



PRIFYSGOL
BANGOR
UNIVERSITY

Annual Report and Financial Statements

For the year ended
31 July 2022

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Bangor University – Annual Report and Financial Statements

Year ended 31 July 2022

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Introduction — Chair of Bangor University Council

I am immensely proud of what has been achieved at Bangor University against the backdrop of the Covid-19 pandemic and, on behalf of Council, I would like to thank all our staff for the professionalism, fortitude and positivity they have shown, and to thank our students for their resilience and commitment as we emerge to operate in a 'new normal' world.

A three-week graduation festival in July 2022 marked the success of three years of student graduates, a celebration for our new alumni and, indeed, for the whole University community that supported their achievements. And as we begin a new academic year, it is uplifting to see that vitality return to our campuses.

Despite the turbulence of Covid-19, the University has embraced the challenges, working with common purpose to support the direction set out in our Strategy 2030. Our plans to establish an independent medical school for North Wales with the support of Welsh Government, are progressing well as the University prepares to finalise its case for GMC accreditation. As encapsulated in the Government's long-term plan for health and social care – *A Healthier Wales* – we need to deliver a step-change in the health of our population through a life-course approach with a focus on prevention. There has been an ambition to create an interdisciplinary medical school at Bangor University since the end of the Second World War. Today, the North Wales Medical School, in partnership with Betsi Cadwaladr Health Board, will fulfil a more important role than ever before, addressing medical recruitment challenges across the region by training the workforce of the future.





**Bangor's standing in
the Research Excellence
Framework (2021)
underlines an outstanding
performance with 85%
of our research judged
to be world-leading or
internationally excellent.**

We are proud to be a bilingual university in a bilingual region and nation and our University continues to make its mark on the intellectual and cultural life of Wales, the UK and the world. Bangor's standing in the Research Excellence Framework (2021) underlines an outstanding performance with 85% of our research judged to be world-leading or internationally excellent. It is a great achievement to be recognised within the top 30 in the UK for the societal impact, with Earth Systems and Environmental Sciences placed first in the UK for the impact of its research. Our ranking of second overall in Wales and in the top 50 in the UK is excellent news. It is clear that Bangor University is delivering world changing social, cultural, and environmental benefits, from advances in healthcare to combatting global environmental change and finding the energy solutions of the future.

The University has made good progress in the latest National Student Survey results, placed in the top 20 in the UK at 19th position, up 54 places compared with last year, achieving an 81% overall satisfaction rate, up 6%. We have more work to do to ensure we achieve the high standards we set ourselves to ensure the students continue to receive the student experience they rightly expect when they join our community.

Following the outbreak of war in Ukraine, the University joined Welsh Government's *super-sponsor* scheme and repurposed one of our halls of residence as short-term accommodation. Working in partnership with Gwynedd Council, Betsi Cadwaladr University Health Board and social housing provider, Clwyd Alyn, we have welcomed more than 80 Ukrainians on campus. In keeping with the proud history we have in Wales as a Nation of Sanctuary it has been our privilege to host the refugees at a time of great need.

While our financial statements report a strong set of results, they do not reflect the challenges of high inflation, increased energy and borrowing costs which will bring additional pressures to the University in future years. We are currently undertaking a review of Council and the effectiveness of its governance structures to ensure that we are effectively able to support the institution's sustainability and long-term future.

Over the past year, Council has sought to ensure that the vision and goals of the University's strategic plan, remain relevant. The University has greatly benefitted from the steadfast and visionary leadership of Professor Iwan Davies who retired as Vice-Chancellor in September 2022.

I have led on the appointment of his successor, a process which was managed by independent executive search company, Perret Laver. It gives me great pleasure to welcome our new Vice-Chancellor and I look forward to working with Professor Edmund Burke to underpin the direction he sets for the institution over the next period. I am confident that we have the strategy, leadership and governance to realise our ambitious goals together, as a University with a Welsh heart and a regional, national and global outlook.

Marian Wyn Jones
Chair of Council

The University Council

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

All members of Council are trustees of University, which is a charity, and all provide their time freely, contributing to the discussions and decision making of the organisation.

The Council continues to note the requirements of the Code of Practice on governance as set out in the Committee of University Chairs (CUC) Higher Education Code of Governance (September 2020) and the Camm Review of Governance of the Universities in Wales (December 2019) and keeps these matters under review as part of the business of the Nominations & Governance Committee. The Committee received an updated action plan at each of its meeting noting progress during 2021/22. The University has now implemented the recommendations of the Camm Review (where the University was not already aligned and where it is within its powers to do so). However, it will continue to keep these matters under review.

The Council applies an approach of continuous improvements to governance and regularly reviews its effectiveness. The most recent governance effectiveness review was completed in 2018/19 and an action plan was implemented with all actions completed and reported to the Council.

A further effectiveness review has already been scheduled for 2022/23. This will be overseen by the Nominations & Governance Committee, and during the course of the Review by a smaller Strategy Group.

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

The roles of Chancellor, Chair of Council and Pro-Chancellor are separated from the role of the University's Chief Executive who is the Vice-Chancellor. The Council has a majority of members from outside the University, described as independent members, from whom its Chair and Deputy Chair must be drawn. Independent members give their time freely to the University. Also included in its members are members of the Senate, and members of academic and non-academic staff, as well as the Students' Union.

The Council meets five times a year but much of its detailed work is handled initially by standing committees of the Council. The Council has five standing Committees (Finance & Strategy, Audit & Risk, Nominations & Governance, Health & Safety and People & Culture), and all Committees are formally constituted with terms of reference and membership which includes independent members of Council. The Nominations & Governance Committee requests annual assurances from each Committee that they have operated under the requirements of their Terms of Reference during the previous academic year.

Our values



Ambition Inclusivity Integrity Respect Sustainability Transformation

The membership of the Council and membership of Committees along with the attendance figures for the 2021/22 academic year are noted below.

Name and Position	Current Committees	Attendance at Council (5 meetings per calendar year)
Chair of Council Mrs Marian Wyn Jones (until 8 February 2025)	Nominations & Governance Committee (Chair), Joint Engagement Forum (Chair) People & Culture Committee Finance & Strategy Committee Remuneration Committee	5/5
Pro–Chancellor and Deputy Chair Professor Gareth Roberts (until 31 December 2022)	Health & Safety Committee (Chair), Welsh Language Affairs Committee (Chair) Audit & Risk Committee Nominations & Governance Committee Joint Engagement Forum	4/5
Ex officio Members of Council		
Vice–Chancellor Professor Iwan Davies (until 31 August 2022) Professor Edmund Burke (from 1 September 2022)	Welsh Language Affairs Committee Nominations & Governance Committee Finance & Strategy Committee Joint Engagement Forum	5/5
Deputy Vice–Chancellor Professor Oliver Turnbull	Nominations & Governance Committee Joint Engagement Forum Finance & Strategy Committee	5/5
President, Students’ Union Mr James Avison (until 30 June 2022) Ms Nyah Lowe (from 1 July 2022)	Finance & Strategy Committee Nominations & Governance Committee Welsh Language Affairs Committee Audit & Risk Committee People & Culture Committee	5/5 1/1
President, UMCB Mr Mabon Dafydd (until 30 June 2022) Mr Celt John (from 1 July 2022)	Welsh Language Affairs Committee	5/5 1/1
Appointed By the Senate		
Dr Llion Jones (until 31 August 2023)	Nominations & Governance Committee Welsh Language Affairs Committee	5/5
Dr Lynne Williams (until 31 July 2022)	Welsh Language Affairs Committee People & Culture Committee	2/5
Appointed by Staff		
Dr Myfanwy Davies (until 30 September 2023)	Finance & Strategy Committee Nominations & Governance Committee	4/5
Mr Paul Wood (from 12 April 2022)	Health & Safety Committee People & Culture Committee	2/2

Name and Position	Current Committees	Attendance at Council (5 meetings per calendar year)
Independent Members		
Ms Julie Perkins (until 31 October 2024)	Finance & Strategy Committee Nominations & Governance Committee	5/5
Professor Timothy Wheeler (from 4 May 2022)	Finance & Strategy Committee	2/2
Dr. Griff Jones (until 30 November 2021)	Audit & Risk Committee	2/2
Mrs Alison Lea–Wilson MBE (until 31 July 2023)	Audit & Risk Committee Nominations & Governance Committee Welsh Language Affairs Committee	5/5
Dr. Ian Rees (until 31 July 2023)	Audit & Risk Committee Nominations & Governance Committee Welsh Language Affairs Committee People & Culture Committee (Chair)	5/5
Sir Paul Lambert (until 31 August 2024)	Finance & Strategy Committee (Chair) People & Culture Committee Joint Engagement Forum Remuneration Committee	5/5
Mr Marc P. Jones (until 31 August 2024)	Finance & Strategy Committee Investment Sub–Committee (Chair)	4/5
Mr Eric Hepburn CBE (until 31 October 2024)	Audit & Risk Committee (Chair) Health & Safety Committee Remuneration Committee	5/5
Mr Atul Devani (until 31 October 2024)	Audit & Risk Committee	3/5
Mr Kailesh Karavadra (until 31 October 2024)	Finance & Strategy Committee (until 04 May 2022) People & Culture Committee	1/5
Professor Jean White (from 31 October 2021)	Audit & Risk Committee Health & Safety Committee People & Culture Committee	4/4
Secretary to the Council: Mrs Gwenan Hine	Nominations & Governance Committee (Secretary) Welsh Language Affairs Committee (Secretary) People & Culture Committee (Secretary) Joint Engagement Forum (Secretary) Health & Safety Committee (Secretary)	5/5

Independent Members of Council / Governing body diversity and inclusivity

Drawn from both private and public sectors independent members of Council bring a wealth of experience and professional expertise to the Council. The Council is committed to promoting equality and diversity and all vacancies for independent members are advertised externally with applications particularly welcome from under-represented groups.

Applications are considered by the Nominations & Governance Committee and matched against the current skills matrix that was last undertaken in the summer of 2022. None of the independent members receive payment for the work they do for the University apart from the reimbursement of expenses. All appointed members of the Council serve for a period of four years but may be reappointed for a maximum period of eight years.

A skills audit is completed by each member of the Council annually, enabling the Nominations & Governance Committee to map members' skills against the breadth of expertise required by the Council membership, with recruitment for vacancies then being based on what the Council requires in terms of skills.

An Advance HE Equality, Diversity and Inclusion (EDI) workshop was held virtually for all Council members on 28 March 2022. The aim of the workshop was to develop a shared understanding of creating a diverse Council that has effective engagement with and oversight of EDI matters within the HE sector through assessment of current strengths and development areas for the Council. Work on EDI matters is being overseen, on behalf of the Council, by the People & Culture Committee.

Induction of Council Members

New Council members are required to undertake an in-depth induction session with both the University Secretary and Chair of the Council. The induction session includes the history of Bangor University, University values and the Governance and Regulatory framework. In addition, new members are invited to observe a meeting of the Council prior to joining as a member.

Annual development reviews

The Chair of the Council works with each member of the Council on individual annual development reviews for continued development and improving effectiveness, as well as identifying additional development requirements and/or opportunities.

Independence of Council members

In the Review of Governance of Universities in Wales, author Gillian Camm recommended a higher bar for governor independence than existed at the time of the Review (2019) and that guidance on what is meant by independence and those matters which may compromise governor independence be produced and made public. The University has adopted the Guide on Independence for Lay Members developed and agreed upon by the Welsh Secretaries and Clerks in June 2020 as a response to this recommendation. The Guide has been shared with Council members and is kept under review by the Nominations & Governance Committee.

As the governing body of the University, the Council is entrusted with public funds and therefore has a particular duty to fulfil the highest standards of corporate governance at all times. Universities were included among the public bodies examined by the Committee on Standards in Public Life (the Nolan Committee) and consequently Council members must observe the Seven Principles of Public Life drawn up by the Committee, namely selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Council members must not allow themselves to be captured or unduly influenced by the interests of others associated with the University such as staff, students, alumni, or trade unions. Council members need to be able to challenge effectively and constructively and they cannot do so if they have a vested interest in a matter under discussion.

Declaration of Interest

Council members are required to undertake a formal declaration of interest procedure at the start of each academic year and the register is available online here: <https://www.bangor.ac.uk/about/university-management-and-governance>

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

Biographical Details: Independent members of Council

Biographical detail relating to the Members of the Bangor University Council can be found on the University's web pages here: <https://www.bangor.ac.uk/about/biogs>

Stakeholder engagement

The University works closely with the Council on stakeholder engagement and during 2021/22 it re-constituted its stakeholder engagement committee into a Community Board. The Board replaced a Liaison Group and acts as a platform to bring together a broad range of stakeholders in Bangor and North West Wales. The new Board provides a platform for the University to discuss key strategic issues with external stakeholders, to raise urgent matters, to identify areas for cooperation and to deepen and strengthen relationships with partners in the community. The Board is a key part of the University's Civic Mission, helping to improve and promote the wellbeing of our communities. Furthermore, the University maintains a flexible approach to working with the Council on stakeholder engagement, providing updates and receiving guidance on ad hoc projects and initiatives that involve specific partners.

In addition the University established a Joint Engagement Forum with the Campus Trades Unions in early 2021 to enable senior independent members of the University Council to engage effectively with the Campus Trades Unions on all aspects of the Council's remit and responsibilities and to share information and understanding of strategic and operational matters. In addition the Forum provides an opportunity to discuss key strategic issues, to enable Campus Trades Unions representatives to be briefed on matters currently being discussed by the Council, and to allow representatives to present the opinions of their members on such issues before any decisions are made by Council.

Council Sub–Committees

Nominations & Governance Committee – Chair
Mrs Marian Wyn Jones

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

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

- During the 2021/22 academic year the Committee met on four occasions and considered the membership of Council, the attendance at Council meetings, succession planning for senior staff, membership of Council Sub–Committees and progress with action plans in relation to the Camm Review, the Governance Effectiveness Review and the CUC Higher Education Code of Governance at each meeting. In addition, the following items were considered during the year:
 - Terms of Reference for Council Sub–Committees
 - Annual Assurance Review reports from Council Sub–Committees
 - Annual Development Reviews: Council members
 - Action Plan updates
 - Arrangements and updates relating to the appointment of a new Vice–Chancellor;
 - Arrangements and update on arrangements to nominate a new Chancellor
 - Updates to Ordinances
 - The Scheme of Delegation and Decision–Making Powers

Remuneration Committee – Chair
Professor Gareth Roberts

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

During the 2021/22 academic year the Committee met on two occasions and considered the following items:

- The Terms of Reference of the Committee
- The Vice–Chancellor’s salary
- Annual Pay Policy
- Remuneration Report
- Senior Staff Pay

Health & Safety Committee – Chair
Professor Gareth Roberts

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

During the academic year 2021/22 the Committee met on two occasions and the following items were discussed:

- Accidents, Incidents and Significant Events report
- Covid–19 report including risk assessment and mitigation arrangements
- Report from the Students’ Union
- Annual Health & Safety Report 2020/21
- Report from the Health, Safety and Emergency Management Task Group
- Review of the University Health & Safety Policy

In addition, the Radiation Health & Safety Sub–Committee, and the Chemical and Biological Health & Safety Sub–Committee reported to the Health & Safety Committee.

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

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

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

During the academic year 2021/22 the Committee met on three occasions and the following items were discussed:

- Updates on the Strategy 2030: Welsh Language Strategy
- Welsh language learning opportunities for staff
- Annual Report on Welsh Language Standards
- HESA Welsh data
- Annual Report of the Translation Unit
- A report from Learn Welsh: North West

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

People and Culture Committee – Chair
Dr Ian Rees

The People and Culture Committee was a new Council Committee for 2021/22 and is responsible for overseeing the development and implementation of people and culture themes within the University's Strategic Plan, receiving assurances on compliance with all relevant legislation, ensuring rigorous and transparent employee policies procedures and systems are in place and kept under review and monitoring the delivery of University strategy relating to diversity and inclusivity, including race equality and consideration of the Race Equality Action Plan. In addition, the Committee is updated on training relating to people and culture themes as well as receiving updates on PDR completion and assessing impact on the student experience. The Committee oversees the process in relation to staff on fixed-term contracts and monitors the implementation of staff surveys and associated action plans.

The Committee is chaired by an independent member of Council, and also includes the Chair of Council, the Chair of Finance & Strategy Committee, the Vice-Chancellor, the Non-academic staff member on Council, the President of the Student's Union and a further two independent members of Council.

During the academic year 2021/22 the Committee met on two occasions and the following matters were discussed:

- Membership and Terms of Reference of the Committee
- Strategy Update: People First Strategy
- Annual Report: People & Culture Section
- Staff Morale
- Update on Staff Survey

In addition the following items were discussed at each meeting:

- Minutes and Updates from the HR Task Group
- Legislation log and update on relevant legislation
- Report on recruitment, turnover and casework
- Applications for Emeritus Professor
- Review of fixed-term contracts

Finance & Strategy Committee – Chair
Sir Paul Lambert

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

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

The Committee's business includes:

- An annual review of the University's strategy
- Receiving an annual performance report on the KPIs in the University's strategic plan
- Review of the outcomes from the University's annual business planning round
- Quarterly monitoring of the University's financial performance
- Reviewing the University's annual accounts on behalf of Council
- Oversight of the University's capital programme
- Oversight of submissions to statutory bodies: HEFCW fee and access plan, HEFCW financial forecasts, TRAC return
- Making recommendations to the Council as principal employer in matters relating to all pension schemes
- Consider and decide upon the University's insurance cover, appointment of bankers and other financial advisers

Audit & Risk Committee – Chair
Mr Eric Hepburn

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

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

Joint Engagement Forum – Chair
Mrs Marian Wyn Jones

The Joint Engagement Forum enables senior independent members of the University Council to engage effectively with the Campus Trades Unions on all aspects of the Council's remit and responsibilities and to share information and understanding of strategic and operational matters. The Forum also provides opportunities to discuss key strategic issues, to enable Campus Trades Unions representatives to be briefed on matters currently being discussed by the Council, and to allow representatives to present the opinions of their members on such issues before any decisions are made by Council. Finally the Forum provides information about, and collects comments and feedback on the University's vision, values, strategy and culture together with the principal risks facing the institution.

During 2021/22 the Forum met on five occasions and the following matters were discussed:

- Update on the USS Pension Scheme;
- Update on the UCU Ballot for Industrial Action;
- Update on the modernisation of Ordinances / Statute;
- The Anglesey Freeport;
- National Insurance changes and the effect on University finances;
- The Promotions Policy.

Risk and Internal Control

The Council is responsible for the system of internal controls that support achievement of the University’s aims and objectives whilst safeguarding public and other funds. The systems of internal control are designed to manage, rather than eliminate, significant risks which threaten the University’s business objectives; it can therefore only provide reasonable, but not absolute, assurance against material misstatement or loss.

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

For the year ended 31 July 2022 the report expresses a satisfactory opinion that the University has an adequate and effective framework for risk management, governance, internal control and economy, efficiency and effectiveness, subject to identifying further enhancements to ensure that it remains adequate and effective. The Council is satisfied that this has been in place for the year ended 31 July 2021 and up to the date of approval of the Annual Report, in accordance with HEFCW guidance, and that it is regularly reviewed by the Audit & Risk Committee on behalf of the Council. No significant control weaknesses were identified in the period.

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

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

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

The Senate

The Senate is the academic authority of the University and draws its membership entirely from the academic staff and the students of the institution. During the 2021/22 academic year the Senate met on four occasions. The Senate’s membership is set out in Ordinance 12 and is chaired by the Vice-Chancellor. Membership also includes the Deputy Vice-Chancellor, Pro-Vice-Chancellors, Deans, all Heads of Schools, all Heads of interdisciplinary Institutes, two further representatives from each academic School, five student representatives appointed by the Students’ Union, up to five co-opted members and up to 10 independent academic members.

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

The Court

The Court is a large, mainly formal body that is somewhat similar to a stakeholder meeting. It offers a means whereby the wider interests served by the University can be associated with the institution and provides a public forum where members of Court can raise any matters about the University.

The Court meets once a year to receive the Annual Report & Accounts of the University. A majority of the members of the Court are drawn from outside the University, representing the North Wales community and other designated bodies with an interest in the work of the University. The membership also includes representatives of the academic and Professional Services staff of the University and the student body. The membership of the Court was reviewed during 2021/22 and is set out in Ordinance 13.

The Executive Board

The Executive Board is the University’s senior management group and is responsible for the overall management and administration of the University. The Executive Board is chaired by the Vice-Chancellor. Membership of the Executive Board can be found here: <https://www.bangor.ac.uk/about/university-executive-board>.

Our strategic plan

Bangor University is strongly positioned as a research-led, entrepreneurial, bilingual University, of and for North Wales.

In developing Strategy 2030: a sustainable world for future generations, our goal is to inspire the academic community, our Professional Services teams and our students to create a more sustainable world in alignment with our vision to drive success through transformative, innovative, impact-driven research and teaching.

The University has a role to play in society, building on our focus on discovery, sustainability, safeguarding the environment, and promoting economic, social, bilingual, and cultural vibrancy.

As a research-led University and as individuals who care deeply about the world we live in, we want to contribute to solving the world's challenges, such as climate change, health inequalities, and workforce development.

To view full details of our Strategy 2030 please visit: <https://www.bangor.ac.uk/strategy-2030>

Strategy 2030 at a glance:

A SUSTAINABLE WORLD FOR FUTURE GENERATIONS

Our mission A research-led University of and for North Wales, providing transformative learning experiences and nurturing a positive impact on society regionally, nationally, and internationally.	Our vision A globally connected University, realising opportunities for success through transformative, innovative, impact-driven research and teaching, with a focus on sustainability - safeguarding the environment, revitalising society's health, and promoting economic, social, bilingual, and cultural vibrancy.	Our values <ul style="list-style-type: none">• Ambition• Inclusivity• Integrity• Respect• Sustainability• Transformation
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THE UNIVERSITY'S STRATEGY IS UNDERPINNED BY FOUR PILLARS

Research Excellence <ul style="list-style-type: none">• Enhancing global reputation• Accelerating interdisciplinary research• Transformative societal impact• Skills development• Collaboration and partnership	Transformative learning experiences <ul style="list-style-type: none">• Research and practice-informed curriculum• Mobility and flexible learning• Enhanced digital capabilities• Sector-leading learning environment• Enhanced student outcomes• Realising student potential: The Bangor Graduate	An excellent student experience <ul style="list-style-type: none">• Inspirational and high-quality campus environment• Celebrating diversity• Students as partners	A thriving welsh language and bilingual environment <ul style="list-style-type: none">• Promoting a bilingual workplace• Sustained contribution to Welsh life• Social, economic, and cultural transformation• Strengthening the relationship with communities throughout North Wales
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AND FOUR TRANSFORMATIONAL THEMES

Economic, social, and civic impact <ul style="list-style-type: none">• Enhancing social and economic prosperity• Supporting regional business and skills• Nurturing cohesive, resilient communities• An accessible University within our local communities	Global reach <ul style="list-style-type: none">• Curriculum reflecting international issues and perspectives• Increased international student population• International collaboration and partnerships• Attracting global talent	Health and wellbeing <ul style="list-style-type: none">• A healthy work and learning environment for staff and students• Developing a medical and health sciences school for North Wales• Research and practice in prevention and early intervention• Physical activity and sport to support enhanced wellbeing	People and talent <ul style="list-style-type: none">• Environment and facilities to support our people• Professional standards• Diversity and inclusivity• Support growth of effective leadership• Rewarding talent
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UNDERPINNED BY INSTITUTIONAL SUSTAINABILITY

Sustainable enabling infrastructure, resources, and services	Financial resilience	Evidence-informed marketing and brand-building	Modern Professional Services	Digital first
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Vice-Chancellor's review

It is an honour to have been entrusted with leading this great Welsh University on the next phase of its development and growth. I am excited for the future as we continue to drive forward Strategy 2030 – our blueprint in working towards a sustainable world for future generations. Talking to our stakeholders – including staff, students, alumni and external partners and influencers – to learn about the business of the University during the second year of the Covid-19 pandemic, I have been able to reflect on the many successes at our University in 2021–22 and also to determine ways in which we can build upon the excellent work undertaken across the institution.

My vision for Bangor University is to be research-led and student-centred, providing an exceptional student experience with an outstanding international reputation, while being deeply rooted within the local community, Welsh culture and language.

Our primary role is in education and it is important that our students are taught by inspirational teaching staff and leading researchers. It is also important for our students to have transferable skills to enable them to excel once they leave the University. Creating a positive and life-enhancing environment for our students is fundamental to the student experience and we are starting to see our campuses thrive once more in the post-pandemic world.

The results of the recent Research Excellence Framework were extremely good for Bangor University. 85% of our research is considered to be world leading or internationally excellent. Our University is in the top 30 in the UK for the impact of its research on society, and, for the first time in a generation, Bangor has been ranked second overall in Wales.



These impressive results put Bangor at the forefront of developing significant responses to the challenges of the world we live in, namely sustainability, low carbon energy generation, preventative health, promoting technology and innovation, and culture and the arts. The REF outcomes will have a positive impact on our reputation through various league tables which in turn affect student perceptions and recruitment. Moreover, our ranking in Wales clearly demonstrates our commitment to supporting collaborative research, industry expertise, government and civic engagement benefiting the economy and society in North Wales and beyond.

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

There is an interdependent relationship between academia, patients, the NHS, medical research funders, and life sciences companies. While this network of different interests is complex and wide-ranging, patient care is at its core. The life sciences sector contributes £70 billion to the UK economy annually. This equates to £2.7 billion in Wales and could mean £760 million for North Wales on a per capita basis.

We will capitalise on the strong asset base in the sector and in Science, Technology, Engineering and Mathematics to strengthen the regional economy. This will increase research capacity, impact, and translation for better societal outcomes.

The University has continued to work closely with its partners in North Wales and our Digital Signal Processing (DSP) Centre of Excellence is a multi-million-pound research centre undertaking highly specialised research into digital communication systems such as 5G networks and ecosystems.

The DSP Centre is the only research site in the UK dedicated to addressing DSP technology for future applications and is working alongside more than 30 industry partners to deliver ground-breaking solutions for various sectors. In summer 2022 the DSP Centre became the first live project within the North Wales Growth Deal, a £240m programme dedicated to providing investment in the region with the specific aim of stimulating economic growth.

With a confident and outward looking agenda, Bangor University is an anchor institution in Wales and, as such, we are a key part of the community in which we operate. To explore North Wales's socio-economic landscape and help shape discussions about its future, we established a three-year partnership with the Institute of Welsh Affairs to influence the public policy agenda across a range of issues including perceptions and realities of North Wales; the region's social, economic and political relationships with the rest of the country; and investment, innovation and the Levelling Up agenda.

During 2021–22, the wellbeing, safety and resilience of the Bangor community – including students, staff, and visitors – was, of course, the top priority and the University rigorously followed Welsh Government guidance to ensure that it continued to flourish during the pandemic. Our students told us that, in spite of the pandemic, they continued to thrive and the University was ranked 19th in the UK in the annual National Student Survey, reflecting our commitment to inspirational teaching.

With employability opportunities for students an important part of the University's strategy, our science park, M-SParc, has supported student entrepreneurship as well as many industrial partnerships and our academic Schools continue to work closely with employers across and beyond Wales.

Sustainability is at the heart of the institution whether it be safeguarding the environment, revitalising society's health, or promoting economic, social, bilingual, and cultural vibrancy. Our commitments support aspirations laid out in the Wellbeing of Future Generations (Wales) Act, and the 17 United Nations Sustainable Development Goals (SDGs). We are proud to be first in Wales, 11th in the UK and 53rd among global universities in the *Times Higher Education* Impact rankings for our work toward the SDGs.

Bangor University is rooted in its community and we embrace our fascinating heritage – a place of learning established in 1884 through the commitment and penny donations of the region's slate miners who wanted to give future generations the gift of knowledge. Today, we are especially involved with the promotion of the Welsh language and culture and have led the field in the development of bilingual education in Wales for many years. Many of our degree programmes have a Welsh language option for students who may wish to study through the Welsh medium.

This is just part of what makes us a multilingual campus with more than 2,000 of our international students representing over 70 countries. A new international recruitment and mobility strategy introduced in 2022 is strengthening Bangor's engagement globally, focusing on student recruitment, partnership development and student mobility. Our strategy aligns with both the Welsh and UK Government international higher education strategies, particularly the engagement and promotion of the international mobility schemes – Taith and Turing – that will present new opportunities for current and future students.

Post-pandemic, Bangor University continues to flourish and innovate. Our focus on providing an enriching student experience while taking a prudent approach to financial sustainability will serve the future ambitions of the institution well, providing the ability to deliver on the priorities and goals set out in Strategy 2030.

Professor Edmund Burke
Vice-Chancellor

Research excellence



Bangor University's pioneering and impact-driven research is helping to tackle some of the biggest social, health, economic and environmental challenges in the world today.

With a research and innovation vision to be a global centre of excellence in sustainability, the University takes a distinctive and holistic approach to sustainability that resonates with the United Nations Sustainable Development Goals and the Wellbeing of Future Generations Act (Wales).

Through our research, collaborations and partnerships we are at the forefront of emerging societal priorities and challenges and are contributing to future Government policies and practices to address them. During 2021–22 researchers were successfully awarded 210 new research grants worth £20.5 million with 116 research degrees awarded.

Among our flagship initiatives, Welsh Government-backed plans for a North Wales Medical School at Bangor University will deliver an innovative inter-professional School that builds on our research strengths in Human Sciences and helps develop future health and social care that is sustainable, place-based and supports the growth of the regional life sciences sector.

Our research takes a holistic 'systems' approach, with a special focus on a range of low carbon energy activities including nuclear and marine energy systems and sensor technologies. Our work is focused on enhancing the readiness of new technologies, strengthened through significant industrial partnerships.

Bangor has one of the largest groups of environmental scientists in the UK. Our internationally renowned work in Ocean and Natural Sciences ranges from global environmental change to sustainable food production.

The prestigious Nuclear Futures Institute includes extraordinary facilities being used by researchers and industry stakeholders to aid nuclear technology

development, while our Smart Efficient Energy Centre is advancing engineering, computer science and modelling to increase the sustainability of energy supply and use while minimising negative environmental impacts.

In the world of business and finance, the Bangor Business School is at the forefront of research and training in the areas of accounting, banking, and finance in the UK and is a Top 50 institution in the world for Banking research.

Sport scientists are carrying out research into mental resilience, elite performance, human performance and health in extreme environments, dietary behaviour and metabolism, and exercise and vascular health.

And with a research focus on Welsh and Celtic Studies, Creative Writing and Performance, and Linguistics we are drawing on the distinctly Welsh culture of Bangor's location and situating it in an international context.

Where the research expertise of the University maps onto specialisms of local industry this creates a powerful hub for innovation activity. Importantly, part of the ethos of Bangor University is to link our research to the regional environment of North Wales so that its impact can help drive economic and social regeneration.

As well as boasting the highest proportion of Welsh/English bilingual staff in Wales, with notable expertise in the history and culture of Wales and the Welsh language, our researchers come from 30 countries worldwide and collaborate with colleagues in over 120 nations.

Engaging with our communities and demonstrating our research value to society is our core DNA. We are committed to sustaining a positive and successful relationship with stakeholders encompassing a quadruple helix of Bangor University research, industry expertise, government and civic society.

210

**new
research
grants
worth
£20.5
million**



Research Excellence Framework

The Research Excellence Framework (REF) 2021, published in May 2022, recognises that 85% of Bangor University's research is world-leading or internationally excellent. Demonstrating the real-world contribution of our research, the University is in the top 30 in the UK for research impact.

Bangor's Sport and Exercise Sciences is ranked in the top five overall in the UK. With an excellent score in terms of the societal impact of its research, our leading sport scientists are carrying out research into mental resilience, elite performance, dietary behaviour and metabolism, and exercise and vascular health.

In Earth Systems and Environmental Sciences, Bangor's research is ranked first in the UK for the impact of its research. With one of the largest groups of environmental scientists in the UK, our research is ranked sixth in the UK and first in Wales for research power.

Our research in the professions allied to health is ranked 15th overall in the UK. This work supports the University's plans for a North Wales Medical School.

**Bangor University
is in the top 30
in the UK for the
societal impact
of its research.**

Research case studies



Evaluating 'No Net Loss biodiversity' policies:

Despite global commitments, tropical forests continue to disappear rapidly. Often, companies put in place biodiversity offsetting policies, however, until now, these have proved extremely challenging to assess.

The first fully independent and most robust impact evaluations of a biodiversity offset conducted to date was published in *Nature Sustainability*. The study, led by PhD student Katie Devenish with Professor Julia Jones and Professor Simon Willcock from the School of Natural Sciences focused on Ambatovy mine, a major contributor to Madagascar's economy and a leader in sustainable mining.

The evaluation suggests that the offsets are on track to deliver 'no net loss' of the unique forest habitat destroyed by the mine. Despite there being over 12,000 biodiversity offsets worldwide, fewer than 0.05% have been evaluated. Evaluations involve comparing observed outcomes to what would have happened without the intervention. This counterfactual scenario is obviously difficult to estimate. The evaluation explored more than 100 alternative ways of running the analysis and the results are clear. The ability to evaluate the policies lends strong support to requirements that mines, and other major developments, should do their bit by investing in conservation efforts.

Read more:

[Controversial-policy-to-reconcile-mining-and-biodiversity-conservation-demonstrates-success](#)

Climate benefits of biogas will diminish as cleaner technologies predominate:

Biogas is touted as a green energy alternative and is created when waste organic materials are broken down anaerobically and the resultant gasses captured for use. However, instead of focussing on re-using waste, a study published in the *Journal of Cleaner Production* argues that we should prioritise more effective climate solutions such as waste prevention, solar electricity generation and afforestation, before considering biogas, in order to meet the challenging net zero greenhouse gas (GHG) emission target set for 2050.

Dr Prysor Williams, senior lecturer in environmental management at Bangor University noted, "To provide a more robust evidence-base for strategic sustainable investment we wanted to see how this widely promoted 'green' technology compares with the best available alternatives, both today and in future contexts where clean technologies are likely to predominate on the path towards net zero greenhouse gas emissions."

While biogas is currently a much cleaner transport fuel than petrol or diesel, rapid electrification of transport and development of green hydrogen fuel offers greater emissions savings and could negate the climate benefit of using biogas as a transport fuel over the

coming decades. Meanwhile, large-scale combustion of biogas for electricity or industrial heat generation could be the best use of biogas for GHG mitigation in future if bioenergy carbon capture and storage is deployed.

The modelling suggests that even with more efficient future technologies there will still be a sustainable niche for anaerobic digestion facilities creating biogas from unavoidable food waste and animal manures.

Read more:

[Prevention is better than cure converting organic waste to biogas is good for the climate](#)





Jamaican mountain tree species being pushed upwards to extinction:

Two effects of global climate change are combining to threaten a global biodiversity hotspot according to evidence published in *Ecography*. Global warming is increasing the intensity of the strongest Atlantic hurricanes and, at the same time, it is slowly shifting the range of plant and animal species into previously colder zones – towards the north and south poles and up the slopes of mountains to higher altitudes.

Long-term research in the Blue Mountains of Jamaica by a team of researchers from the School of Natural Sciences shows that this migration was accelerated by the severe impact of Hurricane Gilbert in 1988.

John Healey, Professor of Forest Sciences, explains, “The Jamaican Blue Mountains rise to an altitude of 2256m so, at present, there is still forested land further up the slopes for the rare mountain species to migrate to. However, with this process continuing as the atmosphere warms still further, once they become confined to the highest mountain ridges there will be nowhere else for these species to go. The impact of increasingly severe hurricanes, like Gilbert, will bring that threat of extinction ever sooner.”

Gilbert caused serious damage to the Blue Mountain forests, snapping the branches and trunks of many of the biggest trees. Most resprouted and survived, but the rate of mortality was particularly high for the species that are restricted to the highest altitude forests. The gaps in the forest canopy opened up by the death of these trees provided the opportunity for new trees to regenerate, but these tended to be species from lower down the mountain slopes. The net result is that the forest is becoming more dominated by lower altitude species, accelerating the process that was already slowly under way due to global warming.

Read more:

[Global warming and an intense hurricane combine to drive tree species up tropical mountains](#)



Three things that link plastic pollution and climate change:

Did you know that plastic pollution and climate change were linked? Bangor researcher Helen Ford and the Zoological Society, London, published in *Science of the Total Environment*, shows for the first time that the global issues of marine plastic pollution and climate change exacerbate one another, creating a dangerous cycle.

Climate crisis and plastic pollution – a significant driver of marine biodiversity loss – are connected in three significant ways: Plastic contributes to global greenhouse gases throughout its life cycle, from production through to disposal; extreme weather, such as floods and typhoons, associated with climate change will disperse and worsen plastic pollution; and marine species and ecosystems that are particularly vulnerable to both.

The study showed that changes are already occurring from both plastic pollution and climate change that are affecting marine organisms across marine ecosystems and food webs, from the smallest plankton to the largest whale. We need to understand how these threats to ocean life will interact as they build and encourage policymakers to act to address these global threats. Public awareness and media coverage of both issues has risen exponentially over the years, but studies show that they are often approached as separate, even competing issues.

Read more:

[Catastrophic consequences for our oceans when climate change and plastic pollution crises](#)



Psychologists reveal how we truly see ourselves by generating 'mental selfies':

Never has there been a time where we are so obsessed with appearance than the current 'selfie' age. Many argue that the obsession with selfies and manipulation of images may turn some of us into narcissists, while others may experience greater body image dissatisfaction. But how do we actually see ourselves in our mind's eye?

Psychologists at Bangor developed a method of visualising mental 'self-portraits' and in a second phase 'body images'. They explored how far these internal images may deviate from what others see and demonstrated how they can be affected by our beliefs about our personalities and self-esteem.

Dr Lara Maister explains, "We asked participants to generate their own computer-generated 'mental self-portrait', and also to answer personality and self-esteem questionnaires to reveal what type of person they believe themselves to be. We found that their beliefs about themselves strongly affected how they pictured their own appearance. For example, if a person

believed that they were an extravert, they pictured their own faces as looking more confident and sociable than they appeared to other people."

The researchers found that our beliefs strongly affect how we picture our own appearance, e.g. if a person believes they are extravert they picture their own face as looking more confident and sociable than they appear to other people. When assessing perceptions of body shape people not only had unrealistic mental pictures of their bodies but these mental pictures were strongly influenced by their attitudes towards themselves rather than their true appearance.

The basis of this research could provide a new tool to clinicians supporting people with body image disorders to assess whether therapies have been successful.

Read more:
[Psychologists reveal how we truly see ourselves by generating 'mental selfies'](#)

Improving the recognition and treatment of sepsis in hospital:

Early recognition and treatment of sepsis, a life-threatening reaction to infection, can save lives. Research by Dr Eirian Edwards and Dr Lorelei Jones from the School of Medical and Health Science investigated the recognition and treatment of sepsis in patients on general medical and surgical wards and assessed the effects of training.

The study found that nurses who had received sepsis training were significantly more likely to have a positive attitude to screening and management of sepsis, were more confident in screening for sepsis and more likely to have screened a patient for sepsis.

The most frequently reported barrier to timely recognition and treatment of sepsis on wards was workload and inadequate staffing. Some nurses expressed concern about inexperienced or unfamiliar

staff on the wards, such as healthcare assistants and agency staff, when abnormal observations were not escalated appropriately.

Sepsis training, sepsis tools (such as screening criteria, sepsis bundle and patient group directive) and peer support were all reported to help timely recognition and treatment of sepsis. The authors recommend sepsis training for all nurses and raise the question of access to sepsis training for agency staff too.

Read more:
[Improving the recognition and treatment of sepsis in hospital](#)





Newborns develop language skills within hours:

Babies are known to start learning language by hearing speech even when they are in the womb but cannot hear the detail as it is muffled, as if underwater.

Working with new-borns – starting within just minutes of their birth – researchers at Bangor used optical imaging to measure body changes. Recordings of spoken vowels were played and then tested to see whether their brains responded differently when they heard these same vowels being played backward versus forward.

After a mere five hours of exposure to this contrast, optical imaging showed that the new-borns brains started distinguishing between the two sounds. And after a further two hours, during which the new-borns

mostly slept, the exposure to the vowel contrast triggered a spurt of connectivity, with neurons talking to each other on a large scale, as if they had been inspired by the language sounds they heard.

Guillaume Thierry, Professor of Cognitive Neuroscience said, “Our research showed that a very subtle distinction – even for the adult ear – is enough to trigger a significant brain activity surge in the new-born’s brain, showing that early experiences have potentially major consequences for cognitive development.”

Dr Gary Oppenheim, Lecturer in Psychology added, “The work that a new-born’s ears and auditory system are doing isn’t as obvious to

the naked eye but the results show we have remarkable sensitivity to language information from the very moment we are born and we immediately set to work developing and refining it in response to our experiences in the world, even when we appear to be just sleeping.”

The research demonstrated that a very subtle distinction is enough to trigger a significant brain activity surge in the new-born brain showing that early experiences have potentially major consequences for cognitive development.

Read more:
[Newborns develop language skills within hours](#)



Firms with greater gender diversity in the workplace reduced CO2 by 5% more than male-oriented firms.

Firms with greater gender diversity in the workplace reduce CO2:

The relationship between gender diversity in the workplace and a firm’s carbon emissions was the basis for research carried out by Bangor University, the Bank for International Settlements and the European Central Bank which investigated whether females in managerial positions improve a company’s environmental performance.

Firms with greater gender diversity in the workplace reduced CO2 by 5% more than male-oriented firms, demonstrating that gender diversity in an organisation can have a significant impact in combating climate change.

The relationship between the percentage of women appointed as managers and firm carbon emissions was analysed from a sample of 1,951 listed companies in 24 industrialised economies from 2009–2019, a 1pp increase in female managers leads to a 0.5% decrease in CO2 emissions.

The results between the percentage of female managers and CO2 emissions are supported by a solid theoretical framework grounded on the pro-environmental traits of female personalities which influences their decisions regarding the environment in relation to implementing a board’s strategy.

Professor of Banking, Yener Altunbas said, “It was encouraging to see that company policies that mandated the presence of women at management level not only had the right impact on gender diversity unbalances but also potentially contributes towards the environmental objectives. Encouraging firms to foster the inclusion of female managers and include green values among recruiting profile criteria is a step in the right direction.”

Read more:
[Firms with greater gender diversity in the workplace reduce CO2](#)



Towards Justice report calls for joined-up approach to supporting victims of past harms:

A report by Martina Feilzer, Professor of Criminology and Criminal Justice calls on police, politicians, and policymakers to take a more joined-up approach to responding to past harms and place the needs of victims, survivors and their families at the heart of this.

The report acknowledges the complexity of the situation victims experience when engaging with multiple agencies and advises that lessons from the Public Advocate system used in US states should be considered.

Towards Justice offers unique, cross-sector insight by drawing on the combined experience and expertise of police officers, academics, non-governmental organisations, policymakers, and practitioners as well as testimonies from victims, survivors and families of non-recent harms and abuses, ranging from child sexual abuse within institutions to Hillsborough and the contaminated blood products scandal.

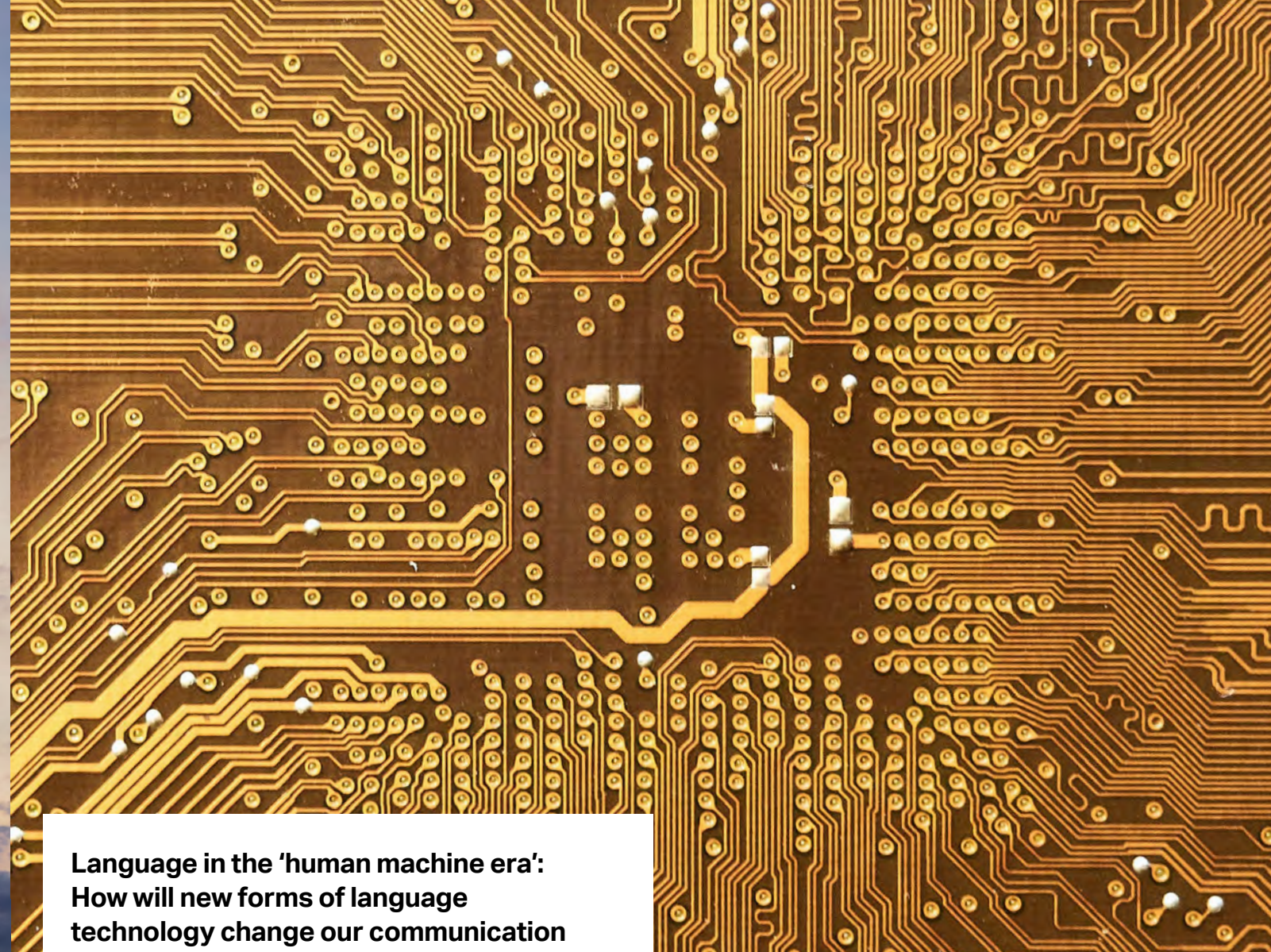
Growing calls for a duty of candour from police officers, as well as other public bodies, are echoed in the report, which notes that a lack of transparency can lead to mistrust and suspicion of cover-ups. It recommends a review of existing forms of remedy open to victims,

survivors of non-recent harms and their families, to address tensions which have emerged over time and ensure that they meet the needs of those most affected.

It encourages exploration of alternative systems of remedy such as restorative justice, which has gained momentum in other areas of the criminal justice system. It also urges the relevant parties involved to recognise that non-recent harms continue to resonate in the present and there is a need to apply learning from recent responses to non-recent harms to continually improve the systems of remedy.

Fundamentally, the report urges those institutions responsible for responding to allegations of harm to remember that they are dealing with human beings who are facing highly charged, traumatising and emotional situations.

Read more:
[Towards justice report calls for joined up approach to supporting victims of past harms](#)



Language in the 'human machine era': How will new forms of language technology change our communication and language itself?

As part of a new research network, Bangor academics explored how technological advances such as intelligent eyewear and earwear are likely to change our everyday communication, the ability to translate another person's words and as a consequence, language itself.

The network, *Language in the Human-Machine Era* (LITHME), has members from 52 countries and seeks to bridge the gap between linguists and technology experts, so the former can benefit from better technological foresight and the latter from better understanding of potential linguistic and societal consequences of emerging technologies.

As a first major step, the network has published an open access report that brings together insights from dozens of specialists in the fields of language technology and linguistic research.

Advancements in digital communication have revolutionised how we communicate and access services over the past decade. This has been

accelerated by the Covid-19 pandemic and the societal changes that have come in its wake. With the advancement of wearable technology and AI, we are now on the cusp of even further changes in how we access information and interact with others. These developments will have far-reaching implications for language rights and language within multilingualism society.

As new technologies impact almost every aspect of daily lives, we know that not all languages, or all groups, are treated equally within this digital revolution, and concern remains regarding how some under-resourced language communities and marginalised groups could be left behind by the coming human-machine age, says Dr Cynog Prys from the School of History, Law and Social Sciences.

Read more:
[Language in the human machine era how will new forms of language technology change our communication and language itself?](#)

A sustainable university

Bangor University aims to be a university of choice for those who want to make the world a more sustainable planet. We want the University to be synonymous with sustainability and our commitments support aspirations laid out in the Wellbeing of Future Generations (Wales) Act, and the 17 UN Sustainable Development Goals.


Our scientists are tackling climate change and addressing some of the planet's greatest environmental issues on land and sea, such as the overuse of single-use plastics, and protecting the variety of species and ecosystems through biodiversity conservation research.

The University has been recognised with awards for its commitment to sustainability, including being the top university in Wales and 11th in the UK in the Times Higher Education 2022 Impact Rankings.


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

Our ambitions are based on robust, multidisciplinary evidence, drawing from the University's considerable academic and other expertise, across all aspects of sustainability. The knowledge of these experts is already being published in scientific journals and reports and individual staff and departments are embedding positive sustainability-related actions across the University. As well as ensuring that sustainability is explicitly addressed as part of the University's strategic and business planning processes, the University is establishing a network of sustainability champions and working with the Students' Union to further champion sustainability for the student community.


We are committed to improving the sustainability of our campus through a range of specific policies covering travel, waste and recycling, energy and carbon, construction, biodiversity, procuring all food from sustainable sources and being a Fairtrade university. In addition to upgrading electrical and gas infrastructure systems and the installation of more energy efficient equipment, the Campus Services team is integral in supporting the University's commitment to reduce carbon emissions by 25% by 2025. Our overall aim is that sustainability becomes so embedded at Bangor that it simply becomes 'the way we do things here'.




Minimising energy and water consumption




Promoting sustainable transport initiatives




Ensuring compliance with all relevant legislation and obligations associated with our activities




Reducing our contribution to global climate change by making year on year reductions in our greenhouse gas emissions




Undertaking to prevent the pollution of the natural environment



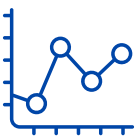
Embedding sustainable development and awareness of environmental issues in our curricula across the university




Promoting and increasing biodiversity conservation and improvement across the university estate




Raising environmental awareness and awareness of the sustainable development goals amongst staff and students through improved communication and involvement



Establishing environmental objectives and targets and report progress on an annual basis



Managing waste through reduction, re-use, and the promotion of recycling



Embedding sustainability within the procurement procedures

Working with partners, business and industry

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



North Wales Medical School

In a post-pandemic world, the proposed North Wales Medical School will fulfil a more important role than ever could have been imagined by training the workforce of the future.

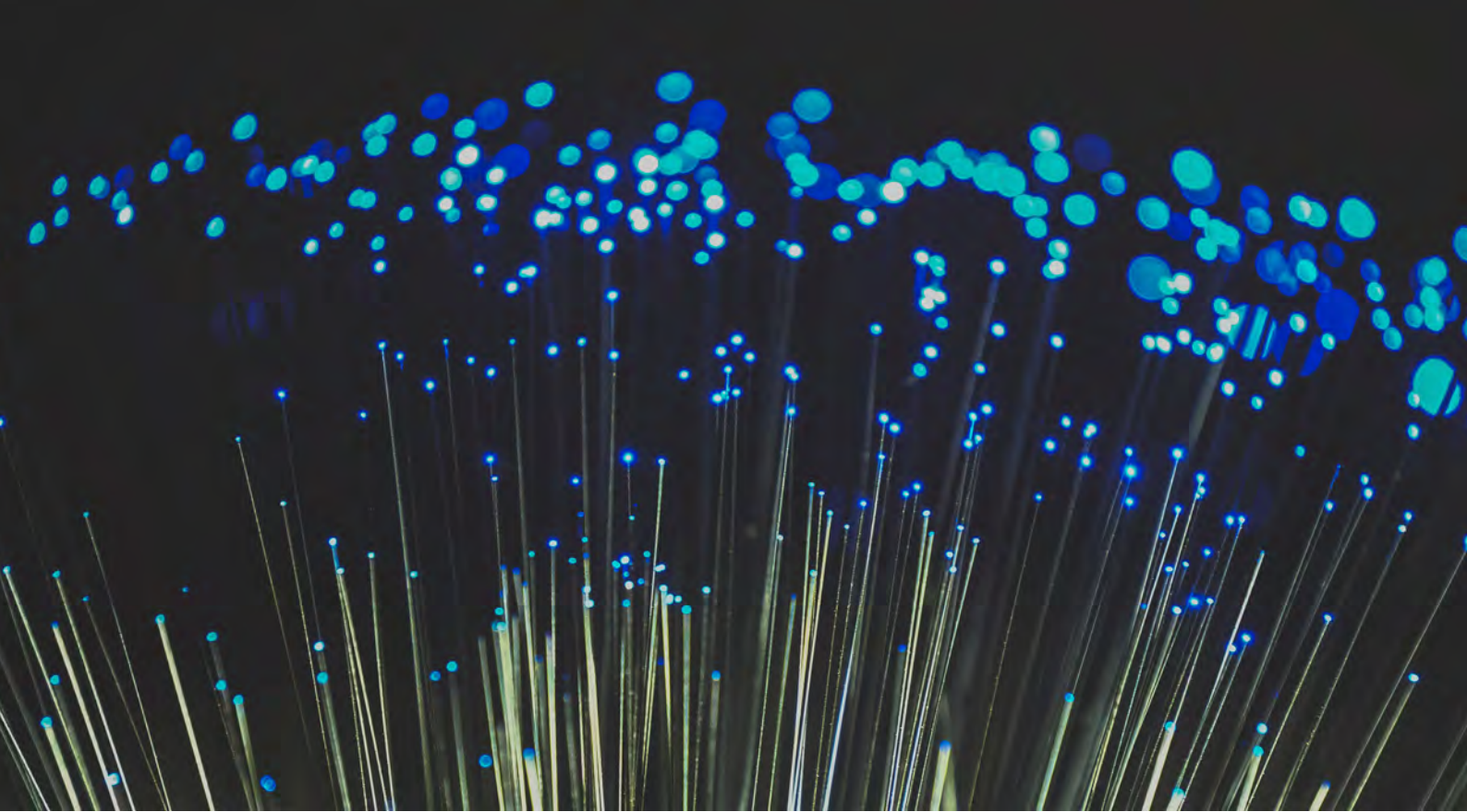
The region requires urgent action to address a number of interrelated problems, including a shortage of doctors – especially bilingual doctors. On top of this, innovation, the adoption of new technologies, digital solutions and service development needs to happen at a greater pace and scale, building on the lessons learned from the coronavirus.

Working in partnership with Betsi Cadwaladr University Health Board and with support from Welsh Government and Cardiff University – our partner in delivering our current undergraduate medical programme – these collaborative plans for the new Medical School signal an ‘all-Wales’ approach towards delivering a full programme of medical education in North Wales while supporting the Welsh Government in delivering on its Programme for Government.

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

In September 2021, Welsh Government approved a doubling of student intake into the current C21NW Medicine programme and confirmed their pledge to establish a new independent North Wales Medical School to increase the number of local medical graduates, widen access to a medical career and improve care for Welsh speakers. The programme aims to grow from the current intake of 25 students to 160 by 2027, providing a major boost to regional medical staffing needs.

The new North Wales Medical School will help address the challenge of unfilled consultant vacancies, reducing dependency on locum staffing, affording every student significant interprofessional experience working in communities and with GPs.



The Digital Signal Processing (DSP) Centre of Excellence

The Digital Signal Processing (DSP) Centre of Excellence is a multi-million-pound research centre in the School of Computer Science and Electronic Engineering. Under the leadership of Professor Jianming Tang it undertakes highly specialised research into digital communication systems such as 5G networks and ecosystems. Innovative DSP algorithms embedded in network devices are a cost-effective way of speeding up networks, dynamically, securely and optimally sharing network resources and implementing power-managed devices for low-carbon networks.

The DSP Centre is the only research site in the UK dedicated to addressing DSP technology for future applications and is working alongside more than 30 industry partners to deliver ground-breaking solutions for various sectors.

The DSP Centre was the first, and as of July 2022 the only, live project within the North Wales Growth Deal. It will receive £3m to invest in state-of-the-art equipment to build prototypes to effectively demonstrate the various ways in which the cutting-edge technology innovation and unique algorithms can be used in real-world situations.

With the receipt of the first year of equipment, the Centre has established demonstrators in four key areas: Network architecture; Network convergence; Transmission systems; and Transceiver and networking devices.

The official launch of the DSP Growth Deal project in July 2022, was attended by the First Minister, Mark Drakeford MS and the Parliamentary Under-Secretary of State for Wales, David TC Davies MP. The event highlighted the vast potential of the DSP technologies including sensors, traffic management, secure data transfer, virtual reality, visualisation and at its most simple level vastly improving the data capacity and Capability of our fibre-based networks.

Councillor Dyfrig Siencyn, Chair of the North Wales Economic Ambition Board, said, "With the development of globally important technologies here, the DSP Centre is putting North Wales on the map and at the forefront of this exciting sector."

As well as internationally leading research and innovation the Centre also provides training and skills development in collaboration with partners and through Masters and PhD programmes.

The North Wales Growth Deal is a £240m programme dedicated to providing investment in the North Wales region with the specific aim of stimulating economic growth. The programme, managed by Ambition North Wales in partnership with local authorities and partners from higher and further education, focuses on building a more vibrant, sustainable and resilient economy in North Wales based on existing strengths.

Nuclear Futures Institute and National Nuclear Laboratory enter into strategic collaboration



Bangor University, and the National Nuclear Laboratory (NNL), the UK's national laboratory for nuclear fission, signed a Memorandum of Understanding that will see them work together to advance education and research in the field of nuclear energy, including skills and training for the nuclear industry. The MoU also outlined a commitment to work on joint research projects and share access to infrastructure, facilities and equipment that will advance nuclear technologies.

Dr Paul Howarth, Chief Executive Officer of the NNL, said: "As we look to secure the UK's clean energy future through more new and advanced nuclear technologies, we recognise the impact and value of Wales as a centre of nuclear science and innovation. The development of our relationship with Bangor University demonstrates our commitment to driving the research, skills and capabilities that will be needed here and across the UK."

The partnership will enable the broadening and strengthening of our joint capability in nuclear thermal hydraulics, new and innovative fuels, nuclear energy systems and co-generation. This work will play an important role in the UK's ability to deliver on the next wave of low-carbon nuclear technologies, as well as supporting other advances for public benefit such as in transformative health and nuclear medicine. By harnessing both NNL's and Bangor University's world-leading facilities and capabilities, we will not only strengthen and maintain existing expertise in the nuclear sector but also ensure we have the people and skills for the UK's new clear future.

Santander extends partnership with University



The University's partnership with Santander has been extended for three years with an award of £58,500 funding for a range of initiatives including employability initiatives and increasing entrepreneurship. Achievements during the previous partnership included help for 62 student start-ups and freelancers and 68 student internships.

Matt Hutnell, Director, Santander Universities UK, said, "Santander is committed to supporting higher education as well as local communities across the UK. We're proud to continue our partnership with Bangor University to ensure we can work together in providing even more opportunities which will benefit both students and the local community."



M-SParc

M-SParc by Bangor University, the first science park in Wales, provides a range of advantages and benefits for innovative businesses and supports the University's aspiration for greater employability, start-ups, and commercialisation across North Wales. It is a driving force behind innovation in the region and is aiming to diversify the economy, create new career opportunities and help businesses to thrive.

M-SParc launched an ambitious recruitment programme in 2021–22 that offered almost 50 employment opportunities in the science and technology sector. The Skills Academy programme provides opportunities for graduates, people who are under-employed or wish to upskill and those wanting a career change to be placed with companies at M-SParc and the surrounding ecosystem, offering valuable work experience and an opportunity to develop their skills.

Continuing to develop an impressive track record of success in supporting the region's most innovative start-ups, M-SParc's accelerator programme, Level Up, awarded £110,000 of support to four businesses in the region. Helping ambitious business owners develop the skills, focus and confidence needed to lead a successful start-up, Level Up offered a comprehensive package of support, guidance and opportunities to nine leading North Wales-based start-ups.

A five-month programme, Level Up gives ambitious founders exclusive access to expert mentoring, a community of like-minded founders, their own global advisory board with powerful networks and exclusive opportunities for growth. Significant supporters of the programme includes some of Bangor University's high-profile alumni community who provide mentoring advice. Building on its success the programme continues to give innovative start-ups unrivalled support, with applications being considered for the programme's second cohort.

A £14,000 Funding for Success grant, established to provide tenants and virtual tenants with additional funds to support growth and develop new routes to market, was awarded to tenants including: Pelly – to create shareholder agreements and receive trademark support, essential work that would be a financial burden for a start-up; PlantSea – to test their seaweed films on industrial lines, taking them a step closer to commercialisation; Fortytwable – to buy a drone, enabling a new agritech focus to the business; and Bleeper Services – creating a full-time job managing their new e-commerce website.

Transformative learning experiences

Bangor University celebrated a significant improvement in student satisfaction in key areas of teaching and learning in 2021–22. Our improvement was reflected in scores well above the sector average for teaching and learning areas in the latest National Student Survey, with student satisfaction for *the teaching on my course* now 83%, up 19% on the previous year, and for *learning opportunities* again up on the previous year and now at 80%. We are immensely proud of these results.

Another achievement is our improved position in The Times and Sunday Times Good University Guide with Bangor University climbing 48 places to 20th in the UK for teaching quality.

This academic year saw the University drive forward key projects and do even more to enhance the learning environment for students. This involved integrating face to face campus activities with our online learning to offer the highest quality teaching and learning experience.

With the benefit of the unique insights and learning opportunity brought about by the pivot to online during the Covid-19 pandemic, we focused on sustaining and enhancing our digital learning by further developing the digital capability of our students and academic staff and our institutional digital teaching and learning environment.

Our digital learning project was enhanced across the University, supported by the Higher Education Funding Council for Wales (HEFCW) Higher Education Investment and Recovery (HEIR) fund created to enable Welsh universities to maintain vital capacity and aid economic recovery in the context of the impact of the pandemic.

To inform this focus on digital, we collected student responses to Jisc's Digital Experience Insights survey in 2021 and 2022. We received positive feedback, with students praising the institution's digital capability, the quality of support provided, and the flexibility that online learning awarded them.



Areas for development were also highlighted, and we took on board student demand for online training and guidance, the desire for more engaging and interactive online sessions and better digital communication. A number of interventions were implemented including:

- The development of the transitions platform BE BANGOR READY which includes information and guidance around our processes and online platforms for incoming students to support them with their transition to higher education
- The purchasing of Jisc’s Discovery Tool, designed to empower staff and student to reflect on their digital capability and identify areas for development
- An audit of our teaching spaces to ensure their suitability for online teaching and to facilitate the welcome return to campus for all our students
- Additional guidance for staff and students about using digital technologies to best effect in teaching and learning, ‘netiquette’, and investment in external training courses to support staff CPD

The success of these interventions was monitored at both an individual–intervention level, and by comparing the results of the 2021 and 2022 *Digital Experience Insights* (DEI) surveys which demonstrate progress:

Overall, how would you rate the quality of online and digital learning of your course?

% of students who agreed with ‘Best Imaginable to Good’: 2021- 69%; 2022- 81% (Wales = 78%, Sector = 74%)

% of students who agreed with ‘Your online learning materials are engaging and motivating’: 2021- 36% (Wales 39%, sector 35%); 2022 - 52% (Wales = 47%, Sector = 43%)

Data: Jisc DEI Survey

A deep dive into new digital learning experiences

The University’s academic schools were invited to apply for HEFCW–funded digital Teaching and Learning grants to support an innovative project that would improve the staff and student experience. Six grants were awarded and these enabled several enhancements to digital teaching.

Exploring new and innovative simulation techniques



During the pandemic, the provision of our teaching methods was challenged, as we adapted to the changing environment. We started to explore new and innovative simulation techniques that could increase engagement with our midwifery students. We discovered labour and birthing simulations through Virtual Reality (VR) and wanted to bring this technology to Bangor University. Currently the simulation focuses on normal physiological birth, however, the technology is being developed to include more complex labour and birth scenarios to include obstetric emergencies. Our aim is to integrate the VR simulation across all three years, so depending on their stage of learning, students can benefit from the VR throughout their whole undergraduate journey.

Lauren Irving
— School of Medical and Health Sciences



The use of Go–Pro Hero cameras and Oculus virtual reality headsets really do provide a more immersive experience than traditional video – this is even true for a scene where the learning target is predominantly 2D such as a cliff face where participants are tasked with identifying different taxa. A lot of the field skills we want students to develop are better addressed in this 360 mode. For example, interpreting the geomorphology of the surrounding area from initial overview observations is possible in 360 mode; the tutor can illustrate the occurrence of certain strata in a rock outcrop and then ask participants to identify other examples at points further along in the video. This can be followed up by discussion with students about what those strata say of the conditions of formation of the rock, for example. It’s also possible to use the video for students to make sketches and write observation notes which is important in terms of developing the skill of abstracting information.

Dei Huws
— School of Ocean Sciences

A deep dive into new digital learning experiences (continued)

The Performance Lab



Students have gained an insight into the potential of multidisciplinary practice-led research with the department and how artistic practice can connect with other departments within the University and beyond through digital technology. They have also been introduced to new technologies to further explore their research practice.

Ffion Evans
— Head of Drama, Theatre and Performance

Re-accreditation by Advance HE

The University was delighted to achieve re-accreditation by Advance HE, reinforcing our commitment to teaching excellence. Bangor received eight commendations for its accredited provision, with the confirmation of reaccreditation including the following comment:



Bangor University demonstrates an institutional commitment to the professional development of staff that teach and support learning with the UK Professional Standards Framework (PSF) and fellowship embedded in institutional strategies and policies, including Strategy 2030, which is underpinned by transformational themes aligned with inclusive practice and the Professional Values of the PSF.

This is a wonderful outcome for the University as it recognises our continued commitment to delivering and supporting teaching and learning of the highest quality. It also enables staff across the University to receive professional recognition for their commitment to excellence by benchmarking against the PSF which sets out internationally recognised quality standards.

Dr Caroline Bowman
— Reward and Recognition for Teaching and Learning Manager

Widening access

Bangor University's Widening Access Strategy was developed in 2021–22 and is designed to provide a comprehensive approach beginning with early years of aspiration and raising through to successful and sustainable long-term careers beyond higher education. Our strategic approach to widening access is supported in its delivery by our institutional Fee and Access Plan which details our operational plans including but not limited to, aspiration raising, recruitment, teaching and learning, student support, equality of opportunity, progression and careers.

The University is also the lead partner of the Reaching Wider Partnership covering North and Mid Wales. Our institutional strategy aims to complement this programme and its strategy to add value to the Reaching Wider programme and to help amplify its impact both regionally and nationally. The core principle of our strategy is built on is enabling future generations' success. In this regard, this strategy aims to support the principles of the Well-Being of Future Generations Act and its five ways of working: long-term, integration, involvement, collaboration and prevention.

More broadly, our strategic approach has the flexibility to be responsive to national and regional priorities and needs and to effectively support HEFCW in its priorities. This will remain a dynamic and flexible strategy and adjusted over time to ensure it remains relevant and impactful.

International engagement

Bangor University launched an ambitious International Recruitment and Mobility strategy in 2021–22. The strategy which underpins Strategy 2030 has been developed to strengthen Bangor's international engagement, focusing on student recruitment, partnership development and student mobility. The strategy sees Bangor look to develop a stronger and more focused international presence and provides the University with a real opportunity to build on the current Welsh higher education agenda while helping to achieve the ambition of taking Bangor to the world and bringing the world to Bangor.

The International strategy sets out a vision for the University to be globally ambitious, playing a key role in international education and research partnerships, enabling broader international influence and connectivity for North Wales while playing an active role in a globally responsible Wales by focusing on three key areas which include: Ensuring a global experience for all graduates through transnational education and student mobility; increasing our international student population; and improving the University's global ranking by developing international research with demonstrable global impact.

An excellent student experience

The University is committed to the development of our students by supporting their knowledge, understanding, skills and attributes that are needed to work and live in a way that safeguards environmental, social, economic and cultural wellbeing, now and for future generations.

Creating an inspiring and supportive learning environment is a key driver, working in partnership with our students through our committees and day-to-day running of the University to ensure student representation, consultation and collaboration based on an agenda of mutual respect.

While the academic year 2021–22 remained a challenge for teaching and studying due to the continuation of pandemic restrictions, the University provided an excellent student experience through its long-established framework in line with Covid-19 protocols. With regulations loosening towards the end of the academic year, the University swiftly reviewed and reacted to the changes to provide the best possible experience for students while ensuring their safety remained paramount.

In the WhatUni Student Choice awards 2022, Bangor University was fourth in the UK in the *University of the Year* category. The University was second in the *International* category, and third in the *University Halls* and *Postgraduate* categories. In addition, Undeb Bangor was named fifth best Students' Union. The awards reflect our commitment to the student experience and are an acknowledgement of the hard work and commitment of the sabbatical officers, Students' Union and staff.

Employability: Providing training and work experience for our students

Our undergraduate internship programme offered the opportunity for students to apply for 62 projects with successful applicants benefitting from an internship experience. With generous funding from Santander Universities, we invited applications from students and graduates to fund additional or complementary training courses and received more than 700 applications. £32,500 was awarded to 84 students and young alumni, enabling them to gain qualifications for driving, project management and diving to name a few, as well as provide financial support to gain graduate work experience over the summer.





Supporting students to explore and prepare for self-employment and business start-up

In 2022 the University recruited a Graduate Start-Up coordinator who has provided one-to-one mentoring and practical support to 63 students interested in developing their business ideas or growing their businesses. In addition, 47 students were funded to gain self-employment experience through placements and bursaries.

Supporting alumni to get closer to the graduate jobs market

During 2021-22 our dedicated Graduate Support Programme provided bespoke support to 124 recent graduates who were facing barriers to graduate employment, including 25 funded work experience placement opportunities. 61% of graduates who engaged with the programme went on to secure graduate roles.

Digital Hardship Fund for Students

As a direct consequence of the Covid-19 pandemic, the University supported students who experienced barriers in accessing online delivery. In 2021-22, our Money Support Unit dealt with 1,299 student enquiries relating to digital hardship and made 1,056 payments to students totalling £483,603.99.

Examples of equipment and digital provisions received by students included laptops, PCs, tablets, Internet connection upgrades, headphones and additional computer screens.

Inclusive Bangor Scholarships

Inclusive Bangor Scholarships support graduating students wishing to continue their studies at Bangor – particularly in areas where there is an underrepresentation at postgraduate level or a loss of certain groups across the career pipeline.

As a member of the Athena Swan charter – committed to gender equality and diversity and to creating and promoting an inclusive culture – our Inclusive Bangor Scholarships were awarded to three exceptional graduates – Mae Bernard, Eddie Cox and Thea Moule.



Being involved in EDI work is important to me because I strive to make the world a better place for the generations after me and equality for all is an important part of that. Moreover, diversity and inclusion in education settings can help to remove cultural bias and enrich wider society by offering new experiences and perspectives.

Mae Bernard
— Studying for an MSc in Neuroimaging in the School of Human and Behavioural Sciences



Bangor University has been very supportive of EDI issues in my field during my undergraduate degree and many female lecturers and staff are clearly very knowledgeable on inclusion. I am very grateful for the support from the University's Athena Swan group and look forward to having the chance to push for inclusivity, both within the University and in my wider field.

Eddie Cox
— Studying for an MA in Celtic Archaeology in the School of History, Law and Social Sciences



I am honoured and grateful to be awarded the Inclusive Bangor Scholarship to study an MRes in Marine Biology. The scholarship will allow me the financial stability to fully dedicate myself to working on my research topic. Furthermore, it will enable me to progress towards my career aspirations of becoming a researcher in marine ecology.

Thea Moule
— Studying for an MRes in Marine Biology in the School of Ocean Sciences

The student view

Undeb Bangor, our Students' Union, delivered a huge amount of activity and work in 2021–22 with fellow students, our Student Officer and staff teams. Our priority has been to support students, represent their voice and offer them opportunities.

We have worked closely with the University to ensure that the interests of our students have been effectively represented and our involvement in decisions relating to the changing Covid-19 restrictions is a strong example of our partnership approach and close working relationship. In 2021–22 we worked to ensure that there was student consultation on the University's International, Sustainability, Employability and Widening Access and Civic Mission strategies.

Other partnership projects included the HEFCW-funded project Myf.Cymru, to improve mental health and wellbeing support for students through the medium of Welsh; student experience enhancement events; student educational attributes; student safety and tackling harassment; University student-led mental health strategy collaboration with student consultants; and the promotion of period dignity with the University committing to ensuring access to free period products across campus following a successful Period Poverty and Dignity pilot scheme led by the Students' Union. These projects have been collaborative throughout, and the partnership work that we have seen during this period demonstrates the benefit of a strong and independent Students' Union working to represent the interests of all students.

We developed health and wellbeing initiatives with £103,605 from the University via HEFCW to support student wellbeing and health. This funding had a very positive impact and supported students' wellbeing in many areas, from providing them with opportunities to socialise, team build, connect with friends and new people to learn with, challenge themselves physically and mentally and develop new skills and confidence.

As presidents of the Students' Union and UMCB, the Welsh Students' Union, we are members of

the University Council and sabbatical officers are represented on all University strategy groups. The president was part of the Vice-Chancellor appointment process and other sabbatical officers were involved in stakeholder engagement as part of the process. We have been proud to make contributions to many initiatives over the year and we have also hosted Q&A sessions with members of the University Executive Board.

Our Strategy for 2021–24 was launched in September 2021 and is helping us to deliver the best quality student experience for our diverse student body. It has been designed to contribute to the University's Strategy 2030. The Students' Union also undertook a staff restructure which was implemented in January 2022. We were very excited to be able to launch the Undeb Activities Hub above Bar Uno through the support of HEFCW capital funding to improve the student experience. The space has been transformed for student groups and provides a social hub for Undeb clubs, societies and volunteering projects, consolidating and improving facilities for clubs and societies to meet, creating a sense of identity and place.

In 2022 we held our award ceremonies in-person for the first time since 2019. These recognised outstanding achievements and contributions and celebrated the hard work and dedication of our brilliant students and also recognised outstanding teaching, contributions and support from staff across the University.

The Eisteddfod Ryng-golegol was held in Bangor and organised by UMCB and Bangor University won the Eisteddfod for the seventh consecutive year. The Eisteddfod is regarded as one of the main social and cultural events on the calendar of any Welsh student or learner studying in Wales. We also took 900 competitors and spectators down to Aberystwyth for the Bangor vs Aberystwyth Varsity and Socs Fest, and we were thrilled to bring the trophy back to Bangor for the sixth consecutive year.



Undeb Bangor ranked 5th in the *Students' Union of the Year* category of the WhatUni Student Choice Awards 2022 and ranked in the top 20 Student Crowd league table for *Best Students' Union* and in the top 10 ranking for *Best Clubs and Societies*. These awards are based on real student reviews. We won the NUS Wales *Community and Solidarity* award that recognised exceptional projects which have brought communities together. This was for our student volunteering work with the elderly and children.

We have once again received the Green Impact Excellence award for our sustainability work and initiatives. This is the 11th consecutive year that Undeb Bangor has picked up this award due to the efforts of its staff, officers and students in addressing key sustainability and environmental issues, as well as working to embed positive sustainability changes at Bangor University.

We are also thrilled that we ranked first as the highest-scoring Students' Union in Wales for student satisfaction in the important National Student Survey. We will continue to work hard to make sure that student satisfaction remains high at Bangor University and to ensure that Bangor students love student life. These awards are testament to the hard work the Undeb team and our student leaders have put into creating a great experience for students bringing the student community together in these testing times.

Nyah Lowe
President, Student Union

Celt John
Llywydd UMCB

Our people

Bangor University's People and Talent strategy developed in 2021–2022 was designed to create an environment that enables staff to thrive and to achieve their potential. Our vision is for the University to create a culture in which we can talk openly about health and wellbeing, commit to supporting our staff and students to maintain a healthy lifestyle with a firm focus on prevention and reducing ill-health, and drive societal change by testing and disseminating research-based interventions for the good of our broader global community.

One method to ensure the strategy remains on target is to carry out staff surveys which provide the means to collect feedback about what is good about working at the University and what may need to be improved. The 2022 staff survey gave the University an overview of staff experiences. While Covid-19 accelerated changes in ways of working and enabled the development of different ways of thinking, staff were already pushing for new ways of working. The challenge now is how to communicate and build a culture that is reflective of how and what we want to develop and enhance as well as supporting the needs of our staff.

Our staff survey explored a wide range of themes, such as leadership, equality and diversity, job satisfaction, working environment, teamwork, pay and benefits, communication, wellbeing and perspectives about what the University does well along with what improvements should be made. The results, published in April 2022, showed that 88% of staff feel trusted to do their job and that flexibility and autonomy are things that are emphasised as being good about working at our University. With the new concept of dynamic

working introduced colleagues can retain a sense of autonomy by continuing to have flexibility during the working week. The University intends to focus on staff engagement that will help managers and leaders look at enhancements through the lens of the employee rather than only the employer.

Paramount to this work and the health and wellbeing of staff, during 2021–22 the University's new Health and Wellbeing Strategy was published.

Following consultation with over 50 staff members across six focus groups areas were identified that would benefit from additional support. Further, i-act training – evidence-based and accredited by the Royal College of Psychiatrists – was made available to staff. 123 staff, including the Executive Board, participated in this training which provides practical guidance in understanding and managing workplace mental health and wellbeing.

Dedicated health and wellbeing staff were also appointed to support the further implementation of the strategy for staff and students which included establishing staff wellbeing champions in each department and School, and training in-house i-act instructors to continue the rollout of managing Wellbeing in the Workplace workshops.

In 2021–22 all first-year students at Bangor were offered bystander training to support an inclusive community. A module to help students develop resilience was successfully piloted in the School of Human and Behavioural Sciences and the University plans to make this more widely available in the future.



A flourishing estate

The University's estates strategy – 2030+ place, purpose and community – recognises that the physical form the institution takes will need to support our strategic direction for many years to come, creating flexible and agile campuses to respond to ever changing strategic needs and challenges.

The strategy developed in 2021–22 aims to deliver benefits for staff, students and the wider community with a focus on delivering our 5Cs of estate consolidation, coherence, colocation, co-dependencies and effective communication.

There was significant uncertainty due to the Covid–19 pandemic but with the changing rules and gradual return to normality, the University adapted quickly to the requirements of staff and students.

The Deiniol building, which is home to the University's Digital Services team, is being developed supported by funding from HEFCW into a digitally enabled flexible teaching hub serving the Science Campus and the University as a whole. The two main elements of the project are creation of large bookable suites for PC–based teaching accommodating 200 work stations and a flexible teaching and learning hub for non–PC based teaching but with enhanced digital infrastructure with a capacity for 200 students.

Work on renewing the student Activities Hub in the Ffriddoedd Building was completed in September 2021. This reinvigorated space and remodelled an area for the Students' Union clubs and societies.

In March 2022, HEFCW awarded £3.2m additional capital grant funding, of which £2m was allocated for works associated with maintenance, equipment and other developments that support the University's sustainability strategy and commitment and transition to net zero.

Public Realm

The University's outer quad of the Main Arts building is being landscaped as part of a £1.5m public realm scheme to provide an enjoyable and tranquil pedestrian area through the removal of vehicles and provision of seating, planting, and lighting.

An exciting vision for a revitalised and welcoming College Park, supported by Gwynedd Council and Welsh Government's *Transforming Towns* scheme, is coming to fruition, transforming the prominent green space in the city into a vibrant and exciting place of education and enjoyment for the wider community. The work includes creating space to introduce new activities, pathway improvements, opening up the views, encouraging better tree growth and enhancing biodiversity in the area.

Support for Ukraine

Following the outbreak of war in Ukraine the University offered support to the Welsh Government and as part of its *super sponsor* scheme, one of our halls of residence was repurposed in April 2022. Working in partnership with Gwynedd Council, the Welsh Government, Betsi Cadwaladr University Health Board and Clwyd Alyn, a local social housing provider, more than 80 Ukrainian refugees were offered a place of sanctuary in Bangor.





Treborth Botanic Garden

Treborth Botanic Garden furthers the conservation, sustainable use and enjoyment of plants and the natural world through education, research, training and community engagement. The threats of climate change and the loss of plant biodiversity are global in scale and effect, and the Garden's marine and terrestrial habitats, native and exotic collections, above and below-ground laboratories, nature reserve designation and public recreational status, offer a perfect local microcosm for the study of environmental processes and the dissemination of learning for a sustainable future.

A botanic garden is about much more than its plants. Treborth is increasingly acting as a meeting place for the natural and social sciences, for formal and informal education and for outreach to all communities of interest. As the world changes, the Garden will adapt to new challenges in imaginative and exciting ways that contribute to the solution of problems of environmental conservation and natural resources management.

Funds from the Friends of Treborth and the estate maintenance budget enabled a new education and workshop building to support access to the Gardens. The garden was awarded £10,000 from HEFCW through its Health and Wellbeing fund which supports regular

yoga and mindfulness sessions, bushcraft activities in the Forest School and wellness walks through the woodland and down to the water's edge for students. It has also funded an extension to our oak gazebo project which is being led by Wild Elements.

Friends of Treborth Botanic Garden has a membership of more than 400 people with a 40-strong core volunteering team who in 2021–22 provided 8,500 hours of work, including practical gardening, contributing to strategic planning and garden design, managing plant records, archiving and managing the library and its database, advising staff, applying for grants, supporting the membership through production of a newsletter three times a year, arranging plant sales and other events, and growing plants at home.

The garden also hosted four student internships and a one-year student placement in collaboration with the Bangor Employability Award. This year the students joined the team to assist with the day-to-day horticulture, biodiversity action plans for the University, and cataloguing our ever-growing carnivorous collection.



Pontio Arts Centre

Building an infrastructure that can be used flexibly, now and in the future, is a key objective in the University's Estates strategy. Our approach also recognises that innovative design and the use of modern furniture solutions can significantly impact the use of space and how it can be configured, creating magnetic and sticky spaces that will attract staff and students and enhance their experience and enjoyment.

Bangor's innovative and stylishly contemporary Pontio Arts Centre has increasingly become a hub for a wide range of formal and informal learning in addition to its role as a public centre for arts and culture. As a modern, spacious, airy building, this wonderful asset has been the focus of innovative enhancements to maximise its benefits for users and visitors.

In addition, following disruptions caused by Covid-19 re-engaging with audiences through live events and face-to-face participatory activity has been a focus for Pontio and, demonstrating demand, opening the doors once again culminated in the sale of 35,434 tickets, covering 379 events, alongside 1067 screenings at the cinema in 2021–22.

Pontio has run several successful projects, events and community engagement initiatives, including the launch of *Gŵyl Goncrit*, a programme with a breadth of outdoor performances across dance, musical theatre, contemporary music, classical music, theatre and participatory activity.

A project born out of pandemic lockdowns was the *Home and Hinterland/ Adra a Chynefin* project. Funded by HEFCW, this was a joint project across the trio of

university arts centres at Bangor, Aberystwyth and Swansea. A unique project involving students, artists and community groups collaborated in a very moving and powerful performance at Bangor University's Theatre Bryn Terfel. 150 students were employed on the project providing them with a valuable experience of professional practice.

BLAS, a core participatory strand led by Mared Huws alongside regular theatre classes have also led exciting projects. A book club project with North Wales Africa Society, an ongoing project with Pobl i Bobl Bangor who work with refugees re-homed in Bangor from Ukraine, Afghanistan, Yemen and Syria have been highlights. Other projects include Dance for Parkinson's, a project with National Dance Company Wales and English National Ballet who provide dance classes for people living with dementia.

On Pontio's stages, there have been many highlights, including Hijinx's Unity Festival that presented work by artists with learning disabilities, and Wales's national arts organisations including Theatr Genedlaethol Cymru, National Theatre Wales, Ballet Cymru, Welsh National Opera and National Dance Company Wales. Local talent also shared the stage including Côr Seiriol's anniversary concert, Bangor's West End Academy, Maes-G Showzone and Coleg Menai.

Pontio aligns its activity to Welsh Government's Well-being of Future Generations Act. Providing joy and laughter is a vital part of this and comedy has been a strong part of our post-pandemic programme, with Kiri Prichard-McLean, Nish Kumar and Ed Byrne all performing at Pontio. Cinema audiences gradually returned too with a combination of commercial hits, independent and artistic films, alongside talks and panel discussions.

A thriving bilingual environment

The University's Welsh language strategy advocates that the Welsh language has a place in all aspects of the institution's work and that staff and students can choose to take advantage and enjoy the opportunity of learning and working in a Welsh and bilingual environment.

Through our continued commitment to the Welsh language and bilingualism within our institution, Bangor University plays an important role in contributing to the growth of the Welsh language socially, culturally and economically, contributing significantly to the Welsh Government's drive to encourage and support individuals who wish to use Welsh in their daily lives.

72% of the University's workforce and nearly a quarter of our students have Welsh language skills. During 2021–22, Canolfan Bedwyr reported an increase of 63% in the number of staff learning Welsh and 40 students gained the Welsh Language certificate. Dr Eirini Sanoudaki, Director of Welsh Language Affairs in the School of Arts, Culture and Language and a senior lecturer in linguistics, gained a distinction. Originally from Greece, she credited the work of her Welsh language tutors and the rich bilingual environment at the University as contributors to her success.

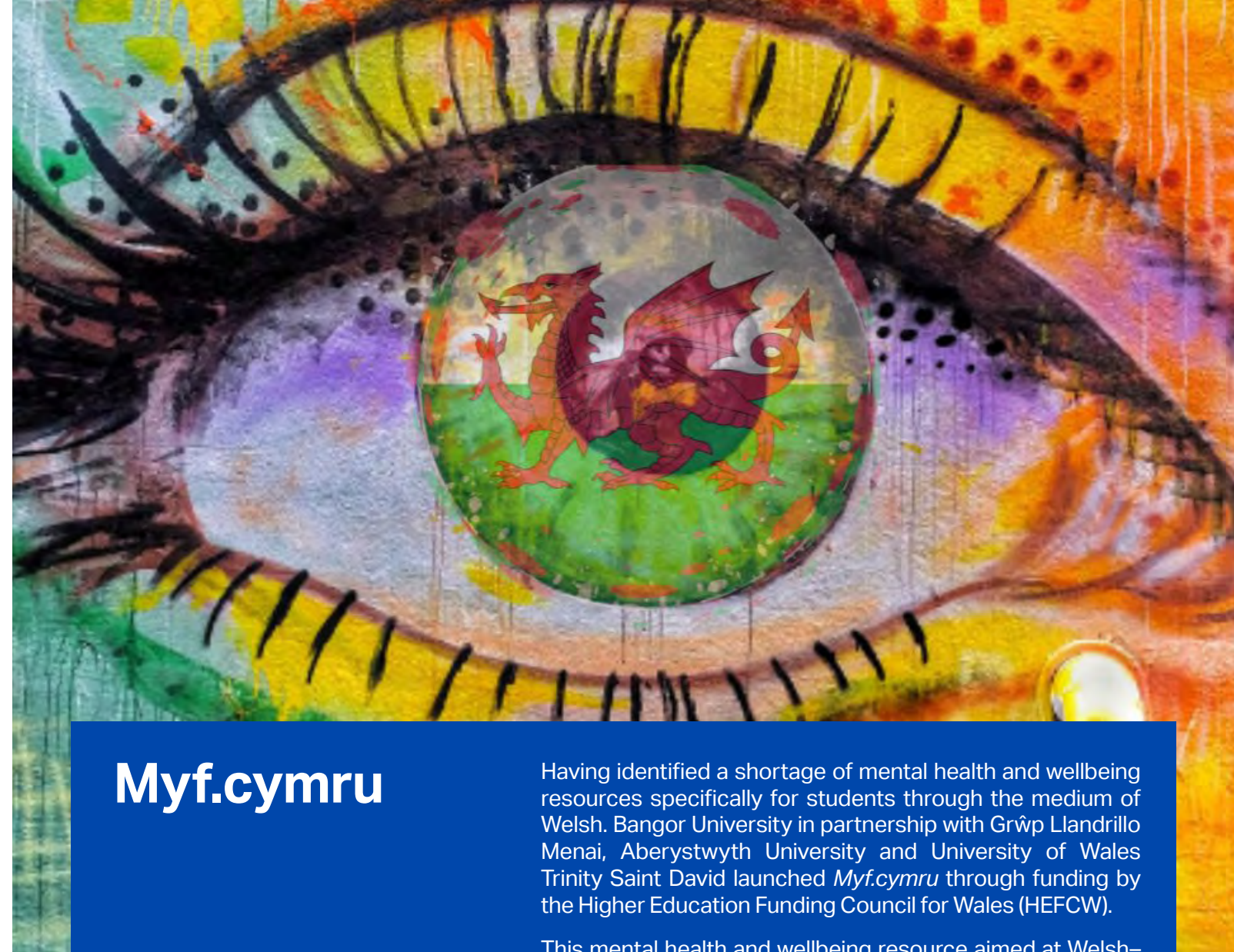
The University was appointed to provide expert advice in supporting Welsh Government on its strategy *Cymraeg 2050 – A Million Speakers*. As part of the tender process, there was an opportunity for the University to present applications for consultancy work in several different fields, including Welsh in education and in the workplace and wider society, as well as more specific areas such as the use of the language by young people, designing behaviour change interventions, language technology and corpus development. Each of these applications was successful.

The Welsh for Adults provision at Bangor – Learn Welsh North West (DCGO) – was given an excellent rating by Estyn, the education and training inspectors in Wales, noting that the University *"has a very clear and strong vision for delivering a high-quality service"* and that it *"focuses on ensuring rich learning experiences in order to support learners' progress"*.

Bangor University is also part of an innovative project being led by the Coleg Cymraeg to create over 130 new digital learning units to support students all over Wales who are studying through the medium of Welsh. The project has created specialist and unique resources to teach a number of popular subjects through the medium of Welsh, from Sport Sciences to Social Sciences. The resources provide learning packs that can be accessed by students at any time, including the highest quality video lectures, reading packs and interactive content for Welsh-speaking students to use, wherever in Wales they are studying.

The University's translation team in Canolfan Bedwyr anticipated that the nature of meetings would change when Covid-19 restrictions ended and they devised and commissioned digital simultaneous translation equipment with the Zoom platform to facilitate translation in hybrid meetings where some people are present at the meeting and others working remotely. The University is the first institution in Wales to be able to offer such an integrated solution and the Welsh Language Commissioner has published a case study describing this innovative method in order to share best practice.

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



Myf.cymru

Having identified a shortage of mental health and wellbeing resources specifically for students through the medium of Welsh, Bangor University in partnership with Grŵp Llandrillo Menai, Aberystwyth University and University of Wales Trinity Saint David launched *Myf.cymru* through funding by the Higher Education Funding Council for Wales (HEFCW).

This mental health and wellbeing resource aimed at Welsh-speaking higher education students studying in Wales and beyond provides information on mental health conditions and tips on health and wellbeing.

Outstanding Contribution to Welsh-medium education award

The Coleg Cymraeg Cenedlaethol celebrated its 10th anniversary and hosted awards for some of the brightest Welsh students and lecturers who made a significant contribution to Welsh and bilingual post-compulsory education in 2021–22.

The Outstanding Contribution to Welsh-medium education award which recognises an individual for their outstanding contribution to higher education beyond their professional role was awarded to Dr Gwenan Prysor, Senior Lecturer in Social Work for leading Bangor's MA Social Work course which is delivered 100% through the medium of Welsh, and for her work supporting students and workers to learn about the importance of the Welsh language within social work.

Bangor and its community

Reflecting the ambition and vision of the University's Strategy 2030, our Civic Engagement Strategy developed in 2021–22 embraces our commitment to civic and community engagement.

Before the Covid–19 pandemic, universities had been challenged by policymakers to think differently about the ways in which they interacted with their local, regional and international communities. Underlying this appeal was a demand for universities to provide greater added value to core external stakeholder groups and to think differently about community engagement.


The core objectives of the new strategy are represented by three 'umbrella' themes:

Working with stakeholders to identify and address 'big challenges' including health, climate, the Welsh language, housing, poverty, post–Covid recovery, ageing population;

Working with stakeholders to ensure economic growth and sustainability e.g. developing our understanding of skills and employment needs and using partnerships to understand the most effective ways of reaching communities to help deliver educational and skills provision;

Improving quality of life and knowledge through social and public engagement e.g. through our arts, sports and wellbeing initiatives including Pontio, Canolfan Brailsford, Treborth Botanic Garden and the redevelopment of College Park.

Bangor University makes a substantial contribution to the life of our local communities. Making our campus available for Covid–19 treatment, testing and prevention efforts, carrying out research that helped understand and address the challenges posed by the virus, the efforts by staff and students to support at-risk groups during the lockdown and providing support to Ukrainian refugees are examples of how the University has demonstrated its effectiveness as a community partner and thought leader.



Positive steps have been made to ensure that we can respond more effectively to the challenges and opportunities that confront us over the next decade through the creation of a Community Board that draws together a broad range of stakeholders from the public, private and voluntary sectors which will support the strategy by identifying opportunities to collaborate and providing feedback on our civic engagement work.

A Civic Engagement team has been established at the University whose role is to deliver on our civic engagement strategy, including identifying collaboration opportunities, developing models of partnership working and extending the reach of our community footprint across North Wales.

Listening to our community

The Institute of Welsh Affairs and Bangor University have created a partnership to deliver a series of virtual, in-person or hybrid events designed to contribute towards influencing the public policy agenda across a range of issues, including: The perceptions and realities of North Wales and the region's social, economic and political relationships with the rest of the country and beyond; the porous boundary between Northeast Wales and Northwest England, and what it means for the migration of populations; and investment, innovation, the Levelling Up agenda and pre-devolution alliances.

The launch of this partnership in March 2022 included an online discussion *Taxing Twilight: the Health Economics of North Wales* where panellists were asked to discuss how we should address pressures in an environment of a reducing working age population share, whilst understanding the existing challenges brought by rurality and ultimately provide the first-class services North Wales deserves.

Graduations return for three-year celebration

In July 2022, more than 5,000 students covering three academic years celebrated their achievements with their families and friends. During a three-week graduation festival, the University also bestowed 15 honorary degrees upon distinguished individuals who have made outstanding contributions to society.





Tudur Owen



Hamza Yassin



Lord John Krebs FRS



Simon Gibson CBE

For services to popular entertainment and contribution to learning through all media:

Tudur Owen is a household name in Wales and a BAFTA-winning comedian. He combines a typically browbeaten Welsh outlook with an upbeat and uplifting style. Tudur has a talent for attracting new audiences, in particular those people who would not normally watch or listen to Welsh language programmes, therefore broadening access to the Welsh language.

Hamza Yassin is a Sudanese-born wildlife cameraman, known for his work on the BBC's Countryfile. He has a degree in Zoology with Conservation from Bangor University and has since forged a career in wildlife filmmaking taking inspiration from North Wales and Scotland.

For outstanding scholarship and innovation:

Lord John Krebs FRS is an eminent zoologist. He graduated from Pembroke College, Oxford before holding posts at the University of British Columbia and University College of North Wales, Bangor. He was elected a Fellow of the Royal Society in 1984. He was Chief Executive of the Natural Environment Research Council from 1994–1999 and knighted in 1999.

For services to business and entrepreneurship:

Simon Gibson CBE is chair of the Alacrity Graduate Entrepreneurship Foundation and Chief Executive of Wesley Clover Wales. He chairs several technology companies and is non-executive Director of Celtic Manor Resort. He has a long history of advising public bodies and is chair of the 5G advisory Panel of Wales and a Trustee of the Newbridge Charitable Foundation.

Nigel Short is a director of Penderyn Whisky who has served in several roles including Executive Chairman since its official launch in 2004. Nigel spent 25 years working in the steel industry and employed 1,500 people in six different countries undertaking sophisticated on-site logistics.

Dr Debbie Williams is co-founder of the price comparison website, confused.com. She has wide commercial experience incorporating leadership, e-commerce and mentoring, having held executive and non-executive positions at companies including Admiral Group, Tesco Bank and Ospreys Rugby. Debbie holds board level positions at Careers Wales, Principality Building Society and Democracy Commission of Wales.

For services to education:

Simon Thompson is Chief Executive of the Chartered Banker Institute which partners with Bangor University in delivery of our Chartered Banker MBA, the only banking qualification in the world combining an MBA and Chartered Banker status. Simon launched a £1m scholarship fund – the 2025 Foundation – to support young people from disadvantaged backgrounds entering the banking profession.



Nigel Short



Dr Debbie Williams



Simon Thompson



Arfon Jones



Sasha



Menai Williams



The Rt. Hon Robert Buckland QC

For contribution to Welsh culture, language, music and the arts:

Arfon Jones has contributed to religious culture in Wales, primarily in producing an understandable and academically responsible text from the Welsh Bible that suits contemporary culture. A graduate of Bangor University, Arfon began to translate Scripture into Welsh for young learners in the 1990s.

Sasha, is a Welsh DJ and record producer. He is known for his live events and electronic music as a solo artist as well as collaborations as Sasha & John Digweed. He was voted World No. 1 DJ in a poll conducted by DJ Magazine and is a four-time International Dance Music Awards winner and Grammy Award nominee.

Menai Williams is one of Wales's foremost music adjudicators, tutors and composers and a Bangor University graduate. She has been a harpist and adjudicator at the Eisteddfod Genedlaethol for over 40 years. Menai has composed a number of Cerdd Dant strains that are used at Welsh national events.

For public service, including health:

The Rt. Hon Robert Buckland QC was Lord Chancellor and Secretary of State for Justice from 2019 – 2021 and Secretary State for Wales in 2022. Born in Llanelli in 1968, he attended the Inns of Court School of Law where he was a prize winner for Advocacy.

Dr Rebecca Heaton graduated with a first-class Forestry degree from Bangor University in 1993 and went on to complete a PhD on the growing and economics of energy crops at Cardiff University in 2000, followed by post-doctoral research that contributed to the UK's input to the landmark Kyoto Protocol of the UN Framework Convention on Climate Change. She is a leader in our response to the climate crisis.

Zaha Waheed graduated with a BSc in Marine Biology and Oceanography from Bangor University in 1996. She is a Minister at the President's Office in the Maldives. She has made invaluable contributions to the Maldives in fisheries, marine sciences and disaster management, including establishing a national platform for disaster risk reduction and enhancing community-based disaster risk management programmes.

Ruby Wax OBE an acclaimed American-British actress, comedian, writer, television personality and mental health campaigner has research and teaching links with Bangor University's School of Human and Behavioural Sciences and, in particular, with the University's Centre for Mindfulness Research and Practice.

For sporting achievement:

Rachel Taylor is the performance coach for Sale Sharks Rugby Club. She is the only player to have captained both 7's and 15's Welsh international sides and played for every region as well in three World Cups. Capped 67 times for Wales, Rachel is an inspirational female sports person and ambassador for women's rugby.



Dr Rebecca Heaton



Zaha Waheed



Ruby Wax OBE



Rachel Taylor

100 years of making music at Bangor

During 2021–22, the University celebrated 100 years since ET Davies became the first full-time Director of Music. Celebrations included concerts, performances, masterclasses and talks – paying tribute to the great tradition of music-making at Bangor.

A special microsite was created as part of the main website to share the University's musical history, memories from alumni and events. Talent from Bangor University's Department of Music, Drama and Performance was showcased at concerts from the University Symphony Orchestra and the University Chorus with special guests, incorporating music composed between 1921–2022 into the repertoire.

The Prichard–Jones Hall was full to the brim in April 2022 for the celebration concert. Some alumni had travelled to Bangor especially to join the orchestra and

chorus along with current students, staff and members of the community. A movement from Beethoven's Symphony No. 5 was presented by the conductor and Director of University Music, Gwyn L Williams, and the University orchestra as 'a musical symbol of energy and defiance to the embattled people of the Ukraine'.

A presentation was made to John Hywel, former lecturer and Head of the Music department for his outstanding contribution to University music. He then surprised the audience by conducting the Ave verum corpus by Mozart.

Music 100 celebrations continued at the National Eisteddfod with a programme of events to commemorate the anniversary. Honorary degree recipient Menai Williams joined Dr Guto Puw to discuss her life in music and Stephen Rees, lecturer in musicology hosted a panel discussion on the future of music education. Eisteddfod-goers were also treated to performances from harpist Gwenan Gibbard and singer and musician Osian Huw Williams, both Bangor alumni who have made a huge contribution to Welsh music.



Financial Statements



Annual Pay Policy statement

Universities play an important role in progressing the equality agenda within Wales. We are fully committed to our responsibilities to deliver the general duties of the Equality Act 2010 and the duties specific to Wales. In particular the University is also committed to the objectives outlined in the Well-being of Future Generations Act (2015). We regard our commitment to equality and inclusion as being key to our long-term sustainability and success.

Bangor University continues to support and promote equality, diversity and inclusion across the University and its activities. To do this we have worked closely with staff and students to support our diverse community to deliver an outstanding student experience and excellent teaching and research.

Bangor University recognises the importance of fairness and transparency in its pay structures ensuring staff are rewarded fairly for the work that they do and ensuring equal pay for work of equal value.

Legislative Framework

The University is incorporated by a Royal Charter, first granted in 1885, and subsequently re-written and revised on several occasions. The Charter (and supporting Statutes and Ordinances) provide a broad framework for the legal structure and governance of the University.

Under the Charter and Statutes, the Council is the governing body of the University. It currently has 20 members, the majority of which are independent members.

In determining the pay and remuneration of all its employees, the University will comply with all relevant employment legislation.

Pay structure and decision making

The Universities and Colleges Employers Association (UCEA) and all the trade unions recognised by the higher education sector negotiated a National Framework Agreement in 2004 to reform pay structures, grades and some terms and conditions across the sector. This was implemented through a local agreement between the University and the trade unions in 2008.

The new Joint Negotiating Committee for Higher Education Staff (JNCHES) is the forum in which the participating employers, represented by UCEA, and the trade unions negotiate on the base uplift to the National Pay Spine, effective from 1 August each year. The new JNCHES negotiating timetable is a process that runs across meetings held in March, April and May and allows for three negotiating meetings. The University annually decides if it will participate in national negotiations. The basic pay award is then awarded to all staff within the University.

At Bangor, the majority of University staff fall within the single spine pay scale and accordingly have been allocated role profiles based on HERA analysis thus categorising them as 'like work'. The University identified, and use, nine grades on the single spine.

Professorial roles fall within the appropriate band for Professorial staff (the University, expanded the single spine in August 2015 to include Professorial roles), Band 1 (for first entry to the professorial route), Band 2 (for individuals with well-established reputation) and Band 3 (for major academic figureheads).

Director roles are ordinarily roles which fall outside the single spine and professorial banding e.g. those remunerated above the 51 points.

The University also voluntarily makes a supplementary payment in relation to the real Living Wage, including a related pay differential, which applies to the lower pay points on the 51 point scale.

The University ordinarily holds a range of promotion opportunities each year as well as Pay Progression within Grades and Contribution Pay for all grades within the 51 point single spine and the Professorial Bands. These policies have been locally agreed with the University's trade unions.

Collective Bargaining

The Joint Negotiating Committee for Higher Education Staff (JNCHES) was established in 2001 as the industrial relations machinery for the sector for negotiating pay and conditions of service. Changes in conditions of service which are agreed from time to time will be automatically incorporated into the individual contracts of members of staff covered by that agreement and communicated to staff as required by the Trade Union Reform and Employment Relations Act 1993.

Bangor University recognises the following trade unions for the purposes of consultation at local level with the University on local policies and conditions, and provides collective and individual support for members with problems: UCU; Unison; and Unite.

Senior Pay

The University Council has established the Remuneration Committee as a standing Committee of Council. The Committee determines and reviews the remuneration of the Vice-Chancellor, members of the Executive Board and staff in receipt of salaries of £100,000 and above.

The Remuneration Committee is responsible for determining and reviewing an overall reward strategy to cover senior officers of the University. It must ensure that relevant information in relation to equality and diversity is given full consideration in all matters pertaining to the salaries of senior staff and those under the remit of the Senior Staff Pay Review Group.

The terms of reference have been drawn up in line with the Committee of University Chairs' Higher Education Senior Staff Remuneration Code. The Vice-Chancellor is not a member of this Committee.

Information considered by the Remuneration Committee includes affordability, comparative information on remuneration within the sector or elsewhere and relevant metrics and performance data. The performance of staff is considered against standards identified.

The University publishes its Financial Statements for each year ending 31st July and this includes the Vice-Chancellor's salary. This can be found on Page 114.

The Remuneration Committee ensures that the University abides by the principles adopted within the CUC's Guidance on Decisions Taken about Severance Payments in HEIs in relation to any severance terms for senior staff.

Pay relatives

The lowest pay within the University, from 1 May 2021, is £9.90. This is aligned with the Real Living Wage of which Bangor University is signed up as an accredited member.

During 2021/22 the Vice–Chancellor was the highest paid member of staff in the University with a salary of £223,000.

The ratio of the highest earnings to the median earnings for the University is as follows:

	2021/22	2020/21
Pay median of basic salary	1:6.51	1:6.17

Review

This statement is published on the Bangor University website. It will be reviewed on an annual basis or when any changes occur.

Strategic review

Our mission

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

The University in context

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

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

Following a successful outcome of the REF 2021 where 85% of the University’s research was judged to be world leading or internationally excellent, we continue to build on our research excellence, to deliver an environment where the research community can thrive, supporting the existing areas of research strength, nurturing new research areas across all disciplines, and underpinning the research–informed teaching that is the foundation of our distinctive, high–quality teaching and student experience.

We work with businesses, governments and alumni to ensure that Bangor University maintains relevance to their needs and the needs of emerging markets, ensuring that we maximise our positive net contribution to the local and regional economy.

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

Strategic direction

The University remains committed to its long–term strategic goals as outlined in its Strategy 2030. The strategy is visionary in its scope and ambition and shares the direction the University will take to animate its community and stakeholders for the next decade. The strategy is underpinned by four pillars: Research excellence; transformative learning experiences; an excellent student experience; and a thriving Welsh language and bilingual environment.

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

The University agreed its strategy for the estate as part of its planning process in July 2022. In recent years we have completed several new developments, covering student accommodation as well as teaching, research and community engagement spaces. These range from new builds through to those within the main historic University building, to ensure that future generations of students benefit from excellent academic facilities and a world-class student experience.

Vision

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

Student recruitment

Student recruitment continues to be a very competitive market, with no real cap on numbers for English or Welsh Higher Education Institutions. Following the previous year’s overall lower levels of student recruitment, this year saw an improvement in the University’s overall student recruitment. This improvement was particularly evident in the recruitment of overseas students following the reductions during the peak impact of the pandemic.

Funding for teaching and the fees paid by undergraduate students changed from September 2018, with a loan-based system now in place for Welsh and English undergraduates, while all Welsh undergraduates also benefit from a means-tested Maintenance Grant of a minimum of £1,000 up to a maximum of just over £10,000.

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

A fee plan has been agreed by HEFCW including a fee of £9,000 for Home undergraduate and PGCE students for the years through to 2022–23. The fee plan includes increasing investments to support widening access, the student experience, Welsh medium and employability, including providing free access to all sports clubs, societies and volunteering activities in the Students’ Union, and enhanced library and sporting provision.

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

Capital developments

The University’s Estates strategy remains under regular review to ensure we have the capacity and capability to effectively accommodate a wide range of teaching and research across a broad portfolio of disciplines. This factors in emerging and projected trends in teaching and learning workspaces and environments, also the need for social learning spaces alongside more formal teaching rooms.

Our Estates strategy incorporates sustainability as an integral consideration in the future development of the University. Completed developments in previous years achieved the BREEAM excellent rating including the multi-million-pound Pontio building, the Marine Centre Wales in Menai Bridge, and the St Marys Student Village. Significant development of the University’s Science Quarter on Deiniol Road is proposed, while the Menai Science Park in Gaerwen was completed in 2018.

We are also embarking on an ambitious Invest to Save energy efficiency programme as we seek to achieve our long-term objectives and targets. Each year the University makes 5% of its energy costs available for such initiatives. Recent examples include Horticultural LED lighting in our Henfaes and Memorial glasshouses, the installation of waterless urinals, retrofitting water efficient shower heads in our halls of residences, and the purchase of electric vehicles to replace end of life diesel vans in our Property and Campus Services fleet. All energy saved will contribute to our targets for continued reduction in our carbon footprint, which has been falling steadily for a number of years.

This contributes to Bangor University being among the top universities in the UK for environmental and ethical performance, as judged by the [People & Planet University League](#). This is an independent league table that ranks institutions annually on environmental and ethical performance.

Principal risks and uncertainties

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

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

- The recruitment of planned student numbers of Home, EU and international undergraduate and postgraduate student numbers following an inadequate response to an increasingly competitive market, including our ability to achieve student recruitment forecasts, in light of potential reforms to student funding and the increase in marketing investment by competing institutions
- The potential impact of changes to external funding, regulatory and statutory regimes
- The potential long-term impact of the cost of providing Defined Benefit pensions acknowledging the shorter-term improvement in funding arising from recent market fluctuation
- Inability to sustain the financial health of the institution, and to maintain liquidity, at a time of significant economic constraints, increased inflation and heightened competition
- Ensuring a high-quality student experience

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

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

Operating performance

In the year to 31st July 2022 the University responded strongly following the restructure peak of the Covid-19 pandemic in the previous year. Overall, income increased by £9.9 million despite a drop in funding body grants of £5.5 million following the removal of additional funding streams related to the pandemic. Tuition fees increased by £4.0 million driven by strong overseas student recruitment. Growth in income also occurred in research grants and contracts and other income. The latter being driven by increases in income from residences, catering and conferences.

The reported deficit before tax for the year of £35.5 million is affected by several factors during the year, including pension adjustments and an adjusting post balance sheet event. The underlying performance as measured by EBITDA (Earnings before interest, tax, depreciation and amortisation) are more reflective of current performance.

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

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

	2021/22 £000's	2020/21 £000's
Surplus / (Deficit)	(37,047)	(1,549)
Depreciation	15,046	14,282
Interest Paid	4,934	5,205
EBITDA	(17,067)	17,938
Adjustments		
Gain on Disposal of Fixed Assets	(1,583)	69
Pensions	35,354	2,412
Capital Grants	(831)	(4,809)
Impairment of Fixed Assets	1,903	0
New Endowments	(7)	(65)
Restructuring Costs	0	2,322
Adjusted EBITDA	17,769	17,867

The 2021/22 HE Adjusted EBITDA of £17.7m represents a positive outcome in a challenging year. It is acknowledged however that substantial work remains to be done to move into a position of long-term financial sustainability.

In respect of costs, total staff costs, excluding the separately reported increase in pension provision for the USS pension scheme, remained relatively unchanged at £86.5 million. The increase in pensions provision for USS was £34.4 million, an increase of £33.0 million on the previous year. USS have stated that the financial strength of the scheme has improved in the last year but it remains volatile. The scheme is due for a formal triennial valuation to be undertaken as at the end of March 2023.

The movement on pension provisions for the University's own scheme, BUPAS, included in staff costs reduced marginally to £1 million from £1.1 million in the previous year.

Included in the total expenditure is the impact of the impairment and subsequent demolition of a building on the Bangor Campus. Following an assessment of the safety of the building it was decided to demolish the building as a matter of urgency. Consequently the value of the building was impaired during the year and a provisions to meet the costs of the demolition has been included in other operating expenses.

Non-pay costs remain controlled and in line with forecasts. There was an overall increase in other operating costs of £9.7 million reflecting the additional costs incurred supporting the increase in income across the University and the additional costs associated with the building demolition. Depreciation costs increased as a result of the continued capital investments.

There are relatively few noteworthy issues in relation to the Statement of Financial Position. Capital expenditure this year has been limited, only partially offsetting the depreciation charge, thus explaining the reduction in non-current assets. Cash and cash equivalents increased slightly during the year to £45.1 million. Net current assets increased due to increases in trade receivables and prepayments and accrued income, being offset by increases in accruals and deferred income.

Following the University's own BUPAS Pension Scheme reporting a surplus of £3.6 million as at 31st July 2021, the outcome of the valuation assumptions at 31st July 2022 has been that the scheme has returned an increased surplus, now £15.7 million. In line with previous reporting, this is recognised in the Statement of Financial Position.

As previously noted, following the movements in pension provisions during the year, there was an overall increase in pension provisions to £39.7 million, from £17.3 million in the previous year.

Overall net assets close the year at £212.4 million, down from £234.8 million driven primarily by the increase in pension provisions. In relation to cash flow, the net cash inflow from operating activities decreased to £16.5 million from £20.4 million the previous year. This reflects the increase in net current assets.

Pension schemes

The 2020 Triennial valuation of the Bangor University Pension & Assurance Scheme (BUPAS) was completed in 2020/21, and a new Schedule of Contributions agreed with the Trustees during the year. The figures underlying that valuation have provided the basis for the 31 July 2022 valuation figures included in these accounts.

It has been a major concern for both the University and the higher education sector that the national scheme for academic and related staff (USS) has faced increasing deficits over recent years. USS undertook a triennial valuation based as at March 2020 and the outcome of the valuation finalised during the year to 31st July 2022. The assumptions in the finalised March 2020 valuation were used for the computation of the closing provisions at 31 July 2022.

While the trustees of USS have reported the financial position of the scheme has improved in the last year, it remains volatile. The next triennial valuation of scheme is due as at March 2023.

Treasury policies and objectives

The University holds funds arising from bequests and other gifts, which are recognised in these accounts as either endowments or donations with or without restrictions. These funds have been invested on a pooled basis and are managed by UBS in line with the University’s sustainable investment policy. During the year, the funds incurred a diminution in value of £26k alongside an income of £200k. The total value of endowment reserves as at 31st July 2022 was £8.2 million, including accumulated income of £1.4 million.

Cash flow and liquidity

The University’s cash flow and liquidity position closed in an improved position. Net Current Assets increased to £33.8 million (2020–21 £29.4 million). Net cash inflow generated from operating activities reduced to £16.5 million (2020–21 £20.4 million).

The end of year liquidity position represents a normal level for this time of year and is supplemented by the existence of a Revolving Credit Facility with Santander that was unused during 2021–22.

Capital funding

Expenditure of £10.1 million was incurred on capital projects in 2021–22 (2020–21 £8.9 million). Investment was directed at maintaining the estate and equipment assets that supports our teaching, research and professional services activity across the wide range of sites we occupy.

Going concern

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

The Group and University meets its day to day working capital requirements through existing unrestricted cash balances which are adequate to meet liabilities as and when they fall due for the foreseeable future. The Council has prepared detailed cash flow forecasts for both 2022–23 and 2023–24. After reviewing these forecasts the Council is of the opinion that, taking account of severe but plausible downside risks, the Group will have sufficient funds to meet their liabilities as they fall due over the period of 12 months from the date of approval of the financial statements (the going concern assessment period).

The University continued to be impacted, both operationally and financially, during the year to 31st July 2022 by the coronavirus pandemic though at a much-reduced level than in the previous year. In response to this and the other risks highlighted in the report, the University continues to closely manage its costs and capital expenditure projects.

The University assessed several scenarios which estimated the various financial impacts of the risks it faces through a range of areas, in particular student number and fee income generation together with income from residences and commercial income. This also included assessment of the plausible impact of inflation for both staff costs and operating costs.

The University has a Budget for 2022–23 based on its student recruitment together with control over capital expenditure to maintain liquidity. The University has no plans to increase its level of funding facilities, other than potentially those linked to government support schemes where appropriate, beyond those in place at 31st July 2022 during the going concern assessment period. No banking covenants have been breached or are estimated to be breached during the going concern assessment period.

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

Public Benefit statement

Bangor University is a Registered Charity (number 1141565) in accordance with the terms of the Charities Act 2011. In setting and reviewing the University's objectives and activities, the University has due regard to the Charity Commission's guidance on public benefit and supplementary guidance for charities established for educational purposes.

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

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

Transformative Learning Experiences / An excellent student experience

The University provides higher education in a wide range of disciplines in the arts and humanities, social sciences, natural sciences, physical sciences, health and education. The pillars underpinning the University's strategy are providing transformative learning experiences and an excellent student experience in a thriving Welsh language and bilingual environment.

The University promotes and safeguards fair access to higher education, including identifying individuals with the greatest potential from disadvantaged backgrounds. We seek to attract and retain students and prospective students from underrepresented groups, raising educational aspirations and developing skills to prepare students for higher education. The University works with a number of partners, including Reaching Wider: North and Mid Wales Partnership, local education authorities, and local further education colleges to promote university study at all levels. We safeguard fair access and increased retention through the provision of bursaries, scholarships and hardship schemes and targeted financial support for care leavers and the homeless.

The University works with schools to raise educational aspirations and awareness of under-represented groups; by identifying individuals with potential and developing skills to prepare students for higher education. The support includes pre-application advice and guidance, schools liaison talks, running our Talent Opportunities Programme, one of the largest widening access programmes in the country. The University also provides an ideal base for residential visits for activities ranging from fieldwork and activity weeks to Introduction to higher education programmes.

The University, through its Skills and Employability service, provides a range of resources to support students to develop personal skills and enhance employability. We offer the Bangor Employability Award as a comprehensive online course supporting students, work experience and placements and internships.

Extra-curricular and volunteering activities develop individuals, enhance their employability, and promote engagement with the community.

The University provides access to all sports clubs, societies and volunteering activities free at the point of delivery, regardless of the student's ability to pay. In the field of teaching and learning, the University provides a curriculum that is attractive and fit for purpose with academic programmes of high quality, excellent teaching facilities and a wide range of support services (including academic, financial, pastoral, spiritual and careers advice). Our programmes reflect our commitment to ensuring our students are global citizens.

Research Excellence

Bangor University's pioneering and impact-driven research is tackling some of the biggest questions facing the world today. The Research Excellence Framework 2021 (published in 2022) recognised that 85% of our research is either world leading or internationally excellent. The University is ranked in the Top 30 in the country for societal impact, demonstrating the real world contribution of our research.

We prioritise investment in inter-disciplinary research that is aligned with sustainability and addresses global challenges, focussing on three key themes, energy and the environment; health, wellbeing and behaviour, and language culture and society. Opportunities for postgraduate study and research (including the provision of studentships) are available in every academic school.

The University engages with Innovate UK, the key funding council that places an emphasis on business led innovation to support collaborative research projects involving industrial partners.

Through its Collaboration Hub, the University also provides access to a wide range of business and innovation support opportunities. Business engagement has a successful track record of working in partnership with businesses to develop people, products and processes. This can be through Knowledge Exchange schemes providing businesses with cost effective access to the resources within the University's knowledge base, its research expertise.

Global reach

Bangor University is listed among the 200 most international universities globally and the most international university in Wales. The University provides a thriving international community and welcomes staff and students from over 100 countries worldwide, providing a unique Bangor experience for international students. The University works with partners across the world, including the Bangor College China. Employability and global citizenship are strengthened by the University's internationalisation of the curriculum and promotion and support for outward mobility. Students are able to take an International Experience Year, studying or working abroad whilst on most of our undergraduate courses supporting our students to become more motivated, independent and confident and likely to enhance their employability.

A thriving Welsh Language and Bilingual Environment / Economic Social and Civic Impact

The University is leading the field for Welsh-medium higher education provision. The University actively encourages Welsh speaking students to undertake their courses through the medium of Welsh and promotes the use of Welsh in the workplace. The University works with Coleg Cymraeg Cenedlethol to promote University study through the medium of Welsh.

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

Following the peak of the Covid-19 pandemic, the University welcomed the re-opening of Pontio, the centre offering an exciting and unique blend of arts and culture, innovation, education and community activities. Pontio encompasses a theatre, studio theatre, cinema, large lecture facilities and innovation hub, outdoor performance area, as well as public cafes, foyers and bars. Pontio adds significantly to the amenities within Bangor and the surrounding areas for the economic, social and cultural benefit of both the University and the wider community of North Wales.

The University also promotes cultural development through its public lectures, a programme of music and drama, and a museum and art gallery which includes a major art collection, and unique artifacts including ceramics, musical instruments, and natural history specimens.

The university also provides high-quality sporting facilities and classes for the local community. The University estate contains nearly 150 buildings, including 14 listed buildings – one of which is a grade 1 listed building of historical significance.

Commitment to sustainability and the environment

The University is committed to sustainable development and global citizenship, promoting sustainability in all that we do including research, business and enterprise activities. Our academic community, Professional Services teams and our students are helping to create a more sustainable world. Sustainability is more than the environment and is in everything we do. With a research and innovation vision to be a global centre of excellence is sustainability the University takes a distinctive and holistic approach to sustainability that resonates with the Welsh Government’s Wellbeing of Future Generations (Wales) Act 2015 and the UN Sustainable Development goals.

Bangor’s commitment to sustainability is reflected in its environmental policy, which states: “We will not only seek to protect our natural environment, but also actively pursue opportunities to enhance it, promote a culture of environmental stewardship amongst our staff and students and work towards the goals of sustainable development.” We have maintained our ISO14001.2015 Environmental Management System.

The University is among the top universities in the UK for environmental and ethical performance, as judged by the People & Planet University League, achieving a first class award in 2021, putting Bangor in the top 20% of all UK Universities.

The University has demonstrated its leadership and commitment with respect to sustainability by appointing the Deputy Vice-Chancellor, on behalf of the Executive, to chair the Sustainability Strategy Group, which oversees the evolution and implementation of a sustainability approach for the University, including the environmental management system.

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

Commitment to sustainability through our investment policy

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

Independent auditor's report to The Council of Bangor University

Year ended 31 July 2022

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Bangor University ("the University") for the year ended 31 July 2022 which comprise the Consolidated and University Statement of Comprehensive Income and Expenditure, Consolidated and University Statement of Changes in Reserves, Consolidated and University Balance Sheets, Consolidated Statement of Cash Flows and related notes, including the Statement of Accounting Policies.

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the University's affairs as at 31 July 2022, and of the Group's and of the University's income and expenditure, gains and losses and changes in reserves, and of the Group's cash flows, for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland, and with the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education*; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

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

Going concern

The Council has prepared the financial statements on the going concern basis as it does not intend to liquidate the Group or the University or to cease their operations, and as it has concluded that the Group and the University's financial position means that this is realistic. It has also concluded that there are no material uncertainties that could have cast significant doubt over their ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

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

Our conclusions based on this work:

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

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

Independent auditor's report to The Council of Bangor University (continued)

Year ended 31 July 2022

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

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

- Enquiring of governors and inspection of policy documentation as to the University's high-level policies and procedures to prevent and detect fraud, and the public interest disclosure "whistleblowing" policy as well as whether they have knowledge of any actual, suspected or alleged fraud.
- Reading Board and Audit & Risk Committee minutes.
- Using analytical procedures to identify any unusual or unexpected relationships.
- We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, and taking into account possible pressures to meet loan covenants, we perform procedures to address the risk of management override of controls and the risk of fraudulent revenue recognition, in particular the risk that income from research contracts is recorded in the wrong period.

We did not identify any additional fraud risks.

We performed procedures including:

- Identifying journal entries to test based on risk criteria and comparing the identified entries to supporting documentation. These included those posted by senior finance management, year end journals supporting BUPAS balances and unusual combinations between revenue and balance sheet codes.
- Sample testing research income to assess whether that revenue had been recorded in the correct period; and
- Assessing significant accounting estimates for bias.

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

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

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

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

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

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

Secondly, the Group/University is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance

Independent auditor’s report to The Council of Bangor University (continued)

Year ended 31 July 2022

through the imposition of fines or litigation or the need to include significant provisions. We identified the following areas as those most likely to have such an effect: compliance with Higher Education’s regulatory requirements of HEFCW, recognising the regulated nature of the University’s activities.

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

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

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

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

Other information

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

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

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

We have nothing to report in these respects.

Matters on which we are required to report by exception

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

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

We have nothing to report in these respects.

Council responsibilities

As explained more fully in its statement set out on page 51, the Council is responsible for: the preparation of the financial statements which give a true and fair view; such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Group and parent University’s ability to continue as a going concern, disclosing, as applicable,

Independent auditor’s report to The Council of Bangor University (continued)

Year ended 31 July 2022

matters related to going concern; and using the going concern basis of accounting unless it either intends to liquidate the Group or the parent University or to cease operations, or has no realistic alternative but to do so.

Auditor’s responsibilities

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

A fuller description of our responsibilities is provided on the FRC’s website at :

www.frc.org.uk/auditorsresponsibilities.

Report on other legal and regulatory requirements

We are required to report on the following matters prescribed in the Higher Education Funding Council for Wales (‘HEFCW’) Audit Code of Practice issued under the Further and Higher Education Act 1992 and in the Financial Management Code issued under the Higher Education (Wales) Act 2015 and the Accounts Direction to Higher Education Institutions for 2021/22 issued by the HEFCW (‘the Accounts Direction’).

In our opinion, in all material respects:

- funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- income, where appropriate, has been applied in accordance with paragraph 145 of the HEFCW’s Financial Management Code (FMC);
- Funding Council grants have been applied in accordance with terms and conditions attached to them and used for the purposes for which they were received, including the Terms and Conditions of Funding;
- the requirements of HEFCW’s Accounts Direction have been met.

The purpose of our audit work and to whom we owe our responsibilities

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

Timothy Cutler
for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants
1 St Peter’s Square
Manchester
M2 3AE

01 December 2022

**Statement of Council responsibilities in respect of the Annual Report
and the Financial Statements**
Year ended 31 July 2022

The Council is responsible for preparing the Annual Report and the financial statements in accordance with the requirements of the Terms and Conditions of Funding issued by the Higher Education Funding Council for Wales (HEFCW), the Accounts Direction to Higher Education Institutions for 2021/22 issued by HEFCW, the Financial Management Code issued under the Higher Education (Wales) Act 2015 and applicable law and regulations.

It is required to prepare the Group and parent University financial statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and the requirements of the Charities Act 2011. The Terms and Conditions of Funding further require the financial statements to be prepared in accordance with the 2019 Statement of Recommended Practice – Accounting for Further and Higher Education, in accordance with the requirements of the Accounts Direction to Higher Education Institutions for 2021/22 issued by HEFCW.

The Council is required to prepare financial statements which give a true and fair view of the state of affairs of the Group and parent University and of their income and expenditure, gains and losses and changes in reserves for that period. In preparing each of the Group and parent University financial statements, the directors are required to:

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

The Council is responsible for keeping adequate accounting records that are sufficient to show and explain the parent University’s transactions and disclose with reasonable accuracy at any time the financial position of the parent University. It is responsible for such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and has general responsibility for taking such steps as are reasonably open to it to safeguard the assets of the Group and to prevent and detect fraud and other irregularities.

**Statement of Council responsibilities in respect of the Annual Report
and the Financial Statements**
Year ended 31 July 2022

The Council is also responsible for ensuring that:

- funds from whatever source administered by the Group or the University for specific purposes have been properly applied to those purposes and managed in accordance with relevant legislation;
- income, where appropriate, has been applied in accordance with paragraph 145 of the HEFCW’s Financial Management Code (FMC);
- Funding Council grants have been applied in accordance with terms and conditions attached to them and used for the purposes for which they were received, including the Terms and Conditions of Funding;
- ensuring that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources; and
- securing the economical, efficient and effective management of the University’s resources and expenditure.

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

Consolidated Statement of Comprehensive Income and Expenditure

Year ended 31 July 2022

	Notes	2021/22		2020/21	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
Income					
Tuition fees and education contracts	1	80,765	80,765	76,741	76,741
Funding body grants	2	24,750	24,750	30,297	30,297
Research grants and contracts	3	29,544	29,544	23,385	23,385
Other income	4	27,765	24,273	22,241	19,500
Investment income	5	181	181	461	593
Endowments and donations	6	244	244	243	243
Total income		163,249	159,757	153,368	150,759
Expenditure					
Staff costs	7	86,508	84,751	86,223	84,851
USS pension provision movement	7	34,358	34,358	1,323	1,323
Other operating expenses		57,547	61,553	47,884	47,046
Depreciation	11	15,046	14,630	14,282	13,853
Impairment of fixed assets	11	1,903	1,903	0	0
Interest and other finance costs	8	4,934	4,934	5,205	5,190
Total expenditure	9	200,296	202,129	154,917	152,263
Surplus/(Deficit) before other gains/(losses) and share of operating surplus of joint venture		(37,047)	(42,372)	(1,549)	(1,504)
Gain / (Loss) on disposal of fixed assets		1,583	1,583	(69)	(69)
Gain / (Loss) on investments		(24)	(24)	1,075	1,075
Share of operating (deficit) / surplus in joint venture	15	0	0	(20)	0
Surplus/(Deficit) before tax		(35,488)	(40,813)	(563)	(498)
Taxation	10	0	0	0	0
Surplus/(Deficit) for the year attributable to:		(35,488)	(40,813)	(563)	(498)
Pension Provision movement	21	13,110	13,110	8,934	8,934
Total comprehensive (expenditure)/income for the year		(22,378)	(27,703)	8,371	8,436
Represented by:					
Endowment comprehensive income for the year		(127)	(127)	1,235	1,235
Restricted comprehensive income for the year		44	44	87	87
Unrestricted comprehensive income for the year		(22,295)	(27,620)	7,049	7,114
		(22,378)	(27,703)	8,371	8,436
Surplus/(Deficit) for the year attributable to:					
Non controlling interest		0	0	(20)	0
University		(35,488)	(40,813)	(543)	(498)
Total Comprehensive income/(expenditure) for the year attributable to:					
Non controlling interest		0	0	38	0
University		(22,378)	(27,703)	8,391	8,436

All items of total comprehensive income and expenditure relate to continuing activities.

The Statement of Accounting Policies and Notes on pages 102 to 136 form part of the financial statements.

Consolidated and University Statement of Changes in Reserves

Year ended 31 July 2022

Consolidated	Income and expenditure account			
	Endowment £'000	Restricted £'000	Unrestricted £'000	Total £'000
At 1 August 2020	7,103	614	218,713	226,430
Surplus from the income and expenditure statement	1,481	133	(2,177)	(563)
Other comprehensive income	0	0	8,934	8,934
Release of restricted funds spent in year	(246)	(46)	292	0
Total comprehensive income for the year	1,235	87	7,049	8,371
At 1 August 2021	8,338	701	225,762	234,801
Surplus/(deficit) from the income and expenditure statement	181	274	(35,943)	(35,488)
Other comprehensive income	0	0	13,110	13,110
Release of restricted funds spent in year	(308)	(230)	538	0
Total comprehensive income for the year	(127)	44	(22,295)	(22,378)
At 31 July 2022	8,211	745	203,467	212,423

University	Income and expenditure account			
	Endowment £'000	Restricted £'000	Unrestricted £'000	Total £'000
At 1 August 2020	7,103	614	219,221	226,938
Surplus from the income and expenditure statement	1,481	133	(2,112)	(498)
Other comprehensive income	0	0	8,934	8,934
Release of restricted funds spent in year	(246)	(46)	292	0
Total comprehensive income for the year	1,235	87	7,114	8,436
At 31 July 2021	8,338	701	226,335	235,374
Surplus/(deficit) from the income and expenditure statement	181	274	(41,268)	(40,813)
Other comprehensive income	0	0	13,110	13,110
Release of restricted funds spent in year	(308)	(230)	538	0
Total comprehensive income for the year	(127)	44	(27,620)	(27,703)
At 31 July 2022	8,211	745	198,715	207,671

The Statement of Accounting Policies and Notes on pages 102 to 136 form part of the financial statements.

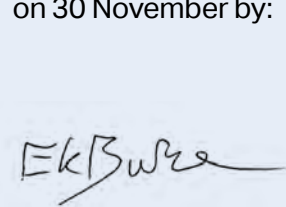
Consolidated and University Statement of Financial Position

Year ended 31 July 2022

	Notes	2022		2021	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
Non-current assets					
Fixed assets	11	305,369	300,375	313,168	307,862
Investments	14	7,051	7,101	6,999	7,049
Investment in joint venture	15	765	0	155	0
		313,185	307,476	320,322	314,911
Current assets					
Stock	16	78	67	51	30
Trade and other receivables	17	35,621	37,126	24,744	30,943
Investments	18	0	0	0	0
Cash and cash equivalents	24	45,133	44,288	44,322	43,083
Total expenditure		80,832	81,481	69,117	74,056
Less:					
Creditors: amounts falling due within one year	19	(47,050)	(46,742)	(39,675)	(38,693)
Net current assets		33,782	34,739	29,442	35,363
Total assets less current liabilities		346,967	342,215	349,764	350,274
Creditors: amounts falling due after more than one year	20	(93,002)	(93,002)	(97,373)	(97,310)
Provisions					
Pension provisions	21	(39,687)	(39,687)	(17,312)	(17,312)
Other provisions	21	(1,855)	(1,855)	(278)	(278)
Total net assets		212,423	207,671	234,801	235,374
Restricted Reserves					
Endowment reserve	22	8,211	8,211	8,338	8,338
Income and expenditure reserve	23	745	745	701	701
Unrestricted Reserves					
Income and expenditure reserve		203,467	198,715	225,762	226,335
Total Reserves		212,423	207,671	234,801	235,374

The Statement of Accounting Policies and Notes on pages 102 to 136 form part of the financial statements.

The financial statements were approved by the Council on 28 November 2022 and were signed on its behalf on 30 November by:



Prof. Edmund Burke
Vice-Chancellor



Mrs Marian Wyn Jones
Chair of Council



Sir Paul Lambert
Chair of Finance & Strategy
Committee

Consolidated Cashflow Statement

Year ended 31 July 2022

	Notes	2021/22 £'000	2020/21 £'000
Cash flow from operating activities			
Surplus / (Deficit) for the year		(35,488)	(563)
Adjustment for non-cash items			
Depreciation	11	15,046	14,282
Impairment of fixed assets	11	1,903	0
Loss / (Gain) on investments		24	(1,075)
(Increase) / Decrease in stock	16	(27)	17
(Increase) / Decrease in debtors		(10,877)	862
Increase / (Decrease) in creditors		7,304	5,834
Increase / (Decrease) in pension provision	21	35,485	2,618
Increase / (Decrease) in other provisions	21	1,577	89
Share of operating surplus in joint venture	15	(610)	20
		49,825	22,647
Adjustment for investing or financing activities			
Capital grant income		(831)	(6,209)
Profit on the sale of fixed assets		(1,583)	69
Investment income	5	(181)	(461)
Interest payable	8	4,752	4,988
Endowment income	6	(7)	(65)
		2,150	(1,678)
Net cash inflow from operating activities		16,487	20,406
Cash flows from investing activities			
Capital grant receipts		831	6,177
Proceeds from sales of fixed assets		2,507	1,456
Payments made to acquire fixed assets		(10,084)	(8,929)
Investment income	5	181	461
Disposal of current asset investments	18	0	5,133
New non-current asset investments		(3,854)	(3,754)
Disposal of non-current asset investments		3,787	3,786
		(6,631)	4,330
Cash flows from financing activities			
Interest paid	8	(1,076)	(1,164)
Interest element of finance lease and service concession payments	8	(3,676)	(3,824)
Endowment cash received	22	7	65
Repayment of finance leases and service concessions	19/20	(1,578)	(1,618)
New unsecured loans	19/20	951	1,051
Repayment of secured loans	19/20	0	(329)
Repayment of unsecured loans	19/20	(3,673)	(2,288)
		(9,045)	(8,107)
(Increase) / (Decrease) in cash and cash equivalents in the year		811	16,629
Cash and cash equivalents at beginning of the year	24	44,322	27,693
Cash and cash equivalents at end of the year	24	45,133	44,322
		811	16,629

The Statement of Accounting Policies and Notes on pages 102 to 136 form part of the financial statements.

Statement of Principal Accounting Policies

Year ended 31 July 2022

1. General information

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

2. Basis of preparation

The Consolidated and University financial statements have been prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard 102 (FRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education issued in 2019. They have also been prepared in accordance with the 'carried forward' powers and duties of previous legislation (Further and Higher Education Act 1992 and the Higher Education Act 2004) and the new powers of the Higher Education and Research Act 2017 during the transition period to 31 July 2022, the Royal Charter and the Accounts Direction issued by the Higher Education Funding Council for Wales (HEFCW).

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

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

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

3. Exemptions under FRS 102

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

4. Basis of consolidation

The consolidated financial statements include the financial statements of the University and all its subsidiaries together with the share of the results of joint ventures and associates for the financial year to 31 July 2022.

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

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

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

Joint ventures are accounted for using the equity method.

5. Going Concern

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

The Group and University meets its day to day working capital requirements through existing unrestricted cash balances which are adequate to meet liabilities as and when they fall due for the foreseeable future. The Council has prepared detailed cash flow forecasts for both 2022/23 and 23/24. After reviewing these forecasts the Council is of the opinion that, taking account of severe but plausible downside risks, including the potential continued impact of the pandemic the Group will have sufficient funds to meet their liabilities

Statement of Principal Accounting Policies (continued)

Year ended 31 July 2022

as they fall due over the period of 12 months from the date of approval of the financial statements (the going concern assessment period).

The impact of the coronavirus pandemic on the University reduced during the year to 31st July 2022, both operationally and financially. It is estimated that the University will continue to be affected in future years. In response, the University continues to closely manage its costs and capital expenditure projects.

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

The University has a Budget for 2022/23 based on its student recruitment together with control over capital expenditure to maintain liquidity. The University has no plans to increase its level of funding facilities, other than those linked to government support schemes where appropriate, beyond those in place at 31st July 2022 during the going concern assessment period. No banking covenants have been breached or are estimated to be breached during the going concern assessment period. The University assessed a number of scenarios which and estimated the various financial impacts, in particular student number and fee income generation together with income from residences and commercial income.

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

6. Income recognition

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

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

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

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

Grant funding

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

Donations and endowments

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

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

Statement of Principal Accounting Policies (continued)

Year ended 31 July 2022

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

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

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

Capital grants

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

7. Accounting for retirement benefits

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

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

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

Defined Contribution Plan

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

Multi-employer schemes

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

Defined benefit schemes

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

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

The Group should recognise a liability for its obligations under defined benefit plans net of plan assets. This

Statement of Principal Accounting Policies (continued)

Year ended 31 July 2022

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

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

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

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

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

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

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

8. Employment benefits

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

9. Finance leases

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

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

10. Service Concession Arrangements

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

Statement of Principal Accounting Policies (continued)
Year ended 31 July 2022

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

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

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

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

11. Operating leases

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

12. Foreign currency

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

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

13. Property, Plant and Equipment

Land and buildings

Land and buildings are capitalised at cost on initial recognition.

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

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

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

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

Buildings	50 years
Building refurbishments	15 years

Statement of Principal Accounting Policies (continued)
Year ended 31 July 2022

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

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

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

Leasehold improvements are depreciated over the life of the lease.

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

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

Equipment

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

Equipment, including computers and software, costing less than the de-minimis of £10,000 per individual item, or group of related items, is recognised as expenditure. All other equipment is capitalised.

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

Computer Equipment	5 years
Equipment acquired for specific research projects	5 years
Other Equipment	Up to 10 years
Motor Vehicles	5 years

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

Impairment

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

Borrowing costs

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

14. Heritage assets

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

15. Investments

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

Statement of Principal Accounting Policies (continued)

Year ended 31 July 2022

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

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

16. Stock

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

17. Cash and cash equivalents

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

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

18. Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when:

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

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

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

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

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

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

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

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

20. Taxation

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

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

Statement of Principal Accounting Policies (continued)

Year ended 31 July 2022

21. Financial Instruments

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

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

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

Financial assets

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

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

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

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

Financial liabilities

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

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

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

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

Statement of Principal Accounting Policies (continued)
Year ended 31 July 2022

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

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

22. Reserves

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

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

23. Critical accounting judgements and key sources of estimation uncertainty

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

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

Income recognition

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

Useful lives of property, plant and equipment

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

Recoverability of debtors

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

The University's Trade Receivables balance, Note 17, discloses the amount due to the University and the Group after deducting the bad debt provision of £3,225k (2021: £2,809k) and £3,225k (2021: £2,904k) respectively. The bad debt provision mainly relates to residential and tuition fees owed by students.

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

Statement of Principal Accounting Policies (continued)
Year ended 31 July 2022

Service concession agreements

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

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

Retirement benefit obligations

USS pension provision

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

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

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

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

Retirement benefits (BUPAS)

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

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

Notes to the Financial Statements

Year ended 31 July 2022

	2021/22		2020/21	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
1 Tuition fees and education contracts				
Full-time home and EU students	44,347	44,347	46,861	46,861
Full-time international students	19,396	19,396	14,537	14,537
Part-time students	2,912	2,912	2,082	2,082
Research training support grants	1,046	1,046	873	873
Short course fees	620	620	513	513
Education contracts	12,444	12,444	11,875	11,875
	80,765	80,765	76,741	76,741
2 Funding body grants				
Recurrent grant				
Higher Education Funding Council for Wales	14,637	14,637	10,207	10,207
Specific grants				
Higher Education Funding Council for Wales				
Capital Grants	831	831	4,809	4,809
Additional Student Support	0	0	3,603	3,603
Higher Education Investment & Recovery				
Main Funding	2,279	2,279	2,850	2,850
Welsh Medium Initiatives	921	921	1,034	1,034
Innovation Capacity Development Fund	0	0	841	841
Covid19 - Additional Student Support	0	0	802	802
Research Capital	597	597	715	715
Degree Apprenticeships	20	20	565	565
Research Wales Innovation Fund	1,566	1,566	487	487
Better Mental Health	229	229	184	184
PGT Masters	307	307	242	242
Newton Fund & Global Challenge	68	68	147	147
Research Wales Funding	0	0	136	136
HE & FE Collaboration	34	34	9	9
Reaching Higher Reaching Wider	332	332	384	384
Student Well-Being & Health	319	319	145	145
Other	148	148	383	383
Welsh Government				
North Wales Medical Education Hub	61	61	518	518
National Practitioners	203	203	276	276
Welsh for Adults Language Centre	1,478	1,478	1,518	1,518
Ysbyty Enfys	0	0	225	225
MSP Capital Grant	328	328	0	0
Other	392	392	217	217
	24,750	24,750	30,297	30,297

The Research grants and contract totals include fully recognised income of £1.4m (2020/21 - £1.7m) received for capital grants where performance conditions have been met. The associated equipment purchased will be depreciated over 5 years in accordance with the University's Accounting Policies.

Notes to the Financial Statements (continued)

Year ended 31 July 2022

	2021/22		2020/21	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
3 Research grants and contracts				
Research councils	5,469	5,469	4,376	4,376
UK charities	913	913	881	881
UK government	9,970	9,970	8,129	8,129
UK industry & commerce	1,575	1,575	701	701
EU government	10,685	10,685	8,563	8,563
EU other	113	113	48	48
Other overseas	556	556	588	588
Other sources	263	263	99	99
	29,544	29,544	23,385	23,385
4 Other income				
Residences, catering and conferences	11,764	11,764	7,973	7,973
Other services rendered by the University	4,861	4,861	4,526	4,526
Other income	7,226	7,648	6,712	7,001
Subsidiary Companies				
NWWMDCLtd	1,732	0	1,920	0
Others	2,182	0	1,110	0
	27,765	24,273	22,241	19,500
5 Investment income				
Investment income on endowments	200	200	343	343
Other investment income	(19)	(19)	118	250
	181	181	461	593
6 Donations and endowment income				
New endowments	7	7	65	65
Donations with restrictions	125	125	142	142
Unrestricted donations	112	112	36	36
	244	244	243	243
7 Staff costs				
Salaries	66,752	65,347	65,203	63,991
Social security costs	6,640	6,372	6,147	6,035
Restructuring costs	0	0	2,322	2,322
Movement on USS provision	34,358	34,358	1,323	1,323
Movement on BUPAS provision	996	996	1,089	1,089
Other pension costs	12,120	12,036	11,462	11,414
Total	120,866	119,109	87,546	86,174

The Research grants and contract totals include fully recognised income of £1.4m (2020/21 - £1.7m) received for capital grants where performance conditions have been met. The associated equipment purchased will be depreciated over 5 years in accordance with the University's Accounting Policies.

Notes to the Financial Statements (continued)
Year ended 31 July 2022

Emoluments of the Vice-Chancellor 1 August 2021 to 31 July 2022 :

	Prof. I Davies 2021/22 £'000	Prof. I Davies 2020/21 £'000
Salary	223	220
Total remuneration	223	220

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

	2021/22	2020/21
Pay median of basic salary	1 : 6.51	1 : 6.17
Pay median of total remuneration	1 : 6.51	1 : 6.17

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

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

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

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

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

	2021/22 No.	2020/21 No.
£100,000 to £104,999	3	3
£105,000 to £109,999	1	2
£110,000 to £114,999	2	2
£115,000 to £119,999	2	3
£120,000 to £124,999	1	0
£125,000 to £129,999	1	1
£130,000 to £134,999	1	0
£135,000 to £139,999	0	0
£140,000 to £144,999	1	0
	12	11

Average staff numbers by major category :	No.	No.
Academic & related and research	966	936
Clerical	349	330
Technical	97	92
Other	229	234
	1,641	1,592

Staff numbers are expressed as full-time equivalents.

No compensation for loss of office was paid to any former higher paid employees under the terms of the University's standard voluntary severance scheme (2020/21 2 paid - £80,441).

Notes to the Financial Statements (continued)
Year ended 31 July 2022

Key management personnel

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

	2021/22 £'000	2020/21 £'000
Key management personnel staff cost	1,392	1,590

	No.	No.
FTE Equivalent number of key management personnel during 2021/22	9	10.6

At the 31 July 2022 there were 9 (20/21 – 9) key management personnel.

Council Members

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

All transactions involving organisations in which a member of Council may have an interest are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures. The value of these transactions reflected in the accounts for the year ended 31 July 2022 are set out below:

Organisation	Name	Position	Income £000	Expenditure £000	Due from/(to) at 31 July 2022 £000
Betsi Cadwaladr University Health Board	Prof. Nichola Callow	Board Member	1,041	588	(269)
Coleg Cambria	Prof.Timothy Wheeler Ms Lorraine Westwood	Chair of Governing Body Board Member	(2)	603	(8)
North Wales Police	Ms Julie Perkins	Vice-Chairperson	42	9	16
Office of the Independent Adjudicator	Dr. Kevin Mundy	Director	0	31	(40)

No lay council members received remuneration from the group during the year (2021 - none).

The total expenses paid to or on behalf of 3 lay council members was £2,335 (2021 - 0). This represents travel expenses incurred in attending Council, Committee meetings and other events in their official capacity.

Notes to the Financial Statements (continued)

Year ended 31 July 2022

	Note	2021/22		2020/21	
		Consolidated £'000	University £'000	Consolidated £'000	University £'000
8 Interest and other finance costs					
Loan interest		1,076	1,076	1,164	1,149
Finance lease interest (including service concession finance charge)		3,676	3,676	3,824	3,824
Net charge on pension scheme	21	182	182	217	217
		4,934	4,934	5,205	5,190
9 Analysis of total expenditure by activity					
Academic departments		47,344	47,480	46,018	46,019
Academic services		11,102	11,181	11,582	11,629
Central administration and services		11,313	16,473	8,865	8,875
General educational		12,505	12,509	10,036	10,036
Staff and student facilities		7,089	7,104	11,303	11,097
Premises		27,883	28,569	20,259	21,068
Residences and catering operations		15,552	15,552	14,707	14,707
Research grants and contracts		24,995	25,038	20,802	20,839
Services rendered		7,548	3,258	5,901	2,549
Restructuring costs / (not utilised)		0	0	2,322	2,322
Movement on USS provision		34,358	34,358	1,323	1,323
Other		607	607	1,799	1,799
		200,296	202,129	154,917	152,263
Other operating expenses include:					
External auditors remuneration (incl VAT) :					
Audit related assurance services		156	120	146	108
Other assurance services		43	43	55	55
Taxation / Non-audit services		70	64	54	47
Operating lease rentals					
Land and buildings		377	377	444	444
Other		1,041	1,041	1,043	1,043
Restructuring costs include					
Staff severance		0	0	2,322	2,322

Notes to the Financial Statements (continued)

Year ended 31 July 2022

	2021/22		2020/21	
	Consolidated £'000	University £'000	Consolidated £'000	University £'000
10 Taxation				
Current tax				
UK corporation tax of 19% (2021: 19%) on deficit for the year	0	0	0	0
Total tax charge	0	0	0	0
Factors affecting the tax charge				
The tax assessed for the year is lower than the standard rate of corporation tax in the UK. The difference is explained below.				
(Deficit)/Surplus before taxation	(35,488)	(40,813)	(563)	(498)
(Deficit)/Surplus multiplied by the standard rate of corporation tax in the UK of 19% (2021: 19%)	(6,743)	(7,754)	(107)	(95)
Surplus/(Deficit) within charitable exemption	6,743	7,754	107	95
Impact of change in corporation tax rate	0	0	0	0
Current tax charge	0	0	0	0

Notes to the Financial Statements (continued)

Year ended 31 July 2022

11 Property, Plant and Equipment	Freehold Land and Buildings	Leasehold Improvements	Service concession arrangement Land and Buildings	Fixtures, Fittings and Equipment	Assets in the Course of Construction	Total
Consolidated Cost	£'000	£'000	£'000	£'000	£'000	£'000
At 1 August 2021	294,592	11,095	68,653	36,567	3,609	414,516
Additions	1,504	0	0	4,609	3,971	10,084
Transfers	468	0	0	47	(515)	0
Impairment	(1,903)	0	0	0	0	(1,903)
Disposals	(166)	0	0	(653)	(758)	(1,577)
At 31 July 2022	294,495	11,095	68,653	40,570	6,307	421,120
Depreciation						
At 1 August 2021	58,598	5,836	9,560	27,364	0	101,358
Charge for the year	9,108	374	1,465	4,099	0	15,046
Disposals	0	0	0	(653)	0	(653)
At 31 July 2022	67,706	6,210	11,025	30,810	0	115,751
Net book value At 31 July 2022	226,789	4,885	57,628	9,760	6,307	305,369
At 1 August 2021	235,994	5,259	59,093	9,203	3,609	313,158
University Cost	£'000	£'000	£'000	£'000	£'000	£'000
At 1 August 2021	295,592	58	68,653	34,556	3,609	401,468
Additions	1,504	0	0	4,495	3,971	9,970
Transfers	468	0	0	47	(515)	0
Impairment	(1,903)	0	0	0	0	(1,903)
Disposals	(166)	0	0	(653)	(758)	(1,577)
At 31 July 2022	294,495	58	68,653	38,445	6,307	407,958
Depreciation						
At 1 August 2021	58,598	10	9,560	25,438	0	93,606
Charge for the year	9,108	2	1,465	4,055	0	14,630
Disposals	0	0	0	(653)	0	(653)
At 31 July 2022	67,706	12	11,025	28,840	0	107,583
Net book value At 31 July 2022	226,789	46	57,628	9,605	6,307	300,375
At 1 August 2021	235,994	48	59,093	9,119	3,608	307,862

At 31 July 2022, freehold land and buildings included £38.6m (2021 - £38.7m) in respect of freehold land and is not depreciated.

Leased assets included above:

Net Book Value:	£'000
At 31 July 2021	823
At 31 July 2022	664

Notes to the Financial Statements (continued)

Year ended 31 July 2022

12 Heritage assets

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

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

13 Service concession arrangements

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

Movement in service concession arrangement assets

The asset value of the service concessions included on the Balance Sheet as at 31 July 2022 is £57,628k (1 August 2021 £59,093). The decrease of £1,465k results from depreciation charges during the year.

Movement in service concession arrangement liabilities

The total liabilities relating to the service concessions included on the Balance Sheet as at 31 July 2022 were £60,466k (1 August 2021 £61,885k). The decrease of £1,419k results from repayments during the year.

Future commitments

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

	Payable in 1 year	Payable in 2-5 years	Payable in 6 years or more	Total
	£'000	£'000	£'000	£'000
Liability repayments	1,351	6,204	52,910	60,465
Finance charge	3,304	12,354	29,680	45,338
Service charge	2,513	10,785	65,511	78,809
	7,168	29,343	148,101	184,612

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

a) Ffriddoedd Road scheme

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

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

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

b) St Mary's scheme

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

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

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

Notes to the Financial Statements (continued)
Year ended 31 July 2022

14 Non-Current Investments	Subsidiary companies (Note 28) £'000	Associate companies (Note 28) £'000	Joint venture (Note 15) £'000	Other non-current investments £'000	Total £'000
Consolidated					
At 1 August 2021	0	50	0	6,949	6,999
Release in Year	0	0	0	78	78
Revaluation	0	0	0	(26)	(26)
At 31 July 2022	0	50	0	7,001	7,051
University					
At 1 August 2021	0	50	50	6,949	7,049
Charge for the year	0	0	0	78	78
Disposals	0	0	0	(26)	(26)
At 31 July 2022	0	50	50	7,001	7,101

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

	University £'000
Other non-current investments consist of :	
CVCP Properties plc	33
Laser Micromachining Ltd	80
Managed funds in equities and fixed interest securities	6,888
	7,001

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

Notes to the Financial Statements (continued)
Year ended 31 July 2022

15 Investment in joint venture		
The University holds a 50% share (50,000 £1 Ordinary shares) of P.Madog Offshore Services Limited, a company registered in England, which undertakes the chartering of a research vessel. This is a joint venture company owned equally by the University and O.S. Energy (UK) Limited. The arrangement is treated as a joint venture and is accounted for using the equity method, such that 50% of the company’s gross assets and liabilities are incorporated into the consolidated balance sheet of the University and 50% of its net income is reported in the University's consolidated Statement of Comprehensive Income.		
Income and expenditure account	2021/22 £'000	2020/21 £'000
Share of income	454	530
Share of expenditure	(453)	(550)
Share of surplus for year	1	(20)
Balance sheet	2022 £'000	2021 £'000
Fixed assets	753	20
Current assets	214	192
	967	212
Creditors: amounts due within one year	(60)	(49)
Creditors: amounts due after more than one year	(142)	(8)
	(202)	(57)
Share of net assets	765	155

Notes to the Financial Statements (continued)

Year ended 31 July 2022

16 Stock

	2022		2021	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Catering and retail stocks	78	67	51	30
	78	67	51	30

17 Trade and other receivables

	2022		2021	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Trade receivables	17,345	17,298	12,281	12,067
Other receivables - taxation recoverable	0	0	11	0
Prepayments and accrued income	18,276	17,910	12,452	12,783
Amounts due from subsidiary companies	0	267	0	2,608
Prepayment to joint venture	0	0	0	34
	35,621	35,475	24,744	27,492
Amounts falling due after one year:				
Amounts due from subsidiary companies	0	0	0	1,662
Prepayment to subsidiary undertaking	0	1,651	0	1,789
	35,621	37,126	24,744	30,943

18 Current investments

	2022		2021	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Short term deposits	0	0	0	0
	0	0	0	0

19 Creditors : amounts falling due within one year

	2022		2021 (Reclassified)	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Obligations under finance leases	159	159	159	159
Service concession arrangements (Note 13)	1,351	1,351	1,419	1,419
Secured loans	0	0	0	0
Unsecured loans	2,798	2,798	2,722	2,722
Bank Overdraft	444	444	0	0
Creditors	7,564	7,220	9,732	9,351
Social security and other taxation payable	1,992	1,956	1,710	1,678
Accruals and deferred income	32,742	32,524	23,933	23,066
Amounts due to subsidiary undertakings	0	290	0	298
	47,050	46,742	39,675	38,693

Deferred income

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

Research grants received on account	7,018	7,018	4,907	4,907
Funding Body grants	4,868	4,868	5,237	5,237
Other	392	392	373	373
	12,278	12,278	10,517	10,517

Notes to the Financial Statements (continued)

Year ended 31 July 2022

20 Creditors : amounts falling due after more than one year

	2022		2021	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Deferred income	34	34	97	34
Obligations under finance lease	505	505	664	664
Service concession liabilities due after one year	59,115	59,115	60,466	60,466
Unsecured loans	33,348	33,348	36,146	36,146
	93,002	93,002	97,373	97,310

Analysis of secured and unsecured loans:

Due within one year or on demand	2,798	2,798	2,722	2,722
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Due between one and two years	2,875	2,875	2,798	2,798
Due between two and five years	9,111	9,111	8,864	8,864
Due in five years or more	21,362	21,362	24,484	24,484
Due after more than one year	33,348	33,348	36,146	36,146

Total secured and unsecured loans

	36,146	36,146	38,868	38,868
Unsecured loans repayable by 2033	36,146	36,146	38,868	38,868
	36,146	36,146	38,868	38,868

Included in loans are the following:

Borrower	Amount £'000	Maturity	Interest rate %	Lender
University	2,092	2030	0%	Salix Energy Efficiency Loans
University	18,752	2033	Fixed 3.913%	European Investment Bank
University	14,351	2033	Fixed 2.135%	European Investment Bank
University	951	2031	Fixed 0.55%	Sustaining University Research Expertise (SURE)
Total University	36,146			

Notes to the Financial Statements (continued)
Year ended 31 July 2022

21 Provisions for liabilities

	USS deficit	Local scheme	Total Pensions Provisions	Other Provisions	Total Other
Consolidated and University	£'000	£'000	£'000	£'000	£'000
At 1 August 2021	20,889	(3,578)	17,311	278	278
Staff cost	0	996	996	0	0
Deficit Contribution	(1,144)	0	(1,144)	0	0
Finance cost	182	(50)	132	0	0
Movement on Pension Scheme	35,502	(13,110)	22,392	0	0
Additions	0	0	0	1,577	1,577
At 31 July 2022	55,429	(15,742)	39,687	1,855	1,855

Local scheme deficit
Defined benefit obligations at 1 August 2021 related to the liabilities under the University's BUPAS pension scheme. Further details are given in Note 29B.

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

Following the completion of the 2020 actuarial valuation, a new deficit recovery plan has been agreed of which more detail is given in Note 29A. This new plan requires deficit payments of 6.2% of salaries over the period 1 April 2022 until 31 March 2024 at which point the rate will increase to 6.3%.

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

	2022	2021
Discount rate	3.31%	0.87%
Salary growth	4.50%	4.50%

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

Change in assumptions at 31 July 2022	Approximate impact £m
0.5% pa decrease in discount rate	2.4
0.5% pa increase in salary inflation over duration	2.3
0.5% pa increase in salary inflation year 1 only	0.3
0.5% increase in staff changes over duration	2.4
0.5% increase in staff changes year 1 only	0.3
1% increase in deficit contributions	8.8

Notes to the Financial Statements (continued)
Year ended 31 July 2022

22 Endowment reserves

	Restricted permanent endowments	Unrestricted permanent endowments	Restricted expendable endowments	2022 Total	2021 Total
Consolidated and University	£'000	£'000	£'000	£'000	£'000
At 1 August					
Capital	5,129	230	1,646	7,005	5,965
Accumulated income	1,183	0	150	1,333	1,138
	6,312	230	1,796	8,338	7,103
New endowments	0	0	7	7	8
Investment income	141	7	52	200	343
Expenditure	(53)	(7)	(248)	(308)	(246)
Increase in market value of investments	(18)	(1)	(7)	(26)	1,130
Total endowment comprehensive income/(expenditure) for the year	70	(1)	(196)	(127)	1,235
At 31 July	6,382	229	1,600	8,211	8,338

Represented by:					
Capital	5,111	229	1,428	6,768	7,005
Accumulated income	1,271	0	172	1,443	1,333
	6,382	229	1,600	8,211	8,338

Analysis by asset					
Non-current asset investments				6,888	6,836
Cash & cash equivalents				1,323	1,502
				8,211	8,338

23 Other restricted reserves

Reserves with restrictions are as follows:					
				2022	2021
				Donations	Donations
Consolidated and University				£'000	£'000
At 1 August				701	614
New donations				274	133
Investment income				0	0
Expenditure				(230)	(46)
Total restricted comprehensive income / (expenditure) for the year				44	87
At 31 July				745	701

24 Cash and cash equivalents

	2022		2021	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
At 1 August	44,322	43,083	27,693	27,089
Cashflows	811	1,205	16,629	15,994
At 31 July	45,133	44,288	44,322	43,083

Notes to the Financial Statements (continued)
Year ended 31 July 2022

25 Capital and other commitments

Provision has not been made for the following capital commitments at 31 July 2022:

At 1 August	2022		2021	
	Consolidated	University	Consolidated	University
	£'000	£'000	£'000	£'000
Commitments contracted for	1,067	1,067	38	38
	1,067	1,067	38	38

26 Lease obligations

Total rentals payable under operating leases:

Consolidated and University	Land and buildings	Other leases	2022 Total	2021 Total
	£'000	£'000	£'000	£'000
Payable during the year	377	1,041	1,418	1,487
Future minimum lease payments due:				
Not later than 1 year	364	1,000	1,364	1,145
Later than 1 year and not later than 5 years	1,018	2,996	4,014	1,760
Later than 5 years	13,727	0	13,727	13,931
Total lease payments due:	15,109	3,996	19,105	16,836

27 Events after the reporting period

There are no post balance sheet events to report.

28 Subsidiary and associate company undertakings

	Status	Share Capital Held	Country of Registration	Principal Activity
North West Wales Management Development Centre Limited	100%	1 £1 Ordinary share	Wales	Management courses, conferencing and accommodation
Menai Science Park Limited	100%	1 £1 Ordinary share	Wales	Development of a science park
The Shellfish Centre	-	Limited by guarantee	Wales	Shellfish processing and research
Naturioli Bangor Limited	20%	20 £1 Ordinary shares	Wales	Natural materials research
Holding acquired at a cost of £50,000				

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

UNDEB (Trading) Cyfyngedig was dormant in 2021/22 and has since been wound up.

Notes to the Financial Statements (continued)
Year ended 31 July 2022

29 Pension Schemes

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

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

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

29A The Universities Superannuation Scheme

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

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

The total cost charged to the Consolidated Statement of Comprehensive Income is £9.498m (2021: £9.486m). Deficit recovery contributions due within one year for the Institution are £0.9m (2021 - £0.76m).

The latest available complete actuarial valuation of the Retirement Income Builder section of the Scheme is at 31 March 2020 ("the valuation date"), which was carried out using the projected unit method.

The 2020 valuation was the sixth valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%.

The key financial assumptions used in the 2020 valuation are described below. More detail is set out in the Statement of Funding Principles.

Pension increases (subject to a floor of 0%)	CPI assumption plus 0.05%
Pension increases (CPI)	Term dependent rates in line with the difference between the Fixed Interest and Index Linked yield curves less: 1.1% p.a. to 2030, reducing linearly by 0.1% p.a. to a long term difference of 0.1% p.a. from 2040
Discount rate (forward rates)	Fixed interest gilt yield curve plus: Pre-retirement: 2.75% p.a. Post retirement: 1.00% p.a.

The main demographic assumption used relates to the mortality assumptions. These assumptions are based on analysis of the scheme's experience carried out as part of the 2020 actuarial valuation. The mortality assumptions used in these figures are as follows:

	2020 valuation
Mortality Base Table	101% of S2PMA "AMC00 (duration 0) for males and 112% of AFC00 (duration 0) for females.
Future Improvements to mortality	CMI_2019 with a smoothing parameter of 7.5, an initial addition of 0.5% pa and a long term improvement rate of 1.8% pa for males and 1.6% pa for females.

The current life expectancies on retirement at age 65 are:

	2022	2021
Males currently aged 65 (years)	23.9	24.7
Females currently aged 65 (years)	25.5	26.1
Males currently aged 45 (years)	25.9	26.7
Females currently aged 45 (years)	27.3	27.9

Notes to the Financial Statements (continued)
Year ended 31 July 2022

29A The Universities Superannuation Scheme (continued)

The funding position of the scheme has since been updated on an FRS102 basis. A new deficit recovery plan was put in place as part of the 2020 valuation, which requires payment of 6.2% of salaries over the period 1 April 2022 until 31 March 2024 at which point the rate will increase to 6.3%. The 2022 deficit recovery liability reflects this plan. The liability figures have been produced using the following assumptions:

	2022	2021
Discount rate	3.31%	2.59%
Pensionable salary growth	4.50%	4.20%

The employers' contribution rates are as follows:

Effective date	Rate
1 October 2019 to 30 September 2021	21.10%
1 October 2021 to 31 March 2022	21.40%
1 April 2022 to 31 March 2024	21.60%
1 April 2024 to 30 April 2038	21.40%

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

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

The latest actuarial valuation was carried out as at 1 August 2020 and was updated for the purpose of FRS102 Section 28, Employee Benefits, to 31 July 2022 by a professionally qualified actuary.

During the year, the University paid contributions to the pension scheme at the rate of 21.5% (2021: 19.5%). The total cost of contributions paid by the University was £1,856k (2021: £1,765k).

Accounting standard FRS102 requires that, as the University does not have an automatic right to a refund of surplus, the scheme's current surplus to be recognised to the extent that the University is able to derive economic value from the surplus in the form of potential future reduced contributions. The economic value the University can derive from the surplus is calculated as the difference between the present value of the future contributions the University is committed to paying under the documentation in force at the reporting date and the present value of the future benefits expected to accrue in the future (over the working lifetime of active members) as measured on the accounting basis at the reporting date. On this basis the 2021/22 surplus of £15,742k was fully recognised.

Assumptions

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

	2022	2021
	% p.a.	% p.a.
Price inflation (RPI) Pre / Post 2030	3.4% / 3.1%	3.4% / 3.1%
Price inflation (CPI) Pre / Post 2030	2.4% / 3.0%	2.4% / 3.0%
Rate of increase in salaries Pre / Post 2030	3.7% / 3.4%	3.7% / 3.4%
Rate of increase of pensions in payment for BUPAS members Pre / Post 2030	2.2% / 2.6%	2.2% / 2.6%
Increases to deferred pensions before retirement Pre / Post 2030	2.4% / 3.0%	2.4% / 3.0%
Discount rate	3.45%	1.65%

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

	2022		2021	
	Male	Female	Male	Female
Member aged 65 retiring today	20.8	23.8	20.8	23.8
Member aged 45 retiring in 20 years	22.1	25.3	22.1	25.4

Notes to the Financial Statements (continued)
Year ended 31 July 2022

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

The major categories of scheme assets were as follows:	2021/22	2020/21
	£'000	£'000
Equities	87,733	132,853
Liability driven investments	27,717	33,992
Property	7,894	6,679
Cash	26,369	9,126
Total market value of assets	149,713	182,650

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

Net finance income / interest recognised within finance cost and income:	£'000	£'000
Interest income	2,993	2,256
Interest expense	(2,942)	(2,320)
Total	51	(64)

The actual return on pension scheme assets was a gain of £33.4m (2021: £14.43m)

The amounts recognised in comprehensive income are:

Service cost:	£'000	£'000
Current service cost (net of employee contributions)	3,609	3,657
Administration expenses	400	400
Loss/(gain) on plan introductions, changes, curtailments and settlements	0	80
Net interest expense/(credit)	(51)	64
Charge recognised in the comprehensive income	3,958	4,201

The amounts recognised in comprehensive income are :

Remeasurements of the net liability:	£'000	£'000
Return on scheme assets (excluding amount included in net interest expense)	33,440	(14,430)
Actuarial (gains)/losses	(46,549)	5,508
Charge/(credit) recorded in other comprehensive income	(13,109)	(8,922)

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

Reconciliation of Assets	£'000	£'000
At 1 August	182,650	168,268
Benefits paid	(5,148)	(5,015)
Administration expenses	(400)	(400)
Employer contributions	3,013	3,060
Employee contributions	45	51
Interest income	2,993	2,256
Return on assets	(33,440)	14,430
At 31 July	149,713	182,650

Reconciliation of Liabilities	£'000	£'000
At 1 August	(179,072)	(172,471)
Benefits paid	5,148	5,015
Service cost	(3,609)	(3,657)
Employee contributions	(45)	(51)
Interest expense	(2,942)	(2,320)
Actuarial Loss on Liabilities	46,549	(5,508)
Loss on plan introductions and changes	0	(80)
At 31 July	(133,971)	(179,072)
Surplus / (Deficit) at end of year	15,742	3,578

Notes to the Financial Statements (continued)
Year ended 31 July 2022

30 Related party transactions

Included within the financial statements are financial transactions with the following related parties in which the University does not have a controlling interest. All transactions are conducted at arm's length and in accordance with the University's Financial Regulations and usual procurement procedures. The value of these transactions reflected in the accounts for the year ended 31 July 2022 are set out below.

Organisation	Note	Income	Expenditure	Due from / (to) at 31 July 2022
		£'000	£'000	£'000
Bangor University Students' Union		170	1,623	(12)
P.Madog Offshore Services Limited	15	0	802	0

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

31 Bursaries

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

	2021/22	2020/21
	£'000	£'000
Nursing	4,790	4,878
Teacher Training	609	630
	<u>5,399</u>	<u>5,508</u>

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

32 Financial Instruments

	Note	2022 Consolidated £'000	2022 University £'000	2021 Consolidated £'000	2021 University £'000
Financial assets					
Financial assets measured at cost:					
Cash and cash equivalents	24	45,133	44,288	44,322	43,083
Financial assets measured at fair value:					
Non-current investments	14	6,888	6,888	6,836	6,836
Financial assets measured at cost less impairment:					
Non-current investments	14	83	213	83	213
Trade receivables	17	17,345	17,298	12,281	12,067
Other receivables	17	18,276	19,828	12,463	18,876
		<u>87,725</u>	<u>88,515</u>	<u>75,985</u>	<u>81,075</u>
Financial liabilities					
Financial liabilities measured at cost:					
Trade and other payables	18/19	42,776	42,468	35,472	34,427
Financial liabilities measured at amortised cost:					
Loans	18/19	36,146	36,146	38,868	38,868
Service concession arrangements	18/19	60,466	60,466	61,885	61,885
Finance leases	18/19	664	664	823	823
		<u>140,052</u>	<u>139,744</u>	<u>137,048</u>	<u>136,003</u>

Notes to the Financial Statements (continued)
Year ended 31 July 2022

32 Financial Instruments (continued)

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

	Note	2022 Consolidated £'000	2022 University £'000	2021 Consolidated £'000	2021 University £'000
Total investment income for financial assets at cost	5	(19)	(19)	118	250
Total investment income for financial assets at fair value	5	200	200	343	343
Total interest expenditure for financial liabilities at amortised cost	8	4,752	4,752	4,988	4,973

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

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

Notes to the Financial Statements (continued)
Year ended 31 July 2022

33 US Department of Education Financial Responsibility Supplemental Schedule

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

The amounts presented within the schedules have been:

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

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

Primary Reserve Ratio Calculation

Expendable Net Assets:			Year ended 31 July 2022		Year ended 31 July 2021	
Account lines	Description	Notes	£'000	£'000	£'000	£'000
SoFP - Income & Expenditure Reserve	Statement of Financial Position - Net assets without donor restrictions	Net assets without donor restrictions		205,322		225,761
Notes 22 & 23	Statement of Financial Position – Net assets with donor restrictions	Net Assets with donor restrictions		8,956		9,040
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable	0		34	
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Unsecured related party receivable		0		(34)
SoFP - Fixed Assets less Service Concessions and Leasehold in Note 11	Statement of Financial Position - Property, plant and equipment, net	Property, plant and equipment, net (includes Construction in progress)	242,854		248,815	
Opening Balance - Note 11 Fixed Asset less Service Concessions and Leasehold Improvements	Note of the Financial Statements -Statement of Financial Position -Property, Plant and Equipment - pre-implementation	Property, plant and equipment – pre-implementation		(248,816)		(254,336)
Closing Balance less Opening Balance - Note 11 Fixed Asset less Service Concessions and Leasehold Improvements less Assets in course of construction	Note of the Financial Statements -Statement of Financial Position -Property, Plant and Equipment - post-implementation with outstanding debt for original purchase	Property, plant and equipment- post-implementation with outstanding debt for original purchase		12,266		9,128
	Note of the Financial Statements -Statement of Financial Position -Property, Plant and Equipment - post-implementation without outstanding debt for original purchase	Property, plant and equipment -post implementation without outstanding debt for original purchase		0		0

Notes to the Financial Statements (continued)
Year ended 31 July 2022

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

Primary Reserve Ratio Calculation (continued)

Expendable Net Assets (continued):			Year ended 31 July 2022		Year ended 31 July 2021	
Account lines	Description	Notes	£'000	£'000	£'000	£'000
Note 11 - Assets in Course of Construction	Not of the Financial Statements- Statement of Financial Position - CIP			(6,305)		(3,607)
Note 11 Service Concessions and Leasehold Improvements	Statement of Financial Position - Lease right-of-use assets, net	Lease right-of-use asset, net	62,513		64,352	
Note 11 Opening Balance - Service Concessions and Leasehold Improvements	Note of Financial Statements - Statement of Financial Position - Lease right-of-use asset pre-implementation	Lease right-of-use asset pre-implementation		(64,352)		(66,191)
Note 11 Closing balance less Opening Balance - Service Concessions and Leasehold Improvements	Note of Financial Statements - Statement of Financial Position - Lease right-of-use asset post-implementation	Lease right-of-use asset post-implementation		1,839		1,839
	Statement of Financial Position - Goodwill	Intangible assets		0		0
Note 21 USS + BUPAS	Statement of Financial Position - Post-employment and pension liabilities	Post-employment and pension liabilities		39,687		17,312
Note 20 less Service Concessions and Finance Leases	Statement of Financial Position - Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for CIP	Long-term debt - for long term purposes	33,348		36,146	
Note 20 - Opening Balances - LT Unsecured & Secured loans	Statement of Financial Position - Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for CIP	Long-term debt - for long term purposes pre-implementation		36,146		37,817
Note 20 - Closing Balances less Opening Balances - LT Unsecured & Secured loans	Statement of Financial Position - Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for CIP	Long-term debt - for long term purposes post-implementation		(2,798)		(1,671)
	Statement of Financial Position - Note Payable and Line of Credit for long-term purposes (both current and long term) and Line of Credit for CIP	Line of Credit for CIP		0		0
Note 19 & Note 20 Service Concession + Finance Lease	Statement of Financial Position - Lease right-of-use of asset liability	Lease right-of-use asset liability	59,620		61,130	
Opening Balances Note 19 & Note 20 for Service Concession + Finance Lease	Statement of Financial Position - Lease right-of-use of asset liability pre-implementation	Pre-implementation right-of-use leases		62,044		63,503

Notes to the Financial Statements (continued)
Year ended 31 July 2022

33 US Department of Education Financial Responsibility Supplemental Schedule (continued)						
Primary Reserve Ratio Calculation (continued)						
Expendable Net Assets (continued):			Year ended 31 July 2022		Year ended 31 July 2021	
Account lines	Description	Notes	£'000	£'000	£'000	£'000
Closing less Opening Balances Note 19 & Note 20 for Service Concession + Finance Lease	Statement of Financial Position - Lease right-of-use of asset liability post-implementation	Post-implementation right-of-use leases		(1,578)		(1,618)
	Statement of Financial Position - Annuities	Annuities with donor restrictions		0		0
	Statement of Financial Position - Term Endowments	Term endowments with donor restrictions		0		0
	Statement of Financial Positions - Life Income Funds	Life income funds with donor restrictions		0		0
Note 22 Restricted Permanent Endowments	Statement of Financial Position - Perpetual Funds	Net assets with donor restrictions: restricted in perpetuity		(6,382)		(6,312)
Expendable Net Assets				36,031		30,631
Total Expenses and Losses:						
SoCIE Total Expenditure	Statement of Activities -, Total Operating Expenses, -(Total from Statement of Activities prior to adjustments)	Total expenses without donor restrictions –taken directly from Statement of Activities		200,296		134,658
SoCIE - Loss on Investments + Share of operating surplus in joint venture + Pension Provision Movement less Note 5 Investment Income	Statement of Activities _ Non-Operating (Investment return appropriated for spending), Investments, net of annual spending gain (loss), Other components of net periodic pension costs, Pension-related changes other than net periodic pension, Change in value of split-interest agreements and Other gains (loss)-(Total from Statement of Activities prior to adjustments)	Non-Operating and Net Investment (loss)		12,905		9,528
Note 5 Investment Income less SoCIE - Loss on Investments	Statement of Activities - (Investment return appropriated for spending) and Investments, net of annual spending, gain (loss)	Net investment losses		157		1,536
SoCIE - Pension Provision movement	Statement of Activities - Pension-related changes other than periodic pension	Pension -related changes other than net periodic costs		(13,110)		(8,934)
Total Expenses and Losses				200,248		136,788

Notes to the Financial Statements (continued)
Year ended 31 July 2022

33 US Department of Education Financial Responsibility Supplemental Schedule (continued)						
Equity Ratio Calculation						
Modified Net Assets:			Year ended 31 July 2022		Year ended 31 July 2021	
Account lines	Description	Notes	£'000	£'000	£'000	£'000
SoFP - Income & Expenditure Reserve	Statement of Financial Position - Net Assets without Donor Restrictions	Net assets without donor restrictions		205,322		225,761
SoFP - Restricted Reserves	Statement of Financial Position - Total Net Assets with Donor Restriction	Net assets with donor restrictions		8,956		9,040
	Statement of Financial Position - Goodwill	Intangible assets		0		0
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable	0		34	
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Unsecured related party receivables		0		(34)
Modified Net Assets:				214,278		234,801
Modified Assets:						
SoFP Non-Current Assets + Current Assets	Statement of Financial Position - Total assets	Total assets		394,018		389,439
Opening Balance (b/f less depn b/f) - Note 11 Service Concession + Leashold Improvements	Note of Financial Statements - Statement of Financial Position - Lease right-of-use asset pre-implementation	Lease right-of-use asset pre-implementation		(64,352)		(66,191)
Opening Balances - Note 19 & 20 for Finance Leases and Service Concession	Statement of Financial Position - Lease right-of-use of asset liability pre-implementation	Pre-implementation right-of-use leases		62,044		63,503
	Statement of Financial Position – Goodwill	Intangible assets		0		0
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivable and Related party note disclosure	Secured and Unsecured related party receivable	0		34	
Note 17 - Lines from unconsolidated Joint Venture	Statement of Financial Position - Related party receivables and Related party note disclosure	Unsecured related party receivables		0		(34)
Modified Assets:				394,710		386,751

Notes to the Financial Statements (continued)
Year ended 31 July 2022

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

Net Income Ratio Calculation			Year ended 31 July 2022		Year ended 31 July 2021	
Account lines	Description	Notes	£'000	£'000	£'000	£'000
SoCIE - Total Comprehensive Income less Note 6 New Endowments & Donations with Restrictions	Statement of Activities - Change in Net Assets Without Donor Restrictions	Change in Net Assets Without Donor Restrictions		(22,508)		28,422
SoCIE - Total Income less Note 6 New Endowments & Donations with Restrictions plus Sale of Fixed Assets less Note 5 Investment Income	Statement of Activities - (Net assets released from restriction), Total Operating Revenue and Other Additions and Sale of Fixed Assets, gains (losses)	Total Revenues and Gains		164,521		152,630