

---

**GLASGOW CITY COUNCIL**

**ANNUAL ACCOUNTS**

**For the year ended 31 March 2025**

**(Pre-Audit Inspection Copy)**

---



# GLASGOW CITY COUNCIL

## Annual Accounts for the Year ended 31 March 2025

---

Contents	Page
• Management Commentary	3
• Statement of Responsibilities	16
• Comprehensive Income and Expenditure Statement	18
• Movement in Reserves Statement	19
• Balance Sheet	20
• Cash Flow Statement	21
• Notes to the Financial Statements	
Note 1 - Statement of accounting policies	22
Note 2 - New standards issued but not yet adopted	34
Note 3 - Critical judgements made in applying accounting policies	35
Note 4 - Assumptions about the future and other sources of estimation uncertainty	36
Note 5 - Expenditure and Funding Analysis	37
Note 6 - Reserves	38
Note 7 - Adjustments between accounting basis and funding basis under regulation	43
Note 8 - Transfers to or from statutory reserves	45
Note 9 - Subjective analysis	46
Note 10 - Material items	47
Note 11 - Public Private Partnership and Similar Contracts	47
Note 12 - Pension costs	48
Note 13 - Grant income	54
Note 14 - Agency income and expenditure	54
Note 15 - Auditor remuneration	55
Note 16 - Related party transactions	55
Note 17 - Operating leases	56
Note 18 - Low Emission Zone	56
Note 19 - Long-term assets	58
Note 20 - Property, Plant and Equipment	62
Note 21 - Heritage assets	63
Note 22 - Intangible assets	63
Note 23 - Assets held for sale	64
Note 24 - Net short-term debtors	64
Note 25 - Cash and cash equivalents	65
Note 26 - Short-term creditors	65
Note 27 - Provisions	66
Note 28 - Financial instruments	66
Note 29 - Deferred liabilities	71
Note 30 - Contingent liabilities	71
Note 31 - Events after the balance sheet date	72
Note 32 - Cash flow statement - Operating activities	73
Note 33 - Cash flow statement - Investment activities	73
Note 34 - Cash flow statement - Financing activities	73

<b>Contents (continued)</b>	<b>Page</b>
• Council Tax Income Account	74
• Non-Domestic Rates Income Account	75
• Common Good Fund	76
• Sundry Trusts and Funds	81
• Group Financial Statements	85
• Group Comprehensive Income and Expenditure Statement	87
• Group Movement in Reserves Statement	88
• Group Balance Sheet	89
• Group Cash Flow Statement	90
• Notes to the Group Financial Statements	
Note 1 - Group accounting policies	91
Note 2 - Assumptions about the future and other sources of estimation uncertainty	92
Note 3 - Group Expenditure and Funding Analysis	93
Note 4 - Combining entities	95
Note 5 - Nature of combination	101
Note 6 - Reporting authority adjustments to align to IFRS	101
Note 7 - Financial impact of consolidation	101
Note 8 - Non-material interest in subsidiaries, associates and joint committees	102
Note 9 - Group subjective analysis	105
Note 10 - Pension costs	106
Note 11 - Minority interest	110
Note 12 - Taxation	110
Note 13 - Long-term assets	111
Note 14 - Investment property	112
Note 15 - Fair value measurement of assets and liabilities	113
Note 16 - Investments / Liabilities in associates and joint boards	114
Note 17 - Cash and cash equivalents	115
Note 18 – Deferred liabilities	115
Note 19 - Deferred grants	115
Note 20 - Charitable reserves	115
• Annual Governance Statement	116
• Remuneration Report	130

## ❖ Management Commentary

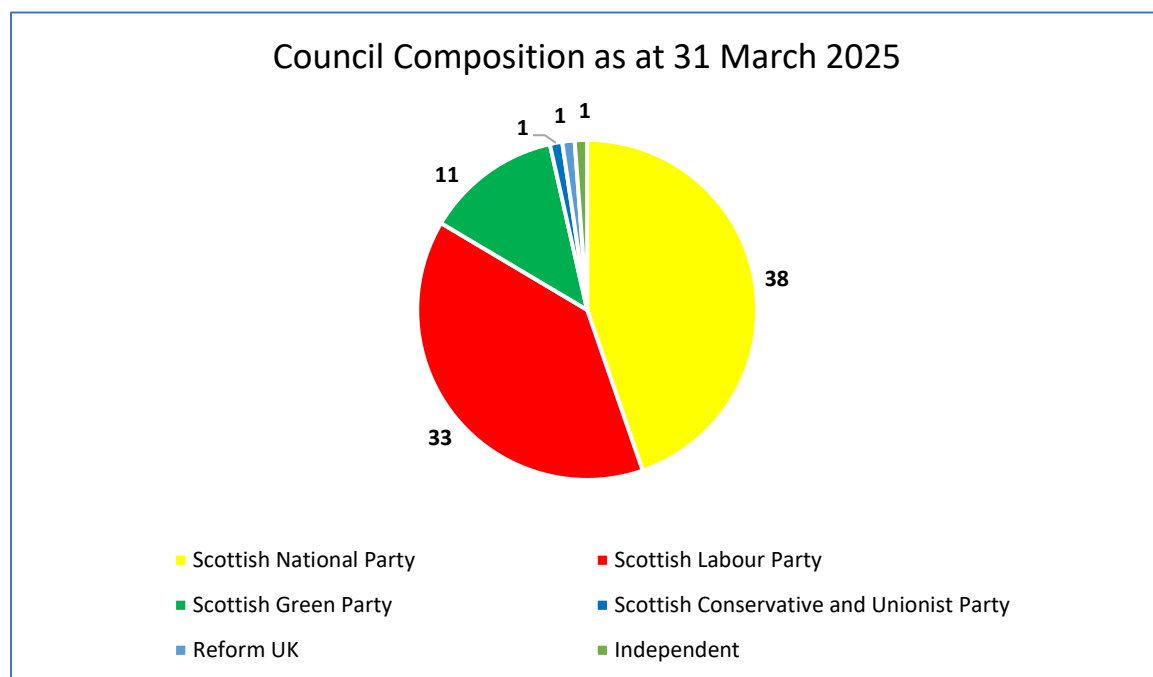
### Introduction

Glasgow City Council is the main provider of services to the city's population of 631,970 residents and those who visit, work and do business in the city. Our resources are focused on the provision of Education, Social Work and other services, as well as supporting investment in the city's infrastructure.

This publication represents the Annual Accounts of both Glasgow City Council (the council) and its group for the year ended 31 March 2025, which have been compiled in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2024/25 (the Code), with the exception of accounting for leases, which continue to be accounted for under IAS17 rather than on an IFRS16 basis. The Financial Statements section of the Management Commentary contains more information. The Code is based on International Financial Reporting Standards (IFRS), with interpretation appropriate to the public sector.

### Political Structure

The council is made up of 23 multi-member wards, electing 85 councillors. The make-up of the council as at 31 March 2025 is outlined below.



No formal coalition agreements are in place and the Scottish National Party has formed a minority administration.

### Organisational Structure

The council is organised to deliver its services through direct service provision, arms-length external organisations (ALEOs) and various partnership arrangements. This structure reflects the most effective means of delivering services and is governed through the management structures of the council. The council refers to this structure as the "Council Family". The financial results of each material member of the council family are incorporated within the council's group accounts in line with proper accounting practice. The Council's

management structure reflects the organisational structure with each service or ALEO led by an Executive Director, Managing Director or Chief Executive. The key elements of the current organisational structure of the council are as follows.

The Council Family			
Service Departments	ALEOs	Joint Arrangements	Non-Material Interests
<ul style="list-style-type: none"> <li>Chief Executives</li> <li>Education Services</li> <li>Financial Services</li> <li>Neighbourhoods Regeneration and Sustainability</li> <li>Social Work Services</li> </ul>	<p><u>Subsidiaries</u></p> <ul style="list-style-type: none"> <li>Scottish Event Campus Ltd</li> <li>City Building (Contracts) LLP</li> <li>Glasgow Life</li> <li>City Property Glasgow (Investments) LLP</li> <li>City Property Glasgow (Operations SL1) LLP</li> <li>City Property Glasgow (Operations SL2) LLP</li> <li>City Property Glasgow (Operations SL3) LLP</li> <li>City Property Glasgow (Operations SL) Limited</li> <li>City Property Glasgow (Operations SL3) Limited</li> <li>Jobs and Business Glasgow</li> </ul> <p><u>Associates</u></p> <ul style="list-style-type: none"> <li>Strathclyde Partnership for Transport</li> <li>Strathclyde Concessionary Travel Scheme</li> </ul>	<ul style="list-style-type: none"> <li>Glasgow City Integration Joint Board</li> <li>City Building (Glasgow) LLP</li> </ul>	<ul style="list-style-type: none"> <li>GCC LLP Investments Limited</li> <li>City Property (Glasgow) LLP</li> <li>Other small bodies</li> </ul>

Full details of the ALEOs, joint arrangements and non-material interests can be found in the council's group accounts on pages 85 to 115.

## Council Strategic Plan

The Council Strategic Plan 2022-27 was agreed at Full Council on 27<sup>th</sup> October 2022.

In order to ensure that the Plan clearly articulates its purpose it has been structured into "Grand Challenges" and their supporting "Missions" as outlined below.



#### **1. Reduce poverty and inequality in our communities**

- End child poverty in our city using early intervention to support families
- Meet the learning and care needs of children and their families before and through school
- Improve the health and wellbeing of our local communities
- Support Glasgow to be a city that is active and culturally vibrant

#### **2. Increase opportunity and prosperity for all our citizens**

- Support Glasgow residents into sustainable and fair work
- Support the growth of an innovative, resilient and net zero carbon economy
- Raise attainment amongst Glasgow's children and young people

#### **3. Fight the climate emergency in a just transition to a net zero Glasgow**

- Deliver sustainable transport and travel aligned with the city region
- Become a net zero carbon city by 2030

#### **4. Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities**

- Create safe, clean and thriving neighbourhoods
- Run an open, well governed council in partnership with all our communities
- Enable staff to deliver a sustainable and innovative council structure that delivers value for money

These grand challenges and their missions are underpinned by commitments which services will undertake to work towards in order to deliver the goal of each mission.

Actions have been developed to support the delivery of each, or groups of commitments as appropriate; and these are scrutinised alongside the overall delivery of each mission and the four grand challenges. In the initial phase of the plan to November 2024, the grand challenges have been reported through a “cost of living” lens. However, this lens has been widened to include other emerging commitments, and the overall plan.

The Council has agreed that the Strategic Plan will be subject to an annual review to reflect the volatility of outside pressures and budget constraints. The [council strategic plan](#) was updated and approved by council on 31 October 2024 and will be subject to ongoing scrutiny through the reports to Operational Performance and Delivery Scrutiny Committee (OPDSC).

The [Glasgow Community Plan](#) sets out a renewed focus on poverty in line with grand challenge one. Poverty is an important cross cutting issue where we believe we can make a difference by acting with our partners. The Glasgow Community Plan continues to be integrated into the new Strategic Plan aligning its key focus areas to the grand challenges and missions. The Policy and Governance team are currently working with the Communities team to review and refresh their Performance Framework to ensure it's better integrated into the overall Council Family approach.

## Performance Management

Our [Performance Manual](#) supports a Framework of performance management and key performance architecture that supports our approach to reporting on performance at both a corporate and service level to ensure that we can monitor and report progress against the council's commitments and programmes. The target audience for much of the reporting output is the City Administration Committee (CAC), Operational Performance and Delivery Scrutiny Committee (OPDSC), the Finance and Audit Scrutiny Committee (FASC) and the Council Management Team (CMT). Information is also provided to other committees and to the public, as part of our public performance reporting arrangements.

A number of reports form the core of the framework including the council's Strategic Plan, the Annual Performance Report (APR), Annual Business Plan (ABPs), the Glasgow Community Plan and associated performance reports, equality outcomes, equality monitoring reports and Local Government Benchmarking Framework Indicators and activity. Our performance information is hosted on a [performance page](#) on our website.

The latest iteration of the [performance manual](#) was considered by OPDSC on the 4 September 2024. The manual will be updated at least annually or sooner if there are significant additions or amendments that require notification.

- [Council Strategic Plan 2022-27](#)

The council concluded a review of our corporate performance management arrangements; both in response to [Internal Audit recommendations](#), consultation with elected members, and a debrief of the previous chair and vice chair of OPDSC. The last [committee effectiveness](#) assessment for OPDSC, noted that a “Question and Answer” paper should be added as a standing item to the agenda to facilitate more detailed feedback to members on areas of interest. The plan was reviewed with Services and elected member input during the summer of 2024; a review paper was then prepared and agreed at Full Council in [October 2024](#).

This is regularly monitored and scrutinised by the OPDSC; and the schedule of meetings and reports underpinning this was detailed in the APR paper to the Wellbeing Equalities, Communities, Culture and Engagement Committee in [March 2025](#).



In view of the focus on the Council Strategic Plan and the Council's response to the motion on the [Cost of Living](#) crisis, OPDSC agreed that the strategic plan was initially reported through a cost of living lens. This ensured that any new activity initiated or prioritised as a response to the cost of living crisis, was reflected in performance reporting and considered as part of the agreed review. Along with emerging cost of living responses, other emerging commitments have been identified and reported. These were incorporated within the updated Council Strategic Plan in October 2024.

A comprehensive workplan schedule is prepared and is reviewed by the chair and vice chair of OPDSC prior to each Committee to ensure all key strategic plan missions and commitments are reported appropriately, and any emerging areas of scrutiny interest can be brought to the attention of the Committee.

## Best Value

In June 2021, Audit Scotland and the Accounts Commission published a revised Code of Audit Practice. The Code explains the revised arrangements for the audit of Best Value, this is now based on an annual thematic report. Ernst and Young (EY) were appointed by the Accounts Commission as external auditor of Glasgow City Council for financial years 2022/23 to 2026/27, this includes all Best Value Audits during this period.

For the 2023/24 financial year, EY completed the Best Value Audit on the theme of 'Workforce Innovation', the audit specifically focussed on:

- How effectively the Council's workforce plans are integrated with its strategic plans and priorities.
- How effectively the council is using hybrid and remote working and other innovative working practices to achieve service and staff benefits.
- What innovative practices the council is using to develop its future workforce capacity.
- How effectively the council is measuring the impact of its workforce planning.

The council engaged fully with EY throughout the audit process.

This [Best Value Thematic Report](#) was reported to FASC on 21 May 2025. Management responses to the associated recommendations and action plan was agreed.

For the 2024/25 financial year, the theme for Best Value auditing is 'Transformation', specifically focussing on:

- The extent the Council has clear plans for transformation that link to its priorities and support long term financial sustainability.
- The extent the Council's programme management arrangements facilitate effective oversight of its transformation plans.
- The extent communities and partners are involved in the development and delivery of the Council's plans for transformation.
- The extent the Council has considered the impact of its transformation activity, including on vulnerable or protected groups.

The council will fully engage with EY throughout the audit process.

## Risk Management

The council continues to apply the Corporate Risk Management Policy and Framework as a core part of strategic planning, decision making, programme and project management, business continuity and Health and Safety. This document consists of a policy statement, which outlines the Council's approach to risk management (RM), and an operational framework which explains the processes, activities and roles and responsibilities required to successfully implement the policy. The document is available to all staff on the council intranet and is routinely subject to review and approval by CMT.

The Corporate Risk Register (CRR) is a live document that is maintained by Corporate Policy and Governance (CP&G) and kept under review, and informed by, the Corporate Risk Management Forum (RMF) and risk owners. The RMF is chaired by CP&G and comprised of representatives from across the Council Family who review existing risks and consider changes and any new or emerging areas of risk.

Risk continues to be assessed in accordance with the framework and the CRR includes 23 risks, each of which has been aligned to the four grand challenges within the council's strategic plan. There are 11 risks assessed as very high i.e., those with a risk score of 15 and over, as outlined below:

Risk Title	Residual Risk Score
<b>Grand Challenge: Delivery of essential services</b>	
Fiscal Uncertainty	20
ICT Security	20
Failure to successfully implement Pay and Grading Scheme	20
Failure of key, large scale contractors / service providers	16
Major incident / service disruption	16
Significant industrial action	16
Failure to comply with Health and Safety regulations	16
<b>Grand Challenge: Reduce poverty and inequality</b>	
Impact of Historic Abuse Inquiry	20
Failure to fulfil duty of care to children and vulnerable adults	15
<b>Grand Challenge: Increase opportunity and prosperity</b>	
Impact of the rising cost of living	20
Educational Attainment and Supporting Sustainable Destinations	16

Individual services maintain and report their own risk registers to their management teams with the CRR reported to the CMT and thereafter to FASC. The latest [Half Yearly Corporate Risk Management Report](#) was considered by FASC on 18 June 2025.

## The Financial Statements

A summary of the main financial statements is provided below:

- **Comprehensive Income and Expenditure Statement** - shows income and expenditure incurred in the year relating to the provision of council services, financing and investing activities, taxation and grant income, and other unrealised gains and losses. In total, this reflects the movement in the overall council reserves shown in the Balance Sheet but excludes the statutory adjustments to the General Fund balance.
- **Movement in Reserves Statement** - summarises the movement in the different reserves held by the council, analysed into Usable Reserves (that is, those that can be applied to fund expenditure or reduce local taxation) and Unusable Reserves, required by statute or regulation to adjust between proper accounting practice and the funding basis (these reserves are not available to fund expenditure or reduce local taxation). The 'Surplus or (Deficit) on the Provision of Services' line shows the true economic cost of providing the council's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. This is different from the statutory amounts required to be charged to the General Fund balance for Council Tax setting purposes. The main statutory adjustments to the General Fund balance relate to capital investment (which is accounted for as it is financed, rather than when the fixed assets are consumed) and retirement benefits (which are charged as amounts become payable to pension funds and pensioners, rather than as future benefits are earned). The 'Net Increase or (Decrease) before transfers to other statutory reserves' line shows the statutory General Fund balance before any discretionary transfers to or from statutory reserves undertaken by the council. The opening and closing reserves reflect the balances shown in the Balance Sheet.
- **Balance Sheet** - represents the value of the assets and liabilities of the council as at 31 March 2025. The Net Assets (assets less liabilities) are matched by the total Usable and Unusable Reserves. Usable Reserves are those that the council may use to fund expenditure or reduce local taxation, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Reserve Funds may only be used to fund capital expenditure or repay debt).

Unusable Reserves are those that the council is not able to use to provide services and include reserves that hold unrealised gains and losses (for example, the Revaluation Reserve), where amounts would only become available to provide services if the assets are sold; and reserves that hold timing differences (for example, the Pension Reserve), where amounts will fall to be paid when they are due and not when they are earned. The effect of these reserves is shown in the 'Adjustments between accounting basis and funding basis under regulations' line within the Movement in Reserves Statement.

- **Cash Flow Statement** - details the changes in cash and cash equivalents of the council during the reporting period. The statement shows how the council generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows from operating activities is a key indicator of the extent to which the operations of the council are funded by way of taxation and grant income, or from the recipients of services provided by the council. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the council's future service delivery. Cash flows arising from financing activities are useful in predicting claims on future cash flows by providers of capital to the council.

- **Other statements** - there are a number of other statements included in the Annual Accounts, which provide more detail behind the main statements outlined above.

Statement	Information provided
Council Tax Income Account	Council Tax collectable by the council and the basis on which it is levied.
Non-Domestic Rates Income Account	Non-Domestic Rates Income collectable by the council and the amount contributable to the national pool.
Common Good Fund	Funds held under statute for the people of Glasgow. Expenditure from the fund does not represent a charge to council tax payers and primarily meets the costs of civic ceremonies and hospitality for distinguished visitors to the city.
Sundry Trusts and Funds	The income and expenditure in respect of donations made by individuals and organisations. The Balance Sheet shows the balance on these funds as at 31 March 2025, represented by investments and other net assets.
Group Financial Statements	Consolidates the Financial Statements of the council and its subsidiaries, associates and joint boards. The Group Financial Statements comprise the same primary statements as the council: Comprehensive Income and Expenditure Statement, Movement in Reserves Statement, Balance Sheet and Cash Flow Statement.

### IFRS16 Leases

The Code has adopted a new leasing standard, IFRS16, for application to accounts ending 31 March 2025. This will mean that the majority of leases will come on to the balance sheet impacting assets and liabilities and will impact the Capital Financing Requirement (CFR).

The council has engaged with its treasury advisers to provide technical support for the implementation of IFRS16 but the required information has not been available in sufficient time to reflect the technical requirements within the unaudited annual accounts. As part of the audit process there will be a requirement to comply with IFRS16 and restate assets and liabilities as required. It is also expected that remeasuring the Public Private Partnerships (PPP) and Design, Build, Finance, Maintain (DBFM) arrangements lease liabilities will result in an increase to the one off debt cost savings achieved through financial flexibilities associated with service concession arrangements, previously accounted for in the 2022-23 financial statements. Any benefit associated with this will result in an increase to the unearmarked general fund reserve.

Disclosures have been made in the unaudited accounts within the Statement of Responsibilities, Note 1 Statement of Accounting Policies and Note 2 New standards issued but not yet adopted. The council has advised its external auditors of this position.

## Financial Review

The financial review outlines some of the key financial issues affecting the council during the year and the overall financial position of the council, in line with the reporting requirements of the Code.

- **Council Services**

At the end of 2024/25, overspends were reported in Education Services, Neighbourhoods, Regeneration and Sustainability and Related Companies partly offset by underspends in Chief Executives Office and Financial Services as outlined below.

- Education Services £15.593 million (2.0%) – Overspends in employee costs due to increasing school roles, and additional staffing required to meet the complexity of needs within the ASL sector, inflationary increases in transport costs and under recoveries in income from letting and school meal income. These are partly offset by an underspend in Early Years employee costs.
- Neighbourhoods, Regeneration and Sustainability £33.116 million (19.6%) – Overspends due to overtime and agency in relation to absence, higher transport costs due to fuel and maintenance costs and increased utility, rates, building repairs and rents costs across the property estate.
- Related Companies £5.001 million (4.5%) – Overspend in relation to Glasgow Life utilities and premises costs and increased costs relating to performance sport.
- Chief Executives Office -£0.308 million (-0.3%) – Underspend due to employee costs being lower than anticipated.
- Financial Services -£7.688 million (-5.1%) – Underspend relating to Empty Property relief partially offset by an overspend in housing benefits.

Financial pressures across service budgets were closely monitored and corrective action was identified by Executive Directors to contain net expenditure within approved budgets as far as possible. This process was supported by the establishment of the probable outturn.

Services have spent between 94.9% and 119.6% of their final budget resulting in a net overspend in total net direct service expenditure of £45.714 million.

In light of the current financial position a review of prior year carry forwards was undertaken and £3.357 million was released.

#### • **Integration Joint Board**

The Glasgow City Integration Joint Board (IJB) assumed responsibility for the planning and commissioning of health and social care services within the city on 1 April 2016. While the financial position of Social Work Services continued to be monitored through the council's existing reporting structures the overall financial position is now the responsibility of the IJB.

The financial outturn for the IJB reflects an underspend of £16.523 million. This reflects an operational underspend of £0.381 million which reflects the successful implementation of the recovery plan approved by the IJB during the year. In addition, there is an underspend of £6.811 million relating to local and national priorities which will not be completed until future financial years. This relates to ring-fenced funding which has been received to meet specific commitments and must be carried forward to meet the conditions attached to the receipt of this funding. Finally, as part of the 2024-25 budget an additional £9.331 million of savings were taken to smooth the impact of the increase in costs which is anticipated in 2026-27 when employer superannuation rates are increased by Strathclyde Pension Fund for Council employees. This additional saving generated a further planned underspend in 2024-25 which will be taken to General Reserves.

#### • **Funding**

The principal sources of finance utilised by the council in 2024/25 were general revenue grant of £1,266.540 million, non-domestic rates of £386.817 million and capital grants and contributions of £83.234 million provided by the Scottish Government and council tax of £276.965 million raised from local taxpayers.

Council tax income is the only significant funding source within the council's control, albeit restricted by the Scottish Government's budget commitments in previous years. This funding represents only around 15% of total revenue funding, limiting the council's capacity to vary expenditure through raising council tax income.

In year collection levels for council tax amounted to 93.37% (2023/24 93.79%). The actual value of council tax income received was £276.965 million, £5.358 million more than budgeted (2023/24 £5.924 million more than budgeted).

The Scottish Government operates a pooling arrangement for the collection and re-distribution of non-domestic rates income, whereby the council acts as an agent, collecting income on its behalf. A 'pool' account is maintained and reported by the Scottish Government, outlining the amount collected on its behalf by councils and the amount re-distributed to councils. The amount re-distributed to councils reflects the amount raised within their local area. The balance of government funding is provided by amending the amount of general revenue grant received to meet the total government funding available.

The council received a total of £386.817 million in respect of non domestic rates in 2024/25. In year collection amounted to 92.06% (2023/24 91.55%).

#### • **Related Companies**

A number of the council's ALEOs generate surpluses which the council then incorporates within its overall budget. In 2024/25 the following surpluses were returned to the council:

- City Property returned £4.250 million, £0.285 million higher than budget.
- City Building returned the following:

	Return £ million	Budget £ million	Variance £ million
City Building Glasgow	(3.973)	(2.500)	(1.473)
City Building Contracts	<u>(0.881)</u>	<u>(2.000)</u>	<u>1.119</u>
Total	(4.854)	(4.500)	(0.354)

City Building Contracts has seen its planned turnover reduced following delays in placing work from the council due to higher than anticipated tender returns related to the above inflationary pressures.

#### • **Financing Costs**

Financing costs (see note 1.10 on page 25) associated with the council's debt portfolio were underspent by £27.957 million. This reflects the application of capital receipts from asset sales (£8.096 million), a lower level of capital expenditure than anticipated and higher than budgeted interest on balances (£19.861 million). The capital interest rate charged by the council's Loans Fund in the year was 4.77%. This underspend will support contributions to the Culture and Recreational Fund (£5.000 million) for ongoing cultural activities and the Insurance Fund (£12.096 million) to meet potential future insurance liabilities.

#### • **Equal Pay**

The council reached a settlement with the main claimant groups in respect of all outstanding liabilities to 31 October 2023 when a new pay and gradings system will become effective. As at 31 March 2025, 99% of these claims have been settled, with an appropriate provision retained for the remainder.

- **Budget Support Fund**

In 2022/23 the council established a budget support fund to support a number of budget options with implementation costs primarily around severance and also to support cashflow around the implementation of these options in 2023/24 and future years budgets.

During 2024/25 net costs of £18.062 million were charged to the fund primarily relating to the impact of home office decisions on homelessness (£14.592 million) and voluntary severance/early retirement costs. In addition, in line with the position reported at probable outturn £7.045 million of the budget support fund will be utilised to support the 2024-25 outturn position. This results in a closing balance of £28.484 million. This balance will be carried forward as an earmarked element of the general fund (see note 6.1.1 on page 38).

- **Comprehensive Income and Expenditure Statement**

The Comprehensive Income and Expenditure Statement records an accounting net income of £142.958 million. This is represented by an increase in Unusable Reserves of £172.238 million and a decrease in Usable Reserves of £29.280 million (as shown in the Movement in Reserves Statement and detailed in note 6, page 38 to 42).

The Financial Statements show a decrease in the General Fund Reserve balance of £17.098 million for the year. This results in a total General Fund Reserve balance of £124.057 million. Having accounted for earmarked reserves of £97.804 million, General Fund unearmarked reserves total £26.253 million, which represents 1.2% of the net budgeted expenditure. The council's policy remains to maintain balances at 2% of the net budgeted expenditure over the medium term. The position in relation to unearmarked reserves will be subject to review as part of each year's annual budget process.

- **Balance Sheet**

The council's Balance Sheet shows Net Assets of £2,463.158 million as at 31 March 2025 (2023/24 £2,320.200 million).

Long-term assets amount to £5,326.773 million as at 31 March 2025 (2023/24 £5,219.527 million) and mainly reflect Property, Plant and Equipment and Heritage assets.

The Financial Statements reflect provisions for anticipated future liabilities including the estimated costs of former landfill site decommissioning, equal pay settlements and the council's schools PPP scheme. Council tax debtors of £15.370 million (2023/24 £15.098 million) have been written off in accordance with the council's policy of writing off such debt more than five years old from the Balance Sheet. In addition, sundry debtors (including common good rental income) over two years old totalling £13.937 million (2023/24 £7.350 million) have been written off in the year in accordance with the council's accounting policy. In both cases these debts were fully provided for in previous years and the council continues to pursue collection.

The council's total debt outstanding amounts to £1,709.110 million (2023/24 £1,604.407 million). The majority of the council's borrowing comes from the Public Works Loans Board (PWLb), with the remainder coming from Lender Option Buyer Options (LOBOs), market borrowing and temporary borrowing from various public bodies and financial institutions. The management of this debt is governed by the council's Treasury Management Strategy which is approved annually by the City Administration Committee.

Council employees are entitled to join the Local Government Pension Scheme (LGPS) or, for teachers, the Scottish Teachers' Superannuation Scheme (STSS). The STSS is an unfunded statutory public service pension scheme with benefits underwritten by the UK Government. The scheme is an unfunded multi-employer defined benefit scheme. However, it is accepted that the scheme can be treated for accounting purposes as a defined

contribution scheme in circumstances where the council is unable to identify its share of the underlying assets and liabilities of the scheme. The annual accounts show the amounts contributed by the council to the scheme in the year. The LGPS is a defined benefit scheme, requiring an actuarial assessment of the council's overall assets and liabilities to be included in the Annual Accounts. The 2024/25 actuarial report resulted in a net pension asset however in line with proper accounting practice, the asset is limited to the forecast reductions in contributions as compared to the forecast future service costs. This has resulted in the pension asset being recognised at nil value (2023/24 nil value) within the council's balance sheet. In addition, the council has continued to recognise the unfunded element of its pension liabilities as there are no scheme assets to cover the future costs of these liabilities as they are due going forward. This liability is recognised as £234.196 million (2023/24 £271.000 million).

- **Capital expenditure and sources of finance**

The council's capital expenditure and sources of finance are detailed in note 19.5 on page 59. Gross capital expenditure for the year totalled £95.488 million. Of the total expenditure, £97.646 million was met from government grants, revenue contributions and other receipts. This results in a negative borrowing requirement of £2.158 million. The council has a capital reserve fund to provide resources for tackling investment priorities within the authority. The balance on this fund at 31 March 2025 was £25.541 million (see note 8 on page 45). Capital receipts from asset sales achieved during the year totalled £8.096 million.

- **Prudential indicators**

The Capital Financing Requirement (CFR) defines the underlying need to borrow for capital purposes. As at 31 March 2025, the CFR was £2,728 million (2023/24 £2,751 million), while gross external borrowing stood £205 million lower (2023/24 £326 million lower) at £2,523 million (2023/24 £2,425 million). This is a measure of prudence, demonstrating that borrowing has only been undertaken for capital investment purposes and to meet short-term cash flow requirements. It is also reflective of the council's Treasury Management Strategy, where it has been deemed prudent to make use of internal funds held for longer-term purposes, to minimise exposure to investment risk.

The Ratio of Financing Costs to Net Revenue Stream provides an indication of affordability of capital investment. As at 31 March 2025, the ratio of financing costs to net revenue stream was 7.63% (2023/24 7.10%). The council's ability to service the borrowing costs is integral to capital investment decisions. Both capital and revenue budget forecasts are therefore inextricably linked, with the revenue implications of capital investment plans reflected within the council's revenue budget forecasts.

- **Group accounts**

The Code requires the council to include summary Group Accounts in the Annual Accounts, showing the financial position of the council and its material subsidiaries, associates and joint arrangements. The Group Balance Sheet shows Net Assets of £3,391.256 million as at 31 March 2025 (2023/24 £3,110.038 million).

The 2024/25 Annual Accounts show an overall group pension liability of £240.277 million (2023/24 £277.973 million). In addition, the actuary reported a net pension asset at 31 March 2025 which after application of an asset ceiling calculation is included in the annual accounts at £273.055 million (2023/24 £198.275 million).



## Outlook

The council will continue to face significant financial challenges from anticipated funding gaps between revenues from central government and local taxation and increasing demand for council services and other cost pressures. As part of the annual budget process for 2024/25 the council developed a three year financial forecast for 2024/27. This forecast identified a total spending gap over the three years of £107.7 million. This reflected the impact of the local government settlement, inflation and reductions to employers contributions to the local government pension scheme. On the 15 February 2024 the council approved its budget for 2024/25, including a freeze on council tax and savings options for 2025/26 and 2026/27. Details of the budget can be found here: [2024-2027 Budget](#). As part of the annual budget process for 2025/26 the council updated its financial forecast for 2025/26. This forecast identified a spending gap of £7.9 million for 2025/26. On the 20 February 2025 the council approved its budget for 2025/26, including a 7.5% council tax rise and savings options for 2025/26. Details of the budget can be found here [2025-2026 Budget](#).

One of the key financial and operational pressures facing the city relates to homelessness. The council has a statutory responsibility to accommodate all homelessness presentations within the city and this has seen a significant increase in demand. The operational responsibility for the homelessness service is delivered by the IJB. The council's outturn report has noted the net cost of homelessness in 2024-25 is £14.592 million.

The council has declared a housing emergency due to there being insufficient affordable housing to accommodate all presentations of homelessness. A number of other councils have taken similar action and the Scottish Government has also declared a national housing emergency in response to this issue. This remains a significant pressure for the council and IJB going forward.

***Further information on the Annual Accounts, or on any aspect of the council's finances, can be obtained from the Executive Director of Financial Services, City Chambers, Glasgow G2 1DU. Telephone 0141 287 3837 or e-mail [financial@glasgow.gov.uk](mailto:financial@glasgow.gov.uk).***

## ❖ **Statement of Responsibilities**

### **1. The Council's Responsibilities**

The council is required to:

- Make arrangements for the proper administration of its financial affairs and to ensure that the proper officer of the council has responsibility for the administration of those affairs (section 95 of the Local Government (Scotland) Act 1973). In this council, that officer is the Executive Director of Financial Services;
- Manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets;
- Ensure the Annual Accounts are prepared in accordance with legislation (the Local Authority Accounts (Scotland) Regulations 2014), and so far as is compatible with that legislation, in accordance with proper accounting practices (section 12 of the Local Government Scotland Act 2003); and
- Approve the Annual Accounts for signature.

These Annual Accounts will be considered by the Finance and Audit Scrutiny Committee in August 2025 and will be submitted to the City Administration Committee to be approved for signature upon completion of the audit.

## 2. The Executive Director of Financial Services Responsibilities

The Executive Director of Financial Services is responsible for the preparation of the council's Annual Accounts, in accordance with proper practices, as required by legislation and as set out in the Code of Practice on Local Authority Accounting in the United Kingdom (the Code).

In preparing the Annual Accounts, the Executive Director of Financial Services has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates on a reasonable basis;
- Complied with legislation; and
- Complied with the Code (in so far as it is compatible with legislation), with the exception of accounting for leases, which continue to be accounted for under IAS17 rather than on an IFRS16 basis.

The Executive Director of Financial Services has also:

- Kept adequate accounting records, which were up to date; and
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

I certify that the financial statements give a true and fair view of the financial position of Glasgow City Council and its group as at 31 March 2025 and the transactions for the year then ended.

Robert Emmott BSc (Hons) CPFA  
Executive Director of Financial Services  
30 June 2025

## Comprehensive Income and Expenditure Statement for the Year ended 31 March 2025

2023/24 Expenditure £000	2023/24 Income £000	2023/24 Net Expenditure £000	Service	Note	2024/25 Expenditure £000	2024/25 Income £000	2024/25 Net Expenditure £000
179,474	(50,593)	128,881	Chief Executive's Office		158,603	(40,818)	117,785
846,283	(115,767)	730,516	Education Services		923,634	(54,649)	868,985
376,884	(269,978)	106,906	Financial Services		345,001	(259,632)	85,369
502,096	(237,377)	264,719	Neighbourhoods, Regeneration and Sustainability		514,780	(243,101)	271,679
1,395,931	(870,008)	525,923	Social Work Services		1,526,009	(921,007)	605,002
135,970	(103)	135,867	Related Companies and Joint Boards		118,730	(33)	118,697
(1,160)	0	(1,160)	Equal Pay Obligations		100	0	100
<b>3,435,478</b>	<b>(1,543,826)</b>	<b>1,891,652</b>	<b>Cost of Services</b>		<b>3,586,857</b>	<b>(1,519,240)</b>	<b>2,067,617</b>
0	(1,267)	(1,267)	(Gain) or loss on the disposal of Property, Plant and Equipment		0	(3,916)	(3,916)
<b>0</b>	<b>(1,267)</b>	<b>(1,267)</b>	<b>Other Operating (Income) and Expenditure</b>		<b>0</b>	<b>(3,916)</b>	<b>(3,916)</b>
122,377	0	122,377	Interest payable		137,604	0	137,604
0	(17,210)	(17,210)	Interest and investment income		0	(19,751)	(19,751)
0	(13,000)	(13,000)	Net interest on the net defined benefit liability	<b>12</b>	14,411	0	14,411
15	0	15	Income, expenditure and changes in the fair value of investment properties		0	0	0
<b>122,392</b>	<b>(30,210)</b>	<b>92,182</b>	<b>Financing and Investment (Income) and Expenditure</b>		<b>152,015</b>	<b>(19,751)</b>	<b>132,264</b>
0	(1,135,675)	(1,135,675)	Non-ring fenced government grants	<b>13</b>	0	(1,266,540)	(1,266,540)
0	(358,472)	(358,472)	Non-Domestic Rates	<b>13</b>	0	(386,817)	(386,817)
0	(274,105)	(274,105)	Council Tax		0	(276,965)	(276,965)
0	(78,170)	(78,170)	Capital grants and contributions	<b>13</b>	0	(83,234)	(83,234)
<b>0</b>	<b>(1,846,422)</b>	<b>(1,846,422)</b>	<b>Taxation and Non-specific Grant Income</b>		<b>0</b>	<b>(2,013,556)</b>	<b>(2,013,556)</b>
<b>3,557,870</b>	<b>(3,421,725)</b>	<b>136,145</b>	<b>(Surplus) or Deficit on the Provision of Services</b>		<b>3,738,872</b>	<b>(3,556,463)</b>	<b>182,409</b>
			<b>Items that will not be reclassified to the (Surplus) or Deficit on the Provision of Services</b>				
		(202,433)	(Surplus) or deficit on revaluation of Property, Plant and Equipment				(216,585)
		590,000	Actuarial (gains) or losses on Pension Assets and Liabilities	<b>12</b>			(108,782)
		<b>387,567</b>	<b>Other Comprehensive (Income) and Expenditure</b>				<b>(325,367)</b>
		<b>523,712</b>	<b>Total Comprehensive (Income) / Expenditure</b>				<b>(142,958)</b>

## Movement in Reserves Statement for the Year ended 31 March 2025

	General Fund Reserve £000	Revenue Reserve Funds £000	Capital Reserve Fund £000	Capital Grants Unapplied Account £000	Total Usable Reserves £000	Total Unusable Reserves £000	Total Reserves £000
<b>Balance as at 31 March 2023</b>	<b>277,356</b>	<b>31,064</b>	<b>41,461</b>	<b>216,129</b>	<b>566,010</b>	<b>2,277,902</b>	<b>2,843,912</b>
Total comprehensive income and (expenditure)	(136,145)	0	0	0	(136,145)	(387,567)	(523,712)
Adjustments to usable reserves permitted by accounting standards	37,657	0	0	0	37,657	(37,657)	0
Transfers (to) or from other statutory reserves (note 8)	13,258	(7,220)	(6,038)	0	0	0	0
Adjustments between accounting basis and funding basis under statutory provisions (note 7)	(50,971)	0	0	(200,206)	(251,177)	251,177	0
<b>Increase or (decrease) in the year</b>	<b>(136,201)</b>	<b>(7,220)</b>	<b>(6,038)</b>	<b>(200,206)</b>	<b>(349,665)</b>	<b>(174,047)</b>	<b>(523,712)</b>
<b>Balance as at 31 March 2024</b>	<b>141,155</b>	<b>23,844</b>	<b>35,423</b>	<b>15,923</b>	<b>216,345</b>	<b>2,103,855</b>	<b>2,320,200</b>
Total comprehensive income and (expenditure)	(182,409)	0	0	0	(182,409)	325,367	142,958
Adjustments to usable reserves permitted by accounting standards	43,445	0	0	0	43,445	(43,445)	0
Transfers (to) or from other statutory reserves (note 8)	8,957	925	(9,882)	0	0	0	0
Adjustments between accounting basis and funding basis under statutory provisions (note 7)	112,909	0	0	(3,225)	109,684	(109,684)	0
<b>Increase or (decrease) in the year</b>	<b>(17,098)</b>	<b>925</b>	<b>(9,882)</b>	<b>(3,225)</b>	<b>(29,280)</b>	<b>172,238</b>	<b>142,958</b>
<b>Balance as at 31 March 2025</b>	<b>124,057</b>	<b>24,769</b>	<b>25,541</b>	<b>12,698</b>	<b>187,065</b>	<b>2,276,093</b>	<b>2,463,158</b>

Notes 6 to 8 on pages 38 to 45 provide further details on the Movement in Reserves Statement

**Balance Sheet as at 31 March 2025**

31 March 24 £000	Note	£000	31 March 25 £000
2,877,347	Other land and buildings	2,968,494	
75,289	Vehicles, plant, furniture and equipment	62,280	
836,472	Infrastructure assets	867,378	
24,335	Community assets	24,459	
74,762	Assets under construction	53,596	
<u>39,884</u>	Corporate surplus assets	<u>42,940</u>	
<b>3,928,089</b>	<b>Property, Plant and Equipment</b>	<b>20</b>	<b>4,019,147</b>
1,161,539	Heritage assets	<b>21</b>	1,183,769
671	Investment property		671
17,381	Intangible assets	<b>22</b>	15,249
23,471	Long-term investments	<b>28</b>	20,067
88,376	Long-term debtors	<b>28</b>	87,870
<b>5,219,527</b>	<b>Long-term Assets</b>		<b>5,326,773</b>
1	Short-term investments	<b>28</b>	1
5,729	Inventories		3,434
292,031	Net short-term debtors	<b>24</b>	283,762
42,900	Cash and cash equivalents	<b>25</b>	79,617
12,084	Assets held for sale	<b>23</b>	3,022
<b>352,745</b>	<b>Current Assets</b>		<b>369,836</b>
(64,384)	Short-term borrowing	<b>28</b>	(150,227)
(443,447)	Short-term creditors	<b>26</b>	(375,333)
(14,135)	Short-term provisions	<b>27</b>	(5,683)
<b>(521,966)</b>	<b>Current Liabilities</b>		<b>(531,243)</b>
(20,320)	Long-term provisions	<b>27</b>	(18,512)
(1,540,023)	Long-term borrowing	<b>28</b>	(1,558,883)
(271,000)	Unfunded pension liability	<b>12</b>	(234,196)
(876,062)	Deferred liabilities	<b>29</b>	(868,718)
(19,178)	Deferred income		(18,557)
(3,523)	Capital grants receipts in advance		(3,342)
<b>(2,730,106)</b>	<b>Long-term Liabilities</b>		<b>(2,702,208)</b>
<b>2,320,200</b>	<b>Net Assets</b>		<b>2,463,158</b>
141,155	General Fund Reserve	<b>6,7</b>	124,057
23,844	Revenue Reserve Funds	<b>6,8</b>	24,769
35,423	Capital Reserve Fund	<b>6,8</b>	25,541
15,923	Capital Grants and Receipts Unapplied Account	<b>6,7</b>	12,698
<b>216,345</b>	<b>Usable Reserves</b>		<b>187,065</b>
2,103,855	Unusable Reserves	<b>6,7</b>	2,276,093
<b>2,320,200</b>	<b>Total Reserves</b>		<b>2,463,158</b>

The unaudited accounts were  
issued on 30 June 2025

Robert Emmott BSc (Hons) CPFA  
Executive Director of Financial Services  
30 June 2025

**Cash Flow Statement for the Year ended 31 March 2025**

<b>2023/24 £000</b>		<b>Note</b>	<b>2024/25 £000</b>
136,145	(Surplus) or Deficit on the Provision of Services		182,409
210,611	Adjustments to (Surplus) or Deficit on the Provision of Services for non-cash movements		(218,153)
(8,602)	Adjustments for items included in the (Surplus) or Deficit on the Provision of Services that are investing or financing activities		46,692
<b>338,154</b>	<b>Net cash flows from operating activities</b>	<b>32</b>	<b>10,948</b>
30,922	Investing activities	<b>33</b>	305
(167,867)	Financing activities	<b>34</b>	(47,970)
<b>201,209</b>	<b>Net (increase) or decrease in Cash and cash equivalents</b>		<b>(36,717)</b>
(244,109)	Cash and cash equivalents at the beginning of the reporting period		(42,900)
<b>(42,900)</b>	<b>Cash and cash equivalents at the end of the reporting period</b>		<b>(79,617)</b>

## ❖ Notes to the Financial Statements

The main objective of these notes is to provide further explanation for certain aspects of the core Financial Statements.

### 1. Statement of accounting policies

The Financial Statements for the year ended 31 March 2025 have been prepared on the basis of recommendations made by the Local Authority (Scotland) Accounts Advisory Committee (LASAAC) and in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2024/25 (the Code), with the exception of accounting for leases, which continue to be accounted for under IAS17 rather than on an IFRS16 basis. The Code is based on International Financial Reporting Standards (IFRS), with interpretation appropriate to the public sector. The statements are designed to give a 'true and fair view' of the financial performance and position of the council and its group.

The accounting concepts of materiality, accruals, primacy of legislative requirements and going concern have been considered in the application of accounting policies. In this regard, the materiality concept means that information is included where the information is of such significance as to justify its inclusion. The accruals concept requires the non-cash effects of transactions to be included in the financial statement for the year in which they occur, not in the period in which the cash is paid or received.

The Council's Statement of Accounts for 2024/25 has been prepared on a going concern basis, the period under assessment being the 12 months from submission of the accounts to the end of June 2026. This concept assumes that the Council's functions and services will continue in operational existence for the foreseeable future. The provisions in respect of going concern reporting requirements reflect the economic and statutory environment in which local authorities operate. These provisions confirm that, as authorities cannot be created or dissolved without statutory prescription, they must prepare their financial statements on a going concern basis of accounting. In accordance with the CIPFA Code of Local Government Accounting (2024/25), the Council is required to prepare its financial statements on a going concern basis unless informed by the relevant national body of the intention for dissolution without transfer of services or function to another entity. The accounts are prepared on the assumption that the Council will continue in operational existence for the foreseeable future.

The Council's General fund reserve as at 31 March 2025 is £124.057 million, £97.804 million is earmarked for spending commitments and £26.253 million is unearmarked. The unearmarked element of the general fund is kept under review and assessed continuously. The Council's external financing liabilities include long terms loans, these are mainly interest only with balance payable on maturity. The interest payments are included in the revenue budget and any repayment and subsequent replacement kept under review. Cashflow is assessed on an ongoing basis, a daily cashflow forecast operates to ensure cash is available when required. The Council has forecast its liquidity through the going concern period to June 2026 and forecasts no lower than £30 million available balances daily through this period. The Council has provided confirmations of support to various entities in its group through the going concern period, which it has considered and is satisfied it is able to meet within its available funds through the same period, even in the event all support is required.

The Group's financial statements have also been prepared on a going concern basis through the period to 30 June 2026. A number of the group entities' assessments involve the agreement of financial support should it be required from the Council, which the Council has confirmed it is able and willing to provide should it be required. A number of the companies in the Group also hold external financing with associated covenants.



These entities have assessed and forecast compliance with all covenants, which includes the Council's ability to provide parental support if required.

The accounting convention adopted is historical cost modified by the revaluation of certain categories of long-term assets and the fair value of investments and pensions.

### **1.1. Income and debtors**

Income includes all sums owed to the council for the year of account, regardless of when cash payments are received. Specifically:

- Revenue from the sale of goods is recognised when the Council transfers the significant risks and rewards of ownership to the purchaser, provided it is probable that economic benefits or service potential associated with the transaction will flow to the council.
- Revenue from the provision of services is recognised when the Council can reliably measure the percentage of completion of the transaction, and it is probable that economic benefits or service potential associated with the transaction will flow to the Council.
- When revenue and expenditure have been recognised but cash has not been received or paid, a debtor for the relevant amount is recorded in the Balance Sheet.
- When it's probable that debts will remain unsettled, an impairment loss is recognised for bad and doubtful debtors within the Cost of Services.

### **1.2. Supplies and services**

Suppliers' invoices received up to 31 March 2025 are included, together with the specific accrual of invoices received after that date for material amounts, provided the goods or services were received in 2024/25. Where applicable, expenditure and income are reduced by the value of recharges to other council services under the heading inter-departmental recharges. This ensures that the cost is only reflected in the receiving service.

### **1.3. Long-term contracts**

Where the outcome of a long-term contract can be estimated reliably, revenue and costs are recognised by reference to the stage of completion of the contract activity at the balance sheet date. This is normally measured by the proportion of contract costs incurred for work performed to date, as compared to the estimated total contract costs, except where this would not be representative of the stage of completion. Variations and incentive payments are included to the extent that they have been agreed with the customer.

Where the outcome of a long-term contract cannot be estimated reliably, contract revenue is recognised to the extent of contract costs incurred, where it is probable that they will be recoverable. Contract costs are recognised as expenses in the period in which they are incurred.

When it is probable that total contract costs will exceed total contract revenue, the expected loss is recognised as an expense immediately.

### **1.4. Overheads and support services**

The full cost of overheads and support services are allocated to services in proportion to the benefits received, with the exception of charges to capital projects. Costs relating to capital projects incurred by services are charged to capital projects.

## 1.5. Employee benefits

Short-term employee benefits, such as wages and salaries and paid annual leave for current employees, are recognised as an expense in the year in which the employee renders service to the council. An accrual is made for the value of holiday entitlements earned by employees but not taken before the financial year end, which employees can carry forward into the next financial year.

Termination benefits are amounts payable as a result of a decision by the council to terminate an employment before the normal retirement date or following an employee's decision to accept voluntary redundancy. Termination benefits are charged on an accruals basis in the Comprehensive Income and Expenditure Statement when the council is demonstrably committed to a termination, this will be recognised at the earlier of the following dates:

- a) when the authority can no longer withdraw the offer of those benefits, and
- b) when the authority recognises costs for a restructuring.

## 1.6. Retirement benefits

The council participates in two formal pension schemes, the Local Government Pension Scheme, which is administered by Strathclyde Pension Fund, and the Scottish Teachers' Superannuation Scheme, which is administered by the Scottish Government.

The Local Government Pension Scheme is accounted for as a defined benefits scheme as follows:

- (i) Attributable assets are measured at fair value at the balance sheet date, after deducting accrued expenses. Attributable liabilities are valued on an actuarial basis using the projected unit method, which assesses the future liabilities of the fund discounted to their present value. Net pension assets are recognised only to the extent that the council is able to recover a surplus, either through reduced contributions in the future or through refunds from the scheme. Unpaid contributions to the schemes are recorded as creditors due within one year.
- (ii) Unfunded liabilities relate to discretionary benefits that exceed those offered by Strathclyde Pension Fund. Liabilities are recognised at the point awards are made. However, no investment assets are accrued to offset these pension liabilities, requiring the generation of cash to cover actual pension payments as they fall due.
- (iii) For pension charges, the change in defined benefit asset or liability is analysed and charged to the Comprehensive Income and Expenditure Statement as follows:
  - Current service cost, past service cost and gains / losses on curtailments and settlements are included within Cost of Services;
  - Net interest on the net defined benefit liability is included within Financing and Investment Income and Expenditure; and
  - Actuarial gains / losses are incorporated within Other Comprehensive Income and Expenditure.

The nature of the teachers' scheme prevents the council's individual share of the pension liability from being separately identified. The scheme is therefore accounted for as if it were a defined contribution scheme. Further details of pension costs can be found in note 12 on pages 48 to 53.

**1.7. Value Added Tax**

VAT payable is included as an expense only to the extent that it is not recoverable from His Majesty's Revenue and Customs. VAT receivable is excluded from income.

**1.8. Service expenditure analysis**

The Comprehensive Income and Expenditure Statement is presented in accordance with the council's management structure.

**1.9. Charges to revenue for long-term assets**

Services are debited with the following to recognise the cost of holding long-term assets during the year:

- depreciation attributable to the assets used by the relevant service;
- revaluation and impairment losses on assets used by the service, where there are no accumulated gains in the Revaluation Reserve, against which the losses can be written off; and
- amortisation of intangible assets attributable to the service.

The council is not required to raise Council Tax to fund these items. However, it is required to make an annual loans fund principal repayment from revenue to reduce the overall borrowing requirement. Depreciation, revaluation and impairment losses and amortisation are therefore replaced by the loans fund principal, by way of an adjusting transaction between the General Fund and the Capital Adjustment Account within the Movement in Reserves Statement.

**1.10. Financing costs**

Repayment of debt to the consolidated Loans Fund is based on annuity principles. Repayment periods are in line with asset useful lives, for which debt has been incurred. They generally range from 5 to 10 years for major items of vehicles, plant, furniture and equipment to 40 years for infrastructure and buildings. The repayment of debt incurred in respect of significant components with specific useful lives is in line with the useful life of the component. Capital receipts from asset sales are applied in line with the council's overall financial planning model.

Interest is allocated by the Loans Fund on the basis of the debt outstanding at the start of the financial year with a proportionate adjustment in respect of borrowings or repayments during the financial year. Interest payable on external borrowings and interest receivable are accounted for on an accruals basis.

Financing costs comprise principal and interest. Interest is debited to the Financing and Investment Income and Expenditure section of the Comprehensive Income and Expenditure Statement, while the principal is debited to the General Fund through the Movement in Reserves Statement.

**1.11. Leases and lease type arrangements****1.11.1. Finance leases**

Leases are accounted for as finance leases when substantially all the risks and rewards relating to the leased asset transfer to the lessee. Finance leases have a number of characteristics, however, the council has determined the principal factor in defining a finance lease to be where the present value of the minimum lease payments amounts to substantially all of the fair value of the leased asset. Substantially all of the fair value will generally be at least 80%.

Property leases are classified and accounted for as separate leases of land and buildings. The council implements the requirements of International Financial Reporting Interpretations Committee 4 (IFRIC 4), to assess whether an arrangement contains the substance of a lease. This includes lease rental payments embedded within service payments, where this is significant.

The acquisition of the interest in assets under the terms of a finance lease is recognised in the Balance Sheet as a Deferred Liability at the inception of the lease, matched by a Long-term Asset. This liability is written down as rentals become payable. Rentals payable under finance leases are apportioned between principal and interest. Interest is debited to the Financing and Investment Income and Expenditure section of the Comprehensive Income and Expenditure Statement, while the principal is debited to the General Fund through the Movement in Reserves Statement.

The interest in assets disposed of under the terms of a finance lease is recognised in the Balance Sheet as a Long-term Asset. Rentals receivable under finance leases are apportioned between finance income and a reduction in the finance lease receivable. Finance income is credited to the Financing and Investment Income and Expenditure section of the Comprehensive Income and Expenditure Statement, with the balance applied to reduce the debtor.

Property, Plant and Equipment recognised under finance leases are accounted for using the policies applied generally to Long-term Assets, subject to depreciation being charged over the lease term if this is shorter than the asset's estimated useful life.

#### **1.11.2. Operating leases**

Leases that do not meet the definition of finance leases are accounted for as operating leases. Rentals payable are charged to the relevant service revenue account on a straight-line basis over the term of the lease, generally meaning that rentals are charged when they become payable.

#### **1.12. Public Private Partnership and Similar Contracts**

The Public Private Partnership (PPP) agreement and the Design, Build, Finance, Maintain (DBFM) arrangement for the provision of school buildings, maintenance and other facilities is accounted for in accordance with IFRIC 12 'Service Concession Arrangements'. The standard recognises that the council is in control of services provided under the PPP and DBFM scheme. As ownership of the Long-term Assets will pass to the council at the end of the contract for no additional charge, the council carries the assets on the Balance Sheet.

The amounts payable to the PPP and DBFM operators each year are analysed into 5 elements:

- Fair value of the services received during the year – charged to the Comprehensive Income and Expenditure Statement within Education Services;
- Finance cost – the interest charge on the outstanding Balance Sheet liability charged to the Comprehensive Income and Expenditure Statement within Financing and Investment Income and Expenditure;
- Contingent rent – increase in the amount to be paid for the property arising during the contract charged to the Comprehensive Income and Expenditure Statement within Financing and Investment Income and Expenditure;

- Payment towards liability – applied to write down the Balance Sheet liability towards the PPP and DBFM operator; and
- Lifecycle replacement costs – recognised as Long-term Assets on the Balance Sheet.

The Scottish Government issued Finance Circular 10/2022 – Accounting for Service Concession Arrangements, Leases and Similar Arrangements in September 2022. In line with current regulations the council has aligned the pattern of debt repayments associated with such arrangements to reflect the asset lives of the relevant assets rather than the contractual terms of individual arrangements. This change does not affect the overall value of debt repayments but does allow for the spreading of such payments over a longer period.

The revised accounting arrangements provided by the Scottish Government allow the council to realign debt repayments charged to the council's general fund to reflect the useful life of the asset and not the contractual period of the agreements. The council has adopted an annuity method for repayment of debt over the life of the asset which is determined to be 40 years. The adoption of the annuity method for debt repayment, reflects the council's standard practice in relation to all its land and buildings assets. This reflects a charge that is better matched to the consumption of the asset over its useful life i.e., that deterioration is slower in the earlier years of life but accelerates in the later years. The application of a 40-year useful life reflects the anticipated life of the asset and aligns with other school assets financed via local authority borrowing.

### **1.13. Revenue expenditure funded from capital under statute**

Revenue expenditure incurred during the year that may be capitalised under statutory provisions has been charged to the relevant service in the Comprehensive Income and Expenditure Statement. However, this is reversed out to the Capital Adjustment Account through the Movement in Reserves Statement, so that there is no impact on the General Fund balance.

### **1.14. Property, plant and equipment**

Assets that have physical substance and are held for use in the production or supply of goods and services, that are expected to be used during more than one financial year, are classified as Property, Plant and Equipment.

#### **1.14.1. Recognition**

Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment is capitalised on an accruals basis. Property, Plant and Equipment purchased from revenue exceeding the council's *de minimis* level of £6,000 is recognised as a Long-term Asset under the appropriate Property, Plant and Equipment categories. Enhancement expenditure, which substantially lengthens the useful life, value or extent to which the council will receive benefits from the asset, is capitalised. Expenditure on repairs and maintenance that does not add to an asset's potential to deliver future economic benefits is charged to the appropriate service revenue account.

#### **1.14.2. Measurement**

Assets under construction are measured at cost. The council does not capitalise borrowing costs incurred whilst assets are under construction. Where an asset is acquired via an exchange, the cost of the acquisition is deemed to be equivalent to the carrying amount of the asset given up by the council.

Donated assets are measured initially at fair value. The difference between fair value and any consideration paid is credited to the Taxation and Non-specific Grant Income line of the Comprehensive Income and Expenditure Statement, unless the donation has been made conditionally. Until conditions are satisfied, the gain is held in the Donated Assets Account. Where gains are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Fund balance to the Capital Adjustment Account in the Movement in Reserves Statement.

Assets are then carried in the Balance Sheet using the following measurement bases:

- Infrastructure assets, vehicles, plant, furniture and equipment assets – depreciated historic cost.
- Community assets - valued at £1 on 1 April 1994, with any additions or enhancement from that date included at cost. The major assets in this category are areas of open parkland.
- Corporate surplus assets (i.e. surplus assets that do not meet the criteria to be held for sale) – fair value.
- Other land and buildings – current value.

Where there is no market-based evidence of current value, assets are valued using depreciated replacement cost. Further details on valuation are given at note 19.1 on page 58.

#### **1.14.3. Componentisation**

Componentisation refers to accounting separately for the different component parts of assets. A *de minimis* level of £1 million is applied to the overall asset value in this respect. The council separately accounts for significant components with substantially different useful economic lives. Components are deemed to be significant where the cost is more than 10% of the cost of the asset. In practice, the following components are accounted for separately, where material:

- Land (useful life not applicable);
- Buildings (useful life 40 years);
- Plant and equipment (useful life 5 to 10 years); and
- Other components with substantially different useful economic lives.

As assets under construction become operational and existing assets are revalued, componentisation will apply. Where a component is replaced, the carrying amount of the old component is derecognised to avoid double counting and the new component reflected in the carrying amount.

#### **1.14.4. Revaluation**

Assets held at current value, including significant components, are revalued on a five year rolling basis, in accordance with the guidelines provided within the Royal Institution of Chartered Surveyors Valuation Standards Manual. In addition, any material changes in the value of individual assets that arise between the periodic valuations are immediately reflected in the Balance Sheet.

Where a significant component of an existing asset is replaced, prior to the componentisation of the asset, as part of the five year rolling programme of revaluations, the carrying value of the component being replaced is assumed not to be material.

Increases in valuations are matched by credits to the Revaluation Reserve, to recognise unrealised gains, except where they arise from the reversal of a loss previously charged to a service revenue account.

In respect of decreases in value, where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against the balance, up to the amount of the accumulated gains. Where there is no balance in the Revaluation Reserve, or an insufficient balance, the carrying amount of the asset is written down against the relevant service line in the Comprehensive Income and Expenditure Statement.

The Revaluation Reserve represents revaluation gains recognised since its formal implementation on 1 April 2007 only. Gains arising before that date have been consolidated into the Capital Adjustment Account.

#### **1.14.5. Depreciation and impairment**

Depreciation is calculated on a straight-line basis and is provided for on all Property, Plant and Equipment over their useful lives. An exception is made for assets without a determinable finite useful life, that is, freehold land, community assets and assets under construction. Where an item of Property, Plant and Equipment has significant components, the components are depreciated separately, in accordance with their useful lives. Depreciation is applied in the year from 1 April based on asset valuations as at 31 March of the previous financial year.

The useful lives of property assets are determined in consultation with City Property (Glasgow) LLP. Technical officers within services determine non-property asset lives.

Revaluation gains are also depreciated, with an amount equal to the difference between the current value and the historic cost depreciation transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

An asset is tested for impairment whenever there is an indication that the asset might be impaired. All impairment losses are written off against any revaluation gains attributable to the relevant asset in the Revaluation Reserve, with any excess thereafter charged to the relevant service line within the Comprehensive Income and Expenditure Statement.

Where an impairment loss is subsequently reversed, the reversal is credited to the relevant service line in the Comprehensive Income and Expenditure Statement, up to the amount of the original impairment, and adjusted for depreciation that would have been charged if the loss had not been recognised in the first place.

#### **1.14.6. Disposals and Long-term Assets held for sale**

When it becomes probable that the carrying amount of an asset will be recovered principally through a sale transaction rather than through its continuing use, it is reclassified as an asset held for sale. The asset is revalued upon reclassification and held at the lower of the carrying value and fair value less cost of sale. Where there is a subsequent decrease in fair value less costs to sell, the loss is debited to the Cost of Services line in the Comprehensive Income and Expenditure Statement. Gains in fair value are only recognised up to the amount of any previous losses recognised in the Surplus or Deficit on Provision of Services. Depreciation is not charged on assets held for sale.

If assets no longer meet the criteria of assets held for sale, they are reclassified back to Property, Plant and Equipment assets and revalued the subsequent year at the lower of their carrying amount before they were classified as held for sale, adjusted for depreciation and revaluations that would have been recognised had they not been classified as held for sale, and their recoverable amount at the date of the decision not to sell.

When an asset is disposed of or decommissioned, the carrying amount of the asset is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement. Receipts from disposals are credited to the same line to give the gain or loss on disposal. Any accumulated revaluation gains are transferred from the Revaluation Reserve to the Capital Adjustment Account.

Amounts received for disposals are categorised as capital receipts and credited to the Capital Receipts Reserve. Receipts are appropriated to this reserve from the General Fund balance through the Movement in Reserves Statement. Similarly, the written-off value of disposals is appropriated to the Capital Adjustment Account from the General Fund balance in the Movement in Reserves Statement. Disposals have no impact on Council Tax as long-term assets are fully provided for under separate capital financing arrangements. Balances are transferred from the Capital Receipts Reserve to the Capital Adjustment Account as they are applied.

### **1.15. Intangible assets**

Expenditure on assets that do not have physical substance but are controlled by the council as a result of past events (for example, software licences) is capitalised when it is expected that future economic benefits or service potential will flow from the intangible asset to the council. Internally generated assets would also be capitalised, where it could be demonstrated that a project will be able to generate future economic benefits by being able to sell or use the asset.

Intangible assets are measured initially at cost. Amounts are only revalued where the fair value can be determined by reference to an active market. In practice, no intangible asset held by the council meets this criterion, and they are therefore carried at amortised cost.

Intangible assets are amortised over their useful life to the relevant service lines in the Comprehensive Income and Expenditure Statement. Any impairment losses are recognised within the relevant service lines, while any gains or losses arising from disposal are recognised within the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement.

### **1.16. Heritage assets**

Heritage assets have historical, cultural, artistic, scientific, geophysical or environmental qualities and are held and maintained for future generations for their contribution to knowledge and culture. Operational heritage assets that are also used to provide other services are accounted for as operational assets. The Code relaxes some of the measurement rules where information on cost or value is not available and where the cost of obtaining information outweighs benefit to users of the annual accounts.

The council's heritage assets comprise museum and gallery collections. The council's museum and gallery collections are managed by Culture and Sport Glasgow (trading as Glasgow Life) on behalf of the council, in accordance with the council's policy for acquisition, preservation, management and disposal of collections outlined within the Museums Acquisition and Disposal Policy. As set out within the Museums Collections Development Policy, the Collection comprises an estimated 1.2 million items covering history, transport, technology, natural history, world cultures and fine and decorative arts.



The valuation of the collection included in the balance sheet is based on the fair value valuation included in the council's museum records system. This covers assets documented and valued which includes a total of 12,936 items. This valuation is £1.166 billion. The fair values have been determined based on internal and external valuations performed in earlier periods, however they are considered the most appropriate and relevant. Heritage asset valuations may be made by any method that is appropriate and relevant. Valuations are updated as items are assessed or added to collections. Valuations need not be carried out by external valuers and there is no prescribed period between valuations. Carrying out valuations for collections held is very costly and time consuming so its not practicable to obtain recent valuations at a cost which is commensurate with the benefits to users of the financial statements. The carrying amounts of these heritage assets are reviewed with sufficient regularity to ensure they remain appropriate.

It is recognised that heritage asset valuations may be made by any method that is appropriate and relevant. One such method would be to hold the collection according to valuations for insurance purposes. The insurance policies are renewed annually and would be reviewed as part of the annual accounts closedown procedures whilst recognising any external periodic revaluations of elements of the collections as necessary, the last of these was in 2017. The valuation of the collection using insurance valuation is between £1.400 billion and £1.700 billion. The insurance valuation takes cognisance of the Council's entire collection which is allocated across sites across Glasgow City and therefore considers the entirety of the Collection at an overall site, rather than itemised, level. This valuation is not reflected on balance sheet recognising the degree of grouping of assets and the higher level of estimation therefore required in the valuation.

Heritage assets also comprise civic regalia, held at fair value. These valuations include some pieces of artwork, which are held on long-term loan to the council but are not significant compared to the overall valuation. Where the council holds information on the cost of statues and fountains, these are included at cost.

Heritage assets are deemed to have indeterminate lives and high residual values; hence the council does not consider it appropriate to charge depreciation on these assets.

There are a number of other public space statues, monuments, memorials, fountains and outdoor artworks at various locations throughout the city. The council considers that obtaining valuations would involve disproportionate cost and that reliable cost or valuation information cannot be obtained for these items. This is because of the diverse nature of assets held, the number of assets held and the lack of comparable market values. Such assets are therefore excluded from the Balance Sheet.

#### **1.17. Interest in companies and other entities**

The council has interests in companies and other entities that have the nature of subsidiaries, associates and joint boards and these are included in the council's Group Financial Statements. In the council's single entity accounts, the interests in these companies are recorded as long-term investments at cost.

#### **1.18. Valuation of other assets and investments**

Inventories are included at the lower of cost and net realisable value of the separate items of inventory or of groups of similar items, calculated on the basis of weighted average cost.

#### **1.19. Cash and cash equivalents**

Cash is represented as cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are investments that mature within three months from the

date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Cash Flow Statement, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the council's cash management.

#### **1.20. Foreign currency translation**

Where the council has entered into a transaction denominated in a foreign currency, the transaction is converted into sterling at the exchange rate applicable on the transaction date. Where amounts in foreign currency are outstanding at the year end, they are reconverted at the exchange rate as at 31 March. Resulting gains or losses are recognised in the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.

#### **1.21. Provisions**

The value of provisions is based upon the council's obligations arising from past events, the probability that a transfer of economic benefit will take place, and a reasonable estimate of the obligation. Provisions are charged to the appropriate service revenue account in the year the obligation becomes known and are reviewed at each balance sheet date. Any related reimbursement to be met by another party is only recognised where the receipt is virtually certain on settlement of the obligation.

Further details of provisions can be found in note 27 on page 66.

#### **1.22. Contingent liabilities**

Contingent liabilities are included in note 30 on page 71 to 72 and reflect possible liabilities facing the council where the potential amount is unable to be estimated, and/or it is still not deemed probable that an obligating event has arisen.

#### **1.23. Deferred liabilities**

Deferred liabilities are released to the Comprehensive Income and Expenditure Statement to match future payments. Further detail on deferred liabilities can be found within note 29 on page 71.

#### **1.24. Financial instruments**

Financial assets comprising the investment portfolio currently managed for the council by Ruffer Limited Liability Partnership are recognised as fair value through profit or loss. Financial assets (investments and debtors) and financial liabilities (borrowing and creditors) are recognised at amortised cost.

The council has financial guarantees on loans taken out by City Property Glasgow (Investments) LLP. It also has a financial guarantee in relation to bond returns for City Property Glasgow (Operations SL) Ltd. These financial guarantees are measured at fair value and estimated by considering the probability of the guarantee being called. Premiums and discounts arising from debt restructuring are written off through the Movement in Reserves Statement to the Financial Instruments Adjustment Account. Amortisation is undertaken in line with statutory instruction.

The interest receivable or payable that is recognised within Financing and Investment Income and Expenditure is based on the effective interest rate chargeable to the carrying amount.

The Financial Instruments Adjustment Account holds the accumulated difference between the financing costs included in the Comprehensive Income and Expenditure Statement and the accumulated financing costs required in accordance with the regulations to be charged to the General Fund balance.

Further details can be found in note 28 on pages 66 to 71.

### 1.25. Fair value measurement

Non-financial assets within the balance sheet such as surplus assets and assets held for sale are measured at fair value at each reporting date. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement assumes that the transaction to sell the asset or transfer the liability take place either in the principal market for that asset or liability or, in the absence of a principal market, in the most advantageous market for the asset or liability.

The fair value of an asset or liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

When measuring the fair value of a non-financial asset, account is taken of a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

Valuation techniques used are appropriate in the circumstances and have sufficient data available, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Inputs to the valuation techniques in respect of assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, as follows:

- Level 1 – quoted prices (unadjusted) in active markets for identical assets or liabilities that the authority can access at the measurement date
- Level 2 – inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly
- Level 3 – unobservable inputs for the asset or liability.

### 1.26. Capital grants and contributions and Capital Receipts

Capital grants or contributions and donated assets are recognised as due to the council when there is reasonable assurance that the council will comply with any conditions attached to the payments and the grants or contributions will be received.

Amounts recognised as due to the council are credited to the Capital Grants and Contributions line in the Comprehensive Income and Expenditure Statement when grant conditions have been complied with. Amounts credited to the Comprehensive Income and Expenditure Statement are reversed out of the General Fund balance in the Movement in Reserves Statement. Where grant conditions have not been met, the grant will be accounted for as Capital Grants Receipts in Advance on the Balance Sheet and donated assets will be accounted for in the Donated Assets Account. Where grant conditions have been met but the grant has not yet been used to finance capital expenditure, the grant will be held within the Capital Grants and Receipts Unapplied Account and transferred to the Capital Adjustment Account as expenditure is incurred.

Capital Receipts applied to fund equal pay liabilities are held within the Capital Grants and Receipts Unapplied Account and have been applied to the General Fund as expenditure is incurred.

### 1.27. Usable and unusable reserves

Usable Reserves represent funds available to the council. The Capital Fund and various Revenue Reserve Funds, such as the Repairs and Renewals Fund, the Culture and Recreational Fund and the Insurance Fund, are Usable Reserves which have been set up by the council for specific purposes.

Unusable Reserves represent funds that are not available to the council. These balances are recognised as part of the accounting arrangements for capital, financial instruments, pensions and employee benefits. The Capital Adjustment Account contains entries relating to the financing of capital expenditure and the Revaluation Reserve reflects movements in the value of assets. The Financial Instruments Adjustment Account is required to permit the re-measurement of financial instruments. The Pension Reserve has been set up in accordance with statutory accounting requirements to absorb the timing differences arising from accounting and funding for post-employment benefits. The Employee Statutory Adjustment Account has been created to negate the impact of the employee benefits accrual on the General Fund and also includes the deferral of equal pay costs in accordance with statutory accounting requirements. Details of the movement in these reserves can be found in note 6 on pages 38 to 42, and in note 8 on page 45.

### **1.28. Material items**

When items of income and expenditure are material, their nature and amount is disclosed separately, either on the face of the Comprehensive Income and Expenditure Statement or in the notes to the accounts, depending on how significant the items are to the understanding of the council's financial performance.

### **1.29. Events after the balance sheet date**

Events after the balance sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the statement of accounts is authorised for issue. Two types of events may be identified:

- Those that provide evidence of conditions that existed at the end of the reporting period – the Financial Statements are adjusted to reflect such events; and
- Those that are indicative of conditions that arose after the reporting period – the Financial Statements are not adjusted to reflect such events, but where this would have a material effect, the nature and estimated financial impact of such events is disclosed in the notes.

### **1.30. Prior period adjustments, changes in accounting policies and estimates**

Prior period adjustments may arise as a result of a change in accounting policy or to correct a material error. Changes in accounting policy are only made when required by proper accounting practice or to provide more reliable or relevant information on the council's financial position. Where a change is made, it is applied retrospectively by adjusting opening balances and comparative amounts for the prior period, as if the new policy had always been applied. Changes in accounting estimation techniques are applied in the current and future years and do not give rise to a prior period adjustment.

## **2. New standards issued but not yet adopted**

The Code requires the disclosure of information relating to the impact of an accounting change that will be required by a new standard that has been issued but not yet adopted. This applies to the adoption of the following new or amended standards within the 2024/25 Code:

- Amendments to IAS21 The Effects of Changes in Foreign Exchange Rate.
- IFRS17 Insurance Contracts.

The Code requires implementation from 1 April 2025 therefore there is no impact on the 2024/25 annual accounts.

Overall, these new or amended standards are not expected to have a significant impact on the Annual Accounts.

In 2024/25 the Code requires the implementation of IFRS16 Leases. This would mean that the majority of leases will come on to the balance sheet impacting assets and liabilities and will impact the Capital Financing Requirement (CFR). The council has engaged with its treasury advisers to provide technical support for the implementation of IFRS16 but the required information has not been available in sufficient time to reflect the technical requirements within the unaudited annual accounts. As part of the audit process there will be a requirement to comply with IFRS16 and restate assets and liabilities as required.

It is anticipated that the application of the Code's adaptation of IFRS16 will result in updates to the balance sheet in the following categories:

- Property, Plant and Equipment (right-of-use assets)
- Deferred liabilities (lease liabilities)
- Short-term creditors (lease liabilities)

It is also expected that remeasuring the Public Private Partnerships (PPP) and Design, Build, Finance, Maintain (DBFM) arrangements lease liabilities will result in an increase to the one off debt cost savings achieved through financial flexibilities associated with service concession arrangements, previously accounted for in the 2022-23 financial statements. Any benefit associated with this will result in an increase to the unearmarked general fund reserve.

### 3. Critical judgements made in applying accounting policies

In applying the accounting policies set out in note 1, the council has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the annual accounts are as follows:

- Judgements made in assessing lease-type arrangements are set out in the accounting policy at 1.11.
- Judgements made in respect of accounting for asset components are set out in the accounting policy at 1.14.3.
- Assets held at current value are revalued on a five year rolling basis, as set out in the accounting policy at 1.14.4. Additional valuations may be carried out on an ad hoc basis outwith the rolling programme arrangements, for example, when assets change category. The authority asserts that at any point in time, the carrying amount does not differ materially from that which would be determined using current value.
- In assessing potential liabilities arising from legal claims against the council, legal opinion has been sought. Where it is judged that there is more than 50% chance of a liability arising and the amount can be reliably estimated, then a provision has been made. Where the council is challenging a claim through the legal system and is of the view that there is a less than 50% chance of a significant liability arising, then no provision has been made. However, such cases continue to be monitored for potential liabilities that require to be recognised, including any developments up to the point of signing the annual accounts.
- The annual unitary charge payable by the council in respect of the PPP contract for secondary schools is allocated across various expenditure headings based on a detailed financial model, in line with

assumptions contained within the service provider's operating model. The PPP contract has been judged to be a service concession arrangement.

- In assessing financial implications associated with council properties containing Reinforced Autoclaved Aerated Concrete (RAAC) such properties are held at depreciated replacement cost, which covers the full rebuild cost. Consequently impairment costs are not included for these assets.

#### 4. Assumptions about the future and other sources of estimation uncertainty

The Financial Statements contain estimated figures that are based on assumptions made by the council about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates. The items in the council's Balance Sheet at 31 March 2025 for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

Item	Uncertainties	Effect if results differ from assumptions
Pension assets and liabilities	<p>Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which pay is projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. Strathclyde Pension Fund has engaged a firm of consulting actuaries to provide expert advice about the assumptions to be applied.</p> <p>The value of the funded net pensions asset/liability at 31 March 2025 is reported as nil, the IAS19 report value shows pension assets of £5,784 million and pension liabilities of £3,782 million. In line with proper accounting practice, the asset is limited to the forecast reductions in contributions as compared to the forecast future current service costs. This has resulted in the pension asset being recognised at nil. There is uncertainty within the forecast future current service costs as these are projected and therefore are an estimate. A 1% movement on assets and liabilities would be £58 million and £38 million respectively, both significant sums. Note 12 on page 48 provides further disclosure on Pension costs.</p>	<p>The effects on the net pension liability of changes in individual assumptions can be measured. The actuary has estimated that a 0.1% decrease in the real discount rate would result in an increase to the pension liability of £64 million. Similarly, a 0.1% increase in the rate of salary increase and pension increase rates would increase the liability by £5 million and £62 million respectively. In terms of life expectancy, an increase of 1 year is estimated to equate to an increased liability of between £120 million and £201 million.</p>
Asset Valuations – Land & Buildings	<p>Assets held at current value are revalued on a maximum five year rolling basis but may be more frequent where a change in classification occurs or a material movement is expected due to market conditions. Of the total £2,968 million (23/24 - £2,877 million) of Other land and buildings assets £1,595 million (23/24 - £1,698 million) was revalued during 2024/25. A review of the revaluation results highlighted the valuation of land and building assets was mainly driven by the movement in construction indices. It is possible to forecast the impact if the valuation methodology was uniformly applied across the remainder of the other land and buildings assets.</p>	<p>Considering the impact if the valuation methodology was uniformly applied across the remainder of the other land and buildings assets, the total Other land and buildings value of £2,968 million could increase by £121 million, 4.1%.</p>

## Expenditure and Funding Analysis

The Expenditure and Funding Analysis shows how annual expenditure is used and funded from resources (government grants, council tax and business rates) by local authorities in comparison with those resources consumed or earned by authorities in accordance with proper accounting practice. It also shows how this expenditure is allocated for decision making purposes between the council's services. The reportable segments have been identified to align with service structure. Income and expenditure accounted for under proper accounting practice is presented more fully in the Comprehensive Income and Expenditure Statement.

### 5.1. Expenditure and Funding Analysis for the Year ended 31 March 2025

2023/24 Net (Income)/ Expenditure Chargeable to the General Fund £000	2023/24 Adjustments £000	2023/24 Net (Income)/ Expenditure in the CIES £000	Service	2024/25 Net (Income)/ Expenditure Chargeable to the General Fund £000	2024/25 Adjustments £000	2024/25 Net (Income)/ Expenditure in the CIES £000
112,351	16,530	128,881	Chief Executive's Office	102,481	15,304	117,785
676,087	54,429	730,516	Education Services	797,088	71,897	868,985
181,616	(74,710)	106,906	Financial Services	141,956	(56,587)	85,369
237,150	27,569	264,719	Neighbourhoods, Regeneration and Sustainability	197,072	74,607	271,679
529,316	(3,393)	525,923	Social Work Services	574,085	30,917	605,002
126,809	9,058	135,867	Related Companies and Joint Boards	115,962	2,735	118,697
258,840	(260,000)	(1,160)	Equal Pay Obligations	100	0	100
<b>2,122,169</b>	<b>(230,517)</b>	<b>1,891,652</b>	<b>Net Cost of Services</b>	<b>1,928,744</b>	<b>138,873</b>	<b>2,067,617</b>
<b>(1,972,710)</b>	<b>217,203</b>	<b>(1,755,507)</b>	<b>Other (Income) and Expenditure</b>	<b>(1,902,689)</b>	<b>17,481</b>	<b>(1,885,208)</b>
<b>149,459</b>	<b>(13,314)</b>	<b>136,145</b>	<b>(Surplus) or Deficit on the Provision of Services</b>	<b>26,055</b>	<b>156,354</b>	<b>182,409</b>
		<b>277,356</b>	<b>Opening General Fund Balance</b>			<b>141,155</b>
		(149,459)	Surplus/(Deficit) on General Fund in Year			(26,055)
		13,258	Transfers (to)/from Other Statutory Reserves			8,957
		<b>141,155</b>	<b>Closing General Fund Balance</b>			<b>124,057</b>

### 5.2. Note to the Expenditure and Funding Analysis – Adjustments

2023/24 Adjustments for Capital Purposes £000	2023/24 Net Change for the Pensions Adjustments £000	2023/24 Other Differences £000	2023/24 Total Adjustments £000	Service	2024/25 Adjustments for Capital Purposes £000	2024/25 Net Change for the Pensions Adjustments £000	2024/25 Other Differences £000	2024/25 Total Adjustments £000
19,574	(2,992)	(52)	16,530	Chief Executive's Office	19,121	(3,304)	(513)	15,304
69,984	(10,122)	(5,433)	54,429	Education Services	61,899	12,983	(2,985)	71,897
(382)	(4,423)	(69,905)	(74,710)	Financial Services	577	8,127	(65,291)	(56,587)
33,575	(8,797)	2,791	27,569	Neighbourhoods, Regeneration and Sustainability	63,542	11,336	(271)	74,607
6,667	(9,666)	(394)	(3,393)	Social Work Services	4,997	28,425	(2,505)	30,917
0	0	9,058	9,058	Related Companies and Joint Boards	0	0	2,735	2,735
0	0	(260,000)	(260,000)	Equal Pay Obligations	0	0	0	0
<b>129,418</b>	<b>(36,000)</b>	<b>(323,935)</b>	<b>(230,517)</b>	<b>Cost of Services</b>	<b>150,136</b>	<b>57,567</b>	<b>(68,830)</b>	<b>138,873</b>
<b>172,356</b>	<b>(13,000)</b>	<b>57,847</b>	<b>217,203</b>	<b>Other (Income) and Expenditure</b>	<b>(57,863)</b>	<b>14,411</b>	<b>60,933</b>	<b>17,481</b>
<b>301,774</b>	<b>(49,000)</b>	<b>(266,088)</b>	<b>(13,314)</b>	<b>(Surplus) or Deficit on the Provision of Services</b>	<b>92,273</b>	<b>71,978</b>	<b>(7,897)</b>	<b>156,354</b>

## 6. Reserves

The council holds a number of reserves in the Balance Sheet for a variety of purposes. These are classified as either 'Usable' or 'Unusable' Reserves. Usable Reserves are those that can be applied to fund expenditure or reduce taxation. Usable Reserves can also be earmarked for future spending plans. Unusable Reserves are generally required to comply with proper accounting practice or statute.

### 6.1. Usable Reserves

#### 6.1.1. General Fund Reserve

The General Fund Reserve represents the accumulated surplus of the council. The balance on the General Fund Reserve as at 31 March 2025 stands at £124.057 million, a decrease of £17.098 million from the previous year. This comprises a cumulative total of £97.804 million earmarked for specific purposes (31 March 2024 £114.905 million) and an uncommitted balance of £26.253 million (31 March 2024 £26.250 million). The opening and closing balances, together with movements during the year, on significant reserve balances are outlined in the table below. In line with proper accounting practice, the element of the earmarked reserve related to unrealised gains may only be used to meet future unrealised losses and is not available to support ordinary activities.

	Earmarked Reserves					Unearmarked Reserve £000	Total General Fund Reserve £000
	Budget Support Fund £000	Equal Pay £000	Service Commitments £000	Unrealised Gains £000	Total £000		
Balance as at 1 April 2024	53,591	18,670	42,644	0	114,905	26,250	141,155
Use of reserves during the year	(27,607)	(3,131)	(29,771)	0	(60,509)	0	(60,509)
Transfers to reserves during the year	2,500	0	40,854	54	43,408	3	43,411
<b>Balance as at 31 March 2025</b>	<b>28,484</b>	<b>15,539</b>	<b>53,727</b>	<b>54</b>	<b>97,804</b>	<b>26,253</b>	<b>124,057</b>

#### 6.1.2. Revenue and Capital Reserve Funds

The council also has statutory powers to hold Revenue Reserve Funds (Repairs and Renewals, Culture and Recreational, and Insurance Funds) and Capital Reserve Funds to meet future service revenue costs and capital investment respectively. Note 8 on page 45 provides information on these reserves showing the purpose of the reserve and an analysis of the movement in reserves from 1 April 2023 to 31 March 2025.



### 6.1.3. Capital Grants and Receipts Unapplied Account

In accounting for grants and other contributions related to capital investment, the Capital Grant and Receipts Unapplied represents the total grant and other contributions received, for which expenditure has not yet been incurred. This account also includes Capital Receipts received in respect of the sale and leaseback arrangements concluded during 2022/23, and utilised for equal pay liabilities in 2023/24. The following table shows the movement on the Capital Grants and Receipts Unapplied Account during the year:

2023/24 £000	Capital Grants and Receipts Unapplied Account	2024/25 £000
16,129	Balance at 1 April for Capital Grants Unapplied	15,923
(2,644)	Capital Grants applied from prior years	(3,874)
2,438	Capital Grants unapplied in current year	649
<b>15,923</b>	<b>Balance at 31 March for Capital Grants Unapplied</b>	<b>12,698</b>
200,000	Balance at 1 April for Capital Receipts Unapplied	0
0	Capital Receipts unapplied in current year	0
(200,000)	Capital Receipts applied in current year	0
<b>0</b>	<b>Balance at 31 March for Capital Receipts Unapplied</b>	<b>0</b>
<b>15,923</b>	<b>Total Balance at 31 March</b>	<b>12,698</b>

### 6.2. Unusable Reserves

Unusable Reserves in the Balance Sheet comprises the following reserves:

2023/24 £000	Unusable Reserves	2024/25 £000
(49,373)	Capital Adjustment Account	(94,955)
2,486,209	Revaluation Reserve	2,655,337
(38,985)	Financial Instruments Adjustment Account	(34,994)
(271,000)	Pensions Reserve	(234,196)
(22,996)	Employee Statutory Adjustment Account	(15,099)
<b>2,103,855</b>	<b>Total</b>	<b>2,276,093</b>

**6.2.1. Capital Adjustment Account**

The Capital Adjustment Account absorbs the timing differences arising from the different arrangements for accounting for the consumption of long-term assets and for financing the acquisition, construction or enhancement of those assets under statutory provisions. The following table shows the movement on the Capital Adjustment Account during the year:

2023/24 £000	Capital Adjustment Account	2024/25 £000
15,117	Balance at 1 April	(49,373)
(131,042)	Charges for depreciation and impairment	(152,056)
(21,464)	Revaluation losses	(5,576)
(3,971)	Amortisation of Intangible assets	(4,099)
(15)	Movement in the fair value of investment property	0
(8,399)	Revenue expenditure funded from capital under statute	(12,737)
(5,210)	Disposals	(4,801)
621	Deferred Income	621
4,338	Adjusting amounts written out of the Revaluation Reserve	4,012
	<b>Capital financing applied in the year:</b>	
61,615	Capital grants and contributions credited to the Comprehensive Income and Expenditure Statement that have been applied to capital financing	82,585
2,524	Application of grants to capital financing from Capital Grant Unapplied	3,874
30,385	Loans Fund principal repayment	39,517
(8)	Home loans principal repayment	(13)
6,136	Capital expenditure charged against the General Fund Reserve	3,091
<b>(49,373)</b>	<b>Balance at 31 March</b>	<b>(94,955)</b>

**6.2.2. Revaluation Reserve**

The Revaluation Reserve contains the unrealised gains made by the council arising from the increases in the value of its Property, Plant and Equipment. The reserve contains only revaluation gains accumulated since 1 April 2007, the date that the reserve was created. The following table shows the movement on the Revaluation Reserve during the year:

2023/24 £000	Revaluation Reserve	2024/25 £000
2,325,771	Balance at 1 April	2,486,209
224,221	Upward revaluation of assets	229,158
(21,788)	Downward revaluation of assets and impairment losses not charged to (Surplus) or Deficit on the Provision of Services	(12,573)
<b>202,433</b>	<b>Surplus or deficit on revaluation of Property, Plant and Equipment not posted to (Surplus) or Deficit on the Provision of Services</b>	<b>216,585</b>
(4,338)	Accumulated gains on assets sold or scrapped	(4,012)
<b>(4,338)</b>	<b>Amounts written off to the Capital Adjustment Account</b>	<b>(4,012)</b>
<b>(37,657)</b>	<b>Difference between fair value depreciation and historic cost</b>	<b>(43,445)</b>
<b>2,486,209</b>	<b>Balance at 31 March</b>	<b>2,655,337</b>

**6.2.3. Financial Instruments Adjustment Account**

This account absorbs the timing differences arising from the different arrangements for accounting for income and expenses relating to certain financial instruments. The council uses the account primarily to manage premiums paid on the early redemption of loans in line with the Treasury Management Strategy. Over time the expense is posted to the General Fund Reserve balance in accordance with statutory arrangements to spread the burden on Council Tax. The following table shows the movement on the Financial Instruments Adjustment Account during the year:

2023/24 £000	Financial Instruments Adjustment Account	2024/25 £000
(43,902)	Balance at 1 April	(38,985)
4,917	Amount by which finance costs charged to the Comprehensive Income and Expenditure Statement are different from finance costs chargeable in the year in accordance with statutory requirements	3,991
<b>(38,985)</b>	<b>Balance at 31 March</b>	<b>(34,994)</b>

**6.2.4. Pension Reserve**

The Pension Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions. Employers' contribution rates and contribution strategy will be reviewed following the next formal valuation as at 31 March 2026. The following table shows the movement on the Pension Reserve during the year:

2023/24 £000	Pension Reserve	2024/25 £000
270,000	Balance at 1 April	(271,000)
41,000	Actuarial gains or (losses) on Pension Assets/Liabilities	650,885
(631,000)	Pension asset derecognition	(542,103)
(103,000)	Reversal of items relating to net charges for retirement benefits charged to (Surplus) or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	(137,281)
152,000	Employers' pension contributions paid to Strathclyde Pension Fund	65,303
<b>(271,000)</b>	<b>Balance at 31 March</b>	<b>(234,196)</b>

**6.2.5. Employee Statutory Adjustment Account**

This account absorbs the differences that would otherwise arise on the General Fund Reserve balance from accruing for compensated absences earned but not taken in the year, for example, annual leave entitlement accrued, but not taken as at 31 March and holds the value of deferral of the charge for the increase in equal pay provision. Statutory arrangements require that the impact of these adjustments on the General Fund Reserve balance is neutralised by transfers to or from the Employee Statutory Adjustment Account. The following table shows the movement on the Employee Statutory Adjustment Account during the year:

2023/24 £000	Employee Statutory Adjustment Account	2024/25 £000
(29,084)	Balance at 1 April for short term accumulating absences	(22,996)
29,084	Settlement or cancellation of accrual made for short term accumulating paid absences at end of preceding year	22,996
(22,996)	Amounts accrued in year for short term accumulating absences	(15,099)
<b>(22,996)</b>	<b>Balance at 31 March for short term accumulating absences</b>	<b>(15,099)</b>
(260,000)	Balance at 1 April for equal pay	0
260,000	Settlement or cancellation of accrual made for equal pay	0
0	Amount accrued in year for equal pay	0
<b>0</b>	<b>Balance at 31 March for equal pay</b>	<b>0</b>
<b>(22,996)</b>	<b>Total Balance at 31 March</b>	<b>(15,099)</b>

## 7. Adjustments between accounting basis and funding basis under regulation

This note details the adjustments required to total Comprehensive Income and Expenditure for the year in accordance with either proper accounting practice or statutory provisions and applied to the General Fund Reserve. Figures for 2023/24 are provided in an additional table to allow comparison:

Accounting adjustments permitted under regulation during 2024/25	31 March 2025			
	Usable Reserves		Capital Grants and Receipts	
	General Fund Reserve	Capital Grants and Receipts Unapplied Account	Capital Receipts Reserve	Unusable Reserves
	£000	£000	£000	£000
<b>Adjustments primarily involving the Capital Adjustment Account:</b>				
Charges for depreciation and impairment, and downward revaluation of Property, Plant and Equipment and Assets held for sale	157,632			(157,632)
Amortisation of Intangible assets	4,099			(4,099)
Capital grant and contributions applied to the Comprehensive Income and Expenditure Statement	(83,234)	(3,225)		86,459
Net gain on sale of Property, Plant and Equipment and Assets held for sale	(3,916)		8,096	(4,180)
Capital receipts applied	8,096		(8,096)	0
Loans Fund principal	(39,504)			39,504
Capital expenditure charged to General Fund Reserve	(3,091)			3,091
Revenue expenditure funded from capital under statute	12,737			(12,737)
Movement in market value of Investment Properties	0			0
<b>Adjustments primarily involving the Financial Instruments Adjustment Account:</b>				
Amounts by which finance costs charged to the Comprehensive Income and Expenditure Statement differ to that calculated under statute	(3,991)			3,991
<b>Adjustments primarily involving the Pension Reserve:</b>				
Amounts by which pension costs debited or credited to the Comprehensive Income and Expenditure Statement differ to that calculated under statute	71,978			(71,978)
<b>Adjustments primarily involving the Employee Statutory Adjustment Account:</b>				
Amount by which employees' remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(7,897)			7,897
Deferral of equal pay obligations				
<b>Totals</b>	<b>112,909</b>	<b>(3,225)</b>	<b>0</b>	<b>(109,684)</b>

**Comparative Information 2023/24**

Accounting adjustments permitted under regulation during 2023/24	31 March 2024			
	Usable Reserves		Capital Grants and Receipts	
	General Fund Reserve	Capital Grants and Receipts Unapplied Account	Capital Receipts Reserve	Unusable Reserves
	£000	£000	£000	£000
<b>Adjustments primarily involving the Capital Adjustment Account:</b>				
Charges for depreciation and impairment, and downward revaluation of Property, Plant and Equipment and Assets held for sale	152,506			(152,506)
Amortisation of Intangible assets	3,971			(3,971)
Capital grant and contributions applied to the Comprehensive Income and Expenditure Statement	(63,933)	(206)		64,139
Net gain on sale of Property, Plant and Equipment and Assets held for sale	(1,267)		5,856	(4,589)
Capital receipts applied	205,856	(200,000)	(5,856)	0
Loans Fund principal	(30,377)			30,377
Capital expenditure charged to General Fund Reserve	(6,136)			6,136
Revenue expenditure funded from capital under statute	8,399			(8,399)
Movement in market value of Investment Properties	15			(15)
<b>Adjustments primarily involving the Financial Instruments Adjustment Account:</b>				
Amounts by which finance costs charged to the Comprehensive Income and Expenditure Statement differ to that calculated under statute	(4,917)			4,917
<b>Adjustments primarily involving the Pension Reserve:</b>				
Amounts by which pension costs debited or credited to the Comprehensive Income and Expenditure Statement differ to that calculated under statute	(49,000)			49,000
<b>Adjustments primarily involving the Employee Statutory Adjustment Account:</b>				
Amount by which employees' remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(6,088)			6,088
Deferral of equal pay obligations	(260,000)			260,000
<b>Totals</b>	<b>(50,971)</b>	<b>(200,206)</b>	<b>0</b>	<b>251,177</b>

## 8. Transfers to or from statutory reserves

Under statute, the council is permitted to hold a number of revenue and capital reserves to provide financing for future expenditure plans. These funds include Repairs and Renewals Funds, the Culture and Recreational Fund, Insurance Fund and Capital Reserve Fund. The table below provides an analysis of the movement in reserve funds from 1 April 2023 to 31 March 2025. The Code requires that all income and expenditure associated with statutory reserves is reported within the Comprehensive Income and Expenditure Statement and transferred to the appropriate reserve in the Movement in Reserves Statement.

Reserve	Balance at 1 April 2023 £000	Transfers Out 2023/24 £000	Transfers In 2023/24 £000	Balance at 31 March 2024 £000	Transfers Out 2024/25 £000	Transfers In 2024/25 £000	Balance at 31 March 2025 £000	Purpose of the reserve
Property Repairs and Renewals	3,554	(1,923)	1,615	3,246	(2,267)	1,605	2,584	For the repair and renewal of council property
Winter Gardens Appeal	41	0	1	42	0	2	44	For the upkeep of the Winter Gardens
Energy Efficiency	98	(26)	88	160	(13)	90	237	For energy efficiency initiatives in council properties
New Technology	10,966	(210)	1,696	12,452	(496)	493	12,449	To fund new technology projects
Douglas Flagpole Appeal	17	0	0	17	0	2	19	For maintenance of the flagpole in the Botanic Gardens
Botanic Book Fund Appeal	19	0	1	20	0	0	20	For the purchase of books for the Botanic Gardens
Winter Maintenance Reserve Fund	900	0	35	935	0	37	972	To equalise the effect of severe, mild and average winters
<b>Total Repairs and Renewals Funds</b>	<b>15,595</b>	<b>(2,159)</b>	<b>3,436</b>	<b>16,872</b>	<b>(2,776)</b>	<b>2,229</b>	<b>16,325</b>	
Culture and Recreational Fund	4,952	(9,076)	5,200	1,076	(2,827)	5,200	3,449	For the provision of social, cultural, and recreational activities
Insurance Fund	10,517	(19,223)	14,602	5,896	(21,486)	20,585	4,995	For property, motor and liability insurance
<b>Total Revenue Reserves</b>	<b>31,064</b>	<b>(30,458)</b>	<b>23,238</b>	<b>23,844</b>	<b>(27,089)</b>	<b>28,014</b>	<b>24,769</b>	
Capital Reserve Fund	41,461	(20,641)	14,603	35,423	(20,766)	10,884	25,541	To fund capital investment projects
<b>Total Revenue and Capital Reserve Funds</b>	<b>72,525</b>	<b>(51,099)</b>	<b>37,841</b>	<b>59,267</b>	<b>(47,855)</b>	<b>38,898</b>	<b>50,310</b>	

## 9. Subjective analysis

2023/24 £000	%	Subjective analysis	2024/25 £000	%
<b>Where the money came from</b>				
(1,872,832)	54.7	Government grants and local taxation	(1,974,857)	55.5
(592,776)	17.3	Other grants, reimbursements and contributions	(579,302)	16.3
(846,419)	24.8	Customer and client receipts	(895,389)	25.2
(12,995)	0.4	Interest	(15,425)	0.4
(224,668)	6.6	Income from other departments	(258,799)	7.3
(4,266)	0.1	Other miscellaneous income	(4,340)	0.1
(13,000)	0.4	Net interest on the net defined benefit liability	0	0
(1,267)	0.0	Gain on disposal of property, plant and equipment	(3,916)	0.1
224,668	(6.6)	Inter-departmental recharges	258,799	(7.3)
(78,170)	2.3	Capital grants and contributions	(83,234)	2.4
<b>(3,421,725)</b>	<b>100.0</b>	<b>Total income</b>	<b>(3,556,463)</b>	<b>100.0</b>
<b>How the money was spent</b>				
1,166,287	32.8	Employee costs	1,225,006	32.8
258,523	7.3	Premises costs	293,651	7.8
265,208	7.4	Supplies and services	284,385	7.6
49,530	1.4	Transport and plant	51,371	1.4
1,221,569	34.3	Third party payments	1,271,960	34.0
514,953	14.5	Transfer payments	525,682	14.1
194,149	5.5	Depreciation, amortisation and impairment	205,176	5.4
122,377	3.4	Financing costs	137,604	3.7
(10,058)	(0.3)	Allocations	(11,575)	(0.3)
0	0.0	Net interest on the net defined benefit liability	14,411	0.4
(224,668)	(6.3)	Inter-departmental recharges	(258,799)	(6.9)
<b>3,557,870</b>	<b>100.0</b>	<b>Total expenditure</b>	<b>3,738,872</b>	<b>100.0</b>
<b>136,145</b>		<b>(Surplus) or Deficit on the Provision of Services</b>	<b>182,409</b>	

The above table reflects the management structure of the council and includes the subjective analysis of expenditure incurred on inter-departmental trading activities. Both income and expenditure have been adjusted to exclude amounts related to inter-departmental trading. Total income and total expenditure represent transactions with bodies external to the council.



## 10. Material items

The Code requires disclosure of the nature and amount of material items. During 2024/25 the following items are regarded as material:

Nature	2024/25 £000
Recognition of an unfunded pension liability in 2024/25. The funded pension position is recognised as nil in 2024/25 due to the asset ceiling calculation.	(234,196)

## 11. Public Private Partnership and Similar Contracts

The council entered into a Public Private Partnership for the provision of school buildings, maintenance and other facilities. This agreement provides the council with 29 replacement or renovated secondary schools and one primary school. The provider is required to maintain these schools to a high standard. When the agreement ends in July 2030 the schools will be handed back to the council with a guarantee of no major maintenance requirements for a five year period. The council has also entered into a design, build, finance, maintain (DBFM) arrangement for the provision of school buildings, maintenance and other facilities. This arrangement provides the council with 2 replacement primary schools. The provider is required to maintain these schools to a high standard. When the agreement ends in October 2043 the schools will be handed back to the council with a guarantee of no major maintenance requirements for a five year period. The value of the assets held under these schemes are £469.688 million (2023/24 £460.279 million). The in year increase of £9.409 million comprises of £0.400 million of additions and transfers in, an increase of £26.441 million from revaluations (including depreciation revaluations) less £17.432 million depreciation. Under the agreement the council is committed to paying the following sums (in cash terms at today's prices):

2023/24 Total £000	Future repayment periods	Payment for services £000	Repayment of liability £000	Interest £000	2024/25 Total £000
66,213	Within 1 year	38,305	9,576	20,710	68,591
277,679	2 to 5 years	161,496	45,440	80,811	287,747
97,996	6 to 10 years	16,892	4,749	5,705	27,346
9,333	11 to 15 years	2,950	4,502	1,962	9,414
8,867	16 to 20 years	2,258	4,132	562	6,952
<b>460,088</b>	<b>Total</b>	<b>221,901</b>	<b>68,399</b>	<b>109,750</b>	<b>400,050</b>

## **12. Pension costs**

### **12.1. Local Government Pension Scheme**

Disclosure of information relating to pensions follows the reporting requirements of IAS19 'Employee Benefits'. The table on page 50 details the assumptions made in estimating the figures contained in this note. The council offers retirement benefits to its employees under the Terms and Conditions of Employment.

The Local Government Pension Scheme is the main vehicle for the provision of pensions to council staff. The Strathclyde Pension Fund Office, which is part of Glasgow City Council's Financial Services, administers the scheme for all local authorities in the West of Scotland. This scheme is a funded defined benefits scheme, meaning that the authority and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets. The scheme provides pension benefits for councillors and local government employees (excluding teachers). For local government employees this is a defined benefit scheme calculated on a career average basis. This means that pension benefits are earned based on pensionable pay earned in the scheme year. There is a statutory requirement for the Strathclyde Pension Fund to publish a separate annual report, which can be accessed on their website: <http://www.spfo.org.uk>.

The principal risks to the authority of the scheme are the longevity assumptions, statutory changes to the scheme, structural changes to the scheme, changes to inflation, bond yields and the performance of the equity investments held by the scheme. These are mitigated to a certain extent by the statutory requirements to charge to the General Fund Reserve the amounts required by statute as described in the accounting policies note.

The council recognises the cost of retirement benefits within Cost of Services when employees earn them, rather than when the benefits are eventually paid as pensions. However, as the charge made when calculating Council Tax is based on the cash payable in the year, the cost of retirement benefits under IAS19 is reversed out of the General Fund Reserve in the Movement in Reserves Statement as an adjustment between the accounting basis and funding basis under regulation.

The following transactions have been made during the year in the Comprehensive Income and Expenditure Statement and the Movement in Reserves Statement:

2023/24 £000	Local Government Pension Scheme	2024/25 £000
<b>Comprehensive Income and Expenditure Statement</b>		
<b>Cost of Services:</b>		
111,000	Current service cost	112,318
5,000	Past service cost	10,552
<b>Financing and Investment Income and Expenditure:</b>		
(48,000)	Net interest (income) / cost	(52,462)
35,000	Interest on the effect of asset ceiling	66,873
<b>103,000</b>	<b>Total Post-employment Benefits charged / (credited) to the (Surplus) or Deficit on the Provision of Services</b>	<b>137,281</b>
<b>Other Comprehensive Income and Expenditure</b>		
<b>Remeasurement of the net defined benefit liability:</b>		
(266,000)	Return on assets	70,585
(151,000)	Actuarial (gains) / losses arising on changes in financial assumptions	(655,453)
(55,000)	Actuarial (gains) / losses arising on changes in demographic assumptions	(7,732)
431,000	Other experience	(58,305)
631,000	Pension asset derecognition	542,103
0	Other remeasurements	20
<b>693,000</b>	<b>Total Post-employment Benefits charged / (credited) to the Comprehensive Income and Expenditure Statement</b>	<b>28,499</b>
103,000	Net charge / (credit) to the Surplus or Deficit on the Provision of Services brought forward	137,281
<b>Movement in Reserves Statement</b>		
49,000	Reversal of net (charge) / credit made to the Surplus or Deficit on the Provision of Services in accordance with IAS19	(71,978)
<b>Actual amount charged against the General Fund balance for pensions in the year:</b>		
<b>152,000</b>	<b>Employers contribution paid</b>	<b>65,303</b>

#### 12.1.1. Pension assets and liabilities

As explained in the Accounting Policies (see note 1.6, Retirement Benefits on page 24) the council participates in two formal schemes, the Local Government Pension Scheme, which is administered by the Strathclyde Pension Fund Office, and the Scottish Teachers' Superannuation Scheme. The Strathclyde Pension Fund is a funded, multi-employer, defined benefit scheme in which it is possible for an employer to identify its share of the assets and liabilities on a consistent and reasonable basis. The Teachers' Scheme is also a defined benefit scheme but the assets and liabilities cannot be identified at individual employer level. The council is not required to record information related to the Teachers' Scheme as the liability for payment of pensions rests ultimately with HM Treasury. The council has additional liabilities for unfunded discretionary pension payments outside the main schemes.

Assets are valued at fair value. Liabilities are valued on an actuarial basis using the projected unit method which assesses the future liabilities of the fund discounted to their present value. The council's liabilities have been assessed by Hymans Robertson Limited Liability Partnership, an independent firm of actuaries. Calculations have been based on the triennial valuation of the scheme as at 31 March 2023.

The credit to the Surplus or Deficit on the Provision of Services from the Pension Reserve per note 12.1 is £71.978 million. The actuary reported a net pension asset against funded liabilities of £2,002.172 million at 31 March 2025. The recognition of this asset was assessed as nil based on an asset ceiling calculation of the extent to which the Council could recover the asset through reduced contributions. At the same time, there remained unfunded liabilities totalling £234.196 million. These balances have been recorded separately as assets and liabilities in line with accounting standards. The pension liability represents the best estimate of the current value of pensions, which the council will have to fund. The real discount factor, which is used to express the benefits in current value terms rather than cash terms, has increased from 2.0% at March 2024 to 3.0% at March 2025.

The increase in the real discount factor has contributed to the decrease in the reported pension liability. A higher real discount rate leads to a lower value being placed on the liabilities therefore the change in the real discount rate has a positive impact on the Balance Sheet.

The following table sets out the principal assumptions used by the actuary at 31 March 2025:

2023/24	Actuarial assumptions	2024/25
	<b>Long-term expected rate of return on assets in the scheme:</b>	
4.8%	Equity investments	5.8%
4.8%	Bonds	5.8%
4.8%	Property	5.8%
4.8%	Cash and net debtors / creditors	5.8%
	<b>Mortality assumptions:</b>	
	Longevity at 65 for current pensioners:	
19.5	Men	19.5
22.1	Women	22.1
	Longevity at 65 for future pensioners:	
20.2	Men	20.1
23.8	Women	23.8
	<b>General assumptions:</b>	
2.8%	Rate of price increases	2.8%
3.5%	Rate of increase in salaries	3.5%
2.8%	Rate of increase in pensions	2.8%
4.8%	Rate for discounting scheme liabilities	5.8%
75.0%	Take-up of option to convert annual pension into retirement lump sum	75.0%

The amount included in the Balance Sheet arising from the authority's obligation in respect of its defined benefit plans is as follows:

2023/24 £000	Pension Assets and Liabilities recognised in the Balance Sheet	2024/25 £000
4,549,000	Present value of the defined benefit obligation	4,016,470
(5,671,000)	Fair value of plan assets	(5,784,446)
1,393,000	Pension asset derecognition	2,002,172
<b>271,000</b>	<b>Net liability or (asset) arising from defined benefit obligation</b>	<b>234,196</b>

The following tables set out the reconciliation of scheme assets and liabilities:

2023/24 £000	Reconciliation of present value of scheme liabilities	2024/25 £000
4,214,000	Opening balance at 1 April	4,549,000
111,000	Current service costs	112,318
199,000	Interest costs	217,521
40,000	Contributions by scheme participants	33,806
	<b>Remeasurement (gains) and losses:</b>	
(151,000)	Actuarial (gains) / losses arising from changes in financial assumptions	(655,453)
(55,000)	Actuarial (gains) / losses arising from changes in demographic assumptions	(7,732)
383,000	Other experience	(58,305)
0	Other remeasurements	(64)
5,000	Past service costs	10,552
(197,000)	Benefits paid	(185,173)
<b>4,549,000</b>	<b>Closing balance at 31 March</b>	<b>4,016,470</b>

2023/24 £000	Reconciliation of the movements in the fair value of scheme assets	2024/25 £000
5,211,000	Opening fair value of scheme assets	5,671,000
247,000	Interest income	269,983
	<b>Remeasurement gain / (loss):</b>	
266,000	Return on assets, excluding the amount included in the net interest cost	(70,585)
(48,000)	Other experience	0
0	Other remeasurements	112
152,000	Contributions by employer	65,303
40,000	Contributions by scheme participants	33,806
(197,000)	Benefits paid	(185,173)
<b>5,671,000</b>	<b>Closing fair value of scheme assets</b>	<b>5,784,446</b>

2023/24 £000	Adjusted balance sheet position	2024/25 £000
5,671,000	Assets	5,784,446
(4,278,000)	Funded obligations	(3,782,274)
<b>1,393,000</b>	<b>Net Asset (unadjusted)</b>	<b>2,002,172</b>
(1,393,000)	Asset Ceiling adjustment for economic benefit calculation result	(2,002,172)
<b>0</b>	<b>Closing fair value of scheme assets</b>	<b>0</b>

**12.1.2. Analysis of Pension Fund's Assets**

Quoted prices in active markets £000	2023/24		Local Government Pension Scheme assets	Quoted prices in active markets £000	2024/25	
	Prices not quoted in active markets £000	Total £000			Prices not quoted in active markets £000	Total £000
9,000	96,000	105,000	Cash and cash equivalents	0	140,743	140,743
			<b>Equity Instruments:</b>			
262,000	0	262,000	Consumer	285,008	612	285,620
327,000	0	327,000	Manufacturing	269,507	374	269,881
51,000	0	51,000	Energy and utilities	44,965	0	44,965
162,000	1,000	163,000	Financial institutions	129,554	2,534	132,088
151,000	0	151,000	Health and care	137,530	65	137,595
192,000	0	192,000	Information technology	331,751	154	331,905
<b>1,145,000</b>	<b>1,000</b>	<b>1,146,000</b>	<b>Sub-total equity instruments</b>	<b>1,198,315</b>	<b>3,739</b>	<b>1,202,054</b>
			<b>Debt Securities:</b>			
0	0	0	Corporate bonds (investment grade)	0	1	1
			<b>Private Equity:</b>			
0	1,354,000	1,354,000	All	0	1,337,083	1,337,083
			<b>Property:</b>			
0	446,000	446,000	UK	0	436,424	436,424
			<b>Derivatives:</b>			
0	0	0	Foreign exchange	0	(4)	(4)
			<b>Other investment funds:</b>			
23,000	1,933,000	1,956,000	Equities	21,178	1,390,676	1,411,854
0	662,000	662,000	Bonds	0	1,220,186	1,220,186
0	2,000	2,000	Commodities	0	2,835	2,835
0	0	0	Infrastructure	0	20,410	20,410
0	0	0	Other	0	12,860	12,860
<b>23,000</b>	<b>2,597,000</b>	<b>2,620,000</b>	<b>Sub-total other investment funds</b>	<b>21,178</b>	<b>2,646,967</b>	<b>2,668,145</b>
<b>1,177,000</b>	<b>4,494,000</b>	<b>5,671,000</b>	<b>Total Assets</b>	<b>1,219,493</b>	<b>4,564,953</b>	<b>5,784,446</b>

**12.1.3. Investment Strategy**

The investment strategy is set for the long-term but is monitored constantly and reviewed every 3 years using asset-liability modelling to ensure that it remains appropriate to the Fund's liability profile.

**12.1.4. Impact on the Authority's Cash Flows**

The objectives of the Fund are to keep employers' contributions at as constant a rate as possible. The Fund has agreed a strategy with the scheme's actuary to achieve a funding rate of 100% over time. Funding levels are monitored on an annual basis. The next triennial valuation is due to be completed as at 31 March 2026.

The total contributions expected to be made by the council to Strathclyde Pension Fund in the year to 31 March 2026 is £35.964 million.

The weighted average duration of the defined benefit obligation for scheme members is 16 years (2023/24 16 years).

## 12.2. Scottish Teachers' Superannuation Scheme

The Scottish Teachers' Superannuation Scheme is an unfunded multi-employer defined benefit scheme. The scheme is financed by payments from employers and from those current employees. As the scheme is not able to identify each body's share of the underlying liabilities on a consistent and reasonable basis, the pension costs are accounted for as if it were a defined contribution scheme. Glasgow City Council has no liability for other employer's obligations to the multi-employer scheme and as the scheme is unfunded there can be no deficit or surplus to distribute on the wind-up of the scheme or withdrawal from the scheme.

As a proportion of the total contributions into the Teachers' Pension Scheme during the year ending 31 March 2025, the council's level of participation in the scheme is approximately 9.7%.

The employer's rate of contribution for the teachers' pension scheme administered by the Scottish Government is set with reference to a funding valuation undertaken by the scheme actuary. The latest valuation results, published in October 2023, set the employer's contribution rate to 26.0% from 1 April 2024, having previously been 23.0% between 1 September 2019 and 31 March 2023. The employee rate was 9.9% throughout the year. The amount paid over to the Scottish Public Pensions Agency was as follows:

2023/24 £000	Scottish Teachers Superannuation Scheme	2024/25 £000
69,108	Employer's Contributions	76,636
28,644	Employee's Contributions	28,506
<b>97,752</b>	<b>Total</b>	<b>105,142</b>

The employer's contributions due to be paid in the next financial year are estimated to be £78.935 million.

In addition, the council is responsible for all pension payments relating to added years benefits it has awarded, together with the related increases. In 2024/25 these amounted to £6.580 million (2023/24 £6.429 million).

## 12.3. Capital cost of discretionary increases

Councils are also required to disclose the capital cost of discretionary increases in pensions payments, whether the employees are members of the Local Government Pension Scheme or the Scottish Teachers' Superannuation Scheme. In 2024/25 the capitalised costs attributable to the early retirements from Glasgow City Council and from predecessor authorities were as follows:

2023/24 £000	Capital cost of discretionary increases	2024/25 £000
0	Current year	0
271,000	In earlier years	234,196
<b>271,000</b>	<b>Total</b>	<b>234,196</b>

### 13. Grant income

The council credited the following grants, contributions and donations to the Comprehensive Income and Expenditure Statement in 2024/25:

2023/24 £000	Grant income in the Comprehensive Income and Expenditure Statement	2024/25 £000
	<b>Credited to Taxation and Non-specific Grant Income</b>	
(1,135,675)	General Revenue Grant	(1,266,540)
(358,472)	Redistribution from Non-Domestic Rates pool	(386,817)
(78,170)	Capital Grant and Contributions	(83,234)
	<b>Credited to Services</b>	
(240,016)	Housing benefit subsidy	(236,593)
(114,726)	Housing investment	(109,314)
(166,130)	Health Board	(156,345)
(23,270)	Criminal Justice	(23,217)
(3,339)	Benefits administration subsidy and initiatives	(3,529)
(31,657)	Attainment funding	(31,360)
(61,336)	Early Learning and Childcare	0
(10,842)	No One Left Behind	(10,527)
(6,018)	Shared Prosperity Fund	(15,710)
(10,289)	Various education services grants	(9,872)
(28,373)	Various other grants	(25,737)
(2,369)	Various other contributions	(1,633)
<b>(2,270,682)</b>	<b>Total</b>	<b>(2,360,428)</b>

### 14. Agency income and expenditure

The council is the billing authority for Non-Domestic Rates in Glasgow and, in this role, acts as an agent of the Scottish Government. During 2024/25, the council billed £434.214 million (2023/24 £419.602 million) on behalf of the Scottish Government. After provisions for bad and doubtful debts, and prior year adjustments, the council contributed £401.043 million to the National Non-Domestic Rates Pool (2023/24 £406.573 million) and received back from the pool £386.817 million in income (2023/24 £358.472 million).



## 15. Auditor remuneration

The council incurred fees of £1.764 million (2023/24 £0.799 million) for the statutory inspection of the Annual Accounts by EY and Audit Scotland. No other services were provided by the appointed auditor in 2024/25 (or 2023/24).

## 16. Related party transactions

Related parties are organisations that the council can control or influence or who can control or influence the council. Scottish Government has effective control over the general operations of the council. It is responsible for providing the statutory framework within which the council operates, provides the majority of its funding in the form of grants and prescribes the terms of many of the transactions that the council has with other parties (e.g. council tax bills, housing benefits). Grants received from government departments are set out in note 13 on page 54.

The council has an interest in a number of companies and other public bodies. Where the interest in another entity is considered material, the entity is consolidated with the accounts of the council to form the Group Financial Statements. Further details on the combining entities are shown within the Group Financial Statements.

Related party transactions during the year and balances as at 31 March 2025 are as follows:

2023/24 Net Expenditure / (Income) £000	Debtor / (Creditor) at 31 March 2024 £000	Related party transactions and balances	2024/25 Expenditure £000	Income £000	Debtor / (Creditor) at 31 March 2025 £000
(226)	42,783	Scottish Event Campus Ltd	653	(752)	42,590
50,917	298	City Building (Glasgow) LLP	52,621	(10,873)	3,205
6,354	(4,303)	City Building (Contracts) LLP	5,848	(1,560)	1,209
106,252	4,574	Culture and Sport Glasgow	98,713	(15,442)	(5,185)
11,261	(87,887)	City Property Glasgow (Investments) LLP	15,585	(3,451)	(85,453)
6,308	(180,580)	City Property Glasgow (Operations SL1) LLP	9,016	(2,260)	(179,751)
7,206	(169,448)	City Property Glasgow (Operations SL2) LLP	8,432	(1,000)	(168,851)
10,314	(191,032)	City Property Glasgow (Operations SL3) LLP	11,258	(446)	(190,636)
2,407	5	City Property (Glasgow) LLP	3,105	(396)	(217)
3,829	353	Jobs & Business Glasgow	4,508	(1,087)	(388)
11,137	1,937	Strathclyde Partnership for Transport	10,820	0	427
131,726	(4,579)	Strathclyde Pension Fund	66,858	(5,040)	2,245
63,587	(5,584)	Teachers' Pension Fund	76,636	0	(6,520)
1,670	2	Clyde Gateway	793	(24)	0
(183,407)	(66,894)	Glasgow City Integration Joint Board	573,674	(579,180)	(61,839)

**Note:** Related parties disclosure acknowledge key management personnel of Glasgow City Council and associated group as set out in the respective Remuneration Reports. Key councillors are identified as members of group bodies.

In addition to transactions with related companies and other related bodies noted above, significant revenue and capital payments made to organisations where council members are represented, totalled £32.019 million (2023/24 £24.171 million), broken down as follows:

2023/24 £000	Organisation	2024/25 £000
20,200	NHS Greater Glasgow & Clyde	24,658
3,592	Citizens Theatre	6,272
379	University of Glasgow Court	1,089
<b>24,171</b>	<b>Total</b>	

In addition to transactions with related companies and other related bodies noted above, significant revenue and capital payments made to organisations where council officers are represented, totalled £11.189 million (2023/24 £8.960 million), broken down as follows:

2023/24 £000	Organisation	2024/25 £000
8,960	Enable Scotland	11,189
<b>8,960</b>	<b>Total</b>	<b>11,189</b>

## 17. Operating leases

The council utilises vehicles, plant, furniture and equipment under the terms of an operating lease. Lease rentals charged to the Comprehensive Income and Expenditure Statement in the year for such assets total £1.606 million (2023/24 £1.595 million). The future minimum lease payments due under non-cancellable leases in future years and in cash terms are as follows:

2023/24 £000	Operating lease commitments	2024/25 £000
229	No later than one year	121
131	Later than one year and not later than five years	50
<b>360</b>	<b>Total</b>	<b>171</b>

## 18. Low Emission Zone

The Under the powers granted by Part 2 of the Transport (Scotland) Act 2019, and in accordance with The Low Emission Zones (Emission Standards, Exemptions and Enforcement) (Scotland) Regulations (hereafter referred to as "the regulations") 2021, Glasgow City Council has introduced a Low Emission Zone. A low emission zone (LEZ) is an area where only certain vehicles are allowed to enter based on their emissions standards. The LEZ was introduced to address air pollution in the city centre, mainly nitrogen dioxide (NO<sub>2</sub>), caused by road traffic. The LEZ comprises an area of approximately one square mile of the City Centre.

Enforcement of the zone officially commenced on 1 June 2023 after a one-year grace period, and the regulations now apply to all vehicles entering the zone. When a non-compliant vehicle is detected in the zone, a Penalty Charge Notice (PCN) is issued to the registered keeper of the vehicle.

The regulations specify that any local authorities operating an LEZ scheme must keep accounts for the duration of the scheme's operation. This account should outline the costs of proposing, making, and operating the scheme.

In 2024/25, the LEZ generated a net revenue of £0.143 million (2023/24 £0.748 million net revenue). The following table sets out the financial performance of the scheme:

<b>2023/24 £000</b>	<b>Low Emission Zone</b>	<b>2024/25 £000</b>
(564)	Revenue grants	0
(983)	Income from fines and penalties	(757)
(566)	Capital grants and contributions	0
<b>(2,113)</b>	<b>Total revenue</b>	<b>(757)</b>
459	Employee costs	227
51	Administrative costs	0
289	Supplies and services	370
566	Capital expenditure	17
<b>1,365</b>	<b>Total expenditure</b>	<b>614</b>
<b>(748)</b>	<b>Net (revenue)/expenditure</b>	<b>(143)</b>

The costs of operating the scheme were funded by the income generated from PCN's.

Employee costs which could not be allocated directly to the project have been apportioned based on the estimated staff time spent on the project, all other costs are allocated directly.

## 19. Long-term assets

### 19.1. Valuation of long-term assets

Category	Valuer	Basis of Valuation	Date of last full Valuation	Useful Life
<b>Property, plant and equipment:</b>				
Other land and buildings	City Property (Glasgow) LLP	Current value	March 2021	Land – Not applicable Buildings – 40 years
Vehicles, plant, furniture and equipment	Not applicable	Depreciated historic cost	Not applicable	5-10 years
Infrastructure assets	Not applicable	Depreciated historic cost	Not applicable	40 years
Community assets	Not applicable	Valued at £1 on 1 April 1994, with additions valued at cost	Not applicable	Not applicable
Assets under construction	Not applicable	Cost	Not applicable	Not applicable
Corporate surplus assets	City Property (Glasgow) LLP	Fair value	March 2023	40 years
<b>Other long-term assets:</b>				
Heritage assets	Internal/external experts	Fair value or cost	Not applicable	Not applicable
Investment property	City Property (Glasgow) LLP	Fair value	March 2025	40 years
Intangible assets	Not applicable	Depreciated historic cost	Not applicable	7 years
Assets held for sale	City Property (Glasgow) LLP	Lower of carrying value at date declared held for sale and fair value less cost of sale.	March 2025	40 years

Land and buildings are re-valued on a maximum five year rolling basis in accordance with the guidelines provided within the Royal Institution of Chartered Surveyors Valuation Standards Manual but may be more frequent where a change in classification occurs or a material movement is expected due to market conditions. Any material changes in the value of individual assets that arise between the periodic valuations are immediately reflected in the Balance Sheet. The date of the last full valuation was 31 March 2021.

### 19.2. Depreciation

Depreciation is calculated on a straight-line basis and is provided for all operational and surplus assets other than land, community assets and heritage assets. The useful life of property assets are determined in consultation with City Property (Glasgow) LLP. Technical officers within services determine non-property asset lives. Infrastructure assets are depreciated over 40 years.

### 19.3. Community assets

When the council's asset register was first compiled in 1994, existing community assets were included at £1 in accordance with accepted practice. Additions to this category since 1994 have been added at cost.

### 19.4. Heritage assets

The council's heritage assets comprise museum and gallery collections, which are held according to the fair value of assets included on the museums records system. Civic regalia is held at fair value. Where the council holds information on the cost of statues and fountains, these are included at cost. However, where information on cost or value is not available, and where cost of obtaining information outweighs benefit to users of the Annual Accounts, these assets are not recognised in the Balance Sheet.

## 19.5. Summary of capital expenditure and sources of finance

2023/24 £000	Capital expenditure and sources of finance	2024/25 £000
	Capital investment	
105,366	Property, plant and equipment	93,632
2,680	Intangible assets	1,856
46	Assets held for sale	0
<b>108,092</b>	<b>Total expenditure</b>	<b>95,488</b>
	Sources of finance	
31,961	Net borrowing	(2,158)
5,856	Asset sales	8,096
64,139	Government grants and other capital contributions	86,459
6,136	Revenue contributions	3,091
<b>108,092</b>	<b>Total sources of finance</b>	<b>95,488</b>

The Capital Financing Requirement (CFR) defines the underlying need to borrow for capital purposes which has been included within the Management Commentary on page 14.

## 19.6. Summary of assets held

### 19.6.1. Intangible assets

These assets relate wholly to software licences purchased by the council over the current and previous financial years.

### 19.6.2. Property

To deliver the wide range of services it provides, the council operates over 300 schools, owns more than 150 cultural and recreational facilities, around 300 playing pitches and 46 residential facilities for the young, elderly and those with learning or physical disabilities. The council has over 150 offices, depots and workshops throughout the city and, in addition, operates a wide range of other facilities including, for example, crematoria and cemeteries.

### 19.6.3. Plant, vehicles and equipment

The council directly owns a fleet of around 250 vehicles, with additional vehicles held under the terms of a finance lease.

### 19.6.4. Infrastructure

Included within the city's infrastructure are approximately 1,700 kilometres of roads, around 300 road bridges and over 70,000 street lighting units.

### 19.6.5. Community assets

Included within this category are parklands, amenity sites and allotments.

### 19.6.6. Heritage assets

These assets include historical monuments, museum and gallery collections, works of art and civic regalia.

**19.6.7. Assets held under finance leases**

The council utilises property as well as a number of vehicles, plant and equipment under the terms of a finance lease. Lease rentals payable under these arrangements in the year total £37.936 million (2023/24 £36.889 million), comprising £38.762 million (2023/24 £38.569 million) charged to the Comprehensive Income and Expenditure Statement in respect of interest and £(0.826) million (2023/24 £(1.680) million) in respect of principal repayments.

The net carrying amount within property, plant and equipment with regard to assets held under finance leases is £778.771 million in respect of other land and buildings and £0.016 million in respect of vehicles, plant, furniture and equipment.

**19.7. Commitments under capital investments**

The council's approved capital investment programme will continue to progress during 2025/26 and subsequent years. As at 31 March 2025, the council has outstanding commitments on significant contracts for capital investment totalling £120.896 million (31 March 2024 £47.948 million). These outstanding commitments comprise the following:

<b>Project description</b>	<b>Outstanding commitment at 31 March 2025 £000</b>	<b>Contract completion</b>
FICT Transition and Refresh	22,220	End 2030
City Deal – City Centre	20,020	End 2027
Church Street Redevelopment	18,024	End 2027
City Deal – Clyde Waterfront & West End	7,496	End 2027
City Deal – Sighthill TRA	7,422	End 2031
City Deal – Clyde Metro	6,061	End 2027
Fleet Investment	5,462	End 2025
Brighton Place Redevelopment	5,253	End 2027
ICT Development and Innovation	5,100	End 2025
Bin Hub Rollout	4,120	End 2027
Other Projects (25 projects)	19,718	Various
<b>Total</b>	<b>120,896</b>	

As at 31 March 2025, outstanding obligations to make payments under finance leases are as follows:

<b>31 March 2024 £000</b>	<b>Finance lease obligations</b>	<b>31 March 2025 £000</b>
(826)	Current liabilities	259
745,164	Deferred liabilities	744,906
859,141	Finance costs (future years)	820,380
<b>1,603,479</b>	<b>Total</b>	<b>1,565,545</b>

These obligations will be payable over the following periods:

31 March 2024			31 March 2025		
Minimum Lease Payments £000	Liabilities £000	Finance lease obligations	Minimum Lease Payments £000	Liabilities £000	
37,934	(826)	Not later than one year	39,168	259	
164,483	8,584	Later than one year and not later than five years	169,605	13,768	
1,401,062	736,580	Later than five years	1,356,772	731,138	
<b>1,603,479</b>	<b>744,338</b>	<b>Total</b>	<b>1,565,545</b>	<b>745,165</b>	

The minimum lease payments do not include rents that are contingent on events taking place after the lease was entered into, such as adjustments following rent reviews.

## 19.8. Fair value measurement of non-financial assets

Surplus asset and investment property are valued at fair value. Assets held for sale are valued at the lower of carrying value at date declared held for sale and fair value less cost of sale. Valuation reports prepared for these assets incorporate the methodology employed by the valuer in arriving at their opinion of value. The methodology includes comparable data which is recognised in accordance with the fair value measurement hierarchy. The valuers seek to minimise the volume of unobservable inputs and maximise the volume of observable inputs in forming their opinion of value. For these asset classes, the valuation inputs generally comprise either level 2 or level 3 inputs with adjustments not limited to location, rental growth, lease terms, covenants, costs, discount rates and vacancy levels. For valuations conducted in 2024/25, both the income and market valuation techniques were widely adopted in forming opinions of fair value. The resulting valuations for surplus assets of £42.940 million and assets held for sale of £3.022 million were entirely based on level 2 inputs.

## 19.9. Tax Incremental Financing (TIF) Projects

The council entered into an agreement with the Scottish Government in October 2012 in respect of the Buchanan Quarter Tax Increment Finance (TIF) scheme. This agreement essentially allows for the repayment of debt arising from infrastructure investment from incremental Non-Domestic Rates (NDR) revenue. The assets to be funded by the TIF project largely comprise public realm and infrastructure improvements within the Buchanan Quarter of Glasgow city centre.

The project is for a period of 25 years, with the first material capital investment incurred during the financial year ending 31 March 2014. During the TIF project period, the council is entitled to retain the TIF revenue from its NDR revenue, a pro-rated amount of NDR equal to the amount (if any) by which the collected amount exceeds the baseline collectable amount. The council is required to apply 100% of the TIF revenue towards repayment of the TIF debt. Following repayment in full, and until the end of the project period, the council is entitled to retain 50% of the TIF revenue for further infrastructure investment.

Net capital expenditure incurred in the year to 31 March 2025, to be funded from borrowing, in respect of TIF assets totalled £nil (2023/24 £nil). This is reflected within the 'Summary of capital expenditure and sources of finance', outlined within note 19.5 on page 59. Total TIF debt, to be repaid over the project period, in respect of investment to 31 March 2025, has been calculated in accordance with Local Government Finance Circular No. 8/2016 at £21.773 million (£21.773 million at 31 March 2024).

## 20. Property, Plant and Equipment

This note details the movement in Property, Plant and Equipment (PPE) during 2024/25. The valuation bases, useful lives and depreciation methods used are disclosed within notes 19.1 and 19.2 (page 58). A summary of capital expenditure during the year, together with the sources of finance and the amount of contractual commitments for PPE, are disclosed separately in notes 19.5 (page 59) and 19.7 (page 60).

Movement in PPE 2024/25	Other Land and Buildings £000	Vehicles, Plant, Furniture and Equipment £000	Infrastructure Assets £000	Community Assets £000	Assets Under Construction £000	Corporate Surplus Assets £000	Total Property, Plant and Equipment £000
<b>Net book value at 1 April 2024</b>	<b>2,877,347</b>	<b>75,289</b>	<b>836,472</b>	<b>24,335</b>	<b>74,762</b>	<b>39,884</b>	<b>3,928,089</b>
Additions	25,061	12,562	28,457	124	27,428	0	93,632
Revaluations	162,289	0	0	0	0	(748)	161,541
Impairment	0	0	0	0	0	0	0
Depreciation	(110,462)	(25,707)	(31,088)	0	0	(58)	(167,315)
Disposals	(13)	0	0	0	0	(4,320)	(4,333)
Other movements (incl. transfers to other asset categories)	14,272	136	33,537	0	(48,594)	8,182	7,533
<b>Net book value at 31 March 2025</b>	<b>2,968,494</b>	<b>62,280</b>	<b>867,378</b>	<b>24,459</b>	<b>53,596</b>	<b>42,940</b>	<b>4,019,147</b>
Gross book value	3,069,051	179,903		24,459	53,596	43,509	
Accumulated depreciation	(100,557)	(117,623)		0	0	(569)	
<b>Net book value at 31 March 2025</b>	<b>2,968,494</b>	<b>62,280</b>	<b>867,378</b>	<b>24,459</b>	<b>53,596</b>	<b>42,940</b>	<b>4,019,147</b>

Movement in PPE 2023/2024	Other Land and Buildings £000	Vehicles, Plant, Furniture and Equipment £000	Infrastructure Assets £000	Community Assets £000	Assets Under Construction £000	Corporate Surplus Assets £000	Total Property, Plant and Equipment £000
<b>Net book value at 1 April 2023</b>	<b>2,829,343</b>	<b>92,989</b>	<b>817,899</b>	<b>23,851</b>	<b>54,238</b>	<b>45,362</b>	<b>3,863,682</b>
Additions	16,399	11,469	42,448	73	34,135	842	105,366
Revaluations	131,159	0	0	0	0	2,588	133,747
Impairment	(656)	0	0	0	0	(472)	(1,128)
Depreciation	(103,477)	(29,514)	(31,089)	0	0	(76)	(164,156)
Disposals	(1,022)	0	0	0	0	(775)	(1,797)
Other movements (incl. transfers to other asset categories)	5,601	345	7,214	411	(13,611)	(7,585)	(7,625)
<b>Net book value at 31 March 2024</b>	<b>2,877,347</b>	<b>75,289</b>	<b>836,472</b>	<b>24,335</b>	<b>74,762</b>	<b>39,884</b>	<b>3,928,089</b>
Gross book value	2,963,351	205,650		24,335	74,762	40,404	
Accumulated depreciation	(86,004)	(130,361)		0	0	(520)	
<b>Net book value at 31 March 2024</b>	<b>2,877,347</b>	<b>75,289</b>	<b>836,472</b>	<b>24,335</b>	<b>74,762</b>	<b>39,884</b>	<b>3,928,089</b>

Infrastructure asset values have been disclosed in accordance with the Scottish Government's Finance Circular 8/2024 Statutory Override - Accounting for Infrastructure Assets. The council has applied both statutory overrides set out in the circular which are as follows:

- For accounting periods commencing from 1 April 2021 until 31 March 2025, a local authority is not required to report the gross carrying amount and accumulated depreciation for infrastructure assets.
- For the accounting periods from 1 April 2010 to 31 March 2025, the carrying amount to be derecognised in respect of a replaced part of an infrastructure asset is to be accounted for as a nil amount, and no subsequent adjustment can be made to the carrying amount of the asset with respect to that part.



## 21. Heritage assets

This note details the movement in Heritage Assets during 2024/25. The valuation bases, useful lives and depreciation methods used are disclosed within notes 19.1 and 19.4 (page 58).

Movement in Heritage assets	Fine art £000	Civic regalia £000	Statues and fountains £000	Total Heritage assets £000
<b>Cost or Valuation:</b>				
At 1 April 2023	1,100,000	814	16,860	1,117,674
Additions in year	0	0	0	0
Revaluations	43,858	7	0	43,865
Transfers	0	0	0	0
<b>At 31 March 2024</b>	<b>1,143,858</b>	<b>821</b>	<b>16,860</b>	<b>1,161,539</b>
<b>Movement in 2024/25:</b>				
Additions in year	0	0	0	0
Revaluations	21,865	365	0	22,230
Transfers	0	0	0	0
<b>At 31 March 2025</b>	<b>1,165,723</b>	<b>1,186</b>	<b>16,860</b>	<b>1,183,769</b>

The following table shows assets that may be regarded as Heritage Assets, which have not been included in the Balance Sheet as the council considers that obtaining valuations would involve disproportionate cost, or reliable cost or valuation information cannot be obtained for these items. This is because of the diverse nature of assets held, the number of assets held and the lack of comparable market values. The Code therefore permits such assets to be excluded from the Balance Sheet.

Assets excluded from Heritage Assets	Estimated number of assets 31 March 2025
Fountains	5
Statues	51
War memorials	31
Museum and Gallery Collection items	1,187,064

## 22. Intangible assets

The council accounts for purchased software licences held for various Information and Communications Technology (ICT) systems used throughout the council as Intangible assets. The cost of the licences are written-off on a straight-line basis over the expected life of the licences, which is seven years for all systems. The council does not recognise any internally generated intangible assets.

There have been no changes to the estimated useful life and there have been no revaluations of intangible assets during the year. The amortisation charge for intangible assets in 2024/25 was £4.099 million (2023/24 £3.971 million). There has been no impairment charge in 2024/25 (2023/24 £nil). The movement on intangible asset balances during the year is as follows:

2023/24 £000	Movement in Intangible assets	2024/25 £000
	Balance at start of year:	
28,509	Gross carrying amounts	30,479
(9,837)	Accumulated amortisation	(13,098)
<b>18,672</b>	<b>Net carrying amount at start of year</b>	<b>17,381</b>
2,680	Additions	1,856
0	Transfers	111
(3,971)	Amortisation for the period	(4,099)
<b>17,381</b>	<b>Net carrying amount at end of the year</b>	<b>15,249</b>
	Comprising:	
30,479	Gross carrying amounts	30,659
(13,098)	Accumulated amortisation	(15,410)
<b>17,381</b>	<b>Net carrying amount at end of the year</b>	<b>15,249</b>

## 23. Assets held for sale

Assets are recognised as held for sale when their carrying value is likely to be recovered principally through a sale transaction rather than through continued use. At 31 March 2025, the valuation of assets held for sale was £3.022 million (£12.084 million as at 31 March 2024).

2023/24 £000	Assets Held for Sale	2024/25 £000
7,883	Balance at 1 April	12,084
	Assets newly classified as held for sale:	
11,558	Property, plant and equipment	251
(57)	Revaluation losses	(950)
	Assets declassified as held for sale:	
(3,933)	Property, plant and equipment	(7,895)
(3,413)	Assets disposed	(468)
46	Expenditure in year	0
<b>12,084</b>	<b>Balance at 31 March</b>	<b>3,022</b>

## 24. Net short-term debtors

The net short-term debtors balance consists of amounts owed to the council, primarily in respect of Council Tax and grants, and H.M. Revenue and Customs debtors. It also includes sums due from other authorities and various other sundry debtors. During 2024/25, there was an accounting adjustment made to debtors and the associated impairment loss within the Financial Statements of £29.307 million. This mainly related to Council Tax (£15.370 million). The individual Non-Domestic Rates debtors are not included in the Balance Sheet but the outstanding debt and impairment loss are monitored separately, with the council acting as a collecting agent for the Scottish Government. Records associated with all outstanding debts are retained and recovery action will continue to be taken, where possible.

The following table shows an analysis of debtors outstanding by customer group:

2023/24 £000	Analysis of net short-term debtors	2024/25 £000
124,102	Bodies external to general government	120,858
152,923	Central government bodies	155,449
10,253	Other local authorities	5,224
4,544	NHS bodies	2,097
209	Public corporations and trading funds	134
<b>292,031</b>	<b>Total</b>	<b>283,762</b>

## 25. Cash and cash equivalents

The council hold cash in hand, as well as deposits with financial institutions. Cash equivalents are short-term, highly liquid investments, principally held to meet liabilities in the short-term, rather than to make an investment gain. They are readily convertible into known amounts of cash and are subject to insignificant risk of changes in value. The balance of cash and cash equivalents comprises the following elements:

2023/24 £000	Cash and cash equivalents	2024/25 £000
38,032	Short-term deposits	75,423
4,743	Bank current accounts	4,076
125	Cash imprest held by the council	118
<b>42,900</b>	<b>Total</b>	<b>79,617</b>

## 26. Short-term creditors

The short-term creditors balance consists of amounts received in advance or owed by the council, primarily in respect of payroll, grants and various other sundry creditors. The following table provides further analysis by supplier group:

2023/24 £000	Analysis of creditors	2024/25 £000
359,435	Bodies external to general government	337,378
47,666	Central government bodies	17,184
17,330	Other local authorities	18,516
17,648	NHS bodies	1,355
1,368	Public corporations and trading funds	900
<b>443,447</b>	<b>Total</b>	<b>375,333</b>

## 27. Provisions

The council has identified a number of material liabilities, where the amount or timing of the transaction is uncertain, and made provision for future expenditure. All provisions have been reassessed at the financial year end.

The following table provides an analysis of the movement in provisions during 2024/25:

Provisions	Asset decommissioning £000	Employee related legal cases £000	Other outstanding legal cases £000	Other provisions £000	Total £000
Balance as at 1 April 2024	18,958	13,305	69	2,123	34,455
Additional provisions made during the year	592	742	113	0	1,447
Costs incurred and charged against provision	(1,082)	(9,672)	(38)	(885)	(11,677)
Unused amounts reversed during the year	0	0	0	(30)	(30)
<b>Balance at 31 March 2025</b>	<b>18,468</b>	<b>4,375</b>	<b>144</b>	<b>1,208</b>	<b>24,195</b>

Provisions for asset decommissioning reflect the council's liability for restoration and ongoing maintenance in respect of landfill sites formerly operated by the council, principally Cathkin Landfill Site. These have been provided for based on the net present value of estimated future costs.

Provisions for employee related legal cases comprise mainly of the short-term provision for voluntary severance and early retirement costs £0.282 million and the assessment of equal pay obligations, £3.239 million. During 2024/25, £1.316 million equal pay compensation payments have been met from the provision.

Other provisions include provision for future warranty claims (£0.235 million) and financial guarantees in relation to loan repayments and bond issue relating to group subsidiaries (£0.973 million). All other provisions are individually immaterial.

## 28. Financial instruments

The statement of accounting policies in note 1.24 on page 32, explains the requirement of the reporting basis for financial instruments.

## 28.1. Categories of financial instruments

Financial instruments in the Balance Sheet at 31 March 2025 comprise the following financial assets and financial liabilities with their measurement bases.

2023/24			2024/25			
<i>Fair value through profit and loss</i> £000	<i>Amortised cost</i> £000	<i>Total</i> £000	<b>Financial assets</b>	<i>Fair value through profit and loss</i> £000	<i>Amortised cost</i> £000	<i>Total</i> £000
			Long-term:			
3,563	0	3,563	Investments	159	0	159
0	1,947	1,947	Debtors	0	1,271	1,271
			Short-term:			
1	42,900	42,901	Investments	1	79,617	79,618
0	257,543	257,543	Debtors	0	249,620	249,620
<b>3,564</b>	<b>302,390</b>	<b>305,954</b>	<b>Total financial assets</b>	<b>160</b>	<b>330,508</b>	<b>330,668</b>

2023/24 <i>Amortised cost</i> £000	<i>Financial liabilities</i>	2024/25 <i>Amortised cost</i> £000
	Long-term:	
1,540,023	Borrowing	1,558,883
67,031	Creditors	69,304
	Short-term:	
64,384	Borrowing	150,227
407,201	Creditors	334,167
<b>2,078,639</b>	<b>Total financial liabilities</b>	<b>2,112,581</b>

## 28.2. Income, expense, gains and losses on financial instruments

Income, expense, gains and losses for the year ended 31 March 2025 and recognised within the Comprehensive Income and Expenditure Statement (page 18) for financial instruments comprise the following:

2023/24 £000	<i>Income, expense, gains and losses on financial instruments</i>	2024/25 £000
	(Income) and expense from:	
(17,285)	Interest revenue from financial assets measured at amortised cost	(19,723)
122,202	Interest expenses	137,661
35	Management fee	22
<b>104,952</b>	<b>(Income) and expenses</b>	<b>117,960</b>
	Net (gains) and losses on:	
250	Financial assets measured at fair value through profit or loss	(85)
14,636	Financial assets measured at amortised cost	11,215
<b>14,886</b>	<b>Total net (gains) / losses</b>	<b>11,130</b>
<b>119,838</b>	<b>Total (income), expense, (gains) and losses</b>	<b>129,090</b>

## 28.3. Fair value of assets and liabilities carried at amortised cost

Financial liabilities and financial assets represented by loans and receivables are carried in the Balance Sheet at amortised cost. The fair value can be assessed by calculating the present value of the cash flows

that will take place over the remaining term of the instruments. The rates quoted in this valuation were obtained by the council's treasury management advisors from the market on 31 March 2025.

In terms of the fair value measurement hierarchy, the financial instruments measured at fair value are considered level 2 being inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly or indirectly.

The calculations are made using the following assumptions:

- (i) The PWLB new loan rate, in force at 31 March 2025, has been used as the discount rate for PWLB debt;
- (ii) For other market debt and investments the discount rate used is the rate available for an instrument with the same terms from a comparable lender;
- (iii) Interpolation techniques have been used between available rates where the exact maturity date was not available;
- (iv) No early repayment or impairment is recognised.

2023/24		Valuation of financial liabilities	2024/25	
Carrying Amount £000	Fair Value £000		Carrying Amount £000	Fair Value £000
1,604,407	1,374,809	Borrowing	1,709,110	1,406,475

The fair values of all financial instruments have been calculated. The fair value of financial liabilities is less than the carrying amount because the council's portfolio of loans includes a number of fixed rate loans where the interest rate payable is lower than the rates available for similar loans at the Balance Sheet date. The council's commitment to pay interest below current market rates reduces the amount the council would have to pay if the lender requested or agreed to early repayment of the loan.

## 28.4. Nature and extent of risks arising from financial instruments

The council's management of treasury risks minimises the council's exposure to the unpredictability of financial markets and protects the financial resources available to fund services. The council has fully adopted CIPFA's 'Treasury Management in the Public Services: Code of Practice' and has written principles for overall risk management as well as written policies and procedures covering specific areas such as credit risk, liquidity risk and market risk.

## 28.5. Credit risk

Credit risk arises from the short-term lending of surplus funds to banks, building societies and other local authorities as well as credit exposures to the council's customers. The council's policy for managing credit risk is outlined within the approved Treasury Management and Annual Investment Strategy [Approved TM & AIS 2024/25](#). No credit limits were exceeded during the financial year and the council expects full repayment on the due date of deposits placed with counterparties.

The council does not generally allow credit for customers. The past due date for payments can be analysed as follows:

2023/24 £000	Aged debt profile	2024/25 £000
276,645	Less than 3 months	267,059
8,027	3 to 6 months	3,304
5,483	6 months to 1 year	5,740
103,601	More than 1 year	104,330
<b>393,756</b>	<b>Total</b>	<b>380,433</b>

## 28.6. Liquidity risk

As the council has access to borrowings from the PWLB, there is no significant risk that it will be unable to raise finance to meet its commitments under financial instruments. The council has safeguards in place to ensure that a significant proportion of its borrowing does not mature for repayment at any one time in the future to reduce the financial impact of re-borrowing at a time of unfavourable interest rates. The maturity analysis of borrowing at nominal value is as follows:

2023/24		Borrowing	2024/25	
Principal £000	Interest £000		Principal £000	Interest £000
1,147,572	698,553	Public Works Loans Board	1,319,937	691,225
382,000	622,921	Lender Option Buyer Option (LOBO)	312,000	477,098
41,632	19,865	Market debt	39,875	17,265
8,308	0	Temporary borrowing	9,712	0
<b>1,579,512</b>	<b>1,341,339</b>	<b>Total</b>	<b>1,681,524</b>	<b>1,185,588</b>
52,700	57,107	Less than 1 year	135,703	65,356
128,973	125,644	Between 1 and 2 years	91,230	129,090
152,470	162,609	2 to 5 years	391,706	150,118
342,478	198,336	5 to 10 years	243,794	169,027
156,080	626,541	10 to 30 years	155,280	554,450
719,811	168,325	30 to 50 years	636,811	115,932
27,000	2,777	50 to 70 years	27,000	1,615
<b>1,579,512</b>	<b>1,341,339</b>	<b>Total</b>	<b>1,681,524</b>	<b>1,185,588</b>

The maturity analysis of borrowing is outlined in the above table at nominal values. However, these liabilities are reflected in the Balance Sheet at amortised cost, which includes accrued interest of £14.524 million (£11.684 million in 2023/24) and an effective interest rate adjustment of £13.061 million (£13.211 million in 2023/24) in respect of LOBOs with stepped interest rates.

The maturity analysis of other financial liabilities is given within note 11 on page 47, and note 19.7 on page 60, in respect of obligations under PPP and similar contracts, and finance leases.

All trade and other payables are due to be paid in less than one year.

## 28.7. Market risk

### 28.7.1. Interest rate risk

Movements in market interest rates expose the council to risk due to uncertainty in the interest payable on borrowings and interest receivable on investments. Higher interest rates would increase the interest charged on variable borrowing and increase income received on variable rate lending, both of which would impact on the Comprehensive Income and Expenditure Statement.

A further risk in the movements of market rates is the impact on the fair value of borrowings and investments. An increase in interest rates would decrease the fair value of borrowings and investments at fixed rates. Changes to the fair value of borrowings do not impact on the council taxpayer as they are not carried at fair value in the council's Balance Sheet and are only reflected in the notes to the accounts for information.

The council has a number of strategies for managing interest rate risk. In conjunction with its treasury management advisors, the council actively monitors changes in interest rates to inform decisions on the lending of surplus funds, new borrowing and restructuring of debt.

Taking cognisance of interest rate forecasts provided by its treasury management advisors, the risk of a 1% increase in interest rates is deemed to be reasonable. As at 31 March 2025, if interest rates had been 1% higher with all other variables held constant, the financial effect would be:

2023/24 £000	Estimated financial effect	2024/25 £000
2,851	Increase in the interest payable on variable rate borrowings	3,018
(1,747)	Increase in interest receivable on variable rate investments	(1,100)
<b>1,104</b>	<b>Net impact on the (surplus) or deficit on the provision of services</b>	<b>1,918</b>

2023/24 £000	Other presentational changes (no impact on the Comprehensive Income and Expenditure Statement)	2024/25 £000
126,239	Decrease in the fair value of fixed rate borrowings	100,176

The impact of a 1% decrease in interest rates would be as above but with the figures being reversed.

### 28.7.2. Market price risk

Part of the council's Insurance Fund is invested in externally managed portfolios under the powers of Schedule 3 of the Local Government (Scotland) Act 1975 and Section 3 of the Local Government etc. (Scotland) Act 1994. The Insurance Fund investments were managed during the year by Ruffer Limited Liability Partnership.

The investment objectives of the fund are to achieve low volatility, positive returns from an actively managed portfolio of different asset classes, including internationally listed or quoted equities or equity related securities (including convertibles) or bonds which are issued by corporate issuers, supra-nationals or government organisations and currencies. The portfolio may also be invested in collective investment schemes, cash and money market instruments. Pervading these objectives is a fundamental philosophy of capital preservation. The principal performance objective of the portfolio is to achieve a positive total annual return, after all expenses, of double the Bank of England base rate.



### 28.7.3. Foreign exchange rate risk

Investment in foreign currency denominated equities and bonds forms a part of the investment strategy of funds managed by Ruffer Limited Liability Partnership and the foreign exchange risk is actively managed as a key element of the portfolio's asset allocation. In addition, the council held euros to meet future currency commitments with a sterling equivalent value of £0.214 million as at the 31 March 2025 exchange rate (£0.219 million at 31 March 2024). The potential financial impact of exchange rate movements in this respect is not material.

## 29. Deferred liabilities

Deferred liabilities represent amounts falling due in more than 12 months from the balance sheet date. An analysis of deferred liabilities at 31 March 2025 is provided in the following table:

2023/24 £000	Analysis of deferred liabilities	2024/25 £000
54,286	Long-term liability relating to the PPP secondary schools contract	45,208
745,164	Long-term lease liability relating to council properties, vehicles and equipment	744,906
34,767	Developers' contributions received for the provision of recreational greenspace in line with council policy	36,631
41,845	Other	41,973
<b>876,062</b>	<b>Total</b>	<b>868,718</b>

## 30. Contingent liabilities

The council remains liable for potential liabilities arising from claims lodged against Strathclyde Regional Council (SRC) on a geographical basis. There is also a shared liability in connection with Municipal Mutual Insurance Limited, one of the key insurers of the former SRC (and other local authorities across the United Kingdom). Following the Supreme Court ruling on Employers' Liability Insurance 'Trigger' Litigation on 28 March 2012, the council has a provision to meet a 25% clawback of estimated payments made by Municipal Mutual Insurance Limited in respect of known claims. The council recognises a contingent liability for further unknown claims in the future.

The council recognises the potential for compensation claims following the prosecution of former members of staff at Kerelaw Residential School. Some claims will be historic and relate to SRC and some will post date reorganisation.

Whilst the council has made appropriate provision for all tax and national insurance liabilities and the settlement of all known outstanding claims in respect of equal pay and the implementation of the Workforce Pay and Benefits Review, the council recognises the potential for compensation claims in respect of cases not yet settled or presented.

The council recognises a potential liability in respect of guaranteeing any unfunded pension costs, which may arise in certain circumstances, in relation to employees of City Building (Glasgow) Limited Liability Partnership, City Building (Contracts) Limited Liability Partnership, Culture and Sport Glasgow, City Property (Glasgow) Limited Liability Partnership, Jobs & Business Glasgow and Glasgow Housing Association. As sponsoring authority, the council has guaranteed to accept liability for any unfunded costs which may arise relating to their membership of the Local Government Pension Scheme (LGPS) administered by Glasgow City Council should they cease to exist, withdraw from the LGPS or otherwise become unable to continue covering any unfunded liabilities with regard to the Local Government Pension Scheme (Scotland)

Regulations 1998, as amended, or the Local Government (Discretionary Payments and Injury Benefits) (Scotland) Regulations 1998.

The council has provided a financial guarantee in relation to loan repayments of a group subsidiary (80% of loan value), namely City Property Glasgow (Investments) Limited Liability Partnership (original total loan £285 million). The council has also provided financial guarantees in relation to bond returns of group subsidiaries (100% of bond return), namely City Property Glasgow (Operations SL) Ltd (original bond issued £195 million) and City Property Glasgow (SL Operations 3) Ltd (original bond issued £210 million). The likelihood of these guarantees being called is assessed annually. As at 31 March 2025, the risk has been assessed as minimal and the guarantees have been accounted for on that basis. However, the council also recognises the potential for future liabilities in the event that the related companies do not meet their contractual obligations under the respective funding agreements.

The council recognises an exposure to risk with regard to possible future environmental claims associated with land transferred to Glasgow Housing Association.

The council recognises and has provided for the liability in respect of its obligation to undertake restoration and aftercare work in respect of former landfill sites. As at 31 March 2025, a sum of £18.468 million has been provided for, principally in respect of the former Cathkin Landfill Site. However, the council recognises a contingent liability in respect of other landfill sites formerly operated by the council. The timing of further liabilities in respect of asset decommissioning is uncertain and the associated costs cannot be reliably estimated at this time.

In June 2023, the UK High Court (Virgin Media Limited v NTL Pension Trustees II Limited) ruled that certain historical amendments for contracted-out defined benefit schemes were invalid if they were not accompanied by the correct actuarial confirmation. The judgement has now been upheld by the Court of Appeal. The Local Government Pension Scheme is a contracted out defined benefit scheme, and amendments have been made during the period 1996 to 2016 which could impact member benefits. Work is being performed by the Government Actuary's Department as the Local Government Pension Scheme actuary to assess whether section 37 certificates are in place for all amendments and some of these have been confirmed however, at the date of these financial statements, the full assessment has not been published. In June 2025, the UK Government confirmed that it would introduce legislation to give affected pension schemes the ability to retrospectively obtain written actuarial confirmation that historic benefit changes met the necessary standards. As a result, the Group and Council does not consider it necessary to make any allowance for the potential impact of the Virgin Media case in its financial statements.

Various other actions and claims are pending. These include procurement claims, contractual disputes, breach of human rights and employer, public and motor liability claims. The council is opposing these claims but continues to review each case individually for liabilities that arise as the legal process progresses.

It is anticipated that any costs subsequently arising from these contingent liabilities will in the main be borne by the council and not reimbursed by other parties.

### **31. Events after the balance sheet date**

There were no material events between 31 March 2025 and the date of submission that require to be reflected in the Financial Statements.

**32. Cash flow statement - Operating activities**

2023/24 £000		2024/25 £000
1,486,477	Cash paid to and on behalf of employees	1,184,321
(1,135,675)	General Revenue Grant	(1,266,540)
(358,472)	Non-Domestic Rates receipts from national pool	(386,817)
122,377	Interest paid	137,604
(12,995)	Interest received	(15,425)
(4,232)	Dividends received	(4,244)
240,674	Other net operating cash payments	362,049
<b>338,154</b>	<b>Net cash flows from operating activities</b>	<b>10,948</b>

**33. Cash flow statement - Investing activities**

2023/24 £000		2024/25 £000
105,916	Purchase of property, plant and equipment and intangible assets	98,360
(5,000)	Purchase of short-term and long-term investments	0
(5,856)	Proceeds from sale of property, plant and equipment and intangible assets	(8,096)
(64,138)	Other receipts from investing activities	(89,959)
<b>30,922</b>	<b>Net cash flows from investing activities</b>	<b>305</b>

**34. Cash flow statement - Financing activities**

Reconciliation of Liabilities arising from Financing Activities	Balance as at 31 March 2024 £000	Financing Cash Flows 2024/25 £000	Non-Cash Flow Changes		Balance as at 31 March 2025 £000
			Acquisition 2024/25 £000	Other 2024/25 £000	
Long-term borrowing	(1,540,023)	121,317	0	(140,177)	(1,558,883)
Short-term borrowing	(64,384)	(223,331)	0	137,488	(150,227)
Finance lease liabilities	(744,339)	(825)	0	0	(745,164)
On balance sheet PPP and similar contract liabilities	(76,576)	8,177	0	0	(68,399)
Other financing activities: NDRI Net Debtor/Creditor	20,653	46,692	0	0	67,345
<b>Total liabilities from financing activities</b>	<b>(2,404,669)</b>	<b>(47,970)</b>	<b>0</b>	<b>(2,689)</b>	<b>(2,455,328)</b>

Reconciliation of Liabilities arising from Financing Activities	Balance as at 31 March 2023 £000	Financing Cash Flows 2023/24 £000	Non-Cash Flow Changes		Balance as at 31 March 2024 £000
			Acquisition 2023/24 £000	Other 2023/24 £000	
Long-term borrowing	(1,303,320)	(180,996)	0	(55,707)	(1,540,023)
Short-term borrowing	(135,546)	14,440	0	56,722	(64,384)
Finance lease liabilities	(742,659)	(1,680)	0	0	(744,339)
On balance sheet PPP and similar contract liabilities	(85,547)	8,971	0	0	(76,576)
Other financing activities: NDRI Net Debtor/Creditor	29,255	(8,602)	0	0	20,653
<b>Total liabilities from financing activities</b>	<b>(2,237,817)</b>	<b>(167,867)</b>	<b>0</b>	<b>1,015</b>	<b>(2,404,669)</b>

## ❖ Council Tax Income Account

2023/24 £000	Council Tax	2024/25 £000
453,305	Gross Council Tax levied and contributions in lieu	459,443
	Less :	
(88,629)	Other discounts and reductions	(90,280)
6,843	Prior years' Council Tax	4,691
(20,194)	Provision for bad and doubtful debts	(19,616)
(77,220)	Council Tax Reduction	(77,273)
<b>274,105</b>	<b>Transfers to Comprehensive Income and Expenditure Statement</b>	<b>276,965</b>

### Notes to the Council Tax Income Account

The council tax income account (Scotland) shows the gross income raised from council taxes levied and deductions made under statute. The resultant net income is transferred to the Comprehensive Income and Expenditure Statement.

The charge for each household is based on the valuation banding to which the dwelling is allocated by the Assessor. The Council Tax can be reduced by 25% where a dwelling has only one occupant. Where a property is both unoccupied and unfurnished a 6 month exemption from payment of Council Tax may be due. A 10% discount can be applied after the initial 6 months or for properties that are otherwise empty for up to 12 months, after which a 100% additional premium is payable, unless the property is being actively marketed for sale or let. The property bandings can be adjusted where the property has been adapted for use by disabled persons and total exemptions are available for where the property is only occupied by certain categories of resident, for example full-time students.

From 1 April 1996, charges in respect of water and sewerage became the responsibility of the relevant Water Authority, now Scottish Water. Glasgow City Council collects total monies and makes a precept payment to Scottish Water on the basis of anticipated collection rates.

#### Calculation of the Council Tax base (The Band D figures quoted are based on the Council Tax base as at 4 September 2023)

Band	Valuation	No. of dwellings	No. of exemptions	No. of disabled relief cases	No. of discounts 25%	No. of discounts 50%	Total equivalent dwellings	Ratio to Band D	No. of Band D equivalents	Charges per band
A	Up to £27,000	70,696	16,185	149	38,270	733	44,726	240/360	29,813	£999
B	£27,001 - £35,000	81,509	5,499	78	43,044	907	64,874	280/360	50,458	£1,166
C	£35,001 - £45,000	72,179	4,567	-24	30,693	708	59,561	320/360	52,943	£1,332
D	£45,001 - £58,000	45,187	3,363	-1	15,354	477	37,746	0	37,746	£1,499
E	£58,001 - £80,000	32,421	2,883	-97	9,208	313	26,974	473/360	35,441	£1,970
F	£80,001 - £106,000	15,017	1,372	-56	3,411	189	12,649	585/360	20,554	£2,436
G	£106,001 - £212,000	6,740	365	-52	1,222	75	5,980	705/360	11,711	£2,936
H	Over £212,000	682	42	-5	61	13	613	882/360	1,502	£3,673
									<b>240,168</b>	
Add: Class 17 and 24 dwellings									35	
Less: Provision for non-payment									12,007	
<b>Band D Equivalent</b>									<b>228,126</b>	

**Note:** The charges above exclude the water and sewerage element of the Council Tax. This disclosure is quoted as at 4 September 2023 to align with the budget position for 2024/25.

## Non-Domestic Rates Income Account

2023/24 £000	Non-Domestic Rates	2024/25 £000
530,995	Gross rates levied and contributions in lieu	548,574
	Less :	
(111,393)	Relief and other deductions	(114,360)
(11,780)	Provision for bad and doubtful debts	(12,864)
<b>407,822</b>	<b>Net Non-Domestic Rate Income</b>	<b>421,350</b>
(1,249)	Prior years - adjustments	(20,307)
<b>406,573</b>	<b>Contribution to National Non-Domestic Rates Pool</b>	<b>401,043</b>
358,472	Sum due from central rates pool	386,817
<b>358,472</b>	<b>Income credited to Comprehensive Income and Expenditure Statement</b>	<b>386,817</b>

### Notes to the Non-Domestic Rates Income Account

The non-domestic rate account (Scotland) is an agent's statement that reflects the statutory obligation for billing authorities to maintain a separate non-domestic rate account. The statement shows the gross income from the rates and deductions made under statute. The net income is paid to the Scottish Government as a contribution to the national non-domestic rate pool.

Non-Domestic Rates are a tax levied by local authorities on the occupiers of commercial property within their areas, as distinct from a charge for their use of service. The basis of tax, the rateable value of the property, was subject to revaluation by the Assessor at 1 April 2023. The uniform business rate for 2024/25 was set by the Scottish Government at 49.8p (49.8p in 2023/24). The Small Business Rates Relief scheme was superseded by the Small Business Bonus Scheme, introduced on 1 April 2008, amended on 1 April 2023 and applies to properties with a rateable value up to and including £20,000 for a sole property. Where a ratepayer has multiple properties, relief may be available where the cumulative rateable value is not greater than £35,000. With effect from 1 April 2023, the Non-Domestic Rates (Scotland) Act 2020, allows discretion to each individual local authority around the value of Empty Property Relief (EPR) to be awarded. The funding previously provided by the Scottish Government to deliver EPR across Scotland was allocated to individual local authorities as part of the 2023/24 settlement. The council implemented a revised policy on EPR which reduced the awards applicable in 2024/25.

The contribution to the National Non-Domestic Rates Pool shown in the table above is the Non-Domestic Rates contributed by the council through the pooling arrangements for government grant purposes. The sum due from the central rates pool shown in the same table represents the Non-Domestic Rates distributed to the council through the aggregate external finance distribution.

### Rateable values and numbers of premises as at 1 April

Premises	Number of subjects		Rateable values	
	2023/24	2024/25	2023/24 £000	2024/25 £000
<b>Industrial and freight</b>	2,071	2,076	60,375	58,855
<b>Commercial subjects</b>				
Shops	7,971	7,928	258,002	252,571
Offices	9,120	9,046	281,858	279,906
Hotels, boarding houses etc.	360	377	33,344	34,558
Others	4,329	4,569	133,003	132,580
<b>Miscellaneous and formula valued subjects</b>	4,535	4,505	276,194	269,061
<b>Total</b>	<b>28,386</b>	<b>28,501</b>	<b>1,042,776</b>	<b>1,027,531</b>

## ❖ Common Good Fund

The Common Good is the ancient patrimony of the former burghs, with additions that have taken place from time to time. The most concise statement of the administration of the Common Good Fund is contained in a judgement by Lord Kyllachy - "The Common Good is corporate property and falls as such to be administered by the council - and applied by them for the benefit of the community in such manner as, and using reasonable judgement as, they think proper". It is an indispensable qualification of any object, to which the Common Good can be legally applied, that it should be one in which the general public of Glasgow City Council, as distinct from the general public of any other locality, is interested.

The Common Good Fund (the Fund) primarily meets the cost of civic ceremonies and hospitality to distinguished visitors to the city. The principal assets of the Fund are its various properties throughout the city and financial investments.

The council has an approved policy to maintain the overall value of the Fund over time. The net assets of the Fund were £20.001 million as at 31 March 2025 (£20.881 million at 31 March 2024).

### Common Good Fund Movement in Reserves Statement

	Total Usable Reserves £000
<b>Balance at 1 April 2023</b>	<b>22,926</b>
<b>Movement in reserves during 2023/24:</b>	
Total Comprehensive Income and (Expenditure)	(2,045)
<b>Increase or (Decrease) in the year</b>	<b>(2,045)</b>
<b>Balance at 31 March 2024</b>	<b>20,881</b>
<b>Movement in reserves during 2024/25:</b>	
Total Comprehensive Income and (Expenditure)	(880)
<b>Increase or (Decrease) in the year</b>	<b>(880)</b>
<b>Balance at 31 March 2025</b>	<b>20,001</b>

## Income and Expenditure Statement for the year ended 31 March 2025

2023/24 Expenditure £000	2023/24 Income £000	2023/24 Net Expenditure £000	Service	Note	2024/25 Expenditure £000	2024/25 Income £000	2024/25 Net Expenditure £000
1,616	(66)	1,550	Common Good Fund		609	(45)	564
<b>1,616</b>	<b>(66)</b>	<b>1,550</b>	<b>Cost of Services</b>		<b>609</b>	<b>(45)</b>	<b>564</b>
970	(252)	718	Interest and investment income and expenditure		0	(821)	(821)
175	(398)	(223)	Income, expenditure and changes in the fair value of investment properties		2,069	(932)	1,137
<b>1,145</b>	<b>(650)</b>	<b>495</b>	<b>Financing and Investment (Income) and Expenditure</b>		<b>2,069</b>	<b>(1,753)</b>	<b>316</b>
<b>2,761</b>	<b>(716)</b>	<b>2,045</b>	<b>(Surplus) or Deficit on the Provision of Services</b>	<b>7</b>	<b>2,678</b>	<b>(1,798)</b>	<b>880</b>
		<b>2,045</b>	<b>Total Comprehensive (Income) and Expenditure</b>				<b>880</b>

## Balance Sheet as at 31 March 2025

2023/24 £000		Note	2024/25 £000
2,926	Investment property	<b>2, 3</b>	3,253
18,654	Long-term investments	<b>4</b>	15,805
<b>21,580</b>	<b>Long-term Assets</b>		<b>19,058</b>
6	Short-term investments	<b>4</b>	6
12	Inventories		10
104	Net short-term debtors		83
245	Cash and cash equivalents	<b>5</b>	937
<b>367</b>	<b>Current Assets</b>		<b>1,036</b>
(1,066)	Short-term creditors		(93)
<b>(1,066)</b>	<b>Current Liabilities</b>		<b>(93)</b>
<b>20,881</b>	<b>Net Assets</b>		<b>20,001</b>
20,881	Usable Reserves	<b>6</b>	20,001
<b>20,881</b>	<b>Total Reserves</b>		<b>20,001</b>

The unaudited accounts were issued on 30 June 2025

Robert Emmott BSc (Hons) CPFA  
Executive Director of Financial Services  
30 June 2025

## Notes to the Common Good Fund

### 1. Accounting policies

- 1.1** The financial statements for the year ended 31 March 2025 have been compiled on the basis of recommendations made by the Local Authority (Scotland) Accounts Advisory Committee (LASAAC) and have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2024/25 (the Code). The Code is based on International Financial Reporting Standards (IFRS), with interpretation appropriate to the public sector. The statements are designed to give a true and fair view of the financial performance and position of the Fund.
- 1.2** The accounting concepts of materiality, accruals, going concern and primacy of legislative requirements have been considered in the application of accounting policies. In this regard, the materiality concept means that information is included where the information is of such significance as to justify its inclusion. The accruals concept requires the non-cash effects of transactions to be included in the financial statement for the year in which they occur, not in the period in which the cash is paid or received. The going concern concept assumes that the council will not significantly curtail the scale of its operation. Wherever accounting principles and legislative requirements are in conflict, the latter shall apply.
- 1.3** The accounting convention adopted is historical cost, modified by the revaluation of certain categories of long-term assets and the fair value of investments.
- 1.4** Where the Fund has entered into a transaction denominated in a foreign currency, the transaction is converted into sterling at the exchange rate applicable on the transaction date. Where amounts in foreign currency are outstanding at the year end, they are reconverted at the exchange rate as at 31 March. Resulting gains or losses are recognised in the Financing and Investment Income and Expenditure line in the Income and Expenditure Statement.
- 1.5** Financial assets comprising the investment portfolio currently managed for the council by Ruffer Limited Liability Partnership are recognised as fair value through profit or loss. Financial assets (investments and debtors) and financial liabilities (borrowing and creditors) are recognised at amortised cost.

### 2. Investment property

The Fund owns a number of properties across the city, which are held to generate rental income or for capital appreciation. They are, therefore, accounted for as investment property and held at fair value in accordance with the Code. The fair value must reflect market conditions at the balance sheet date and thus the fair value of investment property is reviewed annually for material differences. Gains or losses arising from changes in the fair value of the investment property are recognised in the Surplus or Deficit on the Provision of Services. Investment properties are not depreciated. The consumption of the economic benefits in the asset over time is, instead, automatically reflected in the property's fair value. All the investment properties are leased under operating leases to third parties. The amounts received in rental income are detailed at note 7 (page 80).



### 3. Fair value measurement of investment property

Each financial year, a valuation report is prepared for Common Good assets which incorporates the methodology employed by the valuer in arriving at their opinion of value. The methodology includes comparable data which is recognised in accordance with the fair value measurement hierarchy. The valuers seek to minimise the volume of unobservable inputs and maximise the volume of observable inputs in forming their opinion of value. For Common Good assets, the valuation inputs comprise level 2 inputs with adjustments not limited to location, rental growth, lease terms, covenants, costs, discount rates and vacancy levels. For 2024/25, both the income and market valuation techniques were widely adopted in forming opinions of fair value. The resulting valuation was £3.253 million at 31 March 2025.

### 4. Short and long-term investments

The Fund's investments were managed by Ruffer Limited Liability Partnership during the year. The fair value of investments as at 31 March 2025 was £15.811 million (£18.660 million at 31 March 2024). These are split between short and long-term investments on the Common Good Fund Balance Sheet. In terms of the fair value measurement hierarchy, short and long-term investments are considered to be valuations at level 1, being quoted prices (unadjusted) in active markets for identical assets that can be accessed at the measurement date.

The investment objective of the Fund is to achieve low volatility, positive returns from an actively managed portfolio of different asset classes, including internationally listed or quoted equities or equity related securities (including convertibles) or bonds, which are issued by corporate issuers, supra-nationals or government organisations, and currencies. The portfolio may also be invested in collective investment schemes, cash and money market instruments. Pervading this objective is a fundamental philosophy of capital preservation. The principal performance objective of the portfolio is to achieve a positive total annual return, after all expenses, of double the Bank of England base rate. Actual performance for the year to 31 March 2025 was 3.24%.

### 5. Cash and cash equivalents

Cash and cash equivalents of £0.937 million represents the balance held in the council's loans fund at 31 March 2025 (£0.245 million at 31 March 2024).

### 6. Reserves

The Code requires reserves to be summarised as Usable and Unusable Reserves. The Usable Reserve represents the accumulated Surplus on the Provision of Services. Following the introduction of IFRS 9 'Financial Instruments' in 2018/19 the cumulative gains/losses on unrealised equities now sit in the usable reserve and can fluctuate dependant on fund performance.

During 2024/25 the Deficit on the Provision of Services totalled £0.880 million, £0.385 million in relation to unrealised gains offset by £1.265 million in relation to ordinary activities. At 31 March 2025, the usable reserves balance is £20.001 million all relating to ordinary activities. In line with proper accounting practice, any element of the reserve related to unrealised gains may only be used to meet future unrealised losses and is not available to support ordinary activities.

There are currently no unusable reserves.

## 7. Analysis of income and expenditure

The following table provides an analysis of the Fund's income and expenditure:

2023/24 £000		2024/25 £000	%
<b>Where the money came from</b>			
(252)	Interest and gains on investments	(1,147)	64
(398)	Rental income	(606)	34
(66)	Other receipts	(45)	2
<b>(716)</b>	<b>Total income</b>	<b>(1,798)</b>	<b>100</b>
<b>How the money was spent</b>			
1,369	Civic hospitality	360	13
175	Investment property costs	2,068	77
149	Treasury management	151	6
967	Impairment losses on investments	0	0
101	Other supplies and services	99	4
<b>2,761</b>	<b>Total expenditure</b>	<b>2,678</b>	<b>100</b>
<b>2,045</b>	<b>(Surplus) or Deficit on the Provision of Services</b>	<b>880</b>	

## ❖ Sundry Trusts and Funds

### Introduction

Sundry Trusts and Funds have been set up from donations made by various individuals and organisations over many years. It is generally the case that only income arising from these funds can be disbursed each year, thus ensuring that resources are available to meet their continuing requirements.

A total of 13 Sundry Trusts were held at 31 March 2025, with an overall balance of £16.258 million (£16.195 million at 31 March 2024).

The tables below include the 13 Sundry Trusts, distinguishing whether Glasgow City Council is sole trustee or not:

Glasgow City Council is sole trustee			
Balance 2023/24 £000	Name of Fund	Objectives	Balance 2024/25 £000
<b>Charities</b>			
1,114	Lord Provost's Children's Fund	The prevention or relief of poverty, the advancement of education, the advancement of citizenship or community development and the relief of those in need by reason of age, ill health, disability, financial hardship or other disadvantage – beneficiaries of school age and under	1,113
1,000	Lord Provost's Fund for Older People	The prevention or relief of poverty, the advancement of citizenship or community development, the relief of those in need by reason of age, ill health, disability, financial hardship or other disadvantage – beneficiaries of retiral age	1,011
3,326	Lord Provost's Fund for Vulnerable Citizens	The prevention or relief of poverty, the advancement of education, the advancement of citizenship or community development, the relief of those in need by reason of age, ill health, disability, financial hardship or other disadvantage – beneficiaries between school age and retiral age	3,352
<b>5,440</b>		<b>Charities</b>	<b>5,476</b>
<b>Non-Charities</b>			
21	Glasgow Education Trust	General purpose – education in schools	22
65	Glasgow Necropolis Fund	For the upkeep of the Necropolis	67
15	Southern Necropolis Lair Fund	For the upkeep of lairs and stones in Southern Necropolis	15
7,797	Art and Museum Purchase Fund	For the purchase of works of art for the council	7,893
312	Donald McPherson	For the purchase of books at the Mitchell Library	322
35	Louis E Campbell Bequests	For the purchase of books at the Mitchell Library	36
74	Mitchell Centenary Fund	For the purchase of books at the Mitchell Library	76
81	Barbara Collier Trust Fund	To advance the education and help assist pupils at Hyndland Secondary School to achieve a place at University	51
0	Lord Provost/Lady Provost Lunch	To raise funds for good causes	0
<b>8,400</b>		<b>Non-Charities</b>	<b>8,482</b>
<b>13,840</b>		<b>Total</b>	<b>13,958</b>

Glasgow City Council is not sole trustee			
Balance 2023/24 £000	Name of Fund	Objectives	Balance 2024/25 £000
<b>Charities</b>			
2,355	Blindcraft Trust Fund	Provide support of the blind or visually impaired	2,300
<b>2,355</b>		<b>Charities</b>	<b>2,300</b>

Of the Sundry Trusts reported, 4 have charitable status, with a Total Reserves balance of £7.776 million at 31 March 2025 (£7.795 million at 31 March 2024). The remaining 9 trusts with non-charitable status have a Total Reserves balance of £8.482 million at 31 March 2025 (£8.400 million at 31 March 2024).

### Sundry Trusts and Funds Movement in Reserves Statement

	Total Usable Reserves £000
<b>Balance at 31 March 2023</b>	<b>18,174</b>
<b>Movement in reserves during 2023/24:</b>	
Total Comprehensive Income and (Expenditure)	(1,979)
<b>Increase or (Decrease) in the year</b>	<b>(1,979)</b>
<b>Balance at 31 March 2024</b>	<b>16,195</b>
<b>Movement in reserves during 2024/25:</b>	
Total Comprehensive Income and (Expenditure)	63
<b>Increase or (Decrease) in the year</b>	<b>63</b>
<b>Balance at 31 March 2025</b>	<b>16,258</b>

## Comprehensive Income and Expenditure Statement for the Year ended 31 March 2025

2023/24			2024/25				
Charities £000	Non – Charities £000	Total £000	Sundry Trusts and Funds	Note	Charities £000	Non – Charities £000	Total £000
849	191	1,040	Expenditure		379	192	571
(110)	(15)	(125)	Income		(107)	(3)	(110)
<b>739</b>	<b>176</b>	<b>915</b>	<b>Cost of Services</b>		<b>272</b>	<b>189</b>	<b>461</b>
533	531	1,064	Interest and investment (income) and expenditure		(253)	(271)	(524)
<b>533</b>	<b>531</b>	<b>1,064</b>	<b>Financing and Investment (Income) and Expenditure</b>		<b>(253)</b>	<b>(271)</b>	<b>(524)</b>
<b>1,272</b>	<b>707</b>	<b>1,979</b>	<b>(Surplus) or Deficit on the Provision of Services</b>		<b>19</b>	<b>(82)</b>	<b>(63)</b>
<b>1,272</b>	<b>707</b>	<b>1,979</b>	<b>Total Comprehensive (Income) and Expenditure</b>		<b>19</b>	<b>(82)</b>	<b>(63)</b>

## Balance Sheet as at 31 March 2025

2023/24			2024/25				
Charities £000	Non – Charities £000	Total £000	Sundry Trusts and Funds	Note	Charities £000	Non – Charities £000	Total £000
7,762	8,310	16,072	Long-term investments	1	7,678	8,336	16,014
1	0	1	Short-term debtors				
52	90	142	Cash and cash equivalents	2	120	199	319
<b>53</b>	<b>90</b>	<b>143</b>	<b>Current Assets</b>		<b>120</b>	<b>199</b>	<b>319</b>
(20)	0	(20)	Short-term creditors		(22)	(53)	(75)
<b>(20)</b>	<b>0</b>	<b>(20)</b>	<b>Current Liabilities</b>		<b>(22)</b>	<b>(53)</b>	<b>(75)</b>
<b>7,795</b>	<b>8,400</b>	<b>16,195</b>	<b>Net Assets</b>		<b>7,776</b>	<b>8,482</b>	<b>16,258</b>
7,795	8,400	16,195	Usable Reserves	3	7,776	8,482	16,258
<b>7,795</b>	<b>8,400</b>	<b>16,195</b>	<b>Total Reserves</b>		<b>7,776</b>	<b>8,482</b>	<b>16,258</b>

## Notes to the Accounts

### 1. Long-term investments

The fair value of investments managed by Ruffer Limited Liability Partnership at 31 March 2025 was £15.964 million (£16.022 million at 31 March 2024). The investment objectives of the Fund is to preserve the capital over rolling 12 month periods, and secondly to grow the portfolio at a higher rate (after fees) than could reasonably be expected from depositing the cash in a UK bank. The Fund is invested in a variety of different asset classes, including fixed interest stocks and equities (both UK and international), and an allocation of other risk investments designed to improve the overall return, but never to the extent of risking serious capital loss.

Further long-term investments held at 31 March 2025 total £0.050 million (£0.050 million at 31 March 2024) relating to a National Savings Deposit Bond.

In terms of the fair value measurement hierarchy the long-term investments measured at fair value are considered Level 1 being quoted prices (unadjusted) in active markets for identical assets that can be accessed at the measurement date.

### 2. Cash and cash equivalents

Cash and cash equivalents of £0.319 million represents the balance held in the council's loans fund at 31 March 2025 (£0.142 million at 31 March 2024).

### 3. Reserves

The Code requires reserves to be summarised as Usable and Unusable Reserves. The Usable Reserve represented the accumulated Surplus on the Provision of Services. Following the introduction of IFRS 9 'Financial Instruments' in 2018/19 the cumulative gains/losses on unrealised equities now sit in the usable reserve and can fluctuate dependant on fund performance.

During 2024/25 the Surplus on the Provision of Services totalled £0.063 million, an increase of £0.240 million in relation to unrealised gains and a decrease of £0.177 million in relation to ordinary activities. At 31 March 2025, the usable reserves balance is £16.258 million, £3.739 million relates to unrealised gains and £12.519 million relates to ordinary activities. In line with proper accounting practice, any element of the reserve related to unrealised gains may only be used to meet future unrealised losses and is not available for ordinary activities.

There are currently no unusable reserves.

## ❖ Group Financial Statements

### Introduction

The Code of Practice on Local Authority Accounting in the United Kingdom 2024/25 places a requirement on authorities to consider all their interests in external organisations, including limited companies and other statutory bodies. Where the interest is considered to be material, the authority is required to prepare a full set of Group Financial Statements, in addition to those prepared for the authority's single entity Financial Statements. The Group Financial Statements are designed to give a 'true and fair view' of the financial performance and position of the council's group.

### Combining entities

The council has created a number of companies, commonly known as Arms' Length External Organisations (ALEOs), to further council objectives. Where the council has a 'controlling interest', these ALEOs are termed 'subsidiaries'. The council also has a 'significant interest' in a number of ALEOs, other companies and statutory bodies that are termed 'associates', and is an equal partner in the Glasgow City Integration Joint Board with NHS Greater Glasgow and Clyde, which is termed as a 'joint board'. The subsidiaries, associates and joint board representing the combining entities are listed below. Additional information on these entities can be found in note 4 on pages 95 to 101.

### Basis of consolidation

The Group Financial Statements for the year ended 31 March 2025 have been prepared on the basis of a full consolidation, with all financial transactions and balances of the council and its material subsidiaries consolidated on a line-by-line basis. Capital transactions between group members have not been eliminated. Associates and joint boards have been incorporated using the equity method, where an opening investment is recognised in the Group Balance Sheet and adjusted each year by the council's share of the associate's operating results, and other gains and losses. The pension reserves of material subsidiaries and the share of City Building (Glasgow) pension reserve are disclosed as usable group reserves; distinct from the unusable pension reserves of the authority and other associates, permitted under statute. Note 4 on pages 95 to 101 provides detail on the unaudited accounts position of combining entities. As part of the Group consolidation adjustments pension assets have been recognised for these entities in line with the accounting policy adopted by the council. The accounting periods for all entities are for the year to 31 March 2025.

### Changes to group structure

During the year to 31 March 2025 there were no changes to the group structure.

### Subsidiaries

- Scottish Event Campus Limited
- City Building (Contracts) Limited Liability Partnership
- Culture and Sport Glasgow, trading as Glasgow Life
- City Property Glasgow (Investments) LLP
- City Property Glasgow (Operations SL1) LLP
- City Property Glasgow (Operations SL2) LLP

- City Property Glasgow (Operations SL3) LLP
- City Property Glasgow (Operations SL) Limited
- City Property Glasgow (SL Operations 3) Limited
- Jobs & Business Glasgow

### **Associates and Joint Ventures**

- Strathclyde Partnership for Transport
- Strathclyde Concessionary Travel Scheme
- Glasgow City Integration Joint Board
- City Building (Glasgow) Limited Liability Partnership



## Group Comprehensive Income and Expenditure Statement for the Year ended 31 March 2025

2023/24 Exp. £000	2023/24 Income £000	2023/24 Net Exp. £000	Service	Note	2024/25 Exp. £000	2024/25 Income £000	2024/25 Net Exp. £000
151,930	(44,446)	107,484	Chief Executive's Office		153,330	(34,806)	118,524
845,168	(111,022)	734,146	Education Services		922,289	(52,832)	869,457
376,503	(261,139)	115,364	Financial Services		344,261	(253,298)	90,963
492,665	(234,187)	258,478	Neighbourhoods, Regeneration and Sustainability		505,671	(235,504)	270,167
1,388,910	(869,903)	519,007	Social Work Services		1,520,110	(920,989)	599,121
36,405	(103)	36,302	Related Companies and Joint Boards		20,174	(33)	20,141
(1,160)	0	(1,160)	Equal Pay Obligation		100	0	100
312	(50)	262	Common Good Fund	6	500	(12)	488
708	(55)	653	Sundry Trusts	6	571	(110)	461
40,800	(45,328)	(4,528)	City Building (Contracts) LLP		30,544	(42,273)	(11,729)
1,976	(2,229)	(253)	City Property Glasgow (Investments) LLP		1,713	(2,184)	(471)
0	0	0	City Property Glasgow (Operations SL2) LLP		524	0	524
150,790	(39,978)	110,812	Culture and Sport Glasgow		148,701	(48,436)	100,265
5,455	(5)	5,450	Jobs & Business Glasgow		5,693	(630)	5,063
40,601	(41,188)	(587)	Scottish Event Campus Ltd		46,897	(53,706)	(6,809)
<b>3,531,063</b>	<b>(1,649,633)</b>	<b>1,881,430</b>	<b>Cost of Services</b>		<b>3,701,078</b>	<b>(1,644,813)</b>	<b>2,056,265</b>
0	(1,267)	(1,267)	(Gain) or loss on the disposal of Property, Plant and Equipment.		0	(3,916)	(3,916)
<b>0</b>	<b>(1,267)</b>	<b>(1,267)</b>	<b>Other Operating Expenditure</b>		<b>0</b>	<b>(3,916)</b>	<b>(3,916)</b>
123,775	0	123,775	Interest payable and similar charges		135,237	0	135,237
0	(19,489)	(19,489)	Interest and investment income		0	(23,513)	(23,513)
0	(14,163)	(14,163)	Net interest on the net defined benefit liability	10	14,894	(1,408)	13,486
46,772	(61,536)	(14,764)	Income, expenditure and changes in the fair value of investment properties	14	26,519	(45,054)	(18,535)
0	(68)	(68)	Minority interest		0	(767)	(767)
<b>170,547</b>	<b>(95,256)</b>	<b>75,291</b>	<b>Financing and Investment Income and Expenditure</b>		<b>176,650</b>	<b>(70,742)</b>	<b>105,908</b>
0	(1,135,675)	(1,135,675)	Non-ringfenced Government grants		0	(1,266,540)	(1,266,540)
0	(358,472)	(358,472)	Non-Domestic Rates		0	(386,817)	(386,817)
0	(274,105)	(274,105)	Council Tax / Community Charge		0	(276,965)	(276,965)
0	(78,170)	(78,170)	Capital grants and contributions		0	(83,234)	(83,234)
<b>0</b>	<b>(1,846,422)</b>	<b>(1,846,422)</b>	<b>Taxation and Non-specific Grant Income</b>		<b>0</b>	<b>(2,013,556)</b>	<b>(2,013,556)</b>
<b>3,701,610</b>	<b>(3,592,578)</b>	<b>109,032</b>	<b>(Surplus) or Deficit on the Provision of Services</b>		<b>3,877,728</b>	<b>(3,733,027)</b>	<b>144,701</b>
		(147,240)	Share of (surplus) or deficit on provision of services by associates				(64,343)
		771	Tax expenses or (receipts) of subsidiaries	12			0
		<b>(37,437)</b>	<b>Group (Surplus) or Deficit</b>				<b>80,358</b>
			<b>Items that will not be reclassified to the (Surplus) or Deficit on the Provision of Services</b>				
		(199,917)	(Surplus) or deficit on revaluation of Property, Plant and Equipment				(212,585)
		558,007	Actuarial (gains) or losses on Pension Assets and Liabilities	10			(187,592)
		1,000	Other unrealised (gains) or losses				2,250
		99,697	Share of other comprehensive (income) and expenditure of associates				35,584
		68	Minority interest				767
		<b>458,855</b>	<b>Other Comprehensive (Income) and Expenditure</b>				<b>(361,576)</b>
		<b>421,418</b>	<b>Total Comprehensive (Income) / Expenditure</b>				<b>(281,218)</b>

## Group Movement in Reserves Statement for the year ended 31 March 2025

Movement in Reserves Statement	General Fund Reserve £000	Revenue Reserve Fund £000	Capital Reserve Fund £000	Capital Grants Unapplied Account £000	Total Usable Reserves £000	Total Unusable Reserves £000	Total Authority Reserves £000	Authority's share of Usable Reserves of Subsidiaries & Associates £000	Authority's share of Unusable Reserves of Subsidiaries & Associates £000	Minority Interest £000	Total Reserves £000
<b>Balance as at 31 March 2023</b>	<b>277,356</b>	<b>31,064</b>	<b>41,461</b>	<b>216,129</b>	<b>566,010</b>	<b>2,277,902</b>	<b>2,843,912</b>	<b>419,689</b>	<b>258,365</b>	<b>9,490</b>	<b>3,531,456</b>
Total comprehensive income and (expenditure)	(256,964)	0	0	0	(256,964)	(387,567)	(644,531)	325,941	(103,213)	385	(421,418)
Adjustments to usable reserves permitted by accounting standards	37,657	0	0	0	37,657	(37,657)	0	0	0	0	0
Adjustments between group and authority accounts: Purchase of goods and services between subsidiaries	120,819	0	0	0	120,819	0	120,819	(120,819)	0	0	0
Transfers (to) or from other statutory reserves	13,258	(7,220)	(6,038)	0	0	0	0	0	0	0	0
<b>Increase or (decrease) before transfers</b>	<b>(85,230)</b>	<b>(7,220)</b>	<b>(6,038)</b>	<b>0</b>	<b>(98,488)</b>	<b>(425,224)</b>	<b>(523,712)</b>	<b>205,122</b>	<b>(103,213)</b>	<b>385</b>	<b>(421,418)</b>
Adjustments between accounting and funding basis under statutory provisions	(50,971)	0	0	(200,206)	(251,177)	251,177	0	(67,214)	67,214	0	0
<b>Increase or (decrease) in the year</b>	<b>(136,201)</b>	<b>(7,220)</b>	<b>(6,038)</b>	<b>(200,206)</b>	<b>(349,665)</b>	<b>(174,047)</b>	<b>(523,712)</b>	<b>137,908</b>	<b>(35,999)</b>	<b>385</b>	<b>(421,418)</b>
<b>Balance as at 31 March 2024</b>	<b>141,155</b>	<b>23,844</b>	<b>35,423</b>	<b>15,923</b>	<b>216,345</b>	<b>2,103,855</b>	<b>2,320,200</b>	<b>557,597</b>	<b>222,366</b>	<b>9,875</b>	<b>3,110,038</b>
Total comprehensive income and (expenditure)	(280,344)	0	0	0	(280,344)	325,367	45,023	277,240	(41,834)	789	281,218
Adjustments to usable reserves permitted by accounting standards	43,445	0	0	0	43,445	(43,445)	0	0	0	0	0
Adjustments between group and authority accounts: Purchase of goods and services between subsidiaries	97,935	0	0	0	97,935	0	97,935	(97,935)	0	0	0
Transfers (to) or from other statutory reserves	8,957	925	(9,882)	0	0	0	0	0	0	0	0
<b>Increase or (decrease) before transfers</b>	<b>(130,007)</b>	<b>925</b>	<b>(9,882)</b>	<b>0</b>	<b>(138,964)</b>	<b>281,922</b>	<b>142,958</b>	<b>179,305</b>	<b>(41,834)</b>	<b>789</b>	<b>281,218</b>
Adjustments between accounting and funding basis under statutory provisions	112,909	0	0	(3,225)	109,684	(109,684)	0	(55,841)	55,841	0	0
<b>Increase or (decrease) in the year</b>	<b>(17,098)</b>	<b>925</b>	<b>(9,882)</b>	<b>(3,225)</b>	<b>(29,280)</b>	<b>172,238</b>	<b>142,958</b>	<b>123,464</b>	<b>14,007</b>	<b>789</b>	<b>281,218</b>
<b>Balance as at 31 March 2025</b>	<b>124,057</b>	<b>24,769</b>	<b>25,541</b>	<b>12,698</b>	<b>187,065</b>	<b>2,276,093</b>	<b>2,463,158</b>	<b>681,061</b>	<b>236,373</b>	<b>10,664</b>	<b>3,391,256</b>

## Group Balance Sheet as at 31 March 2025

31 March 24 £000	Note	£000	31 March 25 £000
3,052,851	Other land and buildings	3,143,522	
83,462	Vehicles, plant, furniture and equipment	73,084	
836,472	Infrastructure assets	867,378	
24,335	Community assets	24,459	
76,893	Assets under construction	53,789	
<u>39,884</u>	Corporate surplus assets	<u>42,940</u>	
<b>4,113,897</b>	<b>Property, Plant and Equipment</b>	<b>13</b>	<b>4,205,172</b>
1,161,539	Heritage assets		1,183,769
237,139	Investment property	<b>14</b>	226,281
35,041	Intangible assets		34,427
38,294	Long-term investments		31,984
274,854	Investments in associates and joint boards	<b>16</b>	303,613
26,653	Long-term debtors		24,699
198,275	Net pension asset		273,055
<b>6,085,692</b>	<b>Long-term Assets</b>		<b>6,283,000</b>
7	Short-term investments		7
5,981	Inventories		3,683
308,212	Net short-term debtors		294,561
225,966	Cash and cash equivalents	<b>17</b>	288,507
12,084	Assets held for sale		3,022
<b>552,250</b>	<b>Current Assets</b>		<b>589,780</b>
(78,542)	Short-term borrowing	<b>15</b>	(164,207)
(560,626)	Short-term creditors		(476,855)
(14,470)	Short-term provisions		(6,038)
<b>(653,638)</b>	<b>Current Liabilities</b>		<b>(647,100)</b>
(22,662)	Long-term provisions		(21,381)
(2,340,626)	Long-term borrowing	<b>15</b>	(2,346,471)
(277,973)	Unfunded pension liability	<b>10</b>	(240,277)
(203,633)	Deferred liabilities	<b>18</b>	(194,858)
(5,054)	Deferred tax liability		(5,054)
(18,590)	Deferred grants	<b>19</b>	(18,129)
(2,205)	Deferred income		(4,912)
(3,523)	Capital grants receipts in advance		(3,342)
<b>(2,874,266)</b>	<b>Long-term Liabilities</b>		<b>(2,834,424)</b>
<b>3,110,038</b>	<b>Net Assets</b>		<b>3,391,256</b>
141,155	General Fund Reserve	124,057	
23,844	Revenue Reserve Funds	24,769	
35,423	Capital Reserve Funds	25,541	
<u>15,923</u>	Capital Grants and Receipts Unapplied Account	<u>12,698</u>	
216,345	Usable Reserves		187,065
2,103,855	Unusable Reserves		2,276,093
789,838	Group Reserves		928,098
<b>3,110,038</b>	<b>Total Reserves</b>		<b>3,391,256</b>

The unaudited accounts were issued  
on 30 June 2025

Robert Emmott BSc (Hons) CPFA  
Executive Director of Financial  
Services  
30 June 2025

## Group Cash Flow Statement for the Year ended 31 March 2025

2023/24 £000		2024/25 £000
109,032	Group (Surplus) or Deficit on the Provision of Services	144,701
223,357	Adjustments to net (surplus) or deficit on the provision of services for non-cash movements	(183,679)
(12,953)	Adjustments for items included in the net (surplus) or deficit on the provision of services that are investing and financing activities	44,984
632	Taxation	0
<b>320,068</b>	<b>Net cash flows from operating activities</b>	<b>6,006</b>
38,781	Investing activities	(948)
(173,491)	Financing activities	(67,599)
<b>185,358</b>	<b>Net (increase) or decrease in Cash and cash equivalents</b>	<b>(62,541)</b>
(411,324)	Cash and cash equivalents at the beginning of the reporting period	(225,966)
<b>(225,966)</b>	<b>Cash and cash equivalents at the end of the reporting period</b>	<b>(288,507)</b>

## ❖ Notes to the Group Financial Statements

### 1. Group accounting policies

The group's accounting policies align with those specified for the single entity's Financial Statements (pages 22 to 34). Group accounts have been prepared using uniform accounting policies for like transactions and events. The accounting policies of subsidiaries, associates and joint ventures shall align with those of the single entity. Where material differences exist, appropriate adjustments are made to the financial statements of the relevant group members when preparing the group accounts to ensure compliance with the group's accounting policies. Within the Group Balance Sheet and Cash Flow Statement, there are a number of line items that have material differences to the Council statements for which separate notes have not been included. These differences arise due to the standard consolidation procedures whereby component entity balances are added and inter-group transactions eliminated. The changes in these notes are the results of the normal consolidation process and further explanation of these differences is not considered to alter the readers understanding of the notes presented within the Council and Group financial statements. Specific group policies are as follows:

#### 1.1. Goodwill

The council inherited its interest in Scottish Event Campus Limited, Strathclyde Partnership for Transport and Strathclyde Concessionary Travel Scheme as a result of local government reorganisation in April 1996. There was no goodwill on acquisition.

#### 1.2. Going concern

All group members have prepared their accounts on a going concern basis. In common with these public bodies, the council's Group Financial Statements have been prepared on a going concern basis, as it is expected that funding, aligned with robust budget processes, will continue to provide sufficient resources.

#### 1.3. Pensions

Disclosure of information relating to the pensions of Glasgow City Council, its subsidiaries and associates follows the reporting requirements of IAS19 Employee Benefits.

Glasgow City Council, City Building (Contracts) LLP, Culture and Sport Glasgow, and Jobs & Business Glasgow are members of the Local Government Pension Scheme, a defined benefit scheme. The cost of providing pensions for employees was charged to the Group Comprehensive Income and Expenditure Statement in accordance with the Code.

Strathclyde Partnership for Transport is also an admitted body of the Local Government Pension Scheme and has used the asset ceiling method to arrive at their net asset valuation.

Scottish Event Campus Limited and Jobs & Business Glasgow operate defined contribution schemes on behalf of their employees. For these defined contribution schemes, the pension costs reported for the year are equal to the contributions payable to the scheme for the accounting period and are included within Cost of Services in the Group Comprehensive Income and Expenditure Statement. Assets or liabilities are recognised only to the extent that they are prepaid or outstanding at the year end.

#### 1.4. Common Good Fund and Sundry Trusts

Expenditure and income associated with the Common Good Fund and Sundry Trusts are included within Cost of Services in the Group Comprehensive Income and Expenditure Statement. Trading between the Common Good Fund, Sundry Trusts and the group has been eliminated.

## 1.5. Depreciation

For the group and its associates, depreciation has been provided on a straight-line basis for the following long-term assets:

Category	Useful Life (years)
Buildings	5 - 60
Plant, Vehicles and Equipment	1 - 20
Infrastructure	10 - 40
Surplus Property	40
Surplus Equipment	10
Rolling Stock	1 - 25
Sundry Assets	1 - 25

## 2. Assumptions about the future and other sources of estimation uncertainty

The Group Financial Statements contain estimated figures that are based on assumptions made by the group about the future or outcomes that are otherwise uncertain. Estimates are made considering historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

The item in the Group Balance Sheet at 31 March 2025 for which there is a significant risk of material adjustment in the forthcoming financial year is as follows:

Item	Uncertainties	Effect if results differ from assumptions
Pensions liability	<p>Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which pay is projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. Strathclyde Pension Fund has engaged a firm of consulting actuaries to provide expert advice about the assumptions to be applied.</p> <p>The IAS19 report value shows pension assets of £6,443 million and pension liabilities of £4,408 million. In accordance with proper accounting practice, the asset is limited to the forecast reductions in contributions as compared to the future service costs. This has resulted in the group pensions asset being recognised at £273.1 million. A 1% movement on assets and liabilities would be £64 million and £44 million respectively, both significant sums. Note 10 on pages 106 to 110 provides further disclosure on Pension costs.</p>	<p>The effects on the net pension liability of changes in individual assumptions can be measured. The actuary has estimated that a 0.1% decrease in the real discount rate would result in an increase to the pension liability of £73 million. Similarly, a 0.1% increase in the rate of salary increase and pension increase rates would increase the liability by £6 million and £69 million respectively. In terms of life expectancy, an increase of 1 year is estimated to equate to an increased liability of £177 million.</p>

### 3. Group Expenditure and Funding Analysis for the Year ended 31 March 2025

2023/24 Net (Income)/ Expenditure Chargeable to the General Fund £000	2023/24 Adjustments £000	2023/24 Net Expenditure in the CIES £000	Service	2024/25 Net (Income)/ Expenditure Chargeable to the General Fund £000	2024/25 Adjustments £000	2024/25 Net Expenditure in the CIES £000
90,954	16,530	107,484	Chief Executive's Office	103,220	15,304	118,524
679,717	54,429	734,146	Education Services	797,560	71,897	869,457
190,074	(74,710)	115,364	Financial Services	147,550	(56,587)	90,963
230,909	27,569	258,478	Neighbourhoods, Regeneration and Sustainability	195,560	74,607	270,167
522,400	(3,393)	519,007	Social Work Services	568,204	30,917	599,121
27,244	9,058	36,302	Related Companies and Joint Boards	17,406	2,735	20,141
258,840	(260,000)	(1,160)	Equal Pay Obligations	100	0	100
262	0	262	Common Good Fund	488	0	488
653	0	653	Sundry Trusts	461	0	461
(10,847)	6,319	(4,528)	City Building (Contracts) LLP	(13,421)	1,692	(11,729)
8,438	(8,691)	(253)	City Property Glasgow (Investments) LLP	8,268	(8,739)	(471)
0	0	0	City Property Glasgow (Operations SL2) LLP	524	0	524
111,631	(819)	110,812	Culture and Sport Glasgow	96,192	4,073	100,265
5,165	285	5,450	Jobs & Business Glasgow	4,464	599	5,063
(281)	(306)	(587)	Scottish Event Campus Ltd	(6,617)	(192)	(6,809)
<b>2,115,159</b>	<b>(233,729)</b>	<b>1,881,430</b>	<b>Cost of Services</b>	<b>1,919,959</b>	<b>136,306</b>	<b>2,056,265</b>
<b>(2,120,487)</b>	<b>201,620</b>	<b>(1,918,867)</b>	<b>Other (Income) and Expenditure</b>	<b>(1,975,003)</b>	<b>(904)</b>	<b>(1,975,907)</b>
<b>(5,328)</b>	<b>(32,109)</b>	<b>(37,437)</b>	<b>Group (Surplus) or Deficit</b>	<b>(55,044)</b>	<b>135,402</b>	<b>80,358</b>
		697,045	<b>Opening General Fund Balance</b>			698,752
		5,328	Surplus/(Deficit) on General Fund in Year			55,044
		(3,621)	Transfers (to)/from Other Statutory Reserves			51,322
		<b>698,752</b>	<b>Closing General Fund Balance</b>			<b>805,118</b>

## Note to the Group Expenditure and Funding Analysis – Adjustments

2023/24 Adjustments for Capital Purposes £000	2023/24 Net Change for the Pensions Adjustments £000	2023/24 Other Differences £000	2023/24 Total Adjustments £000		2024/25 Adjustments for Capital Purposes £000	2024/25 Net Change for the Pensions Adjustments £000	2024/25 Other Differences £000	2024/25 Total Adjustments £000
				Service				
19,574	(2,992)	(52)	16,530	Chief Executive's Office	19,120	(3,303)	(513)	15,304
69,984	(10,122)	(5,433)	54,429	Education Services	61,899	12,982	(2,984)	71,897
(382)	(4,423)	(69,905)	(74,710)	Financial Services	577	8,127	(65,291)	(56,587)
33,575	(8,797)	2,791	27,569	Neighbourhoods, Regeneration and Sustainability	63,543	11,336	(272)	74,607
6,667	(9,666)	(394)	(3,393)	Social Work Services	4,997	28,425	(2,505)	30,917
0	0	9,058	9,058	Related Companies and Joint Boards	0	0	2,735	2,735
0	0	(260,000)	(260,000)	Equal Pay Obligations	0	0	0	0
0	6,319	0	6,319	City Building (Contracts) LLP	0	1,692	0	1,692
0	0	(8,691)	(8,691)	City Property Glasgow (Investments) LLP	0	0	(8,739)	(8,739)
781	11,162	(12,762)	(819)	Culture and Sport Glasgow	782	11,367	(8,076)	4,073
112	188	(15)	285	Jobs & Business Glasgow	280	233	86	599
3,372	928	(4,606)	(306)	Scottish Event Campus Ltd	3,692	1,030	(4,914)	(192)
<b>133,683</b>	<b>(17,403)</b>	<b>(350,009)</b>	<b>(233,729)</b>	<b>Cost of Services</b>	<b>154,890</b>	<b>71,889</b>	<b>(90,473)</b>	<b>136,306</b>
<b>157,936</b>	<b>(14,163)</b>	<b>57,847</b>	<b>201,620</b>	<b>Other (Income) and Expenditure</b>	<b>(75,323)</b>	<b>13,486</b>	<b>60,933</b>	<b>(904)</b>
<b>291,619</b>	<b>(31,566)</b>	<b>(292,162)</b>	<b>(32,109)</b>	<b>(Surplus) or Deficit on the Provision of Services</b>	<b>79,567</b>	<b>85,375</b>	<b>(29,540)</b>	<b>135,402</b>



## **4. Combining entities**

### **4.1. Scottish Event Campus Limited**

Scottish Exhibition Centre Limited was incorporated under the terms of the Companies Acts to promote international exhibitions, conferences and events on 4 March 1983 and formally changed its name to Scottish Event Campus Limited on 26 January 2017. The council is the principal shareholder in the company holding 19,900,000 ordinary £1 shares, representing 90.87% of the issued share capital. Under accounting standards, the council has a controlling interest in this company. It is, therefore, included in the Group Financial Statements as a subsidiary.

Net assets of the company were £28.778 million at 31 March 2025 compared to £20.381 million at 31 March 2024. The profit on ordinary activities before taxation for the year to 31 March 2025 was £8.397 million, compared to a profit of £1.515 million for the period to 31 March 2024. The limit of the council's commitment to meet accumulated losses is £0.200 million (exclusive of RPI increases), in addition to the value of any rates paid or payable in the year for the conference centre. No dividend payments were due to, or received by, the council in respect of its investment.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Chief Executive, Scottish Event Campus Limited, Glasgow G3 8YW.

### **4.2. City Building (Contracts) Limited Liability Partnership**

City Building (Contracts) Limited Liability Partnership was incorporated on 2 October 2006 to provide construction and repairs services to local authorities, other public sector organisations and the private sector. The council is the principal member of the partnership, holding 99.99% of the ordinary capital. Under accounting standards, the council has a controlling interest in this company. It is, therefore, included in the Group Financial Statements as a subsidiary.

After accounting for IAS19 Employee Benefits, the net assets of the partnership remained at £0.001 million at 31 March 2025, which was also the net assets of the partnerships at 31 March 2024. The profit on ordinary activities before and after taxation for the year to 31 March 2025 was £1.427 million, compared to a loss of £0.338 million for the year to 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, City Building (Contracts) Limited Liability Partnership, 350 Darnick Street, Glasgow G21 4BA.

### **4.3. Culture and Sport Glasgow, trading as Glasgow Life**

Culture and Sport Glasgow was incorporated on 22 December 2006 as a company limited by guarantee, with Glasgow City Marketing Bureau Limited incorporated within Culture and Sport Glasgow, as a wholly owned subsidiary, from 1 April 2016. The company is also a registered charity, with Glasgow City Council being the sole member. The limit of the council's liability, if the company was wound up, is £1. Under accounting standards, the council has a controlling interest in this company. It is, therefore, included in the Group Financial Statements as a subsidiary.

The company's principal objectives are to advance the arts, heritage, culture and science, education and health, participation in sport, citizenship and community development, through the provision of recreational facilities and other services that contribute to the advancement of well-being.

After accounting for IAS19 Employee Benefits, the net assets of the company were £49.760 million at 31 March 2025, compared to net assets of £50.207 million at 31 March 2024. The profit on ordinary activities after taxation for the year to 31 March 2025 was £1.064 million, compared to a profit of £9.522 million for the year to 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Chief Executive, Culture and Sport Glasgow, Commonwealth House, 38 Albion Street, Glasgow G1 1LH.

#### **4.4. City Property Glasgow (Investments) LLP**

City Property Glasgow (Investments) Limited Liability Partnership was incorporated on 13 August 2009 to acquire and manage Glasgow City Council's investment property portfolio. The council is the principal member of the partnership, holding 99.999% of the ordinary capital. Under accounting standards, the council has a controlling interest in this company. It is, therefore, included in the Group Financial Statements as a subsidiary.

The net assets of the partnership were £109.096 million at 31 March 2025, compared to £97.265 million at 31 March 2024. The profit on ordinary activities before and after taxation for the year to 31 March 2025 was £9.119 million, compared to £9.217 million for the period to 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, City Property Glasgow (Investments) Limited Liability Partnership, Ground Floor, Exchange House, 229 George Street, Glasgow G1 1QU.

#### **4.5. City Property Glasgow (Operations SL1) LLP**

City Property Glasgow (Operations SL1) LLP was incorporated on 28 March 2019 to facilitate funding agreements in relation to settling the council's equal pay liability.

The council is the principal member of the partnership, holding 99.999% of the ordinary capital. Under accounting standards, the council has a controlling interest in this company. It is, therefore, included in the Group Financial Statements as a subsidiary.

The net assets of the partnership were £36.529 million at 31 March 2025 compared to £44.622 million at 31 March 2024. The loss on ordinary activities before and after taxation for the year to 31 March 2025 was £8.091 million compared to a loss of £9.049 million for the year to 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, City Property Glasgow (Operations SL1) LLP, Ground Floor, Exchange House, 229 George Street, Glasgow G1 1QU.

#### **4.6. City Property Glasgow (Operations SL2) LLP**

City Property Glasgow (Operations SL2) LLP was incorporated on 28 March 2019 to facilitate funding agreements in relation to settling the council's equal pay liability.

The council is the principal member of the partnership, holding 99.999% of the ordinary capital. Under accounting standards, the council has a controlling interest in this company. It is, therefore, included in the Group Financial Statements as a subsidiary.

The net assets of the partnership were £66.872 million at 31 March 2025 compared to £70.799 million at 31 March 2024. The profit on ordinary activities before and after taxation for the year to 31 March 2025 was £5,281 million compared to a loss of £1.935 million at 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, City Property Glasgow (Operations SL2) LLP, Ground Floor, Exchange House, 229 George Street, Glasgow G1 1QU.

#### **4.7. City Property Glasgow (Operations SL3) LLP**

City Property Glasgow (Operations SL3) LLP was incorporated on 26 July 2022 to facilitate funding agreements in relation to settling the council's equal pay liability.

The council is the principal member of the partnership, holding 99.999% of the ordinary capital. Under accounting standards, the council has a controlling interest in this partnership. It is, therefore, included in the Group Financial Statements as a subsidiary.

The net assets of the partnership were £77.176 million as at 31 March 2025 compared to £92.189 million at 31 March 2024. The loss on ordinary activities before and after taxation for the year to 31 March 2025 was £15.013 million compared to a loss of £39.078 million in the year to 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, City Property Glasgow (Operations SL3) LLP, Ground Floor, Exchange House, 229 George Street, Glasgow G1 1QU.

#### **4.8. City Property Glasgow (Operations SL) Limited**

City Property Glasgow (Operations SL) Limited was incorporated on 4 July 2019 to facilitate funding agreements in relation to settling the council's equal pay liability.

City Property Glasgow (Operations SL1) LLP is the sole owner of the company, holding 100% of the ordinary capital. Under accounting standards, the council has a controlling interest in this company through holding 99.999% of the ordinary capital of City Property Glasgow (Operations SL1) LLP. It is, therefore, included in the Group Financial Statements as a subsidiary.

The net assets of the partnership were £0.007 million at 31 March 2025, compared to £0.005 million at 31 March 2024. The profit on ordinary activities before and after taxation for the year to 31 March 2025 was £0.002 million compared to a loss of £0.003 million at 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, City Property Glasgow (Operations) Limited, Ground Floor, Exchange House, 229 George Street, Glasgow G1 1QU.

#### **4.9. City Property Glasgow (SL Operations 3) Limited**

City Property Glasgow (SL Operations 3) Limited was incorporated on 6 September 2022 to facilitate funding arrangements in relation to settling the council's equal pay liability.

City Property Glasgow (Operations SL3) LLP is the sole owner of the company, holding 100% of the ordinary capital. Under accounting standards, the council has a controlling interest in this company through holding 99.999% of the ordinary capital of City Property Glasgow (Operations SL3) LLP. It is, therefore, included in the Group Financial Statements as a subsidiary.

The net assets of the partnership were £0.025 million at 31 March 2025, compared to £0.023 million at 31 March 2024. The profit on ordinary activities before and after taxation for the year to 31 March 2025 was £0.002 million, compared to a loss of £0.013 million at 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, City Property Glasgow (SL Operations 3) Limited, Ground Floor, Exchange House, 229 George Street, Glasgow G1 1QU.

#### **4.10. Jobs & Business Glasgow**

Glasgow's Regeneration Agency was incorporated on 28 March 2011 as a company limited by guarantee and formally changed its name to Jobs & Business Glasgow on 11 March 2013.

The company is also a registered charity, with Glasgow City Council being the sole member. The limit of the council's liability, if the company was wound up, is £1. The council is the principal member of the partnership, holding 99.99% of the ordinary capital. Under accounting standards, the council has a controlling interest in this company. It is, therefore, included in the Group Financial Statements as a subsidiary.

The company's principal objectives are to reduce the gap between Glasgow and Scotland's employment rate by increasing the percentage of Glasgow jobs going to Glasgow residents, and to match business density rates in competitor cities by raising the rate of sustainable business.

After accounting for IAS19 Employee Benefits, the net assets of the company were £14.612 million at 31 March 2025 compared to £15.639 million at 31 March 2024. The total net income for the year to 31 March 2025 was £1.027 million, compared to net income of £0.668 million for the year to 31 March 2024.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, Jobs & Business Glasgow, 94 Duke Street, Glasgow G4 0UW.

#### **4.11. Strathclyde Partnership for Transport**

Strathclyde Partnership for Transport was formed on 1 April 2006, as successor to Strathclyde Passenger Transport Authority and Strathclyde Passenger Transport Executive. It is one of the seven Regional Transport Partnerships in Scotland and is responsible for formulating the public transport policy for the 12 local authorities in the West of Scotland.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Treasurer to Strathclyde Partnership for Transport, 131 St. Vincent Street, Glasgow G2 5JF.

Under accounting standards, the council has a significant interest in this statutory body (£148.8 million or 27.76% of £536.2 million net assets). The Board is included within the Group Financial Statements as an associate. In 2024/25, Glasgow City Council contributed £9.978 million or 27.76% of the Board's estimated running costs (2023/24 £10.284 million) and its share of net assets as at 31 March 2025 was £148.832 million (31 March 2024 £141.800 million).

The following table represents the group's share of key financial information extracted from the Strathclyde Partnership for Transport accounts for 2024/25:

2023/24 £000	2023/24 GCC Share £000	Strathclyde Partnership for Transport	2024/25 £000	2024/25 GCC Share £000
(120,415)	(34,089)	Gross (income)	(115,125)	(31,955)
(36,006)	(10,193)	(Surplus) or Deficit on the Provision of Services	(31,819)	(8,832)
4,189	1,186	Other Comprehensive (Income) and Expenditure	3,392	941
337,658	95,591	Long-term assets	367,769	102,080
194,061	54,939	Current assets	186,984	51,900
(27,947)	(7,912)	Current liabilities	(16,326)	(4,532)
(172)	(49)	Long-term liabilities excluding pension liability	(98)	(27)
(2,597)	(735)	Pension asset / (liability)	(2,115)	(587)

An analysis of the amounts owed and owing between Glasgow City Council and Strathclyde Partnership for Transport is provided below and includes normal trade debtors and creditors:

2023/24 £000	Strathclyde Partnership for Transport	2024/25 £000
	<b>Amounts owed to GCC</b>	
2,207	Short-term debtors	663
	<b>Amounts owing by GCC</b>	
(270)	Short-term creditors	(236)

#### 4.12. Strathclyde Concessionary Travel Scheme

Strathclyde Concessionary Travel Scheme comprises the 12 councils within the West of Scotland and oversees the operation of the concessionary fares scheme for public transport within the area. The costs of the Scheme are met by the 12 councils and by the Scottish Government via grant funding. Strathclyde Partnership for Transport administers the Scheme on behalf of the Board.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Treasurer to Strathclyde Partnership for Transport, 131 St. Vincent Street, Glasgow G2 5JF.

Under accounting standards, the council has a significant interest in this statutory body. The Board is included within the Group Financial Statements as an associate. In 2024/25, Glasgow City Council contributed £0.842 million or 20.57% of the Board's estimated running costs (2023/24 £0.853 million) and its share of net assets as at 31 March 2025 was £0.768 million (31 March 2024 £1.054 million).

The following table represents the group's share of key financial information extracted from Strathclyde Concessionary Travel Scheme accounts for 2024/25:

2023/24 £000	Strathclyde Concessionary Travel Scheme	2024/25 £000
(911)	Gross (income)	(900)
(18)	(Surplus) or Deficit on the Provision of Services	(301)
1,199	Current assets	1,025
(145)	Current liabilities	(257)

#### 4.13. Glasgow City Integration Joint Board

Glasgow City Integration Joint Board is a partnership consisting of Glasgow City Council and NHS Greater Glasgow and Clyde, set up to improve the wellbeing of people who use health and social care services across the Glasgow area, commencing 6 February 2016.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Chief Officer, Glasgow City Integration Joint Board, 32 Albion Street, Glasgow G1 1LH.

Under accounting standards, the council has a significant interest in this statutory body. The statutory body is included within the Group Financial Statements as a material joint venture. In 2024/25, the council contributed £573.674 million (2023/24 £529.003 million) or 33% of the board's running costs, and its share of net assets as at 31 March 2025 was £30.922 million (31 March 2024 £33.447 million).

The following table represents the group's share of key financial information extracted from the accounts of Glasgow City Integration Joint Board for 2024/25:

2023/24 £000	2023/24 GCC Share £000	Glasgow City Integration Joint Board	2024/25 £000	2024/25 GCC Share £000
(1,891,597)	(945,799)	Turnover	(1,996,732)	(998,366)
15,518	7,759	(Surplus) or Deficit on the Provision of Services	5,051	2,526
66,894	33,447	Current assets	61,843	30,922

An analysis of the amounts owed and owing between Glasgow City Council and Glasgow City Integration Joint Board relating to normal trade debtors and creditors is provided below:

2023/24 £000	Glasgow City Integration Joint Board	2024/25 £000
0	<b>Amounts owed to GCC</b> Short-term debtors	4
(66,894)	<b>Amounts owing by GCC</b> Short-term creditors	(61,843)

#### 4.14. City Building (Glasgow) Limited Liability Partnership

City Building (Glasgow) Limited Liability Partnership is a 50/50 joint venture partnership between Glasgow City Council and the Wheatley Housing Group, set up to provide an integrated, responsive, effective and efficient building repair and construction service to Glasgow City Council, Glasgow Housing Association Limited and other service users, commencing 1 April 2017.

The latest set of unaudited accounts is for the year to 31 March 2025. When available, copies of the audited accounts may be obtained from the Managing Director, City Building (Glasgow) Limited Liability Partnership, 350 Darnick Street, Glasgow G21 4BA.

Under accounting standards, the council has a significant interest in this company. The company is included within the Group Financial Statements as a material joint venture. In 2024/25, the council contributed £10.777 million (2023/24 £13.361 million) or 50% of the company's running costs and its share of the year end net assets was £123.091 million (2023/24 £98.519 million).

The following table represents the group's share of key financial information extracted from the accounts of City Building (Glasgow) Limited Liability Partnership for 2024/25:

2023/24 £000	2023/24 GCC Share £000	City Building (Glasgow) Limited Liability Partnership	2024/25 £000	2024/25 GCC Share £000
(169,039)	(84,520)	Gross (income)	(163,034)	(81,517)
(7,629)	(3,816)	(Surplus) or Deficit on the Provision of Services	(8,545)	(4,273)
197,021	98,511	Other Comprehensive (Income) and Expenditure	69,286	34,643
399	200	Long-term assets	346	173
43,169	21,585	Current assets	40,659	20,330
(30,548)	(15,274)	Current liabilities	(39,440)	(19,720)
(869)	(435)	Long-term liabilities excluding pension liability	(1,282)	(641)
184,885	92,443	Pension asset / (liability)	245,898	122,949

An analysis of the amounts owed and owing between Glasgow City Council and City Building (Glasgow) Limited Liability Partnership relating to normal trade debtors and creditors is provided below:

2023/24 £000	City Building (Glasgow) Limited Liability Partnership	2024/25 £000
	<b>Amounts owed to GCC</b>	
6,614	Short-term debtors	7,692
	<b>Amounts owing by GCC</b>	
(6,316)	Short-term creditors	(4,487)

## 5. Nature of combination

The council inherited its interest in Scottish Event Campus Limited, Strathclyde Partnership for Transport and Strathclyde Concessionary Travel Scheme as a result of local government reorganisation in April 1996. To advance council objectives, the council has established further limited companies and Limited Liability Partnerships, which were incorporated between November 2004 and September 2022.

The combination of these entities has been accounted for on an acquisition basis. There was no goodwill on acquisition.

## 6. Reporting authority adjustments to align to IFRS

The Code requires that the Common Good Fund and Sundry Trusts are included within the Group Comprehensive Income and Expenditure Statement, if material. Following the elimination of inter-company trading, net expenditure on the Common Good Fund of £0.488 million (£0.262 million in 2023/24) and net expenditure on Sundry Trusts of £0.461 million (£0.653 million in 2023/24) have been included as separate lines within Cost of Services in the Comprehensive Income and Expenditure Statement.

## 7. Financial impact of consolidation

The effect of the inclusion of the subsidiaries and associates in 2024/25 was to increase council reserves and net assets by £928.098 million (in 2023/24 net assets increased by £789.838 million) representing the council's net asset in the consolidating entities.



## 8. Non-material interest in subsidiaries, associates and joint committees

All subsidiaries, associates and joint committees that the council has an interest in are assessed annually, on the grounds of materiality, for consolidation into the Group accounts. The initial criteria for the materiality threshold is that they must have greater than 1% of either council turnover or non-current assets. The following companies and joint committees did not meet the minimum materiality threshold and have not been consolidated into the Group Financial Statements as they are considered immaterial to the understanding of the accounts. The following information is included for the latest available reporting year. The disclosure will be updated where required in the audited annual accounts.

- **GCC LLP Investments Limited** is a subsidiary company incorporated under the terms of the Companies Act on 4 July 2006. The company is an investment holding company, being the council's partner in the limited liability partnerships formed in recent years. The company is limited by guarantee with Glasgow City Council holding 1,000 ordinary shares, representing 100% of the issued share capital. Current assets of £0.001 million were matched by share capital of £0.001 million as at 31 March 2025.
- **City Property (Glasgow) Limited Liability Partnership** is a subsidiary that was incorporated on 17 February 2009. It was formed to manage and dispose of Glasgow City Council's surplus properties. After accounting for IAS19 Employee Benefits, the net assets of the partnership were £1.182 million at 31 March 2025, compared to net assets of £0.879 million at 31 March 2024. The profit available for discretionary division among members for the year to 31 March 2025 was £0.303 million, compared to a profit of £0.614 million for the year to 31 March 2024. In terms of IAS19 Employee Benefits the partnership had a net pension asset of £13.687 million and an unfunded element of pension liability of £0.757 million, these values were restricted to nil within the reported results of the partnership.

During the year material transactions between City Property (Glasgow) LLP and the council's group were as follows:

2023/24 Net Expenditure/ (Income) £000	Debtor / (Creditor) at 31 March 2024 £000		2024/25		Debtor / (Creditor) at 31 March 2025 £000
		<b>City Property (Glasgow) Limited Liability Partnership</b>	<b>Expenditure £000</b>	<b>Income £000</b>	
2,407	5	Glasgow City Council	3,105	(396)	(217)

- **Scotland Excel** is a Joint Committee established on 1 April 2008 to replace the Authorities Buying Consortium and other similar bodies across Scotland. It is the largest non-profit purchasing agency in Scotland and serves the buying needs of 32 local authorities and similar public sector bodies in Scotland. During the year, the council contributed £0.396 million (2023/24 £0.396 million) representing 9.9% of the organisation's estimated running costs for the year to 31 March 2025.
- **Clydeplan**, formerly known as the Glasgow and Clyde Valley Strategic Development Planning Authority Joint Committee, was constituted under a formal agreement of the eight councils in the Glasgow and Clyde Valley area. Under the Town and Country Planning (Scotland) Act 1997, each member council not only has responsibilities for local planning matters in their area but also the strategic issues that cover the wider area of the Glasgow and Clyde Valley. Accordingly, the Joint Committee prepares, monitors and reviews the Structure Plan on behalf of member councils and liaises with Central Government, Scottish Enterprise and other bodies. During the year, the council contributed £0.043 million (2023/24 £0.053 million) representing 12.5% of the Joint Committee's estimated running costs for the year to 31 March 2025. Clydeplan is set to be dissolved.



- **West of Scotland European Forum (WoSEF)** was set up in 2007 as a Joint Committee including the 12 local authorities and a number of influential organisations in the region. Following on from the work previously undertaken by the West of Scotland European Consortium, WoSEF's purpose is to develop positive links between the communities of the region and the institutions of the European Union. WoSEF is set to be dissolved. Consequently, the council made no financial contribution to the organisation in the year to 31 March 2025.
- **Continuing Education Gateway** is a consortium of 10 local authorities in the West of Scotland. It was formed in April 2000 to further the provision of careers and educational guidance services. During the year, the council contributed £0.123 million (2023/24 £0.123 million) representing 31% of the consortium's estimated running costs for the year to 31 March 2025.
- **West of Scotland Archaeology Service** was set up in 1997 as a Joint Committee of 12 local authorities in the region. It is currently funded by 10 local authorities, and by Historic Scotland for specific projects. Its primary purpose is to provide planning related archaeological advice to its members, permitting them to discharge their duties in respect of Scottish Government planning guidance for the treatment of archaeological remains in the planning process. During the year, the council made a contribution of £0.009 million (2023/24 £0.009 million) representing 6.0% of the Joint Committee's estimated running costs for the year to 31 March 2025.
- **SEEMIS Group LLP** was incorporated on 11 May 2009 and commenced trading on 1 July 2010. It is funded by the 32 participating authorities and the principal activity of the LLP is the provision of information technology solutions to Education Services. During the year, the council made a contribution of £0.487 million (2023/24 £0.503 million) representing 9.2% of the organisation's estimated running costs for the year to 31 March 2025.
- **Glasgow City Region – City Deal Cabinet** is a Joint Committee established on 20 January 2015. The purpose of the Committee is to determine the Strategic Development priorities for the Clyde Valley Region and to monitor and ensure the delivery of the City Deal programme as agreed between member authorities and the UK and Scottish Governments. The City Deal programme aims to deliver a £1.1 billion investment programme, including delivery of labour market and innovation programmes. During the year the council contributed £0.121 million (2023/24 £0.278 million) representing 34.3% of the organisation's running costs for the year to 31 March 2025.

- **The Clyde Valley Learning and Development Project Joint Committee** was established in October 2007. The purpose of the committee is to establish and deliver a number of shared approaches to training, learning and development between the 8 Clyde Valley Councils. During the year, the council contributed £0.010 million (2023/24 £0.010 million) representing 13.3% of the Joint Committee's running costs for the year to 31 March 2025.
- **Transforming Communities Glasgow** was established as a charitable company in April 2012 and commenced trading in June 2015. The main purpose of the charity is to facilitate a single strategic focus for the regeneration of transformational regeneration areas. During the year, the council contributed £0.002 million (2023/24 £0.002 million) representing 33.3% of the Joint Committee's running costs for the year to 31 March 2025.

## 9. Group subjective analysis

2023/24 £000	%	Subjective analysis	2024/25 £000	%
<b>Where the money came from</b>				
(1,872,832)	49.9	Government grants and local taxation	(1,974,857)	52.0
(723,329)	19.3	Other grants, reimbursements and contributions	(704,898)	18.5
(718,297)	19.2	Customer and client receipts	(800,926)	21.1
(76,878)	2.0	Interest and investment income	(65,009)	1.7
(224,668)	6.0	Income from other departments	(258,799)	6.8
(107,642)	2.9	Other miscellaneous income	(98,779)	2.6
(14,163)	0.4	Net interest on the net defined benefit liability	(1,408)	0.0
224,668	(6.0)	Inter-departmental recharges	258,799	(6.8)
(1,267)	0.0	Gain on disposal of property, plant and equipment	(3,916)	0.1
(158,040)	4.2	Share of surplus from associates and joint boards	(68,063)	1.8
(78,170)	2.1	Capital grants and contributions	(83,234)	2.2
<b>(3,750,618)</b>	<b>100.0</b>	<b>Total income</b>	<b>(3,801,090)</b>	<b>100.0</b>
<b>How the money was spent</b>				
1,280,740	34.6	Employee costs	1,337,364	34.5
304,038	8.2	Premises costs	351,793	9.1
176,920	4.8	Supplies and services	218,367	5.6
52,542	1.4	Transport and plant	53,542	1.4
1,237,236	33.3	Third party payments	1,273,779	32.8
518,719	14.0	Transfer payments	526,153	13.5
198,414	5.3	Depreciation, amortisation and impairment losses	209,930	5.4
168,498	4.5	Financing costs	162,280	4.2
(10,058)	(0.3)	Allocations	(11,575)	(0.3)
0	(0.0)	Net interest on the net defined benefit liability	14,894	0.4
(224,668)	(6.1)	Inter-departmental recharges	(258,799)	(6.7)
0	0.0	Former authority residual costs	0	0.0
10,800	0.3	Share of deficit from associates	3,720	0.1
<b>3,713,181</b>	<b>100.0</b>	<b>Total expenditure</b>	<b>3,881,448</b>	<b>100.0</b>
<b>(37,437)</b>		<b>Group (surplus) or deficit for the year</b>	<b>80,358</b>	

The above table reflects the management structure of the council and other combining entities and includes the subjective analysis of expenditure incurred on inter-departmental trading activities within the council. Both income and expenditure have been adjusted to exclude amounts related to inter-departmental trading within the council. Adjustments have also been made to exclude inter-company trading. Total income and total expenditure represent transactions with bodies external to the group.

## 10. Pension Costs

### 10.1. Local Government Pension Scheme

Glasgow City Council, City Building (Contracts) LLP, Culture and Sport Glasgow, and Jobs & Business Glasgow are members of the Local Government Pension Scheme - a defined benefit scheme that offers retirement benefits to employees under the terms and conditions of employment. Although these benefits will not actually be payable until employees retire, the group has a commitment to recognise the cost of retirement benefits within Cost of Services when the employees earn them, rather than when the benefits are eventually paid as pensions.

The following transactions have been made in the Group Comprehensive Income and Expenditure Statement in 2024/25:

2023/24 £000	Local Government Pension Scheme	2024/25 £000
<b>Comprehensive Income and Expenditure Statement</b>		
<b>Cost of Services:</b>		
123,369	Current service cost	124,165
10,131	Past service cost	11,895
<b>Financing and Investment Income and Expenditure:</b>		
(55,544)	Net interest (income) / cost	(61,579)
41,381	Interest on the effect of asset ceiling	66,873
<b>119,337</b>	<b>Total post-employment benefits charged / (credited) to the Surplus or Deficit on the Provision of Services</b>	<b>141,354</b>
<b>Other Comprehensive Income and Expenditure</b>		
<b>Remeasurement of the net defined benefit liability:</b>		
(293,889)	Return on assets	79,467
(180,216)	Actuarial (gains) / losses arising on changes in financial assumptions	(732,798)
(64,455)	Actuarial (gains) / losses arising from changes in demographic assumptions	(8,476)
471,949	Other Experience	(62,109)
624,618	Pension asset derecognition	536,304
0	Other remeasurements	20
<b>558,007</b>	<b>Total post-employment benefits charged / (credited) to the Comprehensive Income and Expenditure Statement</b>	<b>(46,238)</b>
119,337	Net charge / (credit) to the Surplus or Deficit on the Provision of Services brought forward	141,354
<b>Movement in Reserves Statement</b>		
49,545	Reversal of net (charge) / credit made to the Surplus or Deficit on the Provision of Services in accordance with IAS19	(69,317)
<b>Actual amount charged against the General Fund balance for pensions in the year:</b>		
<b>168,882</b>	<b>Employers contribution paid</b>	<b>72,037</b>

## 10.2. Pension Assets and Liabilities

Assets are valued at fair value. Liabilities are valued on an actuarial basis using the projected unit method which assesses the future liabilities of the fund discounted to their present value. The council's liabilities have been assessed by Hymans Robertson Limited Liability Partnership, an independent firm of actuaries. Calculations have been based on the triennial valuation of the scheme as at 31 March 2023.

The actuary reported a net liability position against unfunded liabilities of £0.240 million at 31 March 2025. The recognition of this asset was limited to £273.055 million based on the asset ceiling calculation of the extent to which the council family could recover the asset through reduced contributions. At the same time, there remains unfunded liabilities totalling £240.277 million. These balances have been recorded separately as assets and liabilities in line with accounting standards. The pension liability represents the best estimate of the current value of pensions which the council will have to fund.

The following table sets out the principal assumptions used by the actuary at 31 March 2025:

2023/24	Actuarial Assumptions	2024/25
	<b>Long-term expected rate of return on assets in the scheme:</b>	
4.8%	Equity Investments	5.8%
4.8%	Bonds	5.8%
4.8%	Property	5.8%
4.8%	Cash and net debtors/ creditors	5.8%
	<b>Mortality assumptions:</b>	
	Longevity at 65 for current pensioners:	
19.5	Men	19.4
22.1	Women	22.4
	Longevity at 65 for future pensioners:	
20.2	Men	20.6
23.8	Women	24.2
	<b>General assumptions:</b>	
2.8%	Rate of price increases	2.8%
3.5%	Rate of increase in salaries	3.5%
2.8%	Rate of increase in pensions	2.8%
4.8%	Rate for discounting scheme liabilities	5.8%
75.0%	Take-up of option to convert annual pension into retirement lump sum	75.0%
	<b>Employer share of net assets</b>	
78%	Equities Investments	68%
12%	Bonds	22%
8%	Property	8%
2%	Cash and Net Debtors/Creditors	2%
<b>100%</b>	<b>Total</b>	<b>100%</b>

The amount included in the Balance Sheet arising from the group's obligation in respect of its defined benefit plans is as follows:

2023/24 £000	Pension Assets and Liabilities recognised in the Balance Sheet	2024/25 £000
4,995,016	Present value of the defined benefit obligation	4,408,219
(6,308,318)	Fair value of plan assets	(6,443,169)
1,393,000	Pension asset derecognition	2,002,172
<b>79,698</b>	<b>Net liability/(asset) arising from defined benefit obligation</b>	<b>(32,778)</b>

The following tables set out the reconciliation of scheme assets and liabilities:

2023/24 £000	Reconciliation of present value of scheme liabilities	2024/25 £000
<b>4,626,815</b>	<b>Opening balance at 1 April</b>	<b>4,995,016</b>
123,369	Current service costs	124,165
218,833	Interest costs	239,276
44,039	Contributions by scheme participants	37,750
	<b>Remeasurement (gains) and losses:</b>	
(180,216)	Actuarial (gains) / losses arising from changes in financial assumptions	(732,798)
(64,455)	Actuarial (gains) / losses arising from changes in demographic assumptions	(8,476)
427,228	Other	(62,109)
0	Other Remeasurements	(64)
10,131	Past service cost (including curtailments)	11,895
(210,728)	Benefits paid	(196,436)
<b>4,995,016</b>	<b>Closing balance at 31 March</b>	<b>4,408,219</b>

2023/24 £000	Reconciliation of present value of scheme assets	2024/25 £000
<b>5,782,580</b>	<b>Opening balance at 1 April</b>	<b>6,308,318</b>
274,377	Interest income	300,855
	<b>Remeasurement gain / (loss):</b>	
293,889	Return on assets, excluding the amount included in the net interest cost	(79,467)
0	Other Remeasurements	112
168,882	Contributions by employer	72,037
44,039	Contributions by scheme participants	37,750
(44,721)	Other	0
(210,728)	Benefits paid	(196,436)
<b>6,308,318</b>	<b>Closing balance at 31 March</b>	<b>6,443,169</b>

The closing fair value of scheme assets above is included at the unaudited position for Strathclyde Pension Fund.

**10.3. Analysis of Pension Fund's Assets**

Quoted Prices in Active Markets £000	2023/24		Local Government Pension Scheme assets	Quoted Prices in Active Markets £000	2024/25	
	Prices not quoted in Active Markets £000	Total £000			Prices not quoted in Active Markets £000	Total £000
9,993	106,821	<b>116,814</b>	Cash and cash equivalents	0	156,771	<b>156,771</b>
<b>Equity Instruments:</b>						
291,433	8	<b>291,441</b>	Consumer	317,464	681	<b>318,145</b>
363,719	10	<b>363,729</b>	Manufacturing	300,198	417	<b>300,615</b>
56,780	0	<b>56,780</b>	Energy and utilities	50,085	0	<b>50,085</b>
180,204	1,091	<b>181,295</b>	Financial institutions	144,307	2,823	<b>147,130</b>
167,981	31	<b>168,012</b>	Health and care	153,191	73	<b>153,264</b>
213,601	0	<b>213,601</b>	Information technology	369,530	172	<b>369,702</b>
<b>1,273,718</b>	<b>1,140</b>	<b>1,274,858</b>	<b>Sub-total equity instruments</b>	<b>1,334,775</b>	<b>4,166</b>	<b>1,338,941</b>
<b>Debt Securities:</b>						
0	0	<b>0</b>	Corporate Bonds (Investment Grade)	0	1	<b>1</b>
<b>0</b>	<b>0</b>	<b>0</b>	<b>Sub-total debt securities</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Private Equity:</b>						
0	1,506,154	<b>1,506,154</b>	All	0	1,489,347	<b>1,489,347</b>
<b>Property:</b>						
0	496,112	<b>496,112</b>	UK	0	486,123	<b>486,123</b>
<b>Derivatives</b>						
0	0	<b>0</b>	Foreign Exchange	0	(4)	<b>(4)</b>
<b>Other investment funds:</b>						
25,617	2,150,166	<b>2,175,783</b>	Equities	23,590	1,549,044	<b>1,572,634</b>
0	736,343	<b>736,343</b>	Bonds	0	1,359,139	<b>1,359,139</b>
0	0	<b>0</b>	Commodities	0	3,158	<b>3,158</b>
0	2,254	<b>2,254</b>	Infrastructure	0	22,734	<b>22,734</b>
0	0	<b>0</b>	Other	0	14,325	<b>14,325</b>
<b>25,617</b>	<b>2,888,763</b>	<b>2,914,380</b>	<b>Sub-total other investment funds</b>	<b>23,590</b>	<b>2,948,400</b>	<b>2,971,990</b>
<b>1,309,328</b>	<b>4,998,990</b>	<b>6,308,318</b>	<b>Total Assets</b>	<b>1,358,365</b>	<b>5,084,804</b>	<b>6,443,169</b>

**10.4. Impact on Group Cash Flows**

The total contribution expected to be made to the Local Government Pension Scheme by the group in the year to 31 March 2026 is £40.353 million.

## 10.5. Defined Contribution Schemes

Scottish Event Campus Limited and Jobs & Business Glasgow operate defined contribution schemes for employees where assets of the scheme are held separately from those of the group. Contributions are charged to the Group Comprehensive Income and Expenditure Statement as they become payable in accordance with the rules of the scheme. The amounts paid into these pension schemes in the year are as follows:

2023/24 £000	Defined Contribution Schemes	2024/25 £000
928	Scottish Event Campus Limited	1,030
169	Jobs & Business Glasgow	133
<b>1,097</b>	<b>Total</b>	<b>1,163</b>

## 11. Minority interest

The minority interest credited to the Group Comprehensive Income and Expenditure Statement is in recognition of the share of the surplus for the year that is attributable to the minority shareholdings of Scottish Event Campus Limited.

On the Group Balance Sheet within group reserves, with accounting policies aligned, the share of the assets of Scottish Event Campus Limited attributable to minority shareholdings was £10.664 million for 2024/25 (2023/24 £9.875 million).

## 12. Taxation

For the Scottish Event Campus Limited and Culture and Sport Glasgow, the difference between tax at the standard rate on the company's profits for the year and the actual level of corporation tax is mainly as a result of tax rate changes, adjustments for prior periods and non-taxable/deductible items.

The analysis of the tax charge in the period is shown below:

2023/24 £000	UK Corporation Tax	2024/25 £000
771	Deferred tax	0
0	Tax expense of subsidiaries	0
<b>771</b>	<b>Total</b>	<b>0</b>



### 13. Long-term assets

#### 13.1. Movement in Property, plant and equipment

The table below illustrates the movement in property, plant and equipment, analysed by asset category, arising from additions, disposals, revaluations, depreciation and transfers during the year. As a result of these movements, the net book value held at 31 March 2025 was £4,205.172 million.

<b>Movement in PPE 2024/25</b>	<b>Other Land and Buildings £000</b>	<b>Vehicles, Plant, Furniture and Equipment £000</b>	<b>Infrastructure Assets £000</b>	<b>Community Assets £000</b>	<b>Assets Under Construction £000</b>	<b>Corporate Surplus Assets £000</b>	<b>Total Property, Plant and Equipment £000</b>
<b>Net book value at 1 April 2024</b>	<b>3,052,851</b>	<b>83,462</b>	<b>836,472</b>	<b>24,335</b>	<b>76,893</b>	<b>39,884</b>	<b>4,113,897</b>
Additions	26,823	15,618	28,457	124	27,621	0	98,643
Revaluations	162,334	0	0	0	0	(748)	161,586
Impairment	0	0	0	0	0	0	0
Depreciation	(113,083)	(27,640)	(31,088)	0	0	(58)	(171,869)
Disposals	(285)	(11)	0	0	0	(4,320)	(4,616)
Other movements (incl. transfers to other asset categories)	14,882	1,655	33,537	0	(50,725)	8,182	7,531
<b>Net book value at 31 March 2025</b>	<b>3,143,522</b>	<b>73,084</b>	<b>867,378</b>	<b>24,459</b>	<b>53,789</b>	<b>42,940</b>	<b>4,205,172</b>
Gross book value	3,289,520	220,953		24,459	53,789	43,509	
Accumulated depreciation	(145,998)	(147,869)		0	0	(569)	
<b>Net book value at 31 March 2025</b>	<b>3,143,522</b>	<b>73,084</b>	<b>867,378</b>	<b>24,459</b>	<b>53,789</b>	<b>42,940</b>	<b>4,205,172</b>

<b>Movement in PPE 2023/24</b>	<b>Other Land and Buildings £000</b>	<b>Vehicles, Plant, Furniture and Equipment £000</b>	<b>Infrastructure Assets £000</b>	<b>Community Assets £000</b>	<b>Assets Under Construction £000</b>	<b>Corporate Surplus Assets £000</b>	<b>Total Property, Plant and Equipment £000</b>
<b>Net book value at 1 April 2023</b>	<b>3,003,465</b>	<b>99,646</b>	<b>817,899</b>	<b>23,851</b>	<b>54,238</b>	<b>45,362</b>	<b>4,044,461</b>
Additions	16,941	14,740	42,448	73	36,266	842	111,310
Revaluations	131,895	0	0	0	0	2,588	134,483
Impairment	(656)	0	0	0	0	(472)	(1,128)
Depreciation	(103,295)	(31,224)	(31,089)	0	0	(76)	(165,684)
Disposals	(1,102)	(41)	0	0	0	(775)	(1,918)
Other movements (incl. transfers to other asset categories)	5,603	341	7,214	411	(13,611)	(7,585)	(7,627)
<b>Net book value at 31 March 2024</b>	<b>3,052,851</b>	<b>83,462</b>	<b>836,472</b>	<b>24,335</b>	<b>76,893</b>	<b>39,884</b>	<b>4,113,897</b>
Gross book value	3,181,849	243,594		24,335	76,893	40,404	
Accumulated depreciation	(128,998)	(160,132)		0	0	(520)	
<b>Net book value at 31 March 2024</b>	<b>3,052,851</b>	<b>83,462</b>	<b>836,472</b>	<b>24,335</b>	<b>76,893</b>	<b>39,884</b>	<b>4,113,897</b>

**13.2. Summary of capital expenditure and sources of finance**

2023/24 £000	Capital expenditure and sources of finance	2024/25 £000
<b>Capital investment</b>		
111,310	Property, plant and equipment	98,643
2,680	Intangible assets	4,122
46	Assets held for sale	0
1,300	Investment property	1,270
<b>115,336</b>	<b>Total gross expenditure</b>	<b>104,035</b>
<b>Sources of finance</b>		
31,963	Borrowing	(2,158)
5,856	Asset Sales	8,096
64,139	Government grants and other capital contributions	86,459
13,378	Revenue contributions	11,638
<b>115,336</b>	<b>Total sources of finance</b>	<b>104,035</b>

**14. Investment property**

The following items of income and expense have been accounted for in the Comprehensive Income and Expenditure Statement in relation to investment properties owned by the group for capital appreciation or rental income:

2023/24 £000	Investment property	2024/25 £000
(61,536)	Rental income from investment property	(45,054)
46,772	Investment Property Expenditure and Changes in Fair Value	26,519
<b>(14,764)</b>	<b>Net gain</b>	<b>(18,535)</b>

There are no restrictions on the group's ability to realise the value inherent in its investment property or on the group's right to the remittance of income and the proceeds of disposal. The group has no contractual obligations to purchase, construct or develop investment property or repairs, maintenance or enhancement.

The following table summarises the movement in the fair value of investment properties of the group over the year:

2023/24 £000	Movement in fair value	2024/25 £000
<b>238,710</b>	<b>Balance at start of year:</b>	<b>237,139</b>
1,300	Additions	1,270
(2,145)	Disposals	(20,690)
884	Net gain / (loss) from fair value adjustments	8,562
(1,610)	Transfers (to) / from PPE	0
<b>237,139</b>	<b>Balance at end of year</b>	<b>226,281</b>

## 15. Fair value measurement of assets and liabilities

Each financial year, a valuation report is prepared for non-financial assets, which incorporates the methodology employed by the valuer in arriving at their opinion of value. The methodology includes comparable data, which is recognised in accordance with the fair value measurement hierarchy. The valuers seek to minimise the volume of unobservable inputs and maximise the volume of observable inputs informing their opinion of value. For the group assets, the valuation inputs comprise either Level 1, Level 2 or Level 3 inputs, with adjustments not limited to location, rental growth, lease terms, covenants, costs, discount rates and vacancy levels. For 2024/25, both the income and market valuation techniques were widely adopted in forming opinions of fair value. In addition, short and long-term investments measured at fair value are categorised as Level 1, this being quoted prices (unadjusted) in active markets for identical assets that can be accessed at the measurement date. The resulting valuation of £304.229 million (2023/24 £327.403 million) comprises £31.986 million with Level 1 inputs (2023/24 £38.296 million) and £272.243 million with Level 2 inputs (2023/24 £289.107 million) and £0 million with Level 3 inputs (2023/24 £0 million).

Fair Value Measurement of assets 2024/25	Level 1 £000	Level 2 £000	Level 3 £000	Total £000
Surplus Properties	0	42,940	0	42,940
Assets held for sale	0	3,022	0	3,022
Commercial Units	0	226,281	0	226,281
Other investments	31,986	0	0	31,986
<b>Total</b>	<b>31,986</b>	<b>272,243</b>	<b>0</b>	<b>304,229</b>

In terms of the fair value measurement hierarchy, the financial instruments measured at fair value are categorised as Level 2, being inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly or indirectly.

Valuation of financial liabilities 2024/25	Carrying Amount £000	Fair Value £000
Borrowing	(2,510,678)	(2,048,504)

The maturity analysis of group borrowing at nominal value is as follows:

2023/24		Borrowing	2024/25	
Principal £000	Interest £000		Principal £000	Interest £000
1,147,572	698,553	Public Works Loans Board	1,319,937	691,226
382,000	622,921	Lender Option Buyer Option (LOBO)	312,000	477,098
461,197	167,616	Market debt	450,053	154,993
395,582	327,979	Bonds	392,645	311,038
7,921	0	Temporary borrowing	8,456	0
<b>2,394,272</b>	<b>1,817,069</b>	<b>Total</b>	<b>2,483,091</b>	<b>1,634,355</b>
66,857	84,075	Less than 1 year	149,638	91,987
144,119	152,275	Between 1 and 2 years	107,003	155,366
203,187	240,258	2 to 5 years	445,275	226,502
447,979	318,096	5 to 10 years	355,847	285,880
785,319	851,263	10 to 30 years	761,517	757,073
719,811	168,325	30 to 50 years	636,811	115,932
27,000	2,777	50 to 70 years	27,000	1,615
<b>2,394,272</b>	<b>1,817,069</b>	<b>Total</b>	<b>2,483,091</b>	<b>1,634,355</b>

The maturity analysis of financial liabilities is outlined in the above table at nominal values. However, these liabilities are reflected in the Balance Sheet at amortised cost, which includes accrued interest of £14.524 million (£11.685 million in 2023/24) and an effective interest rate adjustment of £13.061 million (£13.211 million in 2023/24) in respect of LOBOs with stepped interest rates.

## 16. Investments / liabilities in associates and joint ventures

The effect of accounting for City Building (Glasgow) LLP as a joint venture resulted in the inclusion of an asset within the Group Balance Sheet. The group share of the investments in Strathclyde Partnership for Transport, Strathclyde Concessionary Travel Scheme and Glasgow City Integration Joint Board are an asset and are included on the Balance Sheet as a long-term investment. Details of the group's share of investments in associates and joint ventures are shown below:

2023/24 £000	Investments in Associates and Joint Ventures	2024/25 £000
141,834	Strathclyde Partnership for Transport	148,832
1,054	Strathclyde Concessionary Travel Scheme	768
33,447	Glasgow City Integration Joint Board	30,922
98,519	City Building (Glasgow) LLP	123,091
<b>274,854</b>	<b>Total</b>	<b>303,613</b>

The aggregation of the group's share of the gross income, assets and liabilities of the associates are provided in the following table:

2023/24 £000	Associates and Joint Ventures	2024/25 £000
<b>1,065,319</b>	<b>Gross income</b>	<b>1,112,738</b>
95,791	Long-term assets	102,253
111,170	Current assets	104,174
(23,331)	Current liabilities	(24,508)
(484)	Long-term liabilities	(668)
91,708	Pension asset / (liability)	122,362
<b>274,854</b>	<b>Net asset</b>	<b>303,613</b>

## 17. Cash and cash equivalents

The group holds cash in hand as well as deposits with financial institutions. Cash equivalents are short-term, highly liquid investments, principally held to meet liabilities in the short-term, rather than to make an investment gain. They are readily convertible into known amounts of cash and are subject to insignificant risk of changes in value. The balance of cash and cash equivalents comprises the following elements:

2023/24 £000	Cash and cash equivalents	2024/25 £000
68,032	Short-term deposits	111,423
157,809	Bank current accounts	176,966
125	Cash imprests	118
<b>225,966</b>	<b>Total Cash and cash equivalents</b>	<b>288,507</b>

## 18. Deferred liabilities

Deferred liabilities represent amounts falling due in more than 12 months from the balance sheet date. An analysis of deferred liabilities as at 31 March 2025 is provided in the following table:

2023/24 £000	Analysis of deferred liabilities	2024/25 £000
54,286	Long-term liability relating to the council PPP secondary schools contract	45,208
53,740	Long-term lease liability relating to council properties, vehicles and equipment	50,134
34,767	Developers' contributions received by GCC for the provision of recreational greenspace in line with council policy	36,631
60,840	Other group deferred liabilities	62,885
<b>203,633</b>	<b>Total</b>	<b>194,858</b>

## 19. Deferred grants

Following the elimination of inter-company transactions, the balance remaining on deferred grants of £18.129 million (2023/24 £18.590 million) represents external funding in support of capital projects.

## 20. Charitable reserves

Included within Group Reserves are charitable reserves representing the funds of Culture and Sport Glasgow, Jobs & Business Glasgow and the charitable element of Sundry Trusts.

The following table identifies charitable funds prior to consolidation adjustments:

Charitable Funds	Balance at 31 March 2024 £000	Net movement 2024/25 £000	Balance at 31 March 2025 £000
Culture and Sport Glasgow	50,210	(8,752)	41,458
Jobs & Business Glasgow	15,664	(693)	14,971
Sundry Trusts - charitable element	7,792	(16)	7,776
<b>Total</b>	<b>73,666</b>	<b>(9,461)</b>	<b>64,205</b>

## ❖ Annual Governance Statement

### 1. Scope of responsibility

- 1.1 Glasgow City Council is responsible for ensuring that its business is conducted in accordance with the law and proper standards and that public money is safeguarded and properly accounted for. Under the Local Government in Scotland Act 2003, the Council also has a statutory duty to make arrangements to secure best value, which is to ensure continuous improvement in the way its functions are exercised, and to ensure public funds and assets are used economically, efficiently and effectively.
- 1.2 In discharging these responsibilities, elected members and senior officers must ensure proper arrangements for the governance of the Council's affairs and facilitate the effective exercise of its functions, which includes the management of risk and stewardship of the resources at its disposal.
- 1.3 Collectively known as the Council Family, the Council has established various subsidiaries and associates to deliver services more effectively. While these organisations are required to implement their own organisational governance and management structures and arrangements, they also form part of the overall governance and control environment of the Council Family. The Corporate Management Team operates to consider matters of common interest across the Council Family.

### 2. Purpose of the Council

- 2.1 The [Council Plan 2022-27](#) reflects the political priorities of the council for the next five years. The council has set the framework for strong corporate governance by having a clear vision and values which are outlined below:

**Our vision** is to support a fair and sustainable city where everyone gets to contribute and all can benefit from a flourishing Glasgow.

**Our values** are set out in our City Charter and have been developed in consultation with citizens and staff. They are to:

- Be an open, transparent and easily accessible organisation which communicates freely with city residents and involves them in decision making
- Be fairer and more equal giving everyone in Glasgow the chance to flourish and improve their life chances and choices. Work to uphold and protect people's basic human rights including treating them with dignity, fairness, equality, and respect, regardless of their background
- Promote pride in what the city has achieved, its people, its heritage, its facilities and appearance and be proud to live and work in Glasgow
- Work in partnership allowing people to contribute and for ideas from any source to be heard and considered.

- 2.2 There are **risks and challenges** too, to delivery of our plan. The Council's budget continues to be under significant pressure. The same goes for many other institutions and businesses in the city and for our residents. The pressures come at exactly the same time as the demand on our services is growing due to the complex needs of many of our families. Big changes across the broader public sector are both required and challenging and the council is working with a number of local and national partners to drive whole system change through service reform and innovation, both to respond to the needs of citizens and the need to secure budget sustainability in a challenging environment. Upstream pressures such as an ageing population, an increase in demand for

additional support needs, mental health challenges and public health challenges can only be tackled through transformation and innovation while continuing to be able to set balanced budgets and deal with business as usual pressures.

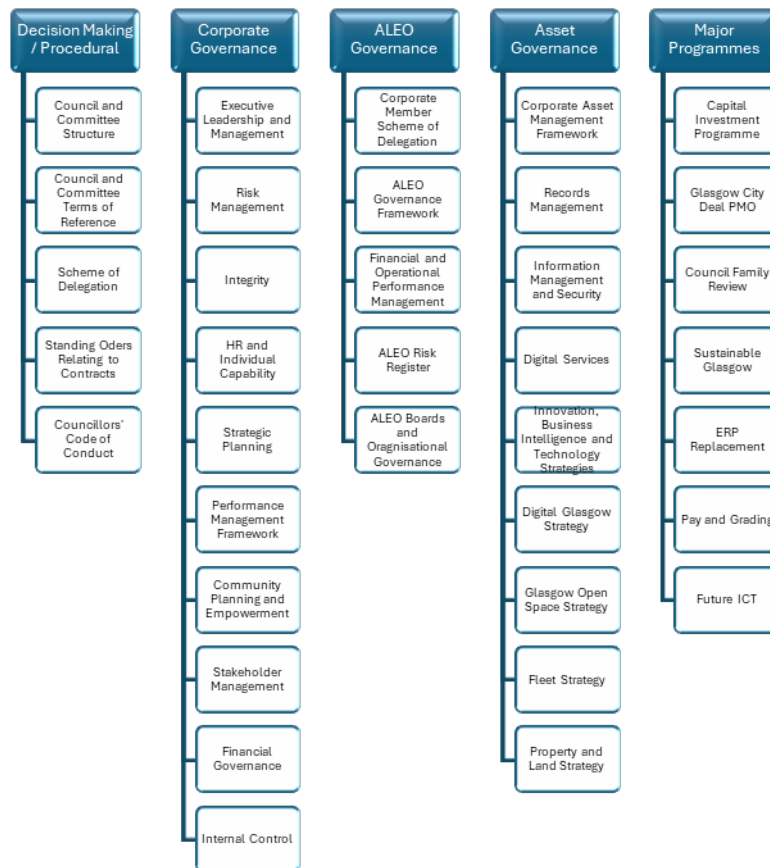
### **3. The purpose of the governance framework**

- 3.1 The Council's governance framework comprises the systems and processes, and culture and values, by which the Council is directed and controlled. Through the framework, the Council is accountable to, engages with, and leads its communities. The framework enables the Council to monitor the achievement of the four Grand Challenges and over 200 commitments set out in the [Council Strategic Plan 2022-2027](#).

### **4. The governance framework**

- 4.1 The governance framework comprises the culture, values, systems, and processes by which the council is directed and controlled. It describes the way the council is accountable to communities. It enables the council to monitor the achievement of its commitments and consider whether these have led to the delivery of appropriate and cost-effective services.
- 4.2 The main features of the Council's governance framework are enshrined in the Council's Local Code of Corporate Governance (the Code), which is consistent with the principles, and reflects the requirements of, the Chartered Institute of Public Finance and Accountancy (CIPFA) and the Society of Local Authority Chief Executives (SOLACE) Framework: Delivering Good Governance in Local Government. The Code is currently under detailed review, taking into account the 2025 Addendum to the Delivering Good Governance Framework, and is expected to be concluded by end 31 March 2026. The current version remains relevant and evidences the Council's commitment to achieving good governance and demonstrates how it complies with recommended governance standards.
- 4.3 A key part of the Code, the Council has embedded a system of risk management and internal control. While providing reasonable assurance, these systems cannot, however, provide absolute assurance or certainty in entirely eliminating the risk of the Council failing to achieve its aims and objectives; incurring material errors; losses; fraud or breaches of laws and regulations.

4.4 The Council's governance framework is set out in the diagram below.



External and Internal Audit and other regulatory inspections

4.5 The main features of the governance framework in operation across 2024/25 included:

(a) Committee and decision-making structure:

- a City Administration Committee - responsible for discharging all of the Council's functions, except those reserved to the Council and those matters specifically delegated to statutory committees;
- two Scrutiny Committees - responsible for holding Services and subsidiaries and relevant associates to account;
- five City Policy Committees - responsible for reviewing policies and overseeing implementation of Council Plan commitments within remit;
- a Contracts and Property Committee - responsible for approving relevant contract matters and deciding on relevant property matters, and
- quasi-judicial and other committees.

Agendas, papers and minutes for Committees are publicly available and the majority of meetings are webcast with a [library](#) of previously webcast meetings available on the Council's website.



- (b) The [Scheme of Delegated Functions](#) sets out the delegations made to committees, the Lord Provost/Depute Lord Provost and officers under the principle that decisions should be made at the most appropriate level consistent with the nature of the issues involved in order to ensure that services are delivered effectively and that there is the required degree of accountability and political oversight. In response to governance issues identified with senior officer exit payments (as detailed in Section 7 below), the Council has made updates to the Scheme of Delegation in May 2025.

The Council operates Codes of Conduct for employees and elected members are required to adhere to the nationally prescribed Councillors' Code of Conduct. Both Codes of Conduct incorporate the Seven Principles of Public Life (known as the Nolan Principles). This is an area of focus for the Council, with additional training for officers and elected members planned for 2025/26. Internal Audit is also including a bank of time for culture audits within the 2025/26 Internal Audit Plan.

- (c) The Council approved the [Council Strategic Plan 2022-2027](#) on 27 October 2022. In order to ensure that the Plan clearly articulates its purpose it has been structured into Grand Challenges and their supporting Missions. The Grand Challenges are as follows:

- Reduce poverty and inequality in our communities;
- Increase opportunity and prosperity for all our citizens;
- Fight the climate emergency in a just transition to a net-zero Glasgow;
- Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities.

These Grand Challenges and their Missions are underpinned by Commitments which Services are undertaking to work towards the goal of each Mission. The Council agreed that the Strategic Plan will be subject to an annual review to reflect the volatility of outside pressures and budget constraints. There is a transparent change control process in place to assist this.

The Strategic Plan is scrutinised and monitored by the Operational Performance and Delivery Scrutiny Committee (OPDSC). The following Grand Challenge Missions were subject to scrutiny during 2024/25:

Committee	Grand Challenge	Missions
<a href="#">10 April 2024</a>	GC 3	1 - Deliver sustainable transport and travel aligned with the city region 2 - Become a net zero carbon city by 2030
<a href="#">8 May 2024</a>	GC 4:	1 - Create safe, clean and thriving neighbourhoods
<a href="#">5 June 2024</a>	GC1	2 - Meet the learning and care needs of children and their families before and through school. 3 - Improve the health and wellbeing of our local communities.
<a href="#">4 Sept 2024</a>	Committee training	
<a href="#">2 Oct 2024</a>	GC2	2 - Support the growth of an innovative, resilient and net zero carbon economy 3 - Raise attainment amongst Glasgow's children and young people

<a href="#">6 Nov 2024</a>	GC3	1: Deliver sustainable transport and travel aligned with the city region
<a href="#">4 Dec 2024</a>	GC4	2: Run an open, well governed council in partnership with all our communities 3: Enable staff to deliver a sustainable and innovative council structure that delivers value for money
<a href="#">15 Jan 2025</a>	GC1	1: End child poverty in our city using early intervention to support families 2: Meet the learning and care needs of children and their families before and through school 3: Improve the health and wellbeing of our local communities 4: Support Glasgow to be a city that is active and culturally vibrant
<a href="#">12 Feb 2025</a>	GC2	1: Support Glasgow residents into sustainable and fair work 2: Support the growth of an innovative, resilient and net zero carbon economy 3: Raise attainment amongst Glasgow's children and young people
<a href="#">12 Mar 2025</a>	GC3	1: Deliver sustainable transport and travel aligned with the city region 2: Become a net zero carbon city by 2030.

The Committee has continued to receive updates from officers on the ongoing review of the Performance Manual and approach to reporting. The complexity of reporting progress from a large number of Commitments contained in the report, highlighted by the Annual Audit Report by EY, has been acknowledged and work is ongoing to continue to use the annual review of the Strategic Plan to further refine these.

- (d) The [Performance Manual](#) sets out how the Council monitors, manages and reports progress and performance to management, elected members and the public. This includes performance against delivery of the Strategic Plan, service performance, equalities, benchmarking and citizens' views on services.
- (e) The [Glasgow Community Plan 2024-34](#) details a city-wide, shared priority local outcome of Family Poverty | Reducing Poverty & Inequalities in Glasgow's Communities. Details of this outcome and the enablers to assist the achievement of the outcome are outlined in the Plan, as is how the Partnership should organise itself to ensure good outcomes and effective decision making.

The Glasgow Community Plan was approved by the Glasgow Community Planning Partnership's Strategic Partnership on 13 February 2024. A new Performance Framework for the Partnership was approved by the Executive Board in March 2025 and sets out a citywide approach to reporting outcomes most relevant to the lives of Glasgow's communities, highlighted as a priority within the revised Statutory Performance Information Direction in December 2024. Local action plans are place through the work of the Communities Team of the council and will continue to be developed as Ward Plans for each of the 23 Area Partnerships are refined. The Performance Framework details the outcomes for short (1 year), medium (3 years) and long term (10 years).

- (f) The Council has a defined process for responding to [Asset Transfer Requests](#) and [Participation Requests](#), both of which build on existing channels for communities to enter into dialogue regarding service design and delivery. The [People Make Glasgow Communities](#) programme works across the Council Family and builds on the Property and Land Strategy 2020-2030 and ongoing work to empower communities to make their own decisions, and meet the changing needs of neighbourhoods.
- (g) The Council's approach to risk management is well embedded. The Corporate Risk Management Policy and Framework, and the Pentana risk management system, continue to operate across the Council Family and the Framework is subject to regular review. A review of the Risk Management Policy and Framework is underway and is due to be completed and relaunched in Q4 2025/26. The Corporate Risk Register is supplemented by Service and ALEO Risk Registers; a Risk Register specifically recording the risks to the Council which arise by virtue of providing services through subsidiaries and relevant associates, and programme and project Risk Registers. The Council operates a Risk Management Forum which considers risks across the Council Family and regular reports were provided to the Corporate Management Team and the Finance and Audit Scrutiny Committee in [June](#) and [November](#) of 2024. It was agreed that from 2024/25 the Council's Corporate Leadership Team will sit as a Risk Board every six months and that this will include 'deep dives' into a sample of corporate risks. The Risk Boards have proved successful and the initiative has been retained. The deep dive of risks has been aligned to topical issues / significant risks and correlates with the key governance challenges outlined within sections 6 and 7 of this statement and where relevant major programmes outlined in the chart in section 4.4. The Board has sat three times to date and has covered the following - climate, HR capability and capacity and most recently the ERP replacement,
- (h) Implemented in July 2017, the Council's Business Continuity Policy and Framework continues to be applied across Council Services and continues to form the basis of the review and update of Business Impact Analyses and Business Continuity Plans. The Framework is reviewed and refreshed every two years, with the latest re-launch in May 2024. Through the Business Continuity Forum (BCF), an officer forum chaired by Digital Services with membership across the Council Family, the business continuity community continues to drive improvements in planning; share information and experiences, and support the Council's ability to sustain service delivery in the event of disruption. Representation of the wider Council Family is allowing for broader engagement and participation and feedback on this approach continues to be positive. The annual BC workplan continues to drive engagement and the review, testing and updating of business continuity materials provides a richer understanding of corporate priorities and dependencies across the Council Family.
- Through the Road to Multi-Source Strategy, enhancements to disaster recovery arrangements are also being progressed to improve the Council's resilience.
- (i) A publicised [Whistleblowing Policy](#) is in place and is publicised throughout the Council and community. Effective counter fraud and anti-corruption arrangements are in place and are consistent with the main principles set out in the CIPFA Code of Practice on Managing the Risk of Fraud and Corruption (2014). In response to governance issues identified with senior officer exit payments (as detailed in Section 7 below), the Whistleblowing Policy will be reviewed and relaunched during 2025/26.

- (j) An integral part of the stewardship of Council funds, the [Financial Regulations, Management and Control: A Code of Practice](#) aims to ensure that the Council's financial transactions are conducted in a manner which demonstrates openness, integrity and transparency. The most recent update to the Code of Practice was approved by the Council on 19 May 2022. Since 2004, financial management and reporting has been undertaken through the SAP software package which provides ledger, accounts payable, accounts receivable and banking services. A Financial Controls Framework is in place for the Council Family, setting out the existing seven key controls and how they are applied operationally to mitigate risk and vulnerability to fraud and error. This was relaunched in May 2025.
- (k) The statutory [Complaints Handling Procedure](#), which manages and monitors formal contact with members of the public, and the associated reports to senior management and the Operational Performance and Delivery Scrutiny Committee, continued to operate in 2023/24. The most recent report in respect of social work complaints was presented to OPDSC on [6<sup>th</sup> November 2024](#) and in respect of all other council services on [4<sup>th</sup> December 2024](#).
- (l) The [2023 – 2027 Council Sustainable Procurement Strategy](#) was approved by the City Administration Committee on 23 March 2023 and sets out the vision, objectives and actions that direct and govern procurement activities across the Council Family. The Annual Procurement Report for 2024/25 will be published in September 2025, providing details of:
- the eight actions delivered against the Sustainable Procurement Strategy 2023;
  - a summary of the regulated procurements that have been completed over the last two years, with a review of whether those procurement complied with the council's procurement strategy;
  - a summary of any community benefits requirements imposed as part of regulated procurement that were fulfilled during the year covered by the report;
  - a summary of any steps taken to facilitate the involvement of support business in regulated procurements during the year covered by the report; and
  - a summary of the regulated procurement the council expects to commence in the next two financial years.

A link to the current and previous annual procurement reports can be found here - [Corporate Strategy/Annual Report - Glasgow City Council](#)

The [Standing Orders Relating to Contracts](#) are regularly reviewed and define how the Council will conduct the business of procuring works, goods and services. The most recent update to the Standing Orders Relating to Contracts was approved by the Council on 19 May 2022.

- (m) The Council's asset management arrangements are evolving to ensure a more collaborative arrangement between all seven asset classes (property, information, ICT, infrastructure, open spaces, fleet, and the civic Collections) and key objectives for each are aligned to the Council's Strategic Plan grand challenges and missions. This will inform how the Council shapes its assets to deliver outcomes and ensure the Council knows and efficiently uses assets to support service delivery and achieve an improved asset base.
- (n) Information and data security and records management have a high profile within the Council. In 2024/25, the Council continued to operate both the Information Security and Integrity Board and Extended Information Security Board to oversee the development, maintenance, and operation of the information governance framework. The Board is supported by a series of sub-groups to ensure

information security policies, processes and guidance continue to be fit for purpose; that these are communicated and staff receive the required training; that information security and cyber risks are identified and mitigated, and that the required levels of cyber and information security controls and defences are identified, applied and implemented. Elements of these arrangements were the subject of Internal Audit reports during the year with actions agreed to address issues identified. In 2024/25, the Council made one report to the Information Commissioner's Office (ICO) in relation to an information security breach. No action was taken by the ICO.

In October 2024, the ICO issued and published a formal Reprimand in relation to the Council's failure to meet its statutory duties in the handling of Subject Access Requests (SARs) and served an Assessment Notice on the Council. The Assessment Notice entitled the ICO to carry out a compulsory audit of the Council's handling of SARs which was undertaken in December 2024. Following the ICO's compulsory audit the Council has a number of recommendations to implement to improve its handling of SARs.

Maintaining Public Services Network (PSN) accreditation is key to the Council's effective sharing of information with third party organisations, which in turn underpin a number of core Council services. The Council achieved PSN certification during 2023/24 following a gap of some years and we are currently accredited until May 2026. The Council is also accredited to the Payment Card Industry Data Security Standard. The council was audited by the Department for Work and Pensions (DWP) in 2024/25 to assess our compliance with the DWP Memorandum of Understanding which addresses in detail how DWP data is protected and used. This audit also identified no high priority areas for improvement. In 2025/26 the Council will be looking to achieve Cyber Essentials Plus certification in addition to the current accreditations.

- (o) The Council Family structure is subject to continual review to ensure it remains fit for purpose, delivers best value and takes account of new and emerging matters and requirements, including legislative changes. In recent years, the Council Family Review programme has implemented structural changes and this continued in 2024/25. During the year, the comprehensive review of City Building (Glasgow) LLP remained ongoing, this will conclude during 2025/26. The latest update on the Council Family Review in relation to Glasgow Life (concluded in 2022/23) was presented to the Operational Performance and Delivery Scrutiny Committee on [12 March 2025](#).
- (p) The ALEO Governance Framework operates at political, strategic and operational levels to govern and oversee the relationship between the Council and its subsidiaries and relevant associates. These arrangements continued to apply throughout 2023/24. The Council Family Review programme has identified some potential enhancements to the ALEO Governance Framework and these were reported to OPDSC on [31 May 2023](#). The noted enhancements specifically in relation to Risk Governance and renewed oversight of City Policies and Strategies have further reported on at OPDSC on [12 March 2025](#) and are now considered to be embedded within the ALEO governance framework.
- (q) The Council regularly publishes information about itself and the services it provides and makes the information available in a wide variety of forms and formats. The Council engages with stakeholders, including citizens, in a number of ways, including the annual Household Survey of over 1,000 citizens to establish views on matters ranging from service delivery to the development of strategy. Results of the 2024 Glasgow Household Survey were reported to OPDSC [on 2 October 2024](#). A dedicated web page provides a [Consultation Hub](#) to co-ordinate consultation with residents and businesses.

## 5. Review of effectiveness

5.1 The Council's governance arrangements set out above operated across 2024/25 and were regarded as fit for purpose in accordance with the governance framework. The governance framework is continually reviewed to reflect best practice, new legislative requirements and the expectations of stakeholders. The effectiveness of the framework, including the system of internal control, is considered at least annually and is informed by:

- (a) The work of the members of the Corporate Management Team, including statutory officers, who have responsibility for the development and maintenance of the governance environment. Throughout 2024/25, arrangements continued to operate to ensure that officers were clear on their role and responsibilities and that officers were compliant with the CIPFA Statements on “The Role of the Chief Financial Officer in Local Government” and “The Role of the Head of Internal Audit in Public Service Organisations 2019”.
- (b) Oversight by the Director of Legal and Administration, who was the Council's Monitoring Officer for 2024/25.
- (c) The Head of Audit and Inspection's annual report and the work of the Internal Audit section. The latest external 5-yearly quality review of the section was completed in April 2021 and reported to the Finance and Audit Scrutiny Committee on [5 May 2021](#). This report concluded that the section conforms with the requirements of the Public Sector Internal Audit Standards 2017 (PSIAS). The new Global Internal Audit Standards (in the UK Public Sector) were launched during 2024/25 and Internal Audit has recently updated the Internal Audit Charter. Work is currently progressing on the gap analysis of the current arrangements against the new arrangements. The Internal Audit section continues to hold BSi quality accreditation under ISO9001:2015. Internal Audit continue to present a register of all outstanding audit recommendations to the Finance and Audit Scrutiny Committee on a regular basis. The Internal Audit Plan for 2024/25 was approved by the Finance and Audit Scrutiny Committee on [20 March 2024](#).
- (d) Observations made by external auditors and other review agencies and inspectorates.
- (e) The completion of a self-assessment questionnaire by Service Directors and Managing Directors/Chief Executives of subsidiaries and relevant associates. This questionnaire is aligned to the principles contained in the CIPFA/SOLACE Framework: Delivering Good Governance in Local Government, and requires assessments to be made of the extent to which arrangements within each Service/organisation comply with these principles. The responses to the questionnaires are confirmed on a sample basis by Internal Audit, as part of a rolling programme of corporate governance reviews.
- (f) The completion of signed statements of internal control by all Service Directors and the Managing Directors/Chief Executives of subsidiaries and relevant associates. Such statements were received for 2024/25, declaring that “There are, in my opinion, no significant matters that require to be raised in this Certificate, which is provided to support Glasgow City Council's Statement of Internal Control for the financial year 2024/25, as it is my opinion that the procedures which have been designed to ensure proper governance and financial control are operating adequately”.

(g) The exercising, by the two Scrutiny Committees, of respective remits including scrutiny of the performance of Services, subsidiaries and relevant associates, including financial management, statutory and other performance, and outcomes set through the GCPP Community Plan, which are relevant to partnership working and monitoring internal financial control, corporate risk management and corporate governance, and receiving and considering summaries of internal and external audit reports. In accordance with the Council's Standing Orders, all Committees are required to undertake an annual evaluation of effectiveness. Self assessments for all Committees have been undertaken during 2024/25:

- [Operational Performance and Delivery Scrutiny Committee](#)
- [Finance and Audit Scrutiny Committee](#)
- [Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee](#)
- [Economy, Housing, Transport and Regeneration City Policy Committee](#)
- [NetZero and Climate Progress Monitoring City Policy Committee](#)
- [Education, Skills and Early Years City Policy Committee](#)
- [Environment and Liveable Neighbourhoods City Policy Committee](#)

(h) The [CIPFA Financial Management Code](#) provides guidance for good and sustainable financial management in local authorities. By complying with the principles and standards within the code authorities will be able to demonstrate their financial sustainability. Council management undertook a self-assessment against the Financial Management Code during 2024/25, which confirmed overall compliance with the Code's requirements.

5.2 Senior officers have been advised on the implications of the result of the review of the effectiveness of the governance framework by Internal and External Audit and plans to address weaknesses and ensure continuous improvement of the systems are in place.

## 6. Governance Developments and Future Activity

6.1 Work is ongoing to further focus the leadership and governance processes to support Public Service Reform within the council and with partners. Led by the newly-named Corporate Leadership Team (to replace the former Corporate Management Team) the work focuses on budget sustainability and innovation to achieve whole system change. Working with Scottish Government, UK Government, the City Region and other local authorities, examples such as the Child Poverty Programme and Innovation Accelerators are being used to further develop this work.

6.2 In June 2021, Audit Scotland and the Accounts Commission published a revised Code of Audit Practice. The Code explains the revised arrangements for the audit of Best Value, this is now based on an annual thematic report. Ernst and Young (EY) have been appointed by the Accounts Commission as external auditor of Glasgow City Council for financial years 2022/23 to 2026/27, this includes all Best Value Audits during this period.

6.3 For the 2023/24 financial year, EY completed the Best Value Audit on the theme of 'Workforce Innovation', the audit specifically focussed on:

- How effectively the Council's workforce plans integrate with its strategic plans and priorities
- How effectively digital technology has been used to support workforce productivity
- What innovative practices the Council has used to develop its future workforce



- How effectively is the Council measuring the impact of its workforce planning approach.

6.4 The Council engaged fully with EY throughout the audit process. The best value audit report, recommendations and management responses contained within have been agreed by officers as factually correct and achievable for implementation. The report was considered by Finance and Audit Scrutiny Committee (FASC) on [21 May 2025](#). An action plan for the recommendations has been agreed, with full implementation expected by 31 July 2026.

6.5 The 2023/24 Annual Audit Report by EY was considered by the Finance and Audit Scrutiny Committee on [30 April 2025](#). The report contained a number of important conclusions and recommendations for the Council, covering:

- Production of the financial statements
- Financial sustainability considerations
- Governance, reflecting the issues noted in the 2022/23 Annual Governance Statement
- Financial management capacity
- Performance management reporting

A number of recommendations were made by EY in 2024/25 across the Annual Audit Report and Best Value report and Finance and Audit Scrutiny Committee gets regular updates on these.

## 7. Update on significant governance issues previously reported

### ICT Service and Security

7.1 The 2021/22 Annual Governance Statement included the unsatisfactory audit opinion relating to ICT security and service delivered via the Council's Managed Service provider. The improvements required are being progressed by the Council through an agreed action plan. Since then, considerable work has been undertaken to deliver improvements to the Council's security environment, including technical, governance, reporting and risk management aspects and whilst a number of higher risk areas are now mostly mitigated, there are other areas where remediation is still ongoing. Therefore the Council Group remained exposed to risk in this area during 2024/25. Through the Road to Multi-Source Strategy (R2MS), management intend to work with Managed Service Providers to mitigate the risks, in this complex and ever-changing area, as much as possible during 2025/26.

### SAP P1 Incident

7.2 In January 2023, a failed update to the Council's SAP ERP system resulted in a significant period of downtime for this key system, impacting Accounts Payable/Receivable, Payroll, Treasury and Banking, and Financial Ledger reporting. This also impacted on the ability to report financial performance between January and March 2023. The system has been fully functional throughout 2023/24 and 2024/25 with no similar issues experienced. All management actions identified following the incident have also now been implemented.



### City Building Servitor Upgrade

- 7.3 During 2022/23 an unsatisfactory Internal Audit report was issued to City Building (Glasgow) LLP in relation to an upgrade to its Servitor system. The audit concluded that expected project management processes were not fully followed in implementing the new Servitor system. This resulted in significant operational and financial issues during 2022/23. Whilst City Building continues to investigate potential improvements to repairs systems and workflows, all original audit recommendations have now been implemented.

### City Building Whistleblowing

- 7.4 During 2022/23 Internal Audit investigated a number of whistleblowing allegations relating to City Building. Significant compliance matters covering key governance, procurement and HR practices were identified. Council and Wheatley Housing Group Management, as Joint Venture Members, appointed Brodies LLP to undertake a forensic investigation. This resulted in a delay to the signing of the City Building financial statements, and a qualification by the external auditor on the 2022/23 and 2023/24 Council Group's accounts.

The City Building external auditor signed the 2021/22 Accounts in March 2024 and the 2022/23 Accounts in March 2025. Work has commenced on the audit of the 2023/24 City Building Accounts.

During 2023/24 the Head of Audit and Inspection reported instances where Internal Audit had not been able to operate in compliance with certain elements of the Public Sector Internal Audit Standards in relation to City Building, outlining concerns around CBG Executive Management culture in relation to the role of audit and governance. The Council's Section 95 officer also had cause to write to the Joint Venture members outlining similar concerns. A response outlining their instructions for corrective action by CBG was issued by the Joint Venture members. A new Managing Director was appointed in January 2025 and the Head of Audit and Inspection has confirmed in the 2024/25 Internal Audit Annual Report that these concerns are now being addressed.

### Scottish Events Campus Limited (SEC)

- 7.5 During 2023/24, an external health and safety audit was conducted which highlighted a number of areas for improvement. A robust remediation plan was immediately implemented and appropriate mitigations put in place to ensure the continued safe operation of the SEC venues. Management have made significant improvements in arrangements during 2024/25, including the appointment of additional specialist health and safety teams and a new digital incident reporting system. Scrutiny on progress continues to be reported through the SEC Board and a series of internal and external health and safety audits are scheduled for 2025/26.

### Senior Officer Exit Payments

- 7.6 Following publication of the Council's 2023/24 Remuneration Report, concerns were raised with the Chief Executive by the Leader of the Council and the City Treasurer regarding payments made to five former Senior Officers as part of their exits from Council employment. The Council also received questions and requests under Freedom of Information legislation. An initial review of the underlying documentation and process relating to these packages was carried out by the council's Monitoring Officer and Head of Audit and Inspection.

The Chief Executive then instructed Brodies LLP to undertake an independent, external investigation into the circumstances in which the payments were made and the approval processes which led to them. Thereafter, Brodies instructed a Kings Counsel to prepare an Opinion to confirm the findings of this review. The scope of this review and detailed findings were considered by the Finance and Audit Scrutiny Committee on [11 March 2025](#). The Brodies review, supported by the KC, highlighted a number of significant governance issues and recommended a number of improvements to the Council's governance arrangements.

Management have developed enhanced governance arrangements, procedural changes and updates to the Council's Scheme of Delegated Functions to address the issues and recommendations highlighted by Brodies. These were considered by the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee on [17 April 2025](#) before being approved by the City Administration Committee on [8 May 2025](#). Changes to the Scheme of Delegated Functions and Committee Terms of Reference were approved by Full Council on [15 May 2025](#). A full review of the Scheme of Delegation is planned for 2025/26. The Internal Audit plan for 2025/26 (approved by the Finance and Audit Scrutiny Committee on 26<sup>th</sup> March 2025) includes specific reviews to provide assurance on the concerns and recommendations arising from the Brodies report presented to the Finance and Audit Scrutiny Committee on 11<sup>th</sup> March 2025. The Head of Audit and Inspection will provide updates on progress with these actions to the Finance and Audit Scrutiny Committee.

## 8. Significant governance issues

### City Building – Performance Management

- 8.1 As part of the 2024/25 City Building Internal Audit plan, a comprehensive review of Performance Management arrangements was undertaken relating to the repairs service provided to Wheatley Housing Group, the Glasgow City Council Group and other third party clients. The audit opinion was unsatisfactory due to the absence of a formal performance management framework and the identification of issues relating to the underlying repairs workflow and data accuracy. Management are in the process of establishing a new performance management framework and have committed to a full review of the repairs workflow and associated ICT support systems.

## 9. Internal Audit Opinion

- 9.1 The Council has a system of internal control designed to manage risk to a reasonable level. Internal controls cannot eliminate the risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness.
- 9.2 Based on the audit work undertaken, the assurances provided by Service Directors and Managing Directors/Chief Executives of subsidiaries and relevant associates, and noting the issues outlined at Sections 7 and 8 above, it is the Head of Audit and Inspection's opinion that reasonable assurance can be placed upon the adequacy and effectiveness of the governance and control environment which operated during 2024/25 in the council and its subsidiaries and relevant associates.

## **10. Certification**

It is our opinion that reasonable assurance can be placed upon the adequacy and effectiveness of the systems of governance and internal control that operate in Glasgow City Council and its subsidiaries and relevant associates. The self-assessments, the statements of internal control signed by Service Directors and Managing Directors (of subsidiaries and relevant associates) and the work undertaken by Internal Audit has shown that, with the exception of those matters listed above, the arrangements in place are operating as planned. However, improvements are specifically required in relation to senior officer exit payments, ICT services and resilience, and governance arrangements at City Building. Work is ongoing to address these matters and officers will monitor and report on their implementation.

We will continue to review and enhance, as necessary, our governance arrangements.

## Remuneration report for the year ended 31 March 2025

### 1. Introduction

The remuneration report is set out in accordance with the Local Government Accounts (Scotland) Regulations 1985 (as amended by the Local Authority Accounts (Scotland) Amendment Regulations 2011). These Regulations require various disclosures about the remuneration and pension benefits of senior councillors and senior employees.

All information disclosed in the tables at 4.1 to 4.6 and 5.1 to 5.3 in this remuneration report will be audited by Ernst & Young LLP. The other sections of the remuneration report will be reviewed by Ernst & Young LLP to ensure that they are consistent with the Financial Statements.

### 2. Definitions

The term senior councillor means the Leader of the Council, the Lord Provost or a councillor who holds a significant position of responsibility in the council's management structure, all as defined by regulation 2 of the Local Governance (Scotland) Act 2004 (Remuneration) Regulations 2007(3).

The term senior employee means any employee of Glasgow City Council and its subsidiaries:

- Who has responsibility for the management of the local authority to the extent that the person has the power to direct or control the major activities of the authority (including activities involving the expenditure of money), during the year to which the report relates, whether solely or collectively with other persons; or
- Who holds a post that is politically restricted by reason of section 2(1) (a), (b) or (c) of the Local Government and Housing Act 1989 (4); or
- Whose annual remuneration, including any remuneration from a local authority subsidiary body, is £150,000 or more.

The term 'remuneration' means gross salary, fees and bonuses, taxable allowances and expenses and compensation for loss of employment. It excludes pension contributions paid by the council. Pension contributions made to a person's pension are disclosed as part of the pension benefits disclosure.

The term 'pension benefits' covers in-year pension contributions for the employee or councillor by the council and the named person's accrued pension benefits at the reporting date.

### 3. Remuneration policy

#### Elected members

The full council sets the remuneration levels for senior councillors and senior employees. Its role is to ensure the application and implementation of fair and equitable systems for pay and for performance management within the guidelines of, and as determined by, Scottish Ministers and the Scottish Government. In reaching its decisions, the council has regard to the need to recruit, retain and motivate suitably able and qualified people to exercise their different responsibilities; the council's policies for the improvement of the delivery of public services; and the funds available to the council.

The remuneration of senior councillors is regulated by the Local Governance (Scotland) Act 2004 (Remuneration) Regulations 2007 (SSI No. 2007/183) and amendments. The regulations provide for the grading of councillors for the purposes of remuneration arrangements, as either the Leader of the Council, the Civic Head (which is the Lord Provost in Glasgow), senior councillors or councillors. The Leader of the Council and the Civic Head cannot be the same person for the purposes of payment of remuneration. A senior councillor is a councillor who holds a significant position of responsibility in the council's political management structure.

The salary that is to be paid to the Leader of the Council is set out in the regulations. For 2024/25, the maximum salary for the Leader of the Council is £64,043. The regulations permit the council to remunerate one Civic Head and set out the maximum salary that may be paid to that Civic Head. For 2024/25, the maximum salary for the Civic Head is £48,032.

The regulations also set out the remuneration that may be paid to senior councillors and the total number of senior councillors the council may have. The maximum yearly amount that may be paid to a senior councillor is 75% of the total yearly amount payable to the Leader of the Council. The council is able to exercise local flexibility in the determination of the precise number of senior councillors and their salaries within these maximum limits. The council pays senior councillor supplements to city conveners, chairs of committees and the leaders of the Labour and Green opposition parties. In 2024/25 the council had no more than 24 senior councillors at any one time and the total senior councillor salary paid to these councillors, excluding the Leader of the Council and the Civic Head, did not exceed £832,527. The table at 4.1 shows the total remuneration paid to any councillors that held a senior councillor post at any point in 2023/24 or 2024/25 and includes the remuneration of the Leader of the Council and the Civic Head.

The regulations also permit the council to pay contributions or other payments as required to the Local Government Pension Scheme in respect of those councillors who elect to become councillor members of the pension scheme. The Glasgow City Council Members' Allowances Scheme, for those councillors who elect to join the scheme, was agreed at a meeting of the full council on 17 May 2007.

## **Senior employees**

The salaries of senior employees within the council are set based upon the salary points of the leadership job family, as set out in the council's Pay, Grading and Benefits Structure. These arrangements were originally agreed through approval of the Workforce Pay and Benefits Review report at a special meeting of the council's Executive Committee on 13 October 2006 and may be amended each year to allow for cost of living increases as negotiated by the Scottish Joint Council (SJC), for the general workforce and the Scottish Negotiating Council for Teachers (SNCT). The council does not pay bonuses or performance related pay. All council employees are eligible to join the Local Government Pension Scheme (LGPS). The scheme is described in section 5 entitled 'Pension Benefits'.

## **Subsidiaries**

The council has a number of subsidiary bodies, which are governed via their company documents, service agreements and boards of directors. The council has responsibility for appointing directors and chairpersons to subsidiary boards. Since the introduction of the Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2011, on the 1 July 2011, there has been no remuneration paid to councillors on the board of any subsidiary or any other group entity.

The council does not have any direct control over the remuneration arrangements for the employees of any of these subsidiary bodies. The powers to set remuneration for employees lies solely with the board of each subsidiary body.

## 4. Remuneration

### 4.1. Remuneration of senior councillors

2023/24 Total Remuneration £	Remuneration of senior councillors (includes the basic councillor salary of £21,345)	Date from	Date to	Year ended 31 March 2025 Total Remuneration £
60,174	<b>Susan Aitken</b> Leader of the Council and City Convener for City and City Region Economy and Just Transition	April 2024	March 2025	63,939
45,130	<b>Jacqueline McLaren</b> Lord Provost	April 2024	March 2025	48,127
43,672	<b>Richard Bell</b> Depute Leader and City Treasurer and City Convener for Financial Inclusion	April 2024	March 2025	46,417
33,513	<b>Christy Mearns</b> Depute Lord Provost	April 2024	March 2025	35,471
28,497	<b>George Redmond</b> Leader of the Opposition (Labour)	April 2024	March 2025	30,288
28,497	<b>Ken Andrew</b> Chair of Planning Applications Committee	April 2024	March 2025	30,288
28,497	<b>Maureen Burke</b> Chair of Operational Performance and Delivery Scrutiny Committee	April 2024	September 2024	7,481
28,497	<b>Graham Campbell</b> Chair of Education, Skills and Early Years City Policy Committee	April 2024	March 2025	30,288
37,432	<b>Christina Cannon</b> City Convener of Education and Early Years	April 2024	March 2025	39,784
37,432	<b>Allan Casey</b> City Convener for Workforce and Homelessness and Addiction Services	April 2024	March 2025	39,784
37,582	<b>Annette Christie</b> City Convener for Culture, Sport and International Relations (and Chair of Glasgow Life)	April 2024	March 2025	39,784
28,497	<b>Chris Cunningham</b> City Convener for Health, Care and Caring and Older People (and Chair of IJB)	April 2024	March 2025	30,288
28,660	<b>Laura Doherty</b> Chair of Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee City Convener for Neighbourhood Services and Assets	April 2024 November 2024	October 2024 March 2025	34,353
43,672	<b>Greg Hepburn</b> Council Business Manager and City Convener for Open Government	April 2024	March 2025	46,417
37,432	<b>Ruairi Kelly</b> City Convener for Neighbourhood Services and Assets City Convener for Housing, Development, Built Heritage and Land Use	April 2024 November 2024	October 2024 March 2025	39,784
28,497	<b>Frank McAveety</b> Chair of Finance and Audit Scrutiny Committee	April 2024	March 2025	30,288
37,432	<b>Kenneth McLean</b> City Convener for Housing, Development, Built Heritage and Land Use	April 2024	September 2024	18,823
28,497	<b>Elaine McSporran</b> Chair of Environment and Liveable Neighbourhoods City Policy Committee	April 2024	March 2025	30,288
37,600	<b>Anne McTaggart</b> City Convener for Communities and Equalities	April 2024	March 2025	39,784
37,432	<b>Angus Millar</b> City Convener for Climate, Glasgow Green Deal, Transport and City Centre Recovery	April 2024	March 2025	39,784

2023/24 Total Remuneration £	Remuneration of senior councillors (includes the basic councillor salary of £21,345)	Date from	Date to	Year ended 31 March 2025 Total Remuneration £
28,497	<b>Jon Molyneux</b> Co-Leader of Green Group	April 2024	March 2025	30,288
27,820	<b>Margaret Morgan</b> Convener of Licensing	April 2024	March 2025	30,288
-	<b>Linda Pike</b> Chair of Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee	November 2024	March 2025	25,154
28,497	<b>Lana Reid-McConnell</b> Chair of Net Zero and Climate Progress Monitoring City Policy Committee	April 2024	March 2025	30,288
28,497	<b>Franny Scally</b> Chair of Contracts and Property Committee	April 2024	March 2025	30,288
-	<b>Soryia Siddique</b> Chair of Operational Performance and Delivery Scrutiny Committee	September 2024	March 2025	26,511
28,497	<b>Martha Wardrop</b> Chair of Economy, Housing, Transport and Regeneration City Policy Committee	April 2024	March 2025	30,288
28,497	<b>Alex Wilson</b> Chair of Licensing and Regulatory Committee	April 2024	March 2025	30,288
<b>886,947</b>	<b>Total</b>			<b>954,853</b>

**Notes:**

1. There were no payments in the form of bonuses, benefits in kind or compensation for loss of office. Business expenses are disclosed at table 4.2. The remuneration shown above for Bailie J McLaren and Bailie S Siddique includes taxable allowances of £173 and £150 respectively.
2. Salaries are paid four weekly and this can give rise to small differences in the actual payments made from one financial year to the next.
3. During 2024/25 there were changes to the senior councillor positions within the council. These changes have been reflected in table 4.1 and throughout this remuneration report. Further information is available in the public minutes of Glasgow City Council.

[www.glasgow.gov.uk/article/1546/Councillors-and-Committees](http://www.glasgow.gov.uk/article/1546/Councillors-and-Committees)

**4.2. Remuneration paid to councillors.**

The council paid the following salaries, allowances and expenses to all councillors (including the senior councillors above) during the year:

2023/24 £000	Remuneration	2024/25 £000
2,066	Salaries	2,161
10	Allowances	7
67	Expenses	50
<b>2,143</b>	<b>Total</b>	<b>2,218</b>

**Note:**

The annual return of councillors' salaries and expenses for 2024/25 is available for any member of the public to view on the council's website at:

<https://www.glasgow.gov.uk/electedmembers>



### 4.3. Remuneration of senior employees

Year ended 31 March 2025				
2023/24 Total Remuneration £	Remuneration of senior employees	Salary, fees and allowances £	Election duties £	Total Remuneration £
209,472	<b>Annemarie O'Donnell</b> Chief Executive (to 5 May 2024)	16,096 FYE £217,370	0	<b>16,096</b>
-	<b>Susanne Millar</b> Chief Executive (from 6 May 2024)	190,758 FYE £207,840	21,104	<b>211,862</b>
164,473	<b>Martin Booth</b> Executive Director of Finance (to 10 January 2025)	131,042 FYE £170,674	800	<b>131,842</b>
-	<b>Morag Johnston</b> (note 3) Director of Financial and Business Services (from 24 December 2024 to 30 March 2025)	44,075 FYE £149,736	0	<b>44,075</b>
-	<b>Robert Emmott</b> Executive Director of Financial Services (from 31 March 2025)	2,961 FYE £154,381	0	<b>2,961</b>
110,844	<b>Colin Edgar</b> Director of Communications and Corporate Governance	118,555	1,300	<b>119,855</b>
110,702	<b>Elaine Galletly</b> Director of Legal & Administration (to 12 September 2023)	0	0	<b>0</b>
63,231 FYE £111,494	<b>Mairi Millar</b> Director of Legal & Administration (from 13 September 2023)	118,130	1,525	<b>119,655</b>
164,473	<b>George Gillespie</b> Executive Director of Neighbourhoods, Regeneration & Sustainability	170,321	0	<b>170,321</b>
156,311	<b>Douglas Hutchison</b> Executive Director of Education Services	166,541	0	<b>166,541</b>
111,311	<b>Jackie Kerr</b> Interim Chief Social Work Officer (to 31 December 2024)	37,607 FYE £115,508	0	<b>37,607</b>
-	<b>Kelda Gaffney</b> Interim Chief Social Work Officer (from 1 January 2025)	27,266 FYE £104,758	0	<b>27,266</b>
34,343 FYE £105,518	<b>Michelle McGinty</b> Head of Corporate Policy and Governance (to 9 August 2023)	0	0	<b>0</b>
35,692 FYE £123,186	<b>Bernadette Monaghan</b> Director of Community Empowerment and Equalities (to 30 April 2023)	0	0	<b>0</b>
122,984	<b>Kevin Rush</b> Director of Regional Economic Growth	127,356	0	<b>127,356</b>
<b>1,283,836</b>	<b>Total</b>	<b>1,150,708</b>	<b>24,729</b>	<b>1,175,437</b>

#### Notes:

1. There were no payments in the form of bonuses, taxable allowances or expenses, or other benefits in kind.
2. Salaries are paid four weekly and this can give rise to small differences in the actual payments made from one financial year to the next.
3. This employee assumed Section 95 responsibility from 24 December 2024 to 30 March 2025.

#### 4.4. Remuneration of senior employees of subsidiaries

2023/24 Total Remuneration £	Remuneration of senior employees of subsidiaries	Year ended 31 March 2025						Total Remuneration £
		Salary, fees and allowances £	Bonus £	Taxable allowances & expenses £	Compensation for loss of office £	Benefits in Kind other than in cash £	Payment in Lieu of Employer Pension Contribution £	
125,400	<b>Pauline Barclay</b> Managing Director, City Property (Glasgow) LLP	129,859	0	0	0	0	0	<b>129,859</b>
173,645	<b>Alan Burns</b> (note 1) Executive Director (to 18 October 2024) City Building (Contracts) LLP	137,486	0	9,820	0	615	0	<b>147,921</b>
-	<b>Frank McCafferty</b> (note 2) Interim Executive Director (from 19 Oct 2024 to 26 Jan 2025) City Building (Contracts) LLP	44,332	0	184	0	0	0	<b>44,516</b>
-	<b>Sharon Wearing</b> (note 3) Executive Director (from 27 January 2025) City Building (Contracts) LLP	35,529	0	0	0	0	0	<b>35,529</b>
155,395	<b>Susan Deighan</b> Chief Executive. Culture and Sport Glasgow t/a 'Glasgow Life'	165,375	0	0	0	0	0	<b>165,375</b>
284,810	<b>Peter Duthie</b> (note 4) Chief Executive Officer (to 28 June 2024) Scottish Event Campus Ltd	190,253	0	6,537	20,000	106	7,954	<b>224,850</b>
192,439	<b>William McFadyen</b> Managing Director (from 29 June 2024) Director of Finance and Development (to 28 June 2024) Scottish Event Campus Ltd	174,016	0	21,202	0	1,039	0	<b>196,257</b>
179,596	<b>Deborah McWilliams</b> Managing Director (from 29 June 2024) Director of Live Entertainment (to 28 June 2024) Scottish Event Campus Ltd	164,895	32,979	18,463	0	462	0	<b>216,799</b>
148,514	<b>Colin Hartley</b> Director of Operations Scottish Event Campus Ltd	147,330	27,993	18,463	0	472	0	<b>194,258</b>
90,058	<b>Gary Hay</b> Managing Director, Jobs & Business Glasgow	93,300	0	0	0	0	0	<b>93,300</b>
179,709	<b>Gayle Shepherd</b> Director of People and Technology (to 30 September 2024) Scottish Event Campus Ltd	186,070	0	9,232	50,000	338	0	<b>245,640</b>
179,595	<b>Daniel Thurlow</b> Director of Exhibition Sales, Scottish Event Campus Ltd	147,330	27,256	18,463	0	462	0	<b>193,511</b>
179,762	<b>Kathleen Warden</b> Director of Conference Sales, Scottish Event Campus Ltd	147,330	29,466	18,463	0	462	0	<b>195,721</b>
<b>1,888,923</b>	<b>Total</b>	<b>1,763,105</b>	<b>117,694</b>	<b>120,827</b>	<b>70,000</b>	<b>3,956</b>	<b>7,954</b>	<b>2,083,536</b>

#### Notes:

1. This employee was employed by City Building (Glasgow) LLP but was the Executive Director of City Building (Glasgow) LLP and City Building (Contracts) LLP.
2. This employee is employed by Wheatley Housing Group but was seconded to City Building (Glasgow) LLP where he undertook the role of Executive Director of City Building (Glasgow) LLP and City Building (Contracts) LLP.
3. This employee is employed by Glasgow City Council but is currently seconded to City Building (Glasgow) LLP where she undertakes the role of Executive Director of City Building (Glasgow) LLP and City Building (Contracts) LLP.
4. The Scottish Event Campus Ltd provided a cash alternative in lieu of employer pension contributions which was partly exercised by Peter Duthie. In 2024/25 the cash alternative payment was £7,954 and is included in the table above. The cash alternative is not taken into consideration for any bonus calculations.

#### 4.5. Remuneration of employees receiving more than £50,000

In accordance with the disclosure requirement of the regulations, the number of employees receiving more than £50,000 remuneration for the year (excluding employer's pension contributions) are shown in the table below in bands of £5,000. This information includes those senior employees who are subject to the fuller disclosure requirements in table 4.3.

Remuneration in 2024/25					
<i>Total 2023/24</i>	<b>£5,000 band</b>	Teachers	Those receiving compensation for loss of office	Staff (excl teachers)	<b>Total</b>
858	50,000 – 54,999	824	9	607	1,440
913	55,000 – 59,999	293	5	471	769
452	60,000 – 64,999	407	8	254	669
220	65,000 – 69,999	196	5	72	273
254	70,000 – 74,999	171	5	139	315
84	75,000 – 79,999	100	12	46	158
28	80,000 – 84,999	34	6	16	56
51	85,000 – 89,999	1	1	11	13
19	90,000 – 94,999	5	8	45	58
10	95,000 – 99,999	9	0	8	17
6	100,000 – 104,999	5	1	8	14
18	105,000 – 109,999	5	1	5	11
6	110,000 – 114,999	3	2	10	15
2	115,000 – 119,999	0	0	3	3
4	120,000 – 124,999	0	1	0	1
0	125,000 – 129,999	0	0	3	3
0	130,000 – 134,999	0	0	1	1
2	135,000 – 139,999	0	0	0	0
1	140,000 – 144,999	0	0	0	0
0	150,000 – 154,999	0	0	1	1
1	155,000 – 159,999	0	0	0	0
2	160,000 – 164,999	0	0	0	0
0	165,000 – 169,999	0	0	1	1
0	170,000 – 174,999	0	0	1	1
1	205,000 – 209,999	0	0	0	0
0	210,000 – 214,999	0	0	1	1
<b>2,932</b>	<b>Total</b>	<b>2,053</b>	<b>64</b>	<b>1,703</b>	<b>3,820</b>

#### 4.6. Exit packages

The Code requires disclosure of all exit packages agreed, in rising bands. The table below shows all exit packages that were accrued in the year, of which all were voluntary. Exit package values include redundancy, compensatory lump sum and pension strain costs.

Exit package bands				
2023/24			2024/25	
Number	Cash Value £000		Number	Cash Value £000
23	303	£1 - £20,000	3	41
25	710	£20,001 - £40,000	8	240
17	825	£40,001 - £60,000	4	222
10	692	£60,001 - £80,000	11	802
11	1,035	£80,001 - £100,000	8	709
7	870	£100,001 - £150,000	27	3,511
3	502	£150,001 - £200,000	17	2,881
2	467	£200,001 - £250,000	6	1,337
2	537	£250,001 - £300,000	2	537
1	317	£300,001 - £350,000 (note 1)	0	0
<b>101</b>	<b>6,258</b>	<b>Total</b>	<b>86</b>	<b>10,280</b>

**Note:**

1. In 2024/25, strain on the fund costs of £317,416 relating to this exit package band were refunded to the council. There were therefore no costs associated with this exit package.

## 5. Pension benefits

Pension scheme benefits for councillors and local government employees (excluding teachers) are provided through the Local Government Pension Scheme (LGPS). The LGPS is a funded scheme whereby fund balances are maintained from employee / employer contributions and returns on investments to meet the ongoing and anticipated future costs. Benefits are then paid out of this fund. The LGPS is therefore unique in the Scottish public sector. The other five Scottish public sector schemes (NHS, civil service, police, fire fighter, and teachers) are unfunded, also known as 'pay-as-you-go', where no fund is built up to help cover future payments and employers and employees contribute as if the scheme were funded. One of the objectives of a funded scheme is to reduce the variability of costs over time for employers compared with an unfunded (pay-as-you-go) alternative. The funding mechanism should also minimise inter-generational transfer of liabilities. The LGPS is subject to an actuarial revaluation every three years, and employer contribution rates are re-assessed.

Councillors' benefits earned up to 31 March 2015 are based on career average pay. Pay for each year or part year ending 31 March (other than the pay in final year commencing 1 April) is increased by the increase in the cost of living, as measured by the appropriate indices between the end of that year and the last day of the month in which their membership of the scheme ends. The total of the revalued pay is then divided by the period of membership to calculate average career pay. This is used to calculate the benefits.

For local government employees the LGPS was a final salary pension scheme up to 31 March 2015. This means that benefits are based on the final year's pay and the number of years the person has been a member of the scheme.

For service from 1 April 2015 both Councillors and local government employees are in a career average revalued pension scheme. Each year an amount of pension is earned that is then revalued for inflation until retirement.

From 1 April 2009 a five-tier contribution system was introduced with contributions from members being based on how much pay falls into each tier. This is designed to give more equality between the cost and benefits of scheme membership. Up to 31 March 2015 if a person worked part-time their contribution rate was worked out on the whole-time pay rate for the job, with actual contributions paid on actual pay earned. From 1 April 2015 contribution rates are worked out on actual pay. The tiers and member / Councillor contribution rates for 2023/24 and 2024/25 are as follows:

Whole time pay 2023/24 bandings	Employee contribution rate	Whole time pay 2024/25 bandings
On earnings up to and including £25,300	5.50%	On earnings up to and including £27,000
On earnings above £25,301 and up to £31,000	7.25%	On earnings above £27,001 and up to £33,000
On earnings above £31,301 and up to £42,500	8.50%	On earnings above £33,001 and up to £45,300
On earnings above £42,501 and up to £56,600	9.50%	On earnings above £45,301 and up to £60,400
On earnings of £56,601 and above	12.00%	On earnings of £60,401 and above

At retirement members may opt to give up (commute) pension for lump sum up to the limit set by the Finance Act 2004. The pension accrual rate from 1 April 2015 is 1/49<sup>th</sup> of pensionable pay. The pension accrual rate from 1 April 2009 to 31 March 2015 was a pension based on 1/60<sup>th</sup> of final pensionable salary for each year of pensionable service. Prior to 2009 the accrual rate was a pension based on 1/80<sup>th</sup> and a lump sum based on 3/80<sup>th</sup> of final pensionable salary and years of pensionable service.

For benefits earned up to 31 March 2015, the LGPS normal pension age for both councillors and employees was 65. Benefits earned from 1 April 2015 have a normal pension age equal to the member's state pension age (or 65 if higher).

The tables at 5.1 - 5.3 summarise the in-year employer contributions and the accrued benefits for all senior councillors, senior employees and senior employees of subsidiaries that held post at some point during 2023/24 or 2024/25. The tables do not include contributions made by employees or councillors to the pension fund.

The value of accrued benefits has been calculated using the age at which the person will first become entitled to receive a full pension on retirement, without reduction, on account of its payment at that age; without exercising any option to commute pension entitlement into a lump sum; without any adjustments for the effects of future inflation; and total local government service (not just their current appointment). Membership of the pension scheme is voluntary, and not all councillors or employees are members.

## 5.1. Pension benefits of senior councillors

Pension benefits of senior councillors	In year pension contributions		Accrued pension Benefits		
	For year to 31 March 2024 £	For year to 31 March 2025 £		Difference from 31 March 2024 £000	As at 31 March 2025 £000
Susan Aitken	11,613	4,165	Pension	2	14
			Lump Sum	0	0
Jacqueline McLaren	8,710	3,124	Pension	1	5
			Lump Sum	0	0
Richard Bell	8,429	3,024	Pension	1	6
			Lump Sum	0	0
Christy Mearns	6,441	2,311	Pension	1	5
			Lump Sum	0	0
George Redmond	5,500	1,973	Pension	1	2
			Lump Sum	0	0
Ken Andrew	5,500	1,973	Pension	1	7
			Lump Sum	0	0
Maureen Burke	5,500	491	Pension	0	6
			Lump Sum	0	0
Graham Campbell	5,500	1,973	Pension	1	4
			Lump Sum	0	0
Christina Cannon	7,224	2,592	Pension	1	5
			Lump Sum	0	0
Allan Casey	7,224	2,592	Pension	1	5
			Lump Sum	0	0
Annette Christie	7,224	2,592	Pension	1	5
			Lump Sum	0	0
Chris Cunningham	5,500	1,973	Pension	1	6
			Lump Sum	0	0
Laura Doherty	5,531	2,237	Pension	1	4
			Lump Sum	0	0
Greg Hepburn	8,429	3,024	Pension	2	8
			Lump Sum	0	0
Ruairi Kelly	7,224	2,592	Pension	2	6
			Lump Sum	0	0
Frank McAveety	5,500	1,973	Pension	1	9
			Lump Sum	0	0
Kenneth McLean	7,224	1,229	Pension	1	6
			Lump Sum	0	0
Elaine McSporran	5,500	1,973	Pension	1	4
			Lump Sum	0	0
Anne McTaggart	7,257	2,592	Pension	1	4
			Lump Sum	0	0
Angus Millar	7,224	2,592	Pension	1	6
			Lump Sum	0	0
Jon Molyneux	5,500	1,973	Pension	1	4
			Lump Sum	0	0
Margaret Morgan	5,369	1,973	Pension	1	4
			Lump Sum	0	0
Linda Pike	-	1,638	Pension	0	1
			Lump Sum	0	0
Lana Reid-McConnell	5,500	1,973	Pension	0	1
			Lump Sum	0	0

Pension benefits of senior councillors	In year pension contributions		Accrued pension Benefits		
	For year to 31 March 2024 £	For year to 31 March 2025 £		Difference from 31 March 2024 £000	As at 31 March 2025 £000
Franny Scally	5,500	1,973	Pension	1	6
			Lump Sum	0	0
Soryia Siddique	-	1,716	Pension	1	4
			Lump Sum	0	0
Martha Wardrop	5,500	1,973	Pension	1	9
			Lump Sum	0	2
Alex Wilson	5,500	1,973	Pension	1	6
			Lump Sum	0	0
Total	171,123	62,187	Pension	28	152
			Lump Sum	0	2

**Notes:**

1. All senior councillors shown in the table above are members of the Local Government Pension Scheme (LGPS). The employer contribution rate, set by Strathclyde Pension Fund, was 19.3% in 2023/24 and 6.5% in 2024/25.



## 5.2. Pension benefits of senior employees

Pension benefits of senior employees	In year pension contributions			Accrued pension Benefits	
	For year to 31 March 2024 £	For year to 31 March 2025 £		Difference from 31 March 2024 £000	As at 31 March 2025 £000
<b>Annemarie O'Donnell</b> (note 2)	357,845	-316,370	Pension	-98	0
			Lump Sum	-143	0
<b>Susanne Millar</b>	-	13,320	Pension	15	87
			Lump Sum	20	101
<b>Martin Booth</b>	31,743	8,532	Pension	6	66
			Lump Sum	2	63
<b>Morag Johnston</b>	-	9,720	Pension	4	84
			Lump Sum	0	111
<b>Robert Emmott</b>	-	192	Pension	0	0
			Lump Sum	0	0
<b>Colin Edgar</b>	21,393	7,716	Pension	5	42
			Lump Sum	1	16
<b>Elaine Galletly</b> (note 3)	223,065	0	Pension	0	0
			Lump Sum	0	0
<b>Mairi Millar</b>	20,636	7,688	Pension	5	36
			Lump Sum	1	16
<b>George Gillespie</b>	31,743	11,085	Pension	8	86
			Lump Sum	3	102
<b>Douglas Hutchison</b>	30,168	10,839	Pension	6	35
			Lump Sum	0	0
<b>Jackie Kerr</b> (note 4)	21,483	7,143	Pension	-65	0
			Lump Sum	-101	0
<b>Kelda Gaffney</b>	-	6,668	Pension	7	38
			Lump Sum	5	30
<b>Michelle McGinty</b> (note 5)	20,096	-	Pension	-	-
			Lump Sum	-	-
<b>Bernadette Monaghan</b> (note 6)	1,586	0	Pension	0	0
			Lump Sum	0	0
<b>Kevin Rush</b>	23,736	8,289	Pension	5	42
			Lump Sum	0	11
<b>Total</b>	<b>783,494</b>	<b>-225,178</b>	<b>Pension</b>	<b>-102</b>	<b>516</b>
			<b>Lump Sum</b>	<b>-212</b>	<b>450</b>

### Notes:

1. All senior employees shown in the table above are members of the Local Government Pension Scheme (LGPS). The employer contribution rate, set by Strathclyde Pension Fund, was 19.3% in 2023/24 and 6.5% in 2024/25.
2. This employee retired on 4 May 2024 and began to receive their pension benefits from that date, as such no accrued pension benefits are shown. The pension contributions for the year ended 31 March 2024 include strain on the fund costs, which were subsequently repaid to the council during 2024/25.
3. This employee retired on 12 September 2023 and began to receive their pension benefits from that date, as such no accrued pension benefits are shown. The pension contributions for the year ended 31 March 2024 include strain on the fund costs.
4. This employee retired on 31 December 2024 and began to receive their pension benefits from that date, as such no accrued pension benefits are shown.
5. This employee ceased to be a senior employee on 9 August 2023 due to a corporate restructuring. As such, no accrued pension benefits are disclosed for 2024/25.
6. This employee retired on 30 April 2023 and began to receive their pension benefits from that date, as such no accrued pension benefits are shown.

### 5.3. Pension benefits of senior employees of subsidiaries

Pension benefits of senior employees of Glasgow City Council subsidiaries	In year pension contributions		Accrued pension Benefits		
	For year to 31 March 2024 £	For year to 31 March 2025 £		Difference from 31 March 2024 £000	As at 31 March 2025 £000
<b>Pauline Barclay</b>	24,202	8,452	Pension	5	54
			Lump Sum	1	40
<b>Alan Burns</b>	32,386	6,090	Pension	-7	65
			Lump Sum	0	105
<b>Frank McCafferty (note 2)</b>	-	2,875	Pension	n/a	n/a
			Lump Sum	n/a	n/a
<b>Sharon Wearing</b>	-	8,623	Pension	16	86
			Lump Sum	26	131
<b>Susan Deighan</b>	30,188	11,090	Pension	8	80
			Lump Sum	6	103
<b>Peter Duthie (note 4)</b>	0	15,908	Pension	n/a	n/a
			Lump Sum	n/a	n/a
<b>Colin Hartley</b>	9,608	13,260	Pension	n/a	n/a
			Lump sum	n/a	n/a
<b>Gary Hay</b>	14,555	3,144	Pension	2	23
			Lump Sum	0	0
<b>William McFadyen</b>	21,813	26,102	Pension	n/a	n/a
			Lump Sum	n/a	n/a
<b>Deborah McWilliams</b>	15,583	18,139	Pension	n/a	n/a
			Lump Sum	n/a	n/a
<b>Gayle Shepherd</b>	19,833	10,313	Pension	n/a	n/a
			Lump Sum	n/a	n/a
<b>Daniel Thurlow</b>	18,416	19,153	Pension	n/a	n/a
			Lump Sum	n/a	n/a
<b>Kathleen Warden</b>	21,249	22,099	Pension	n/a	n/a
			Lump Sum	n/a	n/a
<b>Total</b>	<b>207,833</b>	<b>165,248</b>	<b>Pension</b>	<b>24</b>	<b>308</b>
			<b>Lump Sum</b>	<b>33</b>	<b>379</b>

#### Notes:

1. All senior employees of subsidiaries shown in the table above are members of the Local Government Pension Scheme (LGPS), with the exception of F McCafferty (note 2) and Scottish Event Campus (SEC) Ltd employees (note 3). The LGPS employer contribution rate, set by Strathclyde Pension Fund, was 19.3% in 2023/24 and 6.5% in 2024/25.
2. The pension contributions shown represents the element of payment by City Building (Glasgow) LLP to Wheatley Housing Group in respect to pension contributions of this secondment.
3. All senior employees of Scottish Event Campus (SEC) Ltd shown in the table above are members of a group stakeholder pension scheme with SEC Ltd. This is a defined contribution scheme and so accrued pension benefits information is not applicable.
4. The SEC provided a cash alternative in lieu of employer pension contributions which was partly exercised by Peter Duthie during 2024/25 (£7,954). The cash alternative is not taken into consideration for any bonus calculations.

## 6. Trade Union Facility Time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force on the 1st April 2017. These regulations place a legislative requirement on the Council to collate and publish, on an annual basis, a range of data on the amount and cost of facility time.

The following tables include the required data for the latest available reporting year, 2023/24. The disclosure will be updated to include the 2024/25 details in the audited annual accounts.

### 6.1 Relevant Union Officials

What was the total number of your employees who were relevant union officials during the relevant period?

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
189	179.3

### 6.2 Percentage of time spent on facility time

How many of your employees who were relevant union officials employed during the relevant period spent a) 0%, b) 1% - 50%, c) 51% - 99% or d) 100% of their working hours on facility time?

Percentage of time	Number of representatives
0%	40
1% – 50%	117
51% - 99%	7
100%	25

### 6.3 Percentage of pay bill spent on facility time

Provide the figures requested in the first column of the table below to determine the percentage of your total pay bill spent on paying employees who were relevant union officials for facility time during the relevant period.

Total cost of facility time	£2,482,929
Total pay bill	£1,180,682,016
Percentage of the total pay bill spent on facility time, calculated as: <i>(total cost of facility time ÷ total pay bill) x 100</i>	0.21%

### 6.4 Paid trade union activities

As a percentage of total paid facility time hours, how many hours were spent by employees who were relevant union officials during the relevant period on paid trade union activities?

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: <i>(total hours spent on paid trade union activities by relevant trade union representatives during the relevant period ÷ total paid facility time hours) x 100</i>	39%
---	-----