	46
	5,726	5,726	6,118	6,118

(i) £2,316,000 (2024: £2,250,000), (ii) £505,000 (2024: £770,000) and (iii) £46,000 (2024: £47,000) of these costs are already included in the overall staff costs figures included in the financial statements, see note 8.

Our Access and Participation Plan is available on our website: le.ac.uk/about/making-a-difference/equality or the Office for Students website: officeforstudents.org.uk/the-register

Notes to the accounts (continued)

Year ended 31 July 2025

11 Taxation	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Recognised in the statement of comprehensive income				
Current tax				
Foreign tax	354	354	331	331
Current tax expense	354	354	331	331
Deferred tax expense	-	-	-	-
Total tax expense	354	354	331	331
Factors affecting the tax charge				
(Deficit)/surplus before taxation	(3,085)	(9,317)	88,888	90,363
UK corporation tax at 25% (2024: 25%)	(771)	(2,329)	22,222	22,591
Effect of:				
Surplus/(deficit) falling within charitable exemption	1,125	2,683	(21,891)	(22,260)
Total tax expense	354	354	331	331

12 Intangible assets

Consolidated and Institution	31 July 2025	31 July 2024
Software	£'000	£'000
Opening balance	3,135	2,715
Additions in the year	1,162	1,206
Amortisation charge for the year	(699)	(786)
Closing balance	3,598	3,135

Additions during the year relate to the purchase and development of software intangible assets. The amortisation period is between 3 and 10 years.

Notes to the accounts (continued)

Year ended 31 July 2025

		Freehold land and buildings £'000	Leasehold land and buildings £'000	Equipment £'000	Fixtures and fittings £'000	Assets in the course of construction £'000	Service concession arrangement £'000	Total £'000
13 Tangible assets								
Consolidated								
Cost	At 1 August 2024	608,052	27,933	63,856	15,880	16,786	8,797	741,304
	Additions	3,115	-	17,066	583	10,956	9,104	40,824
	Transfers	11,660	(14)	6	1,537	(13,189)	-	-
	Disposals	(10,498)	(62)	(877)	(234)	-	(8,797)	(20,468)
	At 31 July 2025	612,329	27,857	80,051	17,766	14,553	9,104	761,660
Depreciation	At 1 August 2024	172,598	11,219	52,948	11,119	-	-	247,884
	Charge for the year	16,512	611	10,490	1,541	-	8,797	37,951
	Impairment	2,235	-	-	-	-	-	2,235
	Disposals	(2,735)	-	(853)	(179)	-	(8,797)	(12,564)
	At 31 July 2025	188,610	11,830	62,585	12,481	-	-	275,506
Net book value At 31 July 2025		423,719	16,027	17,466	5,285	14,553	9,104	486,154
At 31 July 2024		435,454	16,714	10,908	4,761	16,786	8,797	493,420
Institution								
Cost	At 1 August 2024	608,052	27,933	63,856	13,117	16,786	8,797	738,541
	Additions	3,115	-	17,066	583	10,956	9,104	40,824
	Transfers	11,660	(14)	6	1,537	(13,189)	-	-
	Disposals	(10,498)	(62)	(867)	(234)	-	(8,797)	(20,458)
	At 31 July 2025	612,329	27,857	80,061	15,003	14,553	9,104	758,907
Depreciation	At 1 August 2024	172,598	11,219	52,948	8,371	-	-	245,136
	Charge for the year	16,512	611	10,490	1,537	-	8,797	37,947
	Impairment	2,235	-	-	-	-	-	2,235
	Disposals	(2,735)	-	(853)	(180)	-	(8,797)	(12,565)
	At 31 July 2025	188,610	11,830	62,585	9,728	-	-	272,753
Net book value At 31 July 2025		423,719	16,027	17,476	5,275	14,553	9,104	486,154
At 31 July 2024		435,454	16,714	10,908	4,746	16,786	8,797	493,405

At 31 July 2025, freehold land and buildings includes **£68,906,000 (2024: £75,664,000)** in respect of freehold land which is not depreciated. Leasehold land and buildings includes **£830,000 (2024: £830,000)** in respect of long leasehold land which is not depreciated where the long leasehold interest is deemed to be equivalent to a freehold interest.

On 2 August 2019 the Institution entered into a 50 year contract with a third party provider for the provision and maintenance of Freeman's Common providing accommodation to 1,164 students. At 31 July 2025 a right of use asset of **£9,104,000 (2024: £8,797,000)** has been recognised reflecting rooms the Institution has nominated for the following financial year, along with a corresponding nominations liability in creditors (note 17).

Notes to the accounts (continued)

Year ended 31 July 2025

13 Tangible assets (continued)

Included within Consolidated and University fixed assets are assets held under finance leases as follows:

		£'000
Cost	At 1 August 2024	-
	Additions	12,384
	At 31 July 2025	12,384
Depreciation	At 1 August 2024	-
	Charge for the year	(2,477)
	At 31 July 2025	(2,477)
Net book value	At 31 July 2024	-
	At 31 July 2025	9,907

Leasehold land and buildings includes:

	Net book value £'000
Michael Atiyah building (125 year lease commencing 1996 from Wyggeston and Queen Elizabeth I College)	3,649
Main campus sports centre (99 year lease commencing 2000 from Wyggeston and Queen Elizabeth I College)	4,846
Various NHS sites	7,482
Other sites and leasehold improvements	50
At 31 July 2025	16,027
At 31 July 2024	16,712

	Investment in subsidiaries £'000	Investment in associates £'000	Other investments £'000	Total £'000
14 Non-current investments				

Consolidated

At 1 August 2024	-	274	5,611	5,885
Share of loss retained by associate	-	(769)	-	(769)
Change in fair value	-	-	2,751	2,751
At 31 July 2025	-	(495)	8,362	7,867

Institution

	£'000	£'000	£'000	£'000
At 1 August 2024	300	-	5,611	5,911
Impairment	(300)	-	-	(300)
Change in fair value	-	-	2,751	2,751
At 31 July 2025	-	-	8,362	8,362

The investment in subsidiary companies relates to the share capital of the subsidiary companies detailed in note 28.

The impairment relates to the University's shares in College Court Conference Centre Limited. College Court Conference Centre Limited which was a wholly owned subsidiary entered into voluntary liquidation on 17 April 2025.

Notes to the accounts (continued)

Year ended 31 July 2025

14 Non-current investments (continued)

Investment in associates

The Group has a 10% shareholding in Freeman's Common Village LLP. On 2 August 2019 the Group entered into a 50 year agreement with a consortium including Equitix (an investment company) and Engie (a constructor). The consortium designed, built, fund, manage and operate residences built on the Freeman's Common site. Freeman's Common Village LLP funded the project via a mixture of debt and equity. The investment is accounted for on an equity basis.

Other investments

Other investments consist of:

At fair value:

Permanent endowments invested in market securities

Consolidated and Institution

31 July 2025	31 July 2024
£'000	£'000

8,362	5,611
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8,362	5,611
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Spinouts and associated investments

The Institution holds the following investments in spinout companies:

Name	Shareholding at 31 July 2025	Principal Activity
Earthsense Systems Limited	2%	A joint venture company owned equally by the Institution, Bluesky International Limited and Professor Roland Leigh. Its principal activity is the development and commercialisation of products and services for monitoring of air quality.
OCB Media Limited	24%	Development and pursuit of electronically distributed high level e-learning material and multimedia products
Tozaro Limited	1%	Commercialisation of Molecular imprinted Polymers (MIPs)
Perpetual Atomics Ltd	20%	The development and commercialisation of sustainable nuclear power solutions
Museum Data Service	33%	Data processing, hosting on Museums activities
Midlands Mindforge Ltd	7%	A funding vehicle for university spinouts

These entities are not accounted for on an equity basis on the grounds of materiality. It is the Institution's policy to write off the initial investment in spinout companies.

Notes to the accounts (continued)

Year ended 31 July 2025

15 Trade and other receivables	Year ended 31 July 2025		Year ending 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Amounts falling due within one year				
Research grants receivables	16,479	16,479	14,612	14,612
Other trade receivables	9,271	9,271	10,316	10,180
Other receivables	341	339	289	286
Prepayments and accrued income	12,672	12,662	11,552	11,471
Amounts due from subsidiary companies	-	4,443	-	9,984
Amounts falling due after more than one year				
Amounts due from subsidiary companies	-	-	-	669
	38,763	43,194	36,769	47,202

Other trade receivables includes a bad debt provision of **£3,034,000 (2024: £4,140,000)**.

16 Current investments	Other investments £'000	Total £'000
Consolidation and Institution		
At 1 August 2024	16,121	16,121
Change in fair value	(1,589)	(1,589)
At 31 July 2025	14,532	14,532
Other investments consist of:	31 July 2025 £'000	31 July 2024 £'000
At fair value:		
Expendable endowments invested in market securities	14,532	16,121
	14,532	16,121

Notes to the accounts (continued)

Year ended 31 July 2025

	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
17 Creditors: Amounts falling due within one year				
Unsecured loans	3,785	3,785	3,658	3,658
Trade payables	36,079	36,079	26,794	26,760
Social security and other taxation payable	25,534	25,495	21,779	21,743
Obligations under finance lease	2,391	2,391	-	-
Other payables	12,410	12,390	11,916	11,900
Accruals and deferred income	79,667	79,814	91,136	90,595
	159,866	159,954	155,283	154,656

Other payables includes a **£9,105,000 (2024: £8,797,000)** nominations liability in respect of the Freeman's Common development detailed in note 13.

Deferred income

Included with accruals and deferred income are the following items of income which have been deferred until specific performance related conditions have been met.

	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Research grants received on account	40,206	40,206	52,155	52,155
Grant income	369	369	348	348
Capital grant income	4,788	4,788	9,596	9,596
Other income	15,219	15,203	11,686	11,670
	60,582	60,566	73,785	73,769

	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
18 Creditors: Amounts falling due after more than one year				
Deferred income	116,202	116,202	116,446	116,430
Derivatives	232	232	385	385
Unsecured loans	102,544	102,544	106,336	106,336
Obligations under finance lease	7,682	7,682	-	-
	226,660	226,660	223,167	223,151
Analysis of unsecured loans:				
Due within one year or on demand (note 17)	3,785	3,785	3,658	3,658
Due between one and two years	3,915	3,915	3,785	3,785
Due between two and five years	11,777	11,777	11,622	11,622
Due in five years or more	86,852	86,852	90,929	90,929
Due after more than one year	102,544	102,544	106,336	106,336
Total secured and unsecured loans	106,329	106,329	109,993	109,993

Notes to the accounts (continued)

Year ended 31 July 2025

18 Continued

Included in loans are the following:

Lender	£'000	Term	Secured Unsecured	Interest Rate %	Borrower
Salix	533	n/a	Unsecured	0.00	Institution
Barclays	4,454	2031	Unsecured	6.17	Institution
Barclays	8,591	2036	Unsecured	5.67	Institution
European Investment Bank	19,749	2038	Unsecured	3.47	Institution
European Investment Bank	18,185	2040	Unsecured	2.90	Institution
Private Placement – Lincoln National Life Insurance	19,817	2044	Unsecured	3.18	Institution
Private Placement – Lincoln National Life Insurance	10,000	2049	Unsecured	3.25	Institution
Private Placement – Pacific Life Insurance	25,000	2049	Unsecured	3.25	Institution
Total	106,329				

Total of future minimum lease payments under finance leases	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
In one year or less, or on demand	2,649	2,649	-	-
In more than one year but not more than five years	7,947	7,947	-	-
Total	10,596	10,596	-	-

Deferred income

Deferred income due after more than one year represents balances on capital grants from government sources, from non-government sources where the grant stipulates performance conditions and contracted income received in advance.

Deferred income	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Capital grant income	90,829	90,829	90,507	90,507
Other income	25,373	25,373	25,939	25,923
	116,202	116,202	116,446	116,430

Notes to the accounts (continued)

Year ended 31 July 2025

18 Continued

Derivative financial instruments

Interest rate swaps and caps are valued at the present value of future cash flows estimated and discounted based on the applicable yield curves derived from quoted interest rates.

Interest rate swap contracts

The following table details the notional principal amounts and remaining terms of interest rate swap contracts outstanding as at the reporting date:

	Average contract fixed interest rate		Notional principal value		Fair value	
	2025 %	2024 %	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Five years or more	5.86	5.86	13,045	14,203	(232)	(385)

The interest rate swaps settle on a quarterly basis. The floating rate on the interest rate swaps is SONIA. The Institution will settle the difference between the fixed and floating interest rate on a net basis.

19 Provisions for liabilities

Pension provisions

	Defined benefit obligations (note 31) £'000	Total other provisions £'000
Consolidated and Institution		
At 1 August 2024	19,539	514
Movements in the year	(8,214)	(88)
At 31 July 2025	11,325	426

Defined benefit obligations

This provision relates to the University of Leicester Pension and Assurance Scheme (PAS) which arises from the contractual obligation with the pension scheme for a net defined benefit liability.

This is the present value of obligations under the defined benefit plans at the reporting date. Management have engaged Aon Hewitt to determine the value of this obligation.

Further information is available in note 31.

Notes to the accounts (continued)

Year ended 31 July 2025

20 Contingent assets and liabilities

There are contingent liabilities relating to potential tax liabilities for overseas employees, overseas sales and VAT recovery, as well as relating to property re-purchase obligations for which the outcomes are uncertain and where the potential outflows are not expected to be material to the University and Consolidation.

21 Financial instruments

The carrying values of the Institution's financial assets and liabilities are summarised below:

	31 July 2025		31 July 2024	
	Consolidated	Institution	Consolidated	Institution
	£'000	£'000	£'000	£'000
Financial assets				
Measured at fair value through Statement of Comprehensive Income				
Other investments	22,894	22,894	21,732	21,732
Debt instruments measured at amortised cost				
Cash and cash equivalents	21,211	21,211	16,157	16,140
Loans receivable	-	1,204	-	2,196
Trade and other receivables	26,091	26,089	25,217	25,078
Equity instruments measured at cost less impairment				
Investments in associates	(495)	-	274	-
Investments in subsidiaries	-	-	-	300
	69,701	71,398	63,380	65,446
Financial liabilities				
Measured at amortised cost				
Loans payable	106,329	106,329	109,993	109,993
Trade and other payables	76,414	76,355	60,489	60,403
	182,743	182,684	170,482	170,396

Notes to the accounts (continued)

Year ended 31 July 2025

	Restricted permanent endowment 2025 £'000	Unrestricted permanent endowment 2025 £'000	Total 2025 £'000	Total 2024 £'000
22 Endowment reserves				
Consolidated and Institution				
Permanent endowments				
Balances at 1 August				
Capital	3,930	1,320	5,250	5,206
Unapplied return	1,488	346	1,834	1,805
	5,418	1,666	7,084	7,011
New endowments	277	-	277	18
Reclassifications	1,770	38	1,808	-
Expenditure	(230)	(286)	(516)	(60)
Increase in market value of investments	338	87	425	115
Total endowment comprehensive income for the year	2,155	(161)	1,994	73
At 31 July	7,573	1,505	9,078	7,084
Represented by:				
Capital	5,315	1,398	6,713	5,250
Unapplied return	2,258	107	2,365	1,834
	7,573	1,505	9,078	7,084
Analysis by type of purpose:				
Lectureships			272	480
Scholarships and business			4,490	2,682
Research support			118	107
Prize funds			1,128	926
General			3,070	2,889
			9,078	7,084
Analysis by asset:				
Non-current asset investments			8,362	7,084
Cash and cash equivalents			716	-
			9,078	7,084

Notes to the accounts (continued)

Year ended 31 July 2025

Year ended 31 July 2025	Total 2025 £'000	Total 2024 £'000	
22 Endowment reserves (continued)			
Restricted expendable endowments			
Balance at 1 August			
Capital	12,163	12,208	
Accumulated income	6,670	4,078	
	18,833	16,286	
New endowments	10	1,842	
Reclassifications	(1,808)	-	
Expenditure	(2,572)	(1,362)	
Increase in market value of investments	740	2,068	
Total endowment comprehensive expenditure for the year	(3,630)	2,548	
At 31 July	15,203	18,833	
Represented by:			
Capital	12,719	12,162	
Accumulated income	2,484	6,671	
	15,203	18,833	
Analysis by type of purpose:			
Lectureships	2,783	1,696	
Scholarships and bursaries	2,527	2,855	
Research support	9,436	12,066	
Prize funds	64	273	
General	393	1,943	
	15,203	18,833	
Analysis by asset:			
Current asset investments	14,533	14,644	
Cash and cash equivalents	670	4,189	
	15,203	18,833	
Total Income and expenditure reserve - endowment reserve	24,281	25,917	
Analysis of major endowments:			
	Capital £'000	Income £'000	Total £'000
van Geest Foundation Heart and Cardiovascular Disease Research Fund			
Balance at 1 August 2024	7,335	-	7,335
Expenditure	(1,342)	-	(1,342)
Increase in market value of investments	352	-	352
Balance at 31 July 2025	6,345	-	6,345

Notes to the accounts (continued)

Year ended 31 July 2025

	Donations £'000	Other restricted funds £'000	Total 2025 £'000	Total 2024 £'000
23 Restricted reserves				

Consolidated and Institution

Balances at 1 August	634	1,810	2,444	2,629
New donations	389	-	389	159
New other restricted funds	-	3,457	3,457	468
Expenditure	(439)	(646)	(1,085)	(812)
	(50)	2,811	2,761	(185)
At 31 July	584	4,621	5,205	2,444

	Total 2025 £'000	Total 2024 £'000
Analysis of restricted funds by type of purpose:		
Scholarships and bursaries	240	221
Research support	5,160	2,091
General	153	132
	5,553	2,444

Notes to the accounts (continued)

Year ended 31 July 2025

	At 1 August 2024 £'000	Cash flows £'000	At 31 July 2025 £'000
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24 Cash and cash equivalents

Consolidated

Cash and cash equivalents

Endowed cash and cash equivalents

Non-endowed cash and cash equivalents

4,189	(2,803)	1,386
11,968	7,857	19,825
16,157	5,054	21,211

Institution

Cash and cash equivalents

Endowed cash and cash equivalents

Non-endowed cash and cash equivalents

4,189	(2,803)	1,386
11,951	7,874	19,825
16,140	5,071	21,211

Non-endowed cash and cash equivalents includes £281,000 (2024: £114,000) of term deposits and notice accounts with a maturity of 3 months or less from the date of placement. At 31 July 2025 the weighted average interest rate of these fixed rate deposits was 1.25% per annum and the weighted average period for which the interest rate is fixed on these deposits was 3 months.

	At 1 August 2024 £'000	Cash flows £'000	Changes in market value and exchange rates £'000	New finance leases £'000	Other non- cash changes £'000	At 31 July 2025 £'000
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25 Consolidated net debt reconciliation

Cash and cash equivalents 16,157 5,054 - - - 21,211

Borrowings due within one year

Unsecured loans

Obligations under finance lease

(3,658)	3,665	-	-	(3,792)	(3,785)
-	2,311	-	(2,311)	(2,391)	(2,391)
12,499	11,030	-	(2,311)	(6,183)	15,035

Borrowings due after more than one year

Unsecured loans

Obligations under finance lease

Derivatives

(106,336)	-	-	-	3,792	(102,544)
-	-	-	(10,073)	2,391	(7,682)
(385)	-	153	-	-	(232)
(106,721)	-	153	(10,073)	6,183	(110,458)

Net debt

(94,222)	11,030	153	(12,384)	-	(95,423)
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Notes to the accounts (continued)

Year ended 31 July 2025

26 Capital commitments

Provision has not been made for the following capital commitments at 31 July:

	31 July 2025		31 July 2024	
	Consolidated £'000	Institution £'000	Consolidated £'000	Institution £'000
Commitments contracted for	4,004	4,004	2,242	2,242

27 Lease obligations

Total rentals payable under operating leases are as follows:

Consolidated and Institution	Land and buildings £'000	Other £'000	Total 2025 £'000	Total 2024 £'000
Future minimum lease payments due:				
Not later than one year	133	600	733	791
Later than one year and not later than five years	90	848	938	1,335
Later than five years	-	4	4	4
Total lease payments due	223	1,452	1,675	2,130

28 Subsidiary undertakings

The subsidiary companies (all of which are registered in England) wholly-owned or effectively controlled by the Institution are as follows:

Company	Principal activity	Status	Note
UoL Food and Drink Limited	Operation of catering facilities	100% owned	14
UOL Investments Limited	Investment holdings	100% owned	14
UOL FC Limited	Investment holdings	100% owned	14

College Court Conference Centre Limited entered voluntary liquidation on 17 April 2025 and is no longer a subsidiary of the University of Leicester.

The registered address for all the subsidiary companies is: University Road, Leicester, LE1 7RH.

Notes to the accounts (continued)

Year ended 31 July 2025

29 Related party transactions

Due to the nature of the Institution's operations and the composition of its Council (being drawn from local public and private sector organisations) and Senior Leadership Team, it is inevitable that transactions will take place with organisations in which a member of Council or the Senior Leadership Team may have an interest. All such transactions are conducted at arm's length and in accordance with the Institution's financial regulations and normal procurement procedures. The Institution has taken advantage of the exemption within FRS 102 Section 33 'Related Party Disclosures' and has not disclosed transactions with other wholly owned group entities.

	2025			
	Income transaction £'000	Expenditure transactions £'000	Balance due from the related party £'000	Balance due to the related party £'000
University Hospitals of Leicester NHS Trust	15,405	8,337	-	2,154
University of Leicester Students' Union	8	62	2	6
Rockstar Marketing Group Ltd	-	39	-	4
De Montfort University	114	44	22	30
London School of Economics	9	5	4	-
Universities Superannuation Scheme	-	31	-	-
UCEA Universities and Colleges Employers Association	-	38	-	13
The Conversation	-	36	-	-
Into University	-	45	-	23
	15,536	8,637	28	2,230

	2024			
	Income transaction £'000	Expenditure transactions £'000	Balance due from the related party £'000	Balance due to the related party £'000
University Hospitals of Leicester NHS Trust	15,777	6,831	1,335	544
Leicestershire Partnership NHS Trust	658	59	164	-
University of Leicester Students' Union	61	56	2	-
Rockstar Marketing Group Ltd	-	66	-	-
De Montfort University	41	139	14	19
London School of Economics	12	4	4	-
Leicester Theatre Trust	-	30	-	-
Brookvale Groby Learning Campus	-	5	-	-
Universities Superannuation Scheme	-	15	-	-
UCEA Universities and Colleges Employers Association	-	15	-	-
	16,549	7,220	1,519	563

Notes to the accounts (continued)

Year ended 31 July 2025

University Hospitals of Leicester NHS Trust

The majority of income from Leicestershire Partnership NHS Trust relates to staff recharges and research funding. Expenditure relates to salaries and use of facilities by staff and students.

University of Leicester Students' Union

The majority of income from Leicestershire Partnership NHS Trust relates to staff recharges and research funding. Expenditure relates to salaries and use of facilities by staff and students.

Rockstar Marketing Group Ltd

The majority of expenditure with Rockstar Marketing Group Ltd relates to supplier invoices processed through the accounts payable system and payable in the normal course of business.

DeMontfort University

The majority of income from DMU relates to research and Pathways programme; the majority of expenditure with DeMontfort University relates to supplier invoices processed through the accounts payable system and payable in the normal course of business.

London School of Economics

The majority of income from LSE Union relates to training provided and agreed costs contribution; The majority of expenditure with LSE relates to supplier invoices processed through the accounts payable system and payable in the normal course of business.

Universities Superannuation Scheme

The majority of expenditure with USS relates to supplier invoices processed through the accounts payable system and payable in the normal course of business.

UCEA Universities and Colleges Employers Association

The majority of expenditure with UCEA relates to supplier invoices processed through the accounts payable system and payable in the normal course of business.

No information has been listed above for organisations where income and expenditure is less than £25,000 in the year.

The Conversation Trust

The majority of expenditure with The Conversation Trust relates to supplier invoices processed through the accounts payable system and payable in the normal course of business.

Into University

The majority of expenditure with Into University relates to agreed contribution for the academic year.

Council members

The Institution's Council members are the trustees for charitable law purposes. Due to the nature of the Institution's operations and the composition of the Council, being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Council may have an interest. All transactions involving organisations in which a member of Council may have an interest, including those identified above, are conducted at arms length and in accordance with the Institution's Financial Regulations and procurement procedures.

No Council member has received any remuneration or waived payments from the Institution during the year (2024: none).

The total expenses paid to or on behalf of 4 council members was £1,725 (2024: £997). The amounts paid represent travel and subsistence costs incurred in attending Council, committee meetings and charity events in their official capacity. Where Council members are also employees of the Institution, expenses claimed in their capacity as an employee are not included.

30 Events after the reporting period

There have been no identified post balance sheet events that are either adjusting or non-adjusting in nature.

Notes to the accounts (continued)

Year ended 31 July 2025

31 Pension schemes

Different categories of staff are eligible to join one of the following schemes:

- Universities' Superannuation Scheme (USS).
- The University of Leicester Stakeholder Scheme.
- UoL Food and Drink Limited
- National Health Service Pension Scheme (NHS).

The USS has two sections which work alongside each other: the Retirement Income Builder which is a defined benefit section where benefits are based on length of service and salary up to a threshold; and the Investment Builder a defined contribution section for earnings above the salary threshold and any additional contributions members choose to make.

The two stakeholder schemes are defined contribution schemes.

The NHS scheme is a defined benefit scheme.

The Institution also continues to administer two previous pension schemes: the University of Leicester Pension and Assurance Scheme (PAS), a defined benefit scheme, and the Federated Superannuation System for Universities (FSSU), a defined contribution scheme. Both schemes are now closed to new entrants.

The amounts charged to staff costs in respect of the schemes is as follows:

	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated	Institution	Consolidated	Institution
	£'000	£'000	£'000	£'000
Universities' Superannuation Scheme	19,066	19,066	21,761	21,761
University of Leicester Stakeholder Scheme	1,786	1,786	1,743	1,743
NHS Pension Scheme	1,890	1,890	1,593	1,593
UoL Food and Drinks Limited	136	-	126	-
Total pension deductions due within one year	22,878	22,742	25,223	25,097

The amounts included in creditors due within one year in respect of the schemes is as follows:

	Year ended 31 July 2025		Year ended 31 July 2024	
	Consolidated	Institution	Consolidated	Institution
	£'000	£'000	£'000	£'000
Universities' Superannuation Scheme	2,438	2,438	2,327	2,327
University of Leicester Stakeholder Scheme	238	238	227	227
NHS Pension Scheme	242	242	220	220
UoL Food and Drinks Limited	18	-	17	-
Total pension deductions due within one year	2,936	2,918	2,791	2,774

These are the July employee deductions plus employer contributions due in August.

Notes to the accounts (continued)

Year ended 31 July 2025

31 Pension schemes (continued)

(i) The Universities' Superannuation Scheme

As at 31 July 2025 there are **2,598 (2024: 2,532)** active members of USS.

A deficit recovery plan was put in place as part of the 2020 valuation. It required payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024, at which point the rate would increase to 6.3%.

No deficit recovery plan was required under the 2023 valuation because the scheme was in surplus on a technical provisions basis. The institution was no longer required to make deficit recovery contributions from 1 January 2024 and accordingly released the outstanding provision to the statement of comprehensive income in the prior year.

The latest available complete actuarial valuation of the Retirement Income Builder, the defined part of the scheme, is as at 31 March 2023 (the valuation date), which was carried out using the projected unit method.

Since the Institution cannot identify its share of the Retirement Income Builder (defined benefit) assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2023 valuation was the seventh valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to have sufficient and appropriate assets to cover their technical provisions (the statutory funding objective). At the valuation date, the value of the assets of the scheme was £73.1 billion and the value of the scheme's technical provisions was £65.7 billion indicating a surplus of £7.4 billion and a funding ratio of 111%.

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

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

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2023 actuarial valuation. The mortality assumptions used in these figures are as follows:

	2023 valuation
Mortality base table	101% of S2PMA "light" for males and 95% of S3PFA for females.
Future improvements to mortality	CMI 2021 with a smoothing parameter of 7.5, an initial addition of 0.4% p.a., 10% w2020 and w2021 parameters, and a long term improvement rate of 1.8% p.a. for males and 1.6% p.a. for females.

The current life expectancies on retirement at age 65 are:	2025	2024
Males currently aged 65 (years)	23.8	23.7
Females currently aged 65 (years)	25.5	25.6
Males currently aged 45 (years)	25.7	25.4
Females currently aged 45 (years)	27.2	27.2

Notes to the accounts (continued)

Year ended 31 July 2025

31 Pension schemes (continued)

(ii) University of Leicester Pension and Assurance Scheme (PAS)

The PAS is a defined benefit scheme and a registered pension scheme for tax purposes (reference number 100222535).

The scheme closed to new members in July 2003 and then on 31 March 2016 to future benefit accrual. The scheme was contracted out of the State Second Pension Scheme until its closure. Active members of the scheme at the closure date were enrolled into The University of Leicester Stakeholder Plan or, if eligible, the Universities Superannuation Scheme (USS). As at 31 July 2025, there are **744 (2024: 788)** deferred members of the scheme.

The Trustees of the scheme have the responsibility for its management. The scheme administrators are Aon who also act as consultant and actuary to the scheme.

The last actuarial valuation was held on 31 July 2022 and this reported a past service deficit of £37.9 million, which represented a funding ratio of 85%. A recovery plan has been agreed with the Institution which provides for repayment of this deficit by 31 July 2029. The next actuarial valuation is to 31 July 2025 and is expected to complete in line with the statutory deadline which is 31 October 2026.

Assumptions

The financial assumptions used to calculate scheme liabilities under FRS 102 are:

	At 31 July 2025 %pa	At 31 July 2024 %pa
Discount rate for scheme liabilities	5.60	4.95
Price inflation (RPI)	3.05	3.25
Price inflation (CPI)	2.80	3.00
Rate of increase in salaries	2.00	3.00
Pension increases	%pa	%pa
Pre 06.04.1988 GMP	0.00	0.00
Post 05.04.1988 GMP	2.15	2.25
Pre 06.04.1997 Non-GMPs	2.90	3.00
Post 05.04.1997	2.90	3.00
Post 01.08.2012	2.70	2.85

Demographic assumptions

The main demographic assumption used relates to mortality assumptions. Mortality in retirement is assumed to be in line with the Continuous Mortality Investigations (CMI) tables. The table below shows the life expectancy assumptions used in the accounting assessments based on the life expectancy of male and female members at age 65.

	Male (currently aged 65)	Male (currently aged 45)	Female (currently aged 65)	Female (currently aged 45)
At 31 July 2024 (S3PMA/S3PFA)	20	20.6	22.7	23.5
At 31 July 2025 (S3PMA/S3PFA)	20.3	20.9	22.8	23.6

Notes to the accounts (continued)

Year ended 31 July 2025

	31 July 2025 £'000	31 July 2024 £'000
31 Pension schemes (continued)		
Scheme assets		
The assets in the scheme were:		
Equities	15,488	15,796
Bonds	77,365	82,292
Property	8,169	8,273
Diversified growth funds	13,134	12,658
Cash	656	218
Total	114,812	119,237

None of the Scheme assets are invested in the Institution's financial instruments or in property occupied by, or other assets used by, the Institution.

Analysis of the amount shown in the balance sheet for PAS:

	31 July 2025 £'000	31 July 2024 £'000
Scheme assets	114,812	119,236
Scheme liabilities	(126,137)	(138,775)
Deficit in the scheme – net pension liability recorded within pensions provision (note 19)	(11,325)	(19,539)

Analysis of the amount charged to expenditure for PAS:

	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Current service cost	-	-
Past service cost	-	-
Admin expenses	596	606
Total operating charge	596	606

Analysis of the amount charged to interest payable for PAS:

Interest on net defined benefit liability	798	875
Total expenditure charge	1,394	1,481

Analysis of other comprehensive (expenditure) for PAS:

(Loss)/gain on assets	(7,606)	110
Experience gain/(loss) on liabilities	11,885	(2,656)
Total other comprehensive expenditure	4,279	(2,546)

Notes to the accounts (continued)

Year ended 31 July 2025

31 Pension schemes (continued)

	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Changes in value of defined benefit obligation		
Present value of PAS liabilities at the start of the year	138,775	136,391
Past service cost	-	-
Interest expense on defined benefit obligation	6,687	6,792
Actuarial (gain)/loss	(11,885)	2,656
Actual benefit payments	(7,440)	(7,064)
Present value of PAS liabilities at the end of the year	126,137	138,775
Analysis of movement in the fair value of scheme assets		
Fair value of assets at the start of the year	119,236	115,767
Interest income on assets	5,890	5,917
(Loss)/gain on assets	(7,606)	110
Actual contributions paid by Institution	5,328	5,112
Actual benefit payments	(7,440)	(7,064)
Admin costs incurred	(596)	(606)
Fair value of scheme assets at the end of the year	114,812	119,236
Actual return on scheme assets		
Interest income on scheme assets	5,890	5,917
(Loss)/gain on scheme assets	(7,606)	110
	(1,716)	6,027

Notes to the accounts (continued)

Year ended 31 July 2025

31 Pension schemes (continued)

(iii) NHS Pension Scheme

The institution also participates in the NHS Pension Scheme for which the notional assets are assessed by His Majesty's Government actuary with the benefits also underwritten by His Majesty's Government. The NHS Pension Scheme is a defined benefit public service pension scheme, which operates on a pay-as-you-go basis that calculates pension benefits based on career average earnings. The NHS Pension Scheme is a multi-employer defined benefit scheme that is treated as a defined contribution scheme as it is not possible to identify the Institution's share of the underlying assets and liabilities. As at 31 July 2025, the Institution has 135 (2024: 136) employees who are members of the Scheme. The Institution allows continued membership of the NHS Pension Scheme for new employees who are already members of the NHS Pension Scheme at the point they join the University. Employees contribute between 5.2% and 12.5% of pensionable earnings with the percentage payable depending on their salary rate. The Institution contributes a further 20.68% including an 0.08% scheme administration levy (2024: 23.78%).

(iv) The University of Leicester Stakeholder Scheme and the UoL Food and Drink Limited Stakeholder Scheme.

Both Schemes are defined contribution pension schemes offered through and administered by Aviva. They are open to the Institution's support staff in salary grade level 5 and below, all employees of the Institution's trading subsidiaries and are also available to casual workers.

As at 31 July, each scheme had active members as follows:

	2025	2024
	No.	No.
The University of Leicester Stakeholder Scheme	1,181	1,199
UoL Food and Drinks Limited	82	81

Each scheme employer contributes to the scheme in proportion to that of member contribution rate as a percentage of pensionable pay, according to the table below.

	Employee's contribution	Employer's contribution
Tier 1	3%	5%
Tier 2	4%	7%
Tier 3	5%	9%
Tier 4	6%	11%
	7% or more	11%

Notes to the accounts (continued)

Year ended 31 July 2025

31 Pension schemes (continued)

The scheme(s) operate a salary sacrifice arrangement for pension deductions.

As of 1 January 2016, all new scheme members are enrolled in the Aviva My Future Fund default investment fund. The Aviva default investment fund incorporates a lifestyle strategy which changes the mix of default investments as the member nears their chosen retirement age from growth investments to lower risk funds.

The Aviva My Future Fund carries a management charge of **0.43% (2024: 0.43%)** of fund value.

The Institution maintains an Advisory Group, which has employee representation, and supports the governance of the scheme(s) and provides advice on the scheme(s) to the Institution's Finance Committee. The scheme(s) retains Isio as independent pensions' advisors.

Notes to the accounts (continued)

Year ended 31 July 2025

32 US Department of Education: Financial Responsibility Supplemental Schedule

We have an obligation as part of our participation in the US Federal Loans program to include Supplemental Information which complies with Federal Register/Vol. 84, No. 184 /Monday, September 23, 2019 /Rules and Regulations.

The below data is prepared using UK GAAP and does not include any adjustments to comply with US GAAP.

Reference	Expendable Net Assets	Year ended 31 July 2025		Year ended 31 July 2024	
		£'000	£'000	£'000	£'000
Statement of Changes in Reserves: unrestricted	Net assets without donor restrictions		144,702		144,987
Statement of Changes in Reserves: restricted + endowment + NCI	Net assets with donor restrictions		29,486		28,361
	Secured and Unsecured related party receivable	-		-	
	Unsecured related party receivable		-		-
Note 13 exc. right of use asset	Property, plant and equipment, net (includes Construction in progress)	467,143		484,623	
Note 13 exc. right of use asset and additions	Property, plant and equipment – pre-implementation		332,181		332,181
	Property, plant and equipment – post-implementation with outstanding debt for original purchase		-		-
Note 13 exc. right of use asset: additions	Property, plant and equipment – post-implementation without outstanding debt for original purchase		126,252		142,261
Note 13	Construction in progress		14,315		11,181
Note 13	Lease right-of-use asset, net	19,011		8,797	
	Lease right-of-use asset pre-implementation		-		-
	Lease right-of-use asset post-implementation		19,011		8,797
Note 12	Intangible assets		3,598		3,135
Note 19	Post-employment and pension liabilities		11,325		19,539
Note 18	Long-term debt – for long term purposes	106,329		109,994	
Note 18 less new loans in year	Long-term debt – for long term purposes pre-implementation		106,329		109,994
	Long-term debt – for long term purposes post-implementation		-		-
	Line of Credit for Construction in process		-		-
Note 17	Lease right-of-use asset liability	19,179		8,797	
	Pre-implementation right-of-use leases		-		-
Note 17	Post-implementation right-of-use leases		19,179		8,797
	Annuities with donor restrictions		-		-
	Term endowments with donor restrictions		-		-
	Life income funds with donor restrictions		-		-
Note 22 + 23	Net assets with donor restrictions: restricted in perpetuity		29,486		28,361

Notes to the accounts (continued)

Year ended 31 July 2025

32 US Department of Education: Financial Responsibility Supplemental Schedule (continued)

Reference	Total Expenses and Losses	Year ended 31 July 2025		Year ended 31 July 2024	
		£'000	£'000	£'000	£'000
Note 10a	Total expenses without donor restrictions – taken directly from Statement of Comprehensive Income		401,879		299,193
Statement of Comprehensive Income: (investment income + other (gains) + actuarial (gain)/loss)	Non-Operating and Net Investment (gain)/loss		(6,109)		(455)
Statement of Comprehensive Income: investment income + other (gains)	Net investment losses/(gains)		(2,168)		(3,540)
	Pension-related changes other than net periodic costs	-		-	
Modified Net Assets					
Statement of Changes in Reserves: unrestricted	Net assets without donor restrictions		144,702		144,987
Statement of Changes in Reserves: restricted + endowment + NCI	Net assets with donor restrictions		29,486		28,361
Note 12	Intangible assets		3,598		3,135
	Secured and Unsecured related party receivable	-		-	
	Unsecured related party receivable		-		-
Modified Assets					
Statement of Financial Position: total assets	Total Assets		572,465		571,851
	Lease right-of-use asset pre-implementation		-		-
	Pre-implementation right-of-use leases		-		-
Note 12	Intangible assets		3,598		3,135
	Secured and Unsecured related party receivable	-		-	
	Unsecured related party receivable		-		-
Net Income Ratio					
Statement of Changes in Reserves: unrestricted	Change in Net Assets Without Donor Restrictions		(285)		83,575
Statement of Comprehensive Income: total income – investment income + gain on disposal of fixed assets	Total Revenue and Gains		396,964		385,080



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