

**Annual Members' Report and
Financial Statements
for the Year Ended 31 July 2025**

Waltham Forest College

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Waltham Forest College

Reference and Administrative Details

Board of Governors

| Name | Role |
|-----------------|--|
| P Butler | Chair of the Corporation |
| Y Abidou | Vice Chair of the Corporation – (resigned 28 February 2025) |
| A Morris | Vice Chair of the Corporation |
| J Gardner | Principal and CEO |
| A Beekye | Staff Governor |
| J Bell | Governor |
| P Clarke | Governor (from 1 April 2025) |
| O Derelikoylu | Staff Governor (term of office ended 10 October 2024) |
| K Davies | Governor (from 1 September 2025) |
| S Deschenes | Governor (from 17 December 2024) |
| M Eichhorn | Governor (resigned 19 June 2025) |
| A Hall | Governor |
| S Hume | Governor |
| R Iyun | Governor |
| T Jasitharan | Staff Governor (from 11 October 2024) |
| B Johnston | Governor |
| R Nzomono | Governor |
| A Seyyad | Governor |
| L Smith | Governor |
| G Soyinka | Governor |
| K Owusu- Mensah | Student Governor |
| R Hoque | Student Governor |
| S Deschenes | Co-opted Member of the Audit and Risk Committee (to 16 December 2024) |
| F Itoadon | Co-opted Member of the Audit and Risk Committee (from 1 April 2025) |
| G Woolnough | Co-opted Member of the Audit and Risk Committee (term of office expired 11 March 2025) |
| D Talbot | Co-opted Member of the Finance and Resources Committee |

Executive Leadership Team

| | |
|--------------|--|
| J Gardner | Principal and Chief Executive |
| H Rizvi | Deputy Principal - Curriculum & Quality (resigned 12 January 2025) |
| J McCabe | Deputy Principal - Curriculum & Quality (appointed 13 January 2025, resigned 31 August 2025) |
| A Rodman-Tay | Deputy Principal - Finance and Corporate Resources |

Waltham Forest College

Registered Office

707 Forest Road, London E17 4JB

Professional Advisers

| | |
|-------------------|---|
| External Auditors | MHA, 6 th Floor, 2 London Wall Place, London, EC2Y 5AU |
| Internal Auditors | Wbg LLP, 168 Bath Street, Glasgow, G2 4TP |
| Bankers | Barclays Bank Plc, 1 Churchill Place, London, E14 5AP |
| Solicitors | Eversheds Sutherland, Station Road, Cambridge, M1 5ES Mills & Reeve LLP, 7 th and 8 th Floors, 24 King William Street, London, EC4R 9AT |

Waltham Forest College

Strategic Report

Nature, Objectives and Strategies

The members of the Waltham Forest College Corporation present their report and the audited financial statements for the year ending 31 July 2025.

Legal status

Waltham Forest College Corporation was established under The Further and Higher Education Act 1992, with its principal powers being to provide further and higher education, to provide specified secondary education, and to supply goods and services in connection with providing education.

Mission

The College's mission is:

To empower individuals and communities to reimagine the possible, achieve greater, and shape a better future by fostering ambition, innovation, and transformative opportunities. Together, we inspire everyone to #ThinkBIG.

College Values

We are a people-focussed organisation, driven by strong values that are deeply embedded within our #TeamForest Culture. Developed collaboratively with our staff and students, our values form the foundation of our interactions, shaping behaviours and fostering a culture of high expectations and mutual respect. We expect every member of our college community to follow our values, they are:

Defining our values:

EXCELLENCE

The quality of being outstanding or extremely good.
Having outstanding features and/or qualities.

We show excellence by:

- Having high aspirations and expectations for ourselves and those around us.
- Celebrating and valuing expertise and mastery at all times.
- Recognising that personal responsibility affects our ability to fulfil our potential, embracing opportunities to grow and develop our knowledge and understanding.

Waltham Forest College 

Defining our values:

INTEGRITY

The quality of being honest and having strong moral principles.

We show integrity by:

- Acting with honesty at all times, taking responsibility for our own actions.
- Always doing the right thing, especially when no one is looking.
- Demonstrating professionalism, working to fulfil our moral purpose - especially when times are challenging.


Waltham Forest College 

Defining our values:
INCLUSION

- Including **all types** of people and ideas, treating them **equally** and **fairly**.
- Providing equal access to **resources** and **opportunities**.

We show inclusivity by:

- Ensuring that everyone feels welcomed and valued and is allowed to be their true, authentic self.
- Not just recognising, but celebrating the diversity of our community, ensuring that everyone has a voice.
- Making sure that everyone has equal access to what the College does.

Waltham Forest College 

The College's Curriculum is designed around its Curriculum Intent:

Waltham Forest College's ambitious curriculum is designed to prepare learners with the knowledge, skills and behaviours needed to enter employment and progress their careers, forming the skilled, resilient, and adaptable workforce that our local and regional employers need. Learners are equipped with the confidence to actively participate in their communities, significantly contributing to social cohesion and inclusion within the local and surrounding boroughs of the College.

Public benefit and strategic objectives

Waltham Forest College is an exempt charity under Part 3 of the Charities Act 2011 and following the Machinery of Government changes in July 2016 is regulated by the Secretary of State for Education. The members of the Corporation, who are trustees of the charity, are disclosed on pages 22 to 23.

In setting and reviewing the College's strategic objectives, the members of the Corporation have had due regard for the Charity Commission's guidance on public benefit and particularly upon its supplementary guidance on the advancement of education. The guidance sets out the requirement that all organisations wishing to be recognised as charities must demonstrate, explicitly, that their aims are for the public benefit.

In delivering its mission, the College provides the following identifiable public benefits through the advancement of education:

- A responsive, innovative and flexible curriculum that meets skills' needs
- Development of curriculum offer to reflect key priority areas as identified in the Local Skills Improvement Plan and Mayor of London priority sectors
- High quality teaching, learning and assessment
- Strong learner support systems
- High quality training environment and resources
- Effective specialist provision serves to widen participation and support social exclusion
- Collaboration with employers to meet the skills needed for industry
- Collaboration with the Department for Work and Pensions, Barts NHS Trust and the London Borough of Waltham Forest delivering skills and support needed for the local community.

Waltham Forest College

Strategic Report (cont'd)

The Strategic Plan focuses on delivering five key strategic aims and priorities:

| | |
|---------------------------|---|
| Excellence and Innovation | To enhance and expand the College's influence and reputation through a commitment to excellence and innovation, establishing Waltham Forest College as the aspirational college of choice. Our focus is on fostering an environment where students thrive, excel, and reach their full potential. |
|---------------------------|---|

Public benefit and strategic objectives (continued)

| | |
|---------------------------|--|
| People and Culture | To establish Waltham Forest College as an employer of choice, fostering an inclusive, equitable, and ambitious workplace that values and empowers its people |
| Skills and Future Careers | To equip students with the skills and knowledge required to advance their careers, creating a resilient and adaptable workforce that meets the evolving needs of employers. We are committed to providing a high-quality, sustainable learning environment able to fulfil future skills demands. |
| Growth and sustainability | To be strong and resilient organisation able to invest in future growth, sustainability, and innovation. |
| Estate and Facilities | To provide a sustainable, state-of-the-art estate that supports growth, enhances learning experiences, and meets the evolving needs of students, staff, and the wider community. |

Waltham Forest College has made significant progress against its strategic aims. The College continues to maintain its strong financial health rating supporting ongoing investment to support students, facilities and campus upgrades as well as continue to further improve the quality of teaching and learning, supporting excellent student outcomes and positive progression. The College has maintained its strong position as outstanding following the Ofsted inspection in 2024.

The College estate has undergone a transformation with investment of circa £20m of capital projects to upgrade and repurpose areas in line with growing skills needs and to provide the latest industry facilities and equipment including a film and editing suite, hospital ward, additional plumbing and electrical workshops and business hub to support local businesses, many of which are SMEs or micro-businesses, and repurposing the disused swimming pool into a large flexible modern and highly sustainable teaching and auditorium space.

Waltham Forest College has developed effective strategic partnerships with employers and key stakeholders such as the London Borough of Waltham Forest (LBWF), DWP, GLA and Local London and BusinessLdN to ensure it meets local and regional needs. The College is particularly agile to changing economic and social needs through a dynamic responsive curriculum that is not static and adapts throughout the year. Waltham Forest College uses a range of labour market intelligence information to help inform and shape the curriculum offer. Curriculum managers use RCU Vector information as part of their effective curriculum planning process along with close working with employers to identify local trends, growth and skills shortage areas.

As an anchor institution, Waltham Forest College is one of the largest employers in the borough and employs circa 430 staff that includes agency and hourly paid lecturers in addition to permanent staff. The diverse workforce is representative of the local community at all levels including the Corporation, ensuring staff understand the context of the College, including the socio-economic landscape. The College is an accredited Living London Wage Employer, successfully achieved the Mayor of London's Good Work Employer accreditation and was named as the Sunday Times Best Places to Work in 2025.

The College has developed partnerships with colleges in the Local London Sub region and has worked

Waltham Forest College

Strategic Report (cont'd)

collaboratively on several projects to meet skills needs including the Skills Development Fund, further development of skills and expertise in Green and Digital sectors and the Local Skills Improvement Fund which is funding a regional retrofit centre at Waltham Forest College.

The College has accreditation for the Mayor's London quality kitemark for Construction, Green, Health, Digital, Hospitality and Creative industries and has achieved accreditation for Digital, confirming the high-quality training designed with employers delivered at the College.

Approximately 70% of learners attract disadvantaged funding as they are from deprived areas according

Public benefit and strategic objectives (continued)

to the index of multiple deprivation and low levels of qualification on entry to the College, and over 90% of students are from an ethnic minority background. According to MiDES data, the College is in the lowest quartile for qualifications on entry for learners when they start with the college. Despite this, learners make excellent progress and achieve exceedingly well during their time at the college and well above national rates. The continued drive on encouraging high aspirations and supporting careers, not just courses have been highly successful; around 94% of study programme learners have progressed to a positive destination, either to further or higher education or employment, including apprenticeships. The very high quality of careers, advice and guidance embedded within the whole college, has been externally recognised with the successful re-accreditation of whole college Matrix Standard, an overall Ofsted rating of outstanding and the college successfully achieved a Careers and Enterprise national Beacon Award in 2024/25 in recognition of its exceptionally high standards of careers advice and guidance.

Development and Performance

The College continues to monitor the financial position that includes rigorous budgetary control, staff utilisation, class sizes, space utilisation, monitoring of student numbers to ensure funding targets are met, and regular monitoring of capital projects to ensure they are on track.

The College has continued to demonstrate resilience and adaptability in responding to challenges facing the Further Education Sector and this has resulted in another year of strong performance overall in terms of quality and financial outturn.

During the year the College has managed a suite of comprehensive College Key Performance Indicators (KPIs), which have been reviewed and monitored closely. The Corporation has received regular reports of progress on performance against these KPIs which measure performance against targets relating to learner recruitment, attendance, progress and achievement, sustainability targets and financial health; with the majority of these targets having been fully achieved in 2024/25.

Alongside the Strategic Plan, the College has a detailed three-year Financial Plan and KPIs which are regularly reported to the Corporation, showing targets relating to student recruitment, income generation, expenditure control, cash flow, loan covenants and financial health. A key financial objective for 2024/25 was to ensure the College achieved a 'good' to 'outstanding' financial health grade, as measured by the Department for Education (DfE).

Performance indicators

The College recognises the importance of comparing its performance against sector averages and, in particular, against indicators of student performance and success. The College continuously monitors its student performance against the extensive range of detailed Further Education (FE) sector averages which are available.

Waltham Forest College

Strategic Report (cont'd)

The College is required to complete the annual finance record for the Department for Education (DfE) that provides a range of key financial ratios.

Performance indicators (cont'd)

The key performance indicators are given below:

| Key performance indicator | Measure/Target | Actual for 2024/2025 |
|--|------------------------------|----------------------|
| Student number targets -16-19 | 2,361 | 2,663 |
| Student achievement/progression | 85.2% all ages national rate | 90.6% |
| Operating surplus/EBITDA as % of income | £478k/ 4.55% | £2,654k/ 9.97% |
| Student Satisfaction (via external QDP survey) | 94% College KPI | 92% |
| Staff satisfaction (via external QDP survey) | 66% sector benchmark | 83% |
| Ofsted rating | Good/Outstanding | Outstanding |

FINANCIAL POSITION

Financial results

The College generated a surplus before other gains and losses, and revaluation of investment in the year of £2,359k, (2023/24 surplus of £1,444k); from total income of £35,895k (2023/24: £33,913k). Excluding FRS102 Section 28 pension adjustments and restructuring costs, the College achieved an adjusted operating surplus of £2,588k (2023/24: surplus £1,372k).

| Operating Surplus | | |
|--|----------------|----------------|
| | 2024/25 | 2023/24 |
| | £'000 | £'000 |
| Income | 35,895 | 33,913 |
| Expenditure | 33,536 | 32,469 |
| Surplus before tax and revaluation of investments | 2,359 | 1,444 |
| Revaluation of investments | 295 | - |
| Surplus after revaluation of investments | 2,654 | 1,444 |
| Add back: restructure costs | 102 | 74 |
| Add back FRS102 (section 28) pensions adjustments | (168) | (146) |
| Adjusted operating surplus | 2,588 | 1,372 |

The adjusted operating surplus arose from the ongoing financial control and effective management of operating expenditure. The College expects to maintain a 'good' to 'outstanding' financial health grade in 2025/26.

College income improved by £1,982k (5.8%) year on year, due mainly to an increase in the income achieved from the Department for Education 16-19 and Adult Education Budget funding allocations. Income from fees and education grants reduced by £841k (6.8%) mainly due to a reduction in Advanced Learner Loans.

Waltham Forest College

Strategic Report (cont'd)

The College continues to place significant reliance on recurrent grants from the further education sector's funding bodies, and in 2024/25 these funding bodies provided 90.8% (2023/24: 86.9%) of the College's total income. College expenditure increased by £1,068k (3.3%) year on year, to deliver the additional income.

The College holds accumulated net reserves, including defined benefit pension obligations of a positive balance of £21,002k (2023/24: £12,880k), year-end cash balance of £9,573k (2023/24: £13,078k), and

Financial results (continued)

short term investments of £7,296k and net current assets of £10,031k (2023/24: net current assets £5,453k). Cash holdings are expected to continue to be sufficient for the College to meet its liabilities during 2025/26.

Tangible fixed asset additions during 2024/25 totalled £9,493k (2023/24: £9,015k), backed by grants from the DfE and GLA of £10,655k (2023/24: £4,655k). The College met its bank loan covenants during 2024-25 and the loan was fully repaid on 17 June 2025.

The Corporation approved a financial plan in July 2025 that sets financial objectives to 2027.

Treasury policies and objectives

Treasury management is the management of the College's cash flows, its banking, money market and capital market transactions, the effective control of the risks associated with those activities and the pursuit of optimum performance consistent with those risks.

The College has a separate Treasury Management Policy in place.

Following the reclassification of FE Colleges in the public sector, the College is unable to access external borrowing facilities.

Cash flows and liquidity

The College's net cash outflow from operating activities was £2,272k (2023/24: £3,240k). The cash outflow takes account of movement of £7,001k to investments. The combined cash and investments position has significantly improved over the last five years due to actions taken by management. The College held 201 cash days as at 31st July 2025 for cash and short term investments, compared to 158 cash days as at 31st July 2024.

This means that the College is at reduced risk from adverse short-term cash-flow movements.

The College continues to monitor and manage its daily cash-flow closely and provides regular updates to the bank on liquidity and cash flow. Cash holdings are expected to continue to be sufficient for the College to be able to meet its liabilities during 2025/26. The College has no outstanding debt.

Reserves Policy

The College has developed a Reserves Policy as it recognises the importance of holding appropriate reserves to provide financial stability and resilience to the institution, whilst ensuring that adequate resources are provided annually to deliver the College's core business activity. The College aims to keep enough reserves to ensure its main operations can continue for a period of 12 months; this is in line with the reserves forecast. At the year end, the College met its reserve target and forecasts that it will continue to do so.

Waltham Forest College

Strategic Report (cont'd)

Financial Planning

The College is set to maintain, and in some cases, grow its services incrementally for the future. It holds an income and expenditure account surplus as at 31 July 2025 of £19,365k (2023/24: £16,492k) and an LGPS pension reserve deficit totalling £3,966k (2023/24: £9,602k). This year the LGPS pension liability decreased due to decreased liabilities, and an increased discount rate being applied to future liabilities.

Taking the LGPS pension reserve deficit into account, accumulated net reserves are positive in 2024/25 at £21,002k (2023/24: £12,880k). The table below shows the balances on the College's income and expenditure account, revaluation reserve and its LGPS pension reserve.

Financial results (continued)

| Total Unrestricted reserves | 2024/25 | 2023/24 |
|--|---------|---------|
| | £'000 | £'000 |
| Income and expenditure account surplus | 19,365 | 16,492 |
| Pension reserve (deficit) | (3,966) | (9,602) |
| Unrestricted reserves | 15,399 | 6,890 |
| Revaluation reserve | 5,603 | 5,990 |
| Total Unrestricted reserves | 21,002 | 12,880 |

Financial Health

The College's financial health grade as assessed by the DfE for 2024/25 is 'Outstanding' and through proactive management actions, despite increased costs, it is expected to be 'Good' to 'Outstanding' for the coming academic year ending July 2026. The College exceeded its original DfE 16-19 allocation for 2024/25 by 7.4% and also exceeded its GLA and DfE Adult Education funding allocation thresholds.

Curriculum and Quality

Enrolments

Waltham Forest College has supported 6,899 students, including 2,663 study programme students in their studies throughout the course of the year. This represents a 19% growth in study programme students compared with 2023/24. The volumes of study programme students across levels in 2024/25 are:

27% level 3
31% level 2
31% level 1
11% Entry

The College has successfully worked with employers, partners and key stakeholders to deliver its growth strategy and prioritise development in key sector priority industries such as Construction, Green, Health, Digital, Creative and ESOL to meet skills needs.

The College's achievement rates in 2024-25, compared to the previous year and as compared to National and Provider Group Rates are as follows:

Waltham Forest College

Strategic Report (cont'd)

| Age Group | 2024/25 | 2023/24 | 2022/23 | 2021/22 | Provider Group Average | Difference - College 2023-24 and Provider Group Average | National Rate | Difference - College 2023-24 and National Rate |
|-----------|---------|---------|---------|---------|------------------------|---|---------------|--|
| 16-18 | 89.9% | 87.2% | 86.6% | 83.3% | 83.4% | +5.5% | 82.9% | +5.8% |
| 19 + | 91.2% | 92.0% | 92.9% | 90.9% | 87.8% | +3.8% | 87.4% | +5.2% |
| All Ages | 90.6% | 89.9% | 90.6% | 87.8% | 85.5% | +5.1% | 85.2% | +3.2% |

The College's enrolments on study programme long qualifications (Diplomas and Certificates) increased by 29.0% over the last three years with significant growth in areas where there are skills gaps including Healthcare, Digital, Creative, Electrical and Construction. Learners on these programmes have an overall positive destination of 96% into further education, HE, apprenticeships and/or employment.

Enrolments (continued)

The continued drive to raise aspirations is having a strong impact with the achievement of high grades for level three learners at 52%.

The College continues to develop the curriculum working with employers and key stakeholders to ensure it continues to be aligned to key priority areas and continues to be highly effective in meeting skills needs.

The excellent quality of the College's careers, advice, guidance is well embedded across the College and has been externally recognised with the achievement of whole college Matrix accreditation.

Curriculum Development

The curriculum offered by the College in 2024-25 spans all levels and ages, from Pre-Entry to Level 4, and across all types of vocational and other provision.

The College continues to develop a careers' focused curriculum that is aligned to national, local, regional and skills priorities based on relevant Labour market information and aligned to the Local Skills Improvement Plan (LSIP). The key focus for the College is "Excellence and Innovation" as well as "Skills and Future Careers" which are achieved through:

- Providing an outstanding learning experience through excellent teaching
- Developing a curriculum offer, influenced by employers, that provides clear progression routes into further learning or employment
- Meeting local and regional skills' needs
- Embedding Maths and English into the vocational curriculum
- Enhancing learning through the use of technology
- Learner-centred leadership and active responses to the 'learner voice'

Following on from gaining the Mayor of London's Quality Kitemark for Academies in Health and Social Care, Hospitality, Creative, Construction, Green and Digital skills, the college has significantly invested in new facilities and equipment as it enters the next chapter – 'Beyond Outstanding'. Ofsted assess our

Waltham Forest College

Strategic Report (cont'd)

teaching, learning and assessment as Outstanding, supporting students to develop knowledge, skills and attitudes which are aligned to their own aspirations. Achievement rates for education and training provision at Waltham Forest College (all ages) remains above 90%, and above the national average. Apprenticeship achievements increased by 20% in 2024/25.

The College has continued to develop its provision to support the growing number of students with Education and Health Care Plans and has worked effectively on supported internship programmes with local partners including SEND Coffee, London Borough of Waltham Forest, Whipps Cross and Barts Hospital.

The College has been recognised for the support it puts in for disadvantaged students. We achieved national accreditation through the Carers Federation Quality standard in Carer Support in 2025 in recognition of our good practice in supporting carers, inclusion and social responsibility. The College also secured the prestigious AOC National Beacon Award for Excellence in Careers and Enterprise as Waltham Forest College continues to lead by example, offering exceptional support to its diverse student body. Our emphasis on the holistic development of our students was also recognised when we were named as a finalist for the NOCN award for Mental Health and Wellbeing for our focus on academic, personal, and emotional wellbeing. The college was also accredited in May 2025 as a College of Sanctuary, reinforcing its commitment to providing a safe, welcoming, and inclusive environment for local communities.

Meeting Skills Needs

Waltham Forest College has a strong focus on meeting skills and future careers needs. The college

Meeting Skills Needs (continued)

prepares the learners with the skills needed to progress their careers, forming the skilled, resilient and adaptable workforce that employer's need. This is achieved through working in strategic partnership with key employers and stakeholders such as the London Borough of Waltham Forest (LBWF), DWP, GLA, Local London, CBI and Business LDN, and is a key part of the curriculum planning process.

As an anchor institution within the local community, the College supports social cohesion within the local area. This includes developing programmes to meet the increased demand of young people not in education, employment or training, (NEET) who experienced disruption to learning following the pandemic; programmes for the unemployed and increased ESOL provision for the growing number of migrants and refugees coming into the borough. The College has been particularly agile in its response to varying economic and social needs and has swiftly adapted its curriculum to the evolving needs of the region. This has included working in partnership with Job Centre Plus to quickly develop Sector Based Work Academy Programmes (SWAPs) to meet the needs of employers and support local unemployed residents into employment. These include bespoke programmes for the Civil Service, a joint partnership with Rail employers and JCP and an additional Rail provision with the Probation Service supporting ex-offenders into work in the Rail Industry.

The impact of Waltham Forest College meeting local needs is demonstrated in the number of positive destinations. Positive progression destination for 16-18 year olds exceeds the agreed KPI of 90% and a significant 95.4% have a positive intended destination recorded.

The College has continued to grow its provision to support the growing number of students with Education and Health Care Plans and developed several new pathways this year including a supported internship programme with SEND Coffee, London Borough of Waltham Forest and Barts Hospital Trust.

Waltham Forest College

Strategic Report (cont'd)

The College has developed effective strategic partnerships and is represented on several local and regional Boards with key stakeholders helping to inform policy and strategy to meet regional needs. Examples include: The Inclusive Employment Group, part of the London Anchor Institutions Network; Mayor of London's Partnership Board, London's Mission Board, LBWF Adult Skills Strategic Board, CBI London Council, AoC national Board and the London Committee. The College uses these partnerships to inform and respond to local, regional and national needs; examples include:

- Partnership with JCP for SWAPs for unemployed residents (Rail, Security, Civil Service)
- Partnership with Learning and Harmony Trust and Project Search for Supported Internships at Whipps Cross and Barts Hospitals with around 82% progression to employment
- Strategic partnership with JCP with onsite Youth Hub
- Strategic partnership with Barts NHS with onsite Life Sciences Health Hub
- partnership with Grow London Local to support local start-ups, SMEs and micro-businesses

The College has developed partnerships with colleges in the Local London Sub region and has worked collaboratively on several projects to meet skills needs including the Skills Development Fund further development of skills and expertise in Green and Digital sectors and the Local Skills Improvement Fund including the new Passive Haus regional retro-fit centre on the college site.

The positive impact of meeting local needs can be demonstrated in the high positive destinations at 94% overall.

Payment Performance

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Colleges, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The target set by the Treasury for payment to suppliers within 30 days is 95%. During the accounting period 1 August 2024 to 31 July 2025, the College paid an average of 90% (2023/24: 73%) of its invoices within 30 days. The College incurred no interest charges in respect of late payment for this period.

Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require the College to publish information on facility time arrangements for trade union officials at the College, and this is set out in the table below:

| Numbers of employees who were in relevant period | FTE employee number |
|--|---------------------|
| 9 | 8.5 |

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0% | 0 |
| 1-50% | 5 |
| 51-99% | 0 |
| 100% | 0 |

| | |
|---|--------|
| Total cost of facility time | £12.8k |
| Total pay bill | £17.9M |
| Percentage of total bill spent on facility time | 0.07% |

| | |
|---|------|
| Time spent on paid trade union activities as a percentage of total paid facility time | 100% |
|---|------|

Waltham Forest College

Strategic Report (cont'd)

Future Prospects

The College continues to demonstrate strong performance and continuously improves quality processes, significantly increasing the outcomes for learners, ensuring an overall outstanding experience for learners. Its dynamic and evolving curriculum is developed in partnership with employer to support the skills needed in industry. The College has significantly invested in upgrading its estate providing the latest industry facilities and equipment to support our students to acquire the skills they need to progress to higher skilled, better paid employment and careers.

The College is now ranked in the top three Further Education Colleges in London for overall achievements and is in the top 5% in the country. Its improving reputation and a highly successful growth strategy has resulted in overall growth of 30% over the past three years, prioritising key priority skills sectors in London.

Its effective People Strategy has enabled the recruitment and retention of a highly skilled and motivated workforce, which in turn support an excellent experience for learners. Student and staff satisfaction rates are exceptionally high.

Recruitment for 16-19-year-old students has increased by circa 30% over the last three years, rebasing the College for a strong and more resilient long term financial position; overall income has continued to grow year on year. This has allowed investment in curriculum, facilities and equipment and resources and investment in staff with increased continued professional development and a considerable increase in staff pay. The College has developed a strategic partnership with the University of Portsmouth for the provision of HND/HNC programmes commencing in January 2026. The College continues its own Office for Students (OfS) registration.

The College continued to invest in its estate, upgrading and re-purposing to meet recruitment demand and around priority skills needs. The College has now successfully completed several large capital

Future Prospects (continued)

projects including the West Wing refurbishment and the repurposing of the old mothballed swimming pool into flexible state-of-the-art teaching and spaces. The College has put in planning permission for a new build on the current site.

The College maintains a strong presence with local stakeholders and employers and has been agile in adapting its curriculum to align to the changing economic requirements and meet local, regional and national priorities. The College will continue to review its curriculum offer and methods of delivery to meet the needs of learners and assess the infrastructure in terms of ICT and Estate to support its delivery.

Going Concern

The College Corporation considers that Waltham Forest College remains a sustainable going concern for the forthcoming year, from the date of signing of the financial statements until 31 December 2026 and for the foreseeable future. The most recent forecasts, for 2025/26 indicate the College will maintain an 'Outstanding' financial health grade and its underlying financial position continues to improve and are robust.

The Corporation takes this view for the following reasons that during the next two-year period:

- there is no material uncertainty about the College's financial position and income streams
- the College's financial health as per DfE guidelines is 'Outstanding' at 31 July 2025
- the increase in 16-19 learner numbers which the College experienced in 2024/25 will generate additional income in 2025/26 via an increased allocation

Waltham Forest College

Strategic Report (cont'd)

- the College has in place strong detailed financial forecasting and planning arrangements with a sensitivity analysis and scenario planning allowing prompt remedial management action if required
- cash-flow estimates for the period to 31 December 2026 indicate that the College will continue to hold sufficient cash to meet its short-term commitments and obligations and to be able to undertake capital investment to maintain the current volumes and quality of facilities and equipment
- there is a robust risk management and assurance framework in place to help assess and mitigate risk

Post balance sheet events

There are no post balance sheet events.

RESOURCES

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

Financial

The College has £25.0m (2023/24: £22.5m) of total net assets, before taking into account the defined benefit obligations liability totalling £4.0m (2023/24: £9.6m) relating to the LGPS pension scheme.

People

As at 31 July 2025, the College's total number of established staff employed was 361 (as at 31 July 2024: 335), which equates to full time equivalent of 306 (as at 31 July 2024: 277). The breakdown of this is included below.

People (continued)

Established Staff by Job Type

| Job Type | Head count | FTE |
|---|------------|------------|
| Teaching, Learning and Assessment (TLA) – this category includes teachers, assessors and learning tutors | 126 | 106 |
| Manager – this category includes all deputy heads*, heads of departments and business support managers as well as senior managers | 54 | 51 |
| Support – this category includes business and curriculum support staff including apprentices. | 181 | 149 |
| ALL | 361 | 306 |

**Please note there are 14 deputy heads all of whom have some line management duties though in varying degrees depending on the needs of the curriculum area. Deputy heads have a contracted teaching commitment of 15 hours a week. but for the purposes of this report have been included in the manager category.*

Reputation

Waltham Forest College has continued to strengthen its strong reputation in recent years, and has expanded this nationally as well as locally.

Waltham Forest College is now in the top 5% of top performing GFE colleges in the country for student achievement (NARTs) and is well above national rates for 16-18 and 19+ provision. The College has the highest Google ratings for GFE colleges in London and is in the highest quartile nationally for satisfaction rates for students, staff and employers.

Waltham Forest College

Strategic Report (cont'd)

The College works collaboratively with other colleges and providers sharing best practice and working together on joint projects for the sector. The College regularly hosts good practice and immersion days with colleagues from across the sector and the DfE.

The College has grown its reputation both locally and nationally and this can be seen in the significant growth in student numbers and with the development of strategic partnerships with employers and key stakeholders. The growing reputation of the College has led to an increase in student numbers by over a third in the past three years.

Principal Risks and Uncertainties

The College maintains a Risk Register which is reviewed regularly by the Executive Team and by the Audit and Risk Committee. This Register identifies key risks, assesses the likelihood of these risks occurring, evaluates their potential impact on the College's finances and reputation, and documents the actions taken to mitigate these risks. Risks are prioritised using a consistent scoring system, which assigns scores on each risk before and after mitigation. The College's risk management is strengthened by stress testing and scenario planning, which help reduce risks and maximise opportunities. This agile and responsive approach has been instrumental for the College in adapting to economic changes.

A risk management training programme supports this by promoting high awareness and providing a structured approach to risk management for managers. This consistent approach enhances the College's overall risk management culture. Outlined below are the main risks that could affect the College, including risks beyond the College's direct control. Additional factors not listed here may also adversely affect the College.

1. Change in funding body policy

A new Government may determine different policy initiatives with an impact on funding as a result. Funding allocation is set for 2025/26 but future changes may have an in-year impact into 2026/27.

The College is heavily reliant on continued Government funding from various public sector funding

Principal Risks and Uncertainties (continued)

bodies. In 2024/25 academic year, 90% (compared to 87% in 2023/24) of the College's revenue was publicly funded through these agencies. This high dependency increases the College's exposure to financial risks should there be a decline in public funding.

The College is aware of several challenges which may impact adversely on its future funding:

- The creation of Skills England with a new focus on partnerships between private and public organisations to ensure funding is focused on the needs of employers. Skills England will work with the Industrial Strategy Advisory Council to inform sectoral and regional priorities.
- Tuition Fee income, and Advanced Learner Loans may be affected by current economic conditions and conflicting policy decisions such as the promotion of Free Courses for Jobs (FCJ)
- The Curriculum Assessment Report (CAR) sets out changes to embed media literacy, financial literacy, oracy, and digital skills across all key stages.
- On-going constraints surrounding the availability of public funding
- For 2027 the creation V Levels, a new Level 3 pathway to sit alongside A level and T level. It is designed for students that want applied learning and wish to pursue multiple sectors before specialising. Four priority areas are adult social care, house building, clean energy and creative industries
- Strong competition for the recruitment of 16-19 learners

Waltham Forest College

Strategic Report (cont'd)

These risks are mitigated in a number of ways:

- Delivering controlled profitable growth, especially to areas of demand-led funding i.e. apprentices and loan funded provision
- Funding is derived through a number of direct and indirect contractual arrangements
- Considerable focus and investment is placed on maintaining and managing key relationships with the various funding bodies
- Ensuring the College is focused on those priority sectors which will continue to benefit from public funding
- Diversifying the course offer to meet local demand and agile curriculum planning
- Strategic representation to help shape and influence policy such as Mayor London's Partnership Board, London Anchor Institutions Network, CBI London Council, Waltham Forest Council Adult Skills Board
- Monthly meetings with GLA and DfE
- The Principal/CEO is London Representative of AoC and on National Board
- Maintaining a strong local presence through effective marketing, and local networking with employers and local public bodies
- Active monitoring of recruitment and maintaining an agile and flexible response to changes in levels of student demand and funding experienced

2. Curriculum Quality

Waltham Forest College's ambitious curriculum is designed to prepare learners with the knowledge, skills and behaviours needed to enter employment and progress their careers, forming the skilled, resilient and adaptable workforce that our local and regional employers need. The College's curriculum is designed and delivered in line with Local Skills Improvement Plan (LSIP), supporting learners of all ages and on various career/professional pathways in equipping them with the confidence and skills to actively participate in their communities, significantly contributing to social cohesion and inclusion within the local and surrounding boroughs of the College.

From November 2025, Ofsted has updated its inspection handbook with key changes including a new five-point grading scale being:

- Exceptional
- Strong standard
- Expected standard
- Needs attention
- Urgent Improvement

Principal Risks and Uncertainties (continued)

In addition, there is a new report card that combines at-a-glance grades with narrative summaries. There is a new, specific focus on inclusion, and inspection methodologies have been updated to reduce workload for educators by streamlining evaluation areas and clarifying standards.

The strength of the College's business and financial performance is largely driven by the quality of its provision and its continued improving reputation as the college of choice for learners, employers and staff.

Curriculum quality-related risks are mitigated in a number of ways:

- Relentless drive on continued quality improvement and robust quality processes
- Regular monitoring of performance by leaders and managers resulting in swift intervention strategies as appropriate
- Detailed scrutiny of progress and performance by Governors both through the Curriculum & Quality Committee and Corporation
- Implementation of a robust Quality Improvement Plan (QIP)
- Rigorous self-assessment processes and highly effective quality improvement strategies

Waltham Forest College

Strategic Report (cont'd)

- Targeted focus on professional learning and the upskilling of industry specialist teachers, including working with external partners such as employers and ETF
- Monitoring of disadvantaged groups of learners

3. Estates

Limitations and capacity of current campus to accommodate continued growth and demand continues to be a challenge. The College has reviewed its Estates Strategy, schedule of accommodation, space utilisation and has put in planning permission for a new build on the current site.

The College is striving to meet the Government's net zero target by 2030 taking account of the age of the building, infrastructure and investments needed. The College has undertaken additional capital investment needed to support College growth and age of building in 2024/25, examples of this is the West Wing refurbishment project, bringing the former swimming pool area into use as a teaching area, and the Passivhaus building for teaching green technology.

The West Wing project for example has sustainability and carbon reduction as a key thread to its scope. The project includes wholesale replacement of lighting to modern day Smart LED lighting. Also, modern thermally effective glazing has been installed.

The former swimming pool area has been repurposed into a flexible Teaching & Learning Space. The project aligns with the Government's net zero target by addressing key areas critical to reducing carbon emissions including installation by enhanced insulation and glazing, efficient heating using air source heat pumps powered by renewable sources, maximise and use of timber construction where possible that reduces carbon footprint.

4. People

It is a challenge to recruit skilled staff in both curriculum and support areas although retention strategies are successful. Our retention strategies include competitive compensation and benefits, ongoing professional development opportunities for all staff, and career advancement pathways. Staff also benefit from a positive workplace culture, where diversity, inclusion and recognition of achievements are prioritised. Mental health resources address wellbeing, and we promote a healthy work-life balance. Alongside this, we have strong and open communication channels with a strong focus on job satisfaction.

5. Cyber/ICT

With the everchanging threat landscape, Cyber threat remains a challenge for the College. This risk is being mitigated in several ways. The College has achieved Cyber Essential Plus Accreditation and invested in its IT infrastructure. The IT team has been strengthened with two new Deputy Heads of IT.

Principal Risks and Uncertainties (continued)

Cyber security training and scenario testing was successfully executed in 2024/25 with JISC. College policy on Cyber and Disaster Recovery Plan has been updated. In addition to the above, a Cyber security internal audit was completed in January 2024/25 with an outcome of Substantial assurance.

6. Safeguarding

The College has robust policies and procedures in place to safeguard students. Robust training and compliance checks are in place and are monitored by the Senior Leadership Team. The College has further strengthened its resources to support the growth in student numbers

7. Marketing & PR

Waltham Forest College

Strategic Report (cont'd)

Failure to identify opportunities and threats to the College market position could significantly impact its financial stability. Negative publicity and missed opportunities to leverage positive promotional activities may erode market share, weaken student recruitment, and lead to cash flow challenges.

To mitigate these risks, management will conduct an annual review and implement the marketing strategy, continuously monitoring student recruitment throughout the year. The marketing team attends all College enrolment events, gathering direct feedback to assess event success.

STAKEHOLDER RELATIONSHIPS

Waltham Forest College has developed effective partnerships and is represented on several local and regional Boards with key stakeholders helping to inform policy and strategy to meet regional needs. Examples include: The Inclusive Employment Group, part of the London Anchor Institutions Network; Mayor of London's Partnership Board, London's Mission Board, Local London Sub-Regional Partnership, LBWF Adult Skills Strategic Board, CBI London Council, AoC national Board and London Committee. The College uses these partnerships to inform and respond to local, regional and national needs and to influence policy and direction.

In addition, the development of a range of collaborative partnerships with other colleges and community partners has provided opportunities to share best practice and support strategic planning of skills needs pan London.

The College works collaboratively with colleges and providers across the Local London Region, supporting joint initiatives to deliver the LSIP priorities in London. This collaborative working has helped inform and shape strategic planning across the region including skills training and capital developments across the eight London boroughs that make up the Local London region. Projects delivered through the LSIF collaborations have benefited the college and its local communities with state-of-the-art digital immersion suites, Retrofit centre and green training for staff and employers.

Collaborative working with Waltham Forest Council and Job Centre Plus, ensure strategic planning and priorities are agreed between the three organisations annually, catering for the evolving employment and skills needs of local communities and employers.

The College uses a range of labour market intelligence information to help inform and shape the curriculum offer. Around 93% of businesses in the London Borough of Waltham Forest are SMEs or micro businesses. The College develops relationships with employers to support the alignment of the curriculum to local skills needs and supports progression to employment.

The College is represented on several local and regional Boards with key stakeholders helping to inform policy and strategy to meet regional needs. Examples include Hiring and Skills Group, part of the London Anchor Institutions' Network; LBWF Adult Skills Strategic Board, Local London, North London Chamber of Commerce, AoC Employment and Skills Board and AoC National Board; CBI London Council.

PUBLIC BENEFIT

Waltham Forest College is an exempt charity within the meaning of Part 3 of the Charities Act 2011 and is regulated by the Secretary of State for Education as Principal Regulator for all FE Corporations in England. The Members of the Governing Body, who are trustees of the charity, are disclosed on pages 22 to 23.

In setting and reviewing the College's strategic objectives, the Governing Body has paid due regard to

Waltham Forest College

Strategic Report (cont'd)

the Charity Commission's guidance on public benefit and upon its supplementary guidance on the advancement of education. The guidance sets out the requirement that all organisations wishing to be recognised as charities must demonstrate, explicitly, that their aims are for the public benefit.

In delivering its mission, the College provides identifiable public benefits through the advancement of education. In 2024/25 the College achieved this by:

- Providing high quality education and training leading to achievement above national rates and excellent progression to further or higher education and employment.
- The College has successfully developed effective strategic partnerships with employers, partnership and stakeholders to meet skills needs and continues to shape the curriculum and estate to facilitate this.

SAFEGUARDING AND PREVENT DUTIES

The College has a statutory duty under the Department for Education's (DfE) updated statutory guidance 'Keeping Children Safe in Education 2025', which outlines the legal responsibilities schools and colleges have to safeguard and promote the welfare of children and young people. The College meets these duties by implementing comprehensive safeguarding policies and procedures, ensuring effective reporting, monitoring, and delivering ongoing safeguarding training for all staff. A dedicated safeguarding team, known as the 'BeSafe' Team, manages disclosures and concerns in strict accordance with statutory requirements and best practice.

Since September 2015, the College has also been legally required under the Counter-Terrorism and Security Act 2015 to give due regard to the need to prevent individuals from being drawn into terrorism or extremism. Waltham Forest College actively implements its Prevent Strategy through:

- Maintaining up-to-date policies and procedures, alongside effective reporting, monitoring, and staff training arrangements
- Fostering a safe, inclusive, and respectful environment that promotes tolerance and supports all learners
- Implementing rigorous campus security measures, including controlled access, management of external visitors and speakers, strict identity verification, and robust online safety systems including filtering and monitoring
- Providing education that supports learners to achieve their full potential and prepares them for positive futures
- Building and sustaining strong partnerships with law enforcement and community organizations
- Promoting British values and encouraging students to participate actively and responsibly in their communities
- Developing students' resilience and critical thinking skills to enable them to challenge extremist views through informed dialogue and debate
- Ensuring all staff are trained to recognise indicators of potential radicalisation or extremism and understand how to respond appropriately

EQUALITY AND DIVERSITY

The College is committed to ensuring equality of opportunity for all who learn and work at the organisation. The College is committed to ensuring that all students have the opportunity to succeed and that all parts of the College should provide a consistently high-quality service to students.

The College respects and values positively differences in ethnicity, gender, sexual orientation, ability,

Waltham Forest College

Strategic Report (cont'd)

religion or belief, class, marital status and age. The College strives vigorously to remove conditions that place people at a disadvantage and we will actively combat discrimination. The College's arrangements for ensuring equity, diversity and inclusion policies are followed, are resourced, implemented and monitored on a planned basis.

The College aims to be a supportive and flexible employer for its diverse and skilled work force and supports the fair and equitable treatment of all staff irrespective of gender and position. For the majority of roles, the College operates pay systems according to job roles and its evaluation system Zellis grading framework. Staff progress through their pay range based on an annual increment until the top of the grade is reached, subject to satisfactory performance.

The mean and median gender pay gap for the survey period ended 31 March 2025 are:

| | Survey Year ended 31 March 2025 |
|---|---------------------------------|
| Mean gender pay gap | 9.33% |
| Median gender pay gap | 18.73% |
| Mean bonus gender pay gap * | - |
| Median gender bonus gap * | - |
| Proportion of males/females receiving a bonus * | |

*All employees, regardless of gender, who were employed at the qualifying date received the same bonus entitlement. As the bonus was awarded universally to all eligible staff without variation, there is no gender-based difference in bonus payments. Therefore, bonus pay gap reporting is not applicable in this instance.

The proportion of males and females in each quartile of the pay distribution are:

| | Males | Females |
|---------------------------|-------|---------|
| 1 - Lower quartile | 26% | 74% |
| 2 - Lower middle quartile | 25% | 75% |
| 3 - Upper middle quartile | 41% | 59% |
| 4 - Upper quartile | 41% | 59% |

The College publishes its annual gender pay gap report on its website.

The College has a range of policies, procedures and frameworks associated with equity and diversity (including an Equality Scheme) to ensure compliance with all relevant equality legislation including the Equality Act 2010. The College undertakes equality impact assessments on new policies and procedures and publishes the results. Equality impact assessments are also undertaken of existing policies and procedures on a prioritised basis. The College has a diverse workforce, including senior management that is reflective of the communities it serves.

The College is positive about employing people with disabilities. The College considers all applications from disabled persons, bearing in mind the aptitudes of the individuals concerned. Where an existing employee becomes disabled, every effort is made to ensure that employment with the College continues. The College's policy is to provide training, career development and opportunities for promotion which are, as far as possible, identical to those for other employees.

DISABILITY STATEMENT

The College has developed a comprehensive Disability Statement. This statement seeks to achieve the objectives set down in the Equality Act of 2010 and follows the guidelines set out in the SEN Code of

Waltham Forest College

Strategic Report (cont'd)

Practice 2015. In support of this statement, the College makes the following commitments:

- **Physical access** – Over 95 per cent of the Forest Road campus is fully accessible. The College is committed to improving the access arrangements for the benefit of all members of the community.
- **Equipment and resources** – The College has an extensive range of equipment, software and resources available to students with additional learning needs and/or disabilities.
- **Admissions** – Waltham Forest College's entrance criteria are clearly set out in the Admissions Policy. Appeals against decisions not to offer a place are managed through the College's established complaints procedure, ensuring transparency and fairness. The College warmly welcomes learners with an Education, Health and Care Plan (EHCP) and allocated High Needs Funding, supporting their inclusion through an appropriate referral process and providing access to suitable courses in line with

Local Authority guidelines

- **Support to students** – The Additional Learning Support and Foundation Learning team provides specialist group, individual or in-class support. Within these teams there are staff with specialist expertise in the following areas: autistic spectrum disorders, learning disabilities, dyslexia, social, emotional and mental health challenges. The additional support team includes staff trained in British Sign Language, a Speech and Language Therapist, Visual Impairment specialist and access to an Educational Psychologist. The College can provide access to other specialists as necessary.
- **Specialist programmes** – Specialist programmes are described in programme information guides, the College website; achievements and destinations are recorded and published in the College format.
- **Counselling** – Welfare and Wellbeing services are accessible to all learners and are actively promoted during induction and consistently throughout their time on programme. These services offer confidential support tailored to individual needs, including mental health, emotional wellbeing, and personal development. To ensure transparency and ease of access, all student-related policies are clearly available on the Learner Hub, empowering learners to understand their rights and the support available to them.

SUBSEQUENT EVENTS

There are none.

Disclosure of Information to the Auditor

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

Approved by order of the Members of the Corporation on 16 December 2025 and signed on its behalf by:



Paul Butler, Chair of the Corporation
Waltham Forest College

Waltham Forest College

Statement of Corporate Governance and Internal Control

Governance Statement

The following statement is provided to enable readers of the annual report and accounts of the College to obtain a better understanding of its governance and legal structure. This statement covers the period from 1 August 2024 to 31 July 2025 and up to the date of approval of the annual report and financial statements.

Governance Code

The College endeavours to conduct its business:

- i. in accordance with the seven principles identified by the Committee on Standards in Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership).
- ii. in full accordance with the guidance to Colleges from the Association of Colleges in The Code of Good Governance for English Colleges ('the Code'); and
- iii. having due regard to the UK Corporate Governance Code 2016 in so far as it is applicable to the further education sector.

The College is committed to exhibiting best practice in all aspects of corporate governance. In the opinion of the Governors, the College complies with all the provisions of the Code of Good Governance for English Colleges, and it has complied throughout the year ended 31 July 2025.

The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to always observe the highest standards of corporate governance. In carrying out its responsibilities, it takes full account of the Code of Good Governance for English Colleges issued by the Association of Colleges in March 2015. The Code was last revised in September 2021 and accordingly adopted by the Corporation on 14 December 2021. Subsequently, the Association of Colleges has updated the Code in September 2023 and was adopted by the Corporation on 9 November 2023. The Board confirms it is compliant with the 2023 governance code from 1 January 2024 to the date of signing the 2024-25 annual report and financial statements.

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

The members who served on the Corporation during the year and up to the date of signature of this report were as listed in the table below:

| Corporation Names | Date of Original Appointment | Date of Re-appointment | Term of Office | Due Date for Term Completion | Committees Served | Meeting Attendance 2024/2025 |
|---|------------------------------|---|----------------|--|--|------------------------------|
| Youness Abidou Member & Vice Chair | 23-Feb-15 | 17-Jan-22 | 4 years | Resigned | Finance & Resources Committee (Chair) Search, Governance & Remuneration Committee (Chair) | 0% |
| Antoinette Beekye Staff Member | 1-Sep-22 | 31 July 2024 | 2 years | 31-Aug-26 | Curriculum & Quality Committee | 80% |
| Paul Butler Member & Chair | 13-May-13 | 22-May-18 | 4 years | 31-Jul-25 Extended term of office for a further 1 year term approved by Governing Board 9 July 2024 | Search, Governance & Remuneration Committee Finance & Resources Committee | 85% |
| Omur Derelikoylu Staff Member | 11-Oct-22 | | 2 years | 10-Oct-24 | | N/A |
| Michael Eichhorn Member | 30-Sep-20 | 15 October 2024 | 1 year | Resigned | Audit & Risk Committee, Search, Governance & Remuneration Committee | 0% |
| Janet Gardner Member & Principal | 31-Jul-20 | | | | Finance & Resources Committee Curriculum & Quality Committee | 100% |
| Andrew Hall Member | 01-Sep-21 | Confirmed for full 4 year term 12 July 2022 | 4 years | 31-Aug-25 | Curriculum & Quality Committee | 100% |
| Susannah Hume Member | 01-Sep-21 | Confirmed for full 4 year term 12 July 2022 | 4 years | 31-Aug-25 | Curriculum & Quality Committee | 100% |
| Remi Iyun Member | 9 November 2023 | Confirmed for full 4 year term 9 July 2024 | 4 | 9 November 2027 | Finance & Resources Committee | 100% |

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

| Corporation Names | Date of Original Appointment | Date of Re-appointment | Term of Office | Due Date for Term Completion | Committees Served | Meeting Attendance 2024/2025 |
|--|------------------------------|--|----------------|------------------------------|--|------------------------------|
| Bryan Johnston Member | 01-Sep-23 | Confirmed for full 4 year term 9 July 2024 | Initial 1 year | 31-Aug-27 | Curriculum & Quality Committee | 89% |
| Alison Morris Member & Vice Chair | 31-Oct-17 | 12 July 2022 | 4 years | 01-Oct-26 | Curriculum & Quality Committee (Chair), Search, Governance & Remuneration Committee (Chair), | 92% |
| Renatta Nzomono Member | 06-Jun-16 | 1 April 25 | 1.25 years | 31 July-26 | Audit Search, Governance & Remuneration Committee | 92% |
| Amir Seyyad Member | 15-Mar-22 | Confirmed for full 4 year term 21 March 2023 | 4 year | 20-Mar-26 | Finance & Resources Committee (Chair) | 100% |
| Leon Smith Member | 1-Sep-23 | Confirmed for full 4 year term 9 July 2024 | Initial 1 year | 31-Aug-27 | Finance & Resources Committee | 100% |
| Gbeminiyi Soyinka Member | 01-Sep-21 | c 12 July 2022 | 4 years | 31-Aug-25 | Finance & Resources Committee | 100% |
| Kwasi Owusu-Mensah Student Governor | 9-Nov-23 | 9-Jul-2024 | 1 year | 31-Jul-25 | | 67% |
| John Bell Member | 1-Sep-24 | 8 July 2025 | 1 year | 31-Aug-26 | Finance & Resources Committee | N/A |
| Ridoan Hoque Student Governor | 9-Jul-24 | | 1 year | 31-Jul-25 | | 67% |
| Thamilarasi Jasitharan Staff Member | 11-Oct-24 | | 2 years | 10-Oct-26 | | 100 |
| Simon Deschenes Member | 17-Dec-24 | | Initial 1 year | 16-Dec-25 | Audit & Risk Committee | 100% |
| Adam Islam Student Governor | 8 July 2025 | | 1 year | 31-Jul-26 | | N/A |
| Ozora Agota Lazar Student Governor | 8 July 2025 | | 1 year | 31-Jul-26 | | N/A |

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

The Governance Framework

Ms Naomi Shoffman the Director of Governance has acted as Clerk to the Corporation since her appointment in March 2021.

The average attendance for all Members of the Corporation during 2024/25 was 93% of potential attendances.

It is the Corporation's responsibility to bring independent judgement to bear on issues of strategy, performance, resources and standards of conduct.

The Corporation is provided with regular and timely information on the overall financial performance of the College together with other information such as performance against funding targets, proposed capital expenditure, quality matters and staffing-related matters including health and safety and environmental issues. The Corporation met five times in the year and convened one strategy day.

The Corporation conducts its business through a number of committees. Each committee has terms of reference, which have been approved by the Corporation. These committees are Audit & Risk, Finance & Resources, Curriculum & Quality, and Search, Governance and Remuneration. Full minutes of all meetings, except those deemed confidential by the Corporation, are available on the College's website at www.waltham.ac.uk or from the Clerk to the Corporation at:

Waltham Forest College, 707 Forest Road, London E17 4JB.

The Director of Governance who is the appointed Clerk to the Corporation maintains a register of financial and personal interests of the Governors. The register is available for inspection at the above address.

The College's Corporation comprises members, staff members and student members (as set out on pages 21 and 22) appointed under the Instrument of Government of the College. The roles of Chair and Vice Chair of the Corporation are separated from the role of the College's Principal and Chief Executive. The Corporation holds to itself the responsibilities of the strategic direction of the College, approval of major developments and the receipt of regular reports from the Principal and Chief Executive and other officers on the operations of its business.

All Governors are able to take independent professional advice in furtherance of their duties at the College's expense and have access to the Clerk to the Corporation, who is responsible to the Corporation for ensuring that all applicable procedures and regulations are complied with. The appointment, evaluation and removal of the Clerk are matters for the Corporation as a whole.

Formal agendas, papers and reports are supplied to Governors in a timely manner, prior to Corporation meetings. Briefings are also provided on an ad-hoc basis. The Corporation has a strong and independent non-executive element and no individual or group dominates its decision-making process. The Corporation considers that each of its non-executive members as independent of management and free from any business or other relationship which could materially interfere with the exercise of their independent judgement.

There is a clear division of responsibility in that the roles of the Chair and Accounting Officer are separate.

Appointments to the Corporation

Any new appointments to the Corporation are a matter for the consideration of the Corporation as a whole. The Corporation has a Search, Governance and Remuneration Committee, comprising members who are responsible for the selection and nomination of any new member for the Corporation's consideration. The

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

Corporation is responsible for ensuring that appropriate training is provided as required. Members of the Corporation are appointed for a term of office not exceeding four years.

Corporation performance

The annual self-assessment exercise for Board performance and Committee effectiveness in the academic year 2024-25 took place in September 2025. The outcome from the self-assessment exercise were used to inform the preparation of the College's Self-Assessment Report and Board Action plan. The last external governance review was carried out in the period October 2023-February 2024. The reviewer was Mr Elton D'Souza and his report was moderated by the Association of Colleges. The next review is due to be commissioned in the autumn term of the 2025-26 academic year.

The following activities were undertaken during the year to develop Governors and the Director of Governance:

- Safeguarding, Challenging Unconscious Bias, Prevent awareness, GDPR
- AoC new governors' induction sessions
- Staff Governors Conference
- Student Governor Induction (AoC/ETF)
- AoC London Principals', CEO's, Chairs' & Vice Chairs' Forum
- AoC Curriculum and Quality Committee Chairs' Network
- AoC masterclasses – in Finance, Audit, Risk
- AoC Chairs' and Vice-Chairs' Q&A
- AoC Chairs' and Vice-Chairs' Q&A – External Board Reviews Feedback
- AoC Curriculum and Quality Committee Network Meeting
- AoC Finance and Audit Committee Network Meeting
- Understanding Your Role and the Role of the Board (Core 1a)
- Recognising Effective Board Behaviours (Core 1b)
- AoC SEND Committee Network Meeting
- AoC EDI Committee Network Meeting
- ETF Governance Professionals' Continuing Support: Developing the Board
- ETF Governance Professionals' Continuing Support: Strategic Thinking and Stakeholder Engagement
- AoC London Chairs' and Vice-Chairs' Network Meeting
- AoC Finance and Audit Committee Network Meeting
- Introduction to Audit (Core 9b)
- Introduction to Curriculum Design and Planning (Core 6a)
- AoC Staff Governors' Network Meeting

Search, Governance and Remuneration Committee

Waltham Forest College Instrument and Articles of Government,

https://www.waltham.ac.uk/images/documents/governance/Waltham_Forest_College_Instrument_and_Articles_2024_25.pdf define certain senior key personnel as Senior Post Holders (SPH) and provide that

the appointment, grading, suspension, dismissal and determination of the pay and conditions of service of the holders of senior posts are matters for Governing Body (IAG Article 3(e) refers).

The Governing Body has established a Search, Governance and Remuneration Committee with Terms of Reference that include;

- advising Governing Body on the framework for Senior Post Holders remuneration; and
- determining the pay of individual Senior Post Holder.

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

At its meeting on 26 March 2019, Governing Body agreed to adopt the AoC Colleges' Senior Staff Remuneration Code (the AoC Code), complying with 'must' statements and having regard to 'should' statements.

The Association of Colleges (AoC) Code includes the requirement that the College must publish a readily accessible annual statement, based on an annual report to its governing body. The purpose of this report is to address that requirement.

Committee memberships are ratified, on an annual basis, by the Corporation.

The Search, Governance and Remuneration Committee membership for 2024/25 comprised:

- Youness Abidou - Chair of the Committee and Vice Chair of the Corporation and Chair of the Finance and Resources Committee
- Paul Butler - Chair of the Corporation
- Alison Morris - Vice Chair of the Corporation and Chair of the Curriculum & Quality Committee
- Michael Eichhorn - Chair of Audit & Risk Committee
- Renatta Nzomono - Vice Chair of Audit & Risk Committee

Overall meeting attendance of Committee members was 100%. The Search, Governance and Remuneration Committee met four times in 2024/25:

- 17 Sep 2024
- 03 Dec 2024
- 18 March 2025
- 3 Jun 2025

Senior Post Holders

The roles designated as Senior Post Holders (SPH) and therefore within the remit of the Search, Governance and Remuneration Committee are:

- Chief Executive and Principal
- Deputy Principal Curriculum and Quality
- Deputy Principal Finance and Corporate Resources
- Director of Governance (Clerk to the Corporation)

The College's Search, Governance and Remuneration Committee met on:

17 Sep 2024 -- To consider and receive the following items:

- Corporation Membership – Update
- Re-Appointment of Governor
- Succession Planning

03 Dec 2024 - To consider and receive the following items:

- Appointment Of New Governors
- Corporation Membership – Update Corporation Membership – Update
- Committee's Self-Assessment
- Annual Governance Report 2023-24 And Draft Governance Action Plan 2024-25

18 March 2025 - To consider and receive the following items

- Appointment Of New Governors
- Corporation Membership – Update
- Re-Appointment of Governors

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

- Committee membership changes
- Succession Planning

3 Jun 2025 - To consider and receive the following items

- Corporation Membership – Update
- Re-Appointment of Governors
- Succession Planning
- Review of Corporation's instrument and articles, standing orders, Scheme of Delegation, Review of Committee Membership – 2025/26
- Review of Committee's terms of reference and work plan – 2025/26
- Senior Post Holders Performance Reviews 24/25 Performance Targets 25/26

Remuneration process and Remuneration Policy

The Process and Policy have been devised with regard to the principles of the AoC Code, so that the College has:

- a fair and competitive salary offer to attract and retain high performing staff;
- a framework for Senior Post Holders remuneration that is affordable and
- decision-making processes for Senior Post Holders remuneration that are fair, transparent and accountable.

Choice of comparator College(s)/organisation(s)

In setting the range for each role the Committee had regard to the latest benchmark data for relevant roles published in the Association of Colleges Senior Pay Survey 2023 (published May 2024).

The Committee considered the following:

- Salary data for colleges with a comparable turnover,
- Local Colleges Financial Statements 2023-24
- Recently advertised senior leadership roles

The salary ranges agreed by the Committee are published in the Policy, which also notes that these are guides for the Committee to determine an appropriate spot point, having had regard to the context of the College as well as the performance of the individual role holder.

The salary ranges are intended to provide the Committee with a framework for making fair and consistent decisions about individual salaries, in relation to the demands of the role, other roles in the College and compared to similar roles in equivalent colleges elsewhere in the UK. In this review, the Committee sought to ensure that the College's Senior Post Holders remuneration was both competitive and affordable.

Policy on income derived from external activities

The Code requires Colleges to justify any retention of external income by Senior Post Holders in addition to their remuneration. The College includes an exclusivity of service clause in its Senior Post Holder employment contract, which requires a Senior Post Holder to obtain express permission for additional external work (whether or not it is remunerated).

There were no instances of remunerated external work taking place at the time of the meeting.

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

In the event of a Senior Post Holder requesting approval of external work, the Chair of the Search, Governance and Remuneration Committee would determine how much, if any, of the additional remuneration the Senior Post Holder would be permitted to retain and the grounds for this.

Pay multiple of the Chief Executive / Principal and the median earnings of the institution's whole workforce

Chief Executive pay: £179,578 pa. - Median Earnings of WFC workforce – median gross salary of £34,666 which is a multiple of 5.18.

Total Emoluments of the Chief Executive/Principal

| Emoluments of the Chief Executive/Principal (£) | 2024/25 £ | 2023/24 £ |
|---|--------------|--------------|
| Salary | 179,578 | 173,038 |
| Performance Pay | N/A | 10,000 |
| Benefits | N/A | N/A |
| Subtotal | 179,578 | 183,038 |
| Employer Pension Contributions | 50,542 | 42,979 |
| TOTAL | 230,120 | 226,017 |

Significant changes for 2024/25

There were no significant changes in 2024-25.

Expenses Policy

This is contained within the College Financial Regulations.

Audit & Risk Committee

Committee memberships are ratified, on an annual basis, by the Corporation. No consultants have been engaged by this Committee during 2024/25.

The Audit & Risk Committee comprises four members of the Corporation (who exclude the Principal & Chief Executive and Chair of the Corporation) and one co-opted member. The Committee operates in accordance with written terms of reference approved by the Corporation.

The Audit and Risk Committee met three times during 2024/25 on:

- 26 November 2024
- 11 March 2025
- 10 June 2025

All meetings were quorate with individual attendance recorded as follows:

| | 26 Nov 2024 | 11 March 2025 | 10 June 2025 | TOTAL |
|------------------------------|----------------|------------------|-----------------|-------|
| Renatta Nzomono (Chair) | √ | √ | √ | 3/3 |
| Simon Deschenes (Vice Chair) | √ | √ | √ | 3/3 |
| Gbeminiyi Soyinka | √ | √ | √ | 3/3 |

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

| | | | | |
|-------------------|------------|-------------|-------------|--------------|
| Paul Clarke | N/A | N/A | √ | 1/1 |
| Graham Woolnough* | √ | √ | N/A | 2/2 |
| Francis Itoadon | N/A | N/A | √ | 1/1 |
| Remi Iyun* | √ | √ | N/A | 2/2 |
| Michael Eichhorn* | x | N/A | N/A | 0/1 |
| | 5/6 83% | 5/5 100% | 5/5 100% | 15/16 94% |

*Membership changes during the year due to resignations and end of terms of office.

The Committee provides a forum for reporting by the College's internal, regularity and financial statements auditors, who have access to the Committee for independent discussion without the presence of College management. The Committee also receives and considers reports from the main Further Education funding bodies as they affect the College's business.

The College's internal auditors review the systems of internal control, risk management controls and governance processes in accordance with an agreed plan and report their findings to management and the Audit & Risk Committee.

Management is responsible for implementation of the agreed audit recommendations, and internal audit undertakes periodic follow-up reviews to ensure such recommendations have been implemented.

The Audit & Risk Committee also advises the Corporation on the appointment of internal, financial statement and regularity auditors and their remuneration for both audit and non-audit work as well as reporting annually to the Corporation.

The review by the Audit & Risk Committee extends to a review of the performance of the financial statements and regularity auditors and the internal auditors.

INTERNAL CONTROL

Scope of Responsibility

The Corporation is ultimately responsible for the College's system of internal control and for reviewing its effectiveness. However, such a system is designed to manage, rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Corporation has delegated day-to-day responsibility to the Principal and Chief Executive, for maintaining a sound system of internal control that supports the achievement of the College's policies, aims and objectives, whilst safeguarding the public funds and assets for which she is personally responsible, in accordance with the responsibilities assigned to her in the Financial Memorandum between the College and the funding bodies. She is also responsible for reporting to the Corporation any material weaknesses or break-down in internal control.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness.

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of College policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised and to manage them efficiently, effectively and economically. The system of internal control has been in place in Waltham Forest College for the year ended 31 July 2025 and up to the date of approval of the annual report and accounts.

Capacity to Handle Risk

The Corporation has reviewed the key risks to which the College is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Corporation is of the view that there is a formal on-going process for identifying, evaluating and managing the College's significant risks that has been in place for the period ending 31 July 2025 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Corporation and all Committees.

The Risk and Control Framework

The system of internal control is based on a framework of regular management information, administrative procedures including the segregation of duties, and a system of delegation and accountability. In particular, it includes:

- Comprehensive budgeting systems with an annual budget, which is reviewed and agreed by the Board of Governors
- Regular reviews by the Board of Governors of periodic and annual financial reports which indicate financial performance against forecasts
- Setting targets to measure financial and other performance
- Clearly defined capital investment control guidelines
- The adoption of formal project management disciplines, where appropriate
- Active risk management arrangements.

The College has an internal audit service, which operates in accordance with the requirements of DfE College Financial Handbook. The work of the internal audit service is informed by an analysis of the risks to which the College is exposed, and annual internal audit plans are based on this analysis. The analysis of risks and the internal audit plans are endorsed by the Corporation on the recommendation of the Audit & Risk Committee. At minimum, annually, the Head of Internal Audit (HIA) provides the Corporation with a report on the internal audit activity in the College, includes an independent opinion on the adequacy and effectiveness of the College's system of risk management, controls and governance processes.

RISKS FACED BY THE CORPORATION

Throughout the year, the College has expanded efforts to enhance its internal control systems, covering financial, operational, and risk management areas, all aimed at safeguarding the College's assets and reputation.

Aligned with the strategic plan, the Senior Leadership Team conducts a comprehensive risk review, identifying systems and procedures designed to manage and control potential risks to the College. They focus on implementing specific preventative actions to minimise potential impacts. The effectiveness and progress of these internal controls are evaluated annually, and additional reviews are conducted for any new risk areas emerging from an appraisal of the external environment.

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

CONTROL WEAKNESS IDENTIFIED

The Corporation are satisfied that sufficient internal audit work has been undertaken to draw a conclusion as to the adequacy and effectiveness of the College's risk management, internal controls and governance processes. There are no other significant internal control weaknesses or failures identified.

RESPONSIBILITIES UNDER ACCOUNTABILITY AGREEMENT

Members of the Corporation are responsible for ensuring that expenditure and income are applied for the purposes intended by Parliament and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from the Department for Education and the Greater London Authority are used only in accordance with the Financial Memorandum with the Department for Education and the Greater London Authority and any other conditions that may be prescribed from time to time. Members of the Corporation must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and to ensure they are used properly. In addition, members of the Corporation are responsible for securing economical, efficient and effective management of the College's resources and expenditure, so that the benefits that should be derived from the application of public funds from the Department for Education are not put at risk. The Corporation can confirm that the funding from the Department for Education and Greater London Authority have been applied for the purposes intended in accordance with the Financial Memorandum of Understanding. The College reviewed its policies, procedures and approval processes in line with the 2024-25 College Financial Handbook and its Accountability Agreement with the DfE to ensure there are systems in place to identify and handle any transactions for which DfE approval is required.

STATEMENT OF THE AUDIT & RISK COMMITTEE

The Audit & Risk Committee has advised the Board of Governors that the Corporation has an effective framework for governance and risk management in place. The Audit & Risk Committee believes the Corporation has effective internal controls in place. The specific areas of work undertaken by the Audit & Risk Committee in 2024/25 and up to the date of the approval of the financial statements are:

- College Financial Handbook
- Health & Safety Compliance
- Cyber Security
- Sustainability & Carbon Management
- Human Resources
- Follow Up Review

In addition, on the basis of the information available to the Audit & Risk Committee, the Committee is satisfied that the Corporation's and Accounting Officer's responsibilities, included in the Financial Statements, have been satisfactorily discharged.

Review of Effectiveness

As Accounting Officer, the Principal and Chief Executive has responsibility for reviewing the effectiveness of the system of internal control. The Principal and Chief Executive's review of the effectiveness of the system of internal control is informed by:

- The work of the internal auditors
- The work of the executive managers within the College who have responsibility for the development and maintenance of the internal control framework
- Comments made by the College's financial statements auditor, the regularity auditor, the internal auditors and the appointed funding auditors in their management letters and other reports

Waltham Forest College

Statement of Corporate Governance and Internal Control (cont'd)

The Accounting Officer has been advised on the implications of the result of her review of the effectiveness of the system of internal control by the Audit & Risk Committee, which oversees the work of the internal auditor and other sources of assurance, and a plan to address weaknesses and ensure continuous improvement of the system, is in place.

The Executive Team receives reports setting out key performance and risk indicators and considers possible control issues brought to their attention by early warning mechanisms, which are embedded within the departments and reinforced by risk awareness training. The Executive Team and Audit & Risk Committee also receives regular reports from internal audit and other sources of assurance, which include recommendations for improvement. The Audit & Risk Committee's role in this area is confined to a high-level review of the arrangements for internal control. The Corporation's agenda includes a regular item for consideration of risk and control and receives reports thereon from the Principal & Chief Executive and the Audit & Risk Committee. The emphasis is on obtaining the relevant degree of assurance and not merely reporting by exception. At its December 2025 meeting the Corporation carried out the annual assessment for the year ended 31 July 2025 by considering documentation from the Principal and Chief Executive and internal audit and taking account of events since 31 July 2025.

Based on the advice of the Audit Committee and the Accounting Officer, the Corporation is of the opinion that the College has an adequate and effective framework for governance, risk management and control, and has fulfilled its statutory responsibility for *'the effective and efficient use of resources, the solvency of the institution and the body and the safeguarding of their assets'*.

Approved by order of the members of the Corporation on 16 December 2025 and signed on its behalf by:



Janet Gardner
Principal and Chief Executive
(Accounting Officer)



Paul Butler
Chair of the Corporation

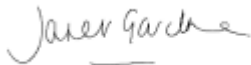
Waltham Forest College

Statement of regularity, propriety and compliance with Funding body terms and conditions of funding

As Accounting Officer of the Corporation of Waltham Forest College I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the College's Accountability Agreement with the DfE and the requirements of the College Financial Handbook. I have also considered my responsibility to notify the Corporation Board and DfE of material irregularity, impropriety and non-compliance with terms and conditions of funding. I confirm that I, and the Board of Governors, are able to identify any material irregular or improper use of all funds by the Corporation, or material non-compliance with the framework of authorities.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to DfE.

Signed by:



Janet Gardner
Principal and Chief Executive
(Accounting Officer)

Date signed: 16/12/25

Statement of the Responsibilities of the Members of the Corporation

The Members of the Corporation, as charity trustees, are required to present audited financial statements for each financial year.

Within the terms and conditions of the Corporation's grant funding agreements and contracts with the Department for Education (DfE), and the Greater London Authority (GLA), the Corporation – through its Accounting Officer – is required to prepare financial statements and an operating and financial review for each financial year in accordance with the Statement of Recommended Practice – Accounting for Further and Higher Education, DfE's college accounts direction and the UK's Generally Accepted Accounting Practice, and which give a true and fair view of the state of affairs of the Corporation and its surplus/deficit of income over expenditure for that period.

In preparing the financial statements, the Corporation is required to:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess whether the Corporation is a going concern, noting the key supporting assumptions, qualifications or mitigating actions, as appropriate (which must be consistent with other disclosures in the accounts and auditor's report)
- prepare financial statements on the going concern basis unless it is inappropriate to assume that the Corporation will continue in operation

The Corporation is also required to prepare a strategic report, in accordance with paragraphs 3.23 to 3.26 of the FE and HE Statement of Recommended Practice (SORP); Accounting for Further and Higher Education 2019, that describes what it is trying to do and how it is going about it, including information about the legal and administrative status of the Corporation.

The Corporation is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the Corporation and which enable it to ensure that the financial statements are prepared in accordance with relevant legislation including the Further and Higher Education Act 1992 and Charities Act 2011, and relevant accounting standards. It is responsible for taking steps that are reasonably open to it to safeguard its assets and to prevent and detect fraud and other irregularities.

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

Members of the Corporation are responsible for ensuring that expenditure and income are applied for the purposes intended and that the financial transactions conform to the authorities that govern them. In addition, they are responsible for ensuring that funds from the ESFA, DfE and GLA, and any other public funds, are used only in accordance with the Accountability Agreement, funding agreements and contracts, and any other conditions, that may be prescribed from time to time by the DfE, or any other public funder, including that any transactions entered into by the Corporation are within the delegated authorities set out in the College Financial Handbook. On behalf of the Corporation, the Chair of the Corporation is responsible for discussing the Accounting Officer's statement of regularity, propriety and compliance with the Accounting Officer.

Statement of the Responsibilities of the Members of the Corporation (cont'd)

Members of the Corporation must ensure that there are appropriate financial and management controls in place to safeguard public and other funds and ensure they are used properly. In addition, members of the Corporation are responsible for securing economic, efficient and effective management of the Corporation's resources and expenditure so that the benefits that should be derived from the application of public funds from the DfE/ESFA and other public bodies are not put at risk.

Approved by order of the members of the Corporation on 16 December 2025 and signed on its behalf by:



Paul Butler, Chair of the Corporation

Waltham Forest College

Independent Auditor's Report to the Corporation of Waltham Forest College

Opinion

We have audited the financial statements of the Corporation of Waltham Forest College (the 'College') for the year ended 31 July 2025 which comprise the Statement of Comprehensive Income and Expenditure, the Statement of Changes in Reserves, the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including material accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the College's affairs as at 31 July 2025 and College's the surplus of income over expenditure for the year then ended; and
- have been properly prepared in accordance with the Statement of Recommended Practice: Accounting for Further and Higher Education, UK GAAP and the current College Accounts Direction.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the College 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 Governing Body's 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 College's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our auditor's report thereon. The Governing Body is 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 in our report, 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.

Waltham Forest College

Independent Auditor's Report to the Corporation of Waltham Forest College (cont'd)

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 Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by the Department for Education requires us to report to you if, in our opinion:

- adequate 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 the Governing Body

As explained more fully in the Statement of Responsibilities of the Members of the Corporation, the Governing Body 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 Governing Body determines 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 Governing Body is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governing Body either intends to liquidate the College or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

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

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

- Obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the college operates in and how the college is complying with the legal and regulatory frameworks;
- Enquiry of management, those charged with governance and the College's solicitors (or in-house legal team) around known or suspected fraud or irregularity and the existence of actual and potential litigation and claims;
- Enquiry of College staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management 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 bias.
- Reviewing minutes of meetings of those charged with governance;
- Reviewing internal audit reports;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

Waltham Forest College

Independent Auditor's Report to the Corporation of Waltham Forest College (cont'd)

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.

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

Use of our report

This report is made solely to the Corporation, as a body, in accordance with the Funding Agreement published by the Department for Education and our engagement letter. Our audit work has been undertaken so that we might state to the Corporation those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Corporation as a body, for our audit work, for this report, or for the opinions we have formed.



MHA

Chartered Accountants and Registered Auditor
London, United Kingdom

Date: 18/12/2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542).

Waltham Forest College

Independent Reporting Accountant's Report on Regularity

To: The Corporation of Waltham Forest College and Secretary of State for Education

In accordance with the terms of our engagement letter dated April 2025 and further to the requirements of Department for Education (DfE), as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Waltham Forest College during the period 1 August 2024 to 31 July 2025 have not been applied to the purposes intended by Parliament or the financial transactions do not conform to the authorities which govern them.

This report is made solely to the Corporation of Waltham Forest College and the Secretary of State for Education in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Corporation of Waltham Forest College and the Secretary of State those matters we are required to state in a 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 Corporation of Waltham Forest College and the Secretary of State for Education for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Waltham Forest College and the reporting accountant

The Accounting Officer is responsible, under the requirements of the Corporation's accountability agreement with the Secretary of State for Education and the College Financial Handbook, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament, and that the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the extant Framework and Guide for External Auditors and Reporting Accountants of Colleges. We report to you whether anything has come to our attention in carrying out our work, which suggests that in all material respects, expenditure disbursed and income received during the period 1 August 2024 to 31 July 2025 have not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Colleges issued by DfE, which requires a limited assurance engagement, as set out in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity. A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the corporation's income and expenditure. The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety across all of the College's activities;
- Further testing and review of self-assessment questionnaire including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and

Waltham Forest College

Independent Reporting Accountant's Report on Regularity (cont'd)

- Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects, the expenditure disbursed and income received during the period 1 August 2024 to 31 July 2025 has not been applied for the purposes intended by Parliament, or that the financial transactions do not conform to the authorities which govern them.



MHA

Chartered Accountants
London, United Kingdom

Date: 18/12/2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542).

Waltham Forest College

Statement of Comprehensive Income and Expenditure

| | Notes | 2025 £'000 | 2024 £'000 |
|--|-------|---------------|---------------|
| INCOME | | | |
| Funding body grants | 2 | 32,600 | 29,485 |
| Tuition fees and education contracts | 3 | 2,725 | 3,566 |
| Other grants and contracts | 4 | 211 | 218 |
| Other income | 5 | 149 | 156 |
| Investment income | 6 | 210 | 488 |
| Total income | | 35,895 | 33,913 |
| EXPENDITURE | | | |
| Staff costs | 7 | 21,090 | 20,971 |
| Other operating expenses | 8 | 9,036 | 8,901 |
| Depreciation | 11 | 2,970 | 2,131 |
| Interest and other finance costs | 9 | 440 | 466 |
| Total expenditure | | 33,536 | 32,469 |
| Surplus before other gains and losses | | 2,359 | 1,444 |
| Surplus before tax | | 2,359 | 1,444 |
| Taxation | 10 | - | - |
| Surplus after tax | | 2,359 | 1,444 |
| Total other gains and losses | | | |
| Gain on revaluation of investments | 18 | 295 | - |
| Actuarial (loss)/gain in respect of pensions schemes | 22 | 5,468 | (428) |
| Total Comprehensive Income for the year | | 8,122 | 1,016 |

Waltham Forest College

Statement of Changes in Reserves

| | Income and Expenditure account £'000 | Revaluation reserve £'000 | Total £'000 |
|--|---|---------------------------------|----------------|
| Balance at 1st August 2023 | 5,484 | 6,380 | 11,864 |
| Surplus from the income and expenditure account | 1,444 | - | 1,444 |
| Actuarial loss in respect of pensions schemes | (428) | - | (428) |
| Transfers between revaluation and income and expenditure reserves | 390 | (390) | - |
| Total comprehensive income for the year | 1,406 | (390) | 1,016 |
| Balance at 31st July 2024 | 6,890 | 5,990 | 12,880 |
| Surplus from the income and expenditure account | 2,359 | - | 2,359 |
| Gain on revaluation of investments | 295 | - | 295 |
| Actuarial gain in respect of pensions schemes | 5,468 | - | 5,468 |
| Transfers between revaluation and income and expenditure reserves | 387 | (387) | - |
| Total comprehensive income for the year | 8,509 | (387) | 8,122 |
| Balance at 31st July 2025 | 15,399 | 5,603 | 21,002 |

Waltham Forest College

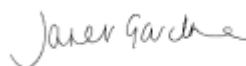
Balance Sheet as at 31 July

| | Notes | 2025 £'000 | 2024 £'000 |
|---|-------|---------------|---------------|
| Fixed assets | | | |
| Tangible fixed assets | 11 | 43,297 | 36,774 |
| Current assets | | | |
| Stocks | | 88 | 77 |
| Trade and other receivables | 12 | 616 | 693 |
| Investments | 18 | 7,296 | - |
| Cash and cash equivalents | 17 | 9,573 | 13,078 |
| | | 17,573 | 13,848 |
| Less: Creditors – amounts falling due within one year | 13 | (7,542) | (8,395) |
| Net current assets | | 10,031 | 5,453 |
| Total assets less current liabilities | | 53,328 | 42,227 |
| Less: Creditors – amounts falling due after more than one year | 14 | (27,918) | (19,388) |
| Provisions | | | |
| Defined benefit obligations | 16 | (3,966) | (9,602) |
| Other provisions | 16 | (442) | (357) |
| Total net assets | | 21,002 | 12,880 |
| Unrestricted reserves | | | |
| Income and expenditure account | | 15,399 | 6,890 |
| Revaluation reserve | | 5,603 | 5,990 |
| Total unrestricted reserves | | 21,002 | 12,880 |

The financial statements on pages 44 to 67 were approved and authorised for issue by the Corporation on 16 December 2025 and were signed on its behalf on that date by:



Paul Butler
Chair



Janet Gardner
Accounting Officer

Waltham Forest College

Statement of Cash Flows

| | Notes | 2025 £'000 | 2024 £'000 |
|---|-------------------------|-----------------------|-----------------------|
| Cash inflow from operating activities | | | |
| Surplus for the year | | 2,359 | 1,444 |
| Adjustment for non-cash items | | | |
| Deferred capital grants | 2 | (1,545) | (913) |
| Depreciation | 11 | 2,970 | 2,131 |
| (Increase)/decrease in stocks | | (11) | 72 |
| (Increase)/decrease in debtors | 12 | 77 | 428 |
| Increase/(decrease) in creditors due within one year | 13 | (1,257) | 709 |
| Increase/(decrease) in provisions | 16 | 85 | (12) |
| Pensions costs less contributions payable | 7 | (636) | (597) |
| Adjustment for investing or financing activities | | | |
| Investment income | 6 | (505) | (488) |
| Interest payable | 9 | 440 | 466 |
| Net cash flow from operating activities | | <u>1,977</u> | <u>3,240</u> |
| Cash flows from investing activities | | | |
| Investment income | | 505 | 488 |
| Payments made to acquire fixed assets | 11 | (9,493) | (9,015) |
| Deferred capital grants received | | <u>10,654</u> | <u>4,653</u> |
| | | <u>1,666</u> | <u>(3,874)</u> |
| Cash flows from financing activities | | | |
| Interest paid | 9 | (6) | (15) |
| Repayments of amounts borrowed | 15 | (141) | (141) |
| Movement of cash to short term investments | 18 | <u>(7,001)</u> | <u>-</u> |
| | | <u>(7,148)</u> | <u>(156)</u> |
| (Decrease)/Increase in cash and cash equivalents in the year | | <u>(3,505)</u> | <u>(790)</u> |
| Cash and cash equivalents at beginning of the year | 17 | 13,078 | 13,868 |
| (Decrease)/Increase in cash and cash equivalents in the year | 17 | (3,505) | (790) |
| Cash and cash equivalents at end of the year | 17 | 9,573 | 13,078 |
| Net Debt Reconciliation as at 31 July 2025 | | | |
| | At start of the year | Cashflows | At end of the year |
| Cash | 13,078 | (3,505) | 9,573 |
| Loans falling due within one year | (141) | 141 | - |
| Loans falling due after one year | - | - | - |
| TOTAL | <u>12,937</u> | <u>(3,364)</u> | <u>9,573</u> |

Notes to the financial statements

Accounting Policies

Statement of accounting policies and estimation techniques

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

Basis of preparation

These financial statements have been prepared in accordance with the *Statement of Recommended Practice: Accounting for Further and Higher Education 2019* (the 2019 FE HE SORP), the *College Accounts Direction for 2024 to 2025* and in accordance with *Financial Reporting Standard 102 – ‘The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland’ (FRS 102)*. The College is a public benefit entity and has therefore applied the relevant public benefit requirements of FRS 102.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the College's accounting policies.

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention.

Going concern

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

As noted in the Strategic Report, the Corporation considers that the College has adequate resources and facilities in place to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

At 31 July 2025 the College has repaid the loan outstanding with Barclays Bank on 17 June 2025.

The College's forecasts and projections, taking account of reasonably possible changes in operating performance, show that the College should be able to operate within the level of its current banking facilities and loan covenants, and maintain an appropriate level of financial strength as assessed by the DfE, for the foreseeable future. Taking all factors into account the Corporation has therefore concluded that the College has a reasonable expectation that it has adequate resources to continue in operational existence for the next twelve-month period.

The Corporation takes this view for the following reasons that during the next two-year period:

- there is no material uncertainty about the College's financial position and income streams
- the College's financial health is forecast to remain 'outstanding' for the year ending 31 July 2026
- the increase in 16-19 learner numbers which the College experienced in 2025/26 will generate additional income in 2026/27 which can be delivered from the current cost base
- the College has in place strong detailed financial forecasting and planning arrangements with a sensitivity analysis allowing prompt remedial management action if required
- cash-flow estimates for the period to 31 December 2026 indicate that the College will continue to hold sufficient cash to meet its short-term commitments and obligations and to be able to undertake capital investments to maintain the current volumes and quality of facilities and equipment

Notes to the financial statements (cont'd)

Recognition of income

Government revenue grants include funding body recurrent grants and other grants and are accounted for under the accrual model as permitted by FRS 102. Funding body recurrent grants are measured in line with best estimates for the period of what is receivable and depend on the particular income stream involved. Any under or over achievement for the Adult Education Budget is adjusted for and reflected in the level of recurrent grant recognised in the income and expenditure account. The final grant income is normally determined with the conclusion of the year end reconciliation process with the funding body following the year end, and the results of any funding audits. 16-19 learner-responsive funding is not normally subject to reconciliation and is therefore not subject to contract adjustments; however, any under achievement for T level provision may be reflected in the income and expenditure account.

Where part of a government grant is deferred, the deferred element is recognised as deferred income within creditors and allocated between creditors due within one year and creditors due after more than one year as appropriate.

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

Income from tuition fees is stated gross of any expenditure which is not a discount and is recognised in the period for which it is received. All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned on a receivable basis.

Investment income

All income from short-term deposits is credited to the income and expenditure account in the period in which it is earned on a receivable basis.

Capital grant funding

Government capital grants are capitalised, held as deferred income and recognised in income over the expected useful life of the asset, under the accrual model as permitted by FRS 102. Other, non-governmental, capital grants are recognised in income when the college is entitled to the funds subject to any performance related conditions being met. Income received in advance of performance related conditions being met is recognised as deferred income within creditors on the Balance Sheet and released to income as conditions are met.

Agency arrangements

The College acts as an agent in the collection and payment of certain discretionary support funds. Related payments received from the funding bodies and subsequent disbursements to students are excluded from the income and expenditure of the College where the College is exposed to minimal risk or enjoys minimal economic benefit related to the transaction.

Post-employment benefits

Post-employment benefits to employees of the College are provided by the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS) administered by the London Borough of Waltham Forest. These are defined benefit schemes, which are externally funded and contracted out of the State Second Pension.

Waltham Forest College

Notes to the financial statements (cont'd)

The TPS is an unfunded scheme. Contributions to the TPS are calculated to spread the cost of pensions over employees' working lives with the College in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll.

The contributions are determined by qualified actuaries based on valuations using a prospective benefit method. The TPS is a multi-employer scheme and in common with other Colleges in the FE sector, Waltham Forest College is unable to identify its share of the underlying assets and liabilities of

the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution plan and the contributions recognised as an expense in the income statement in the periods during which services are rendered by employees.

The LGPS is a funded scheme. The assets of the LGPS are measured using closing fair values. LGPS liabilities are measured using the projected unit credit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Comprehensive Income and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets and actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income.

Short term Employment benefits

Short term employment benefits such as salaries and compensated absences (holiday pay) are recognised as an expense in the year in which the employees render service to the College. Any unused benefits are accrued and measured as the additional amount the College expects to pay as a result of the unused entitlement. Termination payments - termination benefits, including redundancy costs, are recognised when the College has the obligation to pay the benefits and they can be reliably measured.

Enhanced Pensions

The actual cost of any enhanced on-going pension to a former member of staff is paid by the College annually. An estimate of the expected future cost of any enhancement to the on-going pension of a former member of staff is charged in full to the College's income in the year that the member of staff retires. In subsequent years a charge is made to provisions in the balance sheet, using the enhanced pension spreadsheet provided by the funding bodies.

Non-current Assets - Tangible fixed assets

Tangible fixed assets are stated at deemed cost less accumulated depreciation and accumulated impairment losses.

Land and Buildings

The College's buildings are specialised buildings and therefore it is not appropriate to value them based on open market value. Land and buildings inherited from the Local Education Authority are stated in the balance sheet at valuation based on depreciated replacement cost as the open market value for existing use is not readily obtainable. The associated credit is included in the revaluation reserve. The difference between depreciation charged on the historic cost of assets and the actual charge for the year calculated

Waltham Forest College

Notes to the financial statements (cont'd)

on the revalued amount is released to the income and expenditure account and transferred from the revaluation reserve on an annual basis.

Building improvements made since incorporation are included in the balance sheet at cost. Freehold land is not depreciated as it is considered to have an infinite useful life. Freehold buildings are depreciated evenly over their expected useful economic life of between 20 and 50 years.

Where land and buildings are acquired with the aid of specific grants they are capitalised and depreciated as above. The related grants are credited to a deferred capital grant account and are released to the income and expenditure account over the expected useful economic life of the related asset on a basis

consistent with the depreciation policy. The deferred income is allocated between creditors due within one year and those due after more than one year.

The cost of building improvements carried out in premises leased by the College is depreciated over the shorter of the life of the lease period or their expected useful economic life.

Finance costs which are directly attributable to the construction of land and buildings are not capitalised as part of the cost of these assets.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying amount of the fixed asset may not be recoverable. No impairments of fixed assets have been carried out during 2024/25. On adoption of FRS 102, the College followed the transitional provision to retain the book value of the land and buildings which were revalued in 1994, but not to adopt a policy of revaluing these properties in the future.

Assets under Construction

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

Subsequent expenditure on existing fixed assets

Where significant expenditure is incurred on tangible fixed assets after initial purchase it is charged to income in the period it is incurred, unless it increases the future benefits to the College, in which case it is capitalised and depreciated on the relevant basis.

Equipment

Equipment costing less than £1,000 per individual item is written off to the Statement of Comprehensive Income in the period of acquisition. All other equipment is capitalised at cost. Equipment is depreciated over its useful economic life as follows:

| | |
|-------------------------------|---------------------------------------|
| Furniture and fittings, Plant | 10% per year on a straight line basis |
| Computer equipment | 20% per year on a straight line basis |
| Computer software | 20% per year on a straight line basis |
| Motor vehicles | 25% per year on a straight line basis |

Waltham Forest College

Notes to the financial statements (cont'd)

Where equipment is acquired with the aid of specific grants it is capitalised and depreciated in accordance with the above policy, with the related grant being credited to a deferred capital grant account and released to the Statement of Comprehensive Income over the expected useful economic life of the related asset.

Borrowing costs

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

Leased Assets

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

Stocks

Stocks are stated at the lower of their cost and net realisable value. Where necessary, provision is made for obsolete, slow moving and defective stocks.

Investments

Investments include short term maturity bonds, multi asset class and other investments. Investments are initially recognised at their transaction value and subsequently measured at fair value through profit and loss. All gains and losses arising from changes in fair value, whether realised or unrealised, are recognised in the Statement of Comprehensive Income in the period in which they arise.

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. An investment qualifies as a cash equivalent when it has maturity of 3 months or less from the date of acquisition.

Financial liabilities and equity

Financial liabilities and equity are classified according to the substance of the financial instrument's contractual obligations, rather than the financial instrument's legal form.

All loans, investments and short-term deposits held by the College are classified as basic financial instruments in accordance with FRS 102. These instruments are initially recorded at the transaction price less any transaction costs (historical cost). FRS 102 requires that basic financial instruments are subsequently measured at amortised cost; however, the College has calculated that the difference between the historical cost and amortised cost basis is not material and so these financial instruments are stated on the balance sheet at historical cost. Loans and investments that are payable or receivable within one year are not discounted.

Waltham Forest College

Notes to the financial statements (cont'd)

Taxation

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

The College is partially exempt in respect of Value Added Tax, so that it can only recover a small amount of VAT charged on its inputs. Irrecoverable VAT on inputs is included in the costs of such inputs and added to the cost of tangible fixed assets as appropriate, where the inputs themselves are tangible fixed assets by nature.

Provisions and contingent liabilities and assets

Provisions are recognised when the College has a present legal or constructive obligation as a result of a past event, and it is probable that a transfer of economic benefit will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. The College has provisions for potential legal costs in respect of a claim, flood prevention costs and for enhanced pensions.

A contingent liability arises from a past event that gives the College 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 College. 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.

Contingent liabilities are not recognised in the balance sheet but are disclosed in the notes to the financial statements. The College has no contingent liabilities as at 31 July 2025.

Judgements in applying accounting policies and key sources of estimating uncertainty

In preparing these financial statements, management have made the following judgements:

- That there are no indicators of impairment of the group's tangible assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Other key sources of estimating uncertainty

- *Tangible fixed assets*

Tangible fixed assets, other than investment properties, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on several factors. In re-assessing asset lives, factors such as technological innovation and maintenance programmes are considered. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

- *Local Government Pension Scheme*

The present value of the Local Government Pension Scheme defined benefit liability depends on several factors that are determined on an actuarial basis using a variety of assumptions. The

Notes to the financial statements (cont'd)

assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in Note 21, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 July 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability. Whilst the inflation assumption is shown as 2.5%, the average inflation rate in the FE sector is approximately 2.7%, that would lead to an increase in liability of £1,053k.

Waltham Forest College

Notes to the financial statements (cont'd)

2 Funding Body grants

| | 2025 £'000 | 2024 £'000 |
|---|---------------|---------------|
| Recurrent grants | | |
| Department for Education - adult | 484 | 365 |
| Department for Education – 16 -18 | 18,940 | 16,128 |
| Department for Education – apprenticeships | 166 | 203 |
| Greater London Authority - adult | 10,852 | 11,431 |
| Specific Grants | | |
| Teachers' Pension Scheme Contribution grant | 613 | 445 |
| Releases of government capital grants | 1,545 | 913 |
| Total | 32,600 | 29,485 |

3 Tuition fees and education contracts

| | 2025 £'000 | 2024 £'000 |
|------------------------------------|---------------|---------------|
| Adult education fees | 59 | 82 |
| Fees for FE loan supported courses | 471 | 1,373 |
| Total tuition fees | 530 | 1,455 |
| Education contracts | 2,195 | 2,111 |
| Total | 2,725 | 3,566 |

4 Other grants and contracts

| | 2025 £'000 | 2024 £'000 |
|----------------------------|---------------|---------------|
| Other grants and contracts | 211 | 218 |
| Total | 211 | 218 |

5 Other income

| | 2025 £'000 | 2024 £'000 |
|------------------------------------|---------------|---------------|
| Catering and residences | 13 | 11 |
| Other Income generating activities | 10 | 9 |
| Miscellaneous income | 126 | 136 |
| Total | 149 | 156 |

Waltham Forest College

Notes to the financial statements (cont'd)

6 Investment income

| | 2025 £'000 | 2024 £'000 |
|---------------------------|---------------|---------------|
| Other interest receivable | 210 | 488 |
| | <u>210</u> | <u>488</u> |

7 Staff costs

The average number of persons (including key management personnel) employed by the College during the year, described as head count, was:

| | 2025 No. | 2024 No. |
|--------------------|-------------|-------------|
| Teaching staff | 154 | 148 |
| Non-teaching staff | 207 | 187 |
| | <u>361</u> | <u>335</u> |

Staff costs for the above persons

| | 2025 £'000 | 2024 £'000 |
|----------------------------------|---------------|---------------|
| Wages and salaries | 13,998 | 11,647 |
| Social security costs | 1,506 | 1,152 |
| Other pension costs | 2,421 | 1,910 |
| Payroll sub total | 17,925 | 14,709 |
| Contracted out staffing services | 3,063 | 6,188 |
| | <u>20,988</u> | <u>20,897</u> |
| Restructuring costs Contractual | 102 | 61 |
| Non-contractual | - | 13 |
| | <u>21,090</u> | <u>20,971</u> |

Severance payments for all staff

All severance payments made by the College during the period of the financial statements are:

| | |
|---------------------|---|
| 0 - £25,000 | 7 |
| £25,001 - £50,000 | 2 |
| £50,001 - £100,000 | 0 |
| £100,001 - £150,000 | 0 |
| £150,001 + | 0 |

Included in staff restructuring costs is a special severance payment of £nil (2024: £13,000) and contractual severance payments totalling £102,000 (2024: £61,000). Individually, the payments in 2024-25 were: under £5,000 (6 instances), £7,000 (1 instance), £37,000 (1 instance, pension strain), and £42,000 (1 instance).

Waltham Forest College

Notes to the financial statements (cont'd)

7 Staff costs (cont'd)

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the College and are represented by the College Leadership Team which comprises the Chief Executive who is Principal, Deputy Principal - Curriculum and Quality, and Deputy Principal – Finance and Corporate Resources. The total emoluments for key management personnel are considered annually by the Search, Governance and Remuneration Committee that takes account of targets set in the previous year being achieved, reference to benchmark data contained in the Association of College's Senior Pay Survey, and the salary ranges in the Remuneration Process and Policy that takes account of the principles of the AoC Code. Also, the Search, Governance and Remuneration Committee sets a framework that is affordable.

Emoluments of Key management personnel, Accounting Officer and other higher paid staff

| | 2025 No. | 2024 No. |
|--|-------------|-------------|
| The number of key management personnel including the Accounting Officer was: | <u>4</u> | <u>3</u> |

The number of key management personnel and other staff who received annual emoluments, excluding pension contributions and employers' national insurance but including benefits in kind, in the following ranges was:

| | Key management personnel | | Other staff | |
|----------------------|--------------------------|-------------|-------------|-------------|
| | 2025 No. | 2024 No. | 2025 No. | 2024 No. |
| £60,001 to £65,000 | - | - | 8 | 3 |
| £65,001 to £70,000 | - | - | 8 | 5 |
| £70,001 to £75,000 | - | - | 4 | 1 |
| £75,001 to £80,000 | - | - | 4 | 2 |
| £80,001 to £85,000 | - | - | 4 | 5 |
| £85,001 to £90,000 | - | - | 5 | 2 |
| £90,001 to £95,000 | - | - | 2 | - |
| £95,001 to £100,000 | - | - | 1 | - |
| £100,001 to £105,000 | - | - | 1 | - |
| £115,001 to £120,000 | - | - | - | 1 |
| £120,001 to £125,000 | 1 | 2 | - | - |
| £125,001 to £130,000 | 1 | - | 1 | - |
| £130,001 to £135,000 | 1 | - | 1 | - |
| £175,001 to £180,000 | 1 | 1 | - | - |
| | <u>4</u> | <u>3</u> | <u>39</u> | <u>19</u> |

Key management personnel compensation is made up as follows:

| | 2025 £'000 | 2024 £'000 |
|--|---------------|---------------|
| Basic salary | 429 | 413 |
| Performance related pay and bonus | - | 10 |
| Pension contributions | <u>106</u> | <u>92</u> |
| Total key management personnel compensation | 535 | 515 |

Waltham Forest College

Notes to the financial statements (cont'd)

7 Staff costs (cont'd)

The above compensation includes amounts payable to the Principal and Chief Executive who is the Accounting Officer and who is the highest paid member of staff. Their pay and remuneration is as follows:

| | 2025 £'000 | 2024 £'000 |
|-----------------------------------|---------------|---------------|
| Basic salary | 180 | 173 |
| Performance related pay and bonus | - | 10 |
| Pension contributions | 51 | 43 |
| | <u>231</u> | <u>226</u> |

The governing body has adopted AoC Senior Staff Remuneration Code in July 2019 and will assess pay in line with its principles in future.

The remuneration package of key management staff, including the Principal/Chief Executive, is subject to annual review by the Search, Governance and Remuneration Committee of the Corporation who refer to a range of benchmarking information to provide objective guidance. Sources of benchmarking information includes the AoC Colleges' Senior Staff Remuneration Code, local colleges' financial statements, AoC Senior Post Holders Pay survey and recently advertised senior leadership roles. In addition, the review recognises an individual's contribution to their College's success in that role.

The Principal/Chief Executive reports to the Chair of the Corporation, who undertakes an annual review of her performance against the College's overall objectives using both qualitative and quantitative measures of performance.

Relationship of the Principal/Chief Executive pay and remuneration expressed as a multiple

| | 2025 | 2024 |
|--|------|------|
| The Principal and CEOs basic salary as a multiple of the median of all staff | 5.18 | 5.19 |
| The Principal and CEOs total remuneration as a multiple of the median of all staff | 5.74 | 6.00 |

The calculation of the multiple of the median of all staff, includes staff on permanent and fixed term contracts with staff costs grossed up to 1 FTE. It excludes casual and agency staff.

Compensation for loss of office paid to former key management personnel

| | 2025 £ | 2024 £ |
|---|-----------|-----------|
| Compensation paid to the former post-holder contractual | - | - |

No members of key management personnel received compensation for loss of office in 2024/2025 or 2023/2024. There was no salary sacrifice arrangements in place for any key management personnel for 2024/2025 or 2023/2024.

The members of the Corporation other than the Accounting Officer and the staff member did not receive any payment from the institution other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

Waltham Forest College

Notes to the financial statements (cont'd)

8 Other operating expenses

| | 2025 | 2024 |
|--------------------|--------------|--------------|
| | £'000 | £'000 |
| Teaching costs | 1,173 | 1,096 |
| Non-teaching costs | 5,861 | 5,257 |
| Premises costs | 2,002 | 2,548 |
| Total | 9,036 | 8,901 |

| | 2025 | 2024 |
|---|-------|-------|
| | £'000 | £'000 |
| Other operating expenses include: | | |
| Auditors' remuneration: | | |
| Financial statements audit | 39 | 38 |
| Other services provided by the Financial Statements auditors* | 4 | 4 |
| Internal audit | 19 | 19 |
| Other services provided by the Internal Auditors | 7 | 4 |
| Operating leases | 70 | 16 |

* Other Services provided by the Financial Statements auditors consist of the Teacher Pension audit £4k (2023/24: £4k).

9 Interest payable

| | 2025 | 2024 |
|---|------------|------------|
| | £'000 | £'000 |
| On bank loans, overdrafts and other loans: | 6 | 15 |
| Net interest on defined pension liability (note 21) | 434 | 451 |
| Total | 440 | 466 |

10 Taxation

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

Waltham Forest College

Notes to the financial statements (cont'd)

11 Tangible Fixed Assets

| | Land and buildings | | | Assets in the | |
|---------------------------------------|--------------------|-------------|--------------|---------------|---------------|
| | Freehold | Tenants | Equipment | Course of | Total |
| | £'000 | Improvement | £'000 | Construction | £'000 |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Cost or valuation | | | | | |
| At 1 August 2024 | 48,757 | 819 | 6,751 | 8,013 | 64,340 |
| Additions | 649 | - | 984 | 7,860 | 9,493 |
| Assets brought into use | 14,651 | - | 983 | (15,634) | - |
| At 31 July 2025 | 64,057 | 819 | 8,718 | 239 | 73,833 |
| Depreciation | | | | | |
| At 1 August 2024 | 22,644 | 819 | 4,103 | - | 27,566 |
| Charge for the year | 2,086 | - | 884 | - | 2,970 |
| At 31 July 2025 | 24,730 | 819 | 4,987 | - | 30,536 |
| Net book value at 31 July 2025 | 39,327 | - | 3,731 | 239 | 43,297 |
| Net book value at 31 July 2024 | 26,113 | - | 2,647 | 8,014 | 36,774 |

Analysis of assets brought into use:

| | £'000 |
|--|---------------|
| West Wing Refurbishment | 10,317 |
| Repurposing the former swimming Pool area | 4,051 |
| Passivhaus – Green Technology project | 639 |
| Major equipment projects funded by the DfE ONS FE reclassification grant | 345 |
| Refurbishment and upgrade projects funded by DfE Energy Efficiency grant | 282 |
| Total – assets brought into use | 15,634 |

12 Trade and other receivables

| | 2025 | 2024 |
|--------------------------------------|------------|------------|
| | £'000 | £'000 |
| Amounts falling due within one year: | | |
| Trade receivables | 2 | 291 |
| Prepayments and accrued income | 614 | 402 |
| Total | 616 | 693 |

Total write-off of outstanding debts amounted to £18,956 in 2024-25 in respect of 3 instances (in 2023-24 £9,507 in respect of 10 instances).

Waltham Forest College

Notes to the financial statements (cont'd)

| | 2025 £'000 | 2024 £'000 |
|---|---------------|---------------|
| 13. Creditors: amounts falling due within one year | | |
| Bank loans and overdrafts | - | 142 |
| Trade payables | 203 | 1,323 |
| Other taxation and social security | 630 | 493 |
| Accruals and deferred income | 3,202 | 4,553 |
| Other creditors | 524 | 340 |
| Holiday pay accrual | 267 | 237 |
| Payments received on account | 987 | 157 |
| Deferred income - government capital grants | 1,729 | 1,150 |
| Total | 7,542 | 8,395 |

| | | |
|---|---------------|---------------|
| 14 Creditors: amounts falling due after one year | | |
| | 2025 £'000 | 2024 £'000 |
| Deferred income - government capital grants | 27,919 | 19,388 |
| Total | 27,919 | 19,388 |

| | | |
|---|---------------|---------------|
| 15 Maturity of debt: Bank Loan | | |
| | 2025 £'000 | 2024 £'000 |
| Bank loans and overdrafts are repayable as follows: | | |
| In one year or less | - | 141 |
| Total | - | 141 |

The above debt was a revolving credit facility fully repaid on 17 June 2025.

| 16 Provisions | Defined benefit obligation £'000 | Enhanced pensions £'000 | Other £'000 | Total £'000 |
|---|-------------------------------------|----------------------------|----------------|----------------|
| At 1 August 2024 | 9,602 | 237 | 120 | 9,959 |
| Expenditure in the period | - | (15) | (120) | (135) |
| Transferred from income and expenditure account | (5,636) | (10) | 230 | (5,416) |
| At 31 July 2025 | 3,966 | 212 | 230 | 4,408 |

Defined benefit obligations relate to the liabilities under the College's membership of the Local Government Pension Scheme. Further details are given in Pension Note 22.

Waltham Forest College

Notes to the financial statements (cont'd)

The enhanced pension provision relates to the cost of staff who have already left the College's employ and commitments for reorganisation costs from which the College cannot reasonably withdraw at the balance sheet date.

| The principal assumptions for this calculation are: | 2025 | 2024 |
|---|-------|-------|
| Price inflation | 2.70% | 2.80% |
| Discount rate | 5.50% | 4.80% |

Other provision is made for legal costs in respect of employment claims, legacy pension claims, costs of flood protection works and legal costs arising from claim from a former supplier, although there is uncertainty in respect of the amount and timing.

17 Cash incl. cash equivalents

| | At 1 August 2024 £'000 | Cash flows £'000 | Other changes £'000 | At 31 July 2025 £'000 |
|---------------------------|---------------------------------|------------------------|---------------------------|--------------------------------|
| Cash and cash equivalents | 13,078 | (3,505) | - | 9,573 |
| Total | 13,078 | (3,505) | - | 9,573 |

18 Investments

| | £'000 |
|------------------------|--------------|
| At 1 August 2024 | - |
| Additions | 7,001 |
| Unrealised gains | 295 |
| At 31 July 2025 | 7,296 |

19 Capital and other commitments

| | 2025 £'000 | 2024 £'000 |
|---------------------------------------|---------------|---------------|
| Commitments contracted for at 31 July | 180 | 7,016 |
| Prepayments and accrued income | 909 | 402 |
| Total | 1,089 | 7,418 |

Waltham Forest College

Notes to the financial statements (cont'd)

20 Lease Obligations

| | 2025 £'000 | 2024 £'000 |
|---|---------------|---------------|
| Not later than one year | 49 | 46 |
| Prepayments and accrued income – payable in more than one year but less than five years | 20 | 27 |
| Total | 69 | 73 |

Leasing payments in 2024-25 amounted to £70,332.

21 Events after the reporting period

There are no events after the reporting period.

22 Defined benefit obligations

The College's employees belong to two principal post-employment benefit plans: The Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff which is managed by the London Borough of Waltham Forest. Both are multi-employer defined-benefit plans.

Teachers' Pension Scheme

| Total pension cost for the year | 2025 £'000 | 2024 £'000 |
|---|---------------|---------------|
| Teachers' Pension Scheme: contributions paid | 1,602 | 1,196 |
| Local Government Pension Scheme: | | |
| Contributions paid | 873 | 763 |
| Deficit payments | 582 | 548 |
| FRS 102 (28) charge | (636) | (597) |
| Charge to the Statement of Comprehensive Income | 819 | 714 |
| Total Pension Cost for Year within staff costs | 2,421 | 1,910 |

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 are able to 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 College is unable to identify its share of the underlying assets and liabilities of the plan.

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.

Waltham Forest College

Notes to the financial statements (cont'd)

22 Defined benefit obligations (continued)

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 to 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).

The Department of Education has committed to pay a teacher pension employer contribution grant to cover the additional costs during the 2025/26 academic year. The Department of Education has committed to increase the teacher pension employer contribution grant to cover the additional costs during the 2025/26 academic year.

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

The pension costs paid to TPS in the year amounted to £2,093k (2024: £1,612k).

Local Government Pension Scheme

The LGPS is a funded defined-benefit plan, with the assets held in separate funds administered by the London Borough of Waltham Forest. The total contribution made for the year ended 31 July 2025 was £1,787k (2024: £1,598k), of which employer's contributions totalled £873k (2024: £763k), employees' contributions totalled £332k (2024: £287k) and additional deficit payments totalled £582k (2024: £548k). The agreed contribution rates for future years are 17.1% for employers and range from 5.5% to 12.5% cent for employees, depending on salary.

Waltham Forest College

Notes to the financial statements (cont'd)

22 Defined benefit obligations (continued)

Local Government Pension Scheme (Continued)

The amount included in the balance sheet in respect of the defined benefit pension plan is as follows:

| | 2025 £'000 | 2024 £'000 |
|---|----------------|----------------|
| Fair value of plan assets | 29,234 | 27,735 |
| Present value of plan liabilities | (33,200) | (37,337) |
| Net pensions (liability) (Note 16) | (3,966) | (9,602) |

Amounts recognised in the Statement of Comprehensive Income in respect of the plan are as follows:

| | 2025 £'000 | 2024 £'000 |
|--|---------------|---------------|
| Amounts included in staff costs | | |
| Current service cost | 806 | 669 |
| | 806 | 669 |

Amounts recognised in Other Comprehensive Income

| | | |
|---|--------------|--------------|
| Return on pension plan assets | 436 | 369 |
| Changes in assumptions underlying the present value of plan liabilities | 5,032 | (797) |
| | 5,468 | (428) |

Movement in net defined benefit (liability)/asset during the year

| | 2025 £'000 | 2024 £'000 |
|---|----------------|----------------|
| Surplus/(Deficit) in scheme at 1 August | (9,602) | (9,320) |
| Movement in year: | | |
| Current service cost | (806) | (669) |
| Employer contributions | 1,493 | 1,311 |
| Administration costs | (51) | (45) |
| Net interest on the defined (liability)/asset | (434) | (451) |
| Loss on curtailments | (34) | |
| Actuarial gain or loss | 5,468 | (428) |
| Net defined benefit (liability)/asset at 31 July | (3,966) | (9,602) |

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Notes to the financial statements (cont'd)

22 Defined benefit obligations (continued)

Local Government Pension Scheme (Continued)

Asset and Liability Reconciliation

| | 2025 £'000 | 2024 £'000 |
|--|---------------|---------------|
| Changes in the present value of defined benefit obligations | | |
| Defined benefit obligations at start of period | 37,337 | 34,827 |
| Current Service cost | 806 | 669 |
| Interest cost | 1,787 | 1,792 |
| Contributions by Scheme participants | 332 | 286 |
| Experience gains and losses on defined benefit obligations | 391 | (183) |
| Changes in financial assumptions | (5,423) | 980 |
| Estimated benefits paid | (2,064) | (1,034) |
| Curtailments and settlements | 34 | - |
| Defined benefit obligations at end of period | 33,200 | 37,337 |

Changes in fair value of plan assets

| | 2025 £'000 | 2024 £'000 |
|---|---------------|---------------|
| Fair value of plan assets at start of period | 27,735 | 25,507 |
| Interest on plan assets | 1,353 | 1,341 |
| Return on plan assets | 436 | 369 |
| Administration costs | (51) | (45) |
| Employer contributions | 1,493 | 1,311 |
| Contributions by Scheme participants | 332 | 286 |
| Estimated benefits paid | (2,064) | (1,034) |
| Fair value of plan assets at end of period | 29,234 | 27,735 |

There is no past service cost for 2025 (2024: £Nil) in respect of the McCloud / Sergeant judgment which ruled that the transitional protection for some members of public service schemes implemented when they were reformed constituted age discrimination. The calculation of adjustment to past service costs arising from the outcome of the Court of Appeal judgment is based on a number of key assumptions including:

The form of remedy adopted

- How the remedy will be implemented
- Which members will be affected by the remedy
- The earnings assumptions
- The withdrawal assumption

The other financial and demographic assumptions adopted to calculate the past service cost are the same as those used to calculate the overall scheme liability. Adopting different assumptions or making other adjustments to reflect behavioural changes stemming from the judgment, would be expected to change the disclosed past service cost. Similarly, allowing for variations in individual members' future service or salary progression is expected to produce higher costs. The past service cost is particularly sensitive to the difference between assumed long term general pay growth and the CPI. If the long

Waltham Forest College

Notes to the financial statements (cont'd)

22 Defined benefit obligations (continued)

term salary growth assumptions were 0.5% lower, then the past service cost disclosed here would be expected to reduce by 50%.

23 Related party transactions

Due to the nature of the College's operations and the composition of the board of governors being drawn from local public and private sector organisations, there is potential for transactions may take place with organisations in which a member of the Board of Governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the College's financial regulations and normal procurement procedures.

There are no related party transactions.

Expenses paid to or on behalf of Governors during the year amounted to £1,559; (2023/24 £338).

No Governor (other than the Principal/Chief Executive who is a Governor) has received any remuneration or waived payments from the college during the year (2023/24: None).

24 Amounts disbursed as agent

Learner support funds

| | 2025 £'000 | 2024 £'000 |
|--|---------------|---------------|
| 16-19 bursary grants | 437 | 378 |
| Adult Learner Support | 287 | 308 |
| Learner Loans bursary grants | 378 | 228 |
| | <u>1,102</u> | <u>914</u> |
| Disbursed to students | (812) | (911) |
| Administration costs | <u>(35)</u> | <u>(25)</u> |
| Balance unspent as at 31 July, included in creditors | <u>255</u> | <u>(22)</u> |

Funding body grants are available solely for students. In the majority of instances, the College only acts as a paying agent. In these circumstances, the grants and related disbursements are therefore excluded from the Statement of Comprehensive Income.

25 Contingent Liabilities

There are no contingent liabilities at the reporting date.