



**Annual Report &  
Financial Statements**  
Year ended 31 July 2022

# 2021–22 facts & figures



**445 students enrolled at the start of the academic year.**

**595 potential applicants met at UCAS Discover events.**



**180 potential applicants signed up to 12 open days.**



**5 UCO student mentors supported 6 young people in Local Authority Care.**

**256 cases seen by our Student Support team.**



**16,064 clinic consultations delivered.**

**10 UCO-validated courses delivered by partner institutions.**



**£26,000 awarded to students experiencing financial hardship.**



**22% of UCO research outputs rated as world leading and 22% rated internationally excellent.\***

\* Research Excellence Framework 2021

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University College of Osteopathy  
Registered Office: 275 Borough High Street, London SE1 1JE  
Company registration number: 146343 (England and Wales)  
Exempt Charity

# Message from the Chair

I was delighted to have been appointed as Chair of the Board of the University College of Osteopathy (UCO) in June 2022, replacing Professor Janusz Jankowski. I must thank my predecessor for his contributions to the UCO during his term of office. It is an honour and a privilege to be able to follow him in helping to guide the institution through the next chapter in its development as the first female Chair.

The context in which the UCO operates has changed significantly over the last year. The effects of the Covid pandemic are still being felt, the war in Ukraine has transformed the geopolitical context and the UK is heading towards a recession with escalating inflation. This presents challenges for UCO as it does for all Higher Education institutions, particularly those that are small and whose primary focus is specialist teaching. We have to operate within a 'one-size fits all' regulatory framework not designed for us. With no immediate prospect of student fees increasing the pressures on all Universities to perform at the highest level and demonstrate that we provide value for money are greater than ever.

As you will read in the report, for UCO the academic year 2021-22 has, in many ways, been a year of reconnection. Our student recruitment and course teams have established new and promising relationships with schools and colleges within the local community and have represented the UCO at events around the country engaging with young people as they contemplate the plans for their future. We have also seen the return of some of our

community clinics and have jointly hosted a well-received networking event with other healthcare services serving the local community to promote knowledge exchange. We were also delighted to finally be able to come together to celebrate the achievements of our graduates at a Graduation ceremony in November 2021.

We have continued to work on existing successful partnerships with other academic institutions and to explore new ones, providing opportunities for us to support and learn from each other. The College of Esports (CoEs) located in the Olympic Park, London is due to deliver its first courses next year and we are delighted to be working with the Sports Medicine Ultrasound Group (SMUG), also located in London.

My congratulations go to the UCO Research Team on their submission to the Research Excellence Framework (REF), the results of which were announced in May 2022. The REF is a UK-wide assessment of university research outputs, impact and environment. Twenty two per cent (22%) of our outputs were rated as world leading (4\*) and a further 22% (3\*) as internationally excellent. This is encouraging for a first submission.

Our research team have also been furthering the reach and reputation of the UCO in other ways, with several members of the department taking up influential appointments this year, including Dr Jerry Draper-Rodi who was appointed as Director of the National Council for Osteopathic Research (NCOR) and Steven Vogel, UCO Deputy Vice Chancellor (Research), who has been appointed to a World Health Organisation Expert Review team for their forthcoming low back pain guidelines.

While the return to “in-person activity” has been warmly welcomed, we try to embrace the best of both worlds by also facilitating virtual activity where possible and appropriate. Technology plays an ever-increasing role in today’s world and UCO is no exception. We are investing in a new student information system which will allow students and to access their own records, streamline the registration and student administration processes, integrate into existing UCO systems and align with adaptation of the new “data futures” reporting standard for Office for Students (OfS). A Virtual Reality suite has also been established to assist students with their learning and medical anatomy software. This will enhance and update the teaching of anatomy for all UCO students.

Many of our core services continue to strengthen and evolve. The Student Services team continue their important work supporting students in personal and academic matters via in person or online meetings. The department have seen over 250 cases during 2021-22, many of which relate to mental and general health concerns, and this support will remain vital in the years ahead. The Learning Hub, which was established in the 2020-21 academic year, has become a busy focal point for students to study individually or in groups and to engage with UCO staff and services, proving that learning support and learning resources are great partners.

The UCO Clinic, now re-established on Southwark Bridge Road, has seen a gradual return of patients following the disruption of the past years, and continues to provide osteopathic services to a diverse range of patients through our undergraduate

clinic; Associates Clinic, Paediatric Clinic and even a monthly ultrasound clinic.

The UCO is grateful to all its donors who provide funds to support our work. This last year saw a number of legacies and donations as well as another generous donation from The Alan and Sheila Diamond Trust.

I am pleased to report that, as a continuation of our longstanding relationship with Barclays Bank, we have renewed our variable rate facility in November 2022 and are currently in the process of confirming its covenants with them.

On behalf of the Board, I would also like to thank staff and students for their endeavours. Without their hard work the achievements of the UCO would not be possible. Although I have only been in post for a few months, I have been struck by the commitment of staff and students to UCO and to ensuring that the science and practice of osteopathy makes a difference to peoples’ lives. I have worked in a number of universities but few foster the strong sense of community that exists at UCO.

Finally, I would like to record my thanks and appreciation for all the hard work contributed by all my colleagues on the Governing Council. They do this because they, like me, are committed towards helping the UCO realise its long-term potential. Notwithstanding the challenges involved, change brings opportunity, and the Board are looking forward to working with the Executive in developing a new strategy for UCO. At its heart will be a commitment to the long-term sustainability of the UCO’s financial, academic and physical resources; delivery of an outstanding student and patient experience; fostering a culture of innovation and challenge; and ensuring that osteopathy becomes increasingly recognized as a rewarding career choice.



**Professor Joanna Price**  
Chair of the Board

# Board Members Report (including Strategic Report)

## Who we are and what we do

The University College of Osteopathy has been a leading provider of osteopathic education, research and healthcare for over 100 years, playing a significant role in championing osteopathy and furthering the profession both in the UK and internationally.

Formed in 1917 by John Martin Littlejohn, a former student of Andrew Taylor Still, the founder of osteopathy, the UCO has grown from a small school delivering basic professional training to a highly respected University College attracting students from around the world. Over the past century the UCO has relocated several times to accommodate its growth, settling in its current location on Borough High Street in London in 1997, and has continuously developed its academic provision to reflect the latest evidence and research and to adapt to osteopathy's evolving role in the healthcare arena.

Our Chancellor, HRH The Princess Royal, has been an advocate for the UCO since 1984, and continues to attend every graduation ceremony to this day. Today, our graduates make up approximately 41% of practicing osteopaths in the UK and occupy significant positions within the osteopathic and wider healthcare community, including leadership roles at the General Osteopathic Council, the Institute of Osteopathy and internationally.

In 2016, after an intensive period of review by the Quality Assurance Agency for Higher Education

(QAA), we became the only osteopathic education provider in Europe to be granted the power to award our own degrees and to apply for University College title, which is protected by law. This then led to a change of name to the University College of Osteopathy in 2017. Since then, we have gone from being validated by another institution to validating partner institutions programmes in our own right, both at home and abroad. We are also proud to have built links with osteopathic regulators in other countries across Europe and achieving Teaching Excellence Framework (TEF) Silver rating in 2018 when we were praised for a professionally focused curriculum and good levels of student satisfaction with teaching and support and well-above benchmark rates of full-time student progression to employment among other achievements.

Our teaching clinic, the UCO Clinic, delivers high-quality osteopathic healthcare for a wide range of patients through its main site on Southwark Bridge Road and several specialist clinics in the community. All treatment is subsidised, with some delivered free of charge.

## What we do

### The UCO:

- Provides accredited and validated osteopathic education programmes both at undergraduate and postgraduate level, as well as continuing professional development courses for qualified practitioners including:
    - » Access to Higher Education Diploma (Osteopathic Sciences & Healthcare)
    - » Integrated Masters in Osteopathy (M.Ost): full-time and part-time
    - » MSc in Osteopathy (Pre-Registration) for qualified healthcare professionals
    - » Postgraduate Certificate in Specialist Paediatric Osteopathic Practice
    - » Postgraduate Certificate in Academic & Clinical Education
  - In addition to delivering our own courses, the UCO also validate courses for other institutions. The courses we validate are as follows:
    - » *Accademia Italiana di Medicina Osteopatica (AIMO) in Saronno, Italy*  
BSc (Hons) Osteopathy (Conversion)  
BSc (Hons) Osteopathic Sciences  
MSc in Osteopathic Medicine  
Postgraduate Certificate in Healthcare Education
    - » *College of Integrated Chinese Medicine (CICM) in Reading, UK*  
BSc (Hons) Acupuncture
    - » *Northern College of Acupuncture (NCA) in York, UK*  
BSc (Hons) Acupuncture  
MSc in Nutrition Science & Practice  
Online MSc in Advanced Complementary Medicine (Research & Practice)  
Online MSc in Advanced Oriental
- Medicine (Research & Practice)  
Online MSc in Advanced Nutrition (Research & Practice)
    - » *Osteopathic Centre for Animals (OCA) in Wantage, UK*  
Postgraduate Certificate in Animal Osteopathy
    - » *Sports Medicine Ultrasound Group (SMUG) in London, UK*  
Postgraduate Certificate in Musculoskeletal Ultrasound
  - Delivers practical training to enhance the quality and management of osteopathic care given to patients.
  - Provides osteopathic treatment at affordable prices in our purpose built, fully accessible teaching clinic.
  - Offers osteopathic healthcare free of charge to patients via our portfolio of award-winning community outreach clinics, serving members of the community who might otherwise not be able to access or afford osteopathic treatment, including homeless people or older people in their home environments.
  - Maintains a commitment to support osteopathic research, to facilitate continuous improvement in professional practice and contribute knowledge to the wider community.

# Our mission, vision and values

**Our mission, vision and values guide how we make our decisions and how our staff, students and stakeholders work with each other.**

## Our mission

**“Continually provide the highest quality education and research for all and the very best care, for each patient, on every occasion.”**

We interpret our mission with a renewed focus on excellence in learning, teaching, research and sustainability. Faithful to our founding principles, we remain committed to delivering education and healthcare to our communities. We will ensure that we remain accessible to all students with the potential to succeed.

## Our vision

**“By 2027, the University College of Osteopathy will be an internationally recognised university for both education and research in osteopathy and associated health care subjects; a vibrant community of staff and students keen to explore and exploit new ideas and challenge existing views, whose work will positively influence the quality of health care and shape future clinical practice locally, nationally and internationally.”**





**“The most amazing staff and treatment... with amazing results, post shoulder rotator cuff surgery. They gave me back my normal range of motion.”**

Our ambitions are bold and challenging. We will pursue our vision with a determination to exceed expectations; this capability has been demonstrated in recent history with the award of taught degree awarding powers, designation and University College title. To achieve our vision, we must commit to proactively contributing to create a better future and not passively react to the world around us.

## **Our values**

The University College of Osteopathy aspires to have a value driven organisational culture – thus empowering the institution to be the best it can be. Bringing about cultural change is an integral part of the UCO’s strategic plan for 2018-2023 and the values play an intrinsic part in this cultural change.

Several meetings have been held with stakeholders including the Board of Directors and UCO staff to inform the development of the new strategic plan due to come into effect in 2023.

The values and conduct to which we aspire, and that we wish to foster and sustain are as follows:

- Students and patients will always come first.
- A culture of critical enquiry, scholarship and research.
- A respect for the heritage and values of osteopathy.
- A respect for creativity and innovation.
- A respect for equal opportunities.
- A celebration of diversity.
- A culture of openness and honesty.
- A culture of collaboration and teamwork.
- A desire for environmental sustainability.

# Our aims, objectives and strategic priorities

The aims and objectives of the University College of Osteopathy as set out in our articles are to:

- Promote the general advancement of education, professional and otherwise.
- Organise and establish courses of instruction, clinical demonstration and research.
- Prepare and qualify those who wish to maintain and practise the system of osteopathy.
- Encourage and if necessary, provide means of disseminating information regarding osteopathy among the osteopathic profession, and to extend the advantages of the profession to the public.
- Provide facilities for the discovery, formulation and teaching of the system of osteopathy formulated as a system, science, or method of treatment.
- Systematise and place on a scientific basis the said system, and to impart instruction in the same to the profession and to the public.
- Provide excellent, affordable and accessible osteopathic healthcare to our communities, so promoting the benefits of osteopathy and improving clinical services and enhancing those communities' health.





**Our strategic priorities are to deliver the ambition we have set ourselves. We have identified three strategic priorities to help us deliver our strategic position:**

### **1. Be the institution of choice**

In a more competitive fee environment, we must become the destination of choice – for staff, students and other institutions who we would want to collaborate with – because of the exceptional quality of everything that we do. Excellence will inform many of our strategic ambitions, from undergraduate curriculum innovation to increasing our market share of postgraduate education.

Being the destination of choice is about our ability to attract, develop and retain the highest quality students and staff from around the world, to be the University College that other higher education institutions compete to collaborate with.

### **2. Sustain our financial strength and use it purposefully**

We will use our financial strength to invest in: improved academic performance, both research and teaching; our estate, facilities and infrastructure; our excellent professional services; partnerships with other higher education institutions and our community partnerships.

We will become better at taking difficult decisions to disinvest from those areas which do not support our strategic ambitions and take measures to support those areas which do but which are under performing.

### **3. Provide our students with a distinctive, high-quality experience**

The University College of Osteopathy student experience is grounded in a distinctive combination of academic excellence in a small institution focused on osteopathy and associated subjects providing outstanding opportunities associated with studying in the capital city of the UK, London. Our teaching and learning focuses upon an approach that challenges and stretches our students and is infused with research, creating a culture of criticality, enquiry and investigation.

#### **Statement on public benefit**

In setting our objectives and planning our activities, our Board members considered the Charity Commission's guidance on public benefit as required by the Office for Students 'Regulatory advice 5: Exempt charities' (OfS 2018.23) and the Charities Act 2011. The UCO provides public benefit principally through the teaching of undergraduate and postgraduate students and providing osteopathic treatments to patients.

The Board ensures that this purpose is carried out for the public benefit by delivering services that are valued by students and patients and by providing services that are accessible to all through bursary and non-commercial fees for clinical treatment. The structure of the Annual Report allows the UCO to report on the strategic aims, to explain its activities and achievements during the year and to show how these demonstrate public benefit.

# Our year

2021–22 has in lots of ways seen a return to pre-pandemic times. We have embraced the opportunity to resume face-to-face engagement with our future students through open days and other events, to re-establish some of our valuable community clinics, and to come together as a community to celebrate the achievements of our graduates with a double graduation ceremony.

But it has also been a period of new opportunities and connections: with local schools through our outreach work; community healthcare providers and organisations through our knowledge exchange initiatives; and through the ongoing development of academic partnerships with other course providers.

We've also been working hard to enhance the student experience, with improvements to our student services, IT provision and clinical opportunities, while our research team continue to demonstrate the important contributions our research makes both in the UK and internationally.

**“ I am really looking forward to working with Jo and we are delighted that she has joined us. Jo brings a wealth of experience in the HE sector and in particular leading a small specialist institution. This knowledge of the challenges small providers face particularly in the current climate will be invaluable”**

Charles Hunt, UCO Vice-Chancellor

## **Welcome to the new Chair of the Board**

We are delighted to welcome Professor Joanna Price as Chair of the Board following the retirement of her predecessor, Professor Janusz Jankowski.

Jo was recruited from an excellent pool of applicants and is the UCO's first female Chair. She is an Emeritus Professor at the Royal Agricultural University (RAU), having served as the RAU's Vice-Chancellor until 2021, the first woman to lead the specialist land-based institution since its foundation 175 years ago.



Jo joined the RAU from the University of Bristol where she was Head of the Veterinary School, and prior to this was Head of the Department of Veterinary Basic Sciences at the Royal Veterinary College (RVC), London, another small specialist institution.

After qualifying as a vet from Bristol University, Jo spent a number of years working in clinical practice (equine and small animal) before returning to academia. Jo spent a number of years as a Wellcome Trust Research Fellow (at the University of Sheffield, the RVC and University College London), before being appointed as a senior lecturer and then professor at the RVC. Her research addressed the mechanisms by which bone regenerates and adapts to mechanical loading, the goal being to develop treatment and prevention strategies for human diseases affecting skeletal fragility such as osteoporosis.

Alongside her biomedical research interests, Jo was involved in applied research on the prediction of musculoskeletal injury in horses using non-invasive methods, and on the evaluation of the effects of training on equine musculoskeletal adaptation and injury.

**Left: Professor Joanna Price, Chair**

# Our year

## Academic Development

### Existing partnerships

This year we continued to strengthen its existing collaborations in addition to working with a new partner to broaden our portfolio of activity across healthcare and other fields.

We continued to work with our longest standing collaborative partners, the Osteopathic Centre for Animals (OCA) and the Accademia Italiana Medicina Osteopatica (AIMO), providing them with support and quality assurance oversight as they experienced their first periodic course reviews of the Postgraduate Certificate in Animal Osteopathy delivered by the OCA, and the two osteopathic Bachelor's degrees delivered by AIMO. Meetings are scheduled with both of these partners in preparation for their 5-yearly periodic institutional reviews, and for the periodic course review of AIMO's MSc in Osteopathic Medicine course which are scheduled for next year.

The College of Integrated Chinese Medicine (CICM), located in Reading, has successfully progressed its first cohort of BSc (Hons) Acupuncture Year 2 UCO students, and we will look forward to awarding UCO degrees to CICM students next year.

We have also continued to work closely with one of our newest partners, the Northern College of Acupuncture (NCA) located in York, which offers a range of pre-qualifying and post-graduate healthcare courses and were pleased to award the first students who chose to transfer to the UCO as the NCA's new validating institution with UCO degrees, as the NCA run out other students with other university validators.

The UCO approved and welcomed a new collaborative partner last year, the Sports Medicine Ultrasound Group (SMUG) located in London, concurrently validating their Postgraduate Certificate in Musculoskeletal Ultrasound, which was delivered for the first time in 2021-2022.

Over the past several years the UCO has been working closely with another new partner, the College of Esports (CoEs) (formerly the College of World Sport Holdings (CWSH)) located in the Olympic Park, London to approve a suite of BA (Hons) courses in International Esports Business and Esports Coaching and Management. These are due to be delivered for the first time next year, diversifying the UCO's portfolio further with input from external experts in these innovative fields of study as part of our course approval processes.

The UCO Team has continued to develop its partnership activities and provides guidance, advice and quality assurance oversight in a supportive and collegiate way to those partners delivering courses that lead to a UCO award.

Right: The UCO attended a number of UCAS Discover events and met with potential applicants, parents, teachers and career advisers.



### New and emerging validation opportunities

Discussions are continuing with a French animal osteopathy pre-qualifying education provider keen to develop and expand their academic offer and strengthen educational processes by collaborating with UCO as an osteopathic educational institution to treat humans. Should this come to fruition, it will lend strength to our existing osteopathy collaboration, whilst opening new possibilities in France to train human osteopaths.

### Student recruitment

The 2021-22 academic year began with 445 enrolled students, broken down as follows:

Access to Higher Education Diploma	12
M.Ost undergraduate programme (full and part-time)	416
Postgraduate programmes	17

As COVID restrictions have lifted we have seen a return to face-to-face student recruitment activity, supported by virtual activity where this still holds some benefit.

Across the year we have delivered 7 on-campus events and 5 virtual events and have also seen an increase in requests for private tours which we have been pleased to facilitate.

We have also been able to increase our presence at external events, participating in UCAS Discover events in London, East London, Cambridge, Kent,

Essex and Liverpool, and attending a number of independent careers fairs in schools and colleges. Members of the student recruitment team were accompanied by student ambassadors and clinic staff, and spoke to students, teaching staff and advisers about opportunities for study at the UCO and careers in healthcare. These events generated a good number of leads for further development.

Other recruitment activity included paid social campaigns on Twitter and Instagram, keep warm email communications and two solus email campaigns delivered by UCAS on behalf of the UCO.

We also collaborated with several other Osteopathic Educational Institutions (OEIs) and the Institute of Osteopathy (iO) on a 'Choose Osteopathy' recruitment campaign. The campaign consisted of paid social and paid search and generated over 300 leads which were shared with all OEIs for further cultivation. The results of this campaign will be monitored to inform future activity.

Application numbers across all programmes at the UCO for 2022-23 entry have been lower than for previous years, an experience which seems to be shared our nearest competitors. This may in part be due to the lingering impact of COVID, Brexit and the emerging cost of living crisis. However, we saw an increase in applications through Clearing this year and growing interest from applicants who were considering transferring to osteopathy from another field of healthcare.

# Our year

## Improving access and participation

The UCO continues to monitor and deliver its Access and Participation Plan (APP) to support and enhance access to UCO courses, student success and progression.

We have successfully developed a good relationship with a group of academies local to the UCO and are working with them to support their students. We have attended a number of career events for their Year 9 – 13 students and are currently in discussion with them about providing support for curriculum delivery. We have also provided two work experience placements for their students this year.

This work has also helped us to establish a relationship with the Southwark Business Education Alliance and to begin to develop a clear offer for outreach support which we hope to be able to extend to other schools and colleges.

For the second year running the UCO participated in the Map of Me coaching programme coordinated by AimHigher London, pairing students in higher education with care experienced young people to help raise aspirations. The UCO was one of only three Higher Education Institutions taking part in the scheme and put forward 5 of the 11 students who became coaches. All of the five UCO students completed training, before being matched with six young people (one student coached two young people). One young person dropped out but all others completed the course. The students were praised highly and the UCO were nominated for an Aimhigher Practitioner Award 2022 for our commitment and support to the Map of ME LAC programme.

**“Thank you so much for your fantastic coaches. I’ve been doing evaluation meetings with the young people and our professional evaluator and the feedback has been really excellent.”**

Justine Marcham, Map of Me Lead,  
Aimhigher London



Left: Students and staff attending a careers fair.

**“It helped me to have a better understanding of how to work in a clinical environment with patients. It has most definitely broadened my understanding of the many healthcare professions, especially osteopathic medicine, which I had never heard of.”**

Natalia, work experience placement

Funding granted during 2021-22 included Access to Osteopathy Scholarships, covering full course fees for applicants from low-income households; two students were awarded the Excellence Bursary for a low-income learner who demonstrated academic potential and £9,103 was awarded from our Access to Learning Fund (12 recipients).

A care leaver enrolled on our Access to Higher Education Diploma has been fully funded and supported throughout the year-long programme and now holds an offer to progress to our full-time Master of Osteopathy course in September 2022. This will also be fully funded as part of our access and participation commitments.

## Embracing the role of technology

### A new student information system

The implementation of the new UCO student information system has been ongoing since early 2022, with a go live date scheduled for early in the 2022-23 academic year. The exhaustive RFP process selected Ellucian Quercus as the application that was best suited to the UCO's requirements. The Ellucian online portal for new and potential students along with integration with existing UCO systems will bring significant improvements in efficiency along with adaptation of the new “data futures” reporting standard for Office for students.



### Virtual reality suite

A collaboration between the Functioning Human Department and the UCO IT Team to setup a new Virtual Reality suite. A dedicated facility is now located adjacent to the UCO Learning Hub.

Using VIIVE Focus 3 VR headsets and 3D Organon medical anatomy software will enhance and update the teaching of anatomy for all UCO students.

### Managing cyber security

As ongoing cyber security threats require higher levels of protection and user authentication the main systems at the UCO are being migrated to multi-factor authentication (MFA). DUO MFA has been deployed to protect unauthorised logins to any UCO server and this is currently being extended to cover all critical desktops and laptops. Cyber security training is compulsory for all UCO students and staff.

# Our year

## Student services at the UCO

### Student Support

The Student Support team continues to provide advice and guidance throughout the student life' at UCO whether personal or academic, and to develop and tailor their services to meet changes in students' needs. This includes offering a mix of online and in-person meetings as requested by students and working to meet the rise in mental health issues and requests for counselling.

During 2021-22, 256 cases were seen by student support of which 129 cases raised mental health concerns (50 relating to academic stress & 32 to anxiety/depression). A further 74 cases related to disability & health and 28 cases required financial support. 49 students have been referred to counselling services of which more than half have requested extra sessions beyond the six free sessions offered initially.

### Financial assistance for students

The UCO have been able to award just under £26,000 to students who have experienced financial hardship during the academic year. The monies were across the following funds: Access to Learning Fund; Care Leavers Fee Waiver; Hardship Loan; UCO Student Loan Fund; Excellence Bursary and Access to Higher Education Bursary. The UCO will continue to offer financial assistance via these funds and are offering guidance on budgeting and

managing money as the current economic climate is affecting all students more severely than in previous years.

### Occupational Health Committee (OHC)

Student Services manages the Occupational Health Committee (OHC). A thorough review resulted in a more formal and strategic approach to managing reasonable adjustments ensuring information is relayed on a 'need-to-know' basis and stored in a GDPR compliant manner. Membership of the committee includes relevant staff from the Course and Clinic teams, and the committee is chaired by Student Support Officer.

During the year 82 cases were discussed, of which 98% of cases were agreed and implemented in time for exams.

The main conditions experienced by our students are Specific Learning Difficulties (including Dyslexia, ADD & ADHD), mental health conditions (including anxiety-related disorders and depression), health conditions such as chronic health conditions, pregnancy related conditions and skin conditions. Some adjustments were also made for religious reasons.

### The Learning Hub

The Learning Hub has had a successful first year proving that learning support and learning resources are great partners.



In numbers:

- 471 article requests were made on SharePoint.
- 383 1-2-1 appointments with students were delivered.
- 77 proof reading requests were received and completed including dissertations, critical reviews and audit reports.
- 23 students conducted a dyslexia screening of which 13 referrals were made for diagnosis assessments.
- 16 new book requests have been received and purchased.

The new Learning Advisor roles have also been very successful, writing 62 blog posts and delivering a range of interesting initiatives and competitions to encourage student engagement with Learning Hub services.

Following student feedback, the Learning Advisors offered guidance on how to use International Journal of Osteopathic Medicine which has resulted in many more users of the journal. In addition, they have offered further advice on OVID to supplement the Research and Enquiry Unit (RaE).

To further enhance partnerships with the course teams, the Learning Advisors have begun to co-teach on specific units of the M.Ost course and will be continuing this work next year.

## Students' Union

The UCO Students' Union consists of one Students' Union President; a Student Entertainments & Engagement Officer and a Vice-President.

The SU has had a successful year in terms of student engagement and activity, delivering several themed events and a sports day held at European School of Osteopathy (ESO in Kent).

Final Year students held a Summer Ball at The Hilton Hotel, Tower Bridge which was attended by over 100 guests, including alumni, students, staff and guests.



# Our year

## Responding to the COVID pandemic UCO Clinic

The COVID pandemic continued to have an impact, albeit less so this academic year. Alongside other UK universities the UCO helped drive campaigns to encourage uptake of the vaccine, including the booster, and worked to address concerns that staff and students may have around this. There were different phases of policy changes that needed to be disseminated, as well as support and advice to the UCO community for those affected. Our continued monitoring of risk assessments, policies and protocols ensured that we were doing all we could for students, staff and patients to help them study, work and access healthcare safely.

For those working in a clinical setting or in practical teaching sessions, the updates to the Infection Prevention and Control measures in Nov 2021, meant that gloves and aprons were no longer required as part of standard practice. This was followed in May by changes to mask wearing for healthcare practitioners.



### UCO Clinic returns to Southwark Bridge Road

In November 2021 the UCO Clinic moved back to its former site on Southwark Bridge Road, following a year-long relocation to our teaching site as a result of a building fire in 2020.

Students, staff and patients returned to a refurbished and newly decorated clinic with new vinyl flooring and improvements to the layout to provide the best possible space for clinical delivery.

### Providing quality healthcare and a positive student experience

The UCO clinic has continued to provide osteopathic services to a diverse range of patients through our undergraduate clinic, along with our Blanchard clinic that provides osteopathic services to patients with HIV. We also run a clinic at the Ian Charlesdon Day Centre at the Royal Free hospital, for patients with HIV, as well as at a local GP practice, East Street GP practice. We also have our Associates Clinic, delivered by qualified practitioners; and our Paediatric Clinic, delivered by tutors and students from the UCO's Specialist Paediatric Osteopathic Practice postgraduate course. The UCO Clinic also offers access to a musculo-skeletal monthly ultrasound clinic, provided by the Sports Medicine Ultrasound Group (SMUG).



In the past year, we have been able to deliver 16,064 patient consultations, generating an income of £351,091.

In addition to services delivered through the UCO Clinic itself, in January 2022 we were pleased to re-launch our UCO community clinics at East Street GP practice and Royal Free Hospital, following their temporary suspension during the pandemic. These clinics are typically for Level 7 (final year) students and add further breadth and depth to their clinical experience. We have subsequently opened a Monday morning Blanchard clinic for patients with HIV.

**“It was great being able to experience an NHS environment, liaise with clinic staff, treat a different group of patients with new and varying needs, as well as having more autonomy as a practitioner”**

*Anya, Final year student at the UCO*

Above: UCO students preparing for a day at the Royal Free Hospital’s Ian Charlston Day Centre (ICDC).

Right: ICDC 30th anniversary celebrations.

A number of changes to working practices within clinic and the clinic day have also been implemented.

In August 2021, after review with staff and students, the structure of the clinic day was adjusted in response to the pandemic and to change management and to enable better use of staff across the teams, so that students and staff could be better supported.

Staff training and discussions have taken place on areas including assessments, grading and aligning language, micro-aggressions in clinical education and planning ahead for the academic year.

Students were invited to feedback on their experiences with their clinical educators which is now part of an annual cycle. This is an important avenue for students to let their clinical educators know about their experiences in clinic, what has worked well and what may have been challenging, as well as for clinical educators to receive this anonymised feedback and respond appropriately.



# Our year

## Our community partners

The UCO Clinic continues to run its successful Community Partnership Scheme, offering community organisations and groups discounted rates on appointment fees at the clinic. The scheme provides a valuable way for the UCO to promote the clinic and our services to wider audiences, while also supporting our aim to ensure that healthcare is affordable and accessible to all. Members include charities, public service organisations, educational institutions, arts institutions and commercial enterprises amongst others.

While much of the UK workforce worked from home during the pandemic the scheme was not actively recruiting new members. However, this year we have re-engaged with existing members, with plans to further develop the offer and scheme membership in 2022-23.

## Fundraising and sponsorship

The UCO is grateful to all its donors who provide funds to support our work. This last year saw a number of legacies of which £70,651 was received from the estate of Miss Marian Davey and £48,000 from the estate of Miss Patricia Edwards. The Alan and Sheila Diamond Trust continued their long-term support of the UCO with a donation of £10,000 which was matched by an anonymous donation from a current grateful patient. A donation was also received from the Dr Ratcliffe Scholarship Fund for £43,000.

## Graduation

In November 2021 the UCO held its first double graduation ceremony, bringing together the Class of 2021 with the Class of 2020.

The day was a joyous occasion, providing an opportunity for recent graduates to celebrate the culmination of their studies with family, friends, colleagues and staff at the UCO. It was particularly special as it followed the cancellation of last year's ceremony due to the ongoing pandemic.

Over 200 graduates attended the event, many travelling from overseas, to be presented with their awards by the UCO's Chancellor, HRH The Princess Royal. The Chancellor, who has attended almost all UCO graduation ceremonies for the past 35 years, gave a short address to the assembled guests and chatted to graduates and their families during the reception that followed.





A number of graduates were also recognised with additional awards during the ceremony. These included:

Gold Medal for Academic Excellence - Albert Obeng (2020) and Luke Cottam (2021)

Silver Medal for Academic Excellence - Maite Delafin (2020), Meghan Reed (2020), Julia Homersham (2021) and Cindy Milway (2021)

RK Hardy Prize for Best Dissertation - Maite Delafin (2020), Jasmine Fisher (2021) and Cindy Milway (2021)

LM Naidoo Prize for Practical Osteopathic Skills - Sophie Vivian (2020) and Mathieu Barre (2021)

Sven Svenson Bursary - Iona Bernard (2020) and Laura Forrest (2021)

Vice-Chancellors Prize for Clinical Excellence - Meghan Reed (2020) and Holly Westwood (2021)

Left: UCO Chancellor HRH The Princess Royal meets guests at Graduation.

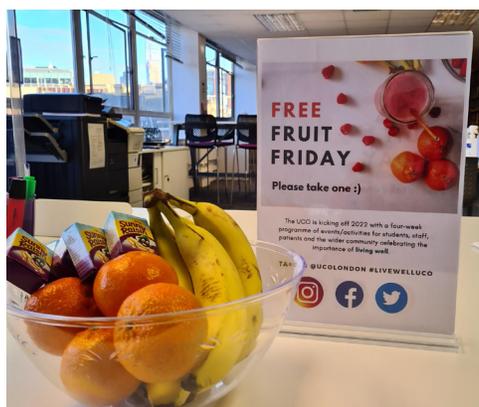
Right: Free Fruit Friday as part of the UCO's LiveWell@UCO initiative.

## Public relations and profile raising

Over the course of the year the UCO has led on or participated in several profile-raising initiatives including LiveWell@UCO, a four-week programme of events for students, staff, patients and the wider community celebrating the importance of living well; Healthy Eating Week, a national awareness-raising event organised by the British Nutrition Foundation; and the UCO's Festival of Health & Wellbeing.

As part of these initiatives the UCO published themed blog posts, organised free events and activities, offered discounted access to the UCO Clinic and worked with partners such as Better Bankside to raise awareness within the wider community.

Throughout the year we have also published regular news stories and alumni/staff profiles, as well as a range of content for UCO social media channels.



# Our year

## Research and scholarly activities

The research team have continued to work on a range of funded research projects.

Professor Dawn Carnes has continued to lead the 'Crying, Unsettled and DisTressed Infants: Effectiveness Study' - the CUTIES trial, working with several members of the UCO research team and national and international collaborators.



**C**RYING, **U**NSETTLED, **DIS**TRESSED **I**NFANTS: **E**FFECTIVENESS **S**TUDY

Dr Oliver Thomson has been leading an investigation of osteopaths' therapeutic approaches to practice alongside the UCO and international colleagues.

Dr Draper Rodi has led teams investigating the experiences of UK osteopathy students from underrepresented groups and an innovatively designed study using single case experimental designs to evaluate the effectiveness of an e-learning course on biopsychosocial management of low back pain.

Steven Vogel, Deputy Vice Chancellor (Research), has been appointed to a World Health Organisation Expert Review team for their forthcoming low back pain guidelines as well as co-authoring an

interprofessional framework for Examination of the Cervical Region for potential of vascular pathologies of the neck prior to Orthopaedic Manual Therapy (OMT) Intervention.

Individual research team members have continued to disseminate their work in peer review publications, review for esteemed journals and support doctoral learning.

Notably, David Hohenschurz-Schmidt, UCO alumni and pain researcher at Imperial College London, has been making strong progress with his doctoral studies funded by The Alan and Sheila Diamond Charitable Trust and supervised by Dr Jerry-Rodi. The final stage of his PhD is underway, in part supported by the Osteopathic Foundation, along with plans for a new drug-free approach for people with painful diabetic neuropathy: The NeuOst study. This study will pilot the development of the intervention as well as lay the foundations for postdoctoral work.

The team and wider faculty have been reevaluating its research strategy and enhancing UCO's culture with support from a grant from UK Research and Innovation.

# REF 2021

Research  
Excellence  
Framework

## Research Excellence Framework

REF 2021 is a UK-wide assessment of university research carried out by the four UK higher education funding bodies. It considers the research output, impact and environment of participating universities across a wide range of subject areas. The results are used to inform future allocation of research funding - around £2 billion per year from 2022-23.

The UCO was included in the Research Excellence Framework results for the first time this year, and year and was the only specialist osteopathic institution to enter a submission, representing a huge step forward for the UCO and research development for the osteopathic profession in the UK.

The UCO's entry was one of 91 submissions for 'Allied Health Professions, Dentistry, Nursing and Pharmacy' and we are delighted that 22% (4\*) of our outputs have been rated as world leading and a further 22% (3\*) as internationally excellent.

The UCO's research work has supported osteopaths' awareness of evidence informed practice and patient management as well as promoting osteopaths' skills delivering biopsychosocial-informed care.

**“This is an impressive result for our first submission. We look forward to having our work supported for the first time by quality-related infrastructure funding and building on our research capacity and development as we move forward.” ”**

Charles Hunt, Vice-Chancellor, on REF 2021.

# Our year

## Knowledge Exchange and Continuing Professional Development (CPD)

The UCO received a grant from the Higher Education Innovation Fund (HEIF) to develop new Knowledge Exchange (KE) projects. Dr Hilary Abbey led the UCO team to create a series of projects and to enhance staff awareness of knowledge exchange opportunities and practice.

Externally facing projects included initiatives with the local community such as workplace wellness sessions and a broad series of events as part of a health and wellbeing festival. Enterprise and entrepreneurship workshops were developed and delivered and a networking event was held which included attendance from twenty local charities and social health organisations.

The Continuing Professional Development team reinstated face to face delivery of short courses and events as well as developing online and e-learning. As part of the Knowledge Exchange project funding, the team liaised with Regional Groups to inform the development and piloting of new short courses and webinars.

**Top right: Attendees at the community healthcare networking event funded through the Higher Education Innovation Fund.**

## Capital appeal

The UCO has moved several times in its history to accommodate growing student numbers. Our most recent move took place in 1997 to Borough High Street and in 2007 we purchased an additional building to accommodate our clinic. Since that time, we have seen a significant ramping up of our activities and external validation.

Due to our growing success, we have spent the last four years exploring opportunities for a new home in central London both to create an environment appropriate for the best student experience and patient healthcare but also to provide a sustainable solution to a split site and a diminishing lease. Our Board has invested considerable time and energy looking at a new site in Canning Town, which would be purpose built for our needs, at a fixed cost and with a lease of 250 years (the lease on our current site expires in 38 years).

This last year saw the launch of a capital appeal to test the appetite for support for the UCO and we were delighted that in principle Garfield Weston Foundation have pledged £250,000 to the project. Due to the current changing economic environment, the Board are reviewing the risks involved in the purchase of this new site and are also exploring other opportunities.



## Our commitment to sustainability

Each year in May the UCO has its energy certificates renewed. This year the rating for the teaching centre remained at a D (with a score of 85 compared to 87 the previous year), whilst that of the clinic moved to a very efficient A rating (with a score of 21 compared to 89 the previous year). Due to the closure of the building for the majority of the year as a result of the fire, this is unlikely to be a realistic result, however overall our carbon footprint for the two buildings was lower than previously.

Over the last 12 months we have recycled 73% of the waste produced at our teaching centre, offsetting about 32 tonnes of CO<sub>2</sub>.

Commitment to sustainability is more important than ever and we are determined to continue improving our environmental performance. As we move into the next academic year we are planning to prioritise reducing our gas and electricity consumption and will look at ways of reducing our reliance on fossil fuels.

## Gender pay gap

The UCO voluntarily publishes gender pay gap data. In 2021-22, its gender pay gap stands at 11.9%, compared to the national benchmark of 15.4%, decreasing from 17.4% in 2020-21. The UCO is committed to pay equality and whilst we do not meet the statutory requirement to

publish gender pay gap data, we see this as a key performance indicator for gender equality. We work hard to ensure consistency and fairness in our pay structure and to ensure that our staff have the opportunity to work in a way that suits their career aspirations and home life.

## Key management personnel

The UCO has several key management personnel which includes the Vice-Chancellor; Deputy Vice-Chancellor (Education); Deputy Vice-Chancellor (Research); Finance Director; Director of Teaching, Learning & Assessment and Head of Clinical Practice.

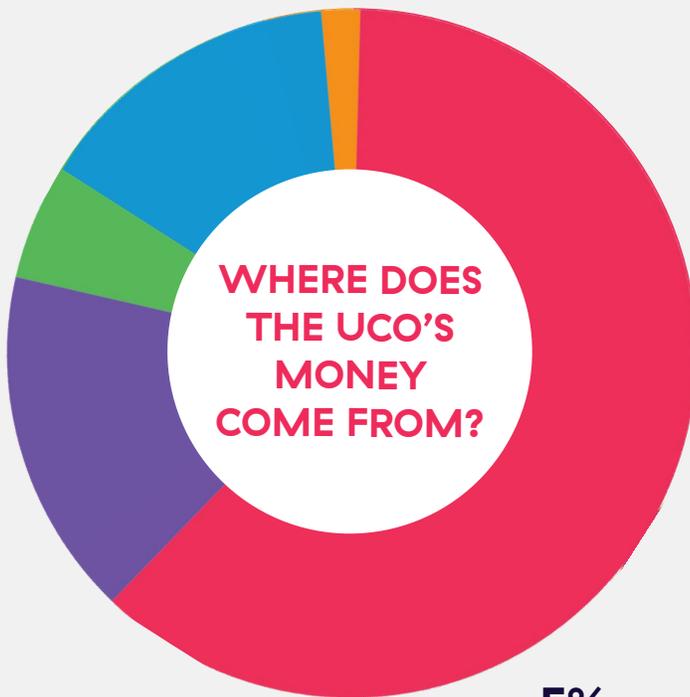
The Vice-Chancellor's, Deputy Vice-Chancellors' and Finance Director's remuneration, including any performance related pay, is evaluated and decided by the Remuneration Committee which is a sub-committee of the Board. Salaries and benefits for other key management personnel is decided by the Remuneration Committee (for staff) which is made up of members of the Vice-Chancellor's Group. Factors influencing any pay and reward decisions for all staff include exceptional performance; contribution to the UCO's mission, values and strategic aims; relevant qualifications and areas of skills shortage.

# Value for money

Where the UCO's money comes from and what it is spent on.

**TOTAL INCOME**  
**£5.5M**

**62%**   
**COURSE FEES**  
£3.4M



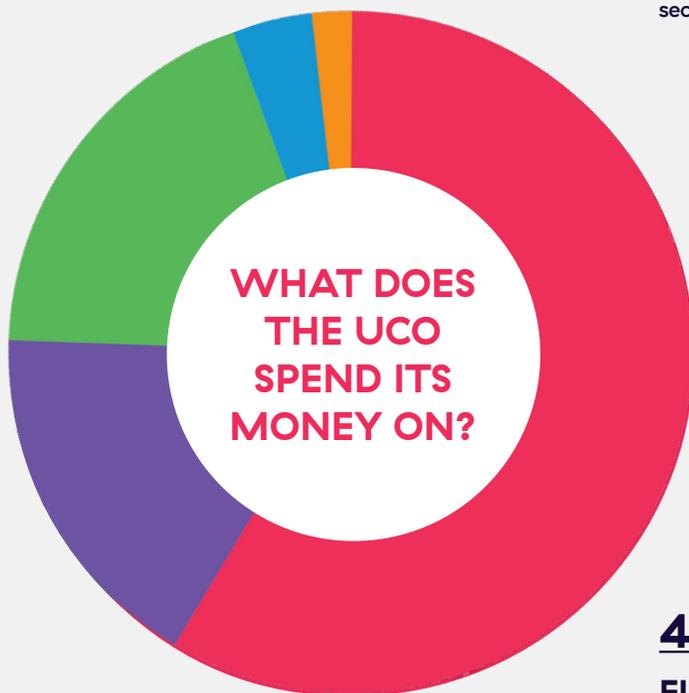
**15%**   
**FUNDING BODY GRANTS**  
£0.8M

**16%**   
**OTHER OPERATING INCOME**  
£0.9M e.g. clinic patient fees, charges for services.

**2%**   
**RESEARCH GRANTS**  
£0.1M

**5%**   
**DONATIONS AND ENDOWMENTS**  
£0.3M

## TOTAL EXPENDITURE £5.3M



**58%**

### STAFF

**£3.1M** i.e. wages and salaries, social security costs, pension costs.

**17%**

### OTHER OPERATING EXPENSES

**£0.9M** i.e. staff related costs, teaching materials, ICT, marketing, professional fees, bursaries etc.

**19%**

### BUILDINGS & EQUIPMENT

**£1M** e.g. costs of acquisition, utilities, premises costs etc.

**4%**

### FINANCE COSTS

**£0.2M** incl. loan interest for our clinic building.

**2%**

### ESTATES STRATEGY

**£0.1M** e.g. design, professional and legal fees

# Value for money

Where does the student fee go each year?

**£3,379**



**£2,395**



**£1,282**



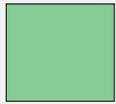
**£799**



**£659**



**£337**



**£207**



**£146**



**£46**



The above is based on the standard full-time Home undergraduate fee for the 2021-22 academic year of £9,250.



**37%**

**TEACHING & RESEARCH**

Lecturers, clinic tutors, course admin, course materials

**26%**

**ESTATES & FACILITIES**

Maintenance, light, heat, cleaning, rates, insurance, service charges, loan interest

**14%**

**ADMINISTRATION**

Registry & student records, HR, Finance, Vice-Chancellor's office, strategic costs

**9%**

**LIBRARY & ACADEMIC SERVICES**

Library staff, learning resources, Quality office, clinic reception

**7%**

**ICT & AUDIO VISUAL SERVICES**

ICT support including e-learning

**4%**

**MARKETING**

Including access and outreach

**2%**

**STUDENT SUPPORT & WELFARE**

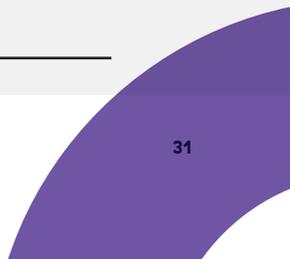
Student support, learning advice and counselling

**1%**

**BURSARIES**

Cash paid to eligible students

**STUDENTS' UNION**



# Financial review

## Our 2021–22 performance and year end position

The UCO budgeted an income of £5.2m for the 2021-22 year, however additional grants from Research England for Knowledge Exchange and Enhanced Research has contributed to a positive variance of £0.3m with the UCO achieving an actual income of £5.5m for the year.

Total income increased by over 5% (£0.3m) from £5.2m to £5.5m, compared to an increase of 3% in 2020-21. Course fee income remained at a similar level to 2020-21 and donations increased by £91,000. A year after a major fire, our clinic reopened in November 2021 and this, as well as the closure of Borough Station until May 2022 had a negative impact on clinic income which increased by 28% from £274,000 in 2020-21 to £351,000 in 2021-22. This is significantly below pre-pandemic levels of £600,000.

Expenditure increased by 3% from £5.1m to £5.3m, which includes £0.25m (2021: £Nil) spent on Knowledge Exchange and Enhanced Research projects. An additional £0.1m covered energy cost increases and additional running costs due to the reopening of our clinic building. Staff costs increased by 1.1% (2021: 4.9% reduction).

The statement of financial position (balance sheet) shows total assets were maintained at £10m. Overall net assets increased by £0.2m from £6.3m to £6.5m. Capital expenditure amounted to £0.2m which was spent on a new Student Information System, equipment to improve our teaching and student

learning experience and computers, printers and a Storage Area Network, which replaced IT equipment written off after the clinic fire.

Due to the increase in income, the UCO had a net cash inflow for operating activities of £540,000 (2021: £533,000). During the year repayments of our borrowings were £225,000 (2021: £216,000) and the UCO paid loan interest of £143,000 (2021: £148,000). As at 31 July 2022, cash and bank balances held on short-term deposit amounted to £2.8m (2021: £2.6m).

The UCO continues to maintain healthy reserves of £6.5m (2021: £6.3m). £6.0m (2021: £5.8m) are held as unrestricted reserves mainly in fixed assets (£2.8m, after taking loans into account) with the remaining reserves amounting to £3.2m. These reserves ensure cover for working capital requirements (£0.4m), manage major unmitigated risks (£0.5m) and also provide resources for investment in our estate strategy or reduction of borrowings.

The Board's policy, in view of the short-term nature of most of the funds currently available, is that any cash that is surplus to current operational needs may go on short or longer-term investment, as may be appropriate in accordance with the Board's approved investment guidelines. Investments must be ethical as defined by the Board by reference to the UCO's declared objectives. The ethical policy states that there should be no direct holding of investments in pharmaceutical or tobacco companies, and that the percentage of these industry types in managed funds should not exceed 5% of the managed fund total. The policy provides the terms by which the investment

managers must operate and the performance benchmarks against which they are reviewed. The Board takes professional advice on investments from Rathbones, a leading investment manager for charities and not-for-profit organisations in the UK. The 2021-22 performance of our investment portfolio resulted in a dividend income of £65,000 (2021: £51,000), realised losses amounting to £4,000 (2021: £2,000) and unrealised losses of £38,000 (2021: £188,000 gain).

### Principal risks and uncertainties

As at 31 July 2022, the statement of financial position (balance sheet) reflected a net asset position of £6.5m and the liquidity of the UCO remained strong with a net cash inflow of £138,000, therefore meeting its current covenant requirements for the year ended 31 July 2022.

As part of the Board's consideration of the appropriateness of adopting the going concern basis in preparing the Annual Report and Financial Statements, it has considered whether it believes that the UCO can continue to operate and meet its liabilities, in view of its current position and principal risks. Financial plans and forecasts have been reviewed with assumptions based on the estimated potential impact of reduced student numbers, clinic income not returning to pre-Covid levels, coinciding with increased energy costs and rises in the cost of living, along with proposed responses over the course of the next 12 months. As the forecasts are most sensitive to the assumptions made on student numbers and their effect on income, scenarios have been prepared to reflect this. Under each scenario, viable mitigating actions have been assessed and can be initiated as and when required so supporting the UCO continuing to operate as a going concern. The Board has also undertaken some financial modelling

and analysing of its five-year financial forecast including options around bank loans and its estate strategy.

The Board reviewed the UCO's estates and continues to work on a strategy to provide a high-quality environment for students, staff and stakeholders which will ensure a sustainable future for the UCO. Our current premises in Borough High Street has a diminishing lease which expires in 2059 and the Board is mindful that as the value of the current lease continues to diminish, this will have a detrimental effect on the long-term financial profile of the organisation.

In assessing financial viability, the Board weighed up several key factors, including our estate, loans and principal risks and uncertainties. The Board also considered the position presented in the budget and five-year financial forecasts approved at its meeting in November 2022. The UCO has budgeted a loss of £148,000 for the year ending 31 July 2023, so this budget and the 5-year plan will to be reviewed by the Board regularly to assess the financial impact from the specific risks associated with reduced student numbers, clinic income, increasing costs and the uncertain higher education and university environment.

Barclays Bank have continued their longstanding relationship with us, extending the variable rate loan due for repayment on 31 July 2022 by 3 months until the completion with them of a new 5-year variable rate facility on 30 November 2022. The loan has rolled over the redemption due in July 2022 of £1,062,000 and this is now due for repayment by 31 August 2027 in parallel with the remaining repayments of our fixed rate loan of £1,979,000 repayable in August 2032. We are completing the arrangements for the covenant tests for our indebtedness with Barclays and anticipate that these will be confirmed shortly.

# Statement of corporate governance and internal control

**The UCO aims to achieve the highest standards of governance and the Board continually reviews its governance arrangements to ensure that they are in line with the Higher Education Code of Governance as issued by the Committee of University Chairs (CUC). The UCO is committed to following best practice in all aspects of corporate governance and has adopted the core values and principles set out in the Code.**

The University College of Osteopathy (formerly the British School of Osteopathy) was founded on 7 March 1917 and is a charitable company limited by non-equity share capital (company no. 146343), authorised to omit the word ‘limited’ from its name by licence granted under Section 60(1) of the Companies Act 2006.

On 24 July 2017, in pursuance of section 129B of the Education Reform Act 1988 as amended, the Privy Council approved the revised Articles of Association of the UCO. This included the new name of the University College of Osteopathy which took effect from 1 September 2017. The UCO’s Chancellor is HRH The Princess Royal, Princess Anne.

The only benefits attributed to share ownership, as stated in the Articles of Association, are membership voting rights and the return of paid-up share capital in the unlikely event of the company’s liquidation by the membership. The liability of members is limited to £1 per share.

The company was registered with the Charity Commission for England and Wales on 18 June 1963 (charity no. 312873) and became an exempt charity registered with the Higher Education Funding Council for England (HEFCE) in November 2015. Since the replacement of HEFCE in 2018, UCO has been regulated by the Office for Students (OfS).

## **The Board of Directors**

The Board of Directors is the UCO’s governing body and is responsible for the finance and property of the organisation. It meets four times a year and is responsible for determining the mission and the strategic direction, delegating the day-to-day operations of the organisation to the Vice-Chancellor, the Vice-Chancellor’s Group and the Senior Management Team. The Board also has overarching responsibility for the UCO’s system of internal control and for reviewing its effectiveness.

The Board's rolling agenda is reviewed annually and seeks to:

- Approve the strategic plan and the key performance indicators of the organisation.
- Monitor and evaluate the performance and effectiveness of the UCO against approved key performance indicators.
- Ensure the establishment and monitoring of systems of internal controls and risk assessment.
- Ensure that proper accounts are kept, to approve the annual budget and financial statements, and to have overall responsibility for the UCO's assets, property and estate.
- Monitor and evaluate the Board's effectiveness.
- Safeguard the reputation and values of the UCO.

### **Board committees**

The Board has various sub-committees which operate under specific terms of reference approved by the Board. The Board annually review the committees and their members to ensure there is a balanced range of skills.

The following committees act in an advisory capacity to the Board:

- Audit and Risk Committee
- Board Nominations Committee
- Finance and Estates Committee
- Fundraising Committee
- Remuneration Committee

The Audit and Risk Committee (ARC) meets four times a year. It is responsible for advising the Board on the appointment or dismissal of internal and external auditors; to review the effectiveness of internal control mechanisms; to consider audit reports from the internal and external auditors and management's response to those reports; to review the arrangements for the identification and management of risk and to review the UCO's annual report and financial statements before their submission to the Board. The Committee submits an annual report to the Board.

The Board Nominations Committee (BNC) meets as required each year to review the composition of the Board and recommend the appointment of members via the Annual General Meeting (AGM) or through co-option.

# Statement of corporate governance and internal control

The Finance and Estates Committee (FEC) meets four times a year and monitors financial performance, investment performance, sustainability, financial viability and estates strategy.

The Fundraising Committee (FRC) normally meets four times a year and reviews the fundraising strategy to ensure that the direction accords with the UCO's wider strategic objectives. It also identifies individuals, trusts and organisations that may support the organisation's fundraising objectives.

The Remuneration Committee is made up of Board Members (and does not include the Chair of the Board during proceedings discussing the Vice-Chancellor's salary as per Committee of University Chairs guidance on good practice).

It meets once or twice a year and is responsible for reviewing and agreeing the remuneration of the Vice-Chancellor and members of the Vice-Chancellor's Group (see page 27). The committee evaluates the annual performance assessment of the Vice-Chancellor against the strategic plan and corporate objectives and in relation to the remuneration of heads of comparatively sized institutions to inform the setting of the Vice-Chancellor's total remuneration and benefits, including any performance related pay.

It also receives a personal development plan for the Vice-Chancellor for the year ahead. The remuneration for members of the Vice-Chancellor's Group is agreed following recommendations by the Vice-Chancellor.

When making any decisions the committee considers the impact on the remuneration policy on the organisation as a whole; public interest and safeguarding of public funds.

The committee follows the 'Higher education senior staff remuneration code' published by the CUC.

- The Vice-Chancellor's basic salary is 3.4 times the median pay of staff (2021: 3.4 times), where the median pay is calculated on a full-time equivalent basis for the salaries paid by the UCO to its staff.
- The Vice-Chancellor's total remuneration is 3.4 times the median total remuneration of staff (2021: 3.4 times), where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the UCO to its staff.

A temporary sub-committee has been established, the Board Effectiveness Working Group. It is a time-limited group to examine the cohesiveness of the Board and its sub-committee structure and to examine how the committees and the Board could work more effectively. It is due to report its finding and present an action plan to the Board during 2021-22.

## Academic Council

The Academic Council is chaired by the Vice-Chancellor and is the ultimate academic authority for the UCO. It is responsible for ensuring the academic standards of the Higher Education Institution (HEI) and promoting, regulating and directing the academic work of the UCO, including teaching and research. It oversees academic management and all aspects of quality and standards associated with the UCO. The Academic Council is the forum in which the strategic academic development of the organisation is debated, critically reviewed and proposed to the Board for approval. Membership of the Academic Council is representative of the whole organisation and includes elected student representatives and elected staff representatives. Two members of the Academic Council are external; they are not employed by the UCO and their membership provides an external higher education perspective that is valuable for a small specialist institution. There is also one independent Board member who regularly attends meetings.

## Risk management and statement of internal controls

The key objective of the UCO's risk management activities is to ensure that policies and procedures are always in place to manage risks and opportunities and therefore enable it to meet its strategic objectives.

Risks are considered as occurrences or opportunities that would impact on the delivery of the UCO's core business, the quality of its outputs, the achievement of its strategic goals or the excellence of its reputation.

The UCO considers risk under the following categories:

1. Major Threats e.g. unethical dealings, failure to comply with legal and regulatory obligations;
2. Strategic/Commercial Risks e.g. under performance of a service, insufficient capital investment;
3. Economical/Financial Risks e.g. failure to meet revenue targets, shortage of working capital;
4. Legal and Regulatory Risks e.g. failure to obtain appropriate approval, loss of intellectual property rights;
5. Organisation/Management/Human Factors Risks e.g. Management incompetence, poor leadership;
6. Political Risks e.g. change of government policy, adverse public opinion;
7. Environmental Risks e.g. transport problems;
8. Technical/Operational/Infrastructure Risks e.g. human error, professional negligence; and
9. Operational Risks e.g. lack of clarity of service requirement, inadequate incident handling.
10. requirement, inadequate incident handling.

# Statement of corporate governance and internal control

The Audit and Risk Committee provides impartial advice to the Board on the discharge of the Board's responsibilities for the effectiveness of risk management, internal control and management systems, and for the economy, efficiency and effectiveness with which the UCO's activities have been discharged.

All significant risks inherent to the UCO's business are identified, assessed and managed as part of this process. The objectives of the Risk Management policy are to ensure a consistent basis for the identification, measurement, control, monitoring, follow-up and reporting of risk across the institution, based on the UCO's agreed appetite for risk.

The Board is ultimately responsible for the identification and management of risk and views it as an ongoing process linked to the achievement of institutional objectives. Each department is required to produce its own risk register and the Head of Department is responsible for ensuring that the register is produced, regularly monitored and updated for the Senior Management Team in accordance with the Risk Management Cycle. A consistent methodology for measuring and scoring risks is applied throughout the organisation and risks are recorded in the standard template.

The Executive are fully supported in their risk management work by the Audit and Risk Committee (ARC). Further work was undertaken with respect to the risk register after seeking input from the Senior Management Team, ARC and internal audit. High

Level risks are identified by the Vice-Chancellor's Group in consultation with the Senior Management Team and are presented at each ARC meeting with an accompanying update to key changes and action required. This is then reported to the Board. The register is used as one of the main drivers in the development of the internal audit programme ensuring that audit work, where applicable is aligned with key strategic risks.

Risks facing the institution are actively discussed at ARC meetings and various members of the Senior Management Team have been invited to meetings during the year to discuss relevant operational risks in their area in more detail. This included presentations by the Head of Student Services, the IT Director on the risks associated with the Student Information System tender and the Head of Marketing. These presentations not only help to ensure that ARC is aware of key operational risks, but increases the visibility of ARC, and risk management in general, across the organisation.

The internal auditors provide an opinion on the adequacy and effectiveness of the UCO's internal control, risk management and governance arrangements; the arrangements for ensuring the accuracy of data returns to external bodies; and whether the UCO's activities are conducted economically, efficiently and effectively.



The internal audit plan is based on the UCO's risk register and discussions with the Audit and Risk Committee (ARC). The internal auditors also undertake several benchmarking exercises across the sector which facilitates sharing of best practice and value for money indicators.

The internal auditors undertook the following audit reviews during the year:

- Cyber security
- Governance

These audits resulted in the opinion of the Audit and Risk Committee that internal control is mostly adequate and effective although there was additional work required in the field of governance. The audits identified some opportunities to enhance design of and the implementation of internal control. These included:

For governance, enhanced effectiveness reviews were recommended with more explicit role descriptions and outlining of responsibilities as well as more attention paid to Equality, Diversity & Inclusivity (EDI).

The Board recognises that the application of risk management processes cannot eliminate all risk exposure but keeps all high-level risks under review.

This statement of internal controls covers the financial year to 31 July 2022 and the period to the date of approval of the financial statements on 15 December 2022.

# Statement of corporate governance and internal control

## Legal and administrative details

The members of the Board who served during the year and up to the date of signing these financial statements are listed below:

### Independent Board Members

<b>Professor Janusz Jankowski</b> (Resigned June 2022)	Chair of the Board, Chair of Board Nominations Committee, Remuneration Committee of the Vice-Chancellor's Group
<b>Professor Joanna Price</b> (Appointed June 2022)	Chair of the Board, Remuneration Committee, Finance & Estates Committee (from October 2022)
<b>Dr Alex Bols</b> (Resigned June 2022)	Vice-Chair of the Board, Audit & Risk Committee, Board Nominations Committee, Remuneration Committee of the Vice-Chancellor's Group
<b>Jackie Westaway</b>	Vice-Chair of the Board, Board Nominations Committee, Finance & Estates Committee, Remuneration Committee of the Vice-Chancellor's Group
<b>Raffaella Bush</b>	Finance & Estates Committee (from October 2022), Fundraising Committee (until October 2022), Remuneration Committee (Chair from October 2022)
<b>Dr Jo-anne Carlyle</b>	Remuneration Committee (from October 2022)
<b>Christopher Costigan</b>	Audit & Risk Committee (until October 2022), Chair of Board Nominations Committee (from October 2022)
<b>Richard Eastmond</b>	Finance & Estates Committee, Remuneration Committee (from October 2022)
<b>Charles Hindson</b>	Chair of Audit & Risk Committee
<b>David Leppard</b>	Chair of Finance & Estates Committee
<b>Dr Monika Nangia</b>	Audit & Risk Committee (from October 2022)
<b>Jeremy Olsen</b>	Audit & Risk Committee
<b>Richard Salter</b> (Resigned June 2022)	Audit & Risk Committee

### **Patient Members**

**Gael Dundas** Fundraising Committee (Independent Member)

### **Osteopathic Board Members**

**Jayne Morley** Audit & Risk Committee, Osteopathic Representative  
(Independent Member)

**Rob McCoy** Academic Council Representative  
(Resigned June 2022)

### **Staff Board Members**

**Martin Pendry** Board Member (Staff)  
(Appointed October 2022)

### **Vice-Chancellor (Ex-officio Board Member)**

**Charles Hunt** Vice-Chancellor, Finance & Estates Committee,  
Fundraising Committee, Board Nominations Committee

### **Student Board Members**

**Mike Balcombe** Board Member (Student)  
(Appointed July 2022) Board Nominations Committee (from October 2022)

**Laura Forrest** Board Member (Student)  
(Resigned June 2022)

### **Other Advisors regularly in attendance**

**Sean Bonnington** Chair of Fundraising Committee

### **Company Secretary and Clerk to the Board**

**Allan Scott**

# Statement of corporate governance and internal control

## Vice Chancellor's Group and Senior Management Team

The Vice-Chancellor's Group and Senior Management Team (SMT) are responsible for the day-to-day operation of the institution. The members of the Vice-Chancellor's Group during the year were as follows:

<b>Charles Hunt</b>	Vice-Chancellor *
<b>Sharon Potter</b>	Deputy Vice-Chancellor (Education) *
<b>Joanna Smith</b>	Finance Director *
<b>Steven Vogel</b>	Deputy Vice-Chancellor (Research) *

The members of SMT during the year include the Vice-Chancellor's Group and the following people:

<b>Heather Batten</b>	Head of Quality
<b>Jessa Harris</b>	Head of Marketing and Communications
<b>Mags Nepal</b>	Finance Manager
<b>Richard Pierce</b>	IT Director
<b>Ian Sanderson</b>	Registrar
<b>Elizabeth Sharma</b>	Head of Estates
<b>Graham Sharman</b>	Dean of Academic Development *
<b>Jas Verdi</b>	Head of Student Services
<b>Francesca Wiggins</b>	Head of Clinical Practice *

\* Key Management Personnel

## Professional advisors

<b>External Auditors</b>	Buzzacott LLP, 130 Wood Street, London, EC2V 6DL
<b>Internal Auditors</b>	UNIAC, 4th Floor St James' Building, Oxford Street, Manchester, M1 6FQ
<b>Bankers</b>	Barclays Bank Plc, 1 Churchill Place, London, E14 5HP
<b>Solicitors</b>	Russell-Cooke LLP, 2 Putney Hill, Putney, London, SW15 6AB Shakespeare Martineau LLP, No 1 Colmore Square, Birmingham, B4 6AA
<b>Investments</b>	Rathbone Investment Management, 28 St Andrew Square, Edinburgh, EH2 1AF

# Statement of primary responsibilities of the Board

**The Board is responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Board to prepare financial statements for the University College of Osteopathy for each financial year.**

The financial statements must be prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law) and are required to give a true and fair view of the state of affairs of the institution and of the income and expenditure of the institution for the year.

In preparing the financial statements the members of the Board are required to:

- select the most suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019; and of the Office for Students Accounts direction;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the institution will continue in business.

The Board is responsible for ensuring that the institution has appropriate systems of controls, financial and otherwise. The Board is also responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the institution and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011 and regulations made thereunder. The Board is also responsible for safeguarding the assets of the institution and ensuring their proper application under charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board is responsible for the maintenance and integrity of the financial information included on the institution's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions. The Board have confirmed that so far as they are aware, there is no relevant audit information of which the institution's auditors are unaware, and that they have taken all the steps that they ought to have taken as members of the Board to make themselves aware of any relevant audit information.

### Appointment of auditors

A resolution for the appointment of Buzzacott LLP was agreed at the adjournment meeting of the Annual General Meeting held on 14 June 2022. The Board Members Report (including the Strategic Report) were approved and authorised for issue by the Board of Directors on 15 December 2022 and signed on behalf of the Board.



**Professor Joanna Price**  
Chair of the Board  
15 December 2022

# Independent auditor's report to the members

We have audited the financial statements of the University College of Osteopathy (the 'Institution') for the year ended 31 July 2022 which comprise the statement of comprehensive income, the statement of changes in reserves, the balance sheet, the 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).

In our opinion:

- the financial statements give a true and fair view of the state of the Institution's affairs as at 31 July 2022 and of its income and expenditure, gains and losses, changes in reserves and cash flows for the year then ended. They take into account relevant statutory and other mandatory disclosure and accounting requirements, and the requirements of the OfS;
- the financial statements have been properly prepared in accordance with the financial reporting standards (FRS102) and the Statement of Recommended Practice Accounting for further and higher education and relevant legislation; and
- the financial statements have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Institution in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Board 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 charitable company'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 Board members with respect to going concern are described in the relevant sections of this report.

## Other information

The Board members are 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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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.

## Opinions on other matters prescribed by the Office for Students

In our opinion, in all material aspects:

- funds from whatever source administered by the University for specific purposes have been properly applied only for those purposes for which they were received, and managed in accordance with relevant legislation;

# Independent auditor's report to the members

- funds provided by the OfS, UK Research and Innovation (including Research England), the Education and Skills Funding Agency and the Department for Education have been applied in accordance with the relevant terms and conditions; and
- the requirements of OfS's Accounts Direction have been met.

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

We have nothing to report in respect of the following matters where the Office for Students requires us to report to you where:

- The University's grant and fee income, as disclosed in note 1 to these financial statements, has been materially misstated; or
- The University's expenditure on access and participation activities for the financial year has been materially misstated.

## Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Board members' report, which is also the directors' report for the purposes of company law, including the Strategic Report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Board members' report, which is also the directors' report for the purposes of company law, including the Strategic Report, has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the Institution and its environment obtained in the course of the audit, we have not identified material misstatements in the Board members' report including the Strategic Report.



We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- the statement of internal control included as part of the Corporate Governance Statement is inconsistent with our knowledge of the Institution;
- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Board members' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Responsibilities of Board members**

As explained more fully in the Board members' responsibilities statement, the Board members (who are also the directors of the charitable company for the purposes of company law) 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 Board 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 Board members are responsible for assessing the Institution'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 Board members either intend to liquidate the Institution or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of 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.

# Independent auditor's report to the members

## **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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the Institution through discussions with management, and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the Institution, including the Further and Higher Education Act 1992, Companies Act 2006, funding agreements with the OfS and associated funding rules, data protection legislation, anti-bribery, safeguarding, employment, health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;

- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- used data analytics to investigate the rationale behind any significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of Board members' meetings;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing any available correspondence with HMRC and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Board members and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Use of our report

This report is made solely to the Institution's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Institution's members 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 Institution and the Institution's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Buzzacott LLP*

**Hugh Swainson** (Senior Statutory Auditor)  
For and on behalf of Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London EC2V 6DL  
15 December 2022

# Statement of comprehensive income

	Notes	Year ended 31 July 2022 £'000	Year ended 31 July 2021 £'000
<b>Income</b>			
Course fees	1,2	3,428	3,447
Funding body grants	1,2	901	834
Research grants and contracts	3	84	31
Other income	4	868	717
Investment Income	5	67	52
Donations and endowments	6	197	106
<b>Total Income</b>		<b>5,545</b>	<b>5,187</b>
<b>Expenditure</b>			
Staff costs	7	3,149	3,116
Fundamental restructuring costs	8	-	97
Other operating expenses	10	1,763	1,474
Depreciation	12,13	294	290
Interest and other finance costs	9	143	148
<b>Total expenditure</b>		<b>5,349</b>	<b>5,125</b>
		<b>196</b>	<b>62</b>
<b>Surplus before other gains, losses and share of operating surplus</b>			
(Loss) on disposal of fixed assets		(1)	(19)
(Loss) Gain on investments		(42)	186
<b>Total comprehensive income for the year</b>		<b>153</b>	<b>229</b>
Represented by:			
Endowment comprehensive income for the year		-	-
Restricted comprehensive income for the year		(61)	(48)
Unrestricted comprehensive income for the year		214	277
		<b>153</b>	<b>229</b>

All items of income and expenditure arise from continuing operations.

# Statement of changes in reserves

	Income and expenditure account			Share Capital	Total
	Endowment £'000	Restricted £'000	Unrestricted £'000	£'000	£'000
<b>Balance at 1 August 2020</b>	12	547	5,551	1	6,111
(Deficit)/Surplus from the income and expenditure statement	-	(48)	277	-	229
<b>Total comprehensive income for the year</b>	-	(48)	277	-	229
<b>Balance at 1 August 2021</b>	12	499	5,828	1	6,340
(Deficit)/Surplus from the income and expenditure statement	-	(61)	214	-	153
<b>Total comprehensive income for the year</b>	-	(61)	214	-	153
<b>Balance at 31 July 2022</b>	12	438	6,042	1	6,493

# Statement of financial position

	Notes	2022 £'000	2021 £'000
<b>Non-current assets</b>			
Intangible assets	12	119	46
Tangible fixed assets	13	5,829	5,995
Investments	14	1,000	1,113
Social Investments	15	20	33
		<b>6,968</b>	<b>7,187</b>
<b>Current assets</b>			
Trade and other receivables	16	285	214
Cash and cash equivalents	22	2,762	2,624
		<b>3,047</b>	<b>2,838</b>
Less: Creditors: amounts falling due within one year	17	1,684	644
		<b>1,363</b>	<b>2,194</b>
<b>Net current assets</b>			
		<b>8,331</b>	<b>9,381</b>
<b>Total assets less current liabilities</b>			
Creditors: amounts falling due after more than one year	18	1,838	3,041
		<b>6,493</b>	<b>6,340</b>
<b>Total net assets</b>			
<b>Share capital</b>	19	1	1
<b>Restricted Reserves</b>			
Income and expenditure - endowment reserve	20	12	12
Income and expenditure - restricted reserve	21	438	499
<b>Unrestricted Reserves</b>			
Income and expenditure reserve - unrestricted		6,042	5,828
		<b>6,493</b>	<b>6,340</b>

The financial statements of the University College of Osteopathy, company registration number 146343 were approved by the Governing Body on the 15 December 2022 and were signed on its behalf by:



**Charles Hunt**  
Vice-Chancellor



**Professor Joanna Price**  
Chair of the Board

# Statement of cash flows

	Notes	Year Ended 31 July 2022 £'000	Year Ended 31 July 2021 £'000
<b>Cash flows from operating activities</b>			
Surplus (deficit) for the year		153	229
<b>Adjustment for non-cash items</b>			
Amortisation of intangible assets	12	11	15
Depreciation of tangible fixed assets	13	283	275
Loss on disposal of fixed assets		1	19
Loss (Gain) on investments		42	(186)
Decrease in social investments	15	13	21
(Increase) in debtors	16	(71)	164
Increase in creditors	17	62	(45)
<b>Adjustment for investing or financing activities</b>			
Investment income	5	(67)	(52)
Interest payable	9	143	148
Capital grant income		(30)	(55)
<b>Net cash flow provided by operating activities</b>		<b>540</b>	<b>533</b>
<b>Cash flows from investing activities</b>			
Capital grant receipts		30	55
Proceeds from the disposal of non-current asset investments		71	100
Investment income		67	52
Purchase of intangible assets		(84)	(29)
Purchase of tangible fixed assets		(118)	(69)
Purchase of non-current asset investments		-	(161)
		<b>(34)</b>	<b>(52)</b>
<b>Cash flows from financing activities</b>			
Interest paid		(143)	(148)
Repayments of amounts borrowed	18	(225)	(216)
		<b>(368)</b>	<b>(364)</b>
<b>Increase in cash and cash equivalents in the year</b>			
		<b>138</b>	<b>117</b>
Cash and cash equivalents at beginning of the year	22	2,624	2,507
Cash and cash equivalents at end of the year	22	<b>2,762</b>	<b>2,624</b>

# Statement of principal accounting policies

## Basis of preparation

These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019 and in accordance with Financial Reporting Standards (FRS 102). The institution is a public benefit entity and therefore has applied the relevant public benefit requirement of FRS 102.

The financial statements are prepared in accordance with the historical cost convention, except for investments which are stated at market value.

The financial statements are presented in sterling and are rounded to the nearest thousand pounds.

## Basis of consolidation

As the subsidiary company has been dormant for the current and preceding years and has no material assets or liabilities, the UCO is not presenting consolidated financial statements.

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

## Critical accounting estimates and areas of judgement

Preparation of the financial statements requires members to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include the estimation of the useful economic life of tangible fixed assets and intangible assets for the depreciation and amortisation charge, and the estimation of the provision of bad and doubtful debts in relation to student debtors and loans issued, and the identification of 'customisation' in the implementation of the new student records system in order for these to qualify as capital for an intangible asset.

## Assessment of going concern

The Board assess whether the use of going concern is appropriate, i.e., whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the UCO to continue as a going concern. The Board make an assessment in respect of a period of at least one year from the date of authorisation for the issue of the financial statements.

As at 31 July 2022, the statement of financial position (balance sheet) reflected a net asset position of £6.5m and the liquidity of the UCO remained strong with a net cash inflow of £138,000,

therefore meeting its current covenant requirements for the year ended 31 July 2022.

As part of the Board's consideration of the appropriateness of adopting the going concern basis in preparing the Annual Report and Financial Statements, it has considered whether it believes that the UCO can continue to operate and meet its liabilities, in view of its current position and principal risks. Financial plans and forecasts have been reviewed with assumptions based on the estimated potential impact of reduced student numbers, clinic income not returning to pre-Covid levels, coinciding with increased energy costs and rises in the cost of living, along with proposed responses over the course of the next 12 months. Further detail is provided in the Financial review section.

The UCO has completed a new 5-year variable rate facility of £1.062m on 30 November 2022, rolling over the redemption of the previous variable rate facility initially due 31 August 2022. As at December 2022, certain arrangements associated for this facility are being finalised after its completion, including the measures for the covenant tests for the coming trading periods. On the basis of the support received from Barclays in recent years in setting appropriate covenants for UCO's projected trading, the Board is confident that suitable arrangements will be put in place.

The Board therefore judges it is appropriate for UCO to continue to prepare its financial statements on the going concern basis and that the uncertainty noted above does not cast significant doubt on that conclusion. The Board also judges that the UCO has adequate resources to continue in operational existence for the foreseeable future and thus it continues to adopt the going concern basis of accounting in preparing these financial statements

## Income recognition

Income from the sale of goods or services is credited to the statement of comprehensive income and expenditure when the goods or services are supplied to the external customers or the terms of the contract have been satisfied.

Fee income is stated gross of any expenditure which is not a discount and credited to the statement of comprehensive income and expenditure over the period in which students are studying. Where the amount of the tuition fee is reduced, by a discount for prompt payment, income receivable is shown net of discount. Bursaries and scholarships are accounted for gross as expenditure and not deducted from income.

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

# Statement of principal accounting policies

## Grant funding

Funding Council grants are received direct from the Office for Students and 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 the grant is deferred, it is recognised as deferred income within creditors and allocated between creditors due within one year and due after more than one year as appropriate.

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

## Clinic income

Income from the clinic is recognised on successful delivery of an appointment. Payment is only made on the day of an appointment and therefore income is recognised on receipt.

## Donations and endowments

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

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.

### Restricted permanent endowments

The donor has specified that the fund is to be permanently invested to generate an income stream to be applied to a particular objective.

## Capital grants

Government capital grants are recognised in income over the expected useful life of the asset. Other capital grants are recognised in income when the institution is entitled to the funds subject to any performance related conditions being met.

## Pension scheme

The UCO operates a defined contribution group personal pension plan whereby it 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.

## Employment benefits

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

## Operating leases

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

## Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses.

Where parts of a fixed asset have different useful lives, they are accounted for as separate items of fixed assets.

### Land and buildings

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

Leasehold land and buildings are depreciated over 50 years.

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

### Equipment

Equipment, including computers and software, costing less than £500 per individual item is recognised as expenditure.

All other equipment is capitalised.

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

Computer Equipment	4 years
General Equipment	5 years
Furniture and Fittings	5 years

Depreciation methods and useful lives are reviewed at the date of preparation of each balance sheet.

# Statement of principal accounting policies

## Borrowing costs

Borrowing costs are recognised as expenditure in the period in which they are incurred.

## Intangible assets

Intangible assets are amortised over 5 years representing the remaining estimated economic life of the assets. They are subject to periodic impairment reviews as appropriate.

## Investments

Investments are stated at market value at the balance sheet date. Realised gains (or losses) on investment assets are calculated as the difference between disposal proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value at that date. Realised and unrealised investment gains (or losses) are combined in the Statement of Comprehensive Income and Expenditure and are credited (or debited) in the year in which they arise.

## Social investments

Social investments are investments made directly in pursuit of the charitable purposes of the entity. These are in the form of loans to students and are held at cost, less any provisions to reflect non-recoverability.

## Cash and cash equivalents

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

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

## Debtors

Debtors are recognised at the settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

## Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

## Taxation

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 taxation in respect of income or capital gains received within the 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. Irrecoverable VAT on inputs is included in the costs of such inputs. Any irrecoverable VAT allocated to fixed assets is included in their cost.

## 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 organisation 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.

# Notes to the financial statements

	Year ended 31 July 2022 £'000	Year ended 31 July 2021 £'000
<b>1. Sources of grant and fee income</b>		
Office for Students	617	779
Research England	254	-
Capital grant	30	55
Fee income for taught awards (exclusive of VAT) (see note 2)	3,318	3,309
Fee income from non-qualifying courses (exclusive of VAT) (see note 2)	110	138
	<b>4,329</b>	<b>4,281</b>
<b>2. Course fee income</b>		
UK domicile full-time undergraduate students	1,644	1,824
UK domicile full-time postgraduate taught students	109	18
UK domicile part-time undergraduate students	828	1,057
UK domicile part-time postgraduate taught students	32	36
<b>Total UK fees</b>	<b>2,613</b>	<b>2,935</b>
EU domicile full-time undergraduate students	262	138
EU domicile part-time undergraduate students	199	56
EU domicile part-time postgraduate taught students	3	4
<b>Total EU fees</b>	<b>464</b>	<b>198</b>
Non-EU domicile full-time undergraduate students	218	172
Non-EU domicile full-time postgraduate taught students	19	-
Non-EU domicile part-time undergraduate students	-	4
Non-EU domicile part-time postgraduate taught students	4	-
<b>Total non-EU fees</b>	<b>241</b>	<b>176</b>
Non-credit bearing course fees	101	111
FE course fees	9	27
	<b>3,428</b>	<b>3,447</b>

	Year ended 31 July 2022 £'000	Year ended 31 July 2021 £'000
<b>3. Research grants and contracts</b>		
UK-based Charities	84	26
Other	-	5
	<b>84</b>	<b>31</b>
<b>4. Other income</b>		
Subcontracted in course fees	215	230
Clinic income	351	274
Insurance claims	229	145
Coronavirus job retention scheme	-	50
Other income	73	18
	<b>868</b>	<b>717</b>
<p>Insurance claims include £90,494 (2021: £80,917) to cover expenditure on fire damaged items £106,648 (2021: £35,838) of compensation for loss of capital items such as IT equipment and computers and £31,932 (2021: £28,568) to cover loss of clinic income.</p>		
<b>5. Investment Income</b>		
Interest on cash deposits	2	1
Dividends and interest on listed investments	65	51
	<b>67</b>	<b>52</b>
<b>6. Donations and endowments</b>		
Donations with restrictions	2	58
Unrestricted donations	26	16
Legacy income - unrestricted	169	32
	<b>197</b>	<b>106</b>

# Notes to the financial statements

	Year ended 31 July 2022 £'000	Year ended 31 July 2021 £'000
<b>7. Staff costs</b>		
Salaries	2,788	2,767
Social security costs	258	250
Pension costs	103	99
	<b>3,149</b>	<b>3,116</b>
Total remuneration of the Vice-Chancellor who is employed full-time:	£	£
Salary	132,700	130,046
Taxable Benefits	226	218
Pension Contributions	5,308	5,202
	<b>138,234</b>	<b>135,466</b>
Average staff numbers by major category:	<b>No.</b>	<b>No.</b>
Academic	26	30
Clinic	33	38
Academic services	19	24
Research	8	8
Management and Fundraising	12	11
Property management	1	2
ICT	5	4
Facilities	1	1
	<b>105</b>	<b>118</b>

	<b>Year ended 31 July 2022</b>	<b>Year ended 31 July 2021</b>
Average staff FTE numbers by major category:	<b>FTE</b>	<b>FTE</b>
Academic	16	15
Clinic	14	16
Academic services	17	19
Research	6	5
Management and Fundraising	11	10
Property management	1	2
ICT	5	4
Facilities	1	1
	<hr/> <b>71</b> <hr/>	<hr/> <b>72</b> <hr/>

Except for the Vice-Chancellor, noted above, no other employee received remuneration of £100,000 or more during the financial year.

### **Key management personnel**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the institution. They include the Vice-Chancellor, Deputy Vice-Chancellor (Education), Deputy Vice-Chancellor (Research), Dean of Academic Development, Head of Clinical Practice and Finance Director.

	<b>Year ended 31 July 2022</b>	<b>Year ended 31 July 2021</b>
	<b>£'000</b>	<b>£'000</b>
Salary and benefits of key management personnel including employer's NIC and pensions.	514	523

# Notes to the financial statements

## Board members

Due to the nature of the institution's operations and the composition of the Board, being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Board may have an interest. All transactions involving organisations in which a member of the Board may have an interest, including those identified below are conducted at arm's length and in accordance with the institution's financial regulations and procurement procedures. Transactions totalling £18,813 (2021: £18,255) for GuildHE membership of which a board member is the Deputy CEO.

The trustees received no remuneration in respect of their services as board members. Certain members of the institution's staff served as board members and received remuneration (including pension contributions) for teaching and management amounting to £8,250 (2021: £7,877).

No board member has received any waived payments from the institution during the year (2021: none).

The total expenses paid to or on behalf of 3 board members was £466 (2021: £60 to 2 board members). This represents travel and subsistence expenses incurred in attending committee meetings and events in their official capacity. Expenses incurred by the Vice Chancellor were in the course of his duties.

## 8. Fundamental restructuring costs

In August 2020, a staff change management plan was implemented and completed in June 2021, at a total cost of £97,000. The UCO followed 'Guidance on decisions taken about severance payments in HEIs' published by the CUC, as per paragraph 15 of the OfS accounts direction.

	Year ended 31 July 2022	Year ended 31 July 2021
	£'000	£'000

## 9. Interest and other finance costs

Loan interest	143	148
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	Year ended 31 July 2022 £'000	Year ended 31 July 2021 £'000
<b>10. Analysis of other operating expenses</b>		
Staff related costs	187	176
Facilities & Estates	700	570
IT	156	135
Materials and consumables	14	58
Services	241	38
Stationery and printing	13	14
Marketing and communications	56	52
Professional fees and subscriptions	173	167
Student awards and bursaries	80	94
Bank charges	26	12
	<b>1,646</b>	<b>1,316</b>
Design and professional fees for potential new building	27	77
Expenditure related to the fire in clinic	90	81
	<b>1,763</b>	<b>1,474</b>
The above includes:		
External auditor's remuneration in respect of audit services	20	19
Operating lease rentals: Land and buildings	20	20
<b>11. Access and Participation expenditure</b>		
Access investment	167	149
Financial support provided to students	86	72
Support for disabled students	21	14
Research and evaluation	11	16
	<b>285</b>	<b>251</b>

The access investment expenditure for the year ended 31 July 2022 includes staff costs of £161,955 (2021: £138,911 restated).

[uco.ac.uk/life-uco/student-support/access-and-participation](http://uco.ac.uk/life-uco/student-support/access-and-participation)

# Notes to the financial statements

## 12. Intangible assets

	Year ended 31 July 2022 £'000
<b>Software</b>	
<b>Cost</b>	
At 1 August 2021	97
Additions	84
<b>At 31 July 2022</b>	<b>181</b>
<b>Amortisation</b>	
At 1 August 2021	51
Amortisation charge for the year	11
<b>At 31 July 2022</b>	<b>62</b>
<b>Net book value</b>	
<b>At 31 July 2022</b>	<b>119</b>
At 31 July 2021	46

The UCO is implementing a new student records system at a total cost of £158,000 over 2 years, of which £84,000 is included as an addition in the current year and £74,000 is committed for the year ended 31 July 2023.

### 13. Tangible fixed assets

	Leasehold property £'000	Computers and video equipment £'000	Furniture, fixtures & equipment £'000	Total £'000
<b>Cost</b>				
At 1 August 2021	8,516	602	325	9,443
Additions	-	107	11	118
Disposals	-	(2)	(16)	(18)
<b>At 31 July 2022</b>	<b>8,516</b>	<b>707</b>	<b>320</b>	<b>9,543</b>
<b>Depreciation</b>				
At 1 August 2021	2,700	475	273	3,448
Charge for the year	170	89	24	283
Written off on disposal	-	(1)	(16)	(17)
<b>At 31 July 2022</b>	<b>2,870</b>	<b>563</b>	<b>281</b>	<b>3,714</b>
<b>Net book value</b>				
<b>At 31 July 2022</b>	<b>5,646</b>	<b>144</b>	<b>39</b>	<b>5,829</b>
At 31 July 2021	5,816	127	52	5,995
<b>Analysis of leasehold property:</b>			<b>2022</b>	<b>2021</b>
			<b>£'000</b>	<b>£'000</b>
Long leasehold			2,958	3,050
Improvements to the long leasehold property			2,688	2,766
			<b>5,646</b>	<b>5,816</b>

The leasehold properties are charged as security for the bank loan as disclosed in note 18.

# Notes to the financial statements

## 14. Non-current investments

	Subsidiary Company	Other fixed assets investments	Year ended 31 July 2022	Year ended 31 July 2021
	£'000	£'000	£'000	£'000
Market value at 1 August 2021	1	1,112	1,113	866
Additions at cost	-	-	-	161
Disposal proceeds	-	(71)	(71)	(100)
Realised (loss) gain	-	(4)	(4)	(2)
Disposals at book value	-	(75)	(75)	(102)
Unrealised (loss) gain	-	(38)	(38)	188
<b>Market value at 31 July 2022</b>	<b>1</b>	<b>999</b>	<b>1,000</b>	<b>1,113</b>
Cost of listed investments	1	964	965	1,049

### Investment in subsidiary company

On 20 May 1999, the UCO invested £1,000 in the BSO Trading Company Limited, a company registered in England and Wales. This investment represents 1,000 ordinary shares of £1 each, being the whole of the issued share capital of the company.

These shares were fully paid up on 9 March 2000.

During prior years as well as the year ended 31 July 2022 the company did not trade. Its reserves at 31 July 2022 were £15 (2021: £15).

### 15. Social investments

	Year ended 31 July 2022	Year ended 31 July 2021
	£'000	£'000
Amounts due from students	20	33

### 16. Trade and other receivables

	Year ended 31 July 2022	Year ended 31 July 2021
	£'000	£'000
Amounts falling due within one year:		
Trade receivables	46	13
Other receivables	57	-
Prepayments	182	171
Accrued income	-	30
	<b>285</b>	<b>214</b>

### 17. Creditors: amounts falling due within one year

	Year ended 31 July 2022	Year ended 31 July 2021
	£'000	£'000
Secured loans (see note 18)	1,203	225
Trade payables	119	120
Other payables	69	54
Social security and other taxation payable	72	64
Accruals	221	181
	<b>1,684</b>	<b>644</b>

# Notes to the financial statements

## 18. Creditors: amounts falling after more than one year

	Year ended 31 July 2022	Year ended 31 July 2021
	£'000	£'000
Secured loans	3,041	3,266
Analysis of secured loans:		
Due within one year (see note 17)	1,203	225
Due between one and two years	149	236
Due between two and five years	509	772
Due in five years or more	1,180	2,033
<b>Due after more than one year</b>	<b>1,838</b>	<b>3,041</b>
<b>Total secured loans</b>	<b>3,041</b>	<b>3,266</b>

The amount above comprises of the following loans:

- A loan in the sum of £3,100,000 from Barclays to finance the acquisition of the long leasehold property in Southwark Bridge Road in August 2007, repayable over 25 years at a fixed interest of 6.38%.
- A second loan in the sum of £2,069,000 from Barclays Bank PLC to finance the fit-out to the long leasehold property in August 2007. The UCO completed a new 5-year variable rate facility for this loan on 30 November 2022 of £1.062m that is due for repayment by 31 August 2027 and incurs a rate of interest at 1.5% above Bank of England rate.

The total capital loan repayments during the year amount to £225,396 (2021: £215,897). Both loans are secured on the properties 275 Borough High Street and 98-118 Southwark Bridge Road.

## 19. Share capital

	2022	2021
	£	£
Ordinary shares	482	482
“B” shares (with no voting rights)	94	94
Share Premium	396	396
<b>Total</b>	<b>972</b>	<b>972</b>

	Authorised		Allotted, issued and fully paid	
	2022	2021	2022	2021
	£	£	£	£
Ordinary shares of £1 each	4,906	4,906	482	482
“B” shares of £1 each	94	94	94	94
<b>Total</b>	<b>5,000</b>	<b>5,000</b>	<b>576</b>	<b>576</b>

# Notes to the financial statements

## 20. Endowment reserves

Restricted net assets relating to endowments are as follows:

	<b>Restricted permanent endowments</b>	<b>2022 Total</b>	<b>2021 Total</b>
	£'000	£'000	£'000
R K Hardy Prize Fund	12	12	12

This is a memorial fund established on 7 May 1993. The interest on the capital, which is used to give a graduation prize to one student annually, is recognised as income within restricted reserves.

The R K Hardy Prize Fund was registered on 23 August 2002 as a subsidiary charity, registration number 312873-1, with a permanent endowment fund and linked to the UCO. For the purpose of these accounts the charity is accounted for as a restricted permanent endowment on the basis that the management of its assets is undertaken by the institution.

## 21. Restricted reserves

Reserves with restrictions are as follows:

	<b>Donations</b>	<b>2022 Total</b>	<b>2021 Total</b>
	£'000	£'000	£'000
<b>Balances at 1 August 2021</b>	<b>499</b>	<b>499</b>	<b>547</b>
Research grant	-	-	10
New donations	2	2	58
Expenditure	(63)	(63)	(106)
<b>Total restricted comprehensive income for the year</b>	<b>(61)</b>	<b>(61)</b>	<b>(48)</b>
<b>At 31 July 2022</b>	<b>438</b>	<b>438</b>	<b>499</b>

	2022 £'000	2021 £'000
<b>Analysis of restricted reserves balances by type of purpose:</b>		
Research grant	9	50
UCO Student fund	210	223
Scholarships and bursaries	41	42
Prize funds	178	184
	<b>438</b>	<b>499</b>

### **Research grant**

The Alan and Sheila Diamond Charitable Trust generously provided funding for research into the prevention, treatment and cure of the effects of Peripheral Neuropathy. This project is a 3-year fully funded PhD programme in collaboration with Imperial College London and started in September 2019.

### **UCO Student fund**

This was established on 7 April 1992. The fund provides funding to students who demonstrate the ability to qualify as osteopaths but have limited resources to pay their fees.

### **Scholarships and bursaries**

Scholarships and bursaries consist of £42,000 donated by the Birmingham and District Osteopathic clinic to create The Vaughan McDermott Bursary fund which provides financial assistance to a promising student who preferably has resided in or has a connection to the West Midlands.

### **Prize funds**

Prize funds consist of the following:

- the Sven Svenson Bursary Fund which was set up by Dame Beryl Grey DBE in memory of her late husband who was an osteopath to provide an award to a final year student who demonstrates exceptional promise.
- the Lutchman Naidoo Practical Skills Prize Fund which was part of a legacy bequeathed to the UCO in the sum of £200,000. A prize is awarded annually to a student at graduation.

# Notes to the financial statements

## 22. Cash and cash equivalents

	At 1 August 2021 £'000	Cash flows £'000	At 31 July 2022 £'000
Cash and cash equivalents	2,609	9	2,618
Investment bank account	15	129	144
	<b>2,624</b>	<b>138</b>	<b>2,762</b>

## 23. Students' Union

The institution holds £4,868 in separate bank accounts on behalf of the UCO Students' Union (2021: £7,082).

## 24. Lease obligations

Total rentals payable under operating leases:

	Land and Buildings £'000	Total 31 July 2022 £'000	Total 31 July 2021 £'000
Payable during the year	20	20	20
Future minimum lease payments due:			
Not later than 1 year	20	20	20
Later than 1 year and not later than 5 years	80	80	80
Later than 5 years	640	640	660
	<b>740</b>	<b>740</b>	<b>760</b>

The University College of Osteopathy has two properties, both purchased under long leasehold arrangements. The Clinic at 98-118 Southwark Bridge Road is subject to a £350 per annum peppercorn rent until the lease expires in the year 3000 whilst the Teaching Centre at 275 Borough High Street is subject to a £20,000 per annum rental charge (liable for a review in 2026) until the lease expires in 2059, which has been disclosed above.

### **25. Pension scheme**

The institution operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the institution in independently administered funds. Contributions paid by the institution to this scheme, on behalf of 105 staff (2021: 116 staff) amounted to £102,570 (2021: £98,439).

### **26. Ultimate controlling party**

The members do not believe there is an ultimate controlling party of the University College of Osteopathy in the year ended 31 July 2022 or 31 July 2021.

**University College of Osteopathy**  
**Registered Office: 275 Borough High Street, London SE1 1JE**  
**Company registration number: 146343 (England and Wales)**  
**Exempt Charity**

### **For further information, please contact:**

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