

REGISTERED COMPANY NUMBER: SC511955 (Scotland)
REGISTERED CHARITY NUMBER: SC046142

Report of the Trustees and
Financial Statements for the Year Ended 31 July 2024
for
Highlands And Islands Students'
Association

Reid & Fraser Audit Ltd
Statutory Auditors
Chartered Accountants
15 Princes Street
Thurso
Caithness
KW14 7BQ

**Highlands And Islands Students'
Association**

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for the Year Ended 31 July 2024**

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**Highlands And Islands Students'
Association**

**Reference and Administrative Details
for the Year Ended 31 July 2024**

TRUSTEES

N J Stewart
Ms J Hackel
I R Hynd
T Artus (resigned 19.8.23)
W T G Campbell
G R Souter (resigned 28.6.24)
Prof E F Abbot-Halpin (appointed 15.1.24)
Ms C Fraser (appointed 15.1.24)
Ms I R Hutchison (appointed 15.1.24)
S D Maccallum (appointed 1.8.24)

KEY MANAGEMENT PERSONNEL

HISA Interim Chief Executive	Antony Blackshaw	(appointed 27.02.23; resigned 31.10.23)
HISA Chief Executive	Rachel Burn	(appointed 20.11.23)
Secretary	Antony Blackshaw	(appointed 27.02.23; resigned 31.10.23)
Secretary	Rachel Burn	(appointed 20.11.23)
President/Chair of Trustees	Heather Innes	(resigned 30.06.23)
President/Chair of Trustees	William Campbell	(appointed 01.07.23)
Finance & Operations	Wendy Day	
Communications Manager	Mark Stanley	(resigned 29.11.24)
Community Engagement Manager	Emma Miller	(appointed 01.08.23)
Student Engagement	Simon Varwell	(appointed 27.11.23)

COMPANY SECRETARY

Ms R Burn

REGISTERED OFFICE

UHI House
Old Perth Road
Inverness
IV2 3JH

REGISTERED COMPANY NUMBER SC511955 (Scotland)

REGISTERED CHARITY NUMBER SC046142

AUDITORS

Reid & Fraser Audit Ltd
Statutory Auditors
Chartered Accountants
15 Princes Street
Thurso
Caithness
KW14 7BQ

**Highlands And Islands Students'
Association**

**Reference and Administrative Details
for the Year Ended 31 July 2024**

BANKERS

Bank of Scotland
PO Box 17525
Edinburgh
EH11 1YH

Highlands And Islands Students' Association

Chair's Report & Introduction for the Year Ended 31 July 2024

I am very pleased to introduce the 2023/24 Highlands & Islands Students' Association Trustee Board report. The Highlands and Islands Students' Association is a diverse, student-led charity that strives to be at the heart of the experience of all students at the University of the Highlands and Islands (UHI). Recognised by UHI as the sole representative of its students, it is our role as a Students' Association to ensure all our students get the most of their time at UHI.

The University of the Highlands and Islands is a very special institution, delivering tertiary education across a vast region in Scotland, through 10 colleges and research institutions. This means the Students' Association also has a unique structure. One of these unique attributes is that we are the only Students' Association in Scotland to provide both Local and Regional representation with an Officer Team elected by the student body, to provide representation all the way from the classroom to University Court and Academic Partner Boards of Management.

2023/2024 was a time of great change for HISA, with the arrival of a new CEO in November leading a new structure which included the appointment of a Director of Student Engagement and Representation and a Director of Finance and Operations, the second being an internal promotion. With these new appointments to our leadership team, we have prioritised our focus through clear themes around student representation, community engagement, operations and marketing. Alongside student leadership, this new senior team has been focused on consulting on and creating a new strategy for the organisation and related KPIs, alongside consulting on the organisation's brand. It has also been involved in making improvements in both external and internal activities - from developing a new process for elected officer onboarding, induction and training, refreshing the Student Voice Representatives systems and processes, working with the University on developing a Student Partnership Agreement and Student Mental Health Agreement, developing a Gaelic Plan for the organisation, working more closely with the central UHI comms team on joint messages and developing internal policies and procedures. We also launched a new monthly all student newsletter in 2024 which has had an average open rate of 50% since the first edition in February. The newsletter has significantly increased our impact and student reach and will be continued next year. The new leadership team has also been working on diversifying income streams by applying for grants and pursuing sponsorship conversations. We are also delighted to have been accredited as a Real Living Wage employer in 2024. This year we worked much more closely with key UHI colleagues on delivering the HISA awards and Sporting Blues, with more nominations put forward than any previous years. Our thanks go to the UHI staff who did the bulk of the work towards these awards. All of this activity has culminated in HISA achieving its best ever score in the student union question in the National Student Survey (NSS), rising by 9% to a score above the sector and Scottish average in the summer of 2024.

This year we have provided direct support to students who were worried about potential and proposed course cuts and changes to programmes. Across many of the Colleges, HISA has been active in meeting with students to listen to their concerns, organising student feedback sessions, discussing issues in student meetings and responding to consultation documents using student feedback gained from meetings and class visits. Alongside this, we have written to MPs, MSPs, Trade Unions and local councils to advocate for partnership working and for increased funding for Scottish tertiary education and supported students to do the same. We have also engaged with local and national media to bring the funding issue to the attention of the Scottish Government. We have also supported students by explaining their rights to them and helped them to self-organise and self-advocate including support and materials for holding protests and marches. We are grateful to those Principals who engaged directly with students through this difficult year.

I am very proud of the work that our officers, staff and students do to contribute to the Students' Association. I am continually amazed by their passion, input and commitment. Without them we would not have achieved any of the things that we have to contribute to and improve the lives of students at UHI.

William Campbell
President and Chair of the Board

**Highlands And Islands Students'
Association**

**Report of the Trustees
for the Year Ended 31 July 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 July 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Highlands And Islands Students' Association

Report of the Trustees for the Year Ended 31 July 2024

OBJECTIVES AND ACTIVITIES

Our purposes and activities

The purpose of the Association is to represent the interests of all students (FE and HE) at the University of the Highlands and Islands and its ten academic partners at a regional level. The Association also represents the local interests of all students at those academic partners whose representative structures are part of the Association. The objects of the Association are the advancement of education of students at the University of the Highlands and Islands and its academic partners for the public benefit by:

- Working to enhance the teaching and learning experience of students at the University of the Highlands and Islands and its academic partners by organising, supporting and promoting the role of students, and working in partnership with relevant institutions and their staff;
- Promoting the interests and welfare of students during their course of study and representing, supporting and advising students;
- Being the recognised representative channel between students and the University of the Highlands and Islands and its academic partners and any other external bodies;
- Providing social, cultural, sporting and recreational activities, and forums for discussions and debate for the personal development of its students; and
- Being the recognised representative body regional strategic body for further education in the Highlands and Islands.

The Association will seek at all times to:

- Ensure that the diversity of its student membership is recognised, and that equal access is available to all student members of whatever origin or orientation;
- Pursue its aims and objectives independent of any political party or religious group; and
- Pursue equal opportunities by taking positive action within the law to facilitate participation of groups discriminated against by society.

Strategic Plan

The previous HISA strategy plan ended in 2023, and so during the year 2023/2024, the new HISA leadership began consultation with students, HISA and UHI staff on a new plan to cover the period 2024-2027. Following consultation and significant input from HISA staff the new HISA strategic plan was approved by the Trustee Board in September 2024: Strategic Plan (uhi.ac.uk). This plan contains KPIs for the first time, which will be monitored on an annual basis by the Board. The plan will be communicated to students, Academic Partners and UH governance professionals over the autumn of 2024.

Governance

At Board level, this year, HISA has been able to increase the number of Trustees, including the onboarding of two new student Trustees and one new external member alongside two existing external members agreeing to stay on for second terms which will provide significant stability in terms of leadership and direction to the organisation as UHI enters a period of change.

In terms of student and teaching and learning governance, under the leadership of the new Director of Student Engagement and Representation, this year we have made some real changes, alongside building plans to be implemented next year. Changes are currently being made to the Student Voice Representation system including changes to recruitment, training and recognition of students who volunteer as Reps, including piloting Scotland wide guidance in this space. We have secured funding from the UHI Learning and Teaching Academy's Scholarship Fund to pilot a Subject Intern scheme, providing student expertise for internal quality panels and reviews as well as committees for one of UHI's new Cognate Subject Groups. HISA officers and staff have been involved in all seven of Education Scotland's Annual Engagement Visits to Colleges and also in one Thematic Review and in QAA's Quality Enhancement and Standards Review of UHI. These conversations have allowed HISA to engage with the TQEF review methodology and become involved in institutional and national conversations about what review looks like in the future for UHI. We have also made contributions to national educational conferences to disseminate our expertise around our Board of Management and student engagement work.

Summary of local activities throughout the year

For a full report of our 2023/24 activities please see the HISA Impact report at: Impact Report (uhi.ac.uk)

Highlands And Islands Students' Association

Report of the Trustees for the Year Ended 31 July 2024

OBJECTIVES AND ACTIVITIES

Summary of activities during the year

Cross-campus Officers - President and Vice-President Education

The HISA Cross-campus Officers are the Principal Officers of the organisation and are Trustees of the Association. Each Officer takes responsibility for their own remit and manifesto, and they both lead on areas such as fighting for fairer travel costs and provision for students, the revision of the UHI/HISA Student mental Health Agreement, Student Partnership Agreement (SPA) work and developing AI policies to support students studying at UHI. The Cross-campus officers sit on various senior University committees and working groups at UHI, and represent the Students' Association at a number of events, from local graduations, all the way to campaigning for students at a national level. The Cross-campus officers have also supported local officers and students in academic partners with navigating proposed changes at UHI to curriculum and support services.

Local officers and activities

SAMS

This year our team at SAMS was led by Kian McDonald. HISA hosted many events for students this year at SAMS including karaoke and ceilidh nights, a movie marathon, Halloween and Valentines day celebrations and a BBQ on the Beach, joining up with Argyll students studying in Oban to make the best use of resources and student cohort identity. At the Christmas ceilidh, more than 75 undergrad, ACES Masters, AB Masters and PhD students attended; this is the most SAMS students to attend a student led event in years and a rare occasion that found students from all levels of study taking part in a single activity! For LGBTQ+ History Month, HISA worked alongside Oban Pride to host its own Mini Pride. Feedback on the day was positive with many students commenting on how beneficial the information provided was and how it was so much fun that these types of events should be repeated regularly. For Mental Health Awareness month, and HISA's Stress Less Fest, at SAMS Kian created a "Positivity Wall", in which students and staff had the option to write a positive message on a post it note and stick it onto a wall for everyone to see, to create motivation during exam time.

Argyll

This year students were represented by Ahren Armstrong in Argyll. Ahren's focus this year was to make students from all learning centres feel included in the UHI experience. In October he sent a cauldron full of Halloween sweets to each of the 9 learning centres for students to enjoy and have a physical interaction with HISA where only virtual interactions existed previously due to remoteness. Having proven successful, this was repeated in December with candy canes and Santa hats. This year, HISA has also had the pleasure of working alongside staff at the Helensburgh learning centre to contribute to the new student room where students can relax and socialise between classes. This area is next to a kitchen where students have access to a kettle and microwave. HISA provided sofas and a coffee table to make this a truly comfortable place to relax. Argyll also had a positive year in terms of an increase in student voice representation, from increased SVRs being trained to better attendance of Argyll students at events like the all student meetings.

Perth

This year, UHI Perth students were represented by Fiona Shaw and Rebecca Bond. Both Perth officers were keen to cement the Union Link space in the Webster building as THE hub for student activity, which started off with our biggest Freshers Fair to date in September 2023. A regular events calendar over Semester 1 and 2 was set up with quizzes, bingo, coffee chats and student club events to see which our students most enjoyed and amended appropriately. The team also put several very successful events over the course of 2023/2024. This included two Good Vibes Festivals with treatments from beauty students, performances from our music students and agencies in the local area who provided mental health support; Perth Pride which included crafting activities and performances from local drag artists; a Ceilidh for Burns night which proved very popular with our international students; and a Christmas jumper day.

Student Voice Reps at UHI Perth know that HISA is the place to go if they want to make changes on campus for their learning experience. This year saw feedback dealt with quickly thanks to UHI Perth colleagues, but one of our biggest highlights was supporting a student petition that asked for, and achieved, a microwave in the Webster building! Alongside this, we were able to highlight the lack of gluten free options available on campus, which was successfully fed back to our catering supplier, as well as lobbying for and achieving an increase the Wi-Fi coverage in one of our older buildings.

Highlands And Islands Students' Association

Report of the Trustees for the Year Ended 31 July 2024

OBJECTIVES AND ACTIVITIES

In partnership with the Active Campus Coordinator at UHI Perth, the officer team and HISA colleagues helped to establish a vast Give it a Go programme as part of Freshers week and extending throughout the academic year with the goal to have more and accessible sports clubs; this included Boccia and fencing. In their 11th year, the Perth HISA team once again ran the Outstanding Best Inspiring (OBI) Awards. Alongside refreshing the categories this year, the team were able to increase the number of nominations and run an awards ceremony during a challenging backdrop at UHI Perth in June. The HISA President and UHI Perth Principal gave key speeches at the ceremony, and our highly commended and award winners were happy to be recognised for their contributions to our learning community.

Highland Theological College

The Highland Theological College remains one of the almost exclusively online campuses at UHI following Covid - this has resulted in an exciting geographic spread of students studying with HTC, with some studying close to either the Dingwall or Paisley campus and others studying from France, Spain, America and other places throughout the globe. Despite this geographic spread, and the fact that we did not have an officer in post for HTC this year, HISA was able to organise events for HTC students, starting the new year with an in-person freshers' event at both the Dingwall & Paisley campuses where there were a lot of discussions about how HISA can engage better with students at HTC, which is an area of focus for 2024/25. Students asked for more opportunities to attend in person events throughout the academic year. This led to a Study Day being hosted at Paisley by HISA where hot drinks and snacks were offered. We also joined Paisley up via Teams with other campuses. An online quiz was also hosted for HTC students which proved to be successful with the winner receiving a gift card for Scribd for a year's subscription. As an end of year celebration, HISA hosted a 2-day visit to the Dingwall Campus where staff were able to speak with students, find out how they felt throughout their year(s) of study at HTC and enjoy a meal together. We were also able to recruit more student reps this year at HTC and we are hoping to recruit even more in the next academic year, as we gained such wonderful and valuable insight from this year's group of reps.

Inverness

In Inverness this year, we were represented by Liz Keegan, Holly Pearce and Joe Sweeney. Between them, they attended 50 student induction sessions in August and September 2023 to promote HISA and the Student Voice Rep role, and organised a well attended Freshers. A focus for the team during the year was to deliver a range of activities on the Inverness campus to create a better sense of community and ensure that students felt that Inverness is a fun and exciting place to study. Other activities delivered this year include a Halloween Costume Competition, Hunt the Haggis, Movie Nights, Forestry Olympics, Pictures with Santa, a Valentine's ceilidh, a Pride Party and a games night. Refreshers in January was a particular success with a large number of students using the rodeo bull in the Inverness atrium and visiting the alpacas outside on the grass. In terms of educational projects, Liz focussed on campaigning for better mental health support for students and training for staff which led to a wider canvass of student opinions on the subject via the HISA Question of the Month in May, and which fed into a refresh of the joint HISA/UHI Student Mental Health Agreement. Holly has led on support for networked students including starting a campaign to get a space on UHI campuses for networked students to study, showing them that they are welcome at UHI campuses regardless of what or where they are studying. Looking forward, the Inverness HISA team are excited about their move to a new office in the Inverness building and its location near the canteen, and on working on halls and campus induction events and materials to welcome students back in the autumn.

Moray

Whilst Moray was sadly without official officer representation for most of the year, a huge range of events and activities took place in Elgin and HISA staff have been involved on the ground supporting students. Multiple events were held for Freshers in the autumn of 2023, highlights including hugely popular visits by Therapets at three different campuses for the first time ever, plus interactive gambling awareness workshops, pizza lunches and a health point visit.

Other activities delivered included a sexual health drop-in session for students to discuss consent and with some students staying for the full session and engaging in games, quizzes, and discussion about sexual health.

Highlands And Islands Students' Association

Report of the Trustees for the Year Ended 31 July 2024

OBJECTIVES AND ACTIVITIES

For LGBTQ+ history month, HISA collaborated with the Moray Active Campus Coordinator and LEAP Sports to host an LGBTQ+ Sports Day and Pride & Pizza party. The sports day consisted of multiple stations with different activities in the Moray sports hall. After each activity, the 25 participants learned a fact about LGBTQ+ inclusion. Following the session, pizza and games were put on in the Aye Pod. In 2024, Moray Student Intern, Charlotte Usher held 12 pub game hangouts in the Aye Pod starting from the 29th of February until May 31st, with up to 30 students attending each event.

In May, staff members at UHI Moray advertised the hangouts to their students and the numbers rose to over 40. Similar events were also held for online students. These events were run alongside active campus events which gave students a place to go after they have attended walking netball, the fitness suite and volleyball activities. A poetry project was also run at Moray this year in the Aye Pod as part of the hangouts. All of these activities have significantly increased student engagement with HISA at Moray this year.

Shetland

Whilst Shetland did not have an elected student officer this year, HISA staff on the ground ensured that activities were delivered for and with students and that students were represented at key Shetland meetings. HISA activities this year include providing transport for students studying at Mareel to deliver a community event where they showcased their talents at a Student Night concert and we worked with students to obtain and set up a quiet room on campus, where students can go to decompress and take a quiet moment. HISA put forward a substantial portion of its Shetland budget to purchase a sofa, bean bags, tables, lamps, yoga mats and weighted blankets to create a welcoming and peaceful space for students. This space has been used frequently by students since it was opened and will continue to be of benefit to students in the years to come. Other activities delivered this year include a student social event at Mareel, a treasure hunt was created at Scalloway and Lerwick campuses; free cinema tickets for involvement in a photography competition and promoting local business discounts; and a major celebration took place during LGBTQ+ History Month which shone the spotlight on some prominent Scottish campaigners of LGBTQ+ rights and the Annexe Shetland visited Lerwick campus with some of their Pride merchandise to sell to students.

Orkney

Whilst Orkney did not have an elected student officer this year, the HISA team delivered a range of events for students. For Freshers, a BBQ was organised, catering for approximately 60 students. This enabled HISA to create a fun, welcoming and inclusive social environment providing both meat and non-meat products and gluten free options free of charge. The success of this event was down to the sharing of resources and staff and so a testament to the effective partnership with the Orkney Hospitality Department, and the collaboration of the UHI Orkney Social Committee.

In the autumn of 2023, around 60 students and staff members participated in an indoors event, along with local charities, around the White Ribbon campaign. Working in partnership, HISA and UHI Orkney showed a commitment towards supporting GBV victims, creating an inclusive, safe and supportive environment for students and staff while strengthening community bonds with local charities. Other events delivered this year include a Spooky Autumn Quiz, and an Orkney vs Shetland Quiz. One of the activities that we are most proud of this year is the Orkney Student Pantry. And clothes swap. This is a now well-established student initiative, supported by HISA. Students are regularly using the food and sanitary products offered by the pantry anonymously, to encourage take-up. Orkney students made a successful application for a grant which has provided much needed financial sustainability for the pantry.

And finally, HISA in Orkney created 50 end of term wellness packs to help students through their exam and assessment period, and to sign off another busy year. These packs were made available to on campus and online students, cementing HISA as an inclusive and caring organisation. All 50 packs were successfully distributed, receiving excellent feedback.

NWH

Highlands And Islands Students' Association

Report of the Trustees for the Year Ended 31 July 2024

OBJECTIVES AND ACTIVITIES

North, West and Hebrides students were represented by Shannon MacCallum and Sophie-Ann Bain this year with one other post being vacant. For Freshers this year, in NWH a "freshers tour" was set up to enable students to get a chance to meet with the HISA teams in person. Events were held in Thurso, Alness, Fort William, Stornoway and Portree. During the Stornoway freshers' fayre, a lecturer hosted a Tabletop Roleplaying game session, that led to a weekly meeting of students to continue playing.

This year, Sophie-Ann worked with staff at Thurso to create a quiet space on the campus for students with anxiety, neurodiversity and poor mental health to go to relax when busy campus life gets overwhelming. The room is now fitted with comfortable seating, fidget toys and colouring books and pencils to help assist with relaxation. The Students' Association office in Thurso was also converted to a shared student space where students could access hot water and free tea and coffee. On October 10th, a pop-up event for world mental health day was held on the Stornoway campus with a goal of making a positivity wall of things that students and staff do to help with their mental health. The HISA team set up in the canteen with a board, pens, post-its as well as teas and coffees and had good interaction with students, with 36 students willing to contribute and display their views and some great suggestions being made about how to assist with their mental health and relaxation.

Other events this year included support for the 16 days of action campaign against Gender Based Violence, a Christmas crafts event, hot chocolate events, Pancake Day, BBQ and music on Uist, end of term BBQs and Fort William hosted a Well Fest '24 event in early February. With assistance from the hospitality students and Lochaber Environmental Group, students and staff were treated to freshly prepared healthy snacks and were able to prepare their own smoothies by having a cycle on the smoothie bike.

Democracy and Student Voice

During 2023/2024, our elections processes led to a much higher number of officers being recruited for the 2024/2025 academic year than for 23/24, with a co-option policy being developed for the few remaining vacancies to ensure that each College is represented in the next academic year. Throughout the year we have trialled a new format for All Student Meetings, focussing on key themes relevant to students at that time, such as College cuts and building communities at UHI and we have trialled a new Question of the Month concept with students to gain instant student feedback on live issues. Student stakeholder panels and officers have also been involved in directly recruiting a number of senior UHI leadership roles. Towards the end of the academic year, we recruited a new Insight and Democracy Co-ordinator who will work with students to lead a review of our democratic process and structures next year. In July 2024, our Development Managers led a newly formatted set of officer training to ensure that our officer cohort for the next year is well prepared for their roles. And as part of an ongoing Board of Management project, we have been working on strengthening support and training for student members of UHI and AP governing bodies, and raising understanding of student engagement with other governors.

Advice

Since April 2022, HISA's Advice Service has provided independent support, guidance, and representation to UHI students with academic and related concerns. It also maintains a function to inform students about topics such as well-being, the Disabled Students' Allowance, and transitioning into student life, via monthly blog posts available on the HISA website. These blog posts have been well-received by our members, with the themed post receiving an average of more than 120 views. This year, the team received 54 inquiries from students across the University, an increase on the year before. The feedback shows that students who provided feedback were 100% satisfied with the impartial advice received from the Advice Service regarding their issue or concern.

Community Engagement

This year was our second full year as the restructured Community Engagement Department, and our first full year with our new Sports Development Coordinator Amanda Fleet in post. Having rebuilt the governance, policies, and processes for Student Groups last year, in 2023/2024 we saw that work pay off through an increase in sustainable student groups, member numbers and participation, club activities, and competition successes.

Highlands And Islands Students' Association

Report of the Trustees for the Year Ended 31 July 2024

OBJECTIVES AND ACTIVITIES

We also introduced new communities for students with protected characteristics and diverse needs and increased HISA activity in Equality, Diversity, and Inclusivity campaigns. Through our provision of communities, and sporting and cycling opportunities, we helped students improve their physical health, reduce isolation and loneliness, build confidence, find support, and achieve success in a variety of extra- and co-curricular activity. Our highlights this year include: 23 new clubs and societies established since Autumn 2023: 13 sports clubs and 10 societies for a total of 52 clubs and societies across multiple campuses. Of the 52 original groups, 43 will be continuing on for 2024/2025 with more new groups bound to start within the first months of the academic year. We also launched 7 Student Networks for underrepresented students this year.

Over the past year, we worked to put together a UHI shinty team to compete at the Littlejohn Vase, the Scottish University's shinty tournament. We secured a major sponsor for the team, Kishorn Port & Dry Dock Ltd, and organised all the logistics to get our teams to St Andrews, with 10 students competing in the women's team and 12 students competing in the men's team. Both of our teams finished top of the pool stages, with our women's team going on to claim third place and our men's team winning the vase itself - the first time the trophy has gone to a team outside the central belt in 15 years. This was a historic moment for UHI and gained the attention of the press, including the BBC, increasing UHI's profile in the university sporting scene.

We also held the first ever UHI varsity tournament. Taking place in Inverness, we had teams from Perth, Moray and Inverness competing in football, basketball and volleyball with trophies available for the winners. For disability sport, we helped form Boccia clubs for students with support needs at Perth and Moray this academic year, each consisting of around 14-20 students, with additional coaching by Perth sporting students. The Perth Boccia team has competed against other College teams including travelling to North Lanarkshire College in Ravenscraig, with some of the students winning medals. We also hosted a taster session in Fort William for 26 students at NWH and are currently doing groundwork in Stornoway and Inverness to expand our Boccia offering. We also increased the number of UHI teams competing in the Scottish Student Sport College National Finals in Edinburgh with volleyball, basketball and football teams from Perth and a football team from Inverness.

This year saw the most nominations we've ever had for the Sporting Blues awards with 35 nominations! We also gave out a record number of awards with 14 in total, five of these to para-athletes.

We were especially proud this year to have had 3 nominations shortlisted for NUS Scotland awards in the spring of 2024: both Amanda Fleet and Emma Miller were shortlisted for Staff Member of the Year and HISAC, our sub aqua club, was shortlisted for club of the year. We are delighted that Amanda Fleet won the Staff Member of the Year for her incredible work in developing sporting at UHI with a special emphasis on inclusive sporting. Amanda also won the Staff Member of the Year at the Scottish Voluntary and Charity Organisations awards.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Highlands and Islands Students' Association is a company limited by guarantee, governed by its Memorandum and Articles of Association dated 1 July 2015. It is registered as a charity with the Scottish Charity Regulator. Any student registered with the academic partners of the University of the Highlands and Islands (except students of academic partners which maintain an independent students' association), who has not opted out of being a member, and the Principal Officers of the Association, are members of the Association.

The provisions of the Education Act 1994 require the University to review the Constitution (the Articles) of the Association at least every five years. This was clearly overdue and a review of the Articles was undertaken during the early part of 2023 which included consultation with the Executive committee as well as the Trustees. Final draft wording for the amended Articles will be put to the membership in late 2023 with final approval being sought by University Court in December 2023 following a special resolution of the Board of Trustees.

**Highlands And Islands Students'
Association**

**Report of the Trustees
for the Year Ended 31 July 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Prior to recruitment the existing Board members complete a skills matrix identifying where their strengths and weaknesses lie. This helps HISA create a profile of the type of Trustee required before HISA goes to advertise. Edits are then made to existing advertising materials, the Job Description is reviewed on a bi annual basis. Shortlisting is undertaken by the President, one external Trustee and the Chief Executive. The interview panel consists of one Student Trustee, one external Trustee and the President/Chair.

Highlands And Islands Students' Association

Report of the Trustees for the Year Ended 31 July 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational change

Strategic change

The previous HISA strategy ended in 2023 and, led by the new CEO, a consultation took place in the spring of 2024 with students, HISA and UHI staff to form a new strategy for the Association for 2024-2027. After extensive consultation and review, the new HISA strategy was published in the autumn of 2024. This includes the organisation setting KPIs for the first time. These KPIs will be monitored regularly and reported on to UHI across all Academic Partner Colleges. More details can be found at: Strategic Plan 2024-2027

Organisational Change and Success

The 2023/24 financial year was one of re-establishing stability with the appointment of a new CEO and Director of Student Engagement and Representation bringing in a new leadership team and renewed purpose to HISA. The 23/24 leadership structure is set out below:

Role	Line management of	Line management of
CEO	Director of Student Engagement and Representation Director of Finance and Operations Community Engagement Manager	Development Managers, local teams, Advice Service and Democracy Operations, Finance and HR Sports Co-ordinator

A new website was implemented in 2023, using the MSL system, and the launch of new social media activity has led to an increase in our reach with students.

Our Advice Service increased the number of cases in 23/24 and is making a significant impact on individual students and the provision of overall advice to students, with this work continuing into 24/25.

The Association's combined activity in 23/24 culminated in a 9% increase in our National Student Survey ranking and two staff members and a sporting club being shortlisted for NUS Scotland awards and one staff member winning 2 national awards and being shortlisted for a 3rd.

Staffing & HR

As part of the Association's commitment to being a good employer, in 2024 the Association was formally granted Scottish Living Wage employer accreditation, a mark that the Association is now able to display on its website.

Staff and officer vacancies continued to present a challenge for the Association, albeit at a reduced level from previous years.

The new leadership of HISA has worked extensively during 2024 to develop and implement new HR policies including a staff code of conduct. More policies will be finalised and implemented in 24/25 including a staff annual appraisal process.

Future Plans

The appointment of a new leadership structure early on in 23/24 has allowed HISA to achieve some stability and to properly plan its strategic direction going forward. There is still much to do to further stabilise the staffing position and drive forward strategic and organisational change and continue to build better relationships with UHI. The Association will continue to build stronger links with the Partners to improve collaborative working at a time of financial constraint, trying to maintain or enhance services to students.

**Highlands And Islands Students'
Association**

**Report of the Trustees
for the Year Ended 31 July 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

A big part of the work in the year was for students as Board members assessing the UHI Transformation project and this work will continue into 2024/25, as will our refreshed work around the recruitment and training of SVRs and elected officers, a new elections process and a revision of our Articles and Schedules. We will also be taking forward some key changes around how we deliver our communications to students to make them more response to local teams and students in Academic Partners.

Trustees and key management remuneration

Trustees receive no remuneration but are reimbursed for any expenses incurred in their role as a trustee. The Trustee board set the remuneration of the Chief Executive. Responsibility is delegated to the Chief Executive to set other key management personal remuneration.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Highlands And Islands Students' Association for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 12/12/24 and signed on its behalf by:



.....

W T G Campbell - Trustee

**Report of the Independent Auditors to the Trustees and Members of
Highlands And Islands Students'
Association**

Opinion

We have audited the financial statements of Highlands And Islands Students' Association (the 'charitable company') for the year ended 31 July 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 16 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Report of the Independent Auditors to the Trustees and Members of
Highlands And Islands Students'
Association**

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees are responsible for assessing the charitable company'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 trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Report of the Independent Auditors to the Trustees and Members of
Highlands And Islands Students'
Association**

Our 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of designing our audit, we determined materiality and assessed the risk of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. We considered potential financial and other pressures and motivations for fraud. We assessed whether internal controls existed to mitigate risks related to fraud and non compliance with laws and regulations, including PVG and GDPR as well as financial reporting legislation and taxation legislation. We considered how management monitor these processes.

Appropriate procedures included a detailed review of expenditure involved, whether it complied with the charitable purpose of the Association and whether the expenditure had been appropriately authorized. We also considered whether other funding (out-with the block grant) had been expended in accordance with the terms of the award. We reviewed expenditure for proof that the charity has been complying with its obligations under PVG legislation. We reviewed meetings of the Board of Trustees and all other sub-committees.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and the trustees 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Stuart Walker (Senior Statutory Auditor)
for and on behalf of Reid & Fraser Audit Ltd
Statutory Auditors
Chartered Accountants
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
15 Princes Street
Thurso
Caithness
KW14 7BQ

Date: 16.12.24

**Highlands And Islands Students'
Association**

**Statement of Financial Activities
for the Year Ended 31 July 2024**

		Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	59,999	-	59,999	4,114
Charitable activities	4				
Charitable activities		889,142	16,230	905,372	933,342
Other trading activities	3	148	-	148	354
Other income		2,141	-	2,141	19,916
Total		951,430	16,230	967,660	957,726
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		1,026,088	15,313	1,041,401	951,100
Other		226	-	226	2,928
Total		1,026,314	15,313	1,041,627	954,028
NET INCOME/(EXPENDITURE)		(74,884)	917	(73,967)	3,698
RECONCILIATION OF FUNDS					
Total funds brought forward		295,965	12,164	308,129	304,431
TOTAL FUNDS CARRIED FORWARD		221,081	13,081	234,162	308,129

The notes form part of these financial statements

**Highlands And Islands Students'
Association**

**Balance Sheet
31 July 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	11	1,283	-	1,283	1,509
CURRENT ASSETS					
Debtors	12	18,517	-	18,517	196,614
Cash at bank		231,701	13,081	244,782	141,468
		<u>250,218</u>	<u>13,081</u>	<u>263,299</u>	<u>338,082</u>
CREDITORS					
Amounts falling due within one year	13	(30,420)	-	(30,420)	(31,462)
NET CURRENT ASSETS		<u>219,798</u>	<u>13,081</u>	<u>232,879</u>	<u>306,620</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>221,081</u>	<u>13,081</u>	<u>234,162</u>	<u>308,129</u>
NET ASSETS		<u>221,081</u>	<u>13,081</u>	<u>234,162</u>	<u>308,129</u>
FUNDS	14				
Unrestricted funds				221,081	295,965
Restricted funds				13,081	12,164
TOTAL FUNDS				<u>234,162</u>	<u>308,129</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 12/12/24 and were signed on its behalf by:



W T G Campbell - Trustee

The notes form part of these financial statements

**Highlands And Islands Students'
Association**

**Cash Flow Statement
for the Year Ended 31 July 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	103,314	(167,384)
Interest paid		-	(378)
Net cash provided by/(used in) operating activities		103,314	(167,762)
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(999)
Sale of tangible fixed assets		-	18,632
Net cash provided by investing activities		-	17,633
Change in cash and cash equivalents in the reporting period		103,314	(150,129)
Cash and cash equivalents at the beginning of the reporting period		141,468	291,597
Cash and cash equivalents at the end of the reporting period		244,782	141,468

The notes form part of these financial statements

**Highlands And Islands Students'
Association**

**Notes to the Cash Flow Statement
for the Year Ended 31 July 2024**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(73,967)	3,698
Adjustments for:		
Depreciation charges	226	266
Loss on disposal of fixed assets	-	2,662
Interest paid	-	378
Decrease in stocks	-	650
Decrease/(increase) in debtors	178,097	(177,725)
(Decrease)/increase in creditors	(1,042)	2,687
Net cash provided by/(used in) operations	103,314	(167,384)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.23 £	Cash flow £	At 31.7.24 £
Net cash			
Cash at bank	141,468	103,314	244,782
	141,468	103,314	244,782
Total	141,468	103,314	244,782

The notes form part of these financial statements

**Highlands And Islands Students'
Association**

**Notes to the Financial Statements
for the Year Ended 31 July 2024**

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The Association is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

The presentation currency in the accounts is £ (sterling).

The monetary amounts included in the accounts are rounded to the nearest £ (sterling).

PREPARATION OF THE FINANCIAL STATEMENTS ON A GOING CONCERN BASIS

The Association has carried forward funds of £234,162 (2023 - £308,129), and as the University of the Highlands and Islands has committed to future funding of the Association, the trustees consider that the charity is a going concern.

INCOME AND DEBTORS

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

EXPENDITURE AND CREDITORS

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

TANGIBLE FIXED ASSETS

Tangible fixed assets are originally recorded at cost.

Depreciation is provided at the following annual rates in order to write off the cost less the estimated residual value over its estimated useful life.

Office equipment - 15% reducing balance

Highlands And Islands Students' Association

Notes to the Financial Statements - continued
for the Year Ended 31 July 2024

1. ACCOUNTING POLICIES - continued

TAXATION

The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate and are charged to the relevant fund.

DONATED SERVICES AND FACILITIES

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently measured at their settlement value.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donated services and facilities	59,999	4,114

**Highlands And Islands Students'
Association**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2024**

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
MyShop Commission	148	354

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2024	2023
		£	£
UHI Block Grant	Charitable activities	889,142	889,142
Bord Na Gaidhlig	Charitable activities	-	3,200
Sport Scotland	Charitable activities	6,000	9,000
Cycling UK	Charitable activities	3,230	-
UHI Recruitment Funding	Charitable activities	-	25,000
UHI - Sports Co-ordinator	Charitable activities	7,000	7,000
		905,372	933,342

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	993,903	47,498	1,041,401

6. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Charitable activities	25,128	1,208	21,162	47,498

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	6,990	6,000
Depreciation - owned assets	226	267
Deficit on disposal of fixed assets	-	2,662

**Highlands And Islands Students'
Association**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2024**

8. TRUSTEES' REMUNERATION AND BENEFITS

Charity trustees who were also employees of the Association during the year received combined total salary and benefits of £44,316 (2023 - £67,951) in the furtherance of their employee duties.

Key management personnel comprises the Trustees; the Associate Chief Executive; the Community Engagement Managers; the Operations Manager and the Commercial Development Manager. Key management personnel, excluding the Trustees noted above, received combined total salary and benefits of £171,554 (2023 - £173,608).

TRUSTEES' EXPENSES

Charity trustees received a combined total of £1,611 (2023 - £3,267) in respect of reimbursed expenses incurred in the furtherance of their duties.

9. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	712,780	684,773
Social security costs	44,251	40,814
Other pension costs	22,107	17,942
	<u>779,138</u>	<u>743,529</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Core team staff	25	24
Local officers	9	11
Regional/trustee officers	2	3
	<u>36</u>	<u>38</u>

No employees received emoluments in excess of £60,000.

**Highlands And Islands Students'
Association**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2024**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	4,114	-	4,114
Charitable activities			
Charitable activities	889,142	44,200	933,342
Other trading activities	354	-	354
Other income	19,916	-	19,916
Total	913,526	44,200	957,726
EXPENDITURE ON			
Charitable activities			
Charitable activities	905,590	45,510	951,100
Other	2,928	-	2,928
Total	908,518	45,510	954,028
NET INCOME/(EXPENDITURE)	5,008	(1,310)	3,698
Transfers between funds	343	(343)	-
Net movement in funds	5,351	(1,653)	3,698
RECONCILIATION OF FUNDS			
Total funds brought forward	290,614	13,817	304,431
TOTAL FUNDS CARRIED FORWARD	295,965	12,164	308,129

**Highlands And Islands Students'
Association**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2024**

11. TANGIBLE FIXED ASSETS

	Office equipment £
COST	
At 1 August 2023 and 31 July 2024	1,913
DEPRECIATION	
At 1 August 2023	404
Charge for year	226
At 31 July 2024	630
NET BOOK VALUE	
At 31 July 2024	1,283
At 31 July 2023	1,509

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	520	131,668
Employee loans	500	1,364
Prepayments and accrued income	17,497	63,582
	<u>18,517</u>	<u>196,614</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other creditors	19,472	25,642
Accruals and deferred income	10,948	5,820
	<u>30,420</u>	<u>31,462</u>

**Highlands And Islands Students'
Association**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2024**

14. MOVEMENT IN FUNDS

	At 1.8.23 £	Net movement in funds £	At 31.7.24 £
Unrestricted funds			
General fund	295,965	(74,884)	221,081
Restricted funds			
Cycling Intern	2,397	944	3,341
Scottish Funding Council	9,740	-	9,740
Sports development	27	(27)	-
	<u>12,164</u>	<u>917</u>	<u>13,081</u>
TOTAL FUNDS	<u>308,129</u>	<u>(73,967)</u>	<u>234,162</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	951,430	(1,026,314)	(74,884)
Restricted funds			
Cycling Intern	3,230	(2,286)	944
Sports development	6,000	(6,027)	(27)
UHI - Sports Co-ordinator	7,000	(7,000)	-
	<u>16,230</u>	<u>(15,313)</u>	<u>917</u>
TOTAL FUNDS	<u>967,660</u>	<u>(1,041,627)</u>	<u>(73,967)</u>

**Highlands And Islands Students'
Association**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2024**

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.8.22 £	Net movement in funds £	Transfers between funds £	At 31.7.23 £
Unrestricted funds				
General fund	290,614	5,008	343	295,965
Restricted funds				
Bord Na Gaidhlig	1,083	(740)	(343)	-
Cycling Intern	2,918	(521)	-	2,397
Scottish Funding Council	9,816	(76)	-	9,740
Sports development	-	27	-	27
	<u>13,817</u>	<u>(1,310)</u>	<u>(343)</u>	<u>12,164</u>
TOTAL FUNDS	<u>304,431</u>	<u>3,698</u>	<u>-</u>	<u>308,129</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	913,526	(908,518)	5,008
Restricted funds			
Bord Na Gaidhlig	3,201	(3,941)	(740)
Cycling Intern	-	(521)	(521)
Scottish Funding Council	-	(76)	(76)
Sports development	8,999	(8,972)	27
UHI - Sports Co-ordinator	7,000	(7,000)	-
UHI - CEO recruitment Funding	25,000	(25,000)	-
	<u>44,200</u>	<u>(45,510)</u>	<u>(1,310)</u>
TOTAL FUNDS	<u>957,726</u>	<u>(954,028)</u>	<u>3,698</u>

The Bord Na Gaidhlig fund is to pay for a project officer to devise a "Gaelic Plan" for HISA.

The Cycling Intern fund is to promote and enable cycling and to pay for student courses (Dr Bike and Cycle Ride Leader Course) as well as cycling safety accessories.

The Sport Development fund is used to pay for a Sports Co-ordinator.

**Highlands And Islands Students'
Association**

**Notes to the Financial Statements - continued
for the Year Ended 31 July 2024**

14. MOVEMENT IN FUNDS - continued

Th UHI Sports Co-ordinator funding was their contribution towards the cost of employing a Sports Co-ordinator.

The fund provided by SFC is to support student mental health.

15. RELATED PARTY DISCLOSURES

Included in employee loans is £500 in respect of the balance owed by E Miller, who is part of key management personnel.

During the period A Blackshaw served as interim CEO, and his personal company raised invoices to the charity amounting to £1,410, in respect of training and mentoring services.

16. FRC ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

**Highlands And Islands Students'
Association**

**Detailed Statement of Financial Activities
for the Year Ended 31 July 2024**

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donated services and facilities	59,999	-	59,999	4,114
Other trading activities				
MyShop Commission	148	-	148	354
Charitable activities				
UHI Block Grant	889,142	-	889,142	889,142
Bord Na Gaidhlig	-	-	-	3,200
Sport Scotland	-	6,000	6,000	9,000
Cycling UK	-	3,230	3,230	-
UHI Recruitment Funding	-	-	-	25,000
UHI - Sports Co-ordinator	-	7,000	7,000	7,000
	<u>889,142</u>	<u>16,230</u>	<u>905,372</u>	<u>933,342</u>
Other income				
Discounts cards & Freshers' Week	306	-	306	1,929
Other income	1,835	-	1,835	17,987
	<u>2,141</u>	<u>-</u>	<u>2,141</u>	<u>19,916</u>
Total incoming resources	951,430	16,230	967,660	957,726
EXPENDITURE				
Charitable activities				
Wages & staffing costs	701,303	11,477	712,780	684,773
Social security	43,263	988	44,251	40,814
Pensions	21,545	562	22,107	17,942
Donated services and facilities	59,999	-	59,999	4,114
Travel & subsistence	38,843	482	39,325	46,607
Training	8,327	-	8,327	11,846
Recruitment advertising	11,948	-	11,948	16,830
Premises costs	-	-	-	896
Carried forward	885,228	13,509	898,737	823,822

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**Highlands And Islands Students'
Association**

**Detailed Statement of Financial Activities
for the Year Ended 31 July 2024**

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Charitable activities				
Brought forward	885,228	13,509	898,737	823,822
Activity costs	30,290	1,804	32,094	18,215
Meetings & conferences	6,875	-	6,875	6,062
Administration	1,967	-	1,967	1,613
Membership fees	27,954	-	27,954	33,288
Branded goods	1,153	-	1,153	3,739
Insurance	4,422	-	4,422	4,370
Local AP expenditure	20,701	-	20,701	17,296
	<u>978,590</u>	<u>15,313</u>	<u>993,903</u>	<u>908,405</u>
Other				
Depreciation of office equipment	226	-	226	266
Loss on sale of tangible fixed assets	-	-	-	2,662
	<u>226</u>	<u>-</u>	<u>226</u>	<u>2,928</u>
Support costs				
Management				
Office costs	2,205	-	2,205	2,898
Sundries	1,857	-	1,857	1,271
Licences & subscriptions	21,066	-	21,066	24,234
	<u>25,128</u>	<u>-</u>	<u>25,128</u>	<u>28,403</u>
Finance				
Bank charges	1,208	-	1,208	740
Interest payable	-	-	-	378
	<u>1,208</u>	<u>-</u>	<u>1,208</u>	<u>1,118</u>
Governance costs				
Auditors' remuneration	6,990	-	6,990	6,000
Other professional fees	14,172	-	14,172	7,174
	<u>21,162</u>	<u>-</u>	<u>21,162</u>	<u>13,174</u>
Total resources expended	<u>1,026,314</u>	<u>15,313</u>	<u>1,041,627</u>	<u>954,028</u>
Net income	<u>(74,884)</u>	<u>917</u>	<u>(73,967)</u>	<u>3,698</u>

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