



Annual Report And Financial Statements Year Ended 31st July 2025

Contents

Legal and Administrative Information4

An Introduction: The Chair and the Vice-Chancellor5 – 6

Our Mission7

Education8 – 12

 Aim 1.....8 – 12

 Aim 213 – 15

Clinical Care16

 Aim 316

Research and knowledge exchange17 – 18

 Aim 4.....17 – 18

 Aim 519

 Aim 620 – 21

Statement of Public Benefit22

Understanding HSU’s risks.....23

Financial Review24 – 25

Statement of the Board of Governors’ responsibilities in respect of the
Governors’ report and financial statements26

Directors’ report.....27 – 31

Independent Auditor’s Report to Board of Governors of Health Sciences University.....32 – 35

Financial Statements36 – 39

Statement of Accounting Policies40 – 43

Notes to the Accounts44 – 55



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Health Sciences University is a company limited by guarantee in England and Wales. It is an exempt charity and registered with the Office for Students.

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An Introduction: The Chair and Vice-Chancellor



Jeni Bremner
Chair of the Board of Governors



Professor Lesley Haig
Vice-Chancellor

Reflecting on a Transformational Year

This year marked a defining chapter in our history under the new name of Health Sciences University (HSU), with the University College of Osteopathy joining HSU on 1st August 2024. We have brought together two specialist institutions under a shared vision: *creating a healthier society through education, research and clinical care*. We were delighted to install HSU's inaugural Chancellor, HRH the Princess Royal, at an official HSU launch event held in October. Together, we have built a stronger, more resilient university – one that is deeply connected to its communities and committed to shaping the future of health sciences.



Chancellor
HRH The Princess Royal

This was more than an organisational change; it was a catalyst for innovation and growth. In May, we launched the HSU Health Business School, welcoming our first cohort to the flagship MSc Global Healthcare Management programme. This milestone signals our ambition to lead in healthcare leadership and management education, equipping graduates to navigate complex global health systems.

HSU remains vigilant in a sector characterised by challenge and change, and impacted by the wider financial pressures facing the UK government.

We have refreshed our corporate strategy, now in its final year, to reflect changes in the internal and external context. We have also continued to merge our operational teams to accommodate our two-campus status and have amended our senior leadership structures to optimise decision making, agility, planning and delivery.

Across our Schools, we have expanded opportunities for students and strengthened partnerships with the NHS, local authorities and industry. Highlights include:

- **New courses and apprenticeships** addressing workforce needs in allied health, chiropractic, osteopathy and healthcare management.
- **Enhanced student experience initiatives**, from digital learning innovations and AI-assisted assessment pilots to expanded wellbeing support and inclusive community activities.
- **Clinical and research breakthroughs**, such as the opening of the Brain Health Clinic in partnership with Dorset HealthCare and securing funding to host a new National Centre for Chiropractic Research at HSU.
- **Community impact**, through initiatives like the Community Diagnostic Imaging Centre, providing community pop-ups with local charity partners and volunteering at the London Marathon, reinforcing our role as an anchor institution for health and wellbeing.



Our research culture continues to thrive, with interdisciplinary projects tackling real-world challenges – from falls prevention in older adults to inclusive physical education and simulation-based workforce training. These achievements reflect our commitment to translating knowledge into practice and improving lives. There has been a steep increase in postgraduate student numbers, Visiting Professors and Fellows, enriching the breadth and depth of our research community.

The HE system in England is inherently structured and legislated to drive competition between increasing numbers of providers, including those in FE delivering HE. This market driven activity has caused an increasing mismatch between student demand and the skills needs of the labour market.

Recent government publications in skills and post-16 education, have placed an increasing focus on widening access to students from under-represented groups in subject areas which support the government’s missions and industrial strategy priorities.


At HSU we have a distinctive offer and are well placed to support our students to have highly successful careers, while supporting the Government’s future ambitions in health, education and skills. The excellence of our student

learning experience will be further enhanced by the addition of high quality simulation resources, supported by the recently awarded Office for Students Capital Grant of £2.1m. This will also fund the expansion of our student training clinics across allied health disciplines, providing our local communities with access to affordable health care while helping to reduce NHS waiting list burden.

None of this progress would have been possible without the dedication of our staff, students, governors and partners. We thank you for your resilience, creativity and shared purpose during this pivotal year.

As we look ahead, our priorities remain clear: to deliver outstanding education, advance impactful research, and provide patient-centred care. Together, we will continue to shape a university that is innovative, inclusive and future-ready.


Jeni Bremner
Chair of the Board of Governors


Professor Lesley Haig
Vice-Chancellor

Our Mission

Creating a healthier society through education, research and clinical care

At Health Sciences University (HSU), our mission is to create a healthier society through education, research and clinical care. This annual report outlines how we are delivering on that mission in partnership with our colleagues across public, private, voluntary and independent sectors..

As a specialist institution, we are proud to contribute to the health and wellbeing of our communities by preparing the next generation of health professionals, advancing applied research that addresses real-world challenges, and supporting clinical care that enables people to live well and thrive. These pillars – education, research and clinical care – are central to our strategic aims and to the collaborative work we undertake with our partners.

This report highlights our progress over the past year, reflecting our shared commitment to high-quality, demand-led provision and inclusive practice. It also sets the stage for the strategic aims that follow, which detail our priorities and ambitions in each of these areas.

Together, we are building a future where health sciences education and care are responsive, innovative and rooted in the needs of our communities.



Education

Aim 1: Provide an outstanding student experience and deliver excellent graduate outcomes for all.



AECC School of Chiropractic

In the 2024/25 academic year, the AECC School of Chiropractic made a number of changes to further enhance the provision of a high-quality student experience. The student-led chiropractic clinic has been reintegrated within the AECC School of Chiropractic offering exciting opportunities for the development of the curriculum and student clinical experience. A new chiropractic clinic reception area and pod system have been created to enable students to develop their knowledge and skills for the world of private chiropractic practice. The new structure improves student and staff engagement, supporting students to develop their non-clinical skills and competence.



The specialist paediatric and sport placements continue to be popular with students and the AECC School of Chiropractic students also organised a very successful student-led sports placement symposium. The event built on the success of the new AECC FICS sports club. 3 HSU students have also recently been awarded FICS (International Federation of Sports Chiropractic) student scholarship, representing 60% of the organisations total global allocation.

In the classroom there have been exciting innovations in the use of AI and digital technologies through simulation, scenario testing, and service user engagement. Staff in the school have been piloting the use of tablet computers for clinical assessments. In addition, the School have worked closely with the University's SPaCE group to

ensure the patient voice is present in the education of our next generation of chiropractors.

Work has also begun in reviewing and transforming the MChiro curriculum. An external stakeholder group has been set up within the school to drive systematic engagement with the profession to help shape the future of the course. In this year the School also implemented a new graduate teaching assistant programme designed to increase opportunities for early career staff to work in higher education, and to provide a contemporary perspective on early career chiropractic practice.

Finally, significant planning has also taken place this year to engage with alumni, and in particular, in planning for the AECC 60th anniversary celebrations taking place in the Autumn of 2025, seeking to also engage alumni in supporting the development of MChiro students.

UCO School of Osteopathy

In 2024/25, the UCO School of Osteopathy enhanced the student experience by aligning academic delivery with learners' personal and financial realities. Hybrid learning options, refined timetabling and academic calendars designed around school holidays helped to reduce students' travel and childcare burdens. These measures were well received, with student surveys reporting increased satisfaction, particularly in relation to flexibility and support for student parents.

Courses were streamlined to support a more student-centred academic journey. A dedicated scheduling team began publishing timetables and assessment deadlines early, which reduced deadline clustering and enhanced planning. The consistency and predictability of course delivery significantly improved, strengthening student confidence and academic continuity.

The School also revitalised its clinical education environment. Specialist clinics reopened to give students access to a broader range of patient cases, while a new communication system between academic and clinical staff enhanced curriculum alignment. This integrated approach modernised clinical learning, preparing students for professional practice in dynamic, patient-centred environments.

Strengthening student partnership remained a strategic priority. The Student Voice Group was developed to encourage broader participation and ensure feedback was acted upon. A new communication plan expanded engagement beyond meetings via monthly check-ins, open forums and academic support sessions. This fostered a culture where student perspectives are central to quality assurance and curriculum development.

The School showed its commitment to innovation by introducing digital and AI-supported learning. A new

Practical Skills Digital Library hosts clinical techniques and procedural guides, enabling students to build practical competence through on-demand, self-directed learning. A simultaneous trial of an AI-assisted assessment pilot explored fairer, more efficient feedback processes. Early results indicated quicker turnaround times and more consistent, empathetic feedback, particularly for students requiring reasonable adjustments.

Together, these initiatives reflect a holistic approach to delivering an outstanding student experience – one that is flexible, inclusive and digitally enabled. They also demonstrate how the School is preparing students to excel as reflective, resilient and work-ready osteopaths.

School of Health and Rehabilitation Sciences

Interprofessional education is a central component of delivery within the School of Health and Rehabilitation Sciences. The periodic review of its postgraduate pre-registration courses is exploring ways of further enhancing interprofessional education in line with the AHP strategy for England while also seeking to integrate the key messages from the NHS 10-year plan. The School also delivered an interprofessional week offering multiprofessional perspectives on cases and patient journeys for the physiotherapy, dietetics, occupational therapy, podiatry, and speech and language therapy courses. Embedding AI and digital in the curriculum is crucial, with students utilising a range of systems to simulate authentic clinic scenarios relating to their specific profession.

The School ran the first allied health professions (AHP) careers conference, which covered all AHP pre-registration courses in the School, inviting local NHS Trusts and employers to promote careers in their organisations.

Inclusivity and entrepreneurial skills have been embedded across all courses. In addition, the School has successfully validated a new MSc in Musculoskeletal Medical Ultrasound and has been successfully reapproved to deliver the MSc in Medical Ultrasound. It has also been exciting to launch the medical ultrasound courses at our London campus.

The course teams in the school continue to expand placement provision working with a broad range of NHS, private and volunteer organisations to provide valuable authentic learning experiences to our students. This also delivers much needed access to care for underserved populations including care homes, charities, schools, special education providers, and community-based services.

Health Business School

In May 2025, the Health Business School welcomed its inaugural cohort of 98 students to the flagship MSc Global Healthcare Management programme, with a second cohort joining in September. The School is committed to delivering an outstanding student experience, ensuring that all students are equipped with the skills and knowledge required to excel in professional healthcare management roles after graduation.

Our staff team continues to expand and develop, supporting the School’s mission to foster student success and academic excellence. To enhance the holistic student experience, a range of extra-curricular initiatives have been introduced, including a course chat series,

improved access to Student Services for wellbeing and employability support, and campus celebrations of multicultural festivals. These activities have been warmly received, strengthening the sense of community among students and staff.

A recent message from a student Year Representative captures the positive impact of these efforts:

“ I want to thank you for allowing us to celebrate the Festival of Light. I saw the videos, and it looked like so much fun, ... I really appreciate your efforts to make everyone feel included. Thank you again for your thoughtfulness... ”



Registry

Registry is currently undergoing a period of significant transformation, with a strong focus on adopting a more student-centred approach. Throughout the year, policies have been systematically reviewed and updated to enhance usability and, in particular, to improve accessibility for students.

This commitment is reflected in ongoing timetabling improvements. Notably, the Complaints Policy and Procedure has been streamlined to ensure greater clarity and ease of use. Registry remains dedicated to increasing transparency and responsiveness, by actively incorporating student feedback into its developments.

Practice-related learning

The past year has seen significant progress towards our aim of providing an outstanding student experience and delivering excellent graduate outcomes for all. We have co-designed the Health Sciences University (HSU) pre-preceptorship programme known as Graduate Credentials, with students, and it is ready to launch in 2025/26. The NHS Safe Learning Environment Charter (SLEC) has been introduced into HSU placement design, preparation, management and debriefing. A new SLEC end-of-placement evaluation form enables us to gather and share meaningful data with students, course teams and placement providers for the first time.

Student Services and wellbeing

Student Services and teams across the organisation worked together on progressing our Action Plan during our second year in the University Mental Health Charter.

Student Services delivered an updated Suicide Prevention Strategy Summit in collaboration with Bournemouth University and Arts University Bournemouth.

We repeated our student mental health survey, creating baseline data for London students, to be repeated in 2026.

In collaboration with the People Department, we created resilience training programme with the Charlie Waller Trust, offering workshops for staff and students. These were delivered by staff and student peer trainers, supported by a Train the Trainer programme from Charlie Waller.

A new scheduling tool, Schedule it, now centrally manages placements and related information, such as mandatory training, absence and placement visit notes. Other innovations include the Placement Advance Scheme, which allows students eligible for NHS expense reimbursement to receive upfront payments for accommodation, travel and other costs, while peer-led facilitation of specialist simulation and skills equipment provides greater access than would normally be available during scheduled teaching activities. Further development of our HSU Simulation Community of Practice (CoP) is underway, with plans for 2025/26 to include alumni, students, staff and graduates of the Simulation-based Education and Assessment for Health Science Practice units.

Student Engagement Strategy delivery

The HSU continued to enhance the student experience through the final year of the Student Engagement Strategy, with roundtable consultations confirming priorities across campuses.

Key developments included the launch of a student portal for feedback, successful staff-student events and the introduction of the Chiro Chat series. The Students’ Union President produced a student-staff survival guide, and the second Student Engagement Conference celebrated best practice and launched the Vice-Chancellor Student Engagement Awards.

Work began on a Compassionate Communications Strategy and student-friendly policy summaries, while improvements to the mid-unit feedback surveys and a relaunch of the Personal Support Tutor Scheme resulted in better student awareness and engagement. New guides helped students set up clubs and societies, and a range of extracurricular activities further strengthened student-staff engagement. These included Student-Staff brunches, sports days, quiz nights and subject specific events.

Recognising how the institution has moved on with more diverse student communities in recent years the Inclusive Community Working Group was relaunched with new priorities and a revised institutional pledge. This was supported by initiatives such as the International Students Café and Food Festival.

Ahead of the National Student Survey (NSS), focus groups and surveys gathered student feedback, informing actions for improvement. Action Plans were shared back and agreed with student reps helping the cohorts to feel engaged and listened to.





Access and Participation Plan

This was the final year of the 2020-25 Access and Participation (A&P) plans. Our two campuses each had a plan with separate targets and projects that focused on meeting ambitious objectives outlined. Both focused on improving access for a number of underrepresented groups at HSU and included progression targets to support key target groups with lower continuation rates than their peers. These objectives have been reviewed and, if appropriate, reoutlined in our ambitious new A&P Plan, which represents both campuses together. We maintained our review of the bursary offer in line with the annual evaluation of financial support so that it aligns with the needs of our students. We upheld the Bursaries Policy and a Scholarship Policy to lessen the financial burden of higher education and widen access to disadvantaged students. We have continued to operate the Student Support Fund, which supports students who encounter financial hardship during their studies, to help alleviate their financial stress and support their mental wellbeing.

We have continued to engage with local schools and academies in Bournemouth and London, working with approximately 650 pre-16 students and 750 post-16 students, totalling 1,432 school students. We met these students at science, technology, engineering and mathematics (STEM) festivals, careers fairs and talks, summer schools, STEM celebration days and ad-hoc visits to and from our local schools and colleges. We also organised experience days for looked-after children, a collaboration with Bournemouth University and Arts University Bournemouth. We have hosted several bespoke visits on our Bournemouth campus for special educational needs (SEN) schools and have strengthened our collaboration with MYTIME Young Carers charity. In London, we have also established a relationship with the young people's charity Sculpt and will continue to work with them in the future.

In addition, we have developed resources and initiatives to support our students in reaching their fullest potential while studying with us. We have continued to develop and expand our annual transition programme to help new students from underrepresented groups integrate and feel confident. We have also continued and developed the Peer Assisted Learning (PAL) Scheme to foster cross-year support between students, and the Access and Participation Team assisted with the Future Pathways event for fourth year chiropractic students. We have also increased the opportunity to support access and participation outreach work from a student perspective by increasing the number of Senior Specialist Student Ambassadors.



Aim 2: Support the expansion and development of the health workforce by providing demand-led high-quality education and training programmes.

AECC School of Chiropractic

In the last year, the AECC School of Chiropractic has gained accreditation for the MSc Chiropractic (pre-registration) course from the European Council on Chiropractic Education (ECCE) and has started work on developing a PGCert Sport Chiropractic and a PGCert Diagnostic Imaging for Chiropractors. The periodic review is taking place for the MChiro course, and different delivery formats are being explored to increase access for potential students, including offering part-time study. The School also gained approval from the General Chiropractic Council (GCC) to run the MSc Chiropractic (pre-registration) course at Health Sciences University's (HSU) London campus.

To further enhance the links between the institution and the chiropractic profession, the School has set up an external stakeholder group to ensure that HSU is at the cutting edge of developments in the profession and the training and education of future chiropractors.

The School is currently working on developing international partnerships, with specific options being explored in Europe and South-East Asia.

UCO School of Osteopathy

During 2024/25, the UCO School of Osteopathy made significant progress in expanding its educational reach and adapting to workforce needs. A major milestone was gaining unconditional accreditation to deliver the Master of Osteopathy programme at the Bournemouth campus – a rare achievement that underscores the School's academic and leadership quality. This multi-site delivery will boost training capacity and widen access to osteopathic education, directly addressing regional workforce demand.



The School also deepened its sector engagement through national initiatives. For example, in partnership with NHS England, it led the first Armed Forces Insight Day, a national webinar introducing the Armed Forces community to osteopathy as a civilian career. This event, with practitioner panels and patient insights, exemplified the School's commitment to diversifying the workforce and strengthening its national profile. Additionally, the School curated the education stream for the 2025 Institute of Osteopathy National Convention, with HSU staff chairing sessions and contributing content on clinical innovation and digital health. This reinforced the School's visibility and influence, supporting recruitment and professional advancement.

Mindful of sector-wide recruitment challenges, the School began modernising its undergraduate curriculum and exploring new programmes, to encourage a robust pipeline of qualified osteopaths.

Actions included updating course content, introducing flexible pathways and focusing on student success and satisfaction.

The School also developed new postgraduate and continued professional development (CPD) provision, including a PGCert in Manual Therapy, a Certificate in Research Methods, and a Level 7 unit on AI in clinical practice, delivered through the new AI Simulation Lab at the London campus.

Collectively, these developments highlight the School’s leadership and adaptability. By expanding regionally, partnering on innovative initiatives and evolving its curriculum, the School remains a key contributor to HSU’s goals and the broader healthcare sector – resilient, forward-thinking and aligned with national priorities and professional standards.

School of Health and Rehabilitation Sciences

The School actively recruited to a suite of new apprenticeships to be run from September 2025. These included the MSc Dietetics Integrated degree apprenticeship and the Speech and Language Therapy, Occupational Therapy and Diagnostic Imaging degree apprenticeships. The School has also been supporting Bournemouth and Poole College in delivering the validated FdSc Assistant Practitioner foundation degree apprenticeship.

Stakeholder engagement underpinned the development of future mental health and wellbeing education to meet current and future health workforce needs. Building on the success of the partnership in Dublin with Portobello Institute and the franchised MSc Physiotherapy (pre-registration) course, the School has successfully validated the MSc Speech and Language Therapy (pre-registration) course that will be delivered in Dublin.

There has been continued growth in allied health profession (AHP)-focused courses, with the existing postgraduate pre-registration and undergraduate radiography courses continuing to grow their cohort sizes.

Health Business School

Building on the popularity of our flagship MSc Global Healthcare Management, the Health Business School is actively developing a pipeline of specialist courses to meet evolving sector needs. Planned new offerings include an MBA and programmes focused on Health Data Analytics, designed to address workforce requirements at regional, national, and global levels. These developments reflect our commitment to responding proactively to the changing landscape of healthcare management education and to supporting the future needs of the profession.

Centre for Workforce and Systems Innovation

CWSI secured and delivered the Office for Students funded project, named NextGenAHP. This included the curriculum development of the four new apprenticeships but also delivered an extensive outreach programme to enhance awareness of Allied Health Profession Careers to young people.

This was delivered through the recruitment of 4 AHP fellows, who through various events engaged over 1,100 young people, supporting local recruitment and awareness of AHP, working alongside various HSU partners to deliver the project. Fellows built legacy materials including video and materials that have been shared with partners.

The CWSI continues to be the centre to support engagement and collaboration with partners on workforce development. The standalone unit offer continues to increase, with over 35 standalone units and several PGCerts to address workforce needs and skills gaps. Notable initiatives include the new Enhanced Clinical Practice apprenticeship – a unique AHP award to support workforce development.

CWSI is working with partners across both health and social care to explore opportunities where students can support delivery of care and support local and national skills priorities.

The CPD portfolio is slowly diversifying to meet the needs of the workforce, with a seconded new academic lead offering a fresh perspective on the opportunities.

HSU’s engaged curriculum is shaped by ongoing consultation with partners, ensuring graduates are well-prepared for employment in health and social care. Looking ahead, the new Place, Partnership and Engagement Strategy will further strengthen HSU’s impact by collaborating with communities, healthcare providers and academic partners.

Registry

Registry has played a key role in supporting the development of the new Health Business School, particularly in enabling effective timetabling by closely collaborating with Estates colleagues. In addition, Registry has undertaken a comprehensive review of UK Visas and Immigration (UKVI) compliance, increasing staffing capacity in this critical area and developing new policies and procedures where needed.

To strengthen compliance, provide reassurance to UKVI-sponsored students and to enhance student pastoral and welfare support, Registry is introducing a new attendance monitoring system that will streamline monitoring processes.

Registry is launching a project to review and enhance quality assurance procedures. The aim is to make course approval processes more user friendly and agile, supporting the growth and diversification of our course portfolio.



Practice-Related Learning

We have expanded the in-house Integrated Rehabilitation Centre (IRC) student placement model for students in the School of HRS. This supports waiting-list projects and other ideas for future development. New clinics have been established with HRS for speech and language students, complementing traditional placements. We have contributed to and supported multidisciplinary simulation and workshops with pre-registration students, and introduced new chiropractic simulation activities to help interns consolidate their communication and psychomotor skills.

Further development of insight placements has enabled students to pursue particular interests and broaden their perspectives and employability. In alignment with the NHS 10-year plan, we have set up new placement providers from the community and social care sectors. A special school placement has been opened in Ringwood, marking the beginning of wider-reaching collaborations. Plans are also in progress to develop summer skills boot-camps, with the option of offering these to international students. Finally, we have completed phase 3 of the SimEdCare research project, which focuses on developing practical and communication skills in the care sector workforce.



Clinical care

Aim 3: Provide affordable patient-centred care through multidisciplinary clinical, rehabilitation and diagnostic services.



Clinical and Rehabilitation Services grew, with leadership changes to better integrate student placements with the Schools of Chiropractic and Osteopathy. From September 2025, leadership of the student-led Osteopathy and Chiropractic Services moved from the Director of Clinical and Rehabilitation Services to the relevant Heads of School, aiming to bring placement and academic teams closer together for a more seamless student experience.

New services are now fully integrated into the Clinic Office records and booking system, enabling direct online booking for Bournemouth and London campuses for the first time – a clear benefit for patients and a relief for administration teams. The new student-led chiropractic booking desk in the main clinic has further improved patient flow and given students valuable real-world experience of managing a busy practice.

The Integrated Rehabilitation Centre (IRC) is the site of a major multi-centre trial on exercise in long-term conditions. Following the completion of the sarcopenia

trial, the resulting Get Strong programme is now a core part of the IRC’s community offer. The IRC also ran a successful Dance for Low Back Pain programme with Pavilion Dance Bournemouth, which will continue as part of the local community offer.

The IRC now hosts two consultant surgeons (hip and upper limb) and has launched a specialist pain management service, bringing the number of consultant practitioners to four. The Return to Sport programme has been relaunched, using the expertise of the multidisciplinary team to support recovery after injury.

Hampshire and Isle of Wight NHS Trust has commissioned the IRC to see 300 specialist spinal patients as part of a waiting-list management plan, demonstrating the strong partnership between HSU and NHS partners. Finally, the imaging PACS and RIS systems have been upgraded, delivering significant benefits for NHS integration and imaging management.

Research and knowledge exchange

Aim 4: Position ourselves as a first-choice partner within specialisms for research and innovation in the health science community.

In 2024/25, we continued to strengthen our research and knowledge exchange (RKE) activity as we implemented our new RKE Strategy and focused activity to deliver against our two key institutional RKE aims:

- i). positioning Health Sciences University (HSU) as a first-choice partner within specialisms for research and innovation across the health sciences
- ii). establishing HSU as an anchor institution for knowledge exchange and economic development within the local community.

We are committed to collaborating within our communities and the wider health sciences sector to advance knowledge, foster collaboration and translate research into real-world benefits. For example, this year we launched the Brain Health Clinic in partnership with Dorset HealthCare.

The clinic is based at our Bournemouth campus and aims to increase opportunities for people in Dorset to be involved in innovative research and trials regarding dementia.

Postgraduate research (PGR) students continue to be a vital part of our research culture. In 2024/25, 11 new PGR students joined HSU, followed by a further 13 in 2025/26, bringing the total cohort to 27. Their projects span a range of topics, including musculoskeletal care, chronic pain, sport rehabilitation, psychology, dietetics and child health, reflecting the breadth and interdisciplinary nature of HSU’s research.

HSU continues to embed the Coalition for Advancing Research Assessment (CoARA) principles across all research activity, supporting a responsible and inclusive research culture. In 2024/25, we were awarded EU funding that helps embed responsible research assessment in a small specialist institution, which strengthened our research culture and provided support for both staff and postgraduate researchers.

This year, we organised our research into three main narratives, reflecting our specialisms and aspirational

impact. This structure helps us to focus our efforts, foster collaboration and signal our expertise to partners and funders.

1. Improving the health, wellbeing and quality of life of current and future generations

Our research in this area is focused on exploring how lifestyle, environment, policy and care systems interact to improve health outcomes across the life course. Interdisciplinary projects span musculoskeletal health, chronic pain and preventative healthcare, generating evidence to support healthier lives and more effective, compassionate care. Our new Centre for Pain and Active Inference (PAIn Research) and the Centre of Osteopathic Research and Leadership (CORaL) provide leadership for research in these areas, while our hosting of the National Council for Osteopathic Research (NCOR) strengthens national collaboration and impact. Furthermore, this year we secured funding and partnerships to establish the new National Centre for Chiropractic Research, which will be based at HSU and work in partnership with four other UK higher education institutions, as well as the chiropractic profession nationally and internationally.

CASE STUDY: Strength training in older adults to prevent falls

Targeting sarcopenia, this pilot study provided personalised 12-week strength training programmes, supplemented with nutritional advice, to 50 adults over 65. The results indicate early improvements in muscle strength and have directly informed HSU’s new Get Strong programme (available from Clinical and Rehabilitation Services). By addressing fall prevention, this project illustrates the societal and economic impact of applied research on older adult health.

2. Enhancing human performance and functioning

This explores the physiological, psychological and social factors that influence human performance across sport, work, healthcare and everyday life. Interdisciplinary research helps individuals and teams to perform, recover and thrive while improving wellbeing, efficiency and resilience. The Centre for Human Performance Research (CHPR) drives research and collaboration in this area.

CASE STUDY:
Inclusive physical education

Supported by an HSU Innovation Voucher, HSU collaborated with Move Mojo to develop an inclusive physical education (PE) curriculum for school children, including those with neurodiversity. Early results demonstrate more engagement and inclusion, while empowering teachers by giving them confidence and practical tools. The programme lays the groundwork for systemic change, illustrating HSU’s commitment to research that improves participation, health and wellbeing in communities.



3. Innovating for excellence in health care and health sciences

This research area focuses on workforce development, clinical innovation, pedagogy and health systems, ensuring that health professionals are trained, supported and enabled to deliver safe, effective and compassionate care. It is supported by the Centre for Workforce and Systems Innovation and HSU’s partnerships with national and international organisations.

CASE STUDY:
Education through simulation (SimEdCare)

In collaboration with Dorset-based home care provider GoodOaks, this project developed a simulated home care environment to upskill carers in identifying risks and providing high-quality care. Funded by the Regional

Innovation Fund, simulation training has been embedded into GoodOaks.

Across all three areas, HSU is delivering interdisciplinary, applied and impactful research. Our research culture and environment provide a strong foundation for collaboration, innovation and translation of outcomes into real-world benefits. This demonstrates HSU’s focus on translating research into practical improvements in workforce capability, care quality and patient safety initiatives, HSU continues to build on its strategic aims, establishing itself as a first-choice partner for health sciences research and innovation, and as an anchor institution for knowledge exchange and local economic development.



Centre for Workforce Systems and Innovation

During 2025, we delivered a national mixed-methods project on removing barriers to clinical placements, funded by NHS England. To address the growing demand for clinical placements, this project investigated innovative and sustainable models that support Allied Health Professionals (AHPs), using mixed-methods surveys and interviews to identify key enablers and barriers. Findings emphasized the importance of diverse placement models, creative supervision strategies, and effective use of student contributions to patient care. Success hinges on collaborative efforts between Higher Education Institutions and placement providers, supported by strong organisational cultures, dedicated education teams, and adequate resources.

Recommendations include embedding students into organisational culture, fostering system-wide collaboration, enhancing educator support, and ensuring equitable placement standards through consistent assessment tools and expanded funding. The project has been submitted as evidence into the new NHS Workforce Plan.

Aim 5: Establish ourselves as an anchor University for knowledge exchange and economic development within our local community.

Health Sciences University (HSU) continues to strengthen its role as an anchor institution for knowledge exchange and economic development within the local community. Engagement remains central to HSU’s identity, and we are developing a Civic University Agreement to focus outreach across the community, as well as health, education and business, to benefit society.

Key achievements this year include the launch of the Community Diagnostic Imaging Centre in partnership with University Hospitals Dorset NHS Foundation Trust, providing advanced CT and ultrasound services and supporting local health and wellbeing. HSU also signed the Armed Forces Covenant, pledging fair access and support for the Armed Forces community.

Collaboration with Dorset HealthCare led to the opening of a two-year pilot Brain Health Clinic on campus, supporting dementia research and patient care through ongoing assessments and links to clinical trials. The Vice-Chancellor’s Professorial Inaugural Lecture Series was launched, fostering engagement and showcasing academic excellence. Finally, HSU’s podiatry students volunteered at the 2025 London Marathon, offering clinical support to thousands of runners as part of a multidisciplinary team.

SPaCE

SPaCE stands for Sharing Patient and Community Experience and is a group of patients and carers who are passionate about improving healthcare. By partnering with HSU, they help shape how students learn to build meaningful, respectful relationships with patients, making real-world experiences central to their education.

SPaCE has continued to expand and evolve throughout 2024 and 2025. Membership grew from 14 individuals on 1 August 2024 to 34 by 31 July 2025, with over half of the members regularly engaging in activities.

In May 2025, the introduction of a new expenses policy – approved by senior management – encouraged greater participation and interest from prospective members. HSU Bournemouth staff are currently exploring with colleagues in London the development of similar opportunities for patients and carers there.

During the reporting period, SPaCE members contributed to over 56 distinct activities, including:

- participating in research projects
- attending course validation meetings
- delivering talks to student groups – particularly those studying radiotherapy, ultrasound, speech and language therapy (SLT), and occupational therapy (OT) – to share their lived experiences
- acting as patients and carers in OSCEs and assessments for physiotherapy and ultrasound
- serving as lay members on student Fitness to Practise panels
- interviewing prospective students.

SPaCE members have collaborated with teams across student governance, research, clinical services, dietetics, OT, SLT, radiology, chiropractic, physiotherapy, osteopathy and the First Contact Practitioner PGCert. Committee members have also attended steering, research, academic and clinical meetings.

Two social events were held during the year, bringing together members and invited staff to foster a sense of community and connection.



Aim 6: Create a diverse, inclusive and sustainable environment in which we support our people and develop our activities, spaces and facilities to be fit for the future.

People

To support this aim, the People Department completed a staff benefits review. By listening to staff feedback and benchmarking the sector, we have enhanced our benefits package to ensure our offering is meaningful and competitive within the market. To support the development of our staff and line managers, we launched a new internal training calendar focusing on upskilling, supporting and empowering our staff. We have reviewed further policies and processes to ensure best practice and compliance but, more importantly, a positive experience for all who use our policies and processes.

IT

The IT team’s focus this year has been supporting the successful partnership. Significant effort has gone into fostering effective collaboration between the two different IT environments, systems being consolidated to create a unified and efficient infrastructure. The team has also delivered improvements to the London campus facilities in preparation for the launch of the Health Business School, providing enhanced technology to support teaching and learning. In parallel, a range of cybersecurity improvements have strengthened data protection, resilience and compliance across all sites. Work is underway to migrate the two Microsoft environments into a single, secure platform designed to enhance collaboration, efficiency and long-term digital sustainability.

Estates and facilities

Infrastructure

We have continued to invest in planned preventative maintenance to conserve and enhance the condition of property assets. This included significant investment in our main teaching building on the London campus, Avon House, where we have repaired and redecorated the external façade, upgraded the electrical infrastructure and distribution on the ground floor, and refurbished shower and changing rooms. We have also completed extensive repairs and redecoration on the Bournemouth campus, including repairing the main building’s roof lantern and gym’s bay window.

Accessibility

We are committed to improving accessibility across both campuses. This year, we replaced the directional signage as part of the rebranding project, which has improved wayfinding for everyone. Following feedback from users, we have also improved the accessibility of Bournemouth’s main building by moving the auto controls of the quad entrance door to aid wheelchair access.

Space and facilities provision

We continue to invest in the delivery of flexible and high-quality facilities. A priority was to enhance both the quality and capacity of informal learning and social facilities at Avon House to support the growth in student numbers.

This has included remodelling the Students’ Union bar, student kitchen and ground floor communal areas, along with providing new furniture to create modern, multiuse spaces. We have also improved a number of teaching rooms at Avon House to increase capacity and improve quality.

Asset utilisation

We continue to actively monitor the use of space and opportunities to support growth and income generation. We undertook a space modelling exercise with external consultants Escentral which informed our need for increased seminar room capacity at Avon House in September 2025 and again in January 2026. We are also exploring options for collecting live data and modelling space usage to inform future space planning and optimisation.

Sustainability

We have made incremental enhancements to sustainability, including installing new LED lighting throughout the ground floor of Avon House. We also appointed external consultants to prepare a Carbon Management Plan and our first Sustainability Plan – both of which outline HSU’s current performance and will help to inform our scope and priorities for improvement. We have also renewed our partnership with Pokesdown Community Primary School, which delivers Forest School Association-accredited programmes on campus for the benefit of local children to foster and develop environmental awareness.

HSU and United Nations Sustainable Development Goals

HSU continues to make strong contributions to the United Nations Sustainable Development Goals (SDGs) through our teaching, research, clinical work and partnerships.

We advance good health and wellbeing (SDG 3) through our chiropractic, osteopathy and physiotherapy clinics, NHS partnerships and research into musculoskeletal health and long-term conditions. We promote quality education (SDG 4) through inclusive, high-quality programmes, apprenticeship routes and strong student support. Our Access and Participation Plan underpins our commitment to gender equality and reduced inequalities (SDGs 5 and 10), supporting fair access and success for underrepresented groups.

We are embedding responsible consumption and climate action (SDGs 12 and 13) through campus sustainability projects, curriculum development and a new Sustainability Action Plan shaped with input from external specialists, including Low Carbon Europe. Finally, our partnerships for the goals (SDG 17) are reflected in collaboration with the NHS, professional bodies, community organisations and international academic networks.

While this impact is already significant, we are working to better reflect it publicly through a refreshed web presence and new digital content that highlights our SDG commitments, stories and outcomes.

HSU Students’ Union

The Students’ Union has experienced positive growth in the year 2024-25 with the introduction and development of a Students’ Union at the London campus, following the partnership.

There, we successfully recruited to the new positions of Vice President of Education and Vice President of Enrichment, alongside the existing roles in Bournemouth, and have already seen their impact on improving the sense of community and belonging at the London site.

Our continued work on the Student Engagement Strategy has focused on initiatives to ensure that all students feel part of the HSU family, regardless of their course, its location or its mode of delivery. We arranged exchange days between the two campuses, as well as a sports day, with bigger plans for the 25-26 year, with a particular focus on distance learners. Other plans, based on feedback received at focus groups, include online quizzes and multidisciplinary talks.

We continue to support students with their academic and pastoral needs, as well as providing gym and bar facilities and student-led clubs and societies.



Statement of Public Benefit

Health Sciences University (HSU) is a company limited by guarantee, registered in England and Wales under company number 00653859. As an exempt charity, HSU is committed to demonstrating its contribution to public benefit. HSU operates under its Articles of Association and is governed by a Board of Governors, which holds ultimate responsibility for institutional strategy, performance and long-term sustainability. The Board approves HSU’s mission and strategic direction, oversees its performance and ensures effective governance.

HSU’s mission and vision are firmly rooted in its commitment to public benefit. The revised Articles of Association outline the University’s core objectives:

- To advance learning and knowledge through teaching and research in health sciences, healthcare professions, healthcare management and related fields.
- To establish clinical services and facilities that promote health and wellbeing, while supporting education and research in health sciences and related disciplines.
- To promote and support the development of health and care professions.

These objectives are reflected in HSU’s Strategic Plan 2021–2026, which was developed to support its primary purpose.

HSU’s principal beneficiaries are current and prospective students. HSU offers a range of programmes, including foundation, undergraduate and postgraduate degrees, degree apprenticeships, and continuing professional development. These span disciplines such as chiropractic, osteopathy, allied health, medical imaging, rehabilitation, and sport and exercise sciences. HSU continues to expand its academic portfolio to meet the evolving needs of health and care professionals.

Although HSU holds exempt charity status and is no longer registered with the Charity Commission, the Board of Governors remains guided by the Charity Commission’s principles for public benefit reporting, including its supplementary guidance on the advancement of education.



Understanding HSU’s risks

At HSU, risk is recognised as the potential impact of uncertainty on the achievement of strategic and operational objectives. This impact may stem from adverse events or missed opportunities. As with all institutions, risk is an inherent part of all activities, and HSU accepts a measured level of risk in pursuit of its strategic ambitions.

HSU’s approach to risk management is embedded across the University and is designed to ensure that significant risks are identified, assessed and prioritised as part of routine decision-making and governance. Effective risk management is not about eliminating risk entirely but understanding and managing it – balancing threats with opportunities to support long-term value creation.

HSU maintains an active dialogue with internal and external stakeholders to ensure that emerging risks are recognised and addressed. Risks are managed at multiple levels: operational risks are monitored by senior

management and escalated to corporate level when necessary, where they are overseen by the Board of Governors.

HSU’s risk register captures the most material risks facing the institution, both sector-wide challenges and those specific to HSU. It is reviewed regularly to ensure alignment with strategic priorities and to support informed decision-making.

Oversight of risk management is delegated to the Audit and Risk Assurance Committee. This committee monitors the risk register, evaluates the effectiveness of internal controls and ensures that HSU’s risk appetite and tolerance are clearly defined and understood. Its approach is ‘risk aware’ – recognising that a degree of risk is essential to protect and advance strategic objectives.

This report outlines the top risks presented to the Board of Governors on 3 July 2025.

	Risk	Risk Description	Risk Management
1	Legal, regulatory and compliance	Failure to comply with legal, regulatory or policy requirements	<ul style="list-style-type: none">• Regular compliance audits and reviews• Staff updated on regulatory changes• Clear accountability structures and escalation routes• Engagement with legal advisors and regulators• Policy updates and governance oversight
2	Financial sustainability	Failure to maintain financial sustainability and viability through income diversification and cost control	<ul style="list-style-type: none">• Regular monitoring of income and expenditure against approved budgets• Capital Investment planning• Strategic planning for growth• Liquidity management, including cashflow monitoring and forecasting
3	Student recruitment	Inability to attract and retain sufficient student numbers	<ul style="list-style-type: none">• Targeted marketing and outreach campaigns• Diversification of academic course offerings• International recruitment strategies• Data-driven enrolment forecasting• Partnerships with schools and colleges
4	Estates and facilities	Inadequate infrastructure to support operations and growth	<ul style="list-style-type: none">• Estates planning and prioritisation• Preventative maintenance programmes• Sustainability plan implementation• Health and safety monitoring• Capital investment planning
5	Cyber security	Exposure to cyber threats and data breaches	<ul style="list-style-type: none">• Robust cybersecurity frameworks• Regular testing and threat assessments• Staff awareness and training programmes• Incident response and recovery plans• Multifactor authentication and access controls
6	Student experience and graduate outcomes	Poor student satisfaction and weak graduate employability outcomes	<ul style="list-style-type: none">• Enhanced teaching quality and learning resources• Student support and wellbeing initiatives• Monitoring student feedback and action planning• Aligning curriculum and timetables with student needs
7	Staff recruitment and retention	Difficulty attracting and retaining skilled staff	<ul style="list-style-type: none">• Competitive remuneration and benefits packages• Professional development• Inclusive and supportive workplace culture• Workforce planning and succession strategies• Staff engagement and feedback mechanisms
8	Patient safety and safeguarding	Risks to the safety and wellbeing of patients or vulnerable individuals	<ul style="list-style-type: none">• Mandatory safeguarding training• Clear reporting and escalation procedures• Regular audits and incident reviews• Policies aligned with national safeguarding standards

Financial Review

1. Summary

2024-25 marks the first year of activities following the acquisition of University College of Osteopathy (UCO) into Health Sciences University (formerly AECC University College) on 1 August 2024. This has increased the organisation’s overall size by nearly 50%, with operating income in the year rising from £16.1 million to £23.8 million. As a result of amalgamating these activities the operating deficit of the organisation increased from £256k in 2023-24 to £637k in 2024-25.

As part of the acquisition, HSU acquired net assets totalling £2.45m, which included the long-term lease of the two UCO properties in central London, giving total income for the year of £26.3m. This means that the University is reporting an overall total comprehensive gain for the year of £1.986m.

This expansion has enabled the organisation to broaden its range of educational and clinical activities, and work continues to realise savings through economies of scale, particularly in support services.

A key outcome of the recent organisational changes is the launch of a one-year MSc Global Healthcare Management programme at the newly established Health Business School on our London Campus. This course is aimed at international students and started in May 2025 with 98 students, with a further 175 enrolling in September 2025.

Our full-time student activity continues to grow, with increases in most courses and the start of a successful partnership with the Portobello Institute in Dublin, delivering our HCPC-accredited courses in Physiotherapy and Speech & Language.

With the government’s inflation-driven increase in UK undergraduate course fees from 2025-26, the University is well-placed to better manage rising costs across the organisation. While the additional revenue will support ongoing investments and improvements, it is important to recognise that this benefit is balanced by increased employer national insurance contributions introduced earlier in 2025. Nonetheless, the University remains dedicated to exploring new opportunities to enhance its financial sustainability and deliver greater value for students. Despite sector-wide operational pressures, HSU continues to support NHS staff through its part-time and CPD courses. While recruitment remains challenging due to Trusts’ capacity constraints, the University continues to seek innovative approaches and partnerships to improve access and flexibility for healthcare professionals seeking further development.

Apprenticeships continue to expand and are set to benefit from the addition of four new Allied Health Profession schemes, which have been successfully developed and are ready for delivery in 2026, following a one-off development project funded by the Office for Students during 2025.

Our clinical provision continues to grow, with income in Bournemouth increasing by 16% to over £2 million, along with an extra £435k from the newly acquired London clinic, mainly delivering Osteopathic services. Work is already underway to streamline processes across both sites to improve the quality of service for both patients and students on placement.

HSU continues to strengthen its working relationship with the NHS. During the year, we worked closely with a local NHS Trust in Bournemouth to provide facilities for them to install a new CT scanner in our clinical premises, enhancing the range of imaging facilities on our site, which currently includes MRI, ultrasound, and X-ray.

Our research activities continue to expand with more staff involved in clinical research projects and additional students pursuing their Doctorates at the University. HSU has also maintained its support and collaboration with the National Council for Osteopathic Research, and from August 2025, has agreed to take over the administration and management of research funds from The Chiropractic Research Council.

Staffing numbers and costs have continued to rise over the period in line with the transfer of staff from University College of Osteopathy under a TUPE arrangement, with average permanent staffing levels increasing from 174 full-time equivalents in 2024 to 231 in 2025. Despite the rise in Employers National Insurance contributions during the year, HSU has managed to reduce the percentage of operating income spent on staff from 65.4% to 61.7% as a result of efforts to implement efficiencies of scale.

1.1 Capital Expenditure

HSU invested £1.25m in capital improvements during the 2024-25 academic year, mostly funded from operational activities throughout the year. Of this, £625k was allocated to improve premises in both London and Bournemouth, and £625k was invested in equipment across both sites, including £134k to enhance the student records system.

HSU has also successfully secured a £2.1m capital grant from the Office for Students in October 2025 to invest in state-of-the-art simulation suites, immersive VR

equipment, and additional student placement clinics to expand our allied health education capacity. These improvements will be completed in Spring 2026 in time for the new student intake next year.

1.2 Cash and cash equivalents

Throughout the year, cash and short-term investments rose from £6.1m in July 2024 to £8.6m at the end of July 2025. This increase mainly results from HSU receiving £2.6m during the year from NHS Dorset for the development of the planned Oral Health Institute.

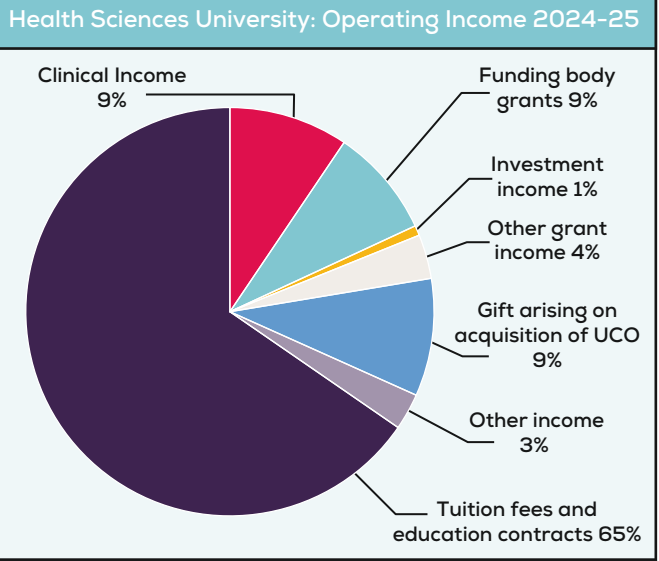
1.3 Key Performance Indicators

The University monitors many financial Key Performance Indicators (KPIs) on a regular basis, including:

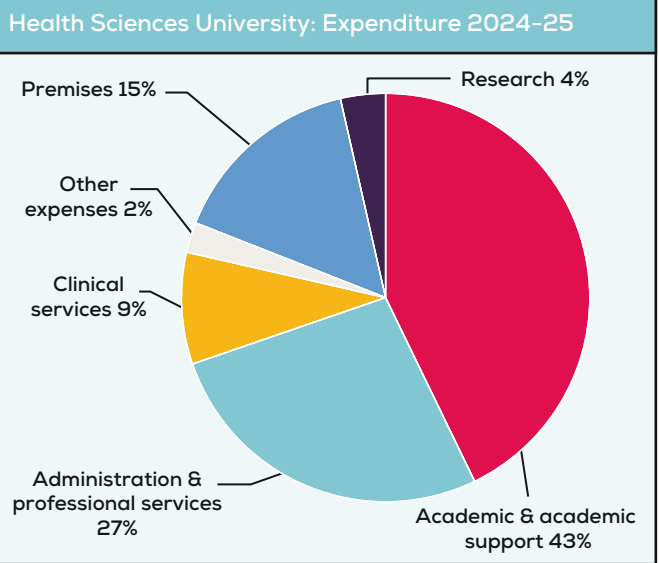
KPI	Description	2025	2024
Profitability	Operating deficit as a percentage of total operating income (excluding Gift arising on acquisition of UCO).	(2.7%)	(1.6%)
Current ratio	Current Assets : Current Liabilities	1.34:1	2.1:1
Total reserves	Total Reserves held on the balance sheet	£14.7m	£12.7m
Cash	Level of cash at bank and short term investments	£8.6m	£6.1m

The following tables and charts summarise HSU’s financial position as set out in the Consolidated Financial Statements:

Statement of Financial Position	31 July 2025	31 July 2024
	£'000	£'000
Tangible fixed assets	19,579	11,107
Net current assets	2,866	4,571
of which ‘Cash or cash equivalents’	7,629	5,106
Deferred Capital Grants	(2,831)	(2,994)
Provision for Dilapidations	(4,944)	-
Total Net assets	14,670	12,684
Income and expenditure reserve - restricted reserves	968	229
Income and expenditure reserve – unrestricted	13,702	12,455
Total Reserves	14,670	12,684



Income for the year	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Tuition fees & education contracts	17,187	11,442
Funding body grants	2,928	1,548
Other grant income	263	713
Clinical Income	2,483	1,773
Investment income & donations	585	306
Other income	384	312
Operating Income (excluding gift on acquisition of UCO)	23,830	16,094
Assets acquired from UCO	2,449	-
Total Income	26,279	16,094



Expenditure for the year	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Staff costs	14,703	10,523
Other operating expenses	8,460	4,352
Depreciation	1,265	801
Interest & other finance costs	39	45
Exceptional merger costs	-	629
Total Expenditure	24,467	16,350
Surplus (Deficit) for the year	1,812	(256)
Less: Assets acquired from UCO	(2,449)	-
Operating (Deficit) for the year	(637)	(256)

Statement of the Board of Governors’ responsibilities in respect of the Governors’ report and financial statements

The University’s Board of Governors, whose members also serve as directors of the University for the purposes of company law, is responsible for preparing the annual report and the financial statements in accordance with the requirements of the Office for Students’ Terms and Conditions of Funding for Higher Education Institutions and Research England’s Terms and Conditions of Research England Grant, and applicable law and regulations.

In line with company law, the directors are required to produce financial statements for each financial year. These statements for both the group and the parent University have been prepared in accordance with UK accounting standards and legal requirements, specifically the UK Generally Accepted Accounting Practice (GAAP), including FRS 102 – the Financial Reporting Standard applicable in the UK and Republic of Ireland. Additionally, the statements comply with the 2019 Statement of Recommended Practice (SORP) – Accounting for Further and Higher Education, as required by the Accounts Direction issued by the Office for Students.

The Board must ensure that the financial statements present a true and fair view of the financial position and performance of the group and the parent University. In doing so, the directors are required to:

- select and consistently apply appropriate accounting policies
- make reasonable and prudent judgements and estimates
- confirm adherence to applicable UK accounting standards, disclosing any material departures
- assess and disclose the University’s ability to continue as a going concern
- apply the going concern basis of accounting unless there is an intention or necessity to cease operations.

The Board of Governors is also responsible for maintaining adequate accounting records that accurately reflect the University’s financial activities and position, ensuring compliance with the Companies Act 2006. They oversee internal controls to support the preparation of financial statements free from material misstatement due to fraud or error and take reasonable steps to safeguard assets and prevent financial irregularities.

The Board of Governors is also responsible for ensuring that:

- funds administered by the University for specific purposes are used appropriately and in line with relevant legislation
- funding received from the Office for Students and Research England is applied in accordance with the associated terms and
- robust financial and management controls are in place to protect public and other funds
- resources are managed economically, efficiently and effectively.

The Board of Governors also holds responsibility for the integrity and maintenance of the corporate and financial information published on the University’s website. It is noted that UK legislation governing financial reporting and dissemination may differ from that of other jurisdictions.

Directors’ report

The individuals who served on the Board of Governors in the period from 1 August 2024 to the date of approval of these financial statements are set out below:

Members of the Board of Governors	Appointed on	Resigned on
Jeni Bremner (Chair)		
Monika Barnes (Deputy Chair)		
Lesley Haig (Vice-Chancellor, ex officio)		
Andrew Broadfield		
Joy Conway		
Kim Frost		
Mark Gurden		
Daniel Heritage (Staff Governor)		
Louis Jenkinson (Student Union President / Student Governor)		22 April 2025
Barnaby Larkin		
Isobel Mitchell (Student Union President / Student Governor)		
Claire Nadaf (Staff Governor)	27 March 2025	
Nick Palmer		
Shaun Phillips	4 July 2025	
Adrian Reyes-Hughes		
Greg Thornton		
Peter Vandervelde		
April Villareal (Student Governor)	23 April 2025	
Keith Wilkes		
Clerk to the Govenors		
Emma Charles		

Delegation of authority

The Board of Governors considers that the most effective way to govern Health Sciences University is by delegating executive management responsibilities to the Vice-Chancellor (as the accountable officer), within clearly defined parameters and subject to oversight. The Board regularly reviews and updates this delegation of authority, while retaining overall accountability. A well-established corporate governance framework underpins this approach. Further details are provided in the Statement of Corporate Governance and the Statement of Internal Control on pages 28 – 31.

The following corporate governance statement provides information about the University’s governance management and legal structure during the year to 31 July 2025 and up to the date of signing these financial statements.

Legal status of the University

Health Sciences University (registered company number 00653859) is a company limited by guarantee and is an exempt charity under the terms of the Charities Act 2011, with its governors as managing trustees. It is therefore exempt from certain requirements of charities legislation, including the need to register with the Charity Commission. Since 1 April 2018, the Office for Students (OfS) has been principal regulator for charity law purposes of those English universities that are exempt charities.

Organisational structure

The Vice-Chancellor, as Chief Executive of the University, and the Deputy Vice-Chancellor and the Chief Operating Officer make up the Executive Leadership Group and attend Board meetings. This enables the Board to have a close working relationship with the Executive team and to focus on important strategic issues in a complex higher education market, in the UK, continental Europe and internationally.

The Board of Governors is legally responsible for the overall management of HSU. Operational implementation of the 2021-26 Strategy, approved by the Board, is the responsibility of the Vice-Chancellor and the Executive Leadership Group.

Committees of the Board

The Board of Governors convenes at least four times every academic year. Much of its detailed oversight is carried out through formally established committees, each operating under annually reviewed terms of reference.

Chaired by independent governors, these committees report directly to the Board. Their minutes are included in the Board’s agenda packs, and each Chair provides a summary update at Board meetings.

Audit and Risk Assurance (A&RA) Committee – This Committee supports the Board by providing assurance on internal controls, regulatory compliance and corporate governance. Its remit includes risk management, value for money and the robustness of data systems used for regulatory reporting. It advises on the appointment of internal and external auditors, oversees the internal audit programme and monitors the implementation of audit recommendations. The Committee also reviews controls related to fraud, bribery, money laundering, whistleblowing and cyber security. Both internal and external auditors attend its meetings. It recommends the external auditor’s management letter and the annual financial statements to the Board, following input from the Finance and Performance Committee.

Finance and Performance Committee – This Committee advises the Board on financial strategy, digital transformation, IT infrastructure and treasury management in alignment with the Strategic Plan. It conducts detailed reviews of the proposed income and expenditure budgets, capital programmes and ongoing financial forecasts. It also supports the A&RA Committee in its scrutiny of the annual accounts and advises the People and Place Committee on the affordability of proposals within its remit. The Committee is responsible for reviewing HSU’s financial regulations and ensuring the estate operates effectively and efficiently.

People and Place Committee – Providing strategic leadership on equality, diversity, inclusion and belonging (EDIB), this Committee focuses on staff-related matters while promoting EDIB more broadly across the University. It oversees the Estates Strategy, with a particular emphasis on environmental sustainability and biodiversity. The Committee regularly reviews staff pay, service conditions, HR policies and performance reports. It also contributes to the oversight of the digital strategy, ensuring alignment with the working practices of both staff and students.

Remuneration Committee – This Committee is responsible for overseeing the recruitment, performance management and remuneration of the Vice-Chancellor and other members of the Executive team. It considers salary levels and conditions of service to ensure transparency and fairness.

Governance and Nominations Committee – This Committee monitors the composition of the Governing Body, being informed by a skills matrix and individual appraisals to support succession planning. It manages the recruitment process for new governors and recommends appointments and reappointments to the Board. The Committee also oversees Board effectiveness, the induction of governors and reviews any allegations of improper conduct. Additionally, it maintains oversight of the Honorary Awards process.

The Chair of the Board and the chairs of committees have delegated authority to take urgent decisions within their committee’s remit on the advice of the Vice-Chancellor and with the consent of the Chair of the Board of Governors. A Register of Chairs’ decisions is maintained, and these are reported to the Board / Committee at its next meeting.

Corporate governance

The University is committed to exhibiting best practice in all aspects of corporate governance and has adopted the Committee of University Chairs (CUC) Higher Education Code of Governance. The Board continues to review compliance with the up-to-date CUC Code of Governance and remains highly satisfied with the levels of compliance sustained and the improvements implemented during the year.

The University has also mapped its compliance against the OfS Registration Requirements and confirmed that these are met.

The institution is audited both externally and internally by outside providers. The A&RA Committee decide on the areas of risk for internal audit based on the risk register and the internal audit cycle of review. Financial controls are included in every annual internal audit cycle.

The Executive team provide an annual report on value for money to the A&RA Committee.

Widening access and participation is addressed through reporting on the Access and Participation Plan. Civic engagement is reported to the Board by regular updates from the Executive team.

Commercial activities are conducted through a separate entity, AECC Enterprises Ltd, and have conformed to the requirements of the Companies Act 2006.

There is an effective and proactive system of risk management in place by which risks are rigorously assessed, understood and effectively managed across the organisation. Risk management and the risk register are reviewed by the A&RA Committee, with input from all committees when risks fall within their remit. An update of the areas of risk relevant to each committee is routinely presented at meetings and the risk register is an agenda item for all Board meetings.

High-quality and robust data is produced and managed to meet all relevant legal and regulatory requirements. Regular updates on data returns are presented to the A&RA Committee by either the University Secretary or the Head of Strategic Planning and Performance. Financial management information is presented at every Finance and Performance Committee meeting with interim reporting between meetings, and to the Board.

Responsibilities of the Board of Governors

The Board of Governors formally meets at least four times a year and also undertakes an annual strategy day. It is responsible for the overall governance of the University and has a strategic role in forming the HSU’s character and mission. It determines its educational character and objectives and ensures compliance with the OfS’ terms and conditions for funding, standards of institutional quality, student experience and outcomes, financial sustainability and accountability, and access and participation. The Board of Governors is also responsible for ensuring the effective and efficient use of resources, ensuring that assets and solvency are safeguarded and for approving annual estimates of income and expenditure.

The Board of Governors is constituted in accordance with the University’s Articles of Association, adopted on 19 July 2024. These articles are publicly available on the Governance and Leadership page of the HSU website: <https://www.hsu.ac.uk/wp-content/uploads/2025/05/HSU-Articles-of-Association-2024.pdf>. Members of the Board of Governors will also be appointed from the academic and professional services staff of the University. The nominated governors are expected to be independent and not to act as representatives of those who elect or appoint them.

In line with the Articles of Association, the Board comprises individuals appointed through formal processes, including members drawn from both the academic and professional services staff of the University. While some governors are nominated or elected, all are expected to act independently and not as representatives of any particular constituency.

The Articles of Association specify that the Board must consist of no fewer than 12 and no more than 20 governors. The majority are independent governors appointed by the Board, alongside the Vice-Chancellor (ex officio), up to two staff governors appointed in accordance with internal procedures, and up to two student governors elected annually by the student body.

- As of the current reporting period, the Board includes:
- 13 independent governors
 - the Vice-Chancellor (ex officio)
 - two staff governors
 - two student governors.

With the exception of employees of HSU, the governors are not paid any remuneration. However, they are entitled to claim reasonable travel and subsistence expenses.

Governors, with the exception of those serving ex officio, are appointed for a four-year term and may be

reappointed for a second term, serving a maximum of eight years in total. The Student Governor holds office until the end of the academic year for which they are appointed. A Staff Governor serves a term of four years, unless their employment with the University ends before the completion of that term.

Subject to the responsibilities of the Board, the Vice-Chancellor is the Chief Executive of the institution and the accountable officer to the regulator.

Training of governors – All newly appointed governors receive a structured induction, including key governance documents such as the HSU Code of Conduct. Upon appointment, they sign a letter confirming their commitment to the Nolan Principles of Public Life and their adherence to HSU’s policies and procedures.

Ongoing development is supported through a range of activities, including briefings and seminars from Advance HE, the OfS, Guild HE and audit partners, as well as presentations from the Executive team. Governors are also encouraged to attend committee meetings beyond their formal membership to deepen their understanding of University operations.

Board of Governor appraisals – All governors undergo appraisals during their term of office, in accordance with procedures approved by the Governance and Nominations Committee. These appraisals help to ensure that existing governors continue to have the skills needed on the Board, that learning and development opportunities are identified, and to ascertain where there may be skills gaps.

Register of business interests – A register of interests is held by the University Secretary and details the interests of members of the Board. This is reviewed annually. In addition, at the start of all Board or committee meetings, the attendees are asked to formally declare any particular interest in the items on the agenda and these are recorded in the minutes of that meeting.

Fit and proper person declarations – All governors and senior staff are required to make a fit and proper person declaration. These forms are reviewed and maintained by the University Secretary. Governors are required to confirm the continuation of their fit and proper status during the appraisal process.

Automatic disqualification declarations – HSU must ensure that governors and senior officers of the Institution are not disqualified from acting as trustees and senior officers, and all those appointed to these roles are annually required to make and maintain a declaration to this effect. A register of declarations is held by the University Secretary. Governors are required to confirm the continuation of their status during the appraisal process.

Risk register – The Risk Management Policy and related procedures support the implementation and monitoring of risk management through the corporate risk register and the departmental risk registers. The Head of Strategic Planning and Performance is responsible for ensuring that risk management processes run efficiently and effectively.

The Board confirms that it has reviewed and considered the major risks to which HSU is exposed and that members are satisfied that systems have been established to manage those risks. The Board regularly reviews and determines its approach to risk appetite. It is ultimately responsible for the identification and management of any risks that HSU may face. It is informed in this task through the work undertaken by the A&RA Committee at each of its meetings and its evaluation by the Vice-Chancellor and senior managers. Revisions are made by the Board of Governors or the A&RA Committee, if appropriate, to reflect discussions or developments reported at the meetings.

Identification, evaluation and management of risk is an important part of the annual planning cycle and review of strategy. A formal review of the effectiveness of this process is considered annually by the Board. The Board will then review only the more strategic and higher impact risks.

University Secretary – The Board appoints the University Secretary, who also acts as the Company Secretary. The Vice-Chancellor reviews their performance annually. Appointment and termination of the appointment ultimately rests with the Board. The University Secretary is responsible for coordinating legal advice to the Governing Body and advising on all matters of procedure and its responsibilities. The Chair of the Governing Body, the Vice-Chancellor and the University Secretary work closely together to expedite business. The University Secretary has a duty to advise the Chair on any matters where conflict, potential or real, may occur between the Governing Body and the Vice-Chancellor.

Academic governance – The Management and Academic Committee structure is overseen by the Board of Governors through the Academic Board. The Academic Board is HSU’s ultimate decision-making authority for all academic matters, including oversight of the maintenance of standards and quality enhancement, and academic regulations, policies and procedures. The Academic Board discharges its responsibilities in part through standing committees and sub-committees, and it delegates authority to Assessment Boards for decisions on individual students relating to their internal progression and receipt qualifications. The Academic Board reports directly to the Board of Governors through the Executive Leadership Group.

Statement of disclosure to auditor

So far as each person who was a governor at the date of approving this report is aware, there is no relevant audit information of which the Groups’ auditor is unaware. Additionally, the governors, individually, have taken all the necessary steps that they ought to have taken as governors and statutory directors in order to make themselves aware of all relevant audit information and to establish that group’s auditor is aware of that information.

Statement of Internal Control

The University’s system of internal controls and governance structures ensures regularity and propriety in the use of funds, including all public funds, via the following:

- The University is responsible for maintaining a sound system of internal control that safeguards public funds and other funds and assets for which it has responsibility.
- The University maintains a comprehensive suite of financial regulations and procedures, controlling the totality of the University’s resources and providing an appropriate financial regulatory framework which ensures that resources are used with due regard to propriety, regularity and value for money, in the context of the achievement of the University’s strategic plan. Anyone with a contractual relationship with the University (including all employees and honorary staff) is required to abide by the financial regulations and procedures.
- The University is required to adhere to key funder rules, in addition to the requirements of its own financial regulations and procedures and operates various controls to do this.
- The University’s internal auditors provide assurance to management and the A&RA Committee. Internal Audit makes recommendations for improving key management processes. It particularly aims to ensure that key risks are being appropriately managed, including those in relation to the use of funds and value for money.

External audit is carried out in accordance with International Standards on Auditing (ISAs) UK, and provides a report to the Board of Governors which expresses the auditor’s (Azets) opinion on whether the financial statements:

- give a true and fair view of the state of the affairs of the University as of
- 31 July 2025, and of the group and University’s income and expenditure, gains and losses, 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 FRS102) and with the Statement of Recommended Practice (SORP):

Accounting for Further and Higher Education and the Companies Act 2006

- meet the requirements of the Accounts Direction to higher education institutions for 2024/25 financial statements issued by the OfS.

The external auditor’s opinion on other matters prescribed by the OfS Accounts Direction states the following:

- In all material respects, funds from whatever source, administered by the group and HSU for specific purposes, have been properly applied to those purposes and managed in accordance with relevant legislation.
- Income has been applied in accordance with the University’s Articles of Governance.
- Funds provided by the OfS, UK Research and Innovation (including Research England), the Education and Skills Funding Agency and the Department for Education have been applied in accordance with the relevant terms and conditions.
- Grant and fee income are fully documented in the note to accounts.
- The University’s expenditure on access and participation activities have not been materially misstated.

The internal auditors’ (Bishop Fleming LLP) opinion below, based on the reviews undertaken, the follow-up audits completed during the period, and in the context of materiality contained in their annual report for 2024-25, confirms the adequacy of HSU’s internal controls:

Head of Internal Audit Opinion 2024/25

We are satisfied that, for the areas reviewed during the year, Health Sciences University has reasonable and effective risk management, control and governance processes in place.

While our work identified a number of potential enhancements to the framework of risk management and internal control to ensure that it remains adequate and effective, there were no matters identified as part of our work during the year that we would suggest warrant reporting in the organisation’s overall Annual Governance Statement.

The assurance framework includes:

- an approved risk appetite statement and risk tolerance framework
- an approved Risk Management Policy
- a corporate risk register with departmental risk registers and a process to escalate and de-escalate risks to/from the corporate risk register
- an Audit and Risk Assurance Committee, with appropriate terms of reference, which meets a minimum of three times a year to provide oversight of the process of internal control. The Board receives reports from the Audit and Risk Assurance Committee at every meeting
- an annual assurance report from the internal auditors of their independent opinion on the adequacy and effectiveness of specific systems of internal control together with recommendations for improvement
- the internal auditors’ review of risk management
- comment made by the external auditor in its management letter and other reports
- the work of HSU managers with responsibility for the development and maintenance of the internal control framework, and by comments made by other external review agencies and stakeholders, e.g. the Quality Assurance Agency for Higher Education (QAA) and OfS.

The governors are satisfied that internal control processes have been in place throughout the year to 31 July 2025 and up to the date of signing these accounts.



Independent Auditor’s Report to Board of Governors of Health Sciences University

Opinion

We have audited the financial statements of Health Sciences University (the ‘Institution’) and its subsidiary (together ‘the Group’) for the year ended 31 July 2025 which comprise the Consolidated Statement of Comprehensive Income and Expenditure, the Consolidated Statement of Changes in Reserves, the Consolidated Statement of Financial Position, the Consolidated Statement of Cash Flows, and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group’s affairs as at 31 July 2025 and of the Group’s income and expenditure, gains and losses and changes in reserves and cash flows, for the year ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Strategic report and the Statement of Governance and Internal Control, other than the financial statements and our auditor’s report thereon. The governors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the financial statements is inconsistent in any material respect with the Strategic report and the Statement of Governance and Internal Control; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of governors

As explained more fully in their statement set out on pages 37 and 38, the Board of Governors (the members of which are the Directors of the Institution’s company for the purposes of company law) is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the governors are responsible for assessing the institution’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the governors either intend to liquidate the Institution or to cease operations, or have no realistic alternative but to do so.

Auditor’s responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

A further description of our responsibilities is available on the Financial Reporting Council’s website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor’s report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

Independent Auditor’s Report to Board of Governors of Health Sciences University (cont.)

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Report on other legal and regulatory requirements

We are required to report on the following matters by the Accounts Direction dated 25 October 2019 issued by the Office for Students ('the Accounts Direction').

In our opinion, in all material respects:

- funds from whatever source administered by the Group or the Institution for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- funds provided by the Office for Students, UK Research and Innovation (including Research England) and the Department for Education have been applied in accordance with the relevant terms and conditions; and
- the financial statements meet the requirements of the Accounts Direction dated 25 October 2019 issued by the Office for Students

Matters on which we are required to report by exception

We are required by the Accounts Direction to report to you where the Institution has an access and participation plan that has been approved by the Office for Students' director of fair access and participation and the results of our audit work indicate that the College's expenditure on access and participation activities for the financial year disclosed in Note 24 has been materially misstated.

We are also required by the Accounts Direction to report to you where the results of our audit work indicate that the Group's grant and fee income, as disclosed in notes 2 and 3 to the financial statements has been materially misstated.

We have nothing to report in these respects.

Use of our report

This report is made solely to the board of Governors in accordance with chapter 3 of part 16 of the Companies Act 2006 and section 124B of the Education Reform Act 1988. Our audit work has been undertaken so that we might state to the Institution's governors those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Institution and the Institution's governors as a body, for our audit work, for this report, or for the opinions we have.

Azets Audit Services

**Jon Noble (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

**Chartered Accountants
Statutory Auditor**

Gateway House
Tollgate
Chandlers Ford
Southampton
United Kingdom
SO53 3TG

24 December 2025

Financial Statements

Consolidated Statement of Comprehensive Income and Expenditure

Year ended 31 July 2025

		Year ended 31 July 2025	Year ended 31 July 2024
	Notes	£'000	£'000
Income			
Tuition fees and education contracts	1	17,187	11,442
Funding body grants	2	2,928	1,548
Other grant income	2	263	713
Other income	4	2,867	2,047
Investment income	5	208	306
Donations and endowments	6	377	38
Gift arising on acquisition of UCO	7	2,449	-
Total income		26,279	16,094
Expenditure			
Staff costs	8	14,703	10,523
Other operating expenses		8,460	4,352
Depreciation and amortisation	12	1,265	801
Interest and other finance costs	9	39	45
Operating expenditure	10	24,467	15,721
Surplus / (Deficit) before exceptional costs		1,812	373
Exceptional acquisition costs		-	629
Surplus before tax		1,812	(256)
Taxation	11	-	-
Surplus / (Deficit) for the year		1,812	(256)
Other comprehensive income			
Actuarial gain in respect of pension schemes	18	174	143
Total comprehensive gain / (loss) for the year		1,986	(113)
Represented by:			
Restricted comprehensive gain / (loss) for the year		739	(12)
Unrestricted comprehensive gain / (loss) for the year		1,247	(101)
		1,986	(113)
Comprehensive gain / (loss) for the year attributable to:			
Institution		1,987	(112)
Wholly owned subsidiary		(1)	(1)

All items of income and expenditure relate to continuing activities.

The accompanying notes and policies on pages 44 to 55 form part of these financial statements.

Consolidated Statement of Changes in Reserves

Year ended 31 July 2025

	Restricted Reserve	Unrestricted Reserve	Total Reserves
	£'000	£'000	£'000
Balance at 1 August 2023	241	12,556	12,797
Loss for the year	-	(256)	(256)
Other comprehensive gain	-	143	143
Release of restricted funds spent in year	(12)	12	-
Total comprehensive gain / (loss) for the year	(12)	(101)	(113)
Balance at 31 July 2024	229	12,455	12,684
Balance at 1 August 2024	229	12,455	12,684
Restricted reserves acquired from UCO	422	(422)	-
New Restricted Reserves in the year	363	(363)	-
Surplus for the year	-	1,812	1,812
Other comprehensive gain	-	174	174
Release of restricted funds spent in year	(46)	46	-
Total comprehensive gain / (loss) for the year	739	1,247	1,986
Balance at 31 July 2025	968	13,702	14,670

Consolidated Statement of Financial Position

As at Year ended 31 July 2025

		As at 31 July 2025	As at 31 July 2024
	Notes	£'000	£'000
Non-current assets			
Tangible assets	12	19,579	11,107
		19,579	11,107
Current assets			
Stock	13	15	16
Trade and other receivables	14	2,742	2,601
Current asset investments		1,000	1,000
Cash and cash equivalents	15	7,629	5,106
		11,386	8,723
Less Creditors: amounts falling due within one year	16	(8,520)	(4,152)
Net current assets		2,866	4,571
Total assets less current liabilities		22,445	15,678
Creditors: amounts falling due after more than one year	17	(2,831)	(2,994)
Provision for Dilapidations	19	(4,944)	-
Total Net assets		14,670	12,684
Restricted Reserves			
Income and expenditure reserve - restricted reserve	20	968	229
Unrestricted Reserves			
Income and expenditure reserve - unrestricted		13,702	12,455
Total Reserves		14,670	12,684

The accompanying notes and policies on pages 40 to 43 form part of these financial statements, which were approved by the Governing Body on 22nd December 2025 and signed on its behalf on that date by:



Jeni Bremner
Chair of the Board of Governors



Prof. Lesley Haig
Vice-Chancellor

Consolidated Statement of Cash Flows

Year ended 31 July 2025

		Year ended 31 July 2025	Year ended 31 July 2024 (as restated)
	Notes	£'000	£'000
Cash flow from operating activities			
Surplus / (deficit) for the year		1,812	(113)
Adjustment for non-cash items			
Gift arising on acquisition	7	(2,449)	0
Depreciation	12	1,265	801
Decrease / (Increase) in stock	13	1	(3)
Increase in debtors	14	(1,242)	(480)
Increase in creditors due within 1 year	16	3,729	886
Release of deferred capital grant	17	(163)	(163)
Difference between pensions expense and liability		174	-
Adjustment for investing or financing activities			
Investment income	5	(208)	(306)
Loss / (Profit) on disposal of assets		7	(10)
Interest and other finance costs	9	39	45
Capital grant income	2	(49)	(50)
Net cash inflow from operating activities		2,916	607
Cash flows from investing activities			
Capital grants receipts		49	50
Investment income		208	306
Proceeds from disposal of assets		0	10
Short term loan repaid / (given)		639	(1,200)
Payments made to acquire tangible assets	12	(1,250)	(891)
		(354)	(1,725)
Cash flows from financing activities			
Interest and other finance costs		(39)	(45)
Increase / (Decrease) in cash and cash equivalents in the year		2,523	(1,163)
Cash and cash equivalents at beginning of the year	15	5,106	6,269
Cash and cash equivalents at end of the year	15	7,629	5,106

The cash and cash equivalents balance at 31 July 2024 has been restated to reflect investments with a maturity date of more than three months being shown as current asset investments rather than as cash equivalents.

Statement of Accounting Policies

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

1. General information

Health Sciences University (the Institution) is a company limited by guarantee registered in England and Wales. It is also an exempt charity and as a higher education provider with the Office for Students. Health Sciences University was granted Exempt Charity status on 15 June 2023.

The address of the registered office is: Health Sciences University, Parkwood Campus, Parkwood Road, Bournemouth, BH5 2DF

2. Statement of Compliance

These Consolidated 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 2019.

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, the Accounts Direction issued by the Office for Students (OfS), the Terms and Conditions of Funding for higher education institutions issued by the Office for Students and the Terms and Conditions of Research England Grant.

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

3. Basis of preparation

These Consolidated financial statements have been prepared under the historical cost convention. Institute only figures are not shown separately as the impact of the consolidation of the results of the subsidiary (AECC Enterprises Ltd.) is immaterial.

The Group’s activities, together with the factors likely to affect its future development, performance and position, are set out in the Strategic Report which forms part of the Board of Governors’ Report. The Board of Governors’ Report also describes the consolidated financial position of the Group, its cash flows and liquidity position. The Board of Governors has a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. Therefore, it continues to adopt the going concern basis of accounting in preparing the annual financial statements.

The financial statements are prepared in sterling which is the functional currency of the Group and rounded to the nearest £1,000.

4. Going Concern

The Board of Governors sets guidelines in relation to the level of cash reserves and surplus that they assessed to be acceptable to ensure the going concern status of the organisation and budgets for 2025-26 and medium-term forecasts were approved which meet those criteria. The Finance & Performance Committee is tasked by the Board of Governors with regularly reviewing the financial performance of the organisation to ensure that these guidelines are being followed and ensuring that contingency actions are put into place if issues arise which might threaten their achievement.

The Finance and Performance Committee reviewed various scenarios and their potential adverse impact on the financial stability of the Group. These included the assessment of possible reductions in new student enrolments, clinical activity not materialising and the impact on costs through inflation and additional pay awards. Although it was recognised that these scenarios would impact adversely on financial performance, the current level of reserves of the organisation meant that it could still continue to operate as a going concern. The Finance and Performance Committee confirmed to the Audit and Risk Assurance Committee the outcome of the review to inform their assessment of the Annual Report and Financial Statements being produced using the going concern basis.

Consequently, the Board of Governors is confident that the Group and parent University will have sufficient funds to continue to meet their liabilities as they fall due for at least 12 months from the date of approval of the financial statements and have therefore prepared the financial statements on a going concern basis.

5. Basis of consolidation

The Consolidated financial statements include the financial statements of the Institution and its subsidiary, AECC Enterprises Ltd. (Company No: 03736325) for the year to 31 July 2025. Health Sciences University has provided a financial guarantee over the liabilities of the subsidiary company which has allowed it to be exempt from independent audit in accordance with section 479C of the Companies Act 2006.

Intra-group transactions are eliminated on consolidation.

The Consolidated financial statements do not include the results of the HSU Students’ Union as the Institution does not exert control or dominant influence over policy decisions.

6. Income recognition

Income from the sale of goods or services, for example, Clinic Income, MRI and imaging income, is credited to the Consolidated Statement of Comprehensive Income when the goods or services are supplied to the external customers, or the terms of the contract have been satisfied.

Tuition fee income is stated gross of any expenditure and credited to the Consolidated Statement of Comprehensive Income over the period in which students are studying. Where the amount of the tuition fee is reduced by a discount, income receivable is shown net of the discount.

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

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

Grants

- a. Revenue grants, including Office for Students block grants and research grants, are recognised in income over the periods in which the Institution recognises the related costs for which the grant is intended to compensate. Where part of a government grant is deferred, it is recognised as deferred income within creditors and allocated between creditors due within one year and due after more than one year as appropriate in the Statement of Financial Position.
- b. Capital grants are recognised in income over the expected useful life of the asset. Other capital grants are recognised in income when the Institution is entitled to the funds, subject to any performance related conditions being met.

Donations and endowments

Donations with donor-imposed restrictions are recognised in income when the Institution is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with such restrictions, at which point income is released to general reserves through a reserve transfer.

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

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

- a. Restricted donations – the donor has specified that the donation must be used for a particular objective
- b. Unrestricted donations – the donor has not specified what the donation must be used for

Gifts arising on acquisition

Gifts arising on acquisition reflect the net book value of the assets and liabilities of the donor institution at the date of transfer. Properties are included at a fair value. The whole of the gift value is reflected in the year of acquisition.

7. Accounting for retirement benefits

The three pension schemes for the Institution’s staff are the Teachers’ Pension Scheme (TPS), the Dorset Local Government Pension Scheme (LGPS), which are defined benefit schemes and a Scottish Widows stakeholder pension scheme which is a defined contribution plan.

Defined contribution plan

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

Defined benefit schemes

A defined benefit scheme is a post-employment benefit plan rather than a defined contribution plan. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including age, length of service and remuneration. Under defined benefit plans, the Institution’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 Institution.

The Teachers’ Pension Scheme (TPS) is a defined benefit scheme whereby the assets of the TPS are held in a separate Trustee-administered fund. Because of the nature of the scheme, the scheme’s assets are not hypothecated to individual institutions and scheme-wide contribution rates are set. The University is therefore exposed to actuarial risks associated with other institutions’ employees and is unable to identify its share of the underlying assets and liabilities of this scheme on a consistent and reasonable basis and therefore as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the Statement of Comprehensive Income and Expenditure represents the contributions payable to the schemes in respect of the accounting period.

The Dorset Local Government Pension Scheme (LGPS) is a defined benefit scheme whereby the University is able to identify its share of the assets and liabilities. The liability recognised in the Statement of Financial Position in respect of this defined benefit plan is the lower of the fair value of the plan assets at the reporting date less the present value of the defined benefit obligation at the reporting date and the net present value of the estimated future contributions to the scheme. Where the share of assets in the scheme is greater than the defined benefit

obligation then an asset cap is applied to reduce the net figure to nil, so that the Statement of Financial Position does not reflect this as an asset to the University.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. The cost of the defined benefit plan is recognised in operating expenditure in the Statement of Comprehensive Income as staff costs. It 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 balance of the defined benefit obligation and the fair value of plan assets. This cost is recognised in the Statement of Comprehensive Income as ‘interest and other finance costs’.

Further detail of the specific defined benefit pension schemes is provided in note 18 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 Institution. Any unused benefits are accrued and measured as the additional amount the Institution expects to pay as a result of the unused entitlement.

Termination benefits are amounts payable as a result of a decision by the Institution to terminate the employment of employees before the normal retirement date or an employee’s decision to accept voluntary redundancy and are charged on an accruals basis to the Consolidated Statement of Comprehensive Income and Expenditure.

9. Operating leases

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

10. Foreign currency

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

11. Property, plant and equipment

Land and buildings

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

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

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

Freehold buildings	50 years
Long Leasehold buildings	50 years
Short leasehold buildings	Remaining life of the lease
Leasehold improvements	Remaining life of the lease
Refurbishments and repairs	20 years

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

Equipment

Equipment, including computers and software costing less than the Institution’s de minimis threshold for capitalisation of fixed assets (£1,000) is recognised as expenditure. All other equipment is capitalised.

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

Office equipment, furniture and fittings	4 to 10 years
IT equipment	4 to 7 years
Medical and teaching equipment	4 to 12 years
Plant and machinery	4 to 12 years

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

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.

12. Investments

Investment in the subsidiary is carried at cost less impairment in the Institution’s separate financial statements.

13. Stock

Stock is held at the lower of cost and net realisable value.

14. Cash and cash equivalents

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

Cash equivalents are short term, highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value and with an original maturity date of three months or less. Any investments with a maturity date of more than three months are shown as current assets.

15. Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when:

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

A contingent asset arises where an event has taken place that gives the Institution a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Institution. Contingent assets and liabilities are not recognised in the Statement of Financial Position but are disclosed in the notes.

16. Taxation

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

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

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

The Institution’s subsidiary company is subject to Corporation Tax and VAT in the same way as any other commercial organisation.

17. Reserves

Reserves are classified as restricted or unrestricted. Restricted endowment reserves include balances which, as a result of endowment to the Institution, are held as a permanently restricted fund that the Institution must hold in perpetuity.

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

18. Critical accounting estimates and judgements

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

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

Management consider the area set out below to be that 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:

Retirement benefit obligations - The cost of defined benefit pension plans is 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. Details of the retirement benefit obligations is provided at note 18.

Provisions for Dilapidations reflect the estimated cost of returning leasehold premises to the freeholder in its original condition at the end of the lease period. These estimates have been informed by a report from independent property consultants.

Notes to the Accounts

1. Tuition fees and education contracts	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Full-time home fee status students	11,191	7,319
Full-time international students	3,764	3,121
Part-time students	1,792	975
Franchises & Validations	314	-
Apprenticeships	126	27
	17,187	11,442
2. Grant Income	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Funding body grants		
Office for Students	2,452	1,451
Research England	427	47
Capital grant	49	50
	2,928	1,548
Other grant income		
Health Education England (HEE)	-	5
Release of deferred capital grants	163	163
Research grants and contracts	100	545
	263	713
	3,191	2,261
3. Sources of grant and fee income	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Office for Students (OfS) grant income	2,566	1,566
Grants from other bodies	98	322
Fee income for research awards	511	583
Fee income from non-qualifying courses	514	297
Fee income for taught awards	16,563	10,908
Apprenticeship	126	27
	20,378	13,703
4. Other Income	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Clinic income	1,858	1,225
MRI income	625	548
Catering income	170	161
Royalties	23	-
Other income	191	113
	2,867	2,047
5. Investment income	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Interest receivable	208	306
	208	306

6. Donations and endowments	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Restricted donations	363	-
Unrestricted donations	14	38
	377	38
7. Gift arising on acquisition of UCO	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Fixed Assets at revalued cost	8,494	-
Current Assets	138	-
Short term loan	(561)	-
Current Liabilities	(678)	-
Provision for Dilapidations	(4,944)	-
	2,449	-

On 1 August 2024 HSU acquired the assets, liabilities and operations of University College of Osteopathy (UCO) as a gift. In accordance with FRS 102 the fair value of the net assets transferred has been shown as income for the year.

8. Staff costs	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Salaries	11,759	8,301
Social security costs	1,201	782
Pension costs	1,743	1,440
	14,703	10,523

A more detailed breakdown of pension costs is shown in note 18.

Total remuneration of the head of the Institution	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Basic salary	220	185
Pension contributions and payments	30	25
Private Medical Insurance	5	3
	255	213

Health Sciences University operates under the Committee of University Chairs (CUC) Higher Education Code of Governance and endeavours to make fair, appropriate and justifiable levels of remuneration. There is a common process for all levels of staff regarding appraisal and remuneration. Oversight of the head of Institution’s remuneration is within the terms of reference of the People & Place Committee, which is independent and competent, and which makes recommendations to the Board of Governors.

The Office for Students (OfS) Regulatory advice 9: Accounts Direction, published on 25 October 2019 requires that the relationship between the head of provider’s remuneration and that for all other employees employed expressed as a pay multiple must include all employees who are required to be included in real-time reporting to HMRC. This comparator therefore includes all casual employees, predominantly students, and also people who are deemed employees under the Intermediaries Legislation (IR35). The median salary on this basis is £41,133 (2024: £39,903) and the median gross remuneration is £42,375 (2024: £42,375).

- i. The head of the Institution’s basic salary was 5.35 times the median pay of staff, where the median pay is calculated on a full-time equivalent basis for the payments made to all workers included in real-time reporting to HMRC (2024: 4.64 times this median pay).
- ii. The head of the Institution’s total remuneration was 5.81 times the median total remuneration of staff, where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the provider of all workers included in real-time reporting to HMRC (2024: 4.89 times this median total remuneration).

Calculating the median pay based upon all workers included in real-time HMRC information might not present readers of these financial statements with a representative view of the Vice-Chancellor’s pay ratio. This is because the University has employed a large number of student workers who each work few hours and are paid at the National Minimum Wage. Using an additional, unaudited, calculation of median pay based upon permanent, full-time and part-time, employees, the median salary on this basis is £41,133 (2024: £40,510) and the median gross remuneration is £46,069 (2024: £45,371).

The head of the Institution’s basic salary was 5.35 times the median pay of staff where the median pay is calculated on a full-time equivalent basis for the salaries paid by the provider to its permanent employees (2024: 4.57 times this median pay of staff)

- iii. The head of the Institution’s total remuneration was

5.35 times the median total remuneration of staff, where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the provider of its permanent employees (2024: 4.57 times this median total remuneration of staff).

The Vice-Chancellor’s remuneration is recommended by the Remuneration Committee to the Board, with increments being considered and agreed on an annual basis. Final approval of the Vice-Chancellor’s remuneration lies with the Board of Governors. In common with all staff, the Vice-Chancellor is eligible for a cost of living / merit award; any increase is based on the outcome of the Vice-Chancellor’s annual appraisal, with the percentage increase being the same as that awarded to staff. People & Place Committee also has the power to recommend the award of an additional increase in the Vice-Chancellor’s base pay. There is no annual bonus scheme, but the Remuneration Committee does have the power to award bonuses in exceptional cases. During the year ended 31 July 2025 no bonuses were awarded (2024 : Nil)

The Vice-Chancellor’s appraisal is undertaken by the Chair of the Board as her line manager. Key inputs to the appraisal include:

- feedback from Chair of the Board, other Governors and senior staff
- the delivery of the detailed operational plan to achieve the agreed strategy
- performance on key priorities identified in the previous appraisal and through the year if appropriate
- resolution of any relevant issues arising during the year

The outcome of the appraisal is reported to the Remuneration Committee and the committee then makes its recommendations to the Board. In assessing the level of the Vice-Chancellor’s remuneration, the Remuneration Committee undertook a thorough review of Vice-Chancellor remuneration with assessments and recommendations from external benchmarking across relevant institutions in the sector. The Remuneration Committee thereafter made a recommendation to the Board to bring the Vice-Chancellor’s pay in line with others in the sector.

There is no formal annual bonus scheme, but the Remuneration Committee does have the power to award bonuses in exceptional cases. During the year ended 31 July 2025 a bonus of £300 per full time equivalent was paid to all permanent members of staff based on the financial performance of the Institution during the year ended 31 July 2024.

The number of staff with a basic salary of over £100,000 per annum has been included below. The Vice-Chancellor and the Chief Operating Officer are the only employees with a basic salary greater than £100,000.

	Year ended 31 July 2025	Year ended 31 July 2024
	No.	No.
Basic salary per annum		
£105,000 - £109,999	-	1
£120,000 - £124,999	1	-
£185,000 - £189,999	-	1
£220,000 – £224,999	1	-

Average staff numbers by major category (full time equivalent of permanent employees):

	2025	2024
	FTE	FTE
Academic	79.2	51.3
Clinical	33.1	36.7
Executive	3.3	2.3
Manual Workers	9.6	11.1
Professional Services	99.6	70.5
Research	6.6	1.8
Total number of staff	231.4	173.7

Average staff numbers by major category (headcount of all workers):

	2025	2024
Academic	130.3	68.0
Clinical	43.5	56.7
Executive	4.3	2.3
Manual Workers	12.2	12.5
Professional Services	108.5	79.0
Research	8.8	1.8
	307.6	220.3
Casual / Bank Staff (including student workers)	84.6	84.2
Workers who are deemed employees under intermediaries’ legislation (IR35) off-payroll rules	7.0	2.5
Total number of staff	399.2	307.0

Compensation for loss of office

During the year redundancy and compensation for loss of office payments totalling £147k were made to 3 employees (2024: £4k to 1 employee). No payments were made for additional pension contributions (2024: £nil)

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Institution. Staff costs include compensation paid to key management personnel. Key management personnel are defined as the Executive Team members.

	Year ended 31 July 2025	Year ended 31 July 2024
	£’000	£’000
Key management personnel	623	371

Board of Governors

The University’s governors are the trustees for charitable law purposes. Due to the nature of the University’s operations and the compositions of the Board of Governors, being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving organisations in which a member of the Board of Governors may have an interest are conducted at arms-length and in accordance with the University ’s Financial Regulations and usual procurement procedures.

Other than the Vice-Chancellor and the Staff Governors, no governor has received any remuneration / waived payments from the University during the year (2024 - nil). The total expenses paid to or on behalf of 14 Board members were £5,645 (2024: £3,675 to or on behalf of 7 Board members). This represents travel and subsistence expenses incurred in attending Board of Governors, Committee meetings and Charity events in their official capacity.

9. Interest and other finance costs	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Bank charges	38	43
Currency Exchange differences	1	2
	<u>39</u>	<u>45</u>

10. Analysis of total expenditure by activity	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Academic and related expenditure	7,601	4,064
Academic Support Services	2,874	2,239
Chiropractic Clinical services	1,433	1,611
MRI and Imaging	731	776
Administration and central services	6,585	4,058
Premises	3,787	2,119
Residences, catering and conferences	231	269
Research grants and contracts	871	584
Other expenses	354	1
	<u>24,467</u>	<u>15,721</u>

		£'000	£'000
Operating Leases - Equipment & Vehicles	22	<u>9</u>	<u>7</u>
External auditor’s remuneration in respect of audit services		49	32
All other assurance services		<u>1</u>	<u>4</u>
		<u>50</u>	<u>36</u>

11 . Taxation

The University is exempt from tax on income and gains failing within section 505 of the Taxes Act 1988 or section 252 of the Taxation and Chargeable Gains Act 1992 to the extent that these gains are applied to its charitable objects. The tax assessed for the year is lower than the standard rate of corporation tax in the UK. The difference is explained below:

	Year ended 31 July 2025 £'000	Year ended 31 July 2024 £'000
Surplus / (Deficit) before taxation	1,812	(256)
UK corporation tax at 25% (2024: 25%)	453	64
Surplus falling within charitable exemption	<u>(453)</u>	<u>(64)</u>
Total tax expense	<u>-</u>	<u>-</u>

12. Tangible Assets

	Freehold Land & Buildings £'000	Leasehold Buildings £'000	Plant & Machinery £'000	Fixtures, Fittings & Equipment £'000	Total £'000
Cost					
At 1 August 2024	11,536	-	3,951	3,352	18,839
From UCO	-	8,210	67	217	8,494
Additions	185	440	109	516	1,250
Disposals	-	-	(4)	(4)	(8)
At 31 July 2025	<u>11,721</u>	<u>8,650</u>	<u>4,123</u>	<u>4,081</u>	<u>28,575</u>

Depreciation

At 1 August 2024	2,720	-	2,653	2,359	7,732
Charge for the year	398	195	320	352	1,265
Disposals	-	-	(1)	-	(1)
At 31 July 2025	<u>3,118</u>	<u>195</u>	<u>2,972</u>	<u>2,711</u>	<u>8,996</u>

Net Book Value

At 31 July 2025	<u>8,603</u>	<u>8,455</u>	<u>1,151</u>	<u>1,370</u>	<u>19,579</u>
At 31 July 2024	<u>8,816</u>	<u>-</u>	<u>1,298</u>	<u>993</u>	<u>11,107</u>

13. Stock

	31 July 2025 £'000	31 July 2024 £'000
Catering Supplies	<u>15</u>	<u>16</u>

14. Trade and other receivables

	31 July 2025 £'000	31 July 2024 £'000
Amounts falling due within one year:		
Trade receivables	1,713	889
Short term Loan	-	1,200
Accrued Income	333	-
Prepayments and accrued income	<u>696</u>	<u>512</u>
	<u>2,742</u>	<u>2,601</u>

During the year ended 31 July 2024 Health Sciences University made a short-term commercial loan of £1,200k to University College of Osteopathy as part of an agreement, whereby HSU acquired the assets, liabilities and activities of UCO with effect from 1 August 2024. Of this, £639k was repaid and the balance of £561k offsets the loan repayable from the UCO balances gifted to HSU. As such, although the loan shows as repaid in full within the debtors note, the cash flow statement only shows a repayment of £639k.

15. Cash and cash equivalents

	1 August 2024 (as restated) £'000	Cash Flow £'000	31 July 2025 £'000
Cash and cash equivalents	5,106	2,523	7,629
	<u>5,106</u>	<u>2,523</u>	<u>7,629</u>

The cash and cash equivalents balance at 31 July 2024 has been restated to reflect investments with a maturity date of more than three months being shown as current asset investments rather than as cash equivalents.

16. Creditors: amounts falling due within one year

	31 July 2025	31 July 2024
	£'000	£'000
Trade creditors	959	812
Social security and other taxation	323	196
Other creditors	575	154
Accruals	1,307	1,227
Deferred Income	5,356	1,763
Total	8,520	4,152

	31 July 2025	31 July 2024
	£'000	£'000
Deferred Income	£'000	£'000
Deferred Capital Grants	163	163
Deferred Research Grants	67	108
Deferred Tuition Fees	2,380	890
Other education income deferred	78	501
Clinical income deferred	5	46
Other deferred Income	2,663	55
Total	5,356	1,763

The deferred capital grants relate to income received from Dorset Local Enterprise Partnership (LEP) in respect of the construction of the Integrated Rehabilitation Centre, plus Health Education England (HEE) and Office for Students (OfS) in respect of various items of medical and teaching equipment. These deferred capital grants are being released in line with the depreciation of the underlying assets.

The deferred tuition fees relate to courses with a January start date which straddle two financial years.

17. Creditors : amounts falling due after more than one year

	31 July 2025	31 July 2024
	£'000	£'000
Deferred Capital Grants		
At 1 August 2024	2,994	3,157
Release of Capital Grants	(163)	(163)
At 31 July 2025	2,831	2,994

18. Pension Schemes

The University participates in three pension schemes – The Teachers’ Pension Scheme and The Local Government Superannuation Scheme, which are both defined benefit schemes, and the Scottish Widows Scheme, which is a defined contribution scheme.

The University has capped its employer’s contributions to these pension schemes at an effective rate of 12% with effect from 1st April 2022. This is implemented by contractual arrangements with employees who take a reduction in salary when institution contribution rates to the defined benefit schemes exceed this percentage. The total monthly contributions outstanding at the year end was £185k (2024: £149k).

The total pension cost for the year was payable as follows (this is shown at the employers’ full contribution rate and does not include the mitigating salary reduction arrangements mentioned above):

	Year ended	Year ended
	31 July 2025	31 July 2024
	£'000	£'000
Local Government Pension Scheme (LGPS)	372	308
Teachers’ Pension Scheme (TPS)	671	609
Scottish Widows Scheme	700	523
	1,743	1,440

Local Government Pension Scheme (LGPS)

The LGPS is a defined benefit scheme administered in accordance with the Local Government Pension Scheme Regulations 2013 and currently provides benefits based on career average revalued earnings.

The administering authority for the Fund is Dorset County Council (DCC) whose Pension Fund Committee oversees the management of the Fund whilst the day-to-day fund administration is undertaken by a team within the administering authority. Where appropriate some functions are delegated to the Fund’s professional advisers.

As administering authority to the Fund, DCC, after consultation with the Fund Actuary and other relevant parties, is responsible for the preparation and maintenance of the Funding Strategy Statement and the Investment Strategy Statement. These are amended when appropriate based on the Fund’s performance and funding.

Contributions are set every three years as a result of the actuarial valuation of the Fund required by the Regulations. The most recent actuarial valuation of the Fund was carried out as at 31 March 2022 and set contributions for the period from 1 April 2023 to 31 March 2026. There are no minimum funding requirements in the LGPS, but the contributions are generally set to target a funding level of 100% using the actuarial valuation assumptions.

The agreed contributions rates for future years range from 5.5% to 12.5% for employees depending on their salary and are currently set at 23% for employers (increased from 22% from 1 April 2022).

Principal Actuarial Assumptions

The following information is based upon a full actuarial valuation of the fund at 31 March 2022, using financial assumptions that comply with FRS 102:

	31 July 2025	31 July 2024
Rate of increase in salaries	3.80%	3.90%
Rate of increase in pensions	3.10%	3.20%
Discount rate for scheme liabilities	5.75%	5.05%
Inflation assumption (CPI)	2.80%	2.90%

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

	31 July 2025	31 July 2024
<i>Retiring today</i>		
Males	22.1	21.8
Females	24.1	23.9
<i>Retiring in 20 years</i>		
Males	23.4	23.1
Females	25.5	25.3

The University’s share of the assets and liabilities in the scheme was:

	31 July 2025	31 July 2024
	£'000	£'000
Equities	4,240	3,784
Cash	155	96
Other Bonds	428	392
Diversified Growth Fund	423	394
Property	441	462
Infrastructure	492	446
Multi Asset Credit	467	420
Total market value of assets	6,646	5,994
Impact of asset ceiling	(1,459)	(554)
Present value of defined benefit obligations	(5,187)	(5,440)
Surplus / (Deficit) in the scheme	-	-

Amounts recognised in the statement of comprehensive income and expenditure are:

	31 July 2025	31 July 2024
	£'000	£'000
Service cost	175	143
Net interest on the defined liability	(5)	(3)
Administration expenses	4	3
Total charge	174	143

Reconciliation of opening and closing balances of the fair value of Fund assets:

	31 July 2025	31 July 2024
	£'000	£'000
Opening fair value of Fund assets	5,994	5,345
Interest on assets	307	277
Return on assets less interest	181	288
Administration expenses	(4)	(3)
Contributions by employer including unfunded	197	166
Contributions by Scheme participants and other employers	60	49
Estimated benefits paid plus unfunded net of transfers in	(89)	(128)
Closing fair value of Fund assets	6,646	5,994
Impact of asset ceiling	(1,459)	(554)
Fund assets	5,187	5,440

Reconciliation of opening and closing balances of the defined benefit obligation:

	31 July 2025	31 July 2024
	£'000	£'000
Opening defined benefit obligation	5,440	5,021
Current service cost	175	143
Interest cost	274	257
Change in financial assumptions	(753)	135
Change in demographic assumptions	31	(12)
Experience loss on defined benefit obligation	49	(25)
Estimated benefits paid net of transfers in	(89)	(128)
Contributions by Scheme participants and other employers	60	49
Closing defined benefit obligation	5,187	5,440

Teachers’ Pension Scheme

The Teachers’ Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers’ Pension Scheme Regulations 2014. These regulations apply to teachers in schools, colleges and other educational establishments. Membership is automatic for teachers and lecturers at eligible institutions. Teachers and lecturers can opt out of the TPS.

The TPS is an unfunded scheme, and members contribute on a ‘pay as you go’ basis. These contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act. Retirement and other pension benefits are paid by public funds provided by Parliament.

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The University is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the University has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan.

Valuation of the Teachers’ Pensions Scheme

The valuation of the TPS is carried out in line with regulations made under the Public Service Pension Act 2013. Valuations credit the teachers’ pension account with a real rate of return assuming funds are invested in notional investments that produce that real rate of return.

The latest actuarial review of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education (the Department) in October 2023. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service at the effective date of £262 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222 billion giving a notional past service deficit of £40 billion (compared to £22 billion in the 2016 valuation).

As a result of the valuation, new employer contribution rates rose to 28.68% from April 2024 (compared to 23.68% during 2018/9).

A full copy of the valuation report and supporting documentation can be found on the Teachers’ Pension Scheme website.

19. Provision for Dilapidations

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
As at 1 August	-	-
New provision	4,944	-
As at 31 July	4,944	-

The Provision for Dilapidations reflects the estimated cost of returning the leasehold premises acquired on the acquisition of UCO to the freeholder in its original condition at the end of the lease period. This has been assessed by an independent property consultant at £4.944m.

20. Restricted Reserves

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
As at 1 August	229	241
Restricted reserves acquired from UCO	422	-
New grants and donations	363	-
Expenditure	(46)	(12)
As at 31 July	968	229

Analysis of other restricted reserves by purpose / donor

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Scholarships & Bursaries	217	-
Prize Funds	173	-
Clinic Fundraising	192	197
Capital Projects	30	-
Chiropractic Research	333	-
Other Funds	23	32
	968	229

21. Financial instruments

	31 July 2025	31 July 2024
	£'000	£'000
Financial assets		
<i>Financial assets that are debt instruments measured at amortised cost</i>		
Cash Asset Investments	1,000	1,000
Cash and cash equivalents	7,629	5,105
Trade receivables	1,713	889
	10,342	6,994
Financial liabilities		
<i>Financial liabilities at amortised cost</i>		
Trade creditors	959	812
Other creditors	574	154
	1,533	966

The financial assets are held as cash and cash equivalents, spread across accounts with five reputable organisations and are highly liquid. This enables the University to respond to opportunities as they arise. The principal risk relating to the financial assets arises from low interest rates, whereby their value does not keep pace with inflation and so diminishes in real terms.

22. Lease obligations

Total rentals payable under operating leases:	Year ended 31 July 2025		Year ended 31 July 2024
	Plant and Machinery	Total	Total
	£'000	£'000	£'000
Payable during the year	9	9	9
Total rentals payable under operating leases:	Year ended 31 July 2025	Year ended 31 July 2024	
	Plant and Machinery	Total	Total
	£'000	£'000	£'000
Future minimum lease payments due:			
Not later than 1 year	12	12	14
Later than 1 year and not later than 5 years	46	46	58
Later than 5 years	-	-	-
Total lease payments due	58	58	72

23. Related party transactions

Owing to the nature of the Health Sciences University’s operations and the composition of the Board of Governors being partly drawn from local public and private sector organisations, it is likely that transactions will take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving organisations in which a member of the Board of Governors may have an interest, including those identified below, are conducted at arm’s length and in accordance with the Institution’s Financial Regulations and usual procurement procedures.

No material transactions occurred during the year and there were no outstanding balances at the year end.

24. Access and Participation

	Year ended 31 July 2025	Year ended 31 July 2024
	£'000	£'000
Access Investment	277	88
Financial Support	179	101
Disability Support	30	11
Research and Evaluation	16	3
	502	203

Access investment includes all expenditure in the financial year on activities and measures that support the ambitions set out in our Access and Participation plan, where these relate to Higher Education.

Financial support is the expenditure, such as bursaries and hardship payments, directed at under-represented and disadvantaged groups.

Disability support relates to support in the financial year for students with a disability, which can include, but is not limited to, the disabled students’ premium. This excludes expenditure included in the categories of Access Investment and Financial Support above.

The amounts identified as expenditure on Access and Participation include staff costs where these are intrinsic to the delivery of access and participation activities. Staff costs relating to Access and Participation activities amount to £288k (2024: £83k). These costs are included within the overall staff costs figures included in the financial statements, disclosed at Note 8.

Our published Access and Participation plans for 2020-25 can be found at: <https://www.hsu.ac.uk/about/our-approach/access-and-participation/access-and-participation-plans/>

