



PRIFYSGOL
BANGOR
UNIVERSITY

20/21

ANNUAL REPORT

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INTRODUCTION

Universities are positive change makers – they improve the future. Against the backdrop of the pandemic, Bangor University has emerged with a confident, dynamic, and outward-looking agenda growing its contribution to the UK economy. The contribution universities make however is far wider than the direct economic benefit.

Bangor University is an anchor institution in Wales and as such is a steward of the community. Engaging the community in which the University operates and demonstrating the value the University brings is part of the core mission. This is particularly important for a research-intensive university with its roots and historic mission for North Wales.

During 2020-21 the safety and resilience of the Bangor community – including students, staff, and visitors – was the top priority and the University rigorously followed Government guidance to ensure that it continued to flourish while adapting to life during the pandemic.

It is good to know that, despite the pandemic, our students have told us that they continue to thrive and the University was ranked in the UK top 30 for student experience in the annual National Student Survey. Our teaching has continued to be of the highest quality. Notable strengths are the ways in which academics engage with our students, positive developments in virtual learning, and the personalised support and pastoral care that we offer.

The University has mobilised its research strengths and business collaborations to help refresh the region's economic, social and cultural vitality. In turn, this has helped to increase employability opportunities for our students. We have focused on equipping students with skills that will prove vital as they shape their future. Our science park – M-SParc – has supported student entrepreneurship as well as many industry partnerships and our academic Schools continue to work closely with employers across and beyond Wales.

Bangor University has also played a full part in responding to the huge challenges to the health

care system in North Wales brought about by the pandemic. The University is particularly proud of the front-line contribution made by staff and students to supporting the COVID-19 response. The pandemic has shown the resilience of the University's long-standing partnership with the Betsi Cadwaladr University Health Board.

There has been an ambition to create an independent medical school in North Wales since the end of the Second World War. Now, with increasing levels of demand on services, particularly accentuated by the pandemic, the region requires urgent action to address several interrelated problems, including difficulties recruiting and retaining medics, lower numbers of doctors in training than elsewhere in the UK, consequent highest spend in Wales on agency staff, and contracting care from outside of Wales which has the effect of lack of capacity building in North Wales.

In summer 2021 the Welsh Government established a multi-agency Programme Board to work towards establishing the North Wales Medical School in Bangor, building on the existing collaboration with Cardiff University in respect of the graduate entry programme to Medicine. We will now work collaboratively to engage the General Medical Council to ensure the effective transition from the current North Wales curriculum delivered in partnership with Cardiff to a new independent curriculum delivered by Bangor University in 2026.

This signals an all-Wales approach towards delivering a full programme of medical education in North Wales while supporting the new Welsh Administration in delivering on its 2021-2026 Programme for Government which has the establishment of the North Wales Medical School as a key priority.

A fit for purpose integrated health, care, and wellness system is our goal. Our aim is to establish an ecosystem to drive leading-edge research and practice in prevention and early intervention. We will also work with industry to develop capacities and facilities to inform Research & Development (R&D) and medical education applications.

The life sciences sector contributes £70 billion to the UK economy annually and could contribute up to £0.75 billion to the North Wales economy. We will capitalise on the strong asset base in the sector and in STEM (Science, Technology, Engineering and Mathematics) fields, bringing them into a life sciences environment to strengthen the regional economy. This will increase research capacity, impact, and translation for better patient outcomes, and it will enable us to leverage R&D funding from sources across the UK.

As a bilingual university and region, it is essential that we deliver a continued increase in the Welsh medium workforce for our communities. The University and our partners are uniquely placed to respond to that challenge. Harnessing this, the new Medical School will deliver a fresh and vibrant vision for working in the medical, health and care professions, offering pathways from all communities across all North Wales into these professions. It will increase placement capacity across our communities, thereby building up resilience and create a strong health ecosystem.

Of course, the role of a university is not only to share knowledge but also to create it. Impact-driven research and innovation are features of Bangor University and this is what gives us our transformational capacity and how our students benefit.

Our research is seeking solutions to some of the world's most challenging problems - from improving health and wellbeing and protecting the environment to providing cutting-edge solutions to advance the global 5G economy and contributing to low carbon energy solutions. Bangor University's world-leading research into wastewater has made a particular contribution in the fight against the COVID-19 pandemic.

Moving forward, our wider concerns around the sustainability of our behaviour as a University in terms of the planet are central to our identity. Sustainability is at the heart of the institution whether it be safeguarding the environment, revitalising society's health, or promoting economic, social, bilingual, and cultural vibrancy. Our commitments support aspirations laid out in the Wellbeing of Future Generations (Wales) Act, and the 17 United Nations Sustainable Development Goals (SDGs). We are proud to have been ranked among the top 70 global universities for our work toward the SDGs. We are the only Welsh institution listed and are among 15 other UK universities in the impact ranking.

Because we are rooted in our community, we embrace our heritage. We are especially involved with the promotion of the Welsh language and culture and have led the field in the development

of bilingual education in Wales for many years. Many of our degree programmes have a Welsh language option for students who may wish to study through the Welsh medium.

This is just part of what makes us a multilingual campus with more than 2,000 of our international students representing over 70 countries. We offer a portal to the wider world for our domestic students with Study Abroad and international experience opportunities that enable students to study or work across the globe.

The world has changed over the duration of the pandemic. In these testing times there has never been a more critical moment for universities to demonstrate their value to the public, not only through the knowledge we produce but the value of our research and teaching to the next generation as we help prepare them for tackling the great challenges facing the world.

This is indeed the purpose of our Strategic Plan of 2030 which we consulted on with staff, students, alumni and other stakeholders during 2020-21. This is a compelling vision of a University committed to promoting talent and social justice underpinned by economic and civic impact with global reach whilst building the health and wellbeing of its community and beyond. We are a force for good in North Wales.

As Vice-Chancellor, I am particularly proud that Strategy 2030 resonates with the great policy objectives set out in the Tertiary Education and Research (Wales) Bill. These include promoting collaboration and coherence in tertiary education and research, contributing to a sustainable and innovative economy, promoting education through the medium of Welsh, promoting a civic mission and promoting a global outlook.

Despite the pandemic, momentum has been established to develop teaching and learning opportunities through the introduction of new disciplines of an applied or vocational nature in subjects including Computer Science, General Engineering, Pharmacology, Medicine, and, over time, Pharmacy. At the same time the University is pioneering work in innovative and creative digital learning and teaching. In this context it is particularly pleasing that Bangor University won funding through an all-Wales health commission to deliver nursing education remotely and support for the education of nurses in the workplace. This is a huge opportunity for us to develop further our expertise in digital learning and take this to a new level.

We are looking forward to a refreshed international student recruitment and mobility strategy building on the lessons learnt from COVID-19. A key element of this is extending the number and scope of our Trans National Educational partnerships to give us even greater global reach. At the same time lifelong learning is a major strategic objective for the University as we move forward working collaboratively with all our partners.

Next year we await the outcomes of the Research Excellence Framework. Our Research and Impact strategy will obviously resonate the outcomes and we will champion interdisciplinarity across our research strengths and invest in areas of demonstrable strength. As we look forward, going back to pre-pandemic ways of thinking is not an option and the University will continue to innovate. The approach will be underpinned by financial sustainability as this crucially creates the conditions for our great University to serve the ambitions captured in Strategy 2030.

Professor Iwan Davies
Vice-Chancellor





Bangor University introduced a new strategy – Strategy 2030 – following consultation with staff, students, alumni and other stakeholders and influencers. The strategy is visionary in its scope and ambition and shares the directions the University community will take for the next decade.

STRATEGY 2030

A SUSTAINABLE WORLD FOR FUTURE GENERATIONS

As the only comprehensive research-led University in North Wales, our University is committed to the discovery of new knowledge and its application for social and economic benefit. We will build further the quality of our research, investing in areas of strength and scale, engaging with global challenges, accelerating interdisciplinarity, and enabling our students to benefit from an inspiring and inclusive learning environment.

We will support a collegiate environment underpinning a culture of self-improvement among the whole University community. This will include developing paths for the interchange of academic talent - including faculty and students - with industry and more generally in economic, scientific, and cultural activity.

We will operate at pace and scale, focused on developing world-leading research and expertise with an emphasis on societal impact and collaboration. With an emphasis on industrial links - with both multi-national enterprises and the indigenous SME (small or medium-sized enterprise) community – the University will be a growth-oriented thought leader influencing and supporting the community of North Wales and beyond.

Our aim is to create a more seamless suite of vocational education and training with appealing routes into higher education. We will embrace digital learning and teaching to create an environment across our campuses that promotes community learning and provides a basis for underpinning the development of Trans National Education and a global academy with our partners wherever they are in the world.

We will enhance our world-class education programmes through the quality of our teaching while delivering an outstanding student experience that gives Bangor students a platform from which to develop rewarding careers and opportunities to make a real difference through their future contributions to society.

The University will continue to attract local, national, wider UK and international students, enhancing the culture and quality of life at home and beyond. Strategy 2030 firmly places Bangor as an institution that connects worldwide through collaborative academic provision and a portfolio of intellectual and cultural links and partnerships. As such we are an international University, and, in the post-pandemic era, we will develop a refreshed and transformational internationalisation strategy.

Bangor University must sit within the community of world-leading universities. As one of the most internationalised universities in Wales, we will add value in relation to industry, health, culture, the economy and civic mission. We will be a magnet for talented staff and students, and are committed to education that drives up skills, improves employment, health inequalities and earning opportunities, and will help to retain talent in our local communities, contributing to Wales as a successful bilingual nation.

Strategy 2030 is underpinned by four pillars: Research excellence; transformative learning experiences; an excellent student experience; and a thriving Welsh language and bilingual environment. The strategic pillars will sustain and progress our core endeavour to position the University as a driving force for higher education and the economy of North Wales, coupled with a vision that aims to be genuinely transformational, strengthening and promoting the University's potential thematically aligned to our strengths and national policy priorities.

OUR MISSION

A research-led University of and for North Wales, providing transformative learning experiences and nurturing a positive impact on society regionally, nationally, and internationally.

OUR VISION

A globally connected University, realising opportunities for success through transformative, innovative, impact-driven research and teaching, with a focus on sustainability - safeguarding the environment, revitalising society's health, and promoting economic, social, bilingual, and cultural vibrancy.

OUR VALUES

Ambition – Inclusivity – Integrity – Respect – Sustainability – Transformation



Bangor University has established a new strategic framework for Research and Impact (R&I) that sets out four overarching goals: Global reputation and excellence at scale; transformative impact and embedding R&I; collaboration and partnership; and skills development. This represents a shift in focus and approach for the University and integrates our agendas of research, impact, business and enterprise engagement.

Our R&I vision - to be a global centre of excellence in sustainability - will enable the University to take a distinctive and holistic approach to sustainability that resonates with both the Wellbeing of Future Generations Act (Wales), and the United Nations Sustainable Development Goals.

During 2020-21 the University continued to prioritise support and investment in interdisciplinary research that has existing or emerging excellence at scale, is aligned with sustainability, addresses challenging global questions, and is internationally significant.

Research that has the potential for transformative impact on economic and social regeneration is highlighted, particularly themes that fit the major Welsh Government funding programmes, including the North Wales Growth Deal which aims to transform the region and help balance the economy.

We partner and collaborate with key stakeholders to realise opportunities afforded by the emerging funding streams focussed on the Levelling-Up agenda. Skills development is aligned with research excellence to help enhance and encourage inward investment and Bangor University students are offered an inspiring research-informed learning environment.

O U R RESEARCH





Pro-Vice-Chancellor for Research and Impact, Professor Paul Spencer, said: "Making our University synonymous with sustainability means there should be sustainability elements in all our research and, together with the impact of our research endeavours, this will provide a living definition that evolves and remains relevant. By bringing together our research and impact excellence in this way, we can be at the forefront of emerging societal priorities and challenges as well as contributing to future Government policies and practices to address them.

"Alongside this we will establish 'quantum leap' projects giving the University the potential to increase research scale. Our Government-backed plans for a North Wales Medical School is a great example of what can be achieved by closely collaborating with stakeholders around a transformative 'quantum leap' project that seeks not only to deliver an innovative inter-professional School, but also one that builds on our research strengths in Human Sciences and seeks to help develop future health and social care that is sustainable, place-based and supports the growth of the regional life science sector."



COVID – 19 RESEARCH

The COVID-19 pandemic represents one of the greatest recent threats to human health, wellbeing and economic growth. Bangor University secured more than £16 million in funding towards COVID-19 related research which included establishing the first UK national-scale wastewater-based epidemiology network for the monitoring of SARS-CoV-2 in the general population of Wales.

As the world began to realise the scale of the emerging pandemic, a team of researchers at Bangor University, led by Professor of Soil and Environmental Science, Davey Jones, recognised the important need to act with their expertise and capabilities.

With funding from Welsh Government, our researchers monitored the changing state of the pandemic in Wales, supported and informed public health policy decisions, and built national capacity for future pandemic preparedness. It has highlighted the important role the wastewater industry plays in national public health.

Scientific excellence: Wales has pioneered the use of wastewater for national level COVID-19

surveillance. This was adopted by England and rolled out by the Joint Biosecurity Centre at 44 sites, scaling to 250 by 2021.

Disease incidence: The University was responsible for setting up a national-level wastewater monitoring programme for COVID-19 which covered 20 key sites and captured close to 70% of the Welsh population. This is now part of the ArmaKuni dashboard which reports on national disease incidence to support public health agencies in Wales. In addition, the work has supported targeted mass testing both in England and Wales.

Research excellence and impact: Wastewater research is highly novel and has produced eight journal papers underpinning the national science programme. The University has contributed expertise to international collaborative efforts to develop wastewater-based epidemiology best practice across Europe and further afield. The funding also provided opportunities to build on research strengths in Wales in environmental sciences, disease surveillance and pathogen genomics.



RESEARCH CASE STUDIES

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ADVANCING NUCLEAR TECHNOLOGIES

The University's Nuclear Futures Institute (NFI) has been advancing nuclear technologies in North Wales since its inception in 2017. Nuclear energy plays a key role in the region with two nuclear licensed sites – Wylfa and Trawsfynydd – and a rapidly growing industrial and academic resource at the University and our science park, M-SParc. The NFI's state-of-the-art facilities are also being used by leading industry stakeholders to aid nuclear technology development.

The Institute has a track record in building networks and is heavily involved in several Engineering and Physical Sciences Research Council (EPSRC) sponsored consortia including as part of a Centre for Doctoral Training led by Imperial College and collaborations between UK academia and Indian researchers as lead of a UK-India Civil Nuclear Programme.

Funded by Welsh Government, the NFI is developing a Thermal Hydraulics Open access Research (THOR) facility at M-SParc and as part of the National Nuclear User Facility infrastructure, it has been granted funds to build the Bangor University Fuel Fabrication Facility that will act as a focal point for research in the UK and internationally.

Investment from the Welsh Government's Sêr Cymru programme and the European Regional Development Fund in 2020-21 funded 15 new science posts and enabled the University to expand its work in the nuclear field into medicine, control and instrumentation, structural materials and fusion energy.

Professor Bill Lee, one of the world's top material scientists, is director of the NFI. He said, "This is a great opportunity for North Wales, providing excellent research and training infrastructure along with a much more significant nuclear programme.

"The new investment will help the NFI expand into the fields of nuclear medicine, using radioactive chemicals to diagnose and treat heart disease and many cancers, structural materials, to prevent radioactive leaks from nuclear reactors, and nuclear fusion."

Meanwhile, Fusion power has taken one step closer to being a commercialisable source of abundant, clean and reliable energy. For years scientists and engineers around the world have been working towards getting more energy out than they put into a fusion reaction on earth as the sun does, and this feat has now been achieved.

Researchers at the University are supporting this international effort by developing new materials and components to maintain the fusion reaction, turning from a 'flash-in-a-pan' to a sustained reaction.

The researchers in North Wales were funded by Tokamak Energy, the UK's leading commercial nuclear fusion company, to accelerate their path to success. Additionally, the team in Bangor was awarded a Science and Technology Facilities Council (STFC) grant to use this fusion technology to produce medical isotopes to treat and diagnose illnesses such as liver and prostate cancer.

MICROBIAL ENZYMES FOR SUSTAINABLE DETERGENTS, TEXTILES AND COSMETICS

Work by scientists at the University's Centre for Environmental Biotechnology and their project partners will result in the manufacturing of more environmentally friendly consumer products, from detergent to textiles and cosmetics.

The University team is part of FuturEnzyme, a multidisciplinary consortium of 16 European academic and industrial partners.

Lead by Professor of Biology, Peter Golyshin, the Bangor University team received EUR 550k funding to focus on high-throughput, small-scale production and characterisation of enzyme candidates important in industrial manufacturing of textiles, personal care products and detergents.

CHANGING UK BLOOD DONATION POLICIES

Researchers at the School of Health Studies contributed towards the decision to change the UK blood donor selection policy from being one based on sexuality to one based on individual sexual behaviour.

The team took part in the FAIR (For the Assessment of Individualised Risk) project, which collated the evidence required to change the UK blood donor selection policy. FAIR carried out a review to assess and understand the highest risk sexual behaviours for acquiring blood-borne sexually transmitted infections (STIs).

The Bangor team conducted a survey with the entire staff and student body providing important information to underpin the development of a blood donation assessment questionnaire concerning sexual behaviour in relation to blood donation. The FAIR steering group concluded that donors who have had the same sexual partner in the last three months and who don't have an STI should be eligible to donate.

The result of the review met with ministerial approval which meant that a man in a long-term relationship with another man has been able to donate blood from Summer 2021.

PIONEERING PROJECT TO SAFEGUARD OUR ICONIC OAKS LAUNCHED

Experts at the School of Natural Sciences contributed to a pioneering project to investigate the role of beneficial microbes in fighting diseases that affect our native oak trees. The research was supported by £1.3million of funding from the Bacterial Plant Diseases programme funded by the Biotechnology and Biological Sciences Research Council (BBSRC), Natural Environment Research Council (NERC), Defra and Scottish Government and is also supported by Action Oak.

The FUTURE OAK project studies how oak microbiomes are affected by environmental change and disease. Acute Oak Decline (or AOD) is one disease which poses a significant threat to our native oak trees

The FUTURE OAK project is analysing hundreds of native oaks across Britain to understand which microbes promote health and fight diseases. Testing these microbes' ability to suppress disease-causing bacteria will be a step towards developing biocontrol treatments to promote healthier trees and suppress the symptoms of AOD.

BILINGUALISM AND CHILDREN WITH DOWN'S SYNDROME

In the first study of its kind in the UK, researchers at the Department of Linguistics examined Welsh-English bilingual children with Down's syndrome and found no evidence of additional difficulties compared to monolinguals.

Researchers compared a group of bilingual children with Down's syndrome to a group of English monolinguals, and found comparable performance in English, as well as considerable skills in Welsh.

Published in the Journal of Communication Disorders, the first group study in the UK and one of very few studies internationally, dispels the myth that exposure to two languages may cause problems for children with Down's syndrome.

These positive results will provide guidance for families and health professionals on bringing up children with Down's syndrome bilingually.

The Down's Syndrome Association was partner and collaborator in the study which was co-funded by the ESRC/Wales Doctoral Training Partnership and the School of Languages, Literatures and Linguistics. The collaboration is continuing with a new project exploring bilingual development in autistic children with and without Down's syndrome.



HOW DOES THE MEDIA INFLUENCE MASK-WEARING CHOICES?

In work funded by UK Research and Innovation a multi-disciplinary team of experts drawn from the fields of Media, Linguistics, Law and Bio-composites explored the influence of media messaging on people's mask-wearing choices in the pandemic.

The research examined not just mask wearing, but the choice between disposable versus reusable facemasks and their impact on the environment. The aim was to examine current facemask-wearing behaviour as influenced by the media to inform future media campaigns by governments and other institutions in the future, specifically considering environmental issues.

If masks should continue to be worn, this new research will identify how more people can be encouraged to wear them and use them in an environmentally sustainable way.

RESEARCH INFORMS INTERNATIONAL CONSERVATION GUIDELINES

Rewilding is a nature-led approach to conservation giving more space to nature, repairing damaged habitats and restoring lost wildlife while minimising human influence to promote natural processes.

It is championed as a proactive way to address the global environmental crises, not just protecting existing wildlife but giving nature more freedom and room to flourish – learning from nature rather than trying to micro-manage it.

Dr Sophie Wynne Jones' research considered the social dimensions of rewilding, a key aspect developed for the Guiding Principles for Rewilding in Conservation Biology. It is important to consider the concerns of those who will be affected by proposed changes and implement conservation measures in a way that minimises negative impacts on resident communities to gain their support and engagement.

The principles outline the need for local engagement and support, so that rewilding can be inclusive of all stakeholders and local knowledge can be included as a key part of the process.



PIONEERING WORK IN DATA VISUALISATION EXPERIENCES

Researchers from the School of Computer Science and Electronic Engineering presented their pioneering work on Immersive Analytics at the Institute of Electrical and Electronic Engineers VIS 2020 conference, the premier forum for advances in visualisation and visual analytics.

VRIA is a web-based framework that allows the creation of data visualisation experiences in Virtual and Augmented Realities (VR/AR), collectively called XR.

It offers an alternative ecosystem to similar, game-engine tools, offered by the Universities of Monash, Michigan and Harvard. Bangor University's focus on the Web, as the most ubiquitous sharing platform, allows VRIA to be pervasive, and accessible through a browser. This enables rapid collaborations and evaluations, particularly useful in the current climate where people around the world are working online because of the pandemic and in situ experimentation is restricted.

In addition, future communication systems, such as 5G, researched by the University's Digital Signal Processing Centre will make such applications much more pervasive and immersive. Bangor is one of the few universities that works on this cutting-edge theme, among organisations such as W3C, Google, Microsoft and Mozilla.

VRIA has been downloaded more than 3,000 times since it was presented in 2020.

CROP ROTATION WITH LEGUMES OFFER MORE SUSTAINABLE FOOD PRODUCTION

A study from the School of Natural Sciences provided evidence that growing more legumes, such as beans and lentils, is potentially a more sustainable and nutritious approach to European agriculture.

The study presented some of the first holistic evidence that adding legumes to traditional crop rotations (typically including barley, wheat and rapeseed) offers significant environmental benefits as well as increased nutritional value for humans and livestock.

This strategy will contribute significantly towards the specific European Union Green Deal Farm to Fork objectives to reduce greenhouse gas emissions, use of chemical pesticides, and synthetic fertiliser use.

The results also highlighted the need for whole-system - multi-crop, farm-to-fork - thinking when designing interventions to drive sustainable food systems so that better nutrition is provided whilst reducing environmental impacts.



RESEARCH INTO LOW CARBON ENERGY AND ENVIRONMENT ENTERS NEW PHASE



The conservation scientist, Professor Julia Jones, was appointed Director of the Welsh Government's Sêr Cymru National Research Network for Low Carbon Energy and Environment (NRN-LCEE).

She said: "This is a vitally important research network which is tackling some of the most important challenges faced by our planet. The work done during the first phase shows how world-leading environmental science in Wales is."

During that first phase, Welsh institutions won competitive funding for 97 projects and combined to lever £33 million worth of research funding.

One strand of the research, 'Cleaner Cows', identified more sustainable milk and beef production methods which will help to minimise environmental impact while ensuring that productivity isn't compromised. Another, 'Climate Smart Grass', looked at the impact of floods and droughts on fields and farming grasslands. The 'Resilcoast' researchers investigated saltmarshes, valuable coastal resources with rising seawater levels due to climate change.

NRN-LCEE funded research also examined how we can reduce our carbon emissions at a time of ever-increasing demand for energy by using tide and wave generated energy, an area in which Wales is already a potential world leader.

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NEW JOINT VENTURE FOR SHIP: TRAINING NEXT GENERATION OF MARINE SCIENTISTS

The Prince Madog is the largest research vessel in the UK higher education sector, capable of working in strong currents and most weather conditions. She was custom built to undertake scientific surveys across the spectrum of marine science – from coastal waters to the shelf edge - as well as to provide an effective and efficient platform for teaching, research and marine sector charter work.

Unique in the UK, the vessel enables marine scientists to study the biology, chemistry, geology and

physics of our seas. She is designed to carry up to 10 scientists, 20 students and crew and takes students on multi-day teaching trips to the edge of the continental shelf. Each year more than 250 students benefit from the unique experience of working on the research vessel, using scientific equipment to assess processes and water quality and measure the abundance and distribution of marine life.

A new Joint Venture was established in January 2021 between Bangor University and O.S. Energy. Based in

Newcastle, U.K. and Germany, O.S Energy is a family-owned company that specialises in offshore wind industry and environmental survey work in the North and Baltic Seas, operating a fleet of vessels.

In addition to providing teaching opportunities to Bangor University students, the Prince Madog has a long pedigree of contributing to marine research in all disciplines. This is set to continue, with a renewed focus on the marine renewable energy industry, which the Prince Madog and scientists at the School of Ocean Sciences have been supporting through their research.

The Joint Venture ensures that Bangor University can build upon its world-leading understanding of the environment and physical positioning of marine energy sites. Commercial expansion of the marine sector relies on scientific knowledge, and our expertise within the School of Ocean Science and the Prince Madog form an integral part of the Joint Venture support for this important industry sector.





SUPPORTING BUSINESS AND SKILLS

As a major organisation and strategic partner in North Wales, the University has worked collaboratively with regional partners to share thought leadership and important research and innovation in support of wider economic and societal impact.

Bangor University is also committed to leading a shared vision across tertiary education in North Wales to bridge further education and higher education boundaries and provide an alternative offer to established education and training routes.

North Wales Growth Deal

As the funding and economic environment adjusts post-Brexit and the European regional structural funds are phased out, the University has been working closely with regional partners to shape and support the implementation of the North Wales Growth Deal, a major regional funding mechanism to increase regional prosperity. £240m has been provided by the Welsh and UK Governments to deliver the Growth Vision for North Wales addressing key sectors for the regional economy.

Bangor University is developing flagship projects that will result in state-of-the-art Research and Development facilities (R&D) to support regional growth in three key areas: Digital Signal Processing, Low Carbon Energy and Environmental Biotechnology. These projects will deliver enhanced R&D and innovation facilities at the University. They will drive new collaborations with industry, deliver direct regional benefit and secure investment for the University. The University's Digital Signalling Process project which will create more than 30 new jobs, form multiple industrial collaborations and new start-ups companies as well as secure significant additional investment to the region has become the first project backed across the whole region and heralds a new phase of anticipated regional growth.

Santander Universities

The University's partnership with Santander Universities was extended for an additional three years with new funding for a range of initiatives covering entrepreneurship, employability and education.

This will build on the significant achievements of the previous agreement which included supporting 122 students through the Santander Enterprise Accelerator, funding the student start-up incubator at the University's Science Park, M-SParc, and providing 68 internships with SMEs (Small and Medium sized Enterprises). Additionally, the programme provided support to 23 student entrepreneurs and their starts ups during the height of the COVID-19 pandemic.

A regional learning and skills provider network

A priority for the University has been its position at the heart of tertiary provision across North Wales. This network strengthens the University's commitment to driving forward wider pathways into higher education and the diversity of opportunity. These collaborations continue to deliver provision taking a different approach, often vocational in its nature, but with the assurance of the University's quality standards in the excellent delivery by partners as each seeks to nurture learner journeys across skills levels and into professions across the region.

The University has renewed its highly successful relationship with Grwp Llandrillo Menai, a longstanding partner and entered a new collaboration with Coleg Cambria in North East Wales, enhancing the collaborative impact across the whole of North Wales in key sectors such as the health professions, digital, the arts, engineering, business and environmental sector professions. These collaborations deliver shared aspirations to make excellent higher education available across the whole of North Wales and extend the pathways across skills levels to ensure a coherent learning and skills environment for the region with a shared commitment to building a vision in the North Wales population to achieve more and strengthen communities.



Skills Factory: New approaches to new challenges

In a period of rapid technological change and with the impact of the global pandemic there are challenges affecting critical parts of the North Wales economy more severely than others, e.g., advanced manufacturing, arts and culture, and construction and tourism. It has been widely acknowledged that technical skills are key to recovery and the development of new opportunities. This is not a new challenge for North Wales and North East Wales in particular.

In response to the economic context and to deliver new solutions, in 2020-21 the University and Coleg Cambria established a vision for a new form of technology-led Skills Academy in North East Wales, building on the cornerstones of industrial need, and applied technology research together with agile and continuing training. Partnering with the Open University in Wales, the University secured an initial £1.5m to establish The Skills Factory.

The Skills Factory will bridge the further education / higher education schism and deliver its vision outside the accepted patterns of education and training presently predicated on age and traditional educational qualifications.

Driven by the need for a highly skilled, well-paid STEM (Science, Technology, Engineering and Maths) based workforce and addressing the future needs of the regional economy in a post pandemic environment, the Skills Factory will deliver access to employment in STEM sectors and provide new pathways into new careers. With an initial focus on digital, advanced manufacturing and engineering, linked with the University's outstanding research and innovation capacities, this vision will offer flexible approaches, accredited and non-accredited programmes and deliver skills for new technologies and the future jobs that will be needed to support the economy across North East Wales.

Advanced manufacturing and the energy economy

The University's expertise in Engineering continued to flourish in 2020-21. The Nuclear Futures Institute has been central to significant policy and science developments at a global level while being influential in the Welsh and UK contexts.

The NFI has continued to grow through increased research grant capture success and has enhanced its science base from materials and modelling into nuclear medicine, nuclear engineering, reactor design and instrumentation and control systems, all of which are being applied beyond the nuclear sector and into the wider Advanced Manufacturing context. Regional policy work is addressing regulation, science, critical infrastructure and policy futures in addition to the core science.

Crucially, this work is part of a wider engagement with national Research Catapult activity through the Wales Advanced Manufacturing Research Centre in North East Wales and the Nuclear Advanced Manufacturing Research Centre which is now a virtual tenant at the University's science park, M-SParc. It is also linking into exciting new developments in the Wales and UK Space technology programme, in particular supporting local efforts to establish satellite launch facilities in Gwynedd.



PARTNERING WITH COLEG CAMBRIA

Bangor University and Coleg Cambria agreed to work together more closely in North East Wales. The two organisations signed a Joint Statement of Intent that set out aspirations to work together across skills levels and to link the skills agenda in North East Wales to the leading research that the University delivers across North Wales. Whilst broad in its scope, the collaboration seeks to target those sectors most affected by the COVID-19 pandemic and the need to help the workforce re-skill and upskill in priority areas for North East Wales such as manufacturing, engineering, software engineering and support for the nuclear sector.

Through this partnership the University is reaffirming its commitment to deliver across the whole of North Wales, building pathways between the further and higher education sectors and supporting both employees and employers as they face a difficult new economic environment.

A collaborative ecosystem with business and industry

The University has a long and strong tradition of collaborative working. 2020-21 has been no exception with new project proposals being developed with major international companies.

Highlights include initiatives with companies such as Rolls Royce, Vodaphone and Thales. New collaborative partnerships have been developed with Microsoft, NEC and the National Nuclear Laboratories. These links build on an already expansive base and are supplemented by additional major collaborations with the Environment Agency, Orange, Huawei, Fujitsu, Airbus, Comtek, Fibrespeed and BT.

These larger partnerships are supplemented by collaborations supporting our research in North Wales with companies with an interest in sustainable food and drink, robotics, public health and soil science among a range of disciplines. This collaborative ecosystem with business and industry ensures that the University's research has impact across the business community regionally as well as globally.



M-SPARC BY BANGOR UNIVERSITY

M-SParc by Bangor University, our Science Park, supports the University's aspiration for greater employability, start-up, and commercialisation across North Wales. It is a driving force behind innovation in the region and is aiming to diversify the economy, create new career opportunities and help businesses to thrive.

In 2020-21, M-SParc secured more than £1m in funding for tenant companies. It has also been 'on tour' to rural communities providing inspiration, maker and co-working space, and an outreach programme. It has exceeded commercial targets and occupancy levels which are around 85% with 35 growing companies, and a popular 'virtual tenancy' subscription.

It has also developed several strategic collaborations with the North Wales Ambition Board, Welsh Government, the local authorities, Microsoft, the Nuclear Advanced Manufacturing Research Centre - which helps UK manufacturers compete and collaborate across the nuclear sector supply chains – and Morlais, the Anglesey based tidal energy project.

The University and M-SParc are key members of a group of organisations seeking to secure a National Thermal Hydraulic Facility for the region.

If successful, the project which is being led by the UK Department for Business, Energy and Industrial Strategy would establish the first National Laboratory in Wales. The proposed development of an energy building as part of the North Wales Growth Deal would foster cross-fertilisation and collaboration between businesses in the renewable and low carbon sector along with their supply chains and academia.

As part of the Welsh Government Enterprise Zone and a Magnet Project for inward investment, we've been able to offer 20 internships to students, support more than 200 start-ups, have created some 50 new jobs, developed 14 tenant collaborations with the University, with average on-site earnings £5,000 higher than the Wales average.

By attracting entrepreneurial-minded people, skilled talent, knowledge-intensive businesses and investment and combining these with scientific, technological, educational and social assets supported by value-added services, we are well placed to enhance the reputation of North Wales

ENTERPRISE BY DESIGN

Students were given an opportunity to gain new skills considered essential by employers through the University's Enterprise by Design programme. The 10-week scheme provided students with an innovative and educational design challenge with the chance to pitch their ideas to business leaders.

The challenge was to develop proposals for a new, local food enterprise to help maintain a healthy planet while optimising the consumption of nutritious food and creating a healthy community. The task also required the marketing of the use of microgreens, to be developed in a community garden with people recovering from addiction.

The entrepreneurial students benefitted significantly from the experience with the top three teams receiving funding and expert guidance. The programme supported student-led innovations and encouraged them to consider developing exciting start-ups in the future.



TRANSFORMATIVE

LEARNING EXPERIENCES



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ANNUAL REPORT 2020 - 2021

Bangor University transitioned from what had been a rapid switch to online teaching to a more dynamic approach as pandemic lockdowns eased in 2021. Six turn-round projects were mobilised to ensure students continued to benefit from a robust institutional Teaching and Learning programme in the context of societal restrictions caused by COVID-19.

Within government guidelines we maximised the opportunity for students to be on campus when possible and worked creatively to organise socially distanced field trips for smaller sized groups, held virtual events, recitals and exhibitions and used transformational technology to minimise the impacts of issues brought about by the pandemic.

The University's blended learning approach has seen on-campus teaching that covers a range of activities. Importantly, the safe undertaking of teaching and the preparation of valuable social learning facilities has been made possible by significant work undertaken by colleagues across the University and notably within our Campus Services, Health and Safety and IT teams.

A key success factor in establishing the six turn-round projects can be attributed to the way the University community across the academic domain, Professional Services and the Students' Union worked skilfully to deliver a different and innovative Teaching and Learning environment.

Building on this achievement and using the same network principle, eight Teaching and Learning scaffold projects were launched in April 2021. Designed to enhance and build on our Teaching and Learning environment, these are: supporting transition to Bangor University; digital learning; assessment and feedback; Welsh medium/bilingual teaching resource support and training; student retention; peer observation; educational attributes; and flexible learning pathways.



New teaching and learning strategy

Also during 2020-21, the University introduced a new Teaching and Learning strategy. Developed in consultation with staff and students, our 2021-2025 vision is to provide every student and member of staff with the opportunity to develop their mind and passion through enriched and transformative learning experiences.

These learning experiences are underpinned by five core educational attributes - challenge, inquiry, application, collaboration and self-direction - delivered through a vibrant and broad-based curriculum. Our curriculum will be research-led, practice informed and digitally enabled to address economic, health and societal challenges, and will foster civic responsibility through connection to society. Grounded within a bilingual context, it is our ambition to develop graduates and a University to help transform our region and compete on a World stage.

Our priorities include delivering pedagogically ambitious curricula of regional and global significance, enabling the University's students to successfully contribute to, and compete in, our regional and global graduate market, and using technological innovations to enhance our digital learning environment, digital capability and develop our virtual international classroom.

While the pandemic continued to create challenges during 2020-21, our Teaching and Learning strategy has provided a clear commitment to supporting development of the Bangor Graduate as an individual with the knowledge and understanding, skills and attributes needed to work and live in a way that safeguards environmental, social, economic and cultural wellbeing, both in the present and for future generations.

"We have responded collectively to the challenges that the pandemic has presented with agility, resilience, and commitment. We should be proud of what we have achieved."

"During the pandemic, as a sector and as a University, we have reflected on our true purpose, and perhaps have a greater realisation that the decisions we make today as educators will determine the course of a generation's life and livelihoods and that we have a responsibility to prepare our students to deal with a more uncertain world than any of us have experienced until now. This realisation provided the grounding for the development of our robust and agile new Teaching and Learning strategy for 2021-2025."

Professor Nichola Callow,
Pro-Vice-Chancellor for Learning and Teaching

Virtual fieldwork

When it wasn't possible to travel to field sites, teaching adapted to virtual fieldwork. University staff have made innovative use of a range of software and resources e.g., students studying a Geohazards module in the School of Natural Sciences undertook a virtual fieldtrip to the Conwy Valley and North Wales Coast to study issues around flood risk.

As module organiser Dr Lynda Yorke explains: "We needed to find new ways to engage with students that still reflected the ethos of field work in Geography. We came up with a 'virtually in the field' approach that enabled us to take students to sites they wouldn't otherwise have been able to visit. To recreate our usual interactive field experiences, we used a combination of Google Earth - so students could place themselves in the environment - and StoryMaps to create a field-based, multimedia story to work through during trips. Using Blackboard Collaborate we recreated the learning, fun and enthusiasm that normally accompanies our field trips and combined it with collecting data in a totally new way."

TEACHING AND LEARNING SCAFFOLD PROJECTS

The University's strategy identifies our commitment to ensuring a transformational learning experience for all students emphasising a priority to embrace flexible learning. In April 2021, we initiated focused scaffold projects to enhance our teaching and learning environment.

1 Supporting transition to Bangor University led by Dr Fran Garrad-Cole

Due to the disruption brought about by the COVID-19 pandemic, we were aware that students would have used parental and other support structures that were unlikely to be present in the same way during their first year at university. This project aimed to tailor our support to ensure a smooth transition to the University and maximise success through Year One and beyond.

As well as looking at exams and assessments, we know that applicants are excited about getting their university place and have an appetite to get involved from the point of confirmation. We have created a more interactive induction process for this period called Be Bangor Ready which includes useful information and is designed to introduce terms, concepts and activity that will be referred to during Welcome Week and beyond. It invites students to make connections with other members of the University community via a Campus Connect app.

Induction support continues through the whole of Year One – seeing this year as a process of transition to university. A self-directed module - Be your best at Bangor - offers bite-sized information on a weekly basis and introduces different topics in the mode of an online lifestyle coach or sounding board for self-analysis and reflection during this important year.

2 Developing our digital learning capacity led by Dr Awel Vaughan-Evans

A key priority is to accelerate our Teaching and Learning environment using technological innovations to enhance digital capability, transform our digital learning environment, and develop our virtual international classroom.

The pandemic led to a sudden and unprecedented shift from traditional, on campus teaching, to online, digital teaching. The excellent IT infrastructure at Bangor University enabled staff to embrace this change and continue to deliver teaching via online platforms. Investment in virtual learning platforms and the development of a blended learning resource hub further enabled staff to deliver high-quality content during the 2020-2021 academic year.

We have continued to transform our digital learning environment and embed digital innovation across the University so that our graduates can thrive in a digital world. On a practical level, this has meant everything from helping academic Schools to develop their own digital teaching materials to ensuring our campus and infrastructure is geared towards digital. Training was also made available to teaching staff to strengthen digital capabilities.

3 Assessment and feedback led by Dr Fran Garrad-Cole

This long-term project looks at the way in which we conduct our assessments and offer feedback to students. The aim is to ensure programme-level assessment is appropriate and increases the use and value of assessments that prepare students for graduate employment.

The project will be conducted in several phases, spanning several years. The first phase in 2021 looked at Year 1 exams and fed into training and discussions about authentic assessments and potential over-assessments. Phase 2 will consist of an audit of existing assessment and feedback and programme level outcomes, student experiences of the assessment questionnaire and focus groups, staff training and development sessions and identification of pilot Schools programmes.

4 Welsh medium/bilingual teaching resource support and training led by Professor Enlli Thomas

As a University proud of its bilingualism, this project aims to develop staff knowledge and confidence to deliver high quality Welsh-medium and bilingual teaching. A collaborative, shared culture of support across the institution will build on the Centre for the Enhancement of Learning and Teaching (CELT) resource hub and develop bespoke content that serves the need of lecturing staff, including those who deliver bilingual/Welsh medium content and those who deliver English-medium content to Welsh-English bilinguals.

5 Student retention led by Dr Graham Bird

The University wants to ensure that it is making every effort to support students to stay and flourish at Bangor. The project builds on previous work within the institution to ensure we have robust processes in place to provide excellent oversight of student engagement and management of student withdrawal requests.

Stage 1 of this project began in July 2021 and included optimising engagement dashboards using attendance data. In the medium term this project will look at other methods of providing the University with the data insights and training required to maximise the opportunity for excellent student retention within the University.

6 Peer observation led by Professor David Perkins

Peer observation, where colleagues work together to inform and enhance each other's teaching practice, is one way in which the University can enhance the quality of teaching and the student learning experience.

The project team reviewed our current peer observation scheme and recommended its expansion so that other teaching and learning activities beyond in-person lectures can be used, e.g., a review of a module's blackboard site, a practical session, and chairing of a student-staff liaison committee. We strengthened the scheme to recognise that the individual observing activity

is as important as those who are being observed, and that observing an activity can provide developmental opportunities too.

Other recommendations included: implementing a support structure for the scheme, where completion is reviewed and best practice and gaps are identified and fed into CELT, Schools, and the University's Teaching and Learning task-group so that enhancement projects can be developed; and implementing a fit-for-purpose online system to reduce inefficient paper-based workload.

7 Educational attributes led by Dr Nia Young

Our students join us from many different backgrounds and pathways. While studying at Bangor University, we want them to have a transformative experience both academically and personally. This project is about defining the kind of mindset and skills we want to nurture within our curriculum and across our teaching and learning environment. Phase 1 of this project involved working collaboratively across the institution to agree on a set of attributes.

8 Flexible learning pathways led by Dr Laura Grange

The University recognises that students come to Bangor from diverse backgrounds – with different preferences for how they learn and what they want to learn. With multiple learner profiles in mind, this project is looking at the range of pathways to higher education and how we can offer flexibility once students are studying with us.

We know from our student representative scheme that this is something that students want - even when their academic pathway is quite defined, they want as many opportunities as possible to broaden their experience. This may not always lead to professional qualifications but contributes towards making them well-rounded individuals sought by employers.

Phase 1 of this project began during 2020-21 with a review of good practices nationally and internationally, providing an evidence-based review and framework of flexible approaches to curriculum delivery.



QUALITY ASSURANCE: A STUDENT VIEW

Francesca Fehlberg, who is studying for an Integrated Master's degree in Marine Biology and Zoology, took part in the Quality Assurance validation process for Law:

"Being an international student who grew up in Switzerland, I've been lucky enough to get to know people from all walks of life. I've experienced different languages, cultures and beliefs, and am keenly aware that we're all different and come to our studies through different paths.

I've learned that one size doesn't fit all when it comes to assessment and course structure, so I'm passionate about making a difference when it comes to inclusivity and diversity. There's no point in complaining about things, you have to come to the table with a solution and be part of the solution rather than part of the problem - that's always been my way of thinking!

That's why I decided to take an active role in Quality Assurance at Bangor and applied to be a student reviewer. I think it's imperative that students have this opportunity, and as the University is such an important part of our lives and future career why shouldn't we have a say

and an opportunity to raise potential issues before they arise. This way we can try to make the university experience all the better for other students in the future.

I started by looking through all the documents and courses the University was offering. There were things that were important to me to feed back on, such as not having work overload, believing that there's a more modern way of assessing students, wanting everything to be fair - especially in 2020-21 with everything we've learned about studying through the pandemic - and ensuring the goals of both students and the University were clearly set.

It was a very welcoming atmosphere, and everyone was happy to help. If concepts needed explaining it wasn't a problem. I had three or four major points and the panel explained that these were very useful as they hadn't thought about them in the same way, and so I did feel heard. I can't claim to speak for every student out there, but I can listen as much as possible to scope out other people's views and speak up for what I think is right."

NEW NURSES TAKE ON PANDEMIC PLACEMENTS

Bangor students rose to the challenge during the pandemic undertaking placements at hospitals where they supported NHS staff. Among these, Lynda Williams found herself in full PPE working on a COVID-19 ward at Ysbyty Gwynedd in Bangor just days after graduating as a nurse. She was part of the first group to take a part-time nursing degree aimed at support workers already working in the NHS in North Wales.

COVID-19 nursing was, she said, one of the most "incredibly difficult" experiences of her life but also at times one of the most rewarding when she saw patients recovering from the virus. She said, "I was on the Covid ward straight after qualifying and people there were really poorly. I was lucky that I had the experience of working in the hospital prior to qualifying as a nurse.

"But it was special when you saw patients recover and walk out of the ward - it made you feel you were doing your job. It's helping people that is the best thing, everything else is just a bonus, and the fact that in nursing you're always learning. There's always something new. It keeps you on your toes so you never get complacent."

Lynda, from Maesgeirchen, had been a health care support worker at the hospital for seven years when she had the chance to enrol on a new part-time course introduced by the University to help people like her progress their careers.

Course lead, Gill Truscott, who was awarded Teacher of the Year in the University's Students' Union awards, said:

"Lynda was part of the trailblazing first group who studied throughout the Covid pandemic, but everyone persevered and did tremendously well - I am in awe of every students' commitment and dedication and so proud of each one of them. Part of the success of the programme is the collaborative working between Bangor University, Coleg Llandrillo and the Betsi Cadwaladr Health Board which ensures the success of the course and the ability to proactively support students throughout.



EXPANSION OF PROGRAMMES IN SUBJECTS ALLIED TO MEDICINE AND HEALTH

Bangor University is to expand its undergraduate programmes in subjects allied to medicine and health, complementing its plans to establish a new Medical School for North Wales. New programmes in Nursing via distance learning and dispersed learning - including a focus on mental health and dental hygiene - form part of our vision to offer greater pathways for students to work in the medical, health and care professions, a comprehensive environment for bilingual teaching learning, and placement capacity across our communities.

Funded through the Welsh Government's Health Education and Improvement Wales (HEIW) initiative, the programmes demonstrate our expertise in delivering high-quality education that is ensuring sustainability within the NHS workforce in Wales.



6 AN EXCELLENT STUDENT EXPERIENCE

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The University is committed to delivering a personalised student experience which means providing support for all students to embrace opportunities, develop, and realise their ambitions. Students are at the heart of the University's decision-making, shaping their student experience through our committees and in our approach to strategic developments as well as the day-to-day running of the University.

Faced with the challenges of teaching and studying through a pandemic, staff and students responded with agility, resilience, and commitment. The University adapted quickly to any given situation to ensure that students were supported and still able to benefit from the best teaching, learning, extra-curricular activities and pastoral care.

In the WhatUni Student Choice awards 2020, the University was second in the UK for sport and societies. UMCB, our Welsh Students' Union, ranked sixth and third in the Student Crowd Top 20 tables of best universities for Students' Unions and best universities for clubs and societies, the only university award in the UK based 100% on student reviews. The awards are testimony to the hard work the University's sabbatical officers and student representatives put into creating a positive student experience bringing the community together during the testing times of the pandemic.

Employability programme for students with autism:

One of only 17 universities from across England, Wales, Scotland and Northern Ireland, Bangor University joined the 'Employ Autism Higher Education Network', a ground-breaking employability programme, which aims to unlock the potential of students with autism and graduates and help them into full-time work.

The nationwide programme run through Santander Universities UK and Ambitious about Autism enables undergraduate and postgraduate students with autism who are studying at Bangor University to access paid internships and tailored careers support and advice.

Graduates with autism are the least likely of all disabled students to find employment following their studies. This new programme aims to ensure more autistic students and graduates have access to meaningful employment experience.

Paid Internship Opportunities at Bangor:

The University's Undergraduate Internship Scheme ran again in 2020/21. The scheme provides opportunities for undergraduate students to gain paid, graduate level work experience in the University's Academic Schools and Service Departments.

The nature of the roles can vary from marketing, web design, or student engagement projects to research project support, field work or data management. All undergraduate students are invited to apply, full support is provided throughout the application and interview processes.

COVID – rent reduction for students:

As a result of the impacts of the global pandemic, the University's Executive team, working with the Students' Union, offered students a 10% reduction on their Halls of Residence fees for the academic year.

The equivalent of four weeks rent, or more depending on the length of the contract, was available to all students in University-managed Halls of Residence in Bangor and Wrexham. The reduction was automatically applied to all residents who held contracts of 40 weeks or longer.

Digital hardship fund:

In 2020/21 over 350 students benefited from our digital hardship fund which offered the opportunity to purchase digital equipment/ internet provision to access online learning provided by the University.

Students with a household income below £40,000 who could demonstrate their need for this fund were eligible to apply for an award of up to £500.

The fund supported these students in purchasing laptops, PCs, tablets, internet connection upgrades, headphones and computer screens.



THE BANGOR FUND



Since its foundation in 1884, Bangor University has had a proud history of philanthropy. An important feature of its foundation was the voluntary contributions made by local farmers and quarrymen from their weekly wages. This tradition of giving remains today and thousands of alumni donate to The Bangor Fund which supports today's students.

The primary purpose of The Bangor Fund is to enable the University to deliver a margin of excellence or an element of 'additionality' to the student experience. The fund usually provides students with a wide range of support, including equipment, travel bursaries and sports equipment.

The pandemic and its associated lockdowns meant that the usual in-year disbursements of generous donations from our alumni - totalling £86,500 in 2020-21 - became difficult.

The University decided to use this challenge as an opportunity to fund a single flagship initiative and created a transformational set of scholarships for exceptional PhD students who make a significant contribution to the Bangor University community.

The Alumni Bangor Fund Scholarships will be special awards to mark a challenging and special year.

STUDENT PERSPECTIVES

Undeb Bangor, our Students' Union, had a busy but challenging 2020-21 with a huge amount of activity and work delivered by students and staff teams. Although we faced challenges due to the pandemic our priority was to support students, represent their voice and offer them opportunities during this difficult time.

We have worked closely with the University to ensure that the interests of our students have been effectively represented and our response to COVID-19 is an example of our partnership approach and close working relationship. We successfully negotiated rent rebates for students in halls of residence and a Safety Net Policy which offered a layer of protection for students to mitigate the impact of COVID-19. Wellbeing initiatives were also offered to students through the Higher Education Funding Council for Wales (HEFCW) including Emotional Resilience Training, Wellbeing Workshops, and virtual cooking classes.

We took part in the consultation on the University's Strategy 2030 and sub-strategies. The Student's Union also contributed to Teaching and Learning developments and presented reports offering feedback on the student experience during the pandemic. Other partnership projects included HEFCW funded initiatives on improving mental health and wellbeing support for students through the medium of Welsh, improving safeguarding policies and practice and the promotion of period dignity initiatives. The partnership work that we have seen during the year demonstrates the benefit of a strong and independent Student's Union working collaboratively with the University to represent the interests of all students.

The Students' Union developed a new Strategy for 2021-24 that will help us deliver the best possible student experience for our diverse student body.

As presidents of the Students' Union and the UMCB (the Welsh Students' Union) we are members of the University Council and sabbatical officers are represented on all University strategy groups. We have been proud to make contributions to many initiatives over the year and we have also hosted Q&A sessions with members of the University Executive.

We held our annual awards ceremony online and these recognised outstanding achievements and contributions from our students celebrating their hard work and dedication. We also recognised outstanding teaching, contributions, and support from staff across the University.

We once again received the Green Impact Excellence Award for our sustainability work and initiatives and were awarded the highest scoring from the Nations which demonstrates how we continue to lead on sustainability initiatives

There will be new and different challenges for the student body in the next academic year, but a commitment to work collaboratively recognising the key role that the Students' Union plays in being the representative body of students means that we can face the challenges confident that we can deliver a unique student experience for our members.

James Avison, *president of Bangor University Students' Union* and **Mabon Dafydd**, *President of UMCB, the Bangor Welsh Students' Union*.





A SUSTAINABLE UNIVERSITY

Bangor University aims to be a university of choice for those who want to make the world a more sustainable planet. We want the University to be synonymous with sustainability. The impact we have through our research, students, processes and engagement can help lead the way to a truly sustainable world.

Our commitments support aspirations laid out in the Wellbeing of Future Generations (Wales) Act, and the 17 United Nations' Sustainable Development Goals (SDG's). From influential research to innovative curriculum content and from the health and wellbeing of our staff to 'green' initiatives such as recycling, all facets of sustainability are at the heart of the institution.

The University has already been recognised with awards for its commitment to sustainability, including being the top university in Wales and 14th in the UK in the Times Higher Education 2020-21 Impact Rankings.

In 2020-21 the University moved to ensure that all our research will embrace elements of sustainability, while sustainability will feature in the curriculum for every undergraduate student entering Bangor University.

We are at the forefront of tackling key global challenges through research into issues including climate change, conservation and ecology, power generation and energy use, sustainable local cultures, food production and water security, loss of biodiversity and pollution. Our research also contributes to sustainability challenges closer to home, working in partnership with organisations in North Wales to help improve the quality of our environment and peoples' lives.

Our ambitions are based on robust, multi-disciplinary evidence, drawing from the University's considerable academic and other expertise, across all aspects of sustainability. The knowledge of these experts is already being published in scientific journals and reports, and individual staff and departments are embedding positive sustainability-related actions across the University.

As well as ensuring that sustainability is explicitly addressed as part of the University's strategic and business planning processes, the University is establishing a network of sustainability champions and working with the Students' Union to further champion sustainability for the student community.

We are committed to improving the sustainability of our campus through a range of specific policies covering travel, waste and recycling, energy and carbon, construction, biodiversity, procuring all food from sustainable sources and being a Fairtrade university. We will set aside 30% of our campus to help wildlife, in accordance with the Wildlife Trust's '30 by 30' campaign and join other institutions in agreeing to relevant recommendations from the UN Framework Convention on Climate Change's (UNFCCC) and Conference of the Parties (COP) meetings.

A Sustainability Strategy was developed in summer 2021, a student sustainability committee was created and the University appointed a new Associate Pro-Vice-Chancellor to lead on sustainability across the institution. Our overall aim is that sustainability becomes so embedded at Bangor that it simply becomes 'the way we do things here'.



A THRIVING WELSH LANGUAGE AND BILINGUAL ENVIRONMENT



Bangor University is situated in the heart of one of Wales' most vibrant Welsh speaking communities. The Welsh language is an integral part of our existence and a core part of our community's identity.

Through our continued commitment to the Welsh language and bilingualism, the University has an important role in contributing to the growth of the language socially, culturally and economically, and has a golden opportunity to contribute to the Welsh Government's drive to encourage and support individuals who are willing to use Welsh in their daily lives.

71% of the University's workforce is Welsh speaking and nearly a quarter of our students have Welsh language skills.

Our Welsh language strategy, adopted in 2021, enhances and strengthens the University's commitment to the Welsh language across all our core teaching, research and Professional Services activities, ensuring that the institution leads the higher education sector in terms of Welsh language provision and as an advocate for bilingualism.

Our ambition is for the Welsh language to have a place in all aspects of the University's work and for staff and students to be able to take advantage of and enjoy learning and working in a Welsh and bilingual environment.

The University has six key objectives underpinning its Welsh Language strategy:

Ethos: to be a truly bilingual university that places the Welsh language at the centre of all aspects of its work.

Marketing and Recruitment: to be recognised nationally and internationally for our innovation in Welsh Language and bilingualism, as a first choice for Welsh speaking students, and leading on the depth, breadth and quality of Welsh medium provision.

Teaching and Learning: to be a place where all students have the opportunity to study and enjoy a range of other opportunities through the medium of Welsh.

Research: to be recognised as leaders in conducting world-leading research on aspects of the Welsh language and bilingualism, aligning our research agenda with regional and national priorities relating to social, economic and cultural transformation.

Student Experience: to provide an exceptional and sector-leading Welsh language experience to our students.

Working with the community: to work closely with external stakeholders and our local communities to develop, enhance and support Welsh language initiatives.

During 2020-21 the University adapted quickly to ensure Welsh language provision was readily available despite the constraints of the pandemic. Welsh language lessons were accessible online and a new self-taught course was offered. An online simultaneous translation service was set up for both internal meetings and student presentations and Transcriber Online was launched – a website that helps create subtitles and transcripts of Welsh-medium audio and video files.

Working alongside Coleg Cymraeg Cenedlaethol (CCC) 133 Bangor students - the highest number on record - received an incentive scholarship in 2020-21. The scholarship is offered to students who intend to study at least 33% of their degree course in any subject through the medium of Welsh.

Also through CCC, 112 students successfully completed the Language Skills Certificate, a qualification that was developed to enable university students studying in Wales to gain an accredited qualification from WJEC, the country's largest awarding body of bilingual qualifications. This serves as evidence of their language skills and their ability to work through the medium of Welsh which many employers have applauded.

DEVELOPING OUR ESTATE

Through a challenging year caused by the pandemic, the University's Campus Services team continued to manage facilities, support emergency services in responding to localised impacts of COVID-19 and transitioned and prepared the campus for the return of staff and students following lockdowns.

At the same time, staff, students, partners and other stakeholders were involved in developing a 10-year vision for our estate. This long-term view will focus on celebrating the University's heritage, demonstrating ambition, establishing a sustainable and safe environment for future generations, and promoting a sense of place, identity and pride.

Plans include some consolidation of the estate to reduce costs and financial risks and improve building utilisation in a post-pandemic work environment. As part of this activity the University aims to shift the 'centre of gravity' of the Bangor campus closer to the city centre, delivering benefits for the local economy.

On campus during the pandemic

A considerable amount of work was carried out to ensure that our campus was safe for students, staff and visitors during the pandemic.

Ysbyty Enfys:

Bangor University's Canolfan Brailsford was converted into a temporary hospital to provide additional NHS capacity in 2020. It was later used as a Mass Vaccination Centre to support the rapid rollout of the COVID-19 vaccination programme and more than 85,000 vaccinations were administered at the centre. Work to decommission the hospital started in summer 2021.

Ventilation:

The team assessed hundreds of mechanical ventilation units and systems across the estate to evaluate their suitability, with adjustments made to increase airflows ensuring that sufficient ventilation allowed for maximum capacity.

Cleaning:

Cleaning regimes were enhanced with additional emphasis on key communal area touchpoints. Suitable cleaning materials were provided at all lectern points and made available generally for office space self-cleaning.

Catering support for students:

Throughout the pandemic the University's catering team continued to provide services to students on campus. Several food outlets opened in line with government guidelines and shops on the Ffriddoedd and St Mary's sites offered free grocery deliveries to students in halls of residence. In addition, the team delivered free meals to students who were isolating.

Student Care Boxes:

In a drive to cheer up students living in University Halls during the pandemic, 1,200 hand-packed goodie boxes were distributed before the Easter break in 2021. Where possible Welsh suppliers and Welsh produce was used, ensuring the University was able to support local businesses. The care packages were made possible through Welsh Government funding to support students during the pandemic.

"The University community has paid tribute to our Campus Services team for their immense efforts, flexibility, professional knowledge, and their drive to ensure a Covid-secure environment.

"During the pandemic we have had to deal with significant change on professional and social levels. We were presented with a series of challenges where individual and collective resilience really came to the fore. No matter what future academic years bring, I believe that we are emerging from the pandemic stronger and better equipped for the future following a long period of uncertainty."

Lars Wiegand,
Director of Estates and Campus Services

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HEFCW CAPITAL FUNDING

During a lengthy period of uncertainty when it was extremely difficult to secure capital funding, the sustained support of the Welsh higher education funding council, HEFCW, was crucial to enable the delivery of key capital projects. During 2020-21, the University delivered a range of projects aimed at enhancing the student experience, developing our digital services and enabling action to reduce carbon emissions.

These included an Energy audit and gap analysis identifying a roadmap to net zero carbon; provision and installation of waterless urinals & drinking water fountains; extensive glass replacement at Treborth Botanic Gardens greenhouses; boiler infrastructure upgrades; installation of outdoor gym facilities across the estate; new lockable cycle shelters; an innovative new Students' Union clubs and societies activity hub at the Ffriddoedd Campus; installation of a digital performance wall in Pontio; and a digital infrastructure resilience project.

Other new initiatives included:

Treborth:

The resurfacing of the sports track at Treborth cost £320,000 and attracted funding from the Sports Council for Wales and the University's Confucius Institute funded development of a Chinese Garden and Welsh Medicinal Garden.

Y Borth Accessible Studios:

As part of the University's ongoing commitment to ensuring an inclusive and accessible estate, two new accessible studios were designed and built in the Borth building on the Ffriddoedd residential campus.



Welsh Government Circular Economy Fund:

To further develop the University as a Resource Efficient Institution, funding was used to enhance composting facilities at Treborth using reclaimed railway sleepers and recycled plastic ground stabilisation. 30 'on the go', durable, user-friendly, semi-segregated litter bins made of 100% recycled plastic were installed, and new electric vehicles were purchased as part of the University's drive to become a resource efficient institution.

Student-led Allotments:

Gardening helps us to keep fit, connect with others, enjoy being part of nature, and allows us to revel in colour, aroma, wildlife, and beauty. Establishing student-led growing spaces, including accessible allotment beds, is encouraging students to spend time outside, learn new skills, gain a sense of achievement from growing produce, and forge a sense of community. An aim is to grow and harvest produce which can be used by the University catering team in seasonal menus. This circular approach to sow, grow and eat ensures that the allotments have an ongoing place in the health and nutrition of students and staff.

PONTIO – OFFERING ARTS FOR ALL

Pontio, the University's Arts and Innovation Centre offers a unique blend of arts, culture, innovation, education and community.

"Most importantly" says director Osian Gwynn "Pontio adds significantly to the amenities within Bangor and the surrounding areas for the economic, social and cultural benefit of both the University and of the wider community. In doing so, Pontio lives up to its name and vision by offering a bridge between the University and the community of North Wales."

Prior to the pandemic Pontio attracted around 80,000 visitors each year but with the significant impact of the pandemic on arts provision across the country the centre switched its activities to alternative provision.

Activities included hosting a summer-time outdoor festival in the building's loading bay. A combination of live performances and workshops, across music, dance and theatre attracted hundreds of visitors, while a performance of Goethe's Faust was live streamed to around 500 virtual concert goers. The production included 15 young people from the community including Bangor students with no prior acting experience.

A project in collaboration with the Taking Flight Theatre Company, Rhondda Cynon Tâf Theatres, Carmarthenshire Theatres and Disability Arts Cymru, focused on the disabled

community which had been significantly impacted during the pandemic lockdown in 2020 with many individuals and artists having to self-isolate for long periods.

The project reaffirmed the ethos of Pontio to place access and accessibility at its heart.

Pontio is also part of Home and Hinterland, a partnership between three Welsh universities with arts centres - Bangor, Aberystwyth and Swansea - and their Students' Unions. The initiative enables professional artists, students and community groups to collaborate. In 2020-21 it offered employment to freelance artists and strengthened student employability and resilience while benefiting community groups and creating lasting partnerships between the University and the wider community.

Pontio hosted Dance for Parkinson's, a partnership with the National Dance Company of Wales and English National Ballet which offers dance workshops for people living with Parkinson's disease and their families. Through a hugely successful pilot scheme, participants were able to engage with dance artists and the University's Psychology department.

Theatre Bryn Terfel and the Studio at Pontio were also used to live stream comedy events, music gigs, elements of the Eisteddfod Genedlaethol and television production companies such as Orchard, Cwmni Da and Antena.

OUR PEOPLE

The delivery and effectiveness of the University's Strategy 2030 depends upon our staff.

A People and Talent Strategy was developed in 2021 to create an environment that enables our staff to thrive and to achieve their potential. Elements of this were built based on findings from the University's 2020 staff survey.

The strategy interconnects across our Teaching and Learning, Research and Welsh Language and Bilingualism strategic plans. It links with our Estates strategy, Equality Plan, Health and Wellbeing strategy, the Research Concordat and our Athena SWAN action plan.

We are committed to embracing and supporting a values and behaviour based culture which means promoting equality, diversity and inclusion and a culture that celebrates individual wellbeing.

The strategy outlines five priority areas:

1 Enabling talent and high performance:

We want to drive a high-performance culture in which individual development and career aspirations are supported and will prioritise attracting and developing individuals who can make a significant difference to organisational performance.

2 Reward and recognition:

We offer flexible, sustainable, fair and transparent reward and recognition mechanisms and will reward excellence in performance and commitment to the values and behaviours that align with the University's priorities.

3 Leadership:

The University will develop and support the growth of transformational leadership and management.

4 Diversity and inclusivity:

Promoting and supporting diversity and inclusivity in the workplace is about valuing everyone as an individual and staff should feel able to participate and achieve their potential.

5 Health, wellbeing and workload:

We will place health and wellbeing at the heart of the working experience at the University and encourage and inspire all staff to take responsibility for, and look after, their wellbeing.

The University's Athena Swan awards demonstrate an ongoing commitment to the advancement of gender equality and diversity: representation, progression and success for all.

In recognition of this, we hold a Bronze Institutional award and the majority of academic Schools now hold departmental-level Bronze awards. During 2020-21, three further Schools - the School of Natural Sciences, the School of Health Sciences, and the School of Sports, Health and Exercise Sciences - received the award bringing the total to seven departmental-level Bronze awards.

As part of the University's wider commitment to supporting equality and diversity initiatives, during 2020-21 three inclusive Bangor scholarships were awarded to support students to continue their studies ensuring that the student voice and experience is embedded in our equality and diversity and Athena Swan agendas. We also attracted hundreds of staff and students to a number of successful events including International Women's Day, Pride, Black History month, and marked Holocaust Remembrance Day and World Aids Day.

100 University staff in leadership and management roles undertook i-act training, the Royal College of Psychiatrists evidence-based accredited programme to understand and manage mental health issues and wellbeing in the workplace. Wellbeing coaches were also introduced to enhance the University's existing coaching network.

The launch of a Research Leadership programme in collaboration with Aberystwyth University enables the University to draw on expertise and leadership from both institutions and build and foster cross-institutional engagement and working.

HEALTH AND WELLBEING

The University is committed to creating a healthy work and learning environment for its staff and students. Our Health and Wellbeing strategy, developed in 2020-21, focuses on creating a culture in which staff and students can talk openly about health and wellbeing. We encourage members of the University community to maintain a healthy lifestyle with a focus on prevention and reducing ill-health. We also contribute to driving societal change by testing and disseminating research-based interventions for the good of the wider community.

In creating this environment, the University recognises the prominence of ensuring staff and students work and learn in a supportive, professional and caring setting, where all individuals are valued, can flourish and reach their potential, and, in so doing, achieve the high performance expectations that we have for the University.

Our strategy draws on our own and higher education sector best practice, including guidance and recommendations from the UK Healthy Universities Network and the NHS Confederation's Five Ways to Wellbeing and is attuned to the principles of the Wellbeing of Future Generations (Wales) Act. It embraces the whole person – that is their physical and mental wellbeing, both within and outside of the University.

The University provides clear leadership in relation to health and wellbeing and support mechanisms that foster an open culture, reducing the stigma associated with raising health issues, in particular those associated with mental health. We are embedding a network of wellbeing champions to promote wellbeing across Colleges and Professional Services and working with the Students' Union and Student Services team to benefit from our excellent provision for the student community, such as our Connect@Bangor student volunteer scheme.

Aligning the University's health and wellbeing strategy with our student-led mental health and wellbeing strategy 2020-2022, will enable a whole University approach to health and wellbeing by 2024.

AN EXTRAORDINARY YEAR

KEY FACTS 2020 – 21

11,000 STUDENTS

Bangor University has **more than 11,000 students from over 70 different countries**. This makes us a truly international university. 2,700 students from outside the UK studied at Bangor in 2020/21

RESEARCH EXCELLENCE

77%

The most recent Research Excellence Framework **ranked 77% of Bangor's research** as either world-leading or internationally excellent.

WELSH

71%

of the University's workforce have Welsh Language skills.

44%

fluent.

27%

able to speak some Welsh.

LANGUAGES

1411

study at least 5 credits of their courses through the medium of Welsh.

927

of our students study at least 40 credits of their course through the medium of Welsh.

FREE

classes in five major world languages are on offer to all students to help them acquire an increasingly important life skill.

TOP 25 UK

The Times Higher Education
Impact Rankings
(2021)

TOP 15 UK

Teaching Quality,
Times and Sunday Times
Good University Guide
(2020)

TOP 10 UK

Student Satisfaction
Complete University Guide
(2021)

TOP 20 UK

Course Satisfaction Guardian
University League Table
(2021)

TOP 20 STUDENT CROWD

UNDEB BANGOR RANKED

#6

Best Universities for
Students' Union and

#3

Clubs and Societies

based on reviews from
over 19,000 students.

15th IN THE WORLD

BANGOR UNIVERSITY IS RANKED 15TH IN THE WORLD FOR ITS COMMITMENT TO SUSTAINABILITY

according to the international league table of environmentally friendly institutions, the UI GreenMetric World University Ranking

FIRST CLASS

PEOPLE & PLANET UNIVERSITY RANKINGS.

POST- GRADUATE

4,100 STUDENTS

make up our postgraduate community

COVID MEASURES

27,412

meals prepared by the catering department and delivered to students

29,000+

extra cleaning hours scheduled

13,075

number of occasions lecture rooms were disinfected

35 (circa)

Perspex screens installed at Reception desks and lecterns

2450

self-adhesive seat marker ticks / crosses placed

3105

chairs, sofas, computer chairs removed

INTERNATIONAL EXPERIENCE

Our International Experience Programme gives students up to a year abroad on top of their degree, exposing them to different cultures and languages and giving them further opportunities to develop new skills and broaden their horizons – all of which add to their employability as Bangor graduates

PATHWAY PROGRAMMES

We have an embedded college on campus offering degree pathway programmes for international students, a joint campus in China and major partnership projects in Bahrain, Singapore, Malaysia and Uzbekistan, as well as a network of international students studying through blended and distance learning programmes

TOP DOWNLOADS

The Cysgliad software package was made available free of charge - with Welsh Government support - at the beginning of the coronavirus pandemic to aid remote working and study. It has been downloaded

8,655 times

Our Language Technologies Unit's bilingual dictionary app, 'Ap Geiriaduron', has had

274,260+ downloads

11 GOVERNANCE

The Bangor University community has responded magnificently to the unprecedented challenges brought about by the COVID-19 pandemic, and, on behalf of the governing body, I would like to pay tribute to the resilience and commitment of our staff and students.

The impact of the pandemic on higher education continues to be profound. The University has worked tirelessly to accelerate research in COVID-19 related fields and to move successfully to online learning and remote working. Our students, long known for their commitment to the wider Bangor community, have excelled in the volunteer support they have given.

While the past 12 months have been particularly challenging in an increasingly competitive and unpredictable landscape, the Council is proud of the work done across the institution to consult on and develop a new vision and strategic plan. Strategy 2030 has focused our collective minds on the years ahead.

We have strengthened and promoted the health and wellbeing capabilities and capacity of the University and the region centring around the development of a North Wales Medical School.

This has reached a significant milestone with the agreement to transition the current programme delivered by Bangor University in partnership with Cardiff University to a new independent curriculum in 2026.

The North Wales Medical School will create more opportunities for medical students to be educated and trained in North Wales. It will deliver new workforce and new knowledge for the health and medical professions, acknowledging the characteristics, language, and cultures of the communities across North Wales.

The University has also strengthened and promoted the regional and national economy by leveraging potential from our research base and the benefits arising from our role in the North Wales Growth Deal.



A FLOURISHING UNIVERSITY

The Council was particularly buoyed by a response from HEFCW, the Higher Education Funding Council for Wales, to an institutional review of our University. Such reviews provide assurance about the effectiveness of our governance, risk management, and internal control arrangements to safeguard the public funds paid to us.

We have made good progress in enhancing governance and oversight. HEFCW feels that the culture of the University has been enhanced and there has also been positive progress in strengthening Equality and Diversity.

Our emphasis on culture and values in developing Strategy 2030 was noteworthy. We talked to HEFCW about being a globally connected University and taking advantage of opportunities for success through transformative, innovative, impact-driven research and teaching. Having a focus on sustainability – including safeguarding the environment, revitalising society's health, and promoting economic, social, bilingual and cultural vibrancy – is one of the key ways in which Bangor University can demonstrate its uniqueness and pride in being the University of and for North Wales.

This University, as with all higher education institutions, continues to face a challenging period given the impacts of a global pandemic. But HEFCW has complimented the institution on its strong financial management and effective planning.

Together with my colleagues on Council, I am excited by the development of five key sub-strategies that underpin Strategy 2030 – People First, Marketing and Recruitment, Research and Impact, Sustainability, and a dynamic Estates Strategy that will continue to enhance the campus over the next decade.

I am particularly proud of the values we developed across the University community during 2020-21 – ambition, inclusivity, integrity, respect, sustainability and transformation - and it is these values that will help sustain the institution and define what it means to be Bangor, the University of North Wales in the 21st Century, arguably the most Welsh in language and attitude and the most international in outlook of all the universities of Wales.

Marian Wyn Jones,
Chair, Bangor University Council

GOVERNANCE

YEAR ENDED 31 JULY 2021

THE UNIVERSITY COUNCIL

The Council is the governing body of the University and is responsible for the finance, estates, investments and general business of the University, and for setting the general strategic direction of the institution. The Council endeavours to conduct its business in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership).

The Council has considered the requirements of the Code of Practice on governance as set out in the Committee of University Chairs (CUC), Higher Education Code of Governance (September 2020), and is compliant. In addition the requirements of the Camm Review of Governance of the Universities in Wales (December 2019), has been considered, with the University formally adopting the Governance Charter, and to committing to undertaking the actions outlined in the Commitment to Action document at its meeting in April 2020.

These matters continue to be kept review as part of the business of the Nominations & Governance Committee. All actions arising out of the Camm Review of Governance which were within the University's control have been implemented, and sector wide recommendations are being implemented by the University as and when guidance is issued by sector groups, including the Welsh Secretaries and Clerks Group.

The Council applies an approach of continuous improvements to governance and regularly reviews its effectiveness. The most recent governance effectiveness review was completed in 2018/19 and an action plan was implemented, a further effectiveness review will be undertaken during 2021/22

The matters specifically reserved to the Council for decision are set out in the Charter and Statutes of the University, by custom and under the Financial Management Code with the Higher Education Funding Council for Wales.

The roles of Chancellor, Chair of Council and Pro-Chancellor are separated from the role of the University's Chief Executive, who is the Vice-Chancellor. The Council has a majority of members from outside the University (described as independent members), from whom its Chair must be drawn. Also included in its members are representatives of the staff of the University and the student body.

The Council meets five times a year but much of its detailed work is handled initially by standing committees of the Council. The Council has five standing Committees (Finance & Strategy, Audit & Risk, Nominations & Governance, Health & Safety and People & Culture), and all Committees are formally constituted with terms of reference and membership which includes independent members of Council.

The membership of Council, and membership of Committees along with the attendance figures for the 2020/21 academic year are noted [overleaf](#).



GOVERNANCE – CONTINUED

YEAR ENDED 31 JULY 2021

Name and Position	Current Committees	Attendance at Council (5 meetings per calendar year)
Chair of Council Mrs Marian Wyn Jones (until 8 February 2025)	Nominations & Governance Committee (Chair) Joint Engagement Forum (Chair) People & Culture Committee Finance & Strategy Committee	5/5
Pro-Chancellor and Deputy Chair Professor Gareth Roberts (until 31 August 2022)	Health & Safety Committee (Chair) Welsh Language Affairs Committee (Chair) Audit & Risk Committee Nominations & Governance Committee	5/5
Ex officio Members of Council		
Vice-Chancellor Professor Iwan Davies	Welsh Language Affairs Committee Nominations & Governance Committee Finance & Strategy Committee Joint Engagement Forum	5/5
Deputy Vice-Chancellor Professor Oliver Turnbull	Nominations & Governance Committee Joint Engagement Forum Finance and Strategy Committee	5/5
President, Students' Union Mr Henry Williams (until 30 June 2021), Mr James Avison (from 1 July 2021)	Finance & Strategy Committee Nominations & Governance Committee Welsh Language Affairs Committee Audit & Risk Committee People & Culture Committee	5/5
President, UMCB Mr Iwan Evans (until 30 June 2021), Mr Mabon Dafydd (from 1 July 2021)	Welsh Language Affairs Committee	5/5
Appointed by the Senate		
Dr Llion Jones (until 31 August 2023)	Nominations & Governance Committee	5/5
Dr Lynne Williams (until 12 October 2024)	Welsh Language Affairs Committee People & Culture Committee	3/4 Appointed October 2020
Appointed by Staff		
Dr Myfanwy Davies (until 30 September 2023)	Finance & Strategy Committee Nominations & Governance Committee	5/5
Mr Tudur Williams (until 18 October 2021)	Health & Safety Committee	5/5

Name and Position	Current Committees	Attendance at Council (5 meetings per calendar year)
Independent Members		
Ms Julie Perkins (until 31 October 2024)	Finance & Strategy Committee Nominations & Governance Committee	4/5
Dr. Karen Jones (until 31 October 2021)		3/5
Dr. Griff Jones (until 31 March 2022)	Audit & Risk Committee (Chair)	5/5
Mrs Alison Lea-Wilson MBE (until 31 July 2023)	Audit & Risk Committee Nominations & Governance Committee	5/5
Dr. Ian Rees (until 31 July 2023)	Audit & Risk Committee, Nominations & Governance Committee Welsh Language Affairs Committee People & Culture Committee (Chair)	5/5
Sir Paul Lambert (until 31 August 2024)	Finance & Strategy Committee (Chair) People & Culture Committee Joint Engagement Forum	5/5
Mr Marc P. Jones (until 31 August 2024)	Finance & Strategy Committee	4/5
Mr Eric Hepburn CBE (until 31 October 2024)	Audit & Risk Committee Health & Safety Committee Remuneration Committee	4/4 Appointed October 2020
Mr Atul Devani (until 31 October 2024)	Audit & Risk Committee	4/4 Appointed October 2020
Mr Kailesh Karavadra (until 31 October 2024)	Finance & Strategy Committee People & Culture Committee	3/4 Appointed October 2020
Secretary to the Council: Mrs Gwenan Hine	Nominations & Governance Committee (Secretary) Welsh Language Affairs Committee (Secretary) People & Culture Committee (Secretary) Joint Engagement Forum (Secretary)	5/5

GOVERNANCE – CONTINUED

YEAR ENDED 31 JULY 2021

INDEPENDENT MEMBERS OF COUNCIL / GOVERNING BODY DIVERSITY AND INCLUSIVITY

The Council is committed to promoting equality and diversity and all vacancies for independent members are advertised externally with applications particularly welcome from under-represented groups.

Applications are considered by the Nominations and Governance Committee and matched against the current skills matrix which was last undertaken in the summer of 2021. None of the independent members receive any payment, apart from the reimbursement of expenses, for the work which they do for the University. All appointed members of the Council serve for a period of four years but may be reappointed for a maximum period of eight years.

INDEPENDENCE OF COUNCIL MEMBERS

In the Review of Governance of Universities in Wales, author Gillian Camm recommended a higher bar for governor independence than existed at the time of the Review (2019); and that guidance on what is meant by independence and those matters which may compromise governor independence be produced and made public.

The University has adopted the Guide on Independence for Lay Members developed and agreed by the Welsh Secretaries and Clerks in June 2020 as a response to this recommendation. The Guide has been shared with Council members and is kept under review by the Nominations & Governance Committee.

DECLARATION OF INTEREST

Council members are required to undertake a formal declaration of interest procedure at the start of each academic year, and the register is available online here:

<https://www.bangor.ac.uk/about/management-and-governance>

In addition members are asked to declare any conflict of interest in relation to items on the agenda, at the start of each Council meeting, and these are formally noted in the minutes.

INDEPENDENT MEMBERS OF COUNCIL

Biographical detail relating to the Members of Bangor University's Council can be found on the University's web pages:

<https://www.bangor.ac.uk/about/management-and-governance>

COUNCIL SUB-COMMITTEES

Nominations and Governance Committee Chair: Mrs Marian Wyn Jones

The Nominations and Governance Committee is Chaired by the Chair of Council and includes three independent members of Council, along with the longest serving Senate member on Council and the academic staff member on Council. The President of the Students' Union as well as senior University officers are also members.

The Committee, on behalf of the Council oversees four key areas: University Governance, Council Committees and their membership, Honorary Fellowships and Degrees and Effectiveness Review.

During the 2020/21 academic year the Committee met on four occasions and considered the membership of Council, the attendance at Council meetings, membership of Council Sub-Committees and progress with action plans in relation to the Camm Review, the Governance Effectiveness Review and the CUC Higher Education Code of Governance at each meeting. In addition the following items were considered during the year:

- Terms of Reference for Council Sub-Committees;
- Annual Assurance Review reports from Council Sub-Committees
- Annual Development Review : Council members;
- Establishment of the Joint Engagement Forum, including representatives from the Campus Trades Unions, the Council and the Executive;
- The Establishment of a People & Culture Committee;
- The Guide for Council Members;
- Role definitions for the Chair of Council, Independent Member of Council, the Deputy Chair of Council & Senior Independent Governor and the Chancellor;

- Updates to Ordinances
- The Scheme of Delegation and Decision Making Powers; and
- The Subsidiary Companies Policy

Remuneration Committee Chair – Professor Gareth Roberts

The Remuneration Committee is chaired by the University's Pro-Chancellor and its membership consist of the Chair of Council, the President of the Students' Union, the Chair of the Finance & Strategy Committee, an academic staff representative and three independent members of Council. Its Terms of Reference are set in line with the Council of University Chairs (CUC) Code. The Committee determines and reviews the remuneration of the Vice-Chancellor, members of the Executive and staff in receipt of salaries of £100,000 and above, determines the strategy for severance payments to senior staff of the University and considers reports on equal pay and gender pay within the University.

A decision was made during the 2020/21 academic year to include the work of the remuneration committee within a new committee for 2021/22 – the People & Culture Committee chaired by Dr Ian Rees.

Health and Safety Committee Chair – Professor Gareth Roberts

The Health and Safety Committee is responsible for fulfilling the legal obligations of the University in relation to matters of health and safety, for ensuring that reasonable steps are taken to promote the health and safety of staff, students, authorised visitors and members of the public lawfully entering the University. It also advises the University on questions of health and safety policy, oversees the implementation of the approved University Health & Safety Policy and recommends to the Council any amendments required. The Committee is chaired by the Pro-Chancellor, and also includes a staff member on the Council, the President of the Students' Union, the Vice-Chancellor and Deputy Vice-Chancellor as well as a number of senior executives and health and safety representatives from Colleges and Professional Services.

During the academic year 2020/21 the following items were discussed:

- Covid-19 report at each meeting including covid-19 risk assessment
- Accidents and Sickness absence report

- Annual Health and Safety Report
- Arrangements for mass testing for students
- University Estate report

Pwyllgor Materion y Gymraeg / Welsh Language Affairs Committee Chair – Professor Gareth Roberts

The Welsh Language Affairs Committee is responsible for promoting bilingualism, on behalf of the Council, within the University, and also in relation to any of the University's objectives. It also ensures compliance with the Welsh language legislative framework and the University's Language Policy. The Committee reports to the Council and prepares an Annual Report to the Council.

The Committee is chaired by the Pro-Chancellor, and also includes an independent member of Council, the Vice-Chancellor, a Pro-Vice Chancellor, the President of UMCB, a staff member on the Council as well as other relevant senior officers from the University.

During the academic year 2020/21 the Committee met on two occasions and the following items were discussed:

The membership and terms of reference of the Committee;

- The Annual Report on Welsh Language Standards;
- Welsh Language Learning Opportunities for Staff;
- Annual Report of the Translation Unit;
- A report from Learn Welsh: North West; and
- The draft Welsh Language Strategy

In addition the Committee received an update from the Undeb Myfyrwyr Cymraeg Bangor (UMCB) President, and the Minutes of the Welsh Language Strategy Group at each meeting.

Redundancy Committee Chair – Dr Ian Rees

The Redundancy Committee deals with issues relating to redundancy and fixed-term contracts. The Committee is chaired by an independent member of Council, and also includes two further independent members of Council and two academic staff nominated by Senate. The role of the Committee itself is currently a matter of consultation between the University and its trade unions in relation to the changes to the Charter and subsequent removal

GOVERNANCE – CONTINUED

YEAR ENDED 31 JULY 2021

of Statutes. A number of Ordinances, including a Fixed term contract policy and a Management of Change Policy are currently being negotiated with the trade unions which may negate the requirement for this Committee.

A decision was made by the Nominations & Governance Committee during the 2020/21 academic year to include the work of the redundancy committee within a new committee for 2021/22 – the People & Culture Committee chaired by Dr Ian Rees.

Finance & Strategy Committee Chair – Sir Paul Lambert

The Finance and Strategy Committee meets six times a year and is responsible for reviewing on behalf of the Council the overall financial health of the institution, and the performance of the University against its planned strategies, and maintaining oversight and making recommendations on the strategic direction and financial strategy for the University. The Committee is chaired by an independent member of Council, and also includes the Chair of Council, the Vice-Chancellor, the Deputy Vice-Chancellor, President of the Student's Union, a staff member on the Council and three additional independent members of Council.

There are two sub-groups that report to the Committee: the Investment sub-Committee which provides oversight of the University's investment portfolio, and the Capital Programmes Scrutiny Board which provides oversight of the University's major capital programmes.

The Committee's business includes:

- an annual review of the University's strategy;
- receiving an annual performance report on the KPIs in the University's strategic plan;
- review of the outcomes from the University's annual business planning round;
- quarterly monitoring of the University's financial performance;
- reviewing the University's annual accounts on behalf of Council;
- oversight of the University's capital programme;
- oversight of submissions to statutory bodies: HEFCW fee and access plan, HEFCW financial forecasts, TRAC return;
- making recommendations to the Council as principal employer in matters relating to all pension schemes; and
- consider and decide upon the University's insurance cover, appointment of bankers and other financial advisers.

Audit and Risk Committee Chair: Dr. Griff Jones

The Audit and Risk Committee is chaired by an independent member of Council and meets quarterly, comprising five lay Council members with the University's internal and external auditors in attendance. The Committee considers reports and recommendations for the improvement of the University's systems of internal control, together with management responses and implementation plans. Executive team members and other senior staff attend the Audit & Risk Committee, as necessary.

The Committee advises the University Council on risk management and the appointment and remuneration of the internal and external auditors. In accordance with the Risk Management Policy, the University has formal processes in place for evaluating and managing significant risks facing the institution. It receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms embedded within the University's operational units and reinforced by risk awareness training. The emphasis is on obtaining an appropriate degree of assurance and not merely reporting by exception. The Committee considers documentation from the University's risk management and internal audit processes and takes account of events since the prior year end.

Risk and Internal Control

The University Council is responsible for the system of internal controls that support achievement of the University's aims and objectives, whilst safeguarding public and other funds.

The systems of internal control are designed to manage, rather than eliminate, significant risks which threaten the University's business objectives; it can therefore only provide reasonable, but not absolute, assurance against material misstatement or loss.

The Council receives an annual report of the work undertaken by the internal auditor from the Audit & Risk Committee, which provides an assurance on the effectiveness of the University's system of internal control, risk management and governance processes.

For the year ended 31 July 2021 the report expresses a satisfactory opinion that the University has an adequate and effective framework for risk management, governance, internal control and economy, efficiency and effectiveness, subject to identifying further enhancements to ensure that it remains adequate and effective. The Council is satisfied that this has been in place for the year ended 31 July 2021 and up to the date of approval of the Annual Report, in accordance with HEFCW guidance, and that it is regularly reviewed by the Audit & Risk Committee on behalf of the Council. No significant control weaknesses were identified in the period.

The Council is satisfied that the University has adequate and effective processes in place in relation to risk management; control and governance; economy, efficiency and effectiveness; and the management and quality assurance of data submitted to statutory bodies – bearing in mind that any system of internal control can provide only reasonable and not absolute assurance against misstatement or loss.

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

- clear definitions of the responsibilities of, and the authority delegated to, heads of academic and administrative departments
- a comprehensive medium and short-term planning process, supplemented by detailed annual income, expenditure and capital budgets
- regular reviews of academic performance and quarterly reviews of financial results involving variance reporting and updates of forecast outturns
- clearly defined and formalised requirements for approval and control of expenditure, with investment decisions involving capital or revenue expenditure being subject to formal detailed appraisal and review according to approval levels set by the Council
- comprehensive financial regulations, detailing financial controls and procedures, approved by the Audit & Risk Committee and the Finance & Strategy Committee
- a professional outsourced internal audit function whose annual programme is approved by the Audit & Risk Committee.

The Senate

The Senate is the academic authority of the University and draws its membership entirely from the academic staff and the students of the institution. During the 2020/21 academic year the Senate met on four occasions. The Senate's membership is set out in Ordinance 12 and is chaired by the Vice-Chancellor. Membership also includes the Deputy Vice-Chancellor, Pro Vice-Chancellors, Deans, all Heads of Schools, all Heads of Interdisciplinary institutes, two further representatives of each academic School, five student representatives appointed by the Students' Union, up to five co-opted members and up to ten independent academic members.

The following Sub-Committees report to the Senate: The Senate Appeals Panel, Examinations Boards, the Prizes & Awards Committee, the Regulations and Special Cases Committee, the Research Governance & Ethics Committee, the Nominations Committee and the Board of Discipline.

The Court

The Court is a large, mainly formal body which is somewhat similar to a stakeholder meeting. It offers a means whereby the wider interests served by the University can be associated with the institution and provides a public forum where members of Court can raise any matters about the University. The Court meets once a year to receive the Annual Report and Accounts of the University. A majority of the members of the Court are drawn from outside the University, representing the North Wales community and other designated bodies with an interest in the work of the University, but the membership also includes representatives of the staff of the University (both academic and professional services) and the student body. The membership of the Court was reviewed during 2020/21 and is set out in Ordinance 13.

The Executive Team

The Executive team is the University's senior management group and is responsible for the overall management and administration of the University. The Executive team is chaired by the Vice-Chancellor and also includes the Deputy Vice-Chancellor, the Pro Vice-Chancellors, the Chief Operating Officer, the interim Director of Finance, the Director of Human Resources and the Chief Marketing Officer/Vice-President International.

A background graphic consisting of white, irregular, wavy lines on a dark grey background, resembling a topographic map or contour lines. The lines are more densely packed on the left side and become more sparse and widely spaced towards the right side.

FINANCIAL STATEMENTS

STRATEGIC REVIEW

YEAR ENDED 31 JULY 2021

OUR MISSION

A research-led University of and for North Wales, providing transformative learning experiences and nurturing a positive impact on society regionally, nationally and internationally.

THE UNIVERSITY IN CONTEXT

Bangor University continues to excel at a time when the environment for Higher Education in Wales and the UK is challenging, made more so following the impact of the Coronavirus pandemic. We are committed to building on recent successes, working with diverse and distinctive communities to deliver excellent teaching, scholarship and research, retaining our strong emphasis on a distinctive and valued student contribution and remaining true to our unique bilingual and cultural context.

The major contribution we make to improving healthcare and wellbeing, bilingualism, and protecting the environment, makes it clear that the research carried out by Bangor University academics is having a positive impact on the economy and the lives of people around the world.

Looking forward to the Research Excellence Framework (REF) 2021, we continue to build on our research excellence, to deliver an environment where the research community can thrive, supporting the existing areas of research strength, nurturing new research areas across all disciplines, and underpinning the research-informed teaching that is the foundation of our distinctive, high-quality teaching and student experience. We work with businesses, governments and alumni to ensure that Bangor University maintains relevance to their needs and the needs of emerging markets, ensuring that we maximise our positive net contribution to the local and regional economy.

The University remains committed to the formation of beneficial strategic relationships in the region. In particular, the further strengthening of the relationship with the Betsi Cadwaladr University Health Board as a platform for building increased collaborative strength in health and medical-related research and education.

STRATEGIC DIRECTION

The University published its Strategy 2030 during the year. The strategy is visionary in its scope and ambition and shares the direction the University will take to animate its community and stakeholders for the next decade. The strategy is underpinned by four pillars

- Research excellence
- Transformative learning experiences
- An excellent student experience, and
- A thriving Welsh language and bilingual environment.

The University is strongly positioned as a research-led, entrepreneurial, bilingual University, of and for North Wales. As a successful institution the Strategy sets out where the University intends to be in 2030, developing the critical mass required to be a global player whilst exploiting economies of scale and will be academically, operationally and financially sustainable. The University remains growth orientated, while recognising the challenges posed by the operating environment as higher education emerges from the global Covid-19 pandemic.

To support Strategy 2030 the University aims to publish its strategy for the estate in the next 12 months. In recent years we have completed a number of new developments, covering student accommodation as well as teaching, research and community engagement spaces. These range from new builds through to those within the main historic University building, to ensure that future generations of students benefit from excellent academic facilities and a world-class student experience.

VISION

To be a globally connected University realising opportunities for success through transformative, innovative impact driven research and teaching, with a focus on sustainability – safeguarding the environment, revitalising society's health and promoting economic, social, bilingual and cultural vibrancy.

STUDENT RECRUITMENT

Student recruitment continues to be a very competitive market, with no real cap on numbers for English or Welsh Higher Education Institutions. With a backdrop of relatively stable numbers over the preceding 7 or 8 years, and an improvement in the University's overall student recruitment in the previous years, this year's overall recruitment was impacted by the Covid 19 pandemic, resulting in lower levels of student recruitment overall. This was particularly evident in the recruitment of overseas students.

Funding for teaching and the fees paid by undergraduate students is a loan-based system for Welsh and English undergraduates, whilst all Welsh undergraduates also benefit from a means-tested Maintenance Grant of a minimum of £1,000 up to a maximum of just over £10,000.

In response to this new marketplace, student mobility across borders has increased and all UK institutions have increased their marketing and conversion activity. We continue to monitor and innovate our marketing and will further develop traditional and contemporary programmes in areas for which there is student or employer demand, both locally and globally, to ensure that Bangor University remains competitive in the new market.

A fee plan has been agreed by HEFCW including a fee of £9,000 for Home Undergraduate and PGCE students for the years through to 2021/22. The fee plan includes increasing investments to support widening access, the student experience, Welsh medium and employability, including providing free access to all sports clubs, societies and volunteering activities in the Students' Union, and enhanced library and sporting provision.

Increasing numbers of postgraduate and international students is also important, and we will ensure our offering of courses is both sustainable and attractive, building on our student experience, and strengthening the brand of the University at home and overseas. The development of closer links with a number of our international partners, as well as the continued development of Bangor College China, are key steps in the development of a continued flow of students to the UK as well as widening the footprint of our teaching and student base.

CAPITAL DEVELOPMENTS

The review of our Estates Strategy is being finalised to ensure we have the capacity and capability to effectively accommodate a wide range of teaching and research across a broad portfolio of disciplines. This will factor in emerging and projected trends in teaching and learning workspaces and environments, also the need for social learning spaces alongside more formal teaching rooms.

A core element of our Estate plans will be to ensure we embed sustainability into any new projects from the outset. This approach will complement the programme undertaken by the University to identify energy efficiency opportunities in around 30 buildings across our Bangor estate that will give a guaranteed return on the investment cost within 8 years. All energy saved will contribute to our targets for continued reduction in our carbon footprint, which has been falling steadily for a number of years now.

PRINCIPAL RISKS AND UNCERTAINTIES

The University recognises that there are inherent risks and uncertainties associated with many aspects of its operations. It aims to identify, manage and mitigate those risks wherever possible and promotes a culture of active risk management throughout the University. The institutional risk register is formally reviewed by the Risk Management Task Group and Executive regularly and reported periodically to the Audit and Risk Committee. This process, along with other considerations, informs the internal audit plan for the forthcoming year, as well as enabling assurance to be provided by the Audit & Risk Committee to Council via its Annual Report.

Among the key risks of particular significance at present for the University are:

- The recruitment of the planned student numbers of Home, EU and International undergraduate and postgraduate student numbers following an inadequate response to an increasingly competitive market, including our ability to achieve student recruitment forecasts, in light of potential reforms to student funding and the increase in marketing investment by competing institutions;
- The potential impact of changes to external funding, regulatory and statutory regimes;

STRATEGIC REVIEW – CONTINUED

YEAR ENDED 31 JULY 2021

- The potential impact of the continued escalation in the cost of providing Defined Benefit pensions and in the case of USS servicing the significant deficit;
- Inability to sustain the financial health of the institution, and to maintain liquidity, at a time of significant economic constraints and heightened competition; and
- Ensuring a high-quality student experience

Other risks, which the University actively manages on an ongoing basis, include:

- Ensuring that the University estate is compliant and fit for purpose;
- Ensuring compliance with legislation and regulations e.g. data security, visa regulations; and
- Ensuring bank loan covenants are met.

OPERATING PERFORMANCE

In the year to 31st July 2021 the University felt the significant impact of the Coronavirus pandemic across all aspects of its activity. The shortfall in student recruitment led to a reduction in tuition fees of £6.6million, of which £4.2million was a reduction in international student fees.

In response to the impact of the Covid19 pandemic, there were a number of additional funding streams made available to the University from the Government, including funds for additional student support and a recovery fund. As a consequence, the funding body grants increased by £12.7million to £30.3million in the year to 31st July 2021. The funding was utilised to meet the increased costs arising from the impact of Covid19. It is not anticipated that the majority of the additional funding will be recurrent. Further evidence of the impact of the pandemic is the £2.8m reduction in residences, catering and conferences income.

The University continued to utilise the Coronavirus Job Retention Scheme to support the University and help protect staff affected by the impact of the coronavirus.

In response to the fall in recurrent income and recognising the need for the University to generate increased funds for investment, the University completed a restructuring exercise during the year, resulting in reduced staff costs and operating expenses.

The reported deficit before tax for the year of £0.6million is affected by a number of factors during the year, including pension adjustments and the impact of the coronavirus pandemic. The underlying performance as measured by EBITDA (Earnings before interest, tax, depreciation and amortisation) are more reflective of current performance.

The University has therefore adopted an additional measure of financial sustainability, based on adjusting results for the non-recurring annual movements, in line with a methodology developed for use across the Higher Education (HE) sector. The adopted measure is based on EBITDA but is then subject to the elimination of the impact of non-recurrent impacts present in the published figures; this allows a more realistic and meaningful comparison of underlying performance between years, or indeed organisations.

The table below outlines the results arising under the 'HE Adjusted EBITDA' methodology:

	2020/21 £'000	2019/20 £'000
(Deficit) / Surplus	(1,549)	11,076
Add Back		
Depreciation	14,282	13,257
Interest Paid	5,205	5,812
EBITDA	17,938	30,145
Adjustments		
Loss / (Gain) on disposals of Fixed Assets	69	(28)
Pensions	2,412	(6,490)
Capital Grants	(4,809)	(1,517)
New Endowments	(65)	(313)
Restructuring Costs	2,322	12
Adjusted EBITDA	17,867	21,809

The 2020/21 HE Adjusted EBITDA of £17.9m represents a positive outcome in a challenging year and was a particularly creditable achievement in the light of the challenges facing the University, not least because of the Coronavirus pandemic. It is acknowledged however that substantial work remains to be done to move into a position of long-term financial sustainability.

Total income increased by £2.6million driven by the increases in funding body grants offsetting the reduction in tuition fee and other income following the impact of the Coronavirus pandemic. Funding body grants benefitted from an increase in the recurrent grant from HEFCW and additional funding streams, partly to enable the University to respond to the impact of the Coronavirus pandemic. Income from residences, catering and conferences suffered a significant reduction of £2.8million to £8million in 2020/21. This was a direct result of the impact of the Coronavirus lockdown from late March 2020.

In respect of costs, total staff costs include the substantial movements in pension provisions discussed later and increased by £14.3million. Of this £8.9m was the movement in pension provisions on the two pension schemes of the University, USS and BUPAS. In addition restructuring costs totalled £2.3million during the year.

Non-pay costs remain tightly controlled. Whilst there was an overall increase in operating costs of £3.5million, this reflects the additional costs incurred arising from the increase in funding council grants. Depreciation costs increased as a result of investments following additional capital funding provided to the University.

Substantial benefits were recognised in respect of the Defined Benefit pension schemes we operated during 2020/21. The movement in provisions between financial years was £6.3 million. This was due to the local BUPAS pension scheme reporting a surplus of £3.6 million compared to a deficit of £4.2 million in the previous year whilst the provision for USS pension scheme increased from £19.4 million in 2019/20 to £20.9 million in 2020/21

Following the scheme reporting a deficit as at 31st July 2020, the outcome of the valuation assumptions at 31st July 2021 has been that the scheme has returned a surplus. In line with previous reporting, this is recognised in the Statement of Financial Position.

There are relatively few noteworthy issues in relation to the Statement of Financial Position. Capital expenditure this year has been limited to the additional investments arising from the extra capital funding noted above, which only partially offset the depreciation charge, thus explaining the reduction in non-current assets. Net current assets increased due to improved cash generation during the year resulting in overall closing cash balances after including

cash being held as investments in over three month deposits, increased by almost £11.5million to £44.3m. This was offset by an increase in deferred income, resulting in an increase in net current assets of £5.3million.

Overall net assets close the year at £234.8m, up from £226.4m. In relation to cash flow, the net cash inflow from operating activities increased to £20.4m, a 65% increase on the previous year's cash generated of £12.4m reflecting the increase in adjusted EBITDA.

PENSION SCHEMES

The 2020 Triennial valuation of the 'Bangor University Pension & Assurance Scheme' (BUPAS) was completed in 2020/21, and a new Schedule of Contributions agreed with the Trustees during the year. The figures underlying that valuation provided the basis for the 31 July 2021 valuation figures included in these accounts.

It has been a major concern for both the University and the higher education sector that the national scheme for academic and related staff (USS) has faced increasing deficits over recent years. USS undertook a triennial valuation based at March 2020 although the outcome of the valuation was not finalised by 31st July 2021. Subsequently the Joint Negotiation Committee, including representatives of the employers and employees affected by the USS scheme, agreed a number of changes in the benefits structure and other measures to strengthen the employer covenant. These proposed changes were accepted by the USS Trustee Board and are being consulted on. The Schedule of Contributions being consulted on includes only a marginal increase in contribution rates.

The assumptions in the March 2020 valuation were used for the computation of the closing provisions at 31 July 2021, as it was the latest estimate on which all participating employers were required to make future contributions at that date.

STRATEGIC REVIEW – CONTINUED

YEAR ENDED 31 JULY 2021

TREASURY POLICIES AND OBJECTIVES

The University holds funds arising from bequests and other gifts, which are recognised in these accounts as either endowments or donations with or without restrictions. These funds have been invested on a pooled basis and are managed by the UBS Group in line with the University's sustainable investment policy. During the year, the funds generated a return of £1.1million alongside an income of £343k, with the total value of funds invested closing at £6.9million (2019/20 £5.9m).

CASH FLOW AND LIQUIDITY

The University's cash flow and liquidity position closed in an improved position. Net Current Assets increased to £29.4million (2018/19 £24.2million). Net cash inflow generated from operating activities improved to £20.1million (2018/19 £12.4million).

The end of year liquidity position represents a normal level for this time of year, and is supplemented by the existence of a Revolving Credit Facility with Santander that was unused during 2020/21 but is retained to support volatility of in-year cash flows if required.

CAPITAL FUNDING

Expenditure of £8.9million was incurred on capital projects in 2020/21 (2019/20 £5.8million). Investment was directed at maintaining the estate and equipment assets that supports our teaching, research and professional services activity across the wide range of sites we occupy.

GOING CONCERN

The Group and University's activities, together with the factors likely to affect its future development, performance, financial position, cash flows, liquidity and borrowing facilities are set out within this Strategic Review which forms part of the Annual Review.

The Group and University meets its day to day working capital requirements through existing unrestricted cash balances which are adequate to meet liabilities as and when they fall due for the foreseeable future. The Council has prepared detailed cash flow forecasts for both 2021/22 and 22/23. After reviewing these forecasts the Council

is of the opinion that, taking account of severe but plausible downside risks, including the potential continued impact of the pandemic the Group will have sufficient funds to meet their liabilities as they fall due over the period of 12 months from the date of approval of the financial statements (the going concern assessment period).

The University continued to be impacted, both operationally and financially, during the year to 31st July 2021 by the coronavirus pandemic. It is estimated that the University will continue to be affected in future years. In response, the University continues to closely manage its costs and capital expenditure projects.

While the situation evolves frequently making scenario planning difficult, the University assessed a number of scenarios which estimated the various financial impacts of the pandemic through a range of areas, in particular student number and fee income generation together with income from residences and commercial income.

The University has a Budget for 2021/22 based on its student recruitment together with control over capital expenditure to maintain liquidity. The University has no plans to increase its level of funding facilities, other than those linked to government support schemes where appropriate, beyond those in place at 31st July 2021 during the going concern assessment period. No banking covenants have been breached or are estimated to be breached during the going concern assessment period.

As a consequence of this review, the Council considers that the Group and the parent University is able to manage its finance and business risks and will continue to meet their liabilities as they fall due for at least 12 months from the date of the approval of the financial statements and therefore have prepared the financial statements on a going concern basis.



INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL OF BANGOR UNIVERSITY

YEAR ENDED 31 JULY 2021

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of Bangor University ("the University") for the year ended 31 July 2021 which comprise the Consolidated and University Statement of Comprehensive Income and Expenditure, Consolidated and University Statement of Changes in Reserves, Consolidated and University Balance Sheets, Consolidated Statement of Cash Flows and related notes, including the Statement of Accounting Policies.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and the University's affairs as at 31 July 2021, and of the Group's and the University's income and expenditure, gains and losses and changes in reserves, and of the Group's cash flows, for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland, and with the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under the Charters and Statutes of the institution and in accordance with section 144 of the Charities Act 2011 (or its predecessors) and report in accordance with regulations made under section 154 of that Act.

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

Going concern

The Council has prepared the financial statements on the going concern basis as they do not intend to liquidate the Group or the University or to cease their operations, and as they have concluded that the

Group and the University's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over their ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

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

Our conclusions based on this work:

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

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

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

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

- Enquiring of governors and inspection of policy documentation as to the University's high-level policies and procedures to prevent and detect fraud, and the public interest disclosure "whistleblowing" policy as well as whether they have knowledge of any actual, suspected or alleged fraud.

- Reading Board and Audit Committee minutes.
- Using analytical procedures to identify any unusual or unexpected relationships.

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

As required by auditing standards, we perform procedures to address the risk of management override of controls and the risk of fraudulent revenue recognition, in particular the risk that revenue is recorded in the correct period.

We did not identify any additional fraud risks.

We performed procedures including:

- Identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted by senior finance management, year end journals supporting BUPAS balances, unusual combinations between revenue and balance sheet codes and tuition fee journals posted to unusual accounts.
- We sample tested cash income for courses that spanned the year end of 31 July 2021 to supporting documentation to test that revenue had been recorded in the correct period.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the management (as required by auditing standards) and discussed with the management the policies and procedures regarding compliance with laws and regulations.

As the University is regulated, our assessment of risks involved gaining an understanding of the control environment including the entity's procedures for complying with regulatory requirements.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the University is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, taxation legislation, pensions legislation and specific disclosures required by higher education legislation and regulation / post-16 education and skills legislation and regulation, charities legislation and related legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the University is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation or the need to include significant provisions. We identified the following areas as those most likely to have such an effect: GDPR compliance, Health and Safety Legislation, Employment and social security legislation, Fraud corruption and bribery, Money laundering, and recognising the regulated nature of the University's activities.

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL OF BANGOR UNIVERSITY – CONTINUED

YEAR ENDED 31 JULY 2021

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

Other information

The Council is responsible for the other information, which comprises the Strategic Review and the Public Benefit Statement, Corporate Governance and Responsibilities of Council Statements. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

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

- based solely on that work, we have identified material misstatements in the other information; and
- in our opinion the information given in the Strategic Review, is consistent with the financial statements.

We have nothing to report in these respects.

Matters on which we are required to report by exception

Under the Charities Act 2011 we are required to report to you if, in our opinion:

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

We have nothing to report in these respects.

Council responsibilities

As explained more fully in their statement set out on page 123, the Council is responsible for: the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as it determines is necessary

to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Group and parent University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless it either intends to liquidate the Group or the parent University or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities

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

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

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

We are required to report on the following matters prescribed in the Higher Education Funding Council for Wales ('HEFCW') Audit Code of Practice issued under the Further and Higher Education Act 1992 and in the Financial Management Code issued under the Higher Education (Wales) Act 2015.

In our opinion, in all material respects:

- funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by HEFCW have been applied in accordance with the Memorandum of Assurance and Accountability and any other terms and conditions attached to them and used for the purposes for which they were received; and
- the requirements of HEFCW's accounts direction have been met.

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

This report is made solely to the Council and in accordance with Article 12(ii) of the Charters and Statutes of the University and in accordance with the section 144 of the Charities Act 2011 (or its predecessors) and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the Council those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the University and the Council for our audit work, for this report, or for the opinions we have formed.

Timothy Cutler

for and on behalf of KPMG LLP,
Statutory Auditor

Chartered Accountants

1 St Peter's Square
Manchester, M2 3AE

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME AND EXPENDITURE

YEAR ENDED 31 JULY 2021

Notes	2020/21		2019/20		
	Consolidated £'000	University £'000	Consolidated £'000	University £'000	
Income					
Tuition fees and education contracts	1	75,771	75,771	82,418	82,418
Funding body grants	2	30,297	30,297	17,538	17,538
Research grants and contracts	3	23,385	23,385	21,551	21,551
Other income	4	23,211	20,470	25,127	22,297
Investment income	5	461	593	545	619
Endowments and donations	6	243	243	517	516
Total income		153,368	150,759	147,696	144,939
Expenditure					
Staff costs	7	86,223	84,851	84,599	82,994
USS pension provision movement	7	1,323	1,323	(11,384)	(11,384)
Other operating expenses		47,884	47,046	44,336	43,444
Depreciation	11	14,282	13,853	13,257	12,838
Interest and other finance costs	8	5,205	5,190	5,812	5,634
Total expenditure	9	154,917	152,263	136,620	133,526
Surplus/(Deficit) before other gains/(losses) and share of operating surplus of joint venture					
		(1,549)	(1,504)	11,076	11,413
Gain / (Loss) on disposal of fixed assets		(69)	(69)	28	28
Gain / (Loss) on investments		1,075	1,075	(218)	(218)
Share of operating (deficit) / surplus in joint venture	15	(20)	0	38	0
Surplus/(Deficit) before tax		(563)	(498)	10,924	11,223
Taxation	10	0	0	0	0
Surplus/(Deficit) for the year attributable to:		(563)	(498)	10,924	11,223
Pension Provision movement	21	8,934	8,934	(10,266)	(10,266)
Total comprehensive (expenditure)/income for the year		8,371	8,436	658	957
Represented by:					
Endowment comprehensive income for the year		1,235	1,235	0	0
Restricted comprehensive income for the year		87	87	34	34
Unrestricted comprehensive income for the year		7,049	7,114	624	923
		8,371	8,436	658	957
Surplus/(Deficit) for the year attributable to:					
Non controlling interest		(20)	0	38	0
University		(543)	(498)	10,886	11,223
Total Comprehensive income/(expenditure) for the year attributable to:					
Non controlling interest		(20)	0	38	0
University		8,391	8,436	620	957

All items of total comprehensive income and expenditure relate to continuing activities.
The Statement of Accounting Policies and Notes on pages 84 to 120 form part of the financial statements.

CONSOLIDATED AND UNIVERSITY STATEMENT OF CHANGES IN RESERVES

YEAR ENDED 31 JULY 2021

Consolidated	Income and expenditure account			
	Endowment £'000	Restricted £'000	Unrestricted £'000	Total £'000
At 1 August 2019 (Restated)	7,103	580	218,089	225,772
Surplus from the income and expenditure statement	303	166	10,455	10,924
Other comprehensive income	0	0	(10,266)	(10,266)
Release of restricted funds spent in year	(303)	(132)	435	0
Total comprehensive income for the year	0	34	624	658
At 1 August 2020	7,103	614	218,713	226,430
Surplus/(deficit) from the income and expenditure statement	1,481	133	(2,177)	(563)
Other comprehensive income	0	0	8,934	8,934
Release of restricted funds spent in year	(246)	(46)	292	0
Total comprehensive income for the year	1,235	87	7,049	8,371
At 31 July 2021	8,338	701	225,762	234,801
University				
	Endowment £'000	Restricted £'000	Unrestricted £'000	Total £'000
At 1 August 2019 (Restated)	7,103	580	218,298	225,981
Surplus from the income and expenditure statement	303	166	10,754	11,223
Other comprehensive income	0	0	(10,266)	(10,266)
Release of restricted funds spent in year	(303)	(132)	435	0
Total comprehensive income for the year	0	34	923	957
At 31 July 2020	7,103	614	219,221	226,938
Surplus/(deficit) from the income and expenditure statement	1,481	133	(2,112)	(498)
Other comprehensive income	0	0	8,934	8,934
Release of restricted funds spent in year	(246)	(46)	292	0
Total comprehensive income for the year	1,235	87	7,114	8,436
At 31 July 2021	8,338	701	226,335	235,374

The Statement of Accounting Policies and Notes on pages 84 to 120 form part of the financial statements.

CONSOLIDATED AND UNIVERSITY STATEMENT OF FINANCIAL POSITION

YEAR ENDED 31 JULY 2021

	Notes	2021		2020	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
Non-current assets					
Fixed assets	11	313,168	307,862	320,527	314,854
Investments	14	6,999	7,049	5,959	6,009
Investment in joint venture	15	155	0	175	0
		320,322	314,911	326,661	320,863
Current assets					
Stock	16	51	30	68	43
Trade and other receivables	17	24,744	30,943	25,606	32,010
Investments	18	0	0	5,133	5,133
Cash and cash equivalents	24	44,322	43,083	27,693	27,089
		69,117	74,056	58,500	64,275
Less: Creditors: amounts falling due within one year	19	(39,675)	(38,693)	(34,315)	(33,824)
Net current assets		29,442	35,363	24,185	30,451
Total assets less current liabilities		349,764	350,274	350,846	351,314
Creditors: amounts falling due after more than one year	20	(97,373)	(97,310)	(100,598)	(100,558)
Provisions					
Pension provisions	21	(17,312)	(17,312)	(23,628)	(23,628)
Other provisions	21	(279)	(279)	(190)	(190)
Total net assets		234,800	235,373	226,430	226,938
Restricted Reserves					
Endowment reserve	22	8,338	8,338	7,103	7,103
Income and expenditure reserve	23	701	701	614	614
Unrestricted Reserves					
Income and expenditure reserve		225,762	226,335	218,713	219,221
Total Reserves		234,801	235,374	226,430	226,938

The Statement of Accounting Policies and Notes on pages 84 to 120 form part of the financial statements.
The financial statements were approved by the Council on 11th February 2022 and were signed on its behalf by:

Prof. Iwan Davies
Vice-Chancellor

Mrs Marian Wyn Jones
Chair of Council

Sir Paul Lambert
Chair of Finance & Strategy Committee

CONSOLIDATED CASHFLOW STATEMENT

YEAR ENDED 31 JULY 2021

	Notes	2020/21 £'000	2019/20 £'000
Cash flow from operating activities			
Surplus / (Deficit) for the year		(563)	10,924
Adjustment for non-cash items			
Depreciation	11	14,282	13,257
Loss / (Gain) on investments		(1,075)	218
(Increase) / Decrease in stock	16	17	41
(Increase) / Decrease in debtors		862	(3,949)
Increase / (Decrease) in creditors		5,834	1,591
Increase / (Decrease) in pension provision	21	2,618	(10,346)
Increase / (Decrease) in other provisions	21	89	(548)
Share of operating surplus in joint venture	15	20	(38)
		22,647	226
Adjustment for investing or financing activities			
Capital grant income		(6,209)	(3,217)
Profit on the sale of fixed assets		69	(28)
Investment income	5	(461)	(545)
Interest payable	8	4,988	5,333
Endowment income	6	(65)	(313)
		(1,678)	1,230
Net cash inflow from operating activities		20,406	12,380
Cash flows from investing activities			
Capital grant receipts		6,177	3,185
Proceeds from sales of fixed assets		1,456	343
Payments made to acquire fixed assets		(8,929)	(5,758)
Investment income	5	461	545
Disposal of current asset investments	18	5,133	5,330
New non-current asset investments		(3,754)	(3,848)
Disposal of non-current asset investments		3,786	3,787
		4,330	3,584
Cash flows from financing activities			
Interest paid	8	(1,164)	(1,418)
Interest element of finance lease and service concession payments	8	(3,824)	(3,915)
Endowment cash received	22	65	313
Repayment of finance leases and service concessions	19/20	(1,618)	(469)
New unsecured loans	19/20	1,051	2,614
Repayment of secured loans	19/20	(329)	(305)
Repayment of unsecured loans	19/20	(2,288)	(4,503)
		(8,107)	(7,683)
(Increase) / (Decrease) in cash and cash equivalents in the year		16,629	8,281
Cash and cash equivalents at beginning of the year	24	27,693	19,412
Cash and cash equivalents at end of the year	24	44,322	27,693
		16,629	8,281

The Statement of Accounting Policies and Notes on pages 84 to 120 form part of the financial statements.

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES

YEAR ENDED 31 JULY 2021

1. General information

Bangor University is registered with the Charity Commission (number 1141565). The address of the registered office is Bangor University, College Road, Bangor, Gwynedd, LL57 2DG.

2. Basis of preparation

The Consolidated and University financial statements have been prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education issued in 2015. They have also been prepared in accordance with the 'carried forward' powers and duties of previous legislation (Further and Higher Education Act 1992 and the Higher Education Act 2004) and the new powers of the Higher Education and Research Act 2017 during the transition period to 31 July 2021, the Royal Charter and the Accounts Direction issued by the Higher Education Funding Council for Wales (HEFCW).

The University is a public benefit entity and therefore has applied the relevant public benefit requirement of the applicable UK laws and accounting standards.

The Consolidated and University financial statements have been prepared under the historical cost convention (modified by the revaluation of certain financial assets and liabilities at fair value).

The financial statements are prepared in sterling which is the functional currency of the group and rounded to the nearest £'000.

3. Exemptions under FRS 102

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

4. Basis of consolidation

The consolidated financial statements include the financial statements of the University and all its subsidiaries together with the share of the results of joint ventures and associates for the financial year to 31 July 2021.

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

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

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

Joint ventures are accounted for using the equity method.

5. Going Concern

The Group and University's activities, together with the factors likely to affect its future development, performance and position, are set out in the Strategic Review which forms part of the Annual Review. The Annual Review also describes the financial position of the institution, its cash flows, liquidity position and borrowing facilities. The Group and University meets its day to day working capital requirements through existing unrestricted cash balances which are adequate to meet liabilities as and when they fall due for the foreseeable future. The Council has prepared detailed cash flow forecasts for both 2021/22 and 22/23. After reviewing these forecasts the Council is of the opinion that, taking account of severe but plausible downside risks, including the potential continued impact of the pandemic the Group will have sufficient funds to meet their liabilities as they fall due over the period of 12 months from the date of approval of the financial statements (the going concern assessment period).

The University continued to be impacted, both operationally and financially, during the year to 31st July 2021 by the coronavirus pandemic. It is estimated that the University will continue to be affected in future years. In response, the University continues to closely manage its costs and capital expenditure projects.

While the situation evolves frequently making scenario planning difficult, the University assessed a number of scenarios which estimated the various financial impacts of the pandemic through a range of areas, in particular student number and fee income generation together with income from residences and commercial income.

The University has a Budget for 2021/22 based on its student recruitment together with control over capital expenditure to maintain liquidity. The University has no plans to increase its level of funding facilities, other than those linked to government support schemes where appropriate, beyond those in place at 31st July 2021 during the going concern assessment period. No banking covenants have been breached or are estimated to be breached during the going concern assessment period.

As a consequence of this review, the Council considers that the Group and the parent University is able to manage its finance and business risks and will continue to meet their liabilities as they fall due for at least 12 months from the date of the approval of the financial statements and therefore have prepared the financial statements on a going concern basis.

6. Income recognition

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

Fee income is stated gross of any expenditure which is not a discount and credited to the Consolidated Statement of Income and Comprehensive Expenditure over the period in which students are studying. Where the amount of the tuition fee is reduced, for example, by way of a discount for prompt payment or other form of waiver, income receivable is shown net of such reductions. The actual payment of bursaries and scholarships are accounted for gross as expenditure and not deducted from income.

Investment income is credited to the statement of income and expenditure on a receivable basis.

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

Grant funding

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

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 University is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with such restrictions at which point the income is released to general reserves through a reserve transfer.

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

Investment income and appreciation of endowments is recorded in income in the year in which it arises as either restricted or unrestricted income according to the terms of the individual endowment fund. There are four main types of donations and endowments identified within reserves:

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES – CONTINUED

YEAR ENDED 31 JULY 2021

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

Capital grants

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

7. Accounting for retirement benefits

The two principal pension schemes for the University's staff are the Universities Superannuation Scheme (USS) and the Bangor University Pension and Assurance Scheme 1978 (BUPAS). The schemes are defined benefit schemes which are externally funded and contracted out of the State Second Pension (S2P).

Each fund is valued every three years by professionally qualified independent actuaries.

The USS is a multi-employer defined benefit scheme for which it is not possible to identify the assets and liabilities to University members due to the mutual nature of the scheme and therefore this scheme is accounted for as a defined contribution retirement benefit scheme. A liability is recorded within provisions for any contractual commitment to fund past deficits within the USS scheme.

Defined Contribution Plan

A defined contribution plan is a post-employment benefit plan under which the University 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.

Multi-employer schemes

Where the University is unable to identify its share of the underlying assets and liabilities in a multi-employer scheme on a reasonable and consistent basis, it accounts as if the scheme were a defined contribution scheme. Where the University has entered into an agreement with such a multi-employer scheme that determines how the University will contribute to a deficit recovery plan, the University recognizes a liability for the contributions payable that arise from the agreement, to the extent that they relate to the deficit, and the resulting expense is recognised in expenditure.

Defined benefit schemes

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. Under defined benefit plans the University's obligation is to provide the agreed benefits to current and former employees, and actuarial risk (that benefits will cost more or less than expected) and investment risk (that returns on assets set aside to fund the benefits will differ from expectations) are borne in substance by the University.

The net liability is recognised in the balance sheet in respect of each scheme and is the present value of the defined benefit obligation at the reporting date less the fair value of the plan assets at the reporting date.

The Group should recognise a liability for its obligations under defined benefit plans net of plan assets. This net defined benefit liability is measured as the estimated amount of benefit that employees have earned in return for their service in the current and prior periods, discounted to determine its present value, less the fair value (at bid price) of plan assets.

The calculation is performed by a qualified actuary using the projected unit credit method. Under section

28.22 (Employee Benefits - Defined benefit plan asset) of FRS 102 the University does not recognise the surplus of the scheme as it is unable to recover the surplus through reduced contributions in the future or through refunds from the plan. The Trust Deed provides for the University to unilaterally wind up the Bangor University Pension and Assurance Scheme, in which event any residual amounts after settling all scheme obligations are repayable to the University. As a result the University has determined that it has an unconditional right to a refund on wind-up. However, the Trust Deed also provides for the Fund Trustees to transfer annuity policies into individual members' names without requiring the University's consent. Due to the existence of those Fund Trustees rights, the University considers it appropriate to not recognise the surplus within the financial statements in respect of the Pension Fund.

Annually the University engages independent actuaries to calculate the obligation for each scheme. The present value is determined by discounting the estimated future payments at a discount rate based on market yields on high quality corporate bonds denominated in sterling with terms approximating to the estimated period of the future payments.

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

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

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

Further detail is provided on the specific pension schemes in Note 29 to the accounts.

8. Employment benefits

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

9. Finance leases

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

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

10. Service Concession Arrangements

Private Finance Initiative (PFI) transactions which meet the definition of a service concession arrangement are accounted for as 'on Balance Sheet' by the University. The underlying assets are recognised as Fixed Assets at their fair value as determined in the operators' model. An equivalent financial liability is recognised in accordance with FRS 102.

The annual contract payments are apportioned between the repayment of the liability, a finance cost and the charges for services. The finance cost is calculated using the implicit interest rate for the scheme

The service charge is recognised in operating expenses and the finance cost is charged to Finance Costs in the Statement of Comprehensive Income.

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES – CONTINUED

YEAR ENDED 31 JULY 2021

An element of the annual unitary payment increase due to cumulative indexation is allocated to the finance lease. In accordance with FRS 102, this amount is not included in the minimum lease payments, but is instead treated as contingent rent and is expensed as incurred. In substance, this amount is a finance cost in respect of the liability and the expense is presented as a contingent finance cost in the Statement of Comprehensive Income.

Lifecycle replacement costs are recognised in operating expenses based on the operators' planned programme of lifecycle replacement.

11. 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.

12. Foreign currency

Transactions in foreign currencies are translated to the respective functional currencies of Group entities at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are translated to the functional currency at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised as a Surplus or Deficit.

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

13. Property, Plant and Equipment

Land and buildings

Land and buildings are capitalised at cost on initial recognition.

After initial recognition land and buildings are subsequently measured at deemed cost less accumulated depreciation and accumulated impairment losses.

Certain land and buildings have been revalued to fair value at the date of transition to the 2015 FE HE SORP, and are measured on the basis of deemed cost, being the revalued amount at the date of that revaluation. The valuation was undertaken by a professionally qualified firm of Chartered Surveyors. Some assets were excluded from the valuation where they were considered for disposal, demolition or major refurbishment.

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

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

Buildings	50 years
Building refurbishments	15 years

Where appropriate, buildings are componentised into three parts: building structure, fit out and mechanical & engineering. These are accounted for as separate items of fixed assets and each part is depreciated on a straight line basis over their respective useful lives:

Buildings structure	Up to 50 years
Fit out	Up to 20 years
Mechanical and engineering	Up to 20 years

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

Leasehold improvements are depreciated over the life of the lease.

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

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

Equipment

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

Equipment, including computers and software, costing less than the de-minimis of £10,000 per individual item, or group of related items, 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	5 years
Equipment acquired for specific research projects	5 years
Other Equipment	Up to 10 years
Motor Vehicles	5 years

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

Impairment

A review for impairment of property, plant and equipment is carried out if events or changes in circumstances indicate that the carrying amount of the property, plant and equipment may not be recoverable.

Borrowing costs

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

14. Heritage assets

The University owns an extensive collection of works of art, and other museum collections including ceramics, musical instruments, natural history items, geological artefacts and manuscripts, which have been mostly donated or bequeathed to the University during the last 130 years. These items are not included in the financial statements, as the University considers that in most cases, due to their unique nature, it would not be practical to obtain a meaningful valuation. Very few heritage assets could be sold by the University due to the restrictive nature of their acquisition. Further information is provided in Note 12. The cost of conservation and restoration of the heritage collection is reported in the Statement of Comprehensive Income for the year it is incurred.

15. Investments

Non-current asset investments in unlisted securities are held on the Statement of Financial Position at cost less impairment.

Investments in jointly controlled entities, associates and subsidiaries are carried at cost less impairment in the University's Financial Statements.

Investments are held in the Statement of Financial Position as basic financial assets and are measured in accordance with accounting policy Note 18.

16. Stock

Stock is held at the lower of cost and net realisable value, and is measured using an average cost formula.

17. Cash and cash equivalents

Cash includes cash in hand and deposits repayable on demand. 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

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES – CONTINUED

YEAR ENDED 31 JULY 2021

18. Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when:

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

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

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

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

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

19. Accounting for Joint Operations, Jointly Controlled Assets and Jointly Controlled Operations

The University accounts for its share of joint ventures using the equity method.

The University accounts for its share of transactions from joint operations and jointly controlled assets in the Consolidated Statement of Income and Expenditure.

20. Taxation

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

The University is considered to pass the tests set out in Paragraph 1 of Schedule 6 to the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the University is potentially exempt from taxation in respect of income or capital gains received within categories covered by section 478-488 of the Corporation Tax Act 2010 (CTA 2010) or section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied to exclusively charitable purposes.

21. Financial Instruments

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

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

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

Financial assets

Basic financial assets include trade and other receivables, cash and cash equivalents, and investments in commercial paper (i.e. deposits and bonds). These assets are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest rate method. Financial assets are assessed for indicators of impairment at each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in the Statement of Comprehensive Income

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

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

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

Financial liabilities

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

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

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

Derivatives, including forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date the derivative contract is entered into and are subsequently re-measured at their fair value at the reporting date. Changes in the fair value of derivatives are recognised in the Statement of Comprehensive Income in finance costs or finance income as appropriate, unless they are included in a hedging arrangement.

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

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

22. Reserves

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

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

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES – CONTINUED

YEAR ENDED 31 JULY 2021

23. Critical accounting judgements and key sources of estimation uncertainty

The preparation of the University's financial statements requires management to make judgements, estimates, and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income, and expenses. These judgements, estimates, and associated assumptions are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results.

Management consider the areas set out below to be those where critical accounting judgements have been applied and the resulting estimates and assumptions may lead to adjustments to the future carrying amounts of assets and liabilities:

Income recognition

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

Useful lives of property, plant and equipment

Property, plant and equipment represent a significant proportion of the University's total assets. Therefore, the estimated useful lives can have a significant impact on the depreciation charged and the University's reported performance. Useful lives are determined at the time the asset is acquired and reviewed regularly for appropriateness. The lives are based on historical experience with similar assets as well as anticipation of future events. Details of the carrying values of property, plant and equipment are shown in Note 11.

Recoverability of debtors

The provision for doubtful debts is based on our estimate of the expected recoverability of those debts. The provision is based on the current situation of the customer, the age profile of the debt and the nature of the amount due.

The University's Trade Receivables balance, Note 17, discloses the amount due to the University and the Group after deducting the bad debt provision of £2,809k (2020: £2,020k) and £2,904k (2020: £2,117k) respectively. The bad debt provision mainly relates to residential and tuition fees owed by students.

Management have reviewed individual debts and assessed recoverability having regard to age, status of the debtor, and any other relevant information relating to the delay in payment.

Service concession agreements

The University has two service concession agreements on its Balance Sheet, the Ffriddoedd Road and St Mary's schemes (Note 13). The associated finance obligations have been derived using a modelling tool for service concession agreements under guidance from the University's professional advisors, with inputs derived from the operator models which underpinned the contracts concluded with the private sector partners. The asset values are based on costs taken from the same operator models, and these are subject to an annual impairment review. No impairment arose in 2020/21 (2019/20 - Nil).

It has been assumed that any lifecycle expenditure is revenue in nature based on the information in the operator models.

Retirement benefit obligations

USS pension provision

The cost of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. Further details are given in Note 29.

Management are satisfied that Universities Superannuation Scheme meets the definition of a multi-employer scheme and has therefore recognised the discounted fair value of the contractual contributions under the funding plan in existence at the date of approving the financial statements.

As the University is contractually bound to make deficit recovery payments to USS, this is recognised as a liability on the balance sheet. The provision is currently based on the USS deficit recovery plan agreed after the 2017 actuarial valuation, which defines the deficit payment required as a percentage of future salaries until 2034. These contributions will be reassessed within each triennial valuation of the scheme.

The provision is based on management's estimate of expected future salary inflations, changes in staff numbers and the prevailing rate of discount. Further details are set out in Note 29A.

Retirement benefits (BUPAS)

The pension liability position, as contained within the accounts, is based on a number of complex assessments and judgements relating to discount rates, projected salary increases, changes in retirement ages, mortality rates and expected returns on scheme assets. A professional firm of consulting actuaries is engaged by the University to provide expert advice on the assumptions to be applied and the calculation of the scheme liability.

Assumptions used in the current year are detailed in Note 29B.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 JULY 2021

	2020/21		2019/20 (Restated)	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
1 Tuition fees and education contracts				
Full-time home and EU students	46,861	46,861	48,253	48,253
Full-time international students	14,537	14,537	18,778	18,778
Part-time students	2,082	2,082	1,925	1,925
Research training support grants	873	873	899	899
Short course fees	513	513	1,030	1,030
Education contracts	10,905	10,905	11,533	11,533
	75,771	75,771	82,418	82,418
2 Funding body grants				
Recurrent grant				
Higher Education Funding Council for Wales	10,207	10,207	9,074	9,074
Specific grants				
Higher Education Funding Council for Wales				
Capital Grants	4,809	4,809	1,517	1,517
Additional Student Support	3,603	3,603	0	0
Higher Education Investment & Recovery Main Funding	2,850	2,850	0	0
Welsh Medium Initiatives	1,034	1,034	1,018	1,018
Innovation Capacity Development Fund	841	841	210	210
Covid19 - Additional Student Support	802	802	0	0
Research Capital	715	715	0	0
Degree Apprenticeships	565	565	262	262
Research Wales Innovation Fund	487	487	0	0
Better Mental Health	184	184	0	0
PGT Masters	242	242	318	318
Newton Fund & Global Challenge	147	147	96	96
Research Wales Funding	136	136	473	473
HE & FE Collaboration	9	9	352	352
Reaching Higher Reaching Wider	384	384	342	342
Student Well-Being & Health	145	145	131	131
Other	383	383	67	67
Welsh Government				
North Wales Medical Education Hub	518	518	1,669	1,669
National Practitioners	276	276	308	308
Welsh for Adults Language Centre	1,518	1,518	1,518	1,518
Ysbyty Enfys	225	225	120	120
Other	217	217	63	63
	30,297	30,297	17,538	17,538

	2020/21		2019/20	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
3 Research grants and contracts				
Research councils	4,376	4,376	3,488	3,488
UK charities	881	881	1,184	1,184
UK government	8,129	8,129	6,115	6,115
UK industry & commerce	701	701	327	327
EU government	8,563	8,563	9,662	9,662
EU other	48	48	56	56
Other overseas	588	588	588	588
Other sources	99	99	131	131
	23,385	23,385	21,551	21,551

The Research grants and contract totals include fully recognised income of £1.4m (2019/20 - £1.7m) received for capital grants where performance conditions have been met. The associated equipment purchased will be depreciated over 5 years in accordance with the University's Accounting Policies.

	2020/21		2019/20	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
4 Other income				
Residences, catering and conferences	7,973	7,973	10,805	10,805
Other services rendered by the University	4,526	4,526	3,784	3,785
Other income	7,682	7,971	9,377	9,376
Subsidiary Companies				
NWWMDL Ltd	1,920	0	1,983	0
Others	1,110	0	847	0
	23,211	20,470	25,127	22,298
5 Investment income				
Investment income on endowments	343	343	207	207
Other investment income	118	250	338	412
	461	593	545	619
6 Donations and endowment income				
New endowments	65	65	313	313
Donations with restrictions	142	142	166	166
Unrestricted donations	36	36	38	37
	243	243	517	516
7 Staff costs				
Salaries	65,203	63,991	61,806	60,530
Social security costs	6,147	6,035	6,280	6,047
Restructuring Costs	2,322	2,322	12	12
Movement on USS provision	1,323	1,323	(11,384)	(11,384)
Movement on BUPAS provision	1,089	1,089	4,894	4,894
Other pension costs	11,462	11,414	11,607	11,511
Total	87,546	86,174	73,215	71,610

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

Emoluments of the Vice-Chancellor 1 August 2020 to 31 July 2021 :

	Prof. I Davies 2020/21 £'000	Prof. I Davies from 01/09/19 to 31/7/20 £'000	Prof. G Upton from 01/08/19 to 30/8/19 £'000
Salary	220	202	16
Total remuneration	220	202	16

Vice-Chancellor remuneration as a pay multiple of all other employees on an FTE basis

	2020/21	2019/20	2019/20
Pay median of basic salary	1 : 6.17	1 : 5.70	1 : 5.03
Pay median of total remuneration	1 : 6.17	1 : 5.70	1 : 5.03

The emoluments of the Vice-Chancellor are shown on the same basis as for higher paid staff but include the employer contribution to the USS deficit recovery plan.

The University appointed a new Vice-Chancellor with effect from 1 September 2019 for fixed term period of 5 years and on the basis that the initial remuneration for the post should be £220,000 per annum, with no other benefits beyond those received by other members of staff. In setting the salary of the Vice-Chancellor the appointing panel took into consideration the UCEA Senior staff Remuneration Survey and the CUC Survey of VC's salaries.

The Vice-Chancellor is not a member of the USS pension scheme and therefore there were no employer contributions made in this period.

The performance of the Vice-Chancellor is monitored throughout the year including 1:1 performance appraisals with the Chair of Council. The Chair of Council sets the Vice-Chancellor's objectives in line with the University's strategic direction. The annual review also incorporates feedback from members of Council and the University's Executive. The Remuneration Committee determines and reviews the remuneration of the Vice-Chancellor. They take into account affordability, comparative information on remuneration within the sector or elsewhere and relevant metrics and performance data. The performance of senior staff is considered against standards identified.

Remuneration of higher paid staff (excluding the Vice Chancellor and excluding employer's pension contributions)

	2020/21 No.	2019/20 No.
£100,000 to £104,999	3	5
£105,000 to £109,999	2	0
£110,000 to £114,999	2	3
£120,000 to £124,999	0	1
£125,000 to £129,999	1	0
£130,000 to £134,999	0	0
£135,000 to £139,999	0	2
£270,000 to £274,999	0	1
	11	14

Average staff numbers by major category :

	No.	No.
Academic & related and research	936	938
Clerical	330	333
Technical	92	91
Other	234	282
	1,592	1,644

Staff numbers are expressed as full-time equivalents.

Atypical staff costs (Subsidiary, Agency, Self-employed and non-contract staff costs) were £1.87m (2019/20 - £1.89m), excluding Subsidiaries, staff costs were £331k (2019/20 - £281k)

Compensation for loss of office was paid to 2 former higher paid employees under the terms of the University's standard voluntary severance scheme, the amount paid was £80,441 (2019/20 2 - £206,225)

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the University. Staff costs include both employers' pension and NI contributions.

	2020/21 £'000	2019/20 £'000
Key management personnel staff cost	1,590	1,561
	No.	No.
FTE Equivalent number of key management personnel during 2020/21	10.6	11

At the 31 July 2021 there were 9 (19/20 - 9) key management personnel.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

Council Members

The University council members are the trustees for charitable law purposes. Due to the nature of the University's operations and the composition of the Council, being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Council may have an interest.

All transactions involving organisations in which a member of Council may have an interest are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures. The value of these transactions reflected in the accounts for the year ended 31 July 2021 are set out below :

Organisation	Name	Position	Income	Expenditure	Due from/ (to) at 31 July 2020
			£000	£000	£000
Arts Council Wales	Mrs Marian Wyn Jones	Vice-Chairperson	912	0	(259)
Betsi Cadwaladr University Health Board	Prof. Nichola Callow	Board Member	643	668	193
Grŵp Llandrillo Menai	Dr. Griffith W Jones	Vice-Chairperson	347	409	10
Menter Môn	Dr. Griffith W Jones Dr. Karen Jones	Director	103	52	(122)
Office of the Independent Adjudicator	Dr. Kevin Mundy	Director	0	34	0
BUPAS	Mrs Tracy Hibbert	Trustee	24	400	0

No lay council members received remuneration from the group during the year (2020 - none).

The total expenses paid to or on behalf of 5 lay council members was £0 (2019 - paid £1,420 to 5 members). This represents travel expenses incurred in attending Council, Committee meetings and other events in their official capacity.

8 Interest and other finance costs

	Note	2020/21		2019/20	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
Loan interest		1,164	1,149	1,418	1,240
Finance lease interest (including service concession finance charge)		3,824	3,824	3,915	3,915
Net charge on pension scheme	21	479	217	479	479
		5,205	5,190	5,812	5,634

9 Analysis of total expenditure by activity

Academic departments	46,018	46,019	46,949	47,335
Academic services	11,582	11,629	11,230	11,279
Central administration and services	8,865	8,875	8,934	8,938
General educational	10,036	10,036	11,692	11,695
Staff and student facilities	11,303	11,097	7,329	6,855
Premises	20,259	21,068	20,033	20,401
Residences and catering operations	14,707	14,707	13,753	13,755
Research grants and contracts	20,802	20,839	18,954	19,232
Services rendered	5,901	2,549	7,101	3,391
Restructuring costs / (not utilised)	2,322	2,322	12	12
Movement on USS provision	1,323	1,323	(11,384)	(11,384)
Other	1,799	1,799	2,017	2,017
	154,917	152,263	136,620	133,526

Other operating expenses include:

External auditors remuneration (incl VAT) :

Audit related assurance services	146	108	138	109
Other assurance services	55	55	12	12
Taxation / Non-audit services	54	47	102	95

Unaccrued costs relating to the 19/20 external audit have been included in the restated totals.

Operating lease rentals

Land and buildings	444	444	256	256
Other	1,043	1,043	1,131	1,131

Restructuring costs include

Staff severance	2,322	2,322	14	14
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

10 Taxation

	2020/21		2019/20	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Current tax				
UK corporation tax of 19% (2020: 19%) on deficit for the year	0	0	0	0
Total tax charge	0	0	0	0
Factors affecting the tax charge				
The tax assessed for the year is lower than the standard rate of corporation tax in the UK. The difference is explained below.				
(Deficit)/Surplus before taxation	(563)	(498)	10,924	11,223
(Deficit)/Surplus multiplied by the standard rate of corporation tax in the UK of 19% (2020: 19%)	(107)	(95)	2,076	2,132
Surplus/(Deficit) within charitable exemption	107	95	(2,076)	(2,132)
Impact of change in corporation tax rate	0	0	0	0
Current tax charge	0	0	0	0

11 Property, Plant and Equipment

	Freehold Land and Buildings	Leasehold Improvements	Service concession arrangement Land and Buildings	Fixtures, Fittings and Equipment	Assets in the Course of Construction	Total
Consolidated						
Cost	£'000	£'000	£'000	£'000	£'000	£'000
At 1 August 2020	295,292	11,095	68,652	31,277	2,742	409,058
Additions	0	0	0	6,659	1,789	8,448
Transfers	0	0	0	0	0	0
Disposals / Impairment	(700)	0	0	(1,365)	(922)	(2,987)
At 31 July 2021	294,592	11,095	68,652	36,571	3,609	414,519
Depreciation						
At 1 August 2020	49,632	5,462	8,094	25,343	0	88,531
Charge for the year	9,064	374	1,466	3,379	0	14,282
Disposals / Impairment	(98)	0	0	(1,364)	0	(1,462)
At 31 July 2021	58,598	5,836	9,559	27,358	0	101,351
Net book value						
At 31 July 2021	235,994	5,259	59,093	9,213	3,609	313,168
At 1 August 2020	245,660	5,633	60,558	5,934	2,742	320,527
University						
Cost	£'000	£'000	£'000	£'000	£'000	£'000
At 1 August 2020	295,292	58	68,652	29,338	2,741	396,081
Additions	0	0	0	6,597	1,789	8,386
Transfers	0	0	0	0	0	0
Disposals / Impairment	(700)	0	0	(1,365)	(922)	(2,987)
At 31 July 2021	294,592	58	68,652	34,570	3,608	401,480
Depreciation						
At 1 August 2020	49,632	9	8,094	23,492	0	81,227
Charge for the year	9,064	1	1,465	3,323	0	13,853
Disposals / Impairment	(98)	0	0	(1,364)	0	(1,462)
At 31 July 2021	58,598	10	9,559	25,451	0	93,618
Net book value						
At 31 July 2021	235,994	48	59,093	9,119	3,608	307,862
At 1 August 2020	245,660	49	60,558	5,846	2,741	314,854

At 31 July 2021, freehold land and buildings included £38.7m (2020 - £38.7m) in respect of freehold land and is not depreciated.

Leased assets included above:

	£'000
Net Book Value:	
At 31 July 2020	982
At 31 July 2021	823

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

12 Heritage assets

The University holds a number of collections of Heritage Assets, including: Arts Collection - approximately 600 oil paintings, watercolours, prints, and drawings, plus 9 sculptures, dating from the 17th to the 21st centuries; Ceramics Collection - contains around 500 pieces on display and in store; Music Collection - approximately 600 ethnographic musical instruments, together with 325 pre-Columbian clay instruments; Geology Collection - around 8,000 rocks and 6,000 fossils from all over the world; Natural History Collection - composed of around 40,000 specimens (of which around 500 are on display); Welsh Antiquities Collection - and other antiquities are held on display in the Gwynedd Museum & Art Gallery; and a Manuscripts Collection - the Library has around 16,500 books of rare or special significance and the Archives Department holds around 80 collections, mostly of estate and family papers from the counties of North Wales, together with private papers of prominent individuals and a miscellaneous collection of literary, historical and antiquarian records.

The University's Heritage Assets are documented and were valued at £12.3m for insurance purposes only. This value is not reflected in the University's Financial Statements.

13 Service concession arrangements

The University has two on Balance Sheet service concession arrangements, the St Mary's and Ffriddoedd Road sites, where service delivery has commenced.

Movement in service concession arrangement assets

The asset value of the service concessions included on the Balance Sheet as at 31 July 2021 is £59,093k (1 August 2020 £60,558k). The decrease of £1,465k results from depreciation charges during the year.

Movement in service concession arrangement liabilities

The total liabilities relating to the service concessions included on the Balance Sheet as at 31 July 2021 were £61,885k (1 August 2020 £63,344k). The decrease of £1,459k results from repayments during the year.

Future commitments

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

	Payable in 1 year	Payable in 2-5 years	Payable in 6 years or more	Total
	£'000	£'000	£'000	£'000
Liability repayments	1,419	5,710	54,756	61,885
Finance charge	3,395	12,718	32,621	48,734
Service charge	2,234	10,788	68,633	81,655
	7,048	29,216	156,010	192,275

The notes below give more information on the University's current on Balance Sheet service concession arrangements:

a) Friddoedd Road scheme

On 6 October 2006 the University entered into a 29 year contract with a third party provider for the provision and maintenance of accommodation to 1,136 students.

The assets and liabilities relating to this scheme are recognised on the University's Balance Sheet.

The service commenced on 1 October 2009 and the contract will finish on 30 September 2038.

b) St Mary's scheme

On 23 July 2014 the University entered into a 40 year contract with a third party provider for the provision and maintenance of accommodation to 602 students.

The assets and liabilities relating to this scheme are recognised on the University's Balance Sheet.

The service commenced on 25 September 2015 and the contract will finish on 24 September 2055.

14 Non-Current Investments

	Subsidiary companies (Note 28)	Associate companies (Note 28)	Joint venture (Note 15)	Other non-current investments	Total
	£'000	£'000	£'000	£'000	£'000
Consolidated					
At 1 August 2020	0	50	0	5,909	5,959
Release in Year	0	0	0	(90)	(90)
Revaluation	0	0	0	1,130	1,130
At 31 July 2021	0	50	0	6,949	6,999
University					
At 1 August 2020	0	50	50	5,909	6,009
Release in Year	0	0	0	(90)	(90)
Revaluation	0	0	0	1,130	1,130
At 31 July 2021	0	50	50	6,949	7,049

Non-current investments are stated at cost with the exception of the University's managed funds which are stated at market value.

Other non-current investments consist of:

	University £'000
CVCP Properties plc	33
Laser Micromachining Ltd	80
Managed funds in equities and fixed interest securities	6,836
	6,949

Managed funds are held with UBS Asset Management (UK) Limited who are licensed by the Financial Conduct Authority.

15 Investment in joint venture

The University holds a 50% share (50,000 £1 Ordinary shares) of P.Madog Offshore Services Limited, a company registered in England, which undertakes the chartering of a research vessel. This is a joint venture company owned equally by the University and O.S. Energy (UK) Limited. The arrangement is treated as a joint venture and is accounted for using the equity method, such that 50% of the company's gross assets and liabilities are incorporated into the consolidated balance sheet of the University and 50% of its net income is reported in the University's consolidated Statement of Comprehensive Income.

	2020/21	2019/20
	£'000	£'000
Income and expenditure account		
Share of income	530	608
Share of expenditure	(550)	(570)
Share of surplus for year	(20)	38
Balance sheet	2021	2020
	£'000	£'000
Fixed assets	20	122
Current assets	192	319
	212	441
Creditors: amounts due within one year	(49)	(104)
Creditors: amounts due after more than one year	(8)	(162)
	(57)	(266)
Share of net assets	155	175

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

16 Stock	2021		2020	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Catering and retail stocks	51	30	68	43
	51	30	68	43

17 Trade and other receivables	2021		2020	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Amounts falling due within one year:				
Trade receivables	12,281	12,067	13,270	13,083
Other receivables - taxation recoverable	11	0	7	0
Prepayments and accrued income	12,941	12,783	11,945	11,850
Amounts due from subsidiary companies	(523)	2,608	0	3,030
Amount due from joint venture	0	0	200	200
Prepayment to joint venture	34	34	50	50
	24,744	27,492	25,472	28,213
Amounts falling due after one year :				
Amounts due from subsidiary companies	0	1,662	0	1,736
Loan to joint venture	0	0	100	100
Prepayment to joint venture	0	0	34	34
Prepayment to subsidiary undertaking	0	1,789	0	1,927
	24,744	30,943	25,606	32,010

18 Current investments	2021		2020	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Short term deposits	0	0	5,133	5,133
	0	0	5,133	5,133

19 Creditors : amounts falling due within one year	2021		2020	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Obligations under finance leases	159	159	159	159
Service concession arrangements (Note 13)	1,419	1,419	1,459	1,459
Secured loans	0	0	329	329
Unsecured loans	2,722	2,722	2,288	2,288
Bank Overdraft	0	0	0	0
Creditors	8,191	9,351	8,888	8,632
Social security and other taxation payable	3,251	1,678	1,992	1,961
Accruals and deferred income	23,933	23,066	19,036	18,430
Amounts due to joint venture	0	0	164	164
Amounts due to subsidiary undertakings	0	298	0	402
	39,675	38,693	34,315	33,824

Deferred income

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

	2021 Consolidated £'000	2021 University £'000	2020 Consolidated £'000	2020 University £'000
Research grants received on account	4,907	4,907	3,754	3,754
Funding Body grants	5,237	5,237	1,820	1,820
Other	373	373	269	269
	10,517	10,517	5,843	5,843

20 Creditors : amounts falling due after more than one year

	2021		2020	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Deferred income	97	34	73	33
Obligations under finance lease	664	664	823	823
Service concession liabilities due after one year	60,466	60,466	61,885	61,885
Unsecured loans	36,146	36,146	37,817	37,817
	97,373	97,310	100,598	100,558
Analysis of secured and unsecured loans:				
Due within one year or on demand	2,722	2,722	2,617	2,617
Due between one and two years	2,798	2,798	2,621	2,621
Due between two and five years	8,864	8,864	8,314	8,314
Due in five years or more	24,484	24,484	26,882	26,882
Due after more than one year	36,146	36,146	37,817	37,817
Total secured and unsecured loans	38,868	38,868	40,434	40,434
Secured loans repayable by 2026	0	0	329	329
Unsecured loans repayable by 2033	38,868	38,868	40,105	40,105
	38,868	38,868	40,434	40,434

Included in loans are the following:

Borrower	Amount £'000	Maturity	Interest rate %	Lender
University	2,353	2030	0%	Salix Energy Efficiency Loans
University	20,022	2033	Fixed 3.913%	European Investment Bank
University	15,442	2033	Fixed 2.135%	European Investment Bank
University	1,051	2031	Fixed 0.55%	Sustaining University Research Expertise (SURE)
Total University	38,868			

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

21 Provisions for liabilities

	USS deficit	Local scheme	Total Pensions Provisions	Restructuring Provision	Total Other
	£'000	£'000	£'000	£'000	£'000
Consolidated and University At 1 August 2020	19,424	4,203	23,628	190	190
Staff cost	0	1,088	1,088	0	0
Deficit Contribution	(900)	0	(900)	0	0
Finance cost	142	64	206	0	0
Movement on Pension Scheme	2,223	(8,933)	(6,710)		0
Additions	0	0	0	89	89
At 31 July 2021	20,889	(3,578)	17,312	279	279

Local scheme deficit

Defined benefit obligations at 1 August 2020 related to the liabilities under the University's BUPAS pension scheme. Further details are given in Note 29B.

USS deficit

The obligation to fund the past deficit on the Universities Superannuation Scheme (USS) arises from the contractual obligation with the USS to fund deficit payments in accordance with the deficit recovery plan. In calculating this provision, management have estimated future staff levels within the USS scheme for the duration of the contractual obligation and salary inflation.

Following the completion of the 2018 actuarial valuation, a new deficit recovery plan has been agreed of which more detail is given in Note 29A. This new plan requires deficit payments of 2% of salaries from 1 October 2019 to 30 September 2021 and then payments of 6% of salaries from 1 October 2021 to 31 March 2028.

Key assumptions to calculate the obligation are set out below and further information is provided in Note 29A.

	2021	2020
Discount rate	0.87%	0.73%
Salary growth	4.50%	0.00%

Sensitivity analysis

As set out in the accounting policies, there are some critical judgements made in estimating the obligation to fund the USS deficit. The sensitivity of the principal assumptions used to measure the USS deficit provision are set out below:

Change in assumptions at 31 July 2020	Approximate impact £m
0.5% pa decrease in discount rate	0.4
0.5% pa increase in salary inflation over duration	0.4
0.5% pa increase in salary inflation year 1 only	0.1
0.5% increase in staff changes over duration	0.4
0.5% increase in staff changes year 1 only	0.1
1% increase in deficit contributions	3.5

22 Endowment reserves

	Restricted permanent endowments	Unrestricted permanent endowments	Restricted expendable endowments	2021 Total	2020 Total
	£'000	£'000	£'000	£'000	£'000
Consolidated and University At 1 August					
Capital	4,198	193	1,574	5,965	6,183
Accumulated income	1,117	0	21	1,138	920
	5,315	193	1,595	7,103	7,103
New endowments	0	0	8	8	313
Investment income	243	11	89	343	208
Expenditure	(45)	(11)	(190)	(246)	(303)
Increase in market value of investments	799	37	294	1,130	(218)
Total endowment comprehensive income/(expenditure) for the year	997	37	201	1,235	0
At 31 July	6,312	230	1,796	8,338	7,103
Represented by:					
Capital	5,129	230	1,646	7,005	5,965
Accumulated income	1,183	0	150	1,333	1,138
	6,312	230	1,796	8,338	7,103
Analysis by asset					
Non-current asset investments				6,836	5,796
Cash & cash equivalents				1,502	1,307
				8,338	7,103

23 Other restricted reserves

Reserves with restrictions are as follows:

	2021 Donations	2020 Donations
	£'000	£'000
Consolidated and University At 1 August		
New donations	133	166
Investment income	0	0
Expenditure	(46)	(132)
Total restricted comprehensive income / (expenditure) for the year	87	34
At 31 July	701	614

24 Cash and cash equivalents

	2021		2020	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
At 1 August				
Cashflows	16,629	15,994	8,281	8,098
At 31 July	44,322	43,083	27,693	27,089

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

25 Capital and other commitments

Provision has not been made for the following capital commitments at 31 July 2021:

	2021		2020	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
Commitments contracted for	38	38	135	135
	38	38	135	135

26 Lease obligations

Total rentals payable under operating leases:

Consolidated and University	Land and buildings	Other leases	2021 Total	2020 Total
	£'000	£'000	£'000	£'000
Payable during the year	444	1,043	1,487	1,387
Future minimum lease payments due:				
Not later than 1 year	359	786	1,145	1,381
Later than 1 year and not later than 5 years	1,069	691	1,760	2,221
Later than 5 years	13,931	0	13,931	14,105
Total lease payments due:	15,359	1,477	16,836	17,707

27 Events after the reporting period

Since the 31st July 2021, the Universities Superannuation Scheme 2020 valuation has been signed and filed with The Pensions Regulator with an effective date of 1 October 2021. The 2020 Valuation came into effect with a dual rate schedule of contributions:

- The first part, which includes a small increase in contribution rates from the 2018 Valuation and a longer deficit recovery period as a result of the decision to proceed with benefit change by the Joint Negotiating Committee (JNC) subject to member consultation would increase the USS provision reported from £20,889k to £62,695k.
- The second part, considered highly unlikely, includes more significant increases in contribution rates from the 2018 Valuation and shorter deficit recovery period, which only becomes applicable if the JNC recommended deed on benefit changes has not been executed by 28 February 2022.

28 Subsidiary and associate company undertakings

	Status	Share Capital Held	Country of Registration	Principal Activity
North West Wales Management Development Centre Limited	100%	1 £1 Ordinary share	Wales	Management courses, conferencing and accommodation
UNDEB (Trading) Cyfyngedig	100%	2 £1 Ordinary shares	Wales	Certain commercial activities in support of the Students' Union
Menai Science Park Limited	100%	1 £1 Ordinary share	Wales	Development of a science park
The Shellfish Centre	-	Limited by guarantee	Wales	Shellfish processing and research
Naturiol Bangor Limited	20%	20 £1 Ordinary shares	Wales	Natural materials research
Holding acquired at a cost of £50,000				

The financial statements do not incorporate Naturiol Bangor Limited or The Shellfish Centre as the results and assets and liabilities of these companies are not considered material.

29 Pension Schemes

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

- Universities' Superannuation Scheme (USS)
- Bangor University Pension and Assurance Scheme 1978 (BUPAS)
- The Government's workplace pension scheme (NEST)

A small number of staff remain in other schemes that are not open to new members.

29A The Universities Superannuation Scheme

The institution participates in Universities Superannuation Scheme (USS) which is the main scheme covering most academic and academic-related staff. The Scheme is a hybrid pension scheme, providing defined benefits (for all members), as well as defined contribution benefits. The assets of the scheme are held in a separate trustee-administered fund.

USS is a multi-employer scheme and is accounted for as set out in the accounting policies.

The total cost charged to the Consolidated Statement of Comprehensive Income is £9.498m (2020: £9.486m). Deficit recovery contributions due within one year for the Institution are £0.9m (2020 - £0.76m).

The latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme is at 31 March 2018 ("the valuation date"), which was carried out using the projected unit method.

The 2018 valuation was the fifth valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £63.7 billion and the value of the scheme's technical provisions was £67.3 billion indicating a shortfall of £3.6 billion and a funding ratio of 95%.

The key financial assumptions used in the 2018 valuation are described **opposite**. More detail is set out in the Statement of Funding Principles.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

Discount rate (forward rates)	Years 1-10: CPI - 0.14% reducing linearly to CPI - 0.73% Years 11-20: CPI + 2.52% reducing linearly to CPI + 1.55% by year 21 Years 21 +: CPI + 1.55%
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Pension increases (CPI)	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves, less 1.3% p.a.
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The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2018 actuarial valuation. The mortality assumptions used in these figures are as follows:

Mortality Base Table	Pre-retirement 71% of AMC00 (duration 0) for males and 112% of AFC00 (duration 0) for females.
	Post-retirement 97.6% of SAPS S1NMA "light" for males and 102.7% of RFV00 for females.
Future Improvements to mortality	CMI_2017 with a smoothing parameter of 8.5 and a long term improvement rate of 1.8% p.a. for males and a 1.6% p.a. for females.

The current life expectancies on retirement at age 65 are:

	2018 valuation	2017 valuation
Males currently aged 65 (years)	24.4	24.6
Females currently aged 65 (years)	25.9	26.1
Males currently aged 45 (years)	26.3	26.6
Females currently aged 45 (years)	27.7	27.9

The funding position of the scheme has since been updated on an FRS102 basis. A new deficit recovery plan was put in place as part of the 2018 valuation, which requires payment of 2% of salaries over the period 1 October 2019 to 30 September 2021 at which point the rate will increase to 6%, until 31 March 2028. The 2021 deficit recovery liability reflects this plan.

The liability figures have been produced using the following assumptions:

	2021	2020
Discount rate	2.59%	2.59%
Pensionable salary growth	4.20%	4.20%

In the year ended 31 July 2020, the liability was based on the previous deficit recovery plan, which required payment of 5% of salaries over the period 1 April 2020 to 30 June 2034.

A further full valuation as at 31 March 2020 is currently underway. There is still work to be done agreeing the technical provisions assumptions, the extent of future investment risk, the duration of the deficit period and the level of deficit contributions. Rule changes in respect of strengthening the employer covenant are also in progress including restrictions on employer exits, debt monitoring and pari passu arrangements. The valuation has not met its statutory deadline of 30 June 2021. It is anticipated that there will be an increase in the deficit provision and impact on cashflow as a consequence of the new schedule of contributions.

29B Bangor University Pension and Assurance Scheme 1978 (BUPAS)

The University operates a defined benefit pension scheme for ancillary and support staff, the Bangor University Pension and Assurance Scheme 1978 (BUPAS). The scheme is externally funded and was contracted out of the State Second Pension (S2P) until 31 March 2016.

The latest actuarial valuation was carried out as at 1 August 2020 and was updated for the purpose of FRS102 Section 28, Employee Benefits, to 1 August 2021 by a professionally qualified actuary.

During the year, the University paid contributions to the pension scheme at the rate of 19.5% (2020: 19.5%). The total cost of contributions paid by the University was £1,765k (2020: £1,854k).

Accounting standard FRS102 requires that, as the University does not have an automatic right to a refund of surplus, the scheme's current surplus to be recognised to the extent that the University is able to derive economic value from the surplus in the form of potential future reduced contributions. The economic value the University can derive from the surplus is calculated as the difference between the present value of the future contributions the University is committed to paying under the documentation in force at the reporting date and the present value of the future benefits expected to accrue in the future (over the working lifetime of active members) as measured on the accounting basis at the reporting date. On this basis the 2020/21 surplus of £3,578k was fully recognised.

The University updated their approach to use term-dependent assumptions for RPI (by changing the Inflation Risk Premium) and for CPI (by changing the "wedge" between the two measures of inflation). The University has proposed that RPI inflation continues to be set in line with market break even expectations less an inflation risk premium. The inflation risk premium has been set at nil before 2030 and 0.3% after 2030. For CPI, the University has proposed setting the long-term gap between RPI and CPI to be 100bps pre-2030 and 10bps post-2030. The combined impact is estimated to be a c. £10.6m increase in the DBO (Defined Benefit Obligation).

Assumptions

The financial assumptions used to calculate scheme liabilities under FRS102 at the year ended 31 July are:

	2021 % p.a.	2020 % p.a.
Price inflation (RPI) Pre / Post 2030	3.4% / 3.1%	3.40%
Price inflation (CPI) Pre / Post 2030	2.4% / 3.0%	2.40%
Rate of increase in salaries Pre / Post 2030	3.7% / 3.4%	3.70%
Rate of increase of pensions in payment for BUPAS members Pre / Post 2030	2.2% / 2.6%	2.25%
Increases to deferred pensions before retirement Pre / Post 2030	2.4% / 3.0%	2.40%
Discount rate	1.65%	2.10%

The most significant non-financial assumption is the assumed level of longevity. The table below shows the life expectancy assumptions used in the accounting assessments at the year ended 31 July based on the life expectancy of male and female members at age 65.

	2021		2020	
	Male	Female	Male	Female
Member aged 65 retiring today	20.8	23.8	20.7	23.8
Member aged 45 retiring in 20 years	22.1	25.4	22.1	25.3

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

The major categories of scheme assets were as follows:

	2020/21 £'000	2019/20 £'000
Equities	132,853	101,483
Liability driven investments	33,992	36,520
Property	6,679	5,987
Cash	9,126	24,278
Total market value of assets	182,650	168,268

Total market value of assets

The scheme has no investments in the University or in any property occupied by the University.

Net finance income / interest recognised within finance cost and income:

	£'000	£'000
Interest income	2,256	3,406
Interest expense	(2,320)	(3,274)
Total	(64)	132

The actual return on pension scheme assets was a gain of £14.43m (2020: £3.48m)

The amounts recognised in comprehensive income are:

	£'000	£'000
Service cost:	£'000	£'000
Current service cost (net of employee contributions)	3,657	3,401
Administration expenses	400	382
Loss/(gain) on plan introductions, changes, curtailments and settlements	80	0
Net interest expense/(credit)	64	(132)
Charge recognised in the comprehensive income	4,201	3,651

The amounts recognised in comprehensive income are :

	£'000	£'000
Remeasurements of the net liability:	£'000	£'000
Return on scheme assets (excluding amount included in net interest expense)	(14,430)	(3,477)
Actuarial (gains)/losses	5,508	13,743
Charge/(credit) recorded in other comprehensive income	(8,922)	10,266

Analysis of the amount shown in the Statement of Financial Position:

	£'000	£'000
Reconciliation of Assets	£'000	£'000
At 1 August	168,268	163,019
Benefits paid	(5,015)	(4,400)
Administration expenses	(400)	(382)
Employer contributions	3,060	3,093
Employee contributions	51	55
Interest income	2,256	3,406
Return on assets	14,430	3,477
At 31 July	182,650	168,268
Reconciliation of Liabilities	£'000	£'000
At 1 August	(172,471)	(156,398)
Benefits paid	5,015	4,400
Service cost	(3,657)	(3,401)
Employee contributions	(51)	(55)
Interest expense	(2,320)	(3,274)
Actuarial Loss on Liabilities	(5,508)	(13,743)
Loss on plan introductions and changes	(80)	0
At 31 July	(179,072)	(172,471)
Surplus / (Deficit) at end of year	3,578	(4,203)

Accounting for the BUPAS pension scheme resulted in the recognition of a debit of £0.064m (2020 credit of £0.132m) to interest income.

30 Related party transactions

Included within the financial statements are financial transactions with the following related parties in which the University does not have a controlling interest. All transactions are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures. The value of these transactions reflected in the accounts for the year ended 31 July 2021 are set out below.

Organisation	Note	Income £'000	Expenditure £'000	Due from / (to) at 31 July 2021 £'000
Bangor University Students' Union		62	1,505	(147)
P.Madog Offshore Services Limited	15	9	844	0

Other transactions with related parties involving members of the University's Council are disclosed under Note 7

31 Bursaries

The University is the paying agent on behalf of the National Health Service and the Welsh Government in respect of bursaries and expenses made available for students studying nursing and teacher training. The sums paid are:

	2020/21 £'000	2019/20 £'000
Nursing	4,878	4,797
Teacher Training	630	401
	5,508	5,198

The bursaries and related disbursements are excluded from the Statement of Comprehensive Income.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

32 Financial Instruments

	Note	2021		2020	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
Financial assets					
Financial assets measured at cost:					
Cash and cash equivalents	24	44,322	43,083	27,693	27,089
Financial assets measured at fair value:					
Non-current investments	14	6,836	6,836	5,796	5,796
Financial assets measured at cost less impairment:					
Non-current investments	14	83	213	83	213
Trade receivables	17	12,281	12,067	13,270	13,083
Other receivables	17	12,463	18,876	12,336	18,927
		75,985	81,075	59,178	65,108
Financial liabilities					
Financial liabilities measured at cost:					
Trade and other payables	18/19	35,472	34,427	30,153	29,622
Financial liabilities measured at amortised cost:					
Loans	18/19	38,868	38,868	40,434	40,434
Service concession arrangements	18/19	61,885	61,885	63,344	63,344
Finance leases	18/19	823	823	982	982
		137,048	136,003	134,913	134,382

The income and expenditure in respect of the financial instruments is summarised below:

		£'000	£'000	£'000	£'000
Total investment income for financial assets at cost	5	118	250	338	412
Total investment income for financial assets at fair value	5	343	343	207	207
Total interest expenditure for financial liabilities at amortised cost	8	4,988	4,973	5,333	5,155

The University enters into predominantly non-complex or short term transactions resulting in basic financial instruments. As such the risk associated with the assets and liabilities outlined above is deemed by the University to be relatively low. The financial assets measured at cost are mainly in the form of cash or cash equivalents held with financial institutions on deposit. Financial assets measured at market value are exposed to the risk of changes in market prices. These are actively managed by professional fund managers according to an investment strategy set by the University.

For further details on terms and conditions associated with loans refer to Note 20.

33 US Department of Education Financial Responsibility Supplemental Schedule

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

The amounts presented within the schedules have been:

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

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

Primary Reserve Ratio Calculation

Expendable Net Assets:

Account lines	Description	Notes	Year ended 31 July 2021		Year ended 31 July 2020	
			£'000	£'000	£'000	£'000
SoFP - Income & Expenditure Reserve	Statement of Financial Position - Net assets without donor restrictions	Net assets without donor restrictions		225,761		218,714
Notes 22 & 23	Statement of Financial Position - Net assets with donor restrictions	Net Assets with donor restrictions		9,040		7,716
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable	34	0	383	
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Unsecured related party receivable		(34)		383
SoFP - Fixed Assets less Service Concessions and Leasehold in Note 11	Statement of Financial Position - Property, plant and equipment, net	Property, plant and equipment, net (includes Construction in progress)	248,815		254,336	
Opening Balance - Note 11 Fixed Asset less Service Concessions and Leasehold Improvements	Note of the Financial Statements - Statement of Financial Position - Property, Plant and Equipment - pre-implementation	Property, plant and equipment - pre-implementation		(254,336)		260,808

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

Account lines	Description	Notes	Year ended 31 July 2021		Year ended 31 July 2020	
			£'000	£'000	£'000	£'000
Closing Balance less Opening Balance - Note 11	Note of the Financial Statements - Statement of Financial Position - Property, Plant and Equipment - post-implementation with outstanding debt for original purchase	Property, plant and equipment - post-implementation with outstanding debt for original purchase		9,128		(9,212)
Fixed Asset less Service Concessions and Leasehold Improvements less Assets in course of construction	Note of the Financial Statements - Statement of Financial Position - Property, Plant and Equipment - post-implementation without outstanding debt for original purchase	Property, plant and equipment - post-implementation without outstanding debt for original purchase		0		0
Note 11 - Assets in Course of Construction	Note of Financial Statements - Statement of Financial Position - CIP			(3,607)		2,740
Note 11 - Service Concessions and Leasehold Improvements	Statement of Financial Position - Lease right-of-use assets, net	Lease right-of-use asset, net	64,352		66,191	
Note 11 - Opening Balance - Service Concessions and Leasehold Improvements	Note of Financial Statements - Statement of Financial Position - Lease right-of-use asset pre-implementation	Lease right-of-use asset pre-implementation		(66,191)		68,014
Note 11 - Closing balance less Opening Balance - Service Concessions and Leasehold Improvements	Note of Financial Statements - Statement of Financial Position - Lease right-of-use asset post-implementation	Lease right-of-use asset post-implementation		1,839		(1,823)
	Statement of Financial Position - Goodwill	Intangible assets		0		0
Note 21 - USS + BUPAS	Statement of Financial Position - Post-employment and pension liabilities	Post-employment and pension liabilities		17,312		23,628

33 US Department of Education Financial Responsibility Supplemental Schedule (continued)

Primary Reserve Ratio Calculation (continued)

Expendable Net Assets (continued):

Account lines	Description	Notes	Year ended 31 July 2021		Year ended 31 July 2020	
			£'000	£'000	£'000	£'000
Note 20 - less Service Concessions and Finance Leases	Statement of Financial Position - Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for CIP	Long-term debt - for long term purposes	36,146		37,816	
Note 20 - Opening Balances - LT Unsecured & Secured loans	Statement of Financial Position - Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for CIP	Long-term debt - for long term purposes pre-implementation		37,817		39,841
Note 20 - Closing Balances less Opening Balances - LT Unsecured & Secured loans	Statement of Financial Position - Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for CIP	Long-term debt - for long term purposes post-implementation		(1,671)		(2,025)
	Statement of Financial Position - Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for CIP	Line of Credit for CIP		0		0
Note 19 & Note 20 - Service Concession + Finance Lease	Statement of Financial Position - Lease right-of-use of asset liability	Lease right-of-use asset liability	61,130		64,326	
Opening Balances Note 19 & Note 20 for Service Concession + Finance Lease	Statement of Financial Position - Lease right-of-use of asset liability pre-implementation	Pre-implementation right-of-use leases		63,503		64,795
Closing less Opening Balances Note 19 & Note 20 for Service Concession + Finance Lease	Statement of Financial Position - Lease right-of-use of asset liability post-implementation	Post-implementation right-of-use leases		(1,618)		(469)
	Statement of Financial Position - Annuities	Annuities with donor restrictions		0		0

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

YEAR ENDED 31 JULY 2021

Account lines	Description	Notes	Year ended 31 July 2021		Year ended 31 July 2020	
			£'000	£'000	£'000	£'000
	Statement of Financial Position - Term Endowments	Term endowments with donor restrictions		0		0
	Statement of Financial Positions - Life Income Funds	Life income funds with donor restrictions		0		0
Note 22 - Restricted Permanent Endowments	Statement of Financial Position - Perpetual Funds	Net assets with donor restrictions: restricted in perpetuity		(6,312)		5,314
		Expendable Net Assets		30,631		25,977
Total Expenses and Losses:						
SoCIE Total Expenditure	Statement of Activities -, Total Operating Expenses, - (Total from Statement of Activities prior to adjustments)	Total expenses without donor restrictions – taken directly from Statement of Activities		154,916		136,621
SoCIE - Loss on Investments + Share of operating surplus in joint venture + Pension Provision Movement less Note 5 Investment Income	Statement of Activities _ Non-Operating (Investment return appropriated for spending), Investments, net of annual spending gain (loss), Other components of net periodic pension costs, Pension-related changes other than net periodic pension, Change in value of split-interest agreements and Other gains (loss) - (Total from Statement of Activities prior to adjustments)	Non-Operating and Net Investment (loss)		9,528		(10,991)
Note 5 - Investment Income less SoCIE - Loss on Investments	Statement of Activities - (Investment return appropriated for spending) and Investments, net of annual spending, gain (loss)	Net investment losses		1,536		327
SoCIE - Pension Provision movement	Statement of Activities - Pension-related changes other than periodic pension	Pension -related changes other than net periodic costs		(8,934)		10,266
		Total Expenses and Losses		157,046		136,223

Account lines	Description	Notes	Year ended 31 July 2021		Year ended 31 July 2020	
			£'000	£'000	£'000	£'000
Equity Ratio Calculation						
Modified Net Assets:						
SoFP - Income & Expenditure Reserve	Statement of Financial Position - Net Assets without Donor Restrictions	Net assets without donor restrictions		225,761		218,714
SoFP - Restricted Reserves	Statement of Financial Position - Total Net Assets with Donor Restriction	Net assets with donor restrictions		9,040		7,716
	Statement of Financial Position - Goodwill	Intangible assets		0		0
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable		34		383
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Unsecured related party receivables		(34)		(383)
		Modified Net Assets:		234,767		226,047

Modified Assets			Year ended 31 July 2021		Year ended 31 July 2020	
			£'000	£'000	£'000	£'000
Account lines	Description	Notes				
SoFP Non-Current Assets + Current Assets	Statement of Financial Position - Total assets	Total assets		389,439		385,159
Opening Balance (b/f less depn b/f) - Note 11 Service Concession + Leashold Improvements	Note of Financial Statements - Statement of Financial Position - Lease right-of-use asset pre-implementation	Lease right-of-use asset pre-implementation		(66,191)		(68,014)
Opening Balances - Note 19 & 20 for Finance Leases and Service Concession	Statement of Financial Position - Lease right-of-use of asset liability pre-implementation	Pre-implementation right-of-use leases		63,503		64,795
	Statement of Financial Position - Goodwill	Intangible assets		0		0
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable	34		383	
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivables and Related party note disclosure	Unsecured related party receivables		(34)		(383)
		Modified Assets:		389,405		384,776
Net Income Ratio Calculation						
SoCIE - Total Comprehensive Income less Note 6 New Endowments & Donations with Restrictions	Statement of Activities - Change in Net Assets Without Donor Restrictions	Change in Net Assets Without Donor Restrictions		8,164		177
SoCIE - Total Income less Note 6 New Endowments & Donations with Restrictions plus Sale of Fixed Assets less Note 5 Investment Income	Statement of Activities - (Net assets released from restriction), Total Operating Revenue and Other Additions and Sale of Fixed Assets, gains (losses)	Total Revenues and Gains		152,630		146,699

PUBLIC BENEFIT STATEMENT

YEAR ENDED 31 JULY 2021

Bangor University is a Registered Charity (number 1141565) in accordance with the terms of the Charities Act 2011. In setting and reviewing the University's objectives and activities, the University has due regard to the Charity Commission's guidance on the reporting of public benefit and particularly its supplementary public benefit guidance on the advancement of education.

Bangor University is a strong, confident institution recognised regionally, nationally and internationally as a centre of excellence for its varied portfolio of teaching and research, and for the unique, multicultural, inclusive experience it provides for its staff and students. The University was founded as a direct result of a campaign from the communities of North Wales for higher education provision in the region. Established with significant local support, both financially and otherwise, the University continues to take pride in our role as a member of the community and our bilingual heritage.

AN EXCELLENT EDUCATION AND STUDENT EXPERIENCE

The University provides higher education for over 11,000 students in a wide range of disciplines in the arts and humanities, social sciences, natural sciences, physical sciences, health and education.

The University admits students who can demonstrate their ability to benefit from higher education – regardless of their financial, social, religious or ethnic background. We safeguard fair access and increased retention through the provision of bursaries, scholarships and hardship schemes and targeted financial support for care leavers and the homeless.

The University works with schools to raise educational aspirations and awareness of under-represented groups; by identifying individuals with potential, and developing skills to prepare students for Higher Education.

Extra-curricular and volunteering activities develop individuals, enhance their employability, and promote engagement with the community. The University provides access to all sports clubs, societies and volunteering activities free at the point of delivery, regardless of the student's ability to pay.

In the field of teaching and learning, the University provides a curriculum that is attractive and fit for purpose with academic programmes of high quality, excellent teaching facilities and a wide range of support services (including academic, financial, pastoral, spiritual and careers advice). Our programmes reflect our commitment to ensuring our students are global citizens.

ENHANCING RESEARCH SUCCESS

Research at Bangor University is having a major impact on the economy and the lives of people around the world. Our research is disseminated through the publication of papers and books, through lectures and conference presentations.

Opportunities for postgraduate study and research (including the provision of studentships) are available in every academic school.

The University also provides services to industry and commerce, through enterprise support (for example Knowledge Transfer Partnerships – of which there have been nearly 100 – with various businesses in North Wales and beyond), assistance with new product development, the promotion and support of spin-out companies, the commercialisation of ideas and the exploitation of intellectual property.

AN INTERNATIONAL UNIVERSITY FOR THE REGION

Bangor University is listed among the 200 most international universities globally and the most international university in Wales. The University provides a thriving international community and welcomes staff and students from over 100 countries worldwide, providing a unique Bangor experience for international students. The University works with partners across the world, including the recent establishment of Bangor College China.

Employability and global citizenship are strengthened by the University's internationalisation of the curriculum and promotion and support for outward mobility, allowing all students to experience time abroad as part of their academic programme.

WELSH LANGUAGE, CULTURE & CIVIC ENGAGEMENT

The University is leading the field for Welsh-medium higher education provision. The University actively encourages Welsh-medium students to undertake their courses through the medium of Welsh and promotes the use of Welsh in the workplace.

There is an extensive Library, the Archive department of which has the status of a 'Place of Deposit for Public Records'. The Library holdings and collections are shared with external members of the public through schemes such as 'Linc y Gogledd' which make University Library resources available in local public libraries in North Wales.

The University also promotes cultural development through its Public Lecture programme, a programme of music and drama, a Museum and Art Gallery, together with a major art collection, and unique collections including ceramics, musical instruments, and natural history specimens.

Pontio is a major £50m Arts and Innovation Centre, encompassing a theatre, studio theatre, cinema, large lecture facilities and innovation hub, outdoor performance area, as well as public cafes, foyers and bars. This makes an immense contribution to cultural, economic and social development. The university also provides high-quality sporting facilities and classes for the local community.

The University estate contains nearly 150 buildings, including 14 listed buildings (one of which is a grade 1 listed building of historical significance).

COMMITMENT TO SUSTAINABILITY AND THE ENVIRONMENT

The University is committed to sustainability not only in the context of our rich, natural environment, but also in terms of social cohesion, financial stability, and resource efficiency. Sustainability is one of our strategic enablers and we contribute to the Welsh Government's well-being of future generations' goals and the UN Sustainable Development goals.

Bangor's commitment to sustainability is reflected in its environmental policy, which states that "We will not only seek to protect our natural environment, but also actively pursue opportunities to enhance it, promote a culture of environmental stewardship amongst our staff and students and work towards the goals of sustainable development." We have maintained our ISO14001:2015 Environmental Management System (EMS). Senior management demonstrated its leadership and commitment with respect to the EMS by appointing the University Secretary, on behalf of the Executive, to chair the Sustainability Task Group (STG), which provides strategic direction and accountability for the effectiveness of the environmental management system by scrutinising the Annual Environmental Report.

Biodiversity is another focus. Habitats within our grounds hold educational, social, cultural, recreational and environmental value for students, staff and the wider community. The Biodiversity Action Plan seeks to promote biodiversity in all campus habitats and integrate biodiversity into our operations as we conduct our business. Outreach through the Treborth Botanic Garden continues.

COMMITMENT TO SUSTAINABILITY THROUGH OUR INVESTMENT POLICY

The University, through a sub-committee of the Finance and Strategy Committee, conducted its annual review of the Sustainable Investment Policy applicable to the Endowment funds that are managed on its behalf by UBS. The policy ensures that the University optimises its investment returns without compromising our commitment to sustainability and well-being of current and future generations. This involves positive and negative screening of all companies for compliance with ethical and socially responsible standards, including the avoidance of activities that are harmful to the environment or well-being of their workforce. There are also specific exclusions for areas such as weapons, alcohol, gambling, tobacco etc. The University does not invest in extractive fossil fuels.

A copy of the Policy can be found at:
www.bangor.ac.uk/finance/pl/documents/SIPBU-Eng

STATEMENT OF COUNCIL RESPONSIBILITIES IN RESPECT OF THE CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED 31 JULY 2021

The Council is responsible for preparing the Strategic Review and the consolidated financial statements in accordance with the requirements of the Higher Education Funding Council for Wales's Memorandum of Assurance and Accountability issued by HEFCW and applicable law and regulations.

They are required to prepare group and parent University financial statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland. The Memorandum of Assurance and Accountability further requires the financial statements to be prepared in accordance with the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education, in accordance with the requirements of HEFCW's Accounts Direction to higher education institutions. The Council are required to prepare financial statements which give a true and fair view of the state of affairs of the group and parent University and of their income and expenditure, gains and losses and changes in reserves for that period.

In preparing each of the group and parent University financial statements, the Council are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the group and parent University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the group or the parent University or to cease operations, or have no realistic alternative but to do so.

The Council are responsible for keeping adequate accounting records that are sufficient to show and explain the parent University's transactions and disclose with reasonable accuracy at any time the financial position of the parent University and enable them to ensure that its financial statements comply with relevant legislation and other relevant accounting standards. They are responsible for such

internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

The Council are also responsible under the Memorandum of Assurance and Accountability for:

- funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- ensuring that funds from HEFCW and other funding bodies are used only for the purposes for which they have been given and in accordance with the Memorandum of Assurance and Accountability and any other conditions which HEFCW may from time to time prescribe;
- ensuring that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources; and
- securing the economical, efficient and effective management of the University's resources and expenditure.

The Council are responsible for the maintenance and integrity of the corporate and financial information included on the University's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



PRIFYSGOL
BANGOR
UNIVERSITY

53.0454° N, 2.9989° W

www.bangor.ac.uk