

QUEENS' COLLEGE, CAMBRIDGE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2012

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QUEENS' COLLEGE, CAMBRIDGE

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 30 JUNE 2012

The full name of the College is "The Queen's College of St Margaret and St Bernard, commonly called Queens' College in the University of Cambridge". The College is a corporate body consisting of the President, Fellows and Scholars.

The Governing Body, which consists of the President and the Fellows, with four student observers, holds at least six meetings each year. The Governing Body met ten times in the year to which this report relates. The President, Professorial Fellows and Official Fellows are the voting members of the Governing Body and, since the Governing Body exercises general control and management of the College, its voting members are the trustees of the charity.

*President

The Rt Hon. Prof. Lord Eatwell

Life Fellows

Prof. A C Spearing

Prof A Singh

Dr B A Callingham

Prof. J E Carroll

Prof. P G Stein

Revd Dr B L Hebblethwaite

Dr J T Green

Dr T H Coaker

Dr W A Phillips

Revd Dr B I Bradshaw

Prof A. N. Hayhurst

Prof. P Spufford

Dr C J Pountain

Prof. Lord Oxburgh

Revd Canon J C Polkinghorne

Prof J Tiley

Prof J Diggle³

Mr S Bridge⁴

*Professorial Fellows

Prof. P H Haynes

Prof. E A H Hall

Prof. A N Lasenby

Prof. D.K. Menon

Prof. R W Prager

*Official Fellows

Dr R D H Walker

Dr A D Cosh

Prof. R R Weber

Prof. J A Jackson

Prof. R G Fentiman

Revd Dr J M Holmes

Prof. D Cebon

Prof R L Jones

Prof K F Priestley

Dr C N Pitelis

Dr E G Kahrs

Dr A H Gee

Prof D R Ward

Prof J L Scott

Revd Canon Dr F N Watts

Mr L A Bollom

Dr J W F Allison

Dr B J Glover

Dr M J Milgate

Dr R A W Rex

Dr A M W Glass²

Dr I K Patterson

Dr C E Bryant

Dr M P V Crowley

Dr J C Muldrew

Dr J W P Campbell

Dr H R N Jones

Dr M J Dixon

Dr A C Thompson

Dr J R Gog

Dr A A Seshia

Prof E M Terentjev

Dr D M Henderson

Dr I Sitaridou

Dr A Zurcher

Dr A M Rossi

Mr J Spence

Dr J Russell

Prof. A M Gamble

Dr G J McShane

Dr A C Perreau-Saussine[†]

Dr M Edmonds

Dr G M Fraser

Dr S M G L Rowan⁶

Dr L S Tiley

Dr R Nickl

Dr J W Kelly

Dr A C Rice

Dr J G Goedecke

Dr D J Butterfield³

Dr E Gallo⁵

Bye-Fellows

Dr A D Challinor

Dr G H Treece

Dr A M C Odhams¹

Dr C Smith

Dr O J Arthurs

Dr H J Stone

Dr J J Maguire

Mr T S Butlin

Mr S J Price

Dr A M Martins

Dr Y Cordeaux

Dr S Wollston

Dr A Paterson³

Dr M E B Tait³

Dr C Boz³

Dr H J Field⁴

Research Fellows

Dr C M Warnick²

Dr G Szenkovits

Dr L R Biron

Dr J M Robinson³

Dr E Moyroud³

Emeritus Fellows

Dr A M W Glass³

¹To 1st August 2011

²To 30th September 2011

³From 1st October 2011

⁴From 1st January 2012

⁵From 16th February 2012

⁶to 30th June 2012

[†]Obit. 1st August 2012

*Charity Trustees

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Senior Officers

President	The Rt. Hon. Professor Lord Eatwell
Acting Vice-President	Professor E A H Hall
Senior Tutor	Dr J W Kelly
Senior Bursar	Mr J Spence
Junior Bursar	Dr R D H Walker

PRINCIPAL COMMITTEES

Bursarial Committee

The Rt Hon. Professor Lord Eatwell, President
Professor E A H Hall, Acting Vice President
Mr J Spence, Senior Bursar
Dr R D H Walker, Junior Bursar
Dr J W Kelly, Senior Tutor
Mr L A Bollom, Steward
Professor D Cebon
Dr A H Gee
Dr R A W Rex

Fellowships Committee

The Rt Hon Professor Lord Eatwell, President
Professor E A H Hall, Acting Vice-President
Dr J W Kelly, Senior Tutor
Dr H J Field
Dr M P V Crowley
Professor R R Weber
Professor J L Scott
Dr A E Zurcher
Dr G Fraser

Investments Committee

The Rt Hon. Professor Lord Eatwell, President
Professor E A H Hall, Acting Vice President
Mr J Spence, Senior Bursar
Professor R R Weber
Dr M J Milgate
Dr M J Dixon
Mr R R Foulkes (Queens' Alumnus)
Mr A Pomfret (Queens' Alumnus)

Teaching and Learning Committee

Dr J W Kelly, Senior Tutor
Dr A C Thompson, Admissions Tutor
All Directors of Studies of the College
Professor J L Scott

Tutorial Committee

The Rt Hon. Professor Lord Eatwell, President
Dr J W Kelly, Senior Tutor
Dr R D H Walker, Junior Bursar
The Revd Dr J M Holmes, Dean of Chapel
Dr M J Dixon, Dean of College
All Tutors of the College
Professor K F Priestley

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REFERENCE AND ADMINISTRATIVE INFORMATION

FOR THE YEAR ENDED 30 JUNE 2012

PROFESSIONAL ADVISORS

Auditors

Peters Elworthy & Moore
Salisbury House
Station Road
Cambridge
CB1 2LA

Actuaries

Cartwright Group Ltd
Suite 7, 2nd Floor, The Hub, IQ Farnborough
Farnborough
Hampshire
GU14 7JP

Bankers

National Westminster Bank plc
23 Market Street
Cambridge
CB2 3PA

Investment Fund Managers

Lazard Asset Management Limited
50 Stratton Street
London, W1J 8L

Property Advisors

Cluttons LLP
Portman House
2 Portman Street
London
W1H 6DU

Bidwells LLP
Trumpington Road
Cambridge
CB2 9LD

Solicitors

Ginn & Co
Sidney House
Sussex Street
Cambridge
CB1 1PE

Mills & Reeve LLP
Francis House
112 Hills Road
Cambridge
CB2 1PH

CHARITY INFORMATION

Charity Registration	1137495
Registered Address	Silver Street, Cambridge CB3 9ET
Website	www.queens.cam.ac.uk

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STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisation

Queens' College, Cambridge is a self-governing academic community and body corporate, comprising the President, Fellows and Scholars and is one of the thirty-one Colleges in the University of Cambridge. The provisions which regulate the purposes and administration of the College are to be found in its Royal Charter, dated 30th March 1448, and its Statutes, as made in 1955 and variously amended from time to time.

The Governing Body

The Charity Trustees of the College are the voting members of the Governing Body, being its President, Professorial Fellows and Official Fellows, appointed by the Governing Body in accordance with the Statutes of the College. The membership of the Governing Body is given on page 3.

The Governing Body is responsible for maintaining a sound system of internal control that supports the achievement of policy, aims and objectives while safeguarding the public and other funds and assets for which the Governing Body is responsible, in accordance with the College's Statutes.

Under the College Statutes, the Governing Body has the discretion to form committees to consider and to make recommendations to the Governing Body in accordance with the College's Statutes. The Governing Body also has the discretion to delegate powers to committees. The Governing Body has formed a number of committees, the principal ones being:-

- **Bursarial Committee** – to oversee the financial management of the College in accordance with the College Statutes, under the overall direction of the Governing Body. In accordance with the College Statutes, the Senior Bursar, advised by the Bursarial Committee, is responsible for the financial management of the College, subject to the overall direction of the Governing Body. The Bursarial Committee, without the Bursars, acts as an Audit Committee;
- **Investments Committee** – to keep under continual review the investments of the College, against agreed benchmarks, to recommend and implement the investment policy approved by the Governing Body, to maintain consultation with the College's financial advisors;
- **Fellowships Committee** – to consider and advise the Governing Body on the general needs of the College in relation to appointments to Fellowships, in all classes, in accordance with the Statutes of the College;
- **Teaching and Learning Committee** - to review all aspects of College teaching and its relationship to University teaching and to make recommendations accordingly to the Governing Body;
- **Tutorial Committee** – to review and consider general issues pertaining to the welfare of students of the College and to advise the Governing Body on all matters of policy pertaining to student welfare.

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These Committees are a key component of the College's system of internal control, which is designed to identify the principal risks to the achievement of policies, aims and objectives, to evaluate the extent and nature of those risks and to manage them efficiently, effectively and economically. This process was in place for the year ended 30th June 2012 and up to the date of approval of the financial statements. The Governing Body is responsible for ensuring the effectiveness of the systems of internal control: all the above Committees make regular reports to the Governing Body through the medium of detailed minutes, as well as dedicated reports.

The Governing Body's review of the effectiveness of the system of internal control is informed by the work of the various Committees, the Senior College Officers and other College Officers, who have responsibility for the development and maintenance of the internal control framework, and by comments made by the external auditors in their management letter and other reports.

Induction and Training of Members of the Governing Body

Upon admission to the Fellowship, new members of the Governing Body receive, inter alia:-

- A copy of the College Statutes
- A copy of the most recent Annual Report and Accounts
- A copy of procedures and policies relating to the College
- An up-to-date list of College Officers, Committees and their membership
- A copy of the Charity Commission's guide to the responsibilities of a Charity Trustee (both the full and summary versions)
- A copy of Being a Trustee (the Charity Commission's easy read guidance, which explains the main things that a Trustee needs to know)
- Copies of minutes of previous meetings of the Governing Body and its principal committees
- A declaration of qualifications to be a Trustee (to be signed and held by the College)
- A list of all diary dates relevant to membership of the Governing Body
- Information about the management of conflicts of interest
- The latest circulars from the Charity Commission

Each new member has an induction meeting with the Senior Bursar, prior to attending a meeting of the Governing Body.

Risk Management

The Governing Body is committed to an ongoing policy of identifying, monitoring and managing the risks that might adversely affect the operations and reputation of the College. The Bursarial Committee, chaired by the President, reviews periodically the operational, financial, regulatory and legal risks facing the College and reports accordingly to the Governing Body. The Governing Body keeps under review the structures to deal with risk and is satisfied that appropriate structures are in place to identify, manage and mitigate the risks faced by the College.

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Scope of Financial Statements

The financial statements are a consolidation of the results of Queens' College and its subsidiaries, QC Enterprises Limited and Q College Property Limited. Q College Property Limited has continued to be non-trading during the year.

AIMS AND OBJECTIVES OF THE COLLEGE

The College is an institution of higher education. Its purposes are the promotion of study and prayer.

The College has the following aims and objectives:

- to maintain the College's emphasis on the individual in academic and pastoral provision; to deliver an excellent undergraduate education by safeguarding the provision of small-group teaching through the College-based supervision system; and to achieve and maintain the highest standards in education at both undergraduate and postgraduate levels while maintaining pastoral support through the tutorial system;
- to support a community of Fellows, students and staff, allowing the benefits of a large, internationally renowned University to be realised in a small and close-knit community;
- to promote academic research of the highest quality by Fellows and students;
- to maintain and enhance the endowments and benefactions, historic buildings and grounds of the College for the benefit of future generations.

Remaining an independent foundation, forming part of a collegiate university, is fundamental to the College's long-term strategy. The College endorses the University's mission and core values and agrees that the partnership between the University and the Colleges is central to Cambridge's future development. The College will continue to play an active role in University bodies and in formulating University policy.

In pursuit of its aims and objectives, as well as its charitable objects, the College admits (as junior members) undergraduate and graduate students matriculated in the University of Cambridge. It provides financial and other support to those of its members who require it in order to achieve its aims and objects and it supports teaching and research in the University. In furtherance of its objects, the College maintains and manages an endowment of property and financial assets. Besides financial and tutorial support, the College also supplies accommodation, catering and other services to its members and others.

Public benefit statement

In accordance with its Royal Charter of 1448, the College's charitable objects are the promotion of study and prayer through the provision of a College in the University of Cambridge.

The College provides, in conjunction with the University of Cambridge, an education for some 503 undergraduate and 364 graduate students which is recognised internationally as being of the highest standard. This education develops students academically and advances their leadership qualities and

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interpersonal skills, and so prepares them to play full and effective roles in society. In particular, the College provides:

- teaching facilities and individual or small-group supervision, as well as pastoral, administrative and academic support through its tutorial and graduate mentoring systems;
- social, cultural, musical, recreational and sporting facilities to enable each of its students to realise as much as possible of their academic and personal potential whilst studying at the College.

The College additionally advances study through:

- providing Research Fellowships to outstanding academics at the early stages of their careers, which enables them to develop and focus on their research in this formative period before they undertake the full teaching and administrative duties of an academic post;
- supporting research work pursued by its other Fellows through promoting interaction across disciplines, providing facilities and providing grants for national and international conferences, research trips and research materials;
- encouraging visits from outstanding academics from outside the University of Cambridge; and
- encouraging the dissemination of research undertaken by members of the College through the publication of papers in academic journals or other suitable means.

The College maintains an extensive Library (including important special collections), so providing a valuable resource for students and Fellows of the College, members of other Colleges and the University of Cambridge more widely, as well as external scholars and researchers.

The College carries forward the tradition, continuous since its foundation, of being a place of prayer. In particular, the College:

- Maintains and supports the Chapel as a place of prayer and holds a variety of religious services on week days and at weekends during term, which are open to the general public and visitors.
- Supports, through the College Chaplaincy team, the emotional, mental and spiritual well-being of all members of the College community whatever their faith tradition, or none.

The resident members of the College, both students and academic staff, are the primary beneficiaries and are directly engaged in study.

However, beneficiaries also include: students and academic staff from other Colleges in Cambridge and the University of Cambridge more widely, visiting academics from other higher education institutions and visiting schoolchildren and alumni of the College who have an opportunity to attend educational events at the College or use its academic facilities. The services in the College Chapel are open to the public and are attended by local residents and visitors to Cambridge.

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The College admits as students those who have the highest potential for benefiting from the education provided by the College and the University and recruits as academic staff those who are able to contribute most to the academic excellence of the College, regardless of their financial, social, religious or ethnic background.

The College charges the following fees:

- a) College composition fees at externally regulated rates to undergraduates entitled to those rates and to graduate students (with those undergraduate fees being paid by grant funding through arrangements approved by the Government), and a fee determined by the College annually to Overseas undergraduates and any Home/EU undergraduates not entitled to the regulated rates; and
- b) Accommodation and meal charges at reasonable rates.

In order to assist undergraduates entitled to Student Support, the College provides through a scheme operated in common with the University, other Colleges and the Isaac Newton Trust, bursary support for those of limited financial means. In 2011/2012, 123 undergraduates (out of our 457 Home/EU undergraduates) received such bursaries with a total value of £295,900. The scheme is approved by the Office of Fair Access and provides benefits at a substantially higher level than the minimum OFFA requirement. It is widely advertised, on the University website, on College websites and in the Admissions Prospectus. The College spent £68,602 on additional bursaries in 2011/2012.

The College also supports all students through a grant scheme to assist with attendance at conferences, and travel grants. In 2011/2012 the College spent £35,043 on this scheme.

In addition to its other programmes, the College operates a hardship scheme for all students in financial hardship. In 2011/2012 the College made hardship grants totalling £20,321.

The sole condition for admission as an undergraduate to Queens' is academic potential. The college will use its best endeavours to ensure that no student is prevented from studying here because of disability or any other social or financial consideration. We are particularly keen to receive applications from schools with no previous tradition of sending students to Cambridge. To further this aim, and to fulfil our desire to widen access to the University in general, we have developed an extensive programme of activities to support potential applicants. We run three open days each year, allowing applicants to experience a Cambridge college for themselves. We receive visits from schools in college and also go out and visit schools ourselves. We run seminars for teachers and allow teachers to observe our interviews to give them a real sense of how our admission process works from the inside. Our outreach and widening participation activity, as part of a University-wide agreement to link areas to colleges, is particularly focused on Bradford, Kent and Havering but we are happy to engage with any school that contacts us. All this activity is coordinated through the Admissions Office and is the responsibility of our Admissions Tutor and our Schools Liaison Officer.

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In order to fulfil its charitable purposes the College employs College Lecturers, Tutors, Clergy and senior academic and administrative officers. These posts are qualifying offices under the College Statutes. The appointment of Fellows is a result of their employment in a qualifying office which office is undertaken with the intention of furthering the College's aims and their employment directly contributes to the fulfilment of those aims. The private benefit accruing to the President and Fellows occurs solely through their employment in a relevant qualifying office by means of salaries, stipends and employment related benefits and is objectively reasonable, measured against academic stipends generally; moreover annual pay increases normally follow national settlements applying to the university sector, as implemented by the University of Cambridge. Without the employment through qualifying offices of Fellows, the College could not fulfil its charitable aims as a College in the University of Cambridge.

The President and Fellows of the College also receive benefits as beneficiaries. These comprise research grants, conference grants, book grants etc. These benefits are provided with the intention of furthering the College's aims. The amounts of the benefits provided are objectively reasonable, measured against the academic benefits made available to other beneficiaries of the College.

Academic Performance

In 2011/2012, 481 undergraduates sat University classed examinations with 79.2% obtaining grades in the First Class or the upper division of the Second Class (or in the undivided Second Class).

Funding of the College

Queens' College is funded from several sources as follows:

	2011/2012	2010/2011	2009/2010
Academic Fees	26.8%	29.6%	29.3%
College Accommodation	25.3%	26.3%	24.5%
College Catering	7.4%	8.3%	8.2%
Conference Activities (including Catering)	12.5%	13.4%	16.4%
Investment Income	14.6%	14.8%	15.1%
Donations	10.1%	5.7%	5.2%
Other	2.8%	1.9%	1.3%

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Financial Review

In common with other organisations, the financial year to 30th June 2012 has been a very challenging one in very difficult economic circumstances. The College has continued to pursue its principal goals of providing a first class educational and research environment to undergraduates, graduate students and Fellows alike, whilst striving to live within its means.

The College's principal objective to provide a world class education to its undergraduates and graduate students places a heavy burden on its resources. Last year this meant spending c£7,300 on each undergraduate student, mainly through the intensive support provided by the individual's Director of Studies, Supervisors and Tutors. The total cost of educating 503 undergraduates, 364 graduate students and funding research came to £4,666,261. Our academic fee income was £2,832,442, leaving the balance of £1,833,819 to be found from the College's own resources, including from the generosity of its old members. Excluding the costs of research, which are met through dedicated income streams, the balance of £1,613,611 is equal to c£3,200 per undergraduate, being 43.8% of the total cost.

The balance funded from the College's own resources has steadily increased over recent years and presents a significant, continuing challenge to the College. From Michaelmas 2012 Queens' students will have to pay higher University fees for themselves, with a likely commensurate need for increased bursary provision. Increased levels of debt will put heavy pressure on Queens' hardship funds.

Financial Results

The College achieved an Operating Surplus of £855,895, as set out in the Income and Expenditure Statement on page 22. This result benefitted from a number of one off exceptional items, including funds from an asset disposal of £176,000. This result also included £1,067,848 of donations of a revenue nature, or unrestricted in respect of their capital, principally in support of education, but it did not include permanent capital donations totalling £519,141 in support of various College's activities, including funds for fellowships and teaching, bursaries and hardship funds. These capital donations have been credited to the Statement of Total Realised Gains and Losses on page 23. The College is very grateful to those of its old members who continue to support it so generously.

Year ended 30 th June	2012	2011	2010	2009	2008
	£m	£m	£m	£m	£m
Operating Income	10.55	9.08	9.09	8.55	8.36
Expenditure	<u>9.74</u>	<u>9.00</u>	<u>8.91</u>	<u>8.69</u>	<u>7.91</u>
Operating Surplus (Deficit)	0.85	0.08	0.18	(0.14)	0.45

In previous years, c£242,000 of these donations in the Income and Expenditure Account would have been previously treated as capital donations. Adjusting for both these and the exceptional items, the College's underlying operating surplus is c£433,000.

The Operating Surplus includes income from the Endowment of £1,538,464, while any realised gains or losses for the Endowment are included in the Statement of Total Realised Gains and Losses.

The Operating Surplus of £855,895 is realised after charging depreciation of £1,206,867. The depreciation charge has almost doubled in the last six years, but still does not yet reflect the true annual cost to the College of maintaining and enhancing its operational properties, including the main College site.

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There are a number of financial highlights to draw to your attention:

- overall income was some 16% higher than the previous year;
- underlying revenue, excluding exceptional items and donations of an unrestricted capital nature, rose by c12%;
- overall expenditure increased by 8% over the previous year. This increase is partly due to showing, for the first time, the gross value of Cambridge Bursaries;
- the contribution to the College's overhead of its conference activities was still significant at £1.3 million, this was some 8% higher than in 2010/11, in a difficult trading environment;
- the deficit on the Education Account was £1,833,819;
- the College's Residence and Catering activity showed a surplus of £304,181;
- the net assets of the College stand at £68 million, following the increase in fixed assets, a reduction in investment assets capital values and an increase in the pension liability under FRS17.

The College is not immune from the effects of an economic downturn and these effects have been most obviously manifested in the decline in Endowment income over recent years. This year there was some recovery with income increasing by 14% over the previous year. The income generated from the Endowment is still some 16% lower this year than that achieved four years ago.

Main Endowment and Investment Assets

The College, as a long term investor, has a medium risk appetite for the management of its investments. While risk parameters are agreed with the College's Fund Managers, there are no ethical restrictions placed on the investments that may be made. The market value of the main endowment and Investment Assets at 30th June 2012 was £53.1 million, invested in global equities (55%), cash, gilts and bonds (19%), commercial property and property unit trusts (9%) and the balance in the recognised alternative asset classes of private equity and absolute return funds. It should be noted that the private equity investments are unquoted and shown at cost. The College does not re-value the private equity investments, although managers' valuations are received, on a marked-to-market basis. Gains or losses are recognised on realisation of the investments. The College's direct investment property assets have also not been re-valued during the year.

Year ended 30 th June	2012 £mn	2011 £mn	2010 £mn	2009 £mn	2008 £mn
Endowment & Investments Assets	53.14	54.24	47.89	44.50	52.48
Actual Income	1.54	1.34	1.37	1.60	1.83
Gains (Losses)	<u>(1.79)</u>	<u>5.82</u>	<u>3.94</u>	<u>(6.89)</u>	<u>(5.32)</u>
Total Return	(0.25)	7.16	5.31	(5.29)	(3.49)

The total recorded return on the investment assets in the year was -0.45% (14.95% 2011). Unlike some other Colleges, Queens' only uses its Actual Income in its day to day operations. The College does not drawdown any of its investment gains but accumulates them within reserves.

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Capital Expenditure and Building Renewals

During the year the College spent £2.5 million on improving and enhancing its buildings and their environs. Part of the expenditure this year was incurred replacing life expired roofs on the College Main Site. The College has continued with its ongoing programme of refurbishing the College's main site accommodation, as well as its houses within the city, to improve the quality of the accommodation it provides its undergraduates and graduates. This is part of a long term programme.

Future Capital Projects

In 2012/2013, the College will complete work on the extended College Porters' Lodge, providing an appropriate working environment for the College Porters, while at the same time providing a cloister linking the Fisher Building with Cripps Court. The opportunity will also be taken to remodel the Round. Much of the cost of this project will be met by donations. The College will also continue with its expenditure programme to improve and enhance the College Estate.

Staff Costs

Approximately 49% of the College's total expenditure is represented by staff costs, both academic and non-academic. Overall staff costs decreased by 1.36%. It is likely that pay settlements will be very subdued for the foreseeable future. There is, however, a high cost associated with pension contributions. The Cambridge Colleges Federated Pension Scheme (CCFPS), a pension scheme exclusively for non-academic staff, has its full liability recorded in the balance sheet under FRS17. The deficit shown this year has increased by £1.6 million, as a result of declining investment markets while lower gilt and bond yields during the year increasing the value of the liabilities. The College is reducing its pension liability under the scheme with additional contributions over a ten year period.

Reserves Policy

The College's unrestricted funds amount to £52 million, before any pension asset or liability, and are represented in the balance sheet by the College's operational buildings, which are used for teaching and residential purposes, and by part of the investment portfolio. The Endowment Assets amount to £18 million and are represented by part of the investment portfolio.

The College takes a long term view of the investment portfolio and attempts to protect its value in real terms and, as a result, to strike an equitable balance between the interests of the present members of the College and future generations. Any new donations or bequests received during the year are added to Unrestricted Funds, unless the donor has made it clear that the funds are to be spent on a particular project.

Principal Risks and Uncertainties

The principal risks and uncertainties that the College faces may be briefly summarised:

- the current economic uncertainties, following the credit crunch and its aftermath, have a significant effect on the markets in which the college invests and it is possible that capital values will be highly volatile and investment income may again be adversely affected;
- the economic situation may adversely affect the College's conference activities which are a significant contributor to the College's overheads;

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- although the College has a long term programme of building renewal and improvement, it is always possible with buildings of the age of the College's estate that there will be unexpected issues that may arise;
- the volatility in investment markets could be one of the factors that may give a deterioration in the pension liability;
- the failure of academic fees to keep up with the rise in academic costs, as well as the inevitable uncertainties with a significant change to the funding of Universities in England, mean that the funding and costs associated with the College's core activity will need to be kept under constant review.

Future Plans

During the course of the coming year the College intends to pursue a number of developments in its pursuit of academic excellence. It will continue to work on encouraging applications from applicants with high academic potential from all parts of society.

It will also continue to develop plans for raising funds to enhance significantly the College's endowment to enable it to continue achieving its objectives following agreed strategic priorities for fundraising approved by the Governing Body in 2010. It will focus principally on raising permanent capital funds for fellowships and teaching, the core activity of the College. Through the Alumni & Development Office, the College will again undertake in 2012/13 a telephone fund raising campaign. This is an activity that many other Colleges undertake, often with considerable success.

The major building plans have been mentioned earlier in this report.

Conclusion

The College's financial provision can be described as just adequate, although by no means comfortable, but there is a great deal to be done to secure properly the long term future of the College especially for the provision of teaching and research excellence, providing for graduate students and refurbishing and enhancing the historic and other operational buildings.

In the medium term, the College needs to increase its endowment from all sources by £45 million. The College will also continue to control costs and manage resources to best effect to support its principal objective of providing a first class education. It is not at all certain that academic fees will be increased adequately to meet the full costs of educating our undergraduates and the College needs to plan and act accordingly.

There is no doubt that the challenging environment in which the College has operated in the last year will continue for the foreseeable future and the College will strive to use its resources wisely and efficiently in these difficult circumstances.

The Rt. Hon. Professor Lord Eatwell
Professor E A H Hall, Acting Vice-President
Mr J Spence, Senior Bursar
Dr R D H Walker, Junior Bursar
Dr J W Kelly, Senior Tutor
Mr L A Bollom, Steward
Professor D Cebon
Dr A H Gee
Dr R A W Rex

QUEENS' COLLEGE, CAMBRIDGE

RESPONSIBILITIES OF THE GOVERNING BODY

FOR THE YEAR ENDED 30 JUNE 2012

The Governing Body is responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards.

The Bursarial Committee has day to day responsibility, under the overall direction of the Governing Body, for ensuring that there is an effective system of internal control and that accounting records are properly kept in accordance with the College's Statutes. It is required to present audited financial statements for each financial year, prepared in accordance with the Statutes of the University, for approval by the Governing Body which give a true and fair view of the state of affairs of the College and of the surplus or deficit of the College for that period.

In preparing these financial statements, the Governing Body is required to:

- select suitable accounting policies and then apply these consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Governing Body is satisfied that the College has adequate resources to continue in operation for the foreseeable future. The financial statements are accordingly prepared on a going concern basis.

The Governing Body has taken reasonable steps to ensure that there are appropriate financial and management controls in place to achieve policy, aims and objectives and to safeguard the assets of the College and prevent and detect fraud and other irregularities.

Any system of internal control, however, is designed to manage rather than eliminate risk and can only provide reasonable, not absolute, assurance against failure to achieve policy aims and objectives and material misstatement or loss.

The Governing Body is responsible for the maintenance and integrity of the corporate and financial information included on the College's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

QUEENS' COLLEGE, CAMBRIDGE

INDEPENDENT AUDITORS' REPORT TO THE GOVERNING BODY

FOR THE YEAR ENDED 30 JUNE 2012

We have audited the financial statements of Queens' College for the year ended 30 June 2012 which comprise the consolidated income and expenditure account, the consolidated statement of total recognised gains and losses, the consolidated balance sheet, the consolidated cash flow statement and related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the College's Governing Body, as a body, in accordance with College's Statutes and the Statutes of the University of Cambridge. Our audit work has been undertaken so that we might state to the College's Governing Body those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the College and the College's Governing Body as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

As explained more fully in the Trustees' Responsibilities Statement, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditors under section 151 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's [(APB's)] Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the College's affairs as at 30 June 2012 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011 and the Statutes of the University of Cambridge; and
- the contribution due from the College to the University has been correctly computed as advised in the provisional assessment by the University of Cambridge and in accordance with the provisions of Statute G, II, of the University of Cambridge.

QUEENS' COLLEGE, CAMBRIDGE

INDEPENDENT AUDITORS' REPORT TO THE GOVERNING BODY

FOR THE YEAR ENDED 30 JUNE 2012

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustee's Annual Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

PETERS ELWORTHY & MOORE

Chartered Accountants and Statutory Auditors

Salisbury House
Station Road
Cambridge
CB1 2LA

Date:

Peters Elworthy & Moore is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

QUEENS' COLLEGE, CAMBRIDGE

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES

FOR THE YEAR ENDED 30 JUNE 2012

Basis of accounting

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of investment assets, and in accordance with the provisions of the Statutes of the College and of the University of Cambridge and applicable Accounting Standards.

In addition, the financial statements comply with the Statement of Recommended Practice for accounting in Further and Higher Education (the SORP) with the exception of the Balance Sheet, which has been presented in the different format as set out in the relevant section of the Statutes and Ordinances of the University of Cambridge (RCCA). The provisions of the SORP require endowments, deferred grants and revaluation reserves to be disclosed on the face of the Balance Sheet, whereas RCCA requires that part of this information be disclosed in Notes to the Accounts.

All of the income and expenditure carried out by the College during this accounting period was for collegiate purposes.

Basis of consolidation

A separate balance sheet and related notes for the College are not included in the accounts because the College's subsidiary company is a conference and banqueting trading company which donates its profits to the College each year. The balance sheet for the College alone would not be materially different to the one included in the accounts.

Recognition of income

Income from the investment of restricted funds is included in the Income and Expenditure Account to the extent of the expenditure incurred during the year, together with any related contributions to overhead costs. All income from short-term deposits and the investment of unrestricted funds is credited to the Income and Expenditure Account on a receivable basis. Donations and benefactions are included in the Income and Expenditure Account only when they are not added to capital funds, but used for current expenditures.

Pension schemes

Pension costs are assessed on the latest actuarial valuation of the final salary scheme, and are accounted for on the basis of charging the cost of providing pensions over the period during which the College benefits from the employees' services.

Tangible fixed assets

a. Land and buildings

Land and buildings held for operational purposes are stated at cost. Freehold buildings are depreciated on a straight-line basis over the expected useful economic life of 50 years. Where land and buildings are acquired with the aid of specific bequests or donations they are capitalised as part of the cost of those assets.

Buildings under construction are valued at cost, based on the value of architects' certificates and other direct costs incurred to 30 June.

QUEENS' COLLEGE, CAMBRIDGE

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2012

b. Maintenance and Renewal of premises

Major refurbishments of buildings are treated as capital expenditures and are depreciated over a twenty-five year period.

c. Furniture, fittings and equipment

Furniture, fittings and equipment are capitalised and depreciated over their expected useful life as follows:

Furniture and fittings	10% per annum
Motor vehicles and general equipment	20% per annum
Computer equipment	33⅓% per annum

d. Rare books, silver, works of art and other assets not related to education

Rare books, silver, works of art and other assets not related to education, which are deemed to be inalienable, are not included in the balance sheet. Where such assets are acquired with the aid of specific bequests or donations they are capitalised as above. The related benefactions are credited to expendable capital.

The disposal of fixed assets is deemed to occur at the end of their expected useful life.

Heritage assets

The College holds and conserves a number of collections, exhibits, artefacts and other assets of historical, artistic or scientific importance. In accordance with FRS 15 and FRS 30 (Heritage assets) heritage assets acquired before 1 July 1999 have not been capitalised since reliable estimates of cost or value are not available on a cost-benefit basis. Acquisitions since 1 July 1999 have been capitalised at cost or, in the case of donated assets, at expert valuation on receipt. Heritage assets are not depreciated since their long economic life and high residual value mean that any depreciation would not be material.

Investments

Quoted investments are included in the balance sheet at market value. Unquoted investments based on land and property are valued by Bursar's estimate calculated on the basis of capitalised income. Other unquoted investments are valued on the basis of the net invested sum.

Stocks

Stocks are valued at the lower of cost and net reliable value.

Provisions

Provisions are recognised when the College has a present legal or constructive obligation as a result of a past event, it is probable that a transfer of economic benefit will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

QUEENS' COLLEGE, CAMBRIDGE

STATEMENT OF PRINCIPAL ACCOUNTING POLICIES (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2012

Foreign currencies

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at year-end rates or, where there are related forward foreign exchange contracts, at contract rates. The resulting exchange differences are dealt with in the determination of income and expenditure for the financial year. No material sums were recorded this year.

Taxation

The College is a registered charity (No. 1137495) and also a charity within the meaning of Section 506 (1) of the Taxes Act 1988. Accordingly, the College is exempt from taxation in respect of income or capital gains received within the categories covered by Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

The College received no similar exemption in respect of Value Added Tax.

Contribution under Statute G II

The College is liable to be assessed for Contribution under the provisions of Statute GII of the University of Cambridge. Contribution is used to fund grants to colleges from the Colleges Fund. The College may from time to time be eligible for such grants.

Rounding adjustments

The figures appearing in these accounts are rounded to the nearest whole pound. At times this will give the appearance that a set of figures do not add up correctly, but this is not the case when the pence are taken into account.

QUEENS' COLLEGE, CAMBRIDGE
CONSOLIDATED INCOME & EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2012

		2012	2011
		£	£
INCOME	Note		
Academic fees & charges	1	2,832,442	2,689,018
Residences, catering and conferences	2	4,848,952	4,354,762
Endowment and investment income	3	1,538,464	1,338,510
Donations	4	1,067,848	535,251
Other income		<u>304,970</u>	<u>167,760</u>
Total income		<u>10,592,675</u>	<u>9,085,301</u>
EXPENDITURE			
Education	5	4,666,261	4,158,920
Residences, catering and conferences	6	4,544,771	4,391,656
Other expenditure		<u>525,749</u>	<u>450,277</u>
Total expenditure	7	<u>9,736,780</u>	<u>9,000,853</u>
Surplus/(deficit) on continuing operations before Contribution under Statute G, II		855,895	84,448
Contribution under Statute G, II		<u>(29,000)</u>	<u>(26,000)</u>
Surplus/(deficit) on continuing operations after Contribution under Statute G, II		826,895	58,448
Surplus/(deficit) for the year transferred to accumulated income in endowment funds		106,877	(39,343)
Surplus/(deficit) for the year retained within general reserves		<u><u>720,017</u></u>	<u><u>97,792</u></u>

All items dealt with in arriving at the surplus/(deficit) for 2012 and 2011 relate to continuing operations

QUEENS' COLLEGE, CAMBRIDGE

CONSOLIDATED STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES

FOR YEAR ENDED 30 JUNE 2012

		Restricted funds	Unrestricted funds	2012 Total Funds	2011 Total Funds
		£	£	£	£
Surplus/(deficit) on income and expenditure account		0	720,017	720,017	97,792
Unspent endowment fund income		155,074	(48,197)	106,877	(39,343)
Increase/(decrease) in market value of investments					
Endowment assets	17	(578,977)	(166,295)	(745,273)	2,105,227
Fixed asset investments	18	0	(1,196,680)	(1,196,680)	3,719,589
New endowments	17	465,327	53,814	519,141	1,302,148
Actuarial gain/(loss) in respect of pension schemes		0	(1,702,308)	(1,702,308)	1,066,173
Total recognised gains/(losses) relating to the year		41,424	(2,339,649)	(2,298,225)	8,251,585
Reconciliation					
Opening reserves and endowments		13,966,418	55,395,904	69,362,322	61,110,737
Total recognised gains/(losses) for the year		41,424	(2,339,649)	(2,298,225)	8,251,585
Closing reserves and endowments		14,007,842	53,056,255	67,064,097	69,362,322

QUEENS' COLLEGE, CAMBRIDGE
CONSOLIDATED BALANCE SHEET
AS AT 30 JUNE 2012

	Note	2012 Group £	2011 Group £		
FIXED ASSETS					
Tangible assets	9	18,462,310	17,094,850		
Investments	10	35,232,874	36,901,229		
Endowment Assets	10	17,872,466	17,991,720		
		<u>71,567,649</u>	<u>71,987,799</u>		
CURRENT ASSETS					
Stocks and work in progress	11	354,572	335,623		
Debtors	12	1,402,403	1,284,526		
Cash at bank and in hand	13	(152,741)	(129,363)		
		<u>1,604,233</u>	<u>1,490,785</u>		
Creditors: amounts falling due within one year	14	2,021,261	1,691,353		
Provision for liabilities and charges					
Net assets-excluding pension asset/(liability)		(417,027)	(200,568)		
Net pension asset/(liability)		(3,152,402)	(1,567,507)		
Net assets including pension asset/(liability)		<u>67,998,220</u>	<u>70,219,724</u>		
Represented by:					
		Restricted Funds	Un-restricted Funds	2012 Group	2011 Group
Deferred capital grants	16	0	934,122	934,122	857,401
Endowments					
Expendable endowments	17	3,487,267	0	3,487,267	3,591,916
Permanent endowments	17	10,520,575	3,864,624	14,385,199	14,399,804
Reserves					
General reserves excluding pension reserve	18	0	52,344,034	52,344,034	52,938,111
Pension reserve		0	(3,152,402)	(3,152,402)	(1,567,507)
		<u>14,007,842</u>	<u>53,056,256</u>	<u>67,064,098</u>	<u>69,362,324</u>
TOTAL FUNDS		<u>14,007,842</u>	<u>53,990,378</u>	<u>67,998,220</u>	<u>70,219,725</u>

These accounts were approved by the Governing Body on 28th September 2012 and signed on their behalf by

Lord Eatwell
President

Jonathan Spence
Senior Bursar

QUEENS' COLLEGE, CAMBRIDGE

CONSOLIDATED CASH FLOW STATEMENT

FOR YEAR ENDED 30 JUNE 2012

	2012	2011
	£	£
Net cash inflow from operating activities	855,895	84,448
Returns on investments and servicing of finance	<u>(2,606,312)</u>	<u>(1,873,760)</u>
	(1,750,417)	(1,789,312)
Depreciation	9 1,206,867	1,101,085
Movement in pension deficit/surplus	15 (117,413)	(16,718)
(Increase)/decrease in stocks	11 (18,950)	(11,333)
(Increase)/decrease in debtors	12 (117,878)	(238,152)
Increase/(decrease) in creditors	13 <u>329,908</u>	<u>(411,690)</u>
Net cash inflow/(outflow) from operating activities	<u><u>(467,882)</u></u>	<u><u>(1,366,120)</u></u>
RETURNS ON INVESTMENTS		
Freehold land and buildings	3 242,014	272,133
Dividends and interest	3 1,296,450	1,066,377
Profit on sale of investments	3 0	0
Net cash inflow/(outflow) from returns on investment	<u>1,538,464</u>	<u>1,338,510</u>
CONTRIBUTION TO COLLEGES' FUND	(29,000)	(26,000)
CAPITAL TRANSACTIONS AND FINANCIAL INVESTMENT		
Receipts from sales of investment assets	10 15,439,039	18,816,434
Donations and benefactions	1,566,648	1,830,438
Deferred capital grants received	<u>97,063</u>	<u>316,845</u>
Total capital receipts	17,102,749	20,963,718
Payments to acquire tangible fixed assets	9 (2,574,327)	(1,513,600)
Payments to acquire investment assets	10 <u>(15,593,383)</u>	<u>(19,994,700)</u>
Total capital expenditure	(18,167,710)	(21,508,300)
Net cash inflow/(outflow) from investing activities	<u>(1,064,961)</u>	<u>(544,582)</u>
NET CASH INFLOW/(OUTFLOW)	(23,379)	(598,192)
Net liquid funds at start of year	<u>(129,363)</u>	<u>468,829</u>
Net liquid funds at end of year	<u><u>(152,741)</u></u>	<u><u>(129,363)</u></u>

QUEENS' COLLEGE, CAMBRIDGE
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2012

1 Academic fees and charges	per capita fee	2012	2011
	£	£	£
Fee income paid on behalf of undergraduates at the Publicly funded Undergraduate rate	3,951	1,775,631	1,750,383
Privately-funded Undergraduate fee income	4,806	224,292	172,824
Fee income received at the Graduate fee rate	2,289	433,913	415,762
Fee income received at the Graduate fee rate	2,496	398,606	350,049
Other income		0	0
Total		<u><u>2,832,442</u></u>	<u><u>2,689,018</u></u>
2 Income from residences, catering and conferences			
Accommodation: College members		2,721,603	2,385,848
Conferences and banquets		398,493	374,937
Catering: College members		812,634	755,807
Conferences and banquets		916,222	838,170
Total		<u><u>4,848,952</u></u>	<u><u>4,354,762</u></u>
3 Endowment and investment income		2012	2011
3a Analysis		Total	Total
		£	£
Income from:			
Land and buildings		242,014	272,133
Quoted securities		1,075,975	792,324
Fixed interest securities		212,523	212,523
Income from short-term investments		3,566	10,864
Other interest receivable		4,386	50,666
Total		<u><u>1,538,464</u></u>	<u><u>1,338,510</u></u>
3b Investment management costs		2012	2011
		£	£
Land and buildings		2,455	6,131
Quoted securities - equities		56,051	50,763
Fixed interest securities		11,040	14,002
Other investments		0	0
Cash		0	0
Total		<u><u>69,546</u></u>	<u><u>70,896</u></u>
4 Donations		2012	2011
		£	£
Unrestricted donations		1,047,506	528,289
Restricted donations		0	0
Released from deferred capital grants		20,341	6,962
Total		<u><u>1,067,848</u></u>	<u><u>535,251</u></u>
5 Education expenditure		2012	2011
		£	£
Teaching		2,241,103	2,086,724
Tutorial		888,799	817,051
Admissions		377,238	367,066
Research		220,208	239,252
Scholarships and awards		486,139	220,992
Other educational facilities		452,774	427,834
Total		<u><u>4,666,261</u></u>	<u><u>4,158,920</u></u>
6 Residences, catering and conferences expenditure		2012	2011
Accommodation: College members		2,456,464	2,290,461
Conferences and banquets		597,511	569,293
Catering: College members		766,074	786,825
Conferences and banquets		724,722	745,077
Total		<u><u>4,544,771</u></u>	<u><u>4,391,656</u></u>

QUEENS' COLLEGE, CAMBRIDGE
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2012

7a Analysis of 2011/2012 expenditure by activity

	Staff costs	Other	Depreciation	Total
	(note 8)	Operating expenses		
	£	£	£	£
Education	2,617,122	1,629,581	419,558	4,666,261
Residences, catering and conferences	2,028,970	1,728,490	787,310	4,544,771
Other	172,781	352,968	0	525,749
	<u>4,818,874</u>	<u>3,711,038</u>	<u>1,206,868</u>	<u>9,736,780</u>

Expenditure includes fundraising and alumni relations costs of 273,875
This expenditure includes the costs of alumni relations.

7b Analysis of 2010/2011 expenditure by activity

	Staff costs	Other	Depreciation	Total
	(note 8)	expenses		
	£	£	£	£
Education	2,551,331	1,235,526	372,063	4,158,920
Residences, catering and conferences	2,092,488	1,570,146	729,022	4,391,656
Other	159,591	290,686	0	450,277
	<u>4,803,410</u>	<u>3,096,357</u>	<u>1,101,086</u>	<u>9,000,853</u>

Expenditure includes fundraising and alumni relations costs of 218,419
This expenditure includes the costs of alumni relations

7c Auditors' remuneration

	2012	2011
Other operating expenses include:	£	£
Audit fees payable to the College's external auditors	22,500	21,500
Other fees payable to the College's external auditors	2,389	58,401

QUEENS' COLLEGE, CAMBRIDGE
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2012

8 Staff costs

	College Fellows	Other academic	Non- academic	Total 2012	Total 2011
	£	£	£	£	£
Staff Costs:					
Full employment cost	1,323,774	194,862	3,219,672	4,738,308	4,803,410
Emoluments	1,045,914	194,862	2,497,375	3,740,865	3,781,692
Social security	92,029	0	195,614	284,928	284,928
Pension	185,831	0	526,683	712,515	736,790
Average staff numbers (full-time equivalents)	26.3	n.a.	121.0	147.3	156.2
Academic numbers of Governing Body	55				

Of the 55 Fellows declared above 51 are stipendary.

No Fellow received any remuneration in respect of their role as a charity Trustee.

No officer or employee of the College, including the Head of House, received emoluments of over £100,000.

9 Tangible fixed assets

	Land and buildings	Assets in construction	Equipment	Heritage Assets	2012 Total	2011 Total
	£	£	£	£	£	£
Cost or valuation						
At beginning of year	25,446,174	0	1,775,727	15,000	27,236,901	25,937,431
Additions at cost	2,210,775	0	363,552	0	2,574,327	1,513,600
Transfers	0	0	0	0	0	0
Disposals	0	0	538,866	0	538,866	214,130
At end of year	27,656,949	0	1,600,412	15,000	29,272,362	27,236,901
Depreciation						
At beginning of year	9,262,107	0	879,944	0	10,142,051	9,255,096
Charge for the year	818,423	0	388,445	0	1,206,867	1,101,085
Eliminated on disposal	0	0	538,866	0	538,866	214,130
Written back on revaluation	0	0	0	0	0	0
At end of year	10,080,530	0	729,522	0	10,810,052	10,142,051
NET BOOK VALUE						
At end of year	17,576,420	0	870,890	15,000	18,462,310	17,094,850
At beginning of year	16,682,335	0	895,783	15,000	17,094,850	16,682,335

The insured value of all the College's operational buildings as at 30 June 2012 was £121m (2011: £117m).

QUEENS' COLLEGE, CAMBRIDGE
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2012

9 Tangible fixed assets (continued)

Heritage assets

The College holds and conserves certain collections, artefacts and other assets of historical, artistic or scientific importance.

As stated in the statement of principal accounting policies, heritage assets acquired since July 2005 have been capitalised. However the majority of assets held in the College's collections were acquired prior to this date. As reliable estimates of the cost or valuation are not available for these on a cost-benefit basis, they have not been capitalised. As a result the total included in the balance sheet is partial.

Amounts for the current and previous years were as follows:

	2012	2011	2010	2009	2008
	£	£	£	£	£
Acquisitions purchased with specific donations	0	0	0	0	0
Acquisitions purchased with College funds	0	15,000	0	0	0
Total cost of acquisitions purchased	<u>0</u>	<u>15,000</u>	<u>0</u>	<u>0</u>	<u>0</u>
Value of acquisitions by donation	0	0	0	0	0
Total acquisitions capitalised	<u><u>0</u></u>	<u><u>15,000</u></u>	<u><u>0</u></u>	<u><u>0</u></u>	<u><u>0</u></u>

10 Fixed asset investments

	Investments	Endowment Assets	2012 Total	2011 Total
	£	£	£	£
Balance at beginning of year			54,892,949	47,889,867
Additions			15,593,383	19,994,700
Disposals			15,439,039	18,816,434
Less: impairment on unquoted securities			12,448	(156,731)
Increase/(decrease) in cash balances held at fund managers			1,161,766	(453,302)
Appreciation/(depreciation)			<u>(3,116,167)</u>	<u>6,434,849</u>
Balance at end of year			<u><u>53,105,340</u></u>	<u><u>54,892,949</u></u>

Represented by:

Property	4,902,599	0	4,902,599	4,899,179
Quoted securities – equities	18,254,993	10,756,966	29,011,960	31,571,522
Fixed interest securities	3,259,538	1,920,721	5,180,259	7,777,239
Other investments	5,597,824	3,298,582	8,896,406	5,754,237
Cash in hand & at investment managers	3,217,920	1,896,196	5,114,116	4,890,772
Total	<u><u>35,232,874</u></u>	<u><u>17,872,466</u></u>	<u><u>53,105,340</u></u>	<u><u>54,892,949</u></u>

QUEENS' COLLEGE, CAMBRIDGE
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2012

11 Stocks and work in progress

	2012	2011
	£	£
Goods for resale	354,057	335,506
Work in progress	0	0
Other Stocks	516	117
	<u>354,572</u>	<u>335,623</u>

12 Debtors

	2012	2011
	£	£
Members of the College	21,037	62,365
Other debtors	1,067,397	917,699
Prepayments and accrued income	313,969	304,462
	<u>1,402,403</u>	<u>1,284,526</u>

13 Cash and bank balances

	2012	2011
	£	£
Current accounts	(156,183)	(132,405)
Cash in hand	3,441	3,042
	<u>(152,741)</u>	<u>(129,363)</u>

14 Creditors: amounts falling due within one year

	2012	2011
	£	£
Caution monies	291,930	190,710
Members of the College	0	54,454
Receipts in advance	907,303	867,721
University Fees	95,867	110,113
Contribution to Colleges Fund	29,000	26,000
Other creditors	697,160	442,355
	<u>2,021,261</u>	<u>1,691,353</u>

15 Pension Liabilities

	2012	2011
	£	£
Balance at beginning of year	1,567,507	2,650,398
Movement in year:		
Current service costs including life assurance	371,917	533,656
Contributions	(517,439)	(641,116)
Other finance cost	28,109	90,742
Actuarial loss/(gain) recognised in statement of total recognised gains and losses	1,702,308	(1,066,173)
	<u>3,152,402</u>	<u>1,567,507</u>

QUEENS' COLLEGE, CAMBRIDGE
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2012

16 Deferred capital grants	2012	2011
	£	£
Balance at beginning of the year	857,401	547,517
Donations received	97,063	316,845
Released to income and expenditure account	(20,341)	(6,962)
Balance at end of year	<u>934,122</u>	<u>857,401</u>

17 Endowments	Unrestricted Permanent	Restricted Permanent	Restricted Expendable	2012 Total	2011 Total
		£	£	£	£
Balance at beginning of year	4,025,302	10,374,502	3,591,916	17,991,720	11,584,691
Capital	4,025,302	10,304,283	3,487,022	17,816,606	11,409,577
Unspent income	0	70,219	104,894	175,114	175,114
Reclassification of Funds	0	0	0	0	3,038,998
New Endowments received	53,814	461,693	3,634	519,141	1,302,148
Income receivable form endowment asset investments	97,861	252,532	88,187	438,579	357,261
Expenditure	146,058	139,030	46,615	331,702	396,604
Net transfer (to)/from income and expenditure account	0	0	0	0	0
Increase/(decrease) in market value of investments	(166,295)	(429,122)	(149,855)	(745,273)	2,105,227
Balance at end of year	<u>3,864,624</u>	<u>10,520,575</u>	<u>3,487,267</u>	<u>17,872,466</u>	<u>17,991,720</u>
Comprising					
Capital	3,864,624	10,289,870	3,435,740	17,590,234	17,864,563
Unspent income	0	230,704	51,527	282,231	127,157
Balance at end of year	<u>3,864,624</u>	<u>10,520,575</u>	<u>3,487,267</u>	<u>17,872,466</u>	<u>17,991,720</u>

Representing

Fellowship funds	9,413,212	9,334,039
Scholarship and prize funds	2,284,124	2,330,904
Hardship funds	853,231	871,515
Bursary funds	2,650,407	2,697,404
Travel grant funds	205,936	212,387
Other funds	1,369,878	1,405,452
General endowments	1,095,677	1,140,020
Total	<u>17,872,466</u>	<u>17,991,720</u>

QUEENS' COLLEGE, CAMBRIDGE
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED 30 JUNE 2012

18 Reserves

	2012	2011
	£	£
Balance at beginning of year	51,370,603	49,526,047
Reclassification of Funds	0	(3,038,998)
Surplus retained for the year	720,017	97,792
Actuarial gain/(loss)	(1,702,308)	1,066,173
Increase/(decrease) in market value of investments	(1,196,680)	3,719,589
Donations	0	0
Transfer to Endowment Funds	0	0
Balance at end of year	<u>49,191,632</u>	<u>51,370,603</u>

19 CAPITAL COMMITMENTS

At 30 June 2012 future capital expenditure authorised and committed amounted to £0.8m. (2011 - £0m)

20 RELATED PARTIES

The College maintains a Register of Interest for all Fellows and College employees with spending authority. It is updated every six months and during the year to 30th June 2012 it reveals that no material events occurred.

QUEENS' COLLEGE, CAMBRIDGE

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

USS INSTITUTIONS –

FRS17 – RETIREMENT BENEFITS

Principal accounting policies

The institution participates in the Universities Superannuation Scheme (USS), a defined benefit scheme which is contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate trustee-administered fund. Because of the mutual nature of the scheme, the scheme's assets are not hypothecated to individual institutions and a scheme-wide contribution rate is set. The institution is therefore exposed to actuarial risks associated with other institutions' employees and is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis and therefore, as required by FRS 17 "Retirement benefits", accounts for the scheme as if it were a defined contribution scheme. As a result, the amount charged to the income and expenditure account represents the contributions payable to the scheme in respect of the accounting period.

Notes to the accounts

The institution participates in the Universities Superannuation Scheme (USS), a defined benefit scheme which is contracted out of the State Second Pension (S2P). The assets of the scheme are held in a separate fund administered by the trustee, Universities Superannuation Scheme Limited.

The appointment of directors to the board of the trustee is determined by the trustee company's Articles of Association. Four of the directors are appointed by Universities UK; three are appointed by the University and College Union, of whom at least one must be a USS pensioner member; and a minimum of two and a maximum of four are co-opted directors appointed by the board. Under the scheme trust deed and rules, the employer contribution rate is determined by the trustee, acting on actuarial advice.

The latest triennial actuarial valuation of the scheme was at 31 March 2011. This was the second valuation for USS under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. The actuary also carries out regular reviews of the funding levels. In particular, he carries out a review of the funding level each year between triennial valuations and details of his estimate of the funding level at 31 March 2012 are also included in this note.

The triennial valuation was carried out using the projected unit method. The assumptions which have the most significant effect on the result of the valuation are those relating to the rate of return on investments (ie the valuation rate of interest), the rates of increase in salary and pensions and the assumed rates of mortality. The financial assumptions were derived from market yields prevailing at the valuation date. An "inflation risk premium" adjustment was also included by deducting 0.3% from the market-implied inflation on account of the historically high level of inflation implied by government bonds (particularly when compared to the Bank of England's target of 2% for CPI which corresponds broadly to 2.75% for RPI per annum).

QUEENS' COLLEGE, CAMBRIDGE

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

To calculate the technical provisions, it was assumed that the valuation rate of interest would be 6.1% per annum, salary increases would be 4.4% per annum (with short-term general pay growth at 3.65% per annum and an additional allowance for increases in salaries due to age and promotion reflecting historic scheme experience, with a further cautionary reserve on top for past service liabilities) and pensions would increase by 3.4% per annum for 3 years following the valuation then 2.6% per annum thereafter.

Standard mortality tables were used as follows:

Male members' mortality SINA ["light"] YoB tables –
No age rating

Female members' mortality SINA ["light"] YoB tables -
Rated down 1 year

Use of these mortality tables reasonably reflects the actual USS experience but also provides an element of conservatism to allow for further improvements in mortality rates the CMI 2009 projections with a 1.25% pa long term rate were also adopted. The assumed life expectations on retirement at age 65 are:

Males (females) currently aged 65 23.7 (25.6) years

Males (females) currently aged 45 25.5 (27.6) years

At the valuation date, the value of the assets of the scheme was £32,433.5 million and the value of the scheme's technical provisions was £35,343.7 million indicating a shortfall of £2,910.2 million. The assets therefore were sufficient to cover 92% of the benefits which had accrued to members after allowing for expected future increases in earnings.

The actuary also valued the scheme on a number of other bases as at the valuation date. On the scheme's historic gilts basis, using a valuation rate of interest in respect of past service liabilities of 4.4% per annum (the expected return on gilts) the funding level was approximately 68%. Under the Pension Protection Fund regulations introduced by the Pensions Act 2004 the Scheme was 93% funded; on a buy-out basis (ie assuming the Scheme had discontinued on the valuation date) the assets would have been approximately 57% of the amount necessary to secure all the USS benefits with an insurance company; and using the FRS17 formula as if USS was a single employer scheme, using an AA bond discount rate of 5.5% per annum based on spot yields, the actuary estimated that the funding level at 31 March 2011 was 82%.

As part of this valuation, the trustees have determined, after consultation with the employers, a recovery plan to pay off the shortfall by 31 March 2021. The next formal triennial actuarial valuation is as at 31 March 2014. If experience up to that date is in line with the assumptions made for this current actuarial valuation and contributions are paid at the determined rates or amounts, the shortfall at 31 March 2014 is estimated to be £2.2 billion, equivalent to a funding level of 95%. The contribution rate will be reviewed as part of each valuation and may be reviewed more frequently.

The technical provisions relate essentially to the past service liabilities and funding levels, but it is also necessary to assess the ongoing cost of newly accruing benefits. The cost of future accrual was calculated using the same assumptions as those used to calculate the technical provisions but the allowance for promotional salary increases was not as high.

Analysis has shown very variable levels of growth over and above general pay increases in recent years, and the salary growth assumption built into the cost of future accrual is based on more stable, historic, salary

QUEENS' COLLEGE, CAMBRIDGE

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

experience. However, when calculating the past service liabilities of the scheme, a cautionary reserve has been included, in addition, on account of the variability mentioned above.

As at the valuation date the Scheme was still a fully Final Salary Scheme for future accruals and the prevailing employer contribution rate was 16% of Salaries.

Following UK government legislation, from 2011 statutory pension increases or revaluations are based on the Consumer Prices Index measure of price inflation. Historically these increases had been based on the Retail Price Index measure of price inflation.

Since the previous valuation as at 31 March 2008 there have been a number of changes to the benefits provided by the scheme although these became effective from October 2011.

These include:

New entrants

Other than in specific, limited circumstances, new entrants are now provided on a Career Revalued Benefits (CRB) basis rather than a Final Salary (FS) basis.

Normal pension age

The normal pension age was increased for future service and new entrants, to age 65.

Flexible retirement

Flexible retirement options were introduced.

Member contributions increased

Contributions were uplifted to 7.5% pa and 6.5 pa for FS Section members and CRB Section members respectively.

Cost sharing

If the total contribution level exceeds 23.5% of Salaries per annum, the employers will pay 65% of the excess over 23.5% and members would pay the remaining 35% to the fund as additional contributions.

Pension increase cap

For service derived after 30 September 2011, USS will match increases in official pensions for the first 5%. If official pensions increase by more than 5% then USS will pay half of the difference up to a maximum increase of 10%.

Since 31 March 2011 global investment markets have continued to fluctuate and following its peak in September 2011 inflation has declined rapidly towards the year end, although the market's assessment of inflation has remained reasonably constant. The actuary has estimated that the funding level as at 31 March 2012 under the scheme specific funding regime had fallen from 92% to 77%. This estimate is based on the results from the valuation at 31 March 2011 allowing primarily for investment returns and changes to market conditions. These are sighted as the two most significant factors affecting the funding positions which have been taken into account for the 31 March 2012 estimation.

On the FRS17 basis, using an AA bond discount rate of 4.9% per annum based on spot yields, the actuary calculated that the funding level at 31 March 2012 was 74%. An estimate of the funding level measured on a historic gilts basis at that date was approximately 56%

QUEENS' COLLEGE, CAMBRIDGE

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

Surpluses or deficits which arise at future valuations may impact on the institution's future contribution commitment. A deficit may require additional funding in the form of higher contribution requirements, where a surplus could, perhaps, be used to similarly reduce contribution requirements. The sensitivities regarding the principal assumptions used to measure the scheme liabilities on a technical provisions basis as at the date of the last triennial actuarial valuation are set out below:

<i>Assumption</i>	<i>Change in assumption</i>	<i>Impact on shortfall</i>
Investment return	Decrease by 0.25%	Increase by £1.6 billion
The gap between RPI and CPI	Decrease by 0.25%	Increase by £1 billion
Rate of salary growth	Increase by 0.25%	Increase by £0.6 billion
Members live longer than assumed	1 year longer	Increase by £0.8 billion
Equity markets in isolation	Fall by 25%	Increase by £4.6 billion

USS is a "last man standing" scheme so that in the event of the insolvency of any of the participating employers in USS, the amount of any pension funding shortfall (which cannot otherwise be recovered) in respect of that employer will be spread across the remaining participant employers and reflected in the next actuarial valuation of the scheme.

The trustee believes that over the long-term equity investment and investment in selected alternative asset classes will provide superior returns to other investment classes. The management structure and targets set are designed to give the fund a major exposure to equities through portfolios that are diversified both geographically and by sector. The trustee recognises that it would be theoretically possible to select investments producing income flows broadly similar to the estimated liability cash flows. However, in order to meet the long-term funding objective within a level of contributions that it considers the employers would be willing to make, the trustee needs to take on a degree of investment risk relative to the liabilities. This taking of investment risk seeks to target a greater return than the matching assets would provide whilst maintaining a prudent approach to meeting the fund's liabilities. Before deciding what degree of investment risk to take relative to the liabilities, the trustee receives advice from its internal investment team, its investment consultant and the scheme actuary, and considers the views of the employers. The positive cash flow of the scheme means that it is not necessary to realise investments to meet liabilities. The trustee believes that this, together with the ongoing flow of new entrants into the scheme and the strength of covenant of the employers enables it to take a long-term view of its investments. Short-term volatility of returns can be tolerated and need not feed through directly to the contribution rate although the trustee is mindful of the desirability of keeping the funding level on the scheme's technical provisions close to or above 100% thereby minimizing the risk of the introduction of deficit contributions. The actuary has confirmed that the scheme's cash flow is likely to remain positive for the next ten years or more.

At 31 March 2012, USS had over 145,000 active members and the institution had 64 active members participating in the scheme.

The total pension cost for the institution was £197,119 (2011: £193,411). This is * net of/includes £0 (2011: £0) *prepaid/outstanding contributions at the balance sheet date. The contribution rate payable by the institution was 16% of pensionable salaries.

QUEENS' COLLEGE, CAMBRIDGE

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

CAMBRIDGE COLLEGES FEDERATED PENSION SCHEME

The College is also a member of a multi-employer defined benefit scheme, the Cambridge Colleges Federated Pension Scheme (CCFPS), in the United Kingdom. The Scheme is a defined benefit final salary pension scheme that was originally set up, under an interim Trust Deed, on 19 July 1977 as a defined benefit scheme. The scheme is deemed to be a registered pension scheme under the terms of Schedule 36 of the Finance Act 2004. The College's employees covered by the Scheme are contracted-out of the State Second Pension (S2P).

The College elected to change benefits for service from 1 April 2004 for all members by:

- capping service at 40 years (previously uncapped); and
- paying unreduced pensions from age 65 (previously 60).

The contribution made by the College in respect of the 12 month period ended 30 June 2012 was £517,439 (2011: £641,116), excluding PHI premiums. Contributions over the next year are expected to be at the rate 14.24% of Contribution Pay, plus £23,427 pa to cover expenses, plus £70,000 pa subject to review at future actuarial valuations. These rates exclude PHI.

The major assumptions used by the actuary were:

	<u>30 June</u> <u>2012</u>	<u>30 June</u> <u>2011</u>	<u>31 March</u> <u>2010</u>	<u>31 March</u> <u>2009</u>
Discount rate	4.7%	5.5%	5.6%	6.4%
Price Inflation assumption	2.7%	3.4%	3.7%	2.9%
Rate of increase in salaries	2.2%*	3.2%	4.7% **	3.9%
Rate of increase in pensions in deferment	2.7%	3.4%	3.7%	2.9%
- GMP				3.9%
- Excess pension			3.7%	2.9%
Rate of increase in pensions in payment	2.7%	3.4%	3.7%	2.9%
- GMP accrued up to 5 April 1988	0.0%	0.0%	0.0%	0.0%
- GMP accrued after 5 April 1988	1.5%	2.9%	2.8%	2.7%
- Excess Pension over GMP and pension accrued after 5 April 1997	2.7%	3.4%	3.7%	2.9%

*1.5% in 2012 and 2013; 2.2% thereafter.

**2.0% in 2011, 3.2% thereafter.

The underlying mortality assumption is based upon the standard table known as Self-administered Pension Schemes (SAPS) mortality tables for average normal pensioners projected in line with the CMI 2011 projection and a target long-term improvement rate of 0.75% pa. The allowance for improvements has been updated from 2011 when the CMI 2009 projection table was adopted. This results in the following life expectancies:

- Male age 65 now has a life expectancy of 21.9 years (previously 21.7)
- Female age 65 now has a life expectancy of 24.1 years (previously 23.6)
- Male age 45 now and retiring in 20 years would have a life expectancy then of 22.8 years (previously 22.7 years)

QUEENS' COLLEGE, CAMBRIDGE

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

PENSION SCHEMES (CONTINUED)

- Female age 45 now and retiring in 20 years would have a life expectancy then of 25.3 years (previously 24.8 years)

The assets in the Scheme and the expected rates of return were:

	<i>Long-term rate of return expected at 30/06/2012</i>	<i>Value at 30/06/2012 £</i>	<i>Long-term rate of return expected at 30/06/2011</i>	<i>Value at 30/06/2011 £</i>	<i>Long-term rate of return expected at 31/03/2010</i>	<i>Value at 31/03/2010 £</i>
Equities and Hedge Funds	6.4%	5,074,922	7.1%	4,759,022	7.5%	4,279,903
Cash, Bonds & Net Current Assets	3.7%	1,922,319	4.8%	3,059,371	5.0%	2,211,283
Property	5.04%	<u>692,035</u>	6.1%	<u>679,860</u>	6.5%	<u>641,985</u>
Total	5.8%	<u><u>7,689,276</u></u>	6.2%	<u><u>8,498,253</u></u>	6.6%	<u><u>7,133,171</u></u>

The following results were measured in accordance with the requirements of FRS17:

	2012 £	2011 £	2010 £	2009 £
Total market value of assets	7,689,276	8,498,253	7,133,171	5,539,335
Present value of Scheme liabilities	<u>(10,841,678)</u>	<u>(10,065,760)</u>	<u>(9,783,569)</u>	<u>(6,862,914)</u>
Surplus/(deficit) in the Scheme	<u><u>(3,152,402)</u></u>	<u><u>(1,567,507)</u></u>	<u><u>(2,650,398)</u></u>	<u><u>(1,323,579)</u></u>

The amounts recognised in income and expenditure are as follows:

	30 June 2012 £	30 June 2011 £
In staff costs: Current service cost (net of employee contributions)	<u>371,917</u>	<u>533,656</u>
In endowment and investment income:		
Interest cost	552,662	697,143
Expected return on pension scheme assets	<u>(524,553)</u>	<u>(606,401)</u>
Net return	<u><u>400,026</u></u>	<u><u>624,398</u></u>
Actual return on pension scheme assets	<u><u>(948,224)</u></u>	<u><u>864,915</u></u>

QUEENS' COLLEGE, CAMBRIDGE

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

PENSION SCHEMES (CONTINUED)

Changes in the present value of the Scheme liabilities are as follows:

	30 June 2012 £	30 June 2011 £
Present value of Scheme liabilities at beginning of year	10,065,760	9,783,569
Service cost (including employee's contributions)	493,309	686,959
Interest cost	552,662	697,143
Actuarial losses (gains)	229,531	(807,659)
Benefits paid	(499,584)	(294,252)
	<u>10,841,678</u>	<u>10,065,760</u>

Changes in the fair value of scheme assets are as follows:

	30 June 2012 £	30 June 2011 £
Market value of Scheme assets at beginning of year	8,498,253	7,133,171
Expected return	524,553	606,401
Actuarial gains and (losses)	(1,472,777)	258,514
Contributions by employer	517,439	641,116
Additional contributions by members (including AVCs)	121,392	153,303
Benefits (and expenses) paid	(499,584)	(294,252)
	<u>7,689,276</u>	<u>8,498,253</u>

Amounts for the current and previous four periods are as follows:

	30 June 2012 £	30 June 2011 £	31 March 2010 £	31 March 2009 £	31 March 2008 £
Present value of Scheme liabilities	(10,841,678)	(10,065,760)	(9,783,569)	(6,862,914)	(6,953,922)
Market value of Scheme assets	<u>7,689,276</u>	<u>8,498,253</u>	<u>7,133,171</u>	<u>5,539,335</u>	<u>6,121,818</u>
Surplus/(deficit)	<u>(3,152,402)</u>	<u>(1,567,507)</u>	<u>(2,650,398)</u>	<u>(1,323,579)</u>	<u>(832,104)</u>
Experience adjustments on scheme liabilities	(92,398)	(31,782)	152,626	(195,733)	(223,348)
Experience adjustments on scheme assets	(1,472,777)	258,514	753,014	(1,190,870)	(451,213)
Change in assumptions underlying present value of Scheme liabilities	(137,133)	839,441	(2,347,297)	894,204	614,366