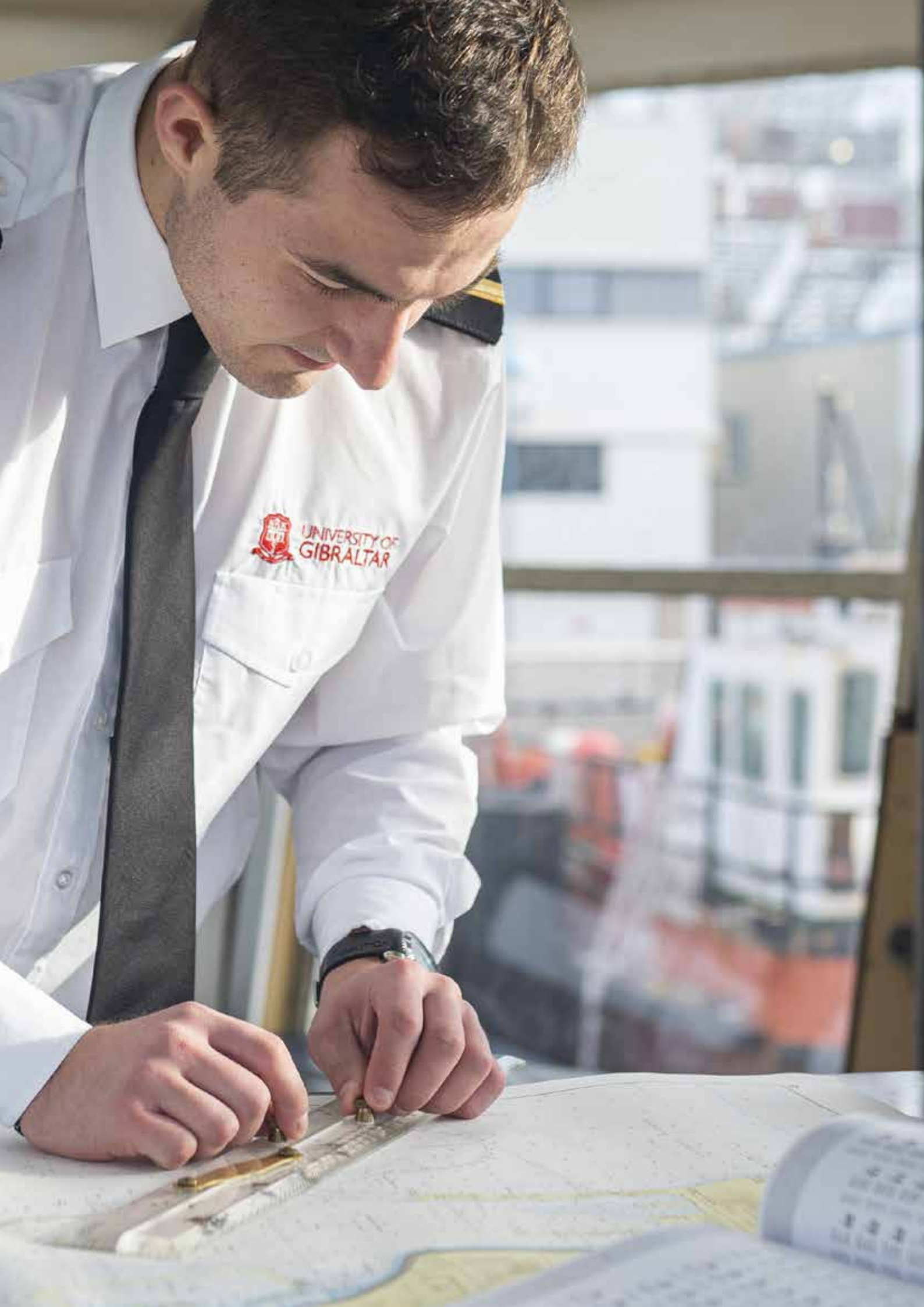




UNIVERSITY OF
GIBRALTAR



ANNUAL REPORT & FINANCIAL STATEMENTS 2021/2022



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GIBRALTAR

ANNUAL REPORT & FINANCIAL STATEMENTS 2021/2022

UNIVERSITY OF
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EUROPA POINT CAMPUS

CONTENTS

Foreword by the Chairman of the Board of Governors	6
Vice-Chancellor's Executive Summary	7
Operating and Financial Review	
Operating Review	10
Strategic Planning and Reporting	15
Financial Review	17
Financial Risk Management	23
Report of the Board of Governors and Corporate Governance Statement	24
Independent Auditor's Report to the Board of Governors	29
Financial Statements	
Consolidated and Institution Statement of Comprehensive Income	31
Consolidated and Institution Statement of Changes in Reserves	32
Consolidated and Institution Statement of Financial Position	33
Consolidated Cash Flow Statement	34
Statement of Principal Accounting Policies	35
Notes to the Financial Statements	39
Academic Board	48
Academic Board Sub-committees	48
University Beacon Professors	49
Executive Team	49
Audit Committee	49



FOREWORD BY THE CHAIRMAN OF THE BOARD OF GOVERNORS

It has been another challenging year however through good stewardship we have been able to deliver a very solid set of outcomes and validations. We are especially proud and delighted at having achieved Quality Assurance Agency (QAA) global accreditation. This is a landmark moment for our young University.

We remain fully committed to expand our educational offerings in particular those that build upon Gibraltar's unique environment, location and strengths as well as increasing research that is of international significance and impact.

We are also committed to ensuring that our educational provision is delivered in a way that supports our students to optimise their academic success and assists them to realise their educational, personal and academic ambitions.

Our governance goals are also designed to ensure the long-term success and sustainability of the University whilst supporting investment, development and delivery of an excellent student experience.

Looking to the future we have prepared an ambitious strategic plan for 2023-26 which building on our 2019 Vision and Strategy has been adapted for our times.

As mentioned in previous years, sponsorship funding is very important to the University in order to enable it to meet our recruitment and income targets. In this respect I would like to thank the Parasol Foundation Trust for their continued support.

I would also like to thank Mr Albert Mena for all the support which he has provided during his tenure as Financial Secretary.

I also wish to thank Prof. John Cortes MBE, MP as well as HM Government of Gibraltar for their continued support.

I am profoundly grateful to my fellow Board members who give freely of their time for their dedication and commitment. I also welcome Mr Vikram Nagrani who joined the Board of Governors in January 2022. It is a pleasure working with a board which has the breadth of experience and skills which they possess.



Albert D Langston MBE, GMD
Chairman of the Board of Governors

I would also on behalf of the Board like to thank the Vice-Chancellor Prof Catherine Bachleda, her Executive Team, staff and the students for all their hard work throughout the year.

Albert D Langston MBE, GMD
Chair of the Board of Governors
20 December 2022

VICE-CHANCELLOR'S EXECUTIVE SUMMARY

This year's Annual Report and Financial Statements show that the University has continued to go from strength to strength. Of particular note, this past year has been the award of Global Accreditation from the UK Higher Education Quality Assurance Agency (QAA). The University's International Quality Review took place in November 2021 following extensive preparatory work, which commenced in the previous financial year and culminated in the University being found to have met all 10 of the international quality assurance standards. To have met all 10 standards at the first attempt and when still such a young University is a testament to the hard work and commitment shown by the entire University team and supports our vision as 'an institution of excellence in teaching, learning and research'. As a university we are very proud of this achievement and of the statement made by the CEO of the QAA that by achieving QAA's global accreditation, we have displayed our compatibility with international best practice.

During the financial year ended 2022, the University continued to offer the seven taught programmes it had previously launched as well as three new programmes, the BSc Maritime Science (Nautical); the BSc Maritime Science (Engineering) and the Diploma in Higher Education Adult Nursing for enrolled nurses. In addition, three programmes gained approval, the Master of Education, the BSc Adult Nursing International Top-up and the BSc in Computing and Entrepreneurship.

One of the key events in the University calendar is our graduation. This financial year, in December 2021, the University held its second graduation. Although some COVID-19 restrictions remained in place, the event saw 32 students graduating from different disciplines and our first Undergraduate cohort of students. The University recently held its third graduation, a much larger affair with 75 students graduating; further details will be shared as part of next year's annual report.

This year, the University Strategic Plan (2019-2022) came to an end and the summary outcome report has now been published with excellent results (average achievement of all 2019-2022 Strategic Plan targets 98%). Just to highlight some of these, I am very proud that



the University average employment rate of our students within six months of graduating is 97%, which compares to 80% in the UK per the official HE Statistics Agency (HESA) figures. Student satisfaction remains at the heart of the University's strategic goals and objectives, so, I am delighted that 86% of students across all programmes indicated that they are satisfied with their overall learning experience. On another note, and as part of the corporate governance strategic priority, the University has also managed to reduce its reliance on the Government grant from 86% of income to 36% of income over the strategic plan period.

In March 2022, the University approved and subsequently published a new 2023-2026 Strategic Plan. This was developed after extensive discussions and a participative process involving all our key stakeholders including the Board of Governors, Key Advisory Groups, University staff and most importantly our students.

The University has again excelled and shown progress this past 2021/22 academic year despite external factors such as Brexit, COVID-19 and others. I am profoundly grateful to the entire university team, our students and all the University stakeholders who have provided their support and dedication throughout this year.

My gratitude also extends to Ruth Parasol and the Parasol Foundation Trust for their

VICE-CHANCELLOR'S EXECUTIVE SUMMARY (CONT.)

ongoing financial support to a number of students enabling them to realise their tertiary education aspirations and providing life-changing opportunities as a result, and the Gibraltar GamblingCare Foundation, whose support has made possible the establishment of the Centre of Excellence in Responsible Gaming, a Centre which has already received international recognition.

I would also like to take this opportunity to thank our Chancellor Sir Lindsay Hoyle, the local and international academics that form part of our Academic Board and its subcommittees, and our Board of Governors all of whom have provided unwavering support and guidance to the University.

Finally, on behalf of the University community, I would like to extend my thanks to our Minister, Professor John Cortes MBE, MP and HM Government of Gibraltar for its continued support, which has enabled us to continue to grow and develop as an internationally recognised higher education institution.

Professor Catherine Bachleda

Vice-Chancellor
20 December 2022

UNIVERSITY OF BRALTAR



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OPERATING REVIEW

The 2021/22 academic year saw continued positive progress by the University in programmes and courses offered, tuition fees received, and students enrolled.

Student Numbers	Academic year 2021/22	Academic year 2020/21
Academic Programmes	188	125
Professional Courses and Certificates	98	130
Short and Access Courses*	187	191
Total	473	446

* Short courses include students enrolled at the University of Gibraltar Language Centre and trainees who completed short courses at the University of Gibraltar Maritime Academy. Individuals who enrolled on the Remote Gambling online course are not included in the above table.

The comparative Full Time Equivalent (FTE) student enrolment figures for the same periods are as follows;

Students enrolled expressed as Full Time Equivalent (FTE)	Academic year 2021/22	Academic year 2020/21
Academic Programmes	159	99
Other Courses	36	19
Total	195	118

Quality Assurance Agency – International Quality Review

The Quality Assurance Agency (QAA) for Higher Education is one of the world's experts in quality assurance, trusted by higher education providers and regulatory bodies to maintain and enhance quality and standards. QAA works with governments, agencies and institutions globally to benefit higher education and its international reputation. The International Quality Review (IQR) has been specially developed to provide institutions outside the UK with an independent peer review leading to accreditation by QAA. IQR assesses whether an institution meets the 10 European standards of the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG).

The University's QAA/IQR review took place in November 2021, and the Review Team found the University had met all 10 quality standards and as a result awarded the University its global accreditation. The Review report and its findings have been published on the University and QAA websites.

The review team identified four areas of particular good practice (Quality handbook; module and programme evaluation process; close-working partnerships with other Gibraltar-based organisations; and effective use of

externality). Five recommendations were also identified, none of which were major and all of which have been or are in the process of being addressed through published action plans.

This accreditation has allowed the University to proudly display the UK QAA-IQR logo, indicating compliance with European standards for quality assurance in higher education, and enhancing the University's reputation and global image. As stated by the QAA's CEO, Vicki Scott, by achieving QAA global accreditation, the University had displayed its compatibility with international best practice.

Academic Programmes (Continuing)

- The Bachelor of Business Administration (Hons) programme (BBA), which commenced in September 2018, has continued to run during 2021/22. This industry-focused degree includes an important annual placement component that has allowed students to gain first class industry experience during their studies. In 2022 the programme was recognised by both the Association of Chartered Certified Accountants (ACCA) and the Institute of Chartered Accountants in England and Wales (ICAEW) as an accredited programme, and therefore graduates from the programme who majored in accounting and finance and who decide to pursue their professional accounting qualification with either the ACCA or the ICAEW will be able to obtain a number of important exemptions from the relevant exams.

- The Master of Marine Science and Climate Change programme commenced in September 2018 and has continued to run successfully with its largest annual cohort of 26 students having enrolled in September 2021. This is an industry focused degree which attracts students from all over the world.

- The Master of Business Administration programme was originally launched in September 2019 and continued during 2021/22, with the majority of students being enrolled on a part time basis and working locally. The programme continues to receive positive feedback from industry and students in regard to its industry relevant focus.

- The Post Graduate Certificate in Education was launched in September 2019 and continued to run during the year. All enrolled PGCE students undertake placement training at local schools in liaison with the Department of Education.

- The BSc (Hons) Adult Nursing degree programme was originally launched in September 2020 and students are progressing well on the programme, with the first students expected to graduate in 2023. All enrolled student nurses undertake placement training with the Gibraltar Health Authority (GHA).

- The MA in Leadership and Management was launched in September 2020 with a cohort of part time students and this programme continued to receive favourable reviews from students and external examiners during the year, with the first cohort of students who graduated in December 2022.

OPERATING REVIEW (CONT.)

- The Executive MBA in Healthcare Management was launched in September 2020 and delivered entirely online by our collaborative partner, Learna. This programme was launched with an initial cohort of students who graduated in December 2022. However, further enrolment has not attained target levels and the programme has been discontinued.

Academic Programmes (New)

- The BSc (Hons) Maritime Science (Nautical) and BSc (Hons) Maritime Science (Engineering) programmes commenced in September 2021. These are accelerated programmes, meaning students can graduate with a degree and an Officer of the Watch Certificate of Competency in just over three years, as a result of having guaranteed sea time placements. This is the only degree and cadetship programme approved by the UK Maritime and Coastguard Agency (MCA) in mainland Europe.

- The MSc Applied Clinical Psychology, delivered online via our collaborative partner, Learna commenced in September 2021. This programme is designed for healthcare professionals wishing to gain new knowledge and skills in clinical psychology.

- The Diploma in Higher Education Adult Nursing was launched in September 2021 and provides the required training for enrolled nurses.

Development of the following new programmes was also completed during the year, for launch in 2022/23;

- BSc (Hons) Computing and Entrepreneurship – the University collaborated with partners in the development of this programme including the Gibraltar Digital Skills Academy, with whom a Memorandum of Understanding was executed in March 2022. The programme commenced in September 2022.

- Masters in Education (MEd.) – the University collaborated with the Department of Education in the development of this new programme. Although the full programme was not launched, a micro-credential relating to one module is expected to be delivered during the 2022/23 academic year.

In line with the University Academic Regulations and Quality Code on programme approval, each new programme undergoes a rigorous validation process involving consultations with external stakeholders, internal curriculum development by a programme team, and detailed scrutiny by a panel of external experts before being approved by Academic Board.

Research Presence

The University's PhD programme, currently involving 20 researchers at various stages in their individual research projects, continued to flourish, with three students scheduled to graduate in December 2022.

PhD Researchers include two Commonwealth Scholars

who are due to complete their programme very shortly and two Commonwealth Scholars who enrolled in 2021/22. Commonwealth Scholars receive financial support for their PhD studies, including University fees, some travel, and a monthly allowance for a 3-year period of full time study. The University's Centre of Excellence in Responsible Gaming (CERG) also funded two full time PhD researchers during 2021/22 and will fund a further two full time and one part-time PhD researchers in 2022/23, raising the number of CERG funded PhD researchers to five.

The University's research Institutes have been consolidated into six Research Hubs, all of which saw further development over the past year. The University has also seen an increase in Research Associates (now hosting over 40 new researchers, including three Beacon Professors, two Adjunct Professors and five Research Fellows) and research outputs (73 new publications by University researchers published in international peer-reviewed journals in the last year alone which includes those published by the CERG).

The University's Parasol Library, established with funding received from the Parasol Foundation Trust, has continued to expand the range of online resources available, with particular emphasis on expanding the research areas most needed by the University's PhD students and other academic programmes. The University launched a new Library website during the year in order to improve the service provided to students.

Centre of Excellence in Responsible Gaming

As reported last year, the University's Centre of Excellence in Responsible Gaming (CERG) was established in February 2021 as a multidisciplinary and interdisciplinary research institute that aims to study the etiological factors of addictive disorders and contribute to their effective prevention and treatment. The CERG is primarily focused on the study of gambling behaviour but also has a wider interest in addictive behaviours generally and in understanding addiction processes.

The Centre was officially opened at a ceremony on 10 March 2022 by the Minister for Education, Professor John Cortes MP, Minister for Digital and Financial Services, Albert Isola MP, and Chair of the CERG, Professor Zsolt Demetrovics. The CERG's new offices are housed in the University's North Wing.

During 2021/22 the CERG recruited five academic and research staff, engaged three other PhD researchers, and continued to develop local and international academic and research relationships. The CERG team planned and initiated several research projects and continued to publish in high-impact journals. Altogether 43 scientific papers have been published and a total number of 41 presentations at 7 different conferences have been delivered and/or authored by CERG researchers.

The CERG also offered a series of public lectures on gambling and addiction-related subjects and an international webinar series in collaboration with Yale University during the year.

In May 2022 the CERG hosted the 25th conference of

OPERATING REVIEW (CONT.)

the European Association of Substance Abuse Research (EASAR) with over 60 renowned European scientists from more than 15 countries. EASAR is a network of leading European research institutes which are active in the area of addictive disorders including gambling.

For further details please refer to Donor Relationships and Fundraising below.

Other Academic and Research News

The University once again hosted the annual Calpe Conference. The September 2021 conference focused on 'Iberian Neanderthals.'

The University welcomed the Friends of Gibraltar Heritage Society (FOGHS) to Europa Point Campus on 7th June 2022. FOGHS have donated an annual bursary to the PhD programme since 2017, benefitting six students to date and this year they extended their assistance to support four MSc Marine Science and Climate Change research projects which protect Gibraltar's heritage and environment.

Professional Development and Continuing Education Courses

Continuing professional courses included in the 2021/22 academic year included the following:

- The Association of Accounting Technicians courses (AAT).
- The Professional Skills Course as determined by the Solicitors Regulatory Authority.
- Professional Certificate of Competence in Gibraltar Law.
- Introduction to Management.
- Introduction to Financial & Management Accounting.
- Creative Thinking, Problem Solving and Decision Making.
- Remote Gambling online course ⁽¹⁾.
- Professional Diploma of Competence in Gibraltar Financial Services ⁽²⁾.

⁽¹⁾ The Remote Gambling online course was revised and relaunched in March 2022 after an extensive review. The new course was developed in close consultation with HM Government of Gibraltar Gambling Division and the University's Centre of Excellence in Responsible Gaming, and also in direct response to feedback collated from licensed gambling operators in the previous year. Whilst this course is predominantly Gibraltar specific it may also be of interest to individuals working in other jurisdictions. The course is designed to provide a level of industry cohesiveness in terms of level of learning, terminology, best practice and Gibraltar legal requirements.

⁽²⁾ The Professional Diploma of Competence in Gibraltar Financial Services was launched in May 2022.

This Diploma is a cross-sector qualification and provides a solid foundation into licensable activities within Financial Services in Gibraltar. It is Gibraltar-centric in terms of practices, procedures and law. It has been developed in direct consultation with the Gibraltar Financial Services Commission and with each respective sector professional body to provide an education award which should serve as an industry standard.

The University continues to provide short courses which are accredited by the Continuous Professional Development (CPD) Certification Service.

The University remains an accredited centre for various professional bodies, such as AAT, CII, ICAEW and ACCA, hosting paper based or computer based exams, and it has provided examination facilities for several UK universities as well as other international universities.

Language Courses

The University of Gibraltar Language Centre continues to provide a variety of courses over four CEFR levels (Common European Framework of Reference for languages). These courses include General English, English for Academic Purposes, and English for Specific or Professional Purposes such as Business English. Our Spanish language courses included General Spanish and Spanish for Business Purposes.

The Centre is an Approved Provider for Cambridge Assessment English examinations and tests.

During the year an agreement was reached with Chiba University, Japan, to provide a three week English summer school in August 2022 to a cohort of Japanese students.

Further details will appear in next year's annual report.

Maritime Academy

During the year the University's Maritime Academy settled into its new offices at the University's North Wing. It has continued to provide Standards of Training, Certification, and Watchkeeping (STCW) courses for, amongst others, the Royal Gibraltar Police, HM Customs, Department of the Environment, Sustainability, Climate Change and Heritage, University cadets, and trainees from the local maritime industry.

The Academy also reached agreement to collaborate with the Viking Maritime Group, a well-known UK maritime services group of companies established over 30 years ago, for the provision of maritime training short courses in Gibraltar. The Academy is also responsible for sourcing quality sea time placements from local and international shipping operators.

Further details will appear in next year's annual report.

Strategic Plan

The University's Strategic Plan for the period 2019-2022 came to an end on 31 July 2022 and the final progress update was published in October 2022. The new Strategic Plan 2023-2026 was recently launched and is now available on the University website. For further details please refer to Strategic Planning and Reporting.

OPERATING REVIEW (CONT.)

Local and International Partnerships

The University continues to foster international relationships that reinforce its international standing and provide opportunities for its students. Along with maintaining and further developing our existing agreements with partners such as Universities UK (UUK), the Network of Universities of Small Countries and Territories (NUSCAT), and the Association of Commonwealth Universities (ACU), the University is currently working on entering into Memorandum of Understanding (MoU) with the Universities of Malta and Plymouth, as well as with the South Atlantic Environmental Research Institute (SAERI). On the local front, the University signed new MoUs with the Gibraltar Digital Skills Academy, Gibraltar Cultural Services and Maritime Medical Services Ltd., as well as renewed existing ones with the Gibraltar Health Authority, the Gibraltar Garrison Library and the Gibraltar National Museum. It continues to work closely with all our associate campuses, especially the Gibraltar Government's Department of Education and the Gibraltar Health Authority with regard to the provision of student placements in local schools and the hospital as part of their studies in our PGCE and Nursing programmes. Recently signed MoUs with HM Government of Gibraltar Department of the Environment and the Gibraltar Botanic Gardens will similarly allow for student placements to be provided to support our forthcoming MSc in Environmental Science and Climate Change. The former MoU has also served to underpin an environmental monitoring programme that the University will undertake on behalf of the Department of the Environment.

Physical Infrastructure Developments

The North Wing

(previously St. Christopher's School - Annex)

Extensive refurbishment of sections of this building commenced in September 2021 and this work was largely completed by February 2022, providing needed growing space for the University. The University's Centre of Excellence in Responsible Gaming, Maritime Academy, and Language Centre are all now located at the North Wing. The refurbished areas now in regular use cover most of the ground floor and remaining areas will be refurbished and brought into use as and when required.

Legal and Regulatory

Changes to The University of Gibraltar Act 2015

In May 2022 the University of Gibraltar (Amendment) Act 2022 updated The University of Gibraltar Act 2015, recognising the University's progress and development since commencement. The principal changes related to reducing the prescriptiveness of section 8 of the Act, and enhancing the independence of the Board of Governors.

Academic Governance

The Academic Board and its Academic Quality and Standards Committee are responsible for ensuring all

University of Gibraltar degrees continue to be aligned to UK quality standards, and to ensure this can be demonstrated to the satisfaction of the UK's national quality agency the Quality Assurance Agency for Higher Education (QAA). The QAA carried out an International Quality Review (IQR) of the University in November 2021. For further details please refer to Quality Assurance Agency – International Quality Review, above.

Donor Relationships and Fundraising

The University continues to benefit from key donor relationships which are a vital source of revenue for most modern universities.

For further details regarding donor relationships please refer to Strategic Planning and Reporting.

Installation of the University's Chancellor and Vice-Chancellor

Officially appointed in February 2020, Sir Lindsay Hoyle, Chancellor of the University of Gibraltar, acts as the institution's ceremonial figurehead and foremost ambassador.

Professor Bachleda was officially appointed Vice-Chancellor of the University in May 2019. Prior to this she served as Vice-Chancellor (Ag).

At an Installation Ceremony on 4th December 2021, arranged to coincide with the University's annual graduation event, both incumbents, who have been carrying out their official duties since their appointments, were formally installed as the University's institutional leaders.

Visit of Prince Edward

The University welcomed His Royal Highness Prince Edward, Earl of Wessex, to the Campus on 8th June 2022, as part of the Platinum Jubilee celebrations. The Earl was taken on a tour of the Campus, and then had the opportunity to speak at length with Governors, staff and students.

Community Events and Community Involvement

The University's Gibraltar History Lectures resumed in autumn 2021 with its seventh series of public lectures. The programme of lectures again featured a wide variety of guest speakers who generously gave of their time. During the year a number of other public lectures have also taken place on a wide range of subjects.

The University places great importance on engagement with its community and regularly participates in various community events supporting local charities and organisations, such as Clean Up The World or collecting funds for local charities. The University hosted a Charity Spinathon in November 2021 raising funds for GBC Open

OPERATING REVIEW (CONT.)

Day, and the University's School of Health organised a 24 hour Cyclathon in June 2022 raising funds for Cancer Relief Centre Gibraltar, and Gibraltar Cardiac Association.

Also, as in previous years and to the extent that the University's student and educational priorities permit, use of the University Campus is made available for a variety of community groups and charities.

Campus Venue Hire

Opportunities for venue hire of Campus rooms and facilities were limited during the year as University teaching activity increased and the University faced growing demands for space. Nonetheless the University remains open to suitable venue hire opportunities that do not impact on student activities. On this basis the University was able to hire out Training Kitchen facilities during the year to commercial hirers to provide an additional source of income. Further details appear in Financial Review.

Student Experience and Recruitment

The University's Student Experience Office (SEO) has continued to work hard to ensure students receive the best possible experience whilst at the University. One of the key performance indicators as part of the strategic plan is and will continue to be achieving 85% student satisfaction.

The SEO strive to provide students with a personal touch to their support services and ensure there is a good communication link between the student body and the University. This is vital in order to maintain our key unique selling point of a personal approach. This works towards creating an improved environment for students at the University.

Close links have also been maintained and enhanced during the year with Government bodies to ensure the University is able to provide excellent support to prospective international students throughout their visa application, residency process and settling in to life in Gibraltar. Prospective students receive timely correspondence and support throughout the application process.

The University has continued to work with a small number of independent student recruitment agents during the year to assist with recruitment for its growing number of programmes. The continued travel restrictions during the financial year has prevented physical attendance at recruitment fairs although several school visits were arranged during the year. The University also continued to participate in virtual international student recruitment fairs during the year supplemented with subscriptions to key online recruitment portals.

ICT Developments

During 2021/22 the ICT team;

- Decommissioned and reviewed all ICT working practices relating to the COVID-19 pandemic. The ICT team audited and disabled home/remote working for all staff and students that no longer required this service. Remote working in general has seen further

changes and adoption of services e.g. greater adoption of Microsoft Teams as primary software for online meetings, with Zoom licences reduced to a minimum. The focus was to ensure a smooth reintroduction to all returning to the workplace and the seamless provision of ICT services.

- Continued to address any ICT related improvement opportunities identified through Module and Programme Enhancement and Evaluation Reports (academic programmes) and course feedback surveys (Professional Development courses).
- Provided ICT support to ensure the successful migration of our student management system, whilst maintaining the current levels of integration already established.
- Extended the current backup as a service replication, already established to other servers.
- Effectively managed the delivery of learning technology external to our extended campus, the North Wing, and increased cabinet capacity in the main data centre. The team, also ensured effective video management using VIMEO, and deployed and tested systems for the creation of virtual desktops.

COVID-19

The academic year commenced in September 2021 with a full programme of face-to-face teaching, and this continued throughout the year. New international students were offered pre-arrival surveys to identify any students wanting vaccination after arrival in Gibraltar and this was subsequently arranged by our student experience office. In line with public health guidance, the University's precautions were eased over time, although evidence of double vaccination or a recent negative test was required for attendance at some public events in the early part of the academic year. The usual advisory precautions in relation to hygiene, maintaining physical distance, and ventilation remained in place through to the end of the academic year.

As the COVID-19 impact continued to lessen in the general population the University's Business Continuity Team COVID-19 group which had met regularly since the start of the pandemic was able to stand down in May 2022, although the University remains vigilant for any further developments.

STRATEGIC PLANNING AND REPORTING

Mission

The University's objectives are contained within its principal mission, which is to respond to current societal needs as well as shape personal and professional futures through the pursuit of education, training, and research. To attain these objectives the University is committed to high quality teaching and learning, world-leading research, academic freedom, as well as to the sustainable development of Gibraltar and its importance in the Mediterranean region.

Strategic Plan - Realising our 2022 Vision, and new Strategic Plan 2023-2026

The University's strategic plan 2019-2022 was the result of a participative process involving all the University team and a wide range of other stakeholders. The Plan comprised of six strategic priorities (curriculum portfolio, research and research education, learning, campus, student support and corporate governance). Each strategic priority was subdivided into several strategic goals, with corresponding measures in the form of key performance indicators (KPIs) and annual milestones to enable monitoring and reporting of progress made towards the University vision of: an institution of excellence in teaching, learning and research. The programme reports detailing achievements of set milestones for each year of the plan, including the academic year ending 31 July 2022 are available on the University website.

The strategic plan outcome report which summaries the end of plan outcomes associated with the targets set for each goal of the 2019-2022 plan is available on the website.

In March 2022, the University approved and subsequently published a new 2023-2026 Strategic Plan which is also available on the University website.

Based on the University's mission, the underpinning legislative framework provided by the University of Gibraltar Act 2015, consideration of domestic, regional and international environments, and the contribution of stakeholders that include HM Government of Gibraltar, Board of Governors, Academic Board and its sub-committees, Key Advisory Groups, research, teaching, administrative and management staff, associates, and most importantly our students, six strategic priorities were identified for 2026. These are:

- Our Curriculum Portfolio
- Our Research and Research Education
- Our Learning and Teaching
- Our Facilities and Resources
- Our Student and Staff Experience
- Our Corporate Governance

For each strategic priority, the Strategic Plan establishes strategic goals, and KPIs to assist with monitoring progress towards these goals. For example, the strategic priority Curriculum Portfolio identifies as a strategic goal the need to increase the current provision of taught degrees that align with the University mission and respond to local, regional and/or international needs. Progress towards this strategic goal is measured by the number of new taught degrees that are successfully established during the period of the plan. Annual milestones aim to ensure achievement of agreed

outcomes.

The Strategic Plan 2019-2022 Summary Outcome Report includes the following:

- 8 new taught degrees successfully established; several others in the process of being established.
- 66% of all publications published in high impact journals or books.
- 97% of graduates employed or undertaking further studies within 6 months of graduation.
- 86% of students satisfied with their overall learning experience.
- 92% of students progressed to the next level and/or completed their studies per their agreed study plan.

All above referenced publications are available on the University's website at: www.unigib.edu.gi/strategic-plan/

Quality Assurance Agency – International Quality Review

A major strategic objective was achieved during the year with the University's successful accreditation by the UK Quality Assurance Agency (QAA).

For further details regarding QAA accreditation, please refer to Operating Review.

New programmes and courses

As noted in previous annual reports, during the early development years of the University's establishment new programmes and courses will continue to be launched which may require significant investment in developing curriculum material. The academic programmes which have been launched from 2018 to date are expected to remain as core University programmes for the foreseeable future.

There will be continuing investment in the University's Parasol Library. Investment of this nature is vital for any university, and this will support new and continuing programmes, including the University's PhD programme.

From a professional education perspective, established professional courses will continue and there will be ongoing gradual expansion of these and the University's Language Centre.

The University's Maritime Academy will continue to expand its offering of courses.

For further details regarding individual programmes and courses please refer to Operating Review.

Marketing and student recruitment

In order for the University to progress as required, towards greater self-financing it is critical that new and established programmes are successful at a commercial level, as well

STRATEGIC PLANNING AND REPORTING (CONT.)

as meeting rigorous academic or professional standards. Investment in marketing and promotion of the new and continuing programmes is of great importance as the University continues to develop its presence locally, regionally and internationally and as the University seeks to raise its profile and promote its USPs in a competitive international student market.

The University's success in achieving accreditation by the UK's Quality Assurance Agency is expected to assist significantly with the University's marketing efforts.

The promotional activity has over the past year consisted mainly of digital marketing campaigns, presence on international student portals, virtual fairs and a small number of school visits with the continued COVID-19 restrictions during the year ended 31 July 2022. During the next academic year 2022/23 in-country visits and attendance at physical fairs are expected and several have been planned already.

The University will continue to work closely with the Civil Status and Registration Office, Department of Employment, and other HM Government of Gibraltar departments to ensure international students are made welcome at the University, including allowing them the possibility of gaining valuable work experience, subject to meeting all required conditions.

Donor relationships

Existing strategic donor relationships have continued to add considerable value to University activities and new relationships continue to be explored.

The relationship with the Parasol Foundation Trust, which enabled the University to invest in the University's Parasol Library and also to fast track the roll out of some key academic programmes, was further strengthened in 2018/19 with the establishment of a scholarship fund that will pay University tuition fees, and some related expenses, for Parasol Scholars enrolled on the University's Bachelor of Business Administration (Hons) programme. In 2021/22 and 2022/23 the Parasol Foundation Trust added further scholarship donations for students on several University programmes. The criteria continued to be the same i.e. high academic achieving students who would otherwise have been unable to finance a university education.

A major strategic donor relationship with The Gibraltar GamblingCare Foundation, a Gibraltar registered charity, has financed the establishment of the University Centre of Excellence in Responsible Gaming (CERG), which was launched in early 2021 as a multidisciplinary and interdisciplinary research institute that aims to study the etiological factors of addictive disorders and contribute to their effective prevention and treatment. The agreement signed with The Gibraltar GamblingCare Foundation in January 2021 provided for continued funding of a minimum total sum of £2.1M over a three year period.

The University will continue to seek new private funding partnerships, and to reinforce existing donor relationships, to support its curriculum development ambitions as well as fund facilities to enhance the student experience. The University appreciates that private donor organisations

must be satisfied their donations to the University fully achieve donor organisations' charitable objectives and ambitions, which align with the University's own mission, and the University will spare no effort in liaising with donors to this end. For further details of the University's donor relationships please refer to Operating Review.

Physical infrastructure

The availability since 2019 of two student residential blocks, built by HM Government of Gibraltar, with a total of 144 self-catering student apartments has greatly assisted University efforts to recruit international students. The availability of this accommodation will continue to be central to the University's efforts to attract international students to Gibraltar, and is also available for local students. The student accommodation is managed and maintained by independent managers appointed by HM Government of Gibraltar.

Extensive refurbishment of part of the North Wing has taken place during the year ended 31 July 2022 and the refurbished areas have been integrated with the main campus building. For further details of the North Wing refurbishment please refer to Operating Review.

FINANCIAL REVIEW

The University's wholly owned subsidiary, The University of Gibraltar Limited, a company limited by guarantee and having share capital, is the University's main operational entity. Other than ownership of the Campus land and buildings, and a limited amount of grant funding, the bulk of the University's activities are conducted via this subsidiary company.

The Financial Statements for the 2021/22 financial year have been presented under Gibraltar Financial Reporting Standard 102 (GFRS102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education (2019 edition, issued by the Further and Higher Education SORP Board, recognised by the UK Financial Reporting Council Codes and Standards Committee as the SORP making body for further and higher education).

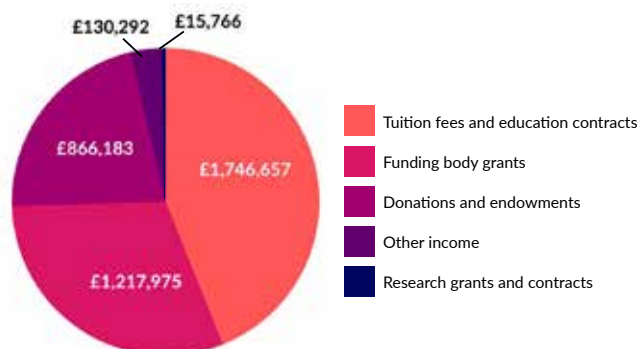
Annual Income and Surplus

The University's Consolidated Statement of Comprehensive Income for the year ended 31 July 2022 is summarised below compared to the previous financial year and reflects the continued increase in activity at the University resulting in increased tuition fees income. During the year, the increase in tuition fees from full time students (Home, EU and International) has been significant and further details may be seen below and in Note 1 to the Financial Statements.

The annual grant income received from HM Government of Gibraltar was reduced to £1M as from 1 April 2022 (previously £1.25M). Regarding tuition fees, the University has continued to respond well to the risks and challenges imposed by COVID-19 and other economic factors. The student recruitment and marketing teams have predominantly engaged in digital efforts to work towards meeting recruitment targets. Regarding student numbers, this year has seen increases in Academic Full time Home and EU students (46% increase in fees) and Academic Full time International students (304% increase in fees) and further details may be seen in Note 1 to the Financial Statements.

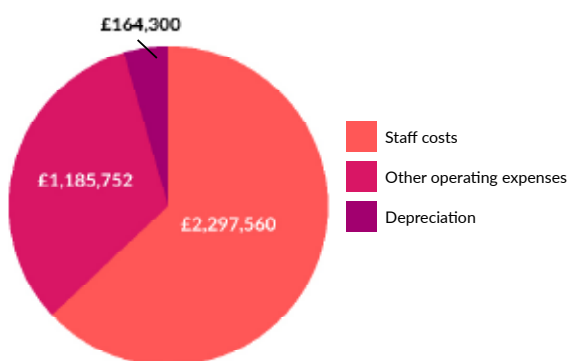
Income Breakdown 2021/22

Total income for the year was £3.98M (2020/21: £3.88M) and total expenditure was £3.65M (2020/21: £3.06M). An income and expenditure breakdown (excluding depreciation) and comparison from the previous year appears below:



	Year ended 31 July 2022	Year ended 31 July 2021
	£	£
Total Income	3,976,873	3,878,634
Expenditure	(3,647,613)	(3,060,558)
Loss on disposal of fixed assets	-	(461)
Surplus for the year	329,260	817,615

Expenditure Breakdown 2021/22



All significant movements in income and expenditure are further explained below.

Donations and endowments in 2021/22 comprise mainly amounts received from the Gibraltar GamblingCare Foundation (£800K; 2020/21: £500K), which is specifically for the University's Centre of Excellence in Responsible Gaming (CERG) and amounts received from Entain PLC (£43K, 2020/21: £72K) recognised in accordance with the specified letter of agreement. Other unrestricted donations were received from local organisations and individuals. Donations received are recognised in the Statement of Comprehensive Income under Donations and Endowments on entitlement to the income in accordance with relevant accounting standards. The balance of unexpended restricted donation funds held as at 31 July 2022 in the sum of £322,923 (2020/21: £380,407) in respect of donations with restrictions is shown as part of restricted reserves on Note 16 to the Financial Statements and relates entirely to amounts held in respect of the CERG.

FINANCIAL REVIEW (CONT.)

Income

Consolidated Income Analysis	Year ended 31 July 2022	Year ended 31 July 2021	Change in year
	£	£	%
Tuition fees and education contracts	1,746,657	1,324,507	+32%
Funding body grants	1,217,975	1,587,856	-23%
Research grants and contracts	15,766	926	+1603%
Other income	130,292	86,636	+50%
Donations and endowments	866,183	878,709	-1%
Total income	£3,976,873	£3,878,634	+3%

The University again achieved significant growth in tuition fees (32%) compared with the previous year; the year saw a large increase in fees from students on academic programmes (48% increase) and particularly full time students (67% increase) as compared to the previous year. Academic part-time students remained largely in line with previous year, although there was a reduction in tuition fees from non-academic courses as can be seen below. Student numbers have seen a steady increase over the past academic years and further details on student enrolments and full time equivalents can be found in the Operating Review.

Tuition fees include income from undergraduate, postgraduate (including research awards), professional courses, language and short courses. Note 1 to the Financial

Statements provides a further breakdown.

During the academic year 2021/22 the University added the following academic programmes to its offering thereby increasing taught awards and students enrolled:

- Diploma in Higher Education Nursing
- BSc (Hons) Maritime Science with Cadetship programme (Engineering and Nautical)
- MSc Applied Clinical Psychology (offered online via collaborative partner, Learna)

The University also increased the provision of other part time courses during the year. For further details please refer to Operating Review.

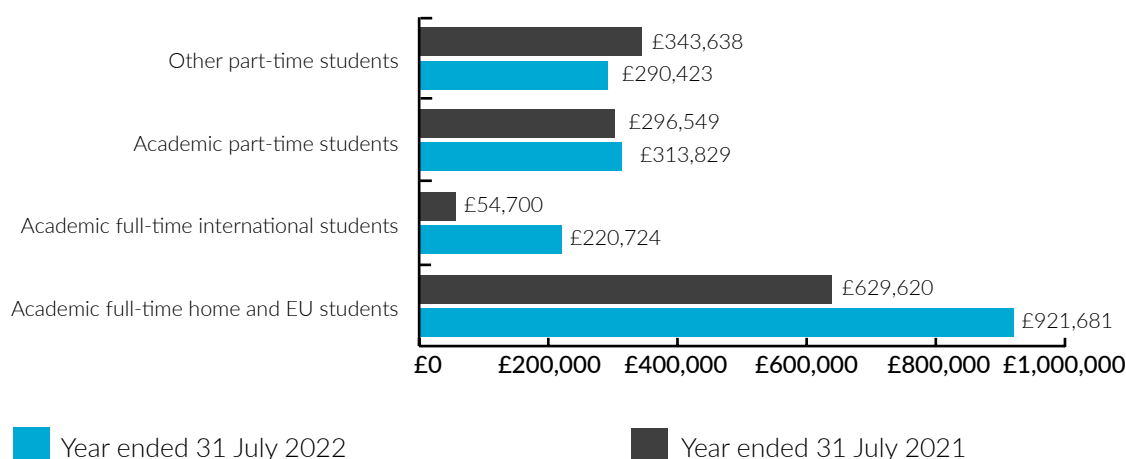
Fees received for the PhD research programme accounted for £113K (2020/21: £118K) and included two new full time Commonwealth Scholarship Award students and two full time CERG award students. In 2022/23 the University will enrol several additional PhD students on scholarships.

The University continued to recognise ERASMUS funding for staff and student mobility which will continue until the end of the current grant in May 2023. With the easing of COVID-19 restrictions during the year we have been able to arrange three student traineeship programmes and several staff mobilities.

Other income (£130K, 2020/21: £87K) is comprised mainly of amounts received from venue hire, conferences and examination centre fees and restaurant income, and also includes £33K consulting income (2020/21: £nil) received from HM Government of Gibraltar, Department of Environment and Climate Change, for specific projects undertaken by the University's School of Marine Science.

A key source of income during the year continued to be direct annual funding body grants from HM Government of Gibraltar in the sum of £1.22M (2020/21: £1.59M). However, for the first year since commencement, tuition fees income exceeded funding body grants and is now the University's prime source of income, as tuition fees income continues to increase and funding body grants continue to decline.

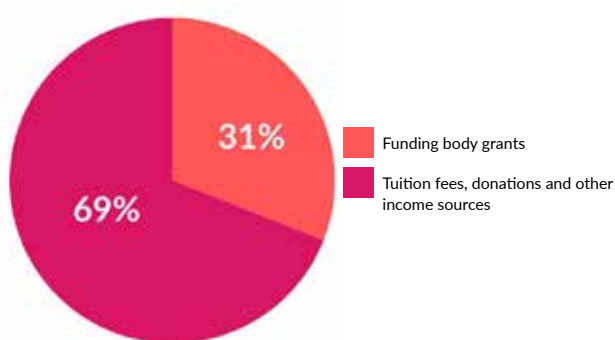
Tuition Fee Split in 2021/22 and 2020/21



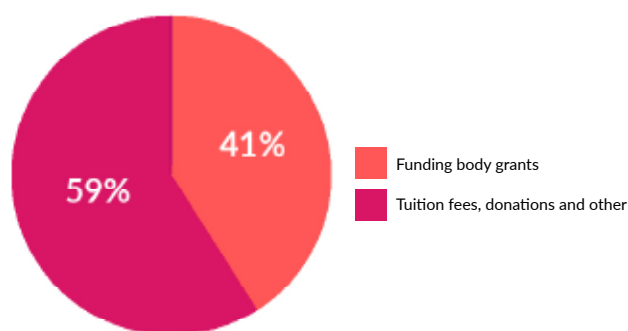
FINANCIAL REVIEW (CONT.)

The decreasing proportion of annual funding body grants compared to total income is shown in the graph below, which illustrates the income received from the current and previous two financial years. The difference between cash received and the amount reported on the Financial Statements in respect of HM Government of Gibraltar funding body grants is mainly due to the release of the capital expenditure in accordance with the accounting policy.

Year ended 31 July 2022



Year ended 31 July 2021



The annual funding body grant confirmed by HM Government of Gibraltar for the financial year ending 31 March 2023 is £1M, a decrease of £250K compared to the previous year ended 31 March 2022. The University expects direct grant funding to continue although this is expected to continue to decrease as a proportion of total income over time, as tuition fees and other sources of income increase and the University progresses towards greater self-financing as required by the University of Gibraltar Act. The HM Government of Gibraltar grant received was mainly utilised for recurring and non-recurring operational expenses. The funding body grant is recognised as income for the period in line with the accounting policy.

Expenditure

	Year ended 31 July 2022	Year ended 31 July 2021	Change in year
	£	£	%
Staff costs	2,297,560	1,936,350	+19%
Other operating expenses	1,185,753	967,101	+23%
Depreciation	164,300	157,107	+5%
Total Expenditure	3,647,613	£3,060,558	+19%

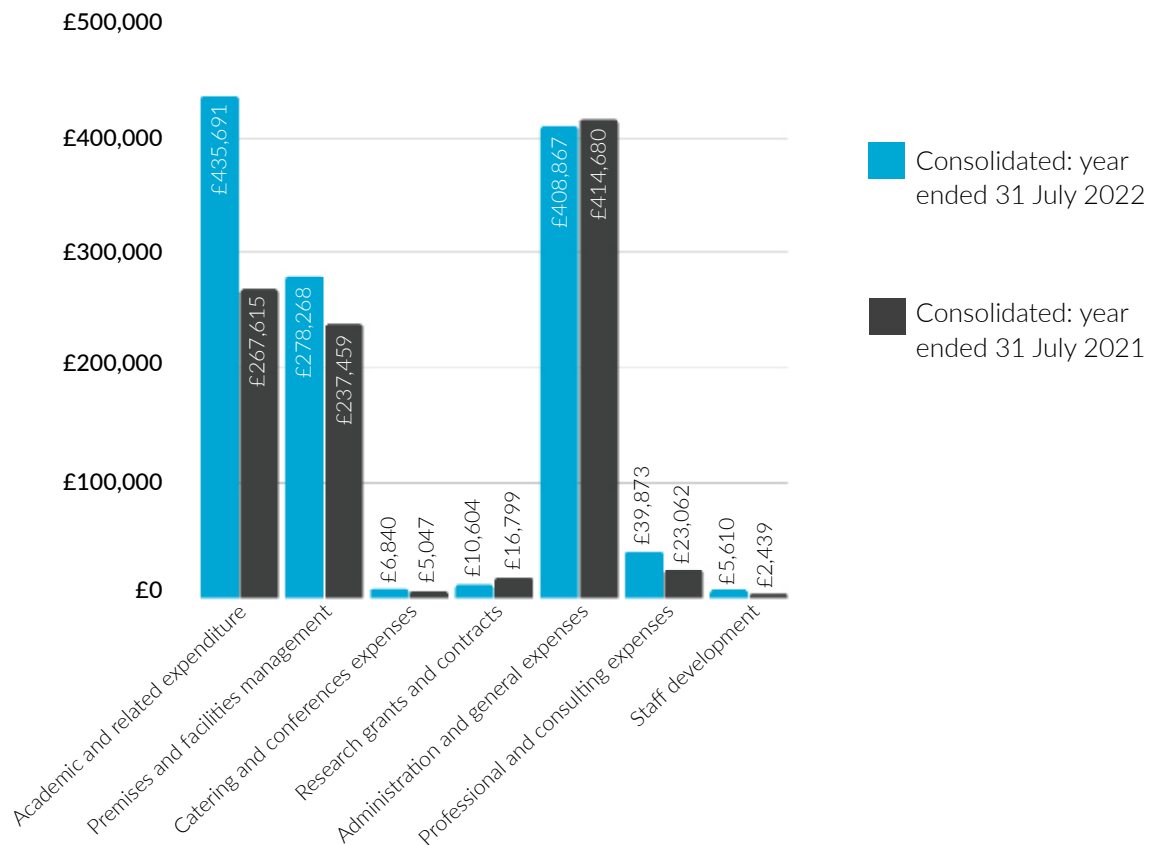
Staff costs continued to be the most significant expense item (63% of total expenses in the current and previous financial year) and this has increased by 19% from 2020/21 (6% increase was noted in the previous year). The increase is principally due to increases in staff employed as a result of the launch of the CERG and some additional teaching staff resulting from increased teaching activity. The University is responsible for all CERG expenditure, however, all such expenditure including salaries of CERG staff, is covered by CERG donations received. The balance of funding held at the end of the year in relation to CERG is shown at Note 16.

The average number of staff during the financial year has increased to 55, which includes permanent as well as part-time tutors (2020/21: average staff 49). A breakdown of average staff numbers is illustrated at Note 6 to the Financial Statements.

Other operating expenses have increased broadly in line with the increase in University activity during the year (23% increase). An analysis of other operating expenses for the current and previous financial year is shown in the graph below. The main items of expenditure in this category continue to be academic and related expenditure, and administration and general expenses. Academic expenditure reflects inter alia investment in the development and maintaining of the University's academic curriculum and infrastructure. This expenditure component is expected to continue in line with plans to expand the University's academic offering. Administration and general expenses have remained broadly in line with the previous year. The University's North Wing was brought into use during the year and therefore additional premises and related expenditure have been incurred. Other expenditure items have remained at levels similar to previous year and in line with expectations. For further details of other operating expenses please refer to Note 7 to the Financial Statements.

FINANCIAL REVIEW (CONT.)

Analysis of other operating expenses 2021/22 and 2020/21

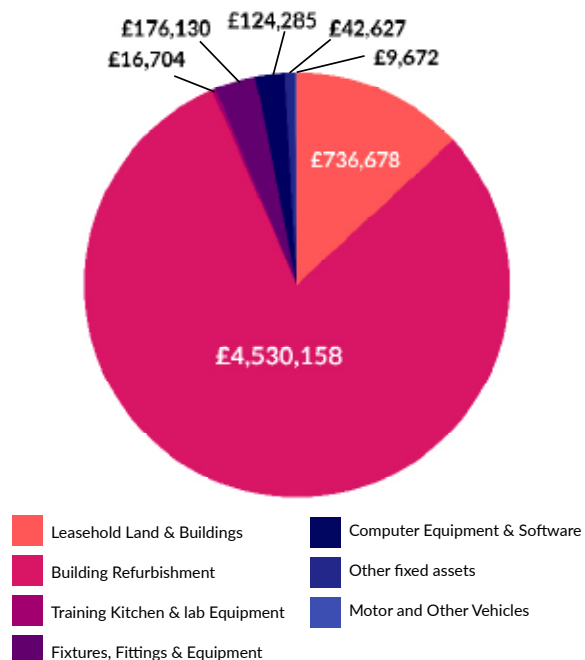


The University has not relied on any external loan finance and therefore has not incurred any resulting interest costs.

Statement of Financial Position

Tangible fixed assets continue to form the largest part of the Statement of Financial Position total with building refurbishment accounting for 80% of the total net book value of fixed assets. This relates to building construction and refurbishment costs undertaken in 2015 to convert the main University building to its present use. Following the transfer in 2020/21 of the North Wing (formerly St Christopher's School) to the University, extensive building refurbishment work was undertaken in 2021/22 to allow parts of the North Wing, mainly ground floor areas, to become operational during the year. Most of the North Wing first floor remains out of use at present, pending refurbishment of that part of the building. Depreciation is charged in line with the accounting policies for the various classes of property, plant and equipment in line with the accounting policy.

At 31 July 2022



FINANCIAL REVIEW (CONT.)

For further details of Tangible assets held at the year-end please refer to Note 9 to the Financial Statements.

Fixed asset additions during the year totalled £340K (2020/21: £430K) and are mainly comprised of building refurbishment costs (£179K) which related to the North Wing, and Computer Equipment and Software (£77K). This year the University disposed of a significant amount of Computer Equipment and Software purchased when the University was first opened in 2015 and these items were all fully depreciated in line with our accounting policy.

Prepayments and accrued income forms the majority of the balance held in trade and other receivables (67% of the total) and is mainly comprised of prepaid University annual licenses and subscriptions. These subscriptions are typically renewed year on year, therefore the prepayments and accrued income remains closely in line with the previous year. Other amounts due to the University at the year-end include amounts due in respect of tuition fees or other services.

Creditors include mainly trade payables, accruals and deferred income. The majority of deferred income relates to tuition fees in the sum of £282K (2020/21: £189K). This relates to tuition fee deposits and early payments for the academic year 2022/23 and cross-session courses spanning two academic years. There is also a balance of £127K held in deferred income in respect of monies received from Entain PLC (2020/21: £175K) for future expenses and income in respect of the Introduction to Responsible Gaming online course. Deferred income within Creditors over one year relates entirely to HM Government of Gibraltar grant income which has been used for capital expenditure (as further explained in Notes 13 and 14 to the Financial Statements).

The University's consolidated Statement of Financial Position reflects a total net asset figure of £1.9M (2020/21: £1.5M), including net current assets of £559K (2020/21: £495K) and a current asset ratio of 1.8 (2020/21: 1.7). The University asset ratios and reserves have increased during the year in line with the increase in income, mainly from tuition fees and donations.

Cash flows

The balances of cash and cash equivalents of £1.1M at 31 July 2022 remain closely in line with the previous year. Cash balances include restricted cash related to the CERG, which is shown at Note 16 to the Financial Statements.

Looking ahead

The University expects that HM Government of Gibraltar funding for recurring expenditure will continue during the term of the University's Strategic Plan 2023-2026 in order to support the University's long-term development. During this time the University will continue to explore all appropriate measures to become and remain self-financing as it is required to do under section 35(2) of the University of Gibraltar Act. The measures taken along this road include the following;

- The University's budgeted expenditure for the next financial year to 31 July 2023 will be kept within budgeted levels of grant income plus tuition fees and other income received or receivable. Budgeted expenditure is reviewed monthly as part of internal reporting procedures. No general borrowing, which would require approval from the Minister under s.37 of the Act, or short-term borrowing, which would require approval of the Board under s.38, is anticipated. Other than in relation to continued works required at the North Wing, capital expenditure is expected to remain comparatively modest for the University's present estate, whilst providing for all essential needs and replacement or repairs. Nonetheless, capital expenditure has increased and is expected to continue to increase as equipment and fittings experience wear and tear and require upgrading or replacement after several years of operation. The refurbishment works for the North Wing which commenced in 2021/22 are expected to be phased over the term of the current Strategic Plan in order to bring the building to full capacity.
- There will continue to be a high priority given to achieving cost savings on routine recurring expenditure wherever possible, and to value for money, always bearing in mind the need to ensure the University is able to maintain quality and achieve the aims set out in its Strategic Plan. The bulk of the University's facilities management services, including equipment maintenance, cleaning, and security, are provided by independent contractors, with the large majority of expenditure being on short-term contracts. These arrangements are constantly monitored to ensure the University receives value for money.
- Staff recruitment has been and will continue to be pursued on a prudent basis mainly with a view to essential development and provision of academic programmes and professional courses, and support of core services. Any new positions within the University administrative departments require approval by the Board of Governors.
- Most UK universities rely primarily on their domestic undergraduate market for their main source of tuition fee income. This is not possible for the University of Gibraltar as most undergraduate students are funded to study in the UK. As a result, we will continue to focus more on international students and on the domestic post graduate market, although the latter depends on the availability of discretionary funding from HM Government of Gibraltar. Marketing strategies for international student recruitment continue to be constantly reviewed and adjusted based on digital analytics in an effort to achieve recruitment targets.
- The University will continue to seek private sponsorships from local organisations to fund students who have good grades, and who wish to study at the University, but cannot afford to do so. An increasing number of University students have been able to commence, and in some cases have already completed, their degrees at the University as a result of the generous sponsorship of the Parasol Foundation Trust. To provide further assistance to potential students, Gibraltar International Bank will continue to offer low-

FINANCIAL REVIEW (CONT.)

interest loans to students of the University tailored for part-time and full-time students. The University also offers its own bursaries and scholarships to encourage interested and deserving students to enrol with the assistance of a small discount to tuition fees.

- The University established its Centre of Excellence in Responsible Gaming (CERG), funded by the Gibraltar GamblingCare Foundation, a charity registered in Gibraltar, in February 2021. The CERG will continue to be funded by the Gibraltar GamblingCare Foundation until January 2024, and future funding arrangements to ensure the CERG continues after this date are currently being explored.
- The University has recently published its Strategic Plan 2023-2026. This maps the University's direction and priorities over the period of the Strategic Plan, and it includes a similar goal of striving towards self-financing, and similar measures concerning reducing the proportion of HM Government of Gibraltar funding as part of total income, and increasing tuition fee income, over the period of the Strategic Plan. For further details of the University's Strategic Plan please refer to Strategic Planning and Reporting.
- The impact of external factors such as Brexit and COVID-19 will continue to be monitored closely, and plans changed or adapted as required.

FINANCIAL RISK MANAGEMENT

The principal areas of financial risk management considered and the measures adopted by the University are described below.

Brexit

Brexit continues to give rise to important financial risks that the University will need to manage.

As part of our recruitment strategy, the University has reduced all international fees to the equivalent of home fees for all students and this continues for the current promotional activity for the 2023/24 academic year.

Prior to Brexit the University had access to EU research funding programmes, e.g. Horizon 2020, the EU's flagship programme for research which concluded in 2020, on the same basis as any other UK-based entity. UK-based institutions have subsequently gained access to the new Horizon Europe programme which commenced in 2021 but this does not at present extend to Gibraltar, and it is hoped that this will be addressed soon.

The University continues to monitor reports on progress of Treaty negotiations and to liaise with HM Government of Gibraltar as required on the above issues.

Price risk

This is generally low. Tuition fees are generally influenced by market indicators and also by local community needs. Comparable UK tuition fees are monitored by the University prior to launching any new courses, and annually thereafter, and fees will typically be set broadly in line with UK university fees for comparable courses. For example, the fees for the provision of undergraduate degrees in England are currently capped at £9,250 for Home (UK), therefore this will influence comparable University of Gibraltar fees. As explained above, the University has opted to charge the same fee for all students. Regarding other courses, account is also taken of fees charged by other local institutions where these may be relevant.

Market trends in pricing are regularly monitored by the University Finance team and reviewed to amend pricing policy should the need arise, e.g. as a result of competitors' actions or changes in the UK market.

A key component of other income is examination centre fees and venue hire services which are managed by the Professional Development and Campus and Events teams respectively. The pricing of these services is mainly influenced by market forces in the local environment or as indicated by the examination provider.

The impact of inflation, less of an issue in previous years but becoming of greater concern now, is also monitored.

Credit risk

This generally remains low. Tuition fee income is made up of a comparatively large number of transactions, which from the perspective of the University are individually immaterial. The potential for significant financial risk is

therefore kept to a minimum. Where payment instalment plans are made available to students these are offered subject to clear limits. Tuition fees for local students are frequently payable by the Department of Education, which further reduces any credit risk.

Finance staff are also proactive with regard to credit control and follow up on outstanding debts promptly to avoid significant debt problems arising.

Cash flow and liquidity risk

The University has not required any external loan finance so far and there are currently no plans for this to change for the foreseeable future.

The University expects that HM Government of Gibraltar will continue as a key source of funding for the foreseeable future, although as a proportion of total income this funding for recurrent expenditure continues to decline as income from tuition fees continues to reflect strong growth from year to year. The University expects to progress over time towards becoming increasingly self-financing as required by the University of Gibraltar Act 2015.

REPORT OF THE BOARD OF GOVERNORS AND CORPORATE GOVERNANCE STATEMENT

Chancellor *

The Rt Hon. Sir Lindsay Hoyle MP
appointed 27/02/2020

Vice-Chancellor

Prof. Catherine Bachleda
appointed 3/06/2019 (date of appointment to the Board of Governors appears below)

Board of Governors *

Albert Langston, Chairman
appointed 24/09/2018, appointed for second term 24/09/2021

Prof. Catherine Bachleda
appointed 24/05/2018, ex officio member

Paul Bowling
appointed 24/09/2015, ex officio member

Dr Joey Britto
appointed 22/07/2021

Christian Camilleri
elected staff representative member 14/08/2020, appointed for a second term 12/08/2022

Francis Carreras
appointed 19/11/2015, appointed for second term 24/09/2018, appointed for third term 24/09/2021

Darren Grech
appointed 24/09/2018, appointed for second term 24/09/2021

Vikram Nagrani
appointed 04/01/2022

Keri Scott
appointed 06/09/2021, ex officio member

Michael Tavares
appointed 24/09/2021

Stephen Warr
appointed student representative member 28/09/2022

**The office of the Chancellor is an honorary role and is not remunerated. Members of the Board of Governors are also not remunerated for acting on the Board, save for Prof. Catherine Bachleda and Paul Bowling who are executive Board members.*

Principal address

Europa Point Campus
Europa Point
Gibraltar

Independent Auditor

Deloitte Limited
Floor 3
120 Irish Town
Gibraltar

Principal Bankers

Gibraltar International Bank Limited
PO Box 1375
Ince's House
310 Main Street
Gibraltar

Natwest International
PO Box 707
57 Line Wall Road
Gibraltar

REPORT OF THE BOARD OF GOVERNORS AND CORPORATE GOVERNANCE STATEMENT (CONT.)

Values

The Board of Governors is committed in its policy and practice to the Core Values and Primary Responsibilities as set out in its internally adopted Code of Practice, which are in keeping with the University's mission and responsibilities. Inter alia, each Member of the Board is committed to:

- a) Act always in the best interests of the University as a whole, recognising that this responsibility over-rides any duty/s/he may owe to those electing/appointing him or her.
- b) Act in good faith, honestly and for a proper purpose.
- c) Exercise appropriate care and diligence.
- d) Not improperly use their position to gain an advantage for themselves or someone else.
- e) Disclose and avoid conflicts of interest.

Legal Status

The University of Gibraltar is a statutory body created by the University of Gibraltar Act 2015. It is also registered under the Charities Act (registered charity number 273).

The University's wholly owned subsidiary, The University of Gibraltar Limited, was incorporated at Companies House as a limited company (registered number 111953) on 18 August 2014, and changed its legal status on 31 July 2017 to a company limited by guarantee. The results of The University of Gibraltar Limited are fully consolidated in these financial statements.

Regulatory Framework

Under the University of Gibraltar (Regulation and Accountability) Regulations 2018 ('the Regulations'), which were issued in accordance with the University of Gibraltar Act 2015 ('the Act') and which came into force on 31 May 2018, the Gibraltar Regulatory Authority (GRA) was appointed as the University's regulator on 31 May 2018. Also in accordance with the above mentioned Regulations, the GRA issued a Memorandum of Regulation ('the Memorandum'), which came into force on 1 June 2018, setting out how;

- (a) the quality and standards of education in the University shall be monitored;
- (b) compliance by the University with its functions, duties and obligations under the Act shall be monitored;
- (c) the use by the University of its funds including any public funds provided to it shall be monitored;
- (d) other aspects of the University's performance are monitored;
- (e) the University is expected to demonstrate effective governance and accountability; and
- (f) the University's autonomy and academic freedom are maintained.

Overall, this Memorandum requires the University to:

- (a) Give an annual assurance on quality and standards informed by an annual report from the University's Academic Board;
- (b) Arrange periodic external quality assurance reviews and share outcomes with the GRA;
- (c) Share data on student recruitment, retention, completion, destinations and complaints;
- (d) Submit audited accounts to the GRA, complete with

- (e) a corporate governance statement, statement of primary responsibilities and confirmation that HM Government of Gibraltar funds have been used for the purposes intended;
- (e) Give an annual assurance of compliance by the University with the 2015 Act;
- (f) Share long-term financial forecasts (business plan) with the GRA;
- (g) Submit an annual budget for approval by the Minister;
- (h) Produce - and share with the GRA - annual Audit Committee assurances on internal control and risk management;
- (i) Arrange periodic independent reviews of Board of Governors and Audit Committee effectiveness and share the reports and action plans with the GRA;
- (j) Notify the GRA of any unforeseen material adverse developments that concern quality and standards, finance or internal control; and
- (k) Alert the GRA to any threats to the University's autonomy and academic freedom.

On 1st November 2022 the GRA (below 'the Authority') implemented a revised Memorandum of Regulation. The Foreword to the revised Memorandum states, inter alia;

• The Authority and the University are in agreement that for the University to succeed it needs to be able to operate autonomously and for the academic portfolio to be determined by the University according to its own educational strategy, subject to compliance with the purposes for which the University was established and with its functions, duties and obligations as set out in the Act. The management, administration and control of the property, revenue and business of the University fall under the auspices of its Board of Governors which has ultimate authority for academic governance.

• The revised Memorandum of Regulation sets down a proportionate regime of accountability and regulation that respects the University's self-governing status whilst at the same time enabling the Authority to derive the assurance that the Authority, students and other stakeholders need.

• The Authority will take steps as necessary within its powers to ensure that the University takes appropriate action when the quality and standards of education or student interests are at stake, or if the University is at serious risk. The Authority will promote the University's autonomy and academic freedom and support the University's Vice-Chancellor and Board of Governors should autonomy or academic freedom be challenged.

• The Authority acknowledges that the University successfully completed an International Quality Review by the Quality Assurance Agency for Higher Education. This accreditation against international standards provides trust and confidence and indicates the University is well established and recognized.

• Consequently, the Authority deems that the University's transitional period is over, and has reviewed and revised the Memorandum of Regulation in consultation with the University, as provided by regulation 3(2) of the University of Gibraltar (Regulation and Accountability) Regulations 2018.

Further details of the revised Memorandum of Regulation will appear in the 2022/23 annual report.

The University Advisory Board (UAB) is an advisory body

REPORT OF THE BOARD OF GOVERNORS AND CORPORATE GOVERNANCE STATEMENT (CONT.)

established by the GRA, whose membership includes persons with extensive experience at senior level within the UK HE sector, and whose role includes advising GRA on the operation of the regulatory framework and the Memorandum of Regulation, and reviewing the GRA's annual risk assessment of the University. The UAB met on two occasions during the reporting period, on 6 December 2021 and on 6 April 2022.

The University of Gibraltar (Academic Board) Regulations 2018 ('the Academic Board Regulations') were issued in accordance with the Act, and came into force on 24 September 2018. The Academic Board Regulations established an Academic Board as an autonomous committee of the University with responsibility to the Board of Governors. Its duties involve undertaking the academic governance functions of the University.

Changes to The University of Gibraltar Act 2015

In May 2022 the University of Gibraltar (Amendment) Act 2022 updated The University of Gibraltar Act 2015, recognising the University's progress and development since commencement. In addition to some general updates to terminology, the main reasons for the changes were to deal with concerns related to the perceived prescriptive nature of section 8, related to University function/structures and provision, and to enhance the independence of the governing body, mainly at sections 19 and 22.

International Quality Review

The University is committed to upholding the highest standards, and policies and quality assurance processes have been designed using external reference points such as the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG) and the Quality Assurance Agency for Higher Education (QAA) UK.

As part of this commitment, the University undertook an International Quality Review (IQR). The nearly three-year process took the form of a thorough review of the University's governance, learning and teaching, and internal quality assurance procedures, with the main fieldwork carried out in November 2021. The University received confirmation that it had been successful in achieving all ten ESG standards in March 2022. This review was considered essential for the success of the University's strategy for student recruitment from local and international sources. The review was also important for the University in its development and its commitment to providing a high-quality educational experience whilst simultaneously maintaining academic standards that are in line with UK standards. An IQR offers institutions outside UK the opportunity to be reviewed by the UK's QAA. The review benchmarks institutions' quality assurance processes against international quality assurance standards set out in Part 1 of ESG.

The QAA IQR seal of approval will effectively reinforce and convey the University's commitment to quality to all current and prospective students, prospective employers and the community.

For further details regarding the QAA – IQR please refer to Operating Review.

The University's Academic Quality and Learning Manager

is responsible for ensuring that all University of Gibraltar degrees continue to align with UK HE quality standards.

Board of Governors

The Board is the supreme governing body of the University and is therefore collectively accountable for all institutional activities, taking final decisions where required and after full consultation with the Vice-Chancellor on matters of fundamental concern within its remit. It consists at present of eleven members, comprising the Vice-Chancellor, the Director of Education, the University's financial comptroller, the elected staff representative, the elected student representative, and six other non-executive members. The University of Gibraltar Act 2015 provides that the Minister with responsibility for the University may appoint up to two persons to the Board, and the Board may also appoint up to two persons. The Act also provides that the Minister may increase the number of Board members at the request of the Board, and any such additional members must be appointed by the Board alone.

The Board is obliged to meet at least once every three months and three members constitute a valid quorum. The following Board meetings were held during the year;

- 16 September 2021
- 18 November 2021
- 17 December 2021
- 25 January 2022
- 22 March 2022
- 27 May 2022
- 12 July 2022

The Board has established an Audit Committee that reports directly to it.

Audit Committee

The Audit Committee is required to have at least two formal meetings in each financial year. The external auditors or any member of the Board may request a meeting of the Audit Committee if they consider it necessary. The Chair of the Audit Committee is required to be a member of the Board who is neither a member of staff nor a student. Other Audit Committee members comprise at least one but not more than two other members of the University Board who are neither members of staff nor students, plus at least one but not more than two committee members who are not members of the Board.

The Audit Committee's responsibilities are set out in their detailed Terms of Reference. These include inter alia;

- advising the Board of Governors on the terms of engagement, fees, and any questions of resignation or dismissal of the external or internal auditors;
- engaging with the external and internal auditors in relation to the nature and scope of the audit;
- discussing with the external and internal auditors any issues arising from their audit;
- keeping under review the effectiveness of the risk management, control and governance arrangements, and considering the annual risk management report

REPORT OF THE BOARD OF GOVERNORS AND CORPORATE GOVERNANCE STATEMENT (CONT.)

to the Board of Governors;

- reviewing the University's risk assessment and strategy;
- reviewing the external auditors' management letter, and the annual report to the Minister as required under s.44 of the University of Gibraltar Act;
- monitoring annually the performance and effectiveness of external auditors;
- reviewing the internal auditors' risk assessment, strategy and programme, considering major findings and management response;
- promoting co-ordination between internal and external auditors;
- reviewing the annual financial statements of the University and its wholly owned subsidiary in order to be able to recommend these for adoption by the Board of Governors; and,
- reporting to the Board of Governors on any matter which the Audit Committee considers may have an adverse effect on the solvency of the University or the security or integrity of the University's assets

Governance Responsibilities

The Vice-Chancellor is the chief executive officer who sets the strategic direction of the University, with the approval of the Board of Governors, and provides it with academic leadership. The Vice-Chancellor recommends appointments, promotions and removal of teaching and administrative staff to the Board.

The Academic Board has been established to provide academic governance for the University. Leadership of all aspects of the academic activity of the University rests with the Vice-Chancellor, who develops both strategy and policy, and manages operational aspects of this area of work through the executive team and the academic and administrative staff; however, oversight and governance for this activity rests with the Academic Board. While ultimate responsibility for all matters remains with the Board of Governors in accordance with practice in most universities, the Board of Governors delegates this responsibility to the Academic Board, which also reflects accepted international practice. The following Academic Board meetings were held during the financial year:

- 30 November 2021
- 24 May 2022

The University of Gibraltar Act provides for institutional autonomy and academic freedom for the University. The Act requires that the University, its Board and other constituent bodies shall be free from interference from external bodies, and that principles of freedom of inquiry and research, teaching and expression shall be respected.

The University of Gibraltar Act also requires that the University shall use its best endeavours to become and remain self-financing.

Autonomy and Academic Freedom

As required by the University of Gibraltar (Regulation and Accountability) Regulations 2018, the University duly confirms in this Corporate Governance Statement that it has been able to operate throughout the reporting period without undue interference from external bodies.

Statement of Responsibilities of the Board of Governors

The University of Gibraltar Act vests the management, administration and control of the property, revenue and business of the University, in the Board. This includes receiving from the Vice-Chancellor and adopting budgets for operating and capital expenditure, setting fees and entering into agreements. It must at all times manage the expenditures of the University prudently. The Board must arrange for an audit of the University's annual accounts and, with the Vice-Chancellor, must provide an annual report to the Minister with responsibility for the University, which must include a balance sheet and a statement of revenue and expenditure, and the results of the annual audit.

The consolidated financial statements are prepared in accordance with Gibraltar Financial Reporting Standard 102 (GFRS 102), the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education 2019, and applicable laws and regulations.

The Board should not approve the consolidated financial statements unless they are satisfied that they give a true and fair view of the state of affairs, and the statement of comprehensive income for that period, of the University. When preparing the University's consolidated financial statements, the Board will;

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- ensure applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the University will continue in operation; and
- ensure there is no relevant audit information of which the company's auditors are unaware.

In addition, the Board has taken reasonable steps to:

- ensure that funds received from HM Government of Gibraltar or private donations and endowments are used only for the purposes for which they have been given;
- ensure that there are appropriate financial and management controls in place to safeguard public funds and funds from other sources; and
- secure the economic and effective management of the University's resources and expenditure.

The Board is also responsible for ensuring that the University observes its charitable objects.

REPORT OF THE BOARD OF GOVERNORS AND CORPORATE GOVERNANCE STATEMENT (CONT.)

Statement on Disclosure of Information to the Auditors

So far as the Board of Governors is aware, there is no relevant audit related information of which the University's auditors are unaware.

Statement on Public Benefit

The University is a public benefit entity as defined by GFRS 102. It is a registered charity whose charitable objects are to further its principal mission to respond to current societal needs as well as shape personal and professional futures through the pursuit of education, training, and research. The University's main beneficiaries are its students who are engaged in learning and research. Other beneficiaries may include employers, industry, any party that may benefit from research facilitated by the University, and the community of Gibraltar.

Risk Management: Statement of internal control

The Board of Governors is responsible for maintaining, and reviewing as appropriate, a sound system of internal control that supports the achievement of policies, aims and objectives, while safeguarding public and other funds and assets for which it is responsible. This is done in accordance with the responsibilities placed on the Board by the University of Gibraltar Act, including powers to receive from the Vice-Chancellor and adopt with or without modifications the budgets for operating and capital expenditure, and to set fees. The Act imposes restrictions on general and short term borrowing and obliges the Board at all times to manage the expenditures of the University prudently.

The system of risk management and internal control is designed to manage rather than eliminate the risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. It is based on an on-going process, in accordance with the University's risk management policy, designed to identify the principal risks to the achievement of policies, aims and objectives; to evaluate the nature and extent of those risks; and to manage them efficiently, effectively and economically. It also takes account of the small size of the University of Gibraltar and the close involvement of the Vice-Chancellor and executive team with daily operations. Risk is considered regularly by the Vice-Chancellor, executive team and Board of Governors in decision making, and a risk register is maintained.

The Board of Governors meets regularly to consider strategic policy and oversight matters, and also annual reports. The Vice-Chancellor and the executive team are responsible for the day to day management of the University, including supervision of risk management, and management and achievement of value for money in their respective areas of operation.

The Audit Committee is required to review the University's risk assessment and strategy, and to ensure that the resources made available for internal financial control

are sufficient to meet the University's needs. For further information regarding the Audit Committee's responsibilities please refer to 'Audit Committee' section above.

There have been no further internal audit appointments since the original appointment of EY in October 2019. However the Audit Committee recommended the appointment of Jisc (the UK digital, data and technology agency focused on tertiary education, research and innovation) to carry out an independent cyber security risk assessment during 2021/22. The preliminary results of the risk assessment were received in May 2022 and the exercise was considered to have been valuable.

The Operating and Financial Review set out on pages 10 to 22 was approved by the Board of Governors on 20 December 2022 and signed on its behalf on that date by:

Albert D Langston MBE, GMD

Chairman of the Board of Governors

Prof. Catherine Bachleda

Vice-Chancellor

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Deloitte.

Opinion

In our opinion the consolidated financial statements and institution financial statements (the 'financial statements') of the University of Gibraltar (the 'University'):

- give a true and fair view of the state of the University's affairs as at 31 July 2022 and of its surplus for the year then ended; and
- have been properly prepared in accordance with Gibraltar Financial Reporting Standards.

We have audited the financial statements which comprise:

- the consolidated and institution statement of comprehensive income;
- the consolidated and institution statement of changes in reserves;
- the consolidated and institution statement of financial position;
- the consolidated cash flow statement;
- the statement of principal accounting policies; and
- the related notes 1 to 19.

The financial reporting framework that has been applied in their preparation is applicable law in Gibraltar and Gibraltar Financial Reporting Standards.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the University in accordance with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Board of Governors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report

thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in respect of these matters.

Responsibilities of the Board of Governors for the Financial Statements

The Board of Governors are responsible for the preparation of financial statements that give a true and fair view in accordance with applicable law in Gibraltar and Gibraltar Financial Reporting Standards, and for such internal control as the Board of Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Governors are responsible for assessing the University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the University intends to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists.

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS (CONTD.)

Deloitte.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the University.
- Conclude on the appropriateness of the University's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the University to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a

manner that achieves fair presentation.

We communicate with the University regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Board of Governors. Our audit work has been undertaken so that we might state to the Board of Governors 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 Board of Governors as a body, for our audit work, for this report, or for the opinions we have formed.

Colin Bensadon
For and on behalf of Deloitte Limited

Floor 3
120 Irish Town
Gibraltar

20th December 2022

CONSOLIDATED AND INSTITUTION STATEMENT OF COMPREHENSIVE INCOME

	Notes	Year ended 31 July 2022		Year ended 31 July 2021	
		Consolidated	Institution	Consolidated	Institution
		£	£	£	£
Income					
Tuition fees and education contracts	1	1,746,657	-	1,324,507	-
Funding body grants	2	1,217,975	-	1,587,856	-
Research grants and contracts	3	15,766	10,766	926	926
Other income	4	130,292	-	86,636	-
Donations and endowments	5	866,183	-	878,709	239,500
Total income		3,976,873	10,766	3,878,634	240,426
Expenditure					
Staff costs	6	2,297,560	-	1,936,350	-
Other operating expenses	7	1,185,753	8,104	967,101	16,799
Depreciation and amortisation	9, 9a	164,300	-	157,107	-
Total expenditure		3,647,613	8,104	3,060,558	16,799
Surplus before other gains/(losses)		329,260	2,662	818,076	223,627
Loss on disposal of tangible assets		-	-	(461)	-
Surplus before tax		329,260	2,662	817,615	223,627
Taxation	8	-	-	-	-
Surplus for the year		329,260	2,662	817,615	223,627
Total comprehensive income for the year		329,260	2,662	817,615	223,627
Represented by:					
Endowment comprehensive (deficit) / income for the year		(8,002)	(8,002)	231,498	231,498
Restricted comprehensive income for the year		(57,484)	-	337,086	-
Unrestricted comprehensive income for the year		394,746	10,664	249,031	(7,871)
		329,260	2,662	817,615	223,627

All items of income and expenditure relate to continuing activities.
The accompanying notes and policies on pages 35 to 47 form part of these financial statements.

CONSOLIDATED AND INSTITUTION STATEMENT OF CHANGES IN RESERVES

Year Ended 31 July 2022

Consolidated	Income and expenditure account			Total
	Endowment	Restricted	Unrestricted	
	£	£	£	
Balance at 1 August 2020	513,181	43,321	148,577	705,079
Surplus for the year	239,500	550,000	28,115	817,615
Transfers between endowment and unrestricted income	(8,002)	-	8,002	-
Transfers between restricted and unrestricted income	-	(212,914)	212,914	-
Total comprehensive income for the year	231,498	337,086	249,031	817,615
Balance at 1 August 2021	744,679	380,407	397,608	1,522,694
Surplus/(deficit) for the year	-	800,000	(470,740)	329,260
Transfers between endowment and unrestricted income	(8,002)	-	8,002	-
Transfers between restricted and unrestricted income	-	(857,484)	857,484	-
Total comprehensive income for the year	(8,002)	(57,484)	394,746	329,260
Balance at 31 July 2022	736,677	322,923	792,354	1,851,954

Institution	Income and expenditure account			Total
	Endowment	Restricted	Unrestricted	
	£	£	£	
Balance at 1 August 2020	513,181	-	25,443	538,624
Surplus/(deficit) for the year	239,500	(15,873)	-	223,627
Transfers between endowment and unrestricted income	(8,002)	-	8,002	-
Transfers between restricted and unrestricted income	-	15,873	(15,873)	-
Total comprehensive income for the year	231,498	-	(7,871)	223,627
Balance at 1 August 2021	744,679	-	17,572	762,251
Surplus/(deficit) for the year	-	2,662	-	2,662
Transfers between endowment and unrestricted income	(8,002)	-	8,002	-
Transfers between restricted and unrestricted income	-	(2,662)	2,662	-
Total comprehensive income for the year	(8,002)	-	10,664	2,662
Balance at 31 July 2022	736,677	-	28,236	764,913

The accompanying notes and policies on pages 35 to 47 form part of these financial statements.

CONSOLIDATED AND INSTITUTION STATEMENT OF FINANCIAL POSITION

As at 31 July 2022

	Notes	As at 31 July 2022		As at 31 July 2021	
		Consolidated	Institution	Consolidated	Institution
		£	£	£	£
Non-current assets					
Tangible assets	9	5,636,254	736,678	5,459,986	744,679
Investment in subsidiaries	10	-	1,000	-	1,000
		5,636,254	737,678	5,459,986	745,679
Current assets					
Stock	11	1,242	-	2,460	-
Trade and other receivables	12	153,262	27,235	151,711	16,572
Cash and cash equivalents	17	1,095,109	-	1,091,931	-
		1,249,613	27,235	1,246,102	16,572
Less: Creditors; amounts falling due within one year	13	(690,778)	-	(750,878)	-
Net current assets		558,835	27,235	495,224	16,572
Total assets less current liabilities		6,195,089	764,913	5,955,210	762,251
Creditors: amounts falling due after more than one year	14	(4,343,135)	-	(4,432,516)	-
Total net assets		1,851,954	764,913	1,522,694	762,251
Restricted Reserves					
Income and expenditure reserve - endowment reserve	15	736,677	736,677	744,679	744,679
Income and expenditure reserve - restricted reserve	16	322,923	-	380,407	-
Unrestricted Reserves					
Income and expenditure reserve - unrestricted		792,354	28,236	397,608	17,572
Total Reserves		1,851,954	764,913	1,522,694	762,251

The financial statements were approved by the Board of Governors on 20 December 2022 and were signed on its behalf on that date by:

Albert D Langston MBE, GMD
Chairman of the Board of Governors

Prof. Catherine Bachleda
Vice-Chancellor

The accompanying notes and policies on pages 35 to 47 form part of these financial statements.

CONSOLIDATED CASH FLOW STATEMENT

Year Ended 31 July 2022

	Notes	Year ended 31 July 2022	Year ended 31 July 2021
		£	£
Cash flow from operating activities			
Surplus for the year before tax		329,260	817,615
Adjustment for non-cash items			
Depreciation	9, 9a	164,300	157,107
Decrease in stock	11	1,218	1,028
(Increase) / decrease in debtors	12	(1,551)	8,315
(Decrease) / increase in creditors	13, 14	(149,481)	189,871
Adjustment for investing or financing activities			
Endowment income	5, 9a	-	(239,500)
Loss on the sale of tangible assets	9, 9a	-	461
Release of donations with restrictions to restricted reserve	5, 16	(843,028)	(621,748)
Other donations received	5	(23,155)	(17,461)
Cash flows from operating activities		(522,437)	295,688
Net cash (outflow) / inflow from operating activities		(522,437)	295,688
Cash flows from investing activities			
Payments made to acquire tangible assets	9a	(340,568)	(430,570)
Cash flows from financing activities			
New endowments	5, 9a	-	239,500
Other donations received	5	866,183	639,209
Increase in cash and cash equivalents in the year		3,178	743,827
Cash and cash equivalents at beginning of the year	17	1,091,931	348,104
Cash and cash equivalents at end of the year	17	1,095,109	1,091,931

The accompanying notes and policies on pages 35 to 47 form part of these financial statements.

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES

Year Ended 31 July 2022

A. Accounting convention

The Consolidated and Institution financial statements have been prepared in accordance with Gibraltar Accounting Standards, including Financial Reporting Standard 102 (GFRS 102) and the Statement of Recommended Practice (SORP): Accounting for Further and Higher Education (2019 edition).

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

B. Basis of preparation

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

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

No additional going concern disclosures are considered necessary regarding the current cost of living and inflation crisis.

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

C. Exemptions under FRS 102

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

D. Basis of consolidation

The consolidated financial statements include the University and its wholly owned subsidiary The University of Gibraltar Limited for the financial year to 31 July 2022.

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. 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 Institution's share is eliminated.

E. Income recognition

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

Tuition fee income is stated gross of any expenditure which is not a discount and credited to the Consolidated Statement of Comprehensive Income over the period in which students are studying. Where the amount of the tuition fee is reduced, by a discount for prompt payment, income receivable is shown net of the discount. 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.

Grant funding

Government revenue grants including funding body block grant and research grants are recognised in income over the periods in which the Institution recognises the related costs for which the grant is intended to compensate.

HM Government of Gibraltar grant income is recognised on an accruals basis and is used for capital and operational expenditure as necessary. Government grants used for capital expenditure are recognised in income over the expected useful life of the asset.

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES (CONT.)

Year Ended 31 July 2022

Grant funding (continued)

Grants (including research grants) from non government sources are recognised in income when the Institution 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 in the Statement of Financial Position 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 Institution is entitled to the funds. Income is retained within the restricted reserve until such time that it is utilised in line with such restrictions at which point the income is released to general reserves through a reserve transfer.

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

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

There are three 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 donations - the donor has not specified an objective for the donation.
3. Restricted expendable endowments - the donor has specified a particular objective other than the purchase or construction of tangible assets, and the Institution has the power to use the capital.

Capital grants

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

The transfer of the land and buildings to the University by HM Government of Gibraltar at fair value has been recorded as endowment income. This takes account of restrictions on the permitted use of the land and buildings which must be for the pursuit of education, training and research.

F. Accounting for retirement benefits

Defined Contribution Plan

The University does not offer its own pension scheme but it may contribute to two defined contribution occupational pension schemes administered by HM Government of Gibraltar which are available to eligible staff, the Guaranteed Superannuation Fund (GSF) and the Gibraltar Provident Trust No 2(GPT2).

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

G. Employment benefits

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

H. Foreign currency

Transactions in foreign currencies are translated to the respective functional currencies of group entity at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to the functional currency at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised in Surplus or Deficit in the Statement of Comprehensive Income.

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.

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES (CONT.)

Year Ended 31 July 2022

I. Property, plant and equipment

Land and buildings

Land and buildings are capitalised at cost on initial recognition.

University Leasehold land and building fixed assets were transferred to the University on the 1st September 2015 on a 99 year lease. They are now carried at fair value. Any subsequent additions to land and buildings are to be included at cost except for increases in the land and building transferred during the financial year which has been included at fair value and depreciated in line with the lease term remaining. On the 1st December 2020 an addition to the leasehold land and buildings was endowed by HM Government of Gibraltar to the University and added to the current 99 year lease (94 year lease term remaining). Expenditure to ensure that a tangible fixed asset maintains its previously recognised standard of performance is recognised in the Statement of Comprehensive Income in the period it is incurred.

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

Land and buildings are depreciated on a straight line basis over their expected useful lives as follows:

Leasehold land and buildings	99 years
------------------------------	----------

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

Building refurbishment

Building refurbishment is based mainly on the cost of the extensive refurbishment which took place prior to the University's inauguration. Additions to Building Refurbishment include those to the main University Campus and also to the North Wing which was transferred to the University during the financial year ending 31 July 2021.

The refurbishment is stated at cost and depreciated over its expected useful life as follows:

Building refurbishment	99 years
------------------------	----------

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 de minimus per individual item is recognised as expenditure. All other equipment is capitalised.

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

Training Kitchen & Lab Equipment	5 years
Fixtures, Fittings & Equipment	10 years
Computer Equipment & Software	5 years
Other fixed assets	10 years
Motor & other Vehicles	5 years

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

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

Impairment

A review for potential indicators of impairment is carried out at each reporting date. If events or changes in circumstances indicate that the carrying amount of the property, plant and equipment may not be recoverable, a calculation of the impact is completed and arising impairment values charged against the asset and to the Statement of Changes in Equity.

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES (CONT.)

Year Ended 31 July 2022

J. Investments

Investments in subsidiaries are carried at cost less impairment in the Institution's separate financial statements.

Investments are held in the Statement of Financial Position as basic financial assets and are measured at cost less impairment.

K. Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell.

L. Cash and cash equivalents

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

Cash equivalents are short term (maturity being less than three months from the placement date), highly liquid investments that are readily convertible to known amounts of cash with insignificant risk of change in value.

M. Provisions, contingent liabilities and contingent assets

Provisions are recognised in the financial statements when:

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

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

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

The University believes there are no provisions, or contingent assets or liabilities, that currently require disclosure, following consideration and review by management.

N. Reserves

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

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

O. Critical Accounting estimates and judgements

The preparation of the Institution's financial statements requires management to make judgements, estimates, and assumptions that affect the application of accounting policies and reported amounts of assets and liabilities, income, and expenses. These judgements, estimates, and associated assumptions are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The resulting accounting estimates will, by definition, seldom equal the related actual results. Management does not believe that there are any critical estimates or judgements.

NOTES TO THE FINANCIAL STATEMENTS

Year Ended 31 July 2022

	Notes	Year ended 31 July 2022		Year ended 31 July 2021	
		Consolidated	Institution	Consolidated	Institution
		£	£	£	£
1. Tuition fees and education contracts					
Academic Awards					
Full-time home and EU students		921,681	-	629,620	-
Full-time international students		220,724	-	54,700	-
Part-time home and EU students		313,829	-	296,549	-
Other Courses					
Part-time students		290,423	-	343,638	-
		1,746,657	-	1,324,507	-
2. Funding body grants					
Recurrent grant					
HM Government of Gibraltar		1,217,975	-	1,587,856	-
		1,217,975	-	1,587,856	-
<p>The total HM Government of Gibraltar grant funding for the period from commencement in August 2014 to the 31 July 2022 is £16,583,331. This amount is on a cash spent basis and therefore differs from the Consolidated Statement of Comprehensive Income and Consolidated Statement of Financial Position which are stated on an accruals basis. The HM Government of Gibraltar grant was reduced to £1,000,000 per annum as from 1 April 2022 (reduced to £1,250,000 as from 1 April 2021) and the amount received this financial year includes an element of the reduced grant.</p>					
3. Research grants and contracts					
EU research projects		6,650	6,650	926	926
Other research grants		9,116	4,116	-	-
		15,766	10,766	926	926
<p>Amounts in respect of EU research projects recognised for the period are in relation to ERASMUS funding for staff and student mobility projects.</p>					
4. Other income					
Venue hire, examination centre and conferences		58,473	-	62,112	-
Restaurant income		32,841	-	19,287	-
Student shop income		1,558	-	1,908	-
Other income		37,420	-	3,329	-
		130,292	-	86,636	-
<p>Other income includes £33,500 (2021: £nil) in respect of consulting income received from HM Government of Gibraltar, Department of Environment and Climate change for specific projects carried out by the School of Marine Sciences.</p>					
5. Donations and endowments					
New endowments	15	-	-	239,500	239,500
Donations with restrictions	16	843,028	-	621,748	-
Unrestricted donations		23,155	-	17,461	-
		866,183	-	878,709	239,500
<p>During the financial year the donations with restrictions received were from the Gibraltar GamblingCare Foundation (£800,000 for the Centre of Excellence in Responsible Gaming; 2021: £500,000) and Entain PLC in respect of Introduction to Responsible Gaming course. All donations with restrictions are applied in accordance with the donor agreements. Unrestricted donations received include donations from local organisations.</p>					

NOTES TO THE FINANCIAL STATEMENTS (CONTD.)

Year Ended 31 July 2022

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
Notes	£	£	£	£
6. Staff Costs				
Staff Costs :				
Salaries	2,011,705	-	1,700,938	-
Social security costs	132,115	-	79,744	-
Pension costs	153,740	-	155,668	-
	2,297,560	-	1,936,350	-

A further breakdown of pension costs has been included in note 18 Pension Schemes.

	Year ended 31 July 2022	Year ended 31 July 2021
Total remuneration of the head of the institution	£	£
Basic salary	107,994	104,620
Pension contributions and payments in lieu of contributions	13,499	13,048
	121,493	117,668

i. The head of the provider's basic salary is 3.27 times the median pay of staff (2021: 2.92 times), where the median pay is calculated on a full-time equivalent basis for the salaries paid by the provider to its staff.

ii. The head of the provider's total remuneration is 3.23 times the median total remuneration of staff (2021: 2.99 times), where the median total remuneration is calculated on a full-time equivalent basis for the total remuneration by the provider of its staff.

The number of staff with a basic salary of over £100,000 per annum has been included below.

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
Basic salary per annum	No.	No.	No.	No.
£100,000 - £104,999	-	-	1	-
£105,000 - £109,999	1	-	-	-
	1	-	1	-
Average staff numbers by major category :		No.		No.
Academic and research (including part-time teaching staff)		25		18
Central Administration		25		27
Campus		5		4
Total number of staff		55		49

NOTES TO THE FINANCIAL STATEMENTS (CONTD.)

Year Ended 31 July 2022

6. Staff costs (continued)

Key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Institution. Staff costs includes compensation paid to key management personnel.

The Key management personnel are the Vice-Chancellor and the University Executive team. Compensation consists of salary and benefits including any employer's pension contribution.

	Year ended 31 July 2022	Year ended 31 July 2021
	£	£
Key management personnel compensation	571,039	564,244

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
7. Analysis of total expenditure by activity				
Academic and related expenditure	435,691	-	267,615	-
Premises	278,268	-	237,459	-
Catering and conferences	6,840	-	5,047	-
Research grants and contracts	10,604	8,104	16,799	16,799
Administration and general expenses	408,867	-	414,680	-
Professional and consulting expenses	39,873	-	23,062	-
Staff Development	5,610	-	2,439	-
	1,185,753	8,104	967,101	16,799

Other operating expenses include:

External auditors remuneration in respect of audit services	16,211	-	15,400	-
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8. Taxation

In accordance with the University of Gibraltar Act 2015, unless otherwise provided in an Act, any University income and property are exempt from taxation.

This exemption extends to any subsidiary company of the University.

NOTES TO THE FINANCIAL STATEMENTS (CONTD.)

Year Ended 31 July 2022

9. Tangible Assets				
Tangible assets comprises:	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
Property, plant and equipment	5,636,254	736,678	5,459,986	744,679
	5,636,254	736,678	5,459,986	744,679

9a. Property, plant and equipment								
Consolidated	Leasehold Land & Buildings	Building Refurbishment	Training Kitchen & Lab Equipment	Fixtures, Fittings & Equipment	Computer Equipment & Software	Other fixed assets	Motor & Other Vehicles	Total
Cost or Valuation	£	£	£	£	£	£	£	£
At 1 August 2021	779,500	4,679,085	474,018	306,750	503,038	42,157	8,100	6,792,648
Additions	-	178,542	423	52,990	77,517	27,106	3,990	340,568
Disposals	-	-	-	-	(24,402)	-	-	(24,402)
At 31 July 2022	779,500	4,857,627	474,441	359,740	556,153	69,263	12,090	7,108,814
Depreciation								
At 1 August 2021	34,820	278,759	441,528	147,636	408,589	19,710	1,620	1,332,662
Charge for the year	8,002	48,710	16,209	35,974	47,681	6,926	798	164,300
Disposals	-	-	-	-	(24,402)	-	-	(24,402)
At 31 July 2022	42,822	327,469	457,737	183,610	431,868	26,636	2,418	1,472,560
Carrying amount								
At 31 July 2022	736,678	4,530,158	16,704	176,130	124,285	42,627	9,672	5,636,254
At 31 July 2021	744,680	4,400,326	32,490	159,114	94,449	22,447	6,480	5,459,986

9b. Institution								
	Leasehold Land & Buildings	Building Refurbishment	Training Kitchen & Lab Equipment	Fixtures, Fittings & Equipment	Computer Equipment & Software	Other fixed assets	Motor & Other Vehicles	Total
	£	£	£	£	£	£	£	£
Cost and valuation								
At 1 August 2021	779,500	-	-	-	-	-	-	779,500
At 31 July 2022	779,500	-	-	-	-	-	-	779,500
Depreciation								
At 1 August 2021	34,820	-	-	-	-	-	-	34,820
Charge for the year	8,002	-	-	-	-	-	-	8,002
At 31 July 2022	42,822	-	-	-	-	-	-	42,822
Carrying amount								
At 31 July 2022	736,678	-	-	-	-	-	-	736,678
At 31 July 2021	744,680	-	-	-	-	-	-	744,680

NOTES TO THE FINANCIAL STATEMENTS (CONTD.)

Year Ended 31 July 2022

9 Tangible Assets (continued)

On the 1st September 2015 leasehold land and buildings were endowed by HM Government of Gibraltar to the University on a 99 year lease. The land and buildings were later valued for accounting purposes at £540,000 at the date of transfer which is the estimated fair value of the asset.

On the 1st December 2020 an addition to the leasehold land and buildings was endowed by HM Government to Gibraltar to the University and added to the current 99 year lease (94 year lease term remaining). The land and buildings were valued for accounting purposes in Gibraltar at a value of £239,500 which was the estimated fair value of the addition.

On the 15th June 2017 a 7 year sub-lease was granted to Lord Nelson Limited in respect of the restaurant area, which led to the opening of Bistro Point Restaurant on the 20th October 2017. The restaurant is independently operated by the Hunter Group in return for a turnover based rent.

10. Non-current investments

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
Investment in subsidiaries (a)	-	1,000	-	1,000
	-	1,000	-	1,000

(a) Investment in subsidiary	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
At cost less impairment:				
At 1 August 2021	-	1,000	-	1,000
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 July 2022	-	1,000	-	1,000

The University holds all issued shares in the following company which has been incorporated in Gibraltar and whose results are consolidated into these financial statements;

Company	Principal Activity	Status	Holding	Registered office
The University of Gibraltar Limited	Commercial and operational activity	100% owned and controlled	Ordinary shares	206-210 Main Street, Gibraltar

11. Stock

	As at 31 July 2022		As at 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
Finished goods	1,242	-	2,460	-
	1,242	-	2,460	-

NOTES TO THE FINANCIAL STATEMENTS (CONTD.)

Year Ended 31 July 2022

12. Trade and other receivables

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
Amounts falling due within one year:				
Other trade receivables	45,333	27,235	48,807	16,572
Other receivables	5,527	-	-	-
Prepayments and accrued income	102,402	-	102,904	-
	153,262	27,235	151,711	16,572

13 Creditors: amounts falling due within one year

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
Trade payables	44,715	-	60,507	-
Other creditors	19,047	-	33,403	-
Accruals and deferred income	627,016	-	656,968	-
	690,778	-	750,878	-

Deferred income

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

	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
Donations	127,954	-	174,952	-
Tuition fees	282,854	-	188,609	-
Deferred income - research grants and scholarships	19,768	-	67,797	-
Deferred income - HM Government of Gibraltar - capital expenditure	107,171	-	124,654	-
	537,747	-	556,012	-

NOTES TO THE FINANCIAL STATEMENTS (CONTD.)

Year Ended 31 July 2022

14. Creditors: amounts falling due after one year	Year ended 31 July 2022		Year ended 31 July 2021	
	Consolidated	Institution	Consolidated	Institution
	£	£	£	£
Deferred income	4,343,135	-	4,432,516	-
	4,343,135	-	4,432,516	-

Deferred income relates entirely to HM Government of Gibraltar grant income which has been used for capital expenditure and is therefore recognised as income over the expected useful lives of the assets acquired, in accordance with fixed asset depreciation policies as described in the Statement of Principal Accounting Policies. Any such deferred income is allocated between creditors due within one year and due after more than one year as appropriate.

15. Endowment reserves			
Consolidated and institution		2022	2021
		Total	Total
Balances at 1 August 2021		£	£
Capital	744,679	744,679	513,181
	744,679	744,679	513,181
New endowments	-	-	239,500
Investment Income	-	-	-
Expenditure	(8,002)	(8,002)	(8,002)
Total endowment comprehensive (deficit) / income for the year	(8,002)	(8,002)	231,498
At 31 July 2022	736,677	736,677	744,679
Represented by:	Capital	736,677	744,679
Analysis by type of purpose:	General	736,677	744,679
Analysis by asset:	Leasehold Land and	736,677	744,679

NOTES TO THE FINANCIAL STATEMENTS (CONTD.)

Year Ended 31 July 2022

16. Restricted Reserves

Reserves with restrictions are as follows:

		Donations	2022 Total	2021 Total
Consolidated and Institution	Notes	£	£	£
Balances at 1 August 2021		380,407	380,407	43,321
New donations	5	843,028	843,028	621,748
Expenditure		(857,484)	(857,484)	(212,914)
Transfers between restricted and unrestricted reserve		(43,028)	(43,028)	(71,748)
Total restricted comprehensive income for the year		(57,484)	(57,484)	337,086
At 31 July 2022		322,923	322,923	380,407

	2022 Total	2021 Total
	Total	Total
Analysis of other restricted funds /donations by type of purpose:	£	£
Centre of Excellence in Responsible Gaming	322,923	380,407
	322,923	380,407

University donations with restrictions with general purpose were used for curriculum development, the development of the library and other university activities.

17. Cash and cash equivalents

	At 1st August 2021	Cash Flows	At 31st July 2022
	£	£	£
Consolidated Cash and cash equivalents	1,091,931	3,178	1,095,109
	1,091,931	3,178	1,095,109

NOTES TO THE FINANCIAL STATEMENTS (CONTD.)

Year Ended 31 July 2022

18. Pension schemes

Eligible University staff can opt for either of two defined contribution pension schemes administered by HM Government of Gibraltar; Guaranteed Superannuation Fund (GSF) and the Gibraltar Provident Trust No 2 (GPT2). Most pensionable staff members have opted for the GSF option.

	Notes	Year ended 31 July 2022	Year ended 31 July 2021
		Consolidated £	Consolidated £
GPT2 contributions paid		29,332	27,851
GSF contributions paid		124,408	127,817
	6	153,740	155,668

The GSF pension contributions are held in trust via a Government Special Fund - the Government Trusts Fund established under the Public Finance (Control and Audit) Act. The Scheme funds are invested in the Guaranteed Superannuation Fund Bond issued by the Gibraltar Savings Bank. GPT2 contributions are also credited to a Government Special Fund - the Government Trusts Fund.

19. Related party transactions

During the year the group did not enter into transactions, in the ordinary course of business, with other related parties. Related party transactions as at 31 July 2021 were £5,000 in respect of a balance due to previous Board member, Prof. Clive Finlayson.

Board of Governors

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

The Institution has taken advantage of the exemption within GFRS 102 Section 33 'Related Party Disclosures' and has not disclosed transactions with other wholly owned group entities.

No Board member has received any remuneration/waived payments from the group during the year (2021 - none).

Relevant significant relationships held by non-executive members of the Board of Governors who served in the year are as follows. For full analysis of movements in the Board of Governors please refer to our Report of the Board of Governors and Corporate Governance Statement:

- i) Albert Langston is non- executive Chairman of Gibraltar International Bank.
- ii) Francis Carreras was Commissioner of Income Tax, HM Government of Gibraltar (retired)
- iii) Darren Grech is Chief Secretary, HM Government of Gibraltar.
- iv) Keri Scott is Director of Education, HM Government of Gibraltar
- v) Michael Tavares was Head Teacher at Bayside School (retired)
- vi) Vikram Nagrani is a Partner at Hassans International Law firm
- vii) Dr Joey Britto was Director of Education, HM Government of Gibraltar (retired)

Appointed 4 January 2022

ACADEMIC BOARD

Professor Catherine Bachleda (Chair)
Professor David Abulafia
Dr Keith Bensusan
Dr Darren Fa
Professor John White
Ms Natalie Muirhead-Davies
Dr Elaine Lima
Ms Áine Panter
Dr Awantha Dissanayake

Vice-Chancellor
External member
Chair RRDC
Director of Academic Programmes and Research
External member
Student Representative
Head of School (Education)
Head of School (Business)
Academic Staff Representative

ACADEMIC BOARD SUB-COMMITTEES

Academic Quality and Standards Committee

Professor Catherine Bachleda (Chair)
Dr Darren Fa
Ms Emilia Todorova
Dr Geraldine Finlayson
Mr Will Bowen-Jones
Dr Tim Burton
Professor Peter Bush
Professor Ann Holmes
Dr Derfel Owen
Professor Jon Scott

Vice-Chancellor
Director of Academic Programmes and Research
Academic Quality and Learning Manager
Gibraltar National Museum
University of Worcester
Higher Education Consultant
University of Northampton
University of Wolverhampton
University College London
Higher Education Consultant

Research and Research Degrees Committee

Professor Catherine Bachleda
Dr Darren Fa (Chair)
Professor Zsolt Demetrovics
Dr Jennifer Ballantine Perera
Dr Keith Bensusan
Dr Joey Britto
Professor Clive Finlayson
Dr Liesl Mesilio

Dr Hocein Bazairi
Professor Julia Fa
Dr Daniel Goyal
Dr Malcolm MacLean
Professor Derek Santos

Vice-Chancellor
Director of Academic Programmes and Research
Chair, Centre of Excellence in Responsible Gaming
Gibraltar Garrison Library
Gibraltar Botanic Gardens
Research Fellow, University of Gibraltar (Education Hub)
Gibraltar National Museum
HMGoG Department of Environment, Heritage and
Climate Change
University of Rabat
Manchester Metropolitan University
Lorn and Islands Hospital
University of Queensland
Queen Margaret University

UNIVERSITY BEACON PROFESSORS

Professor David Abulafia
Professor John Cortes
Professor Clive Finlayson

EXECUTIVE TEAM

Professor Catherine Bachleda
Mr Paul Bowling
Mr Christian Celecia

Ms Nadine Collado

Dr Darren Fa
Ms Krystle Robba

Vice-Chancellor
Chief Financial and Operations Officer
Director of Information and Communication
Technologies
Director of Professional Development & Continuing
Education
Director of Academic Programmes and Research
Registrar

AUDIT COMMITTEE

Mr Frank Carreras (Chair) OBE GMD
Mr Albert Langston MBE GMD
Ms Desiree McHard

Board of Governors, University of Gibraltar
Chair of Board of Governors, University of Gibraltar
Managing Director, BDO Gibraltar





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