



Protecting Communities,  
Fighting Crime



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**DATE: 23 July 2021**

## **JOINT AUDIT RISK ASSURANCE COMMITTEE**

### **AGENDA**

<b>DATE OF MEETING</b>	29 JULY 2021
<b>TIME OF MEETING</b>	11:30 – 13:30
<b>LOCATION</b>	Virtual Meeting
<b>PCC CONTACT OFFICER</b>	Mrs Liz Kelly (0300 1226007)
<b>CONSTABULARY CONTACT OFFICER</b>	C/Supt. Wilson(101)
<b>DISTRIBUTION</b>	Commissioner A Foster Chief Constable R Swann Mr D Peet Mr A Dale Mr S Allsop Mr J Peatling Mr D Hoose (Mazars) Mr M Lunn (Mazars) Helen Henshaw (EY) Hayley Clark (EY) Members of the JARAC: Ms S Sunderland (Chair) Ms J Charlton Ms L Gelderd Mr L Harrold Mr A Jenkinson Mr B Mellor

*Meeting of the Joint, Audit, Risk and Assurance Committee on 29  
JULY 2021*

**AGENDA: Reports attached**

<b>ITEM</b>	<b>SUBJECT</b>	<b>Presented by</b>
<b>1</b>	<b>APOLOGIES FOR ABSENCE</b>	<b>CHAIR</b>
<b>2</b>	<b>DECLARATIONS OF INTEREST (IF ANY)</b>	<b>ALL</b>
<b>CORE BUSINESS</b>		
<b>3</b>	<b>INTERNAL AUDIT</b>	
3A	Internal Audit Progress Report – Verbal	<b>MAZARS</b>
3B	Interim Audit Annual Report (incl. Governance & IT Security Internal Audit reports)	<b>MAZARS</b>
<b>4</b>	<b>FINANCIAL ASSURANCE</b>	
4A	PCC and CC Annual Governance Statements	<b>AD/SA</b>
4B	Draft PCC and CC Financial Statements	<b>SA</b>
<b>INTERNAL CONTROL AND GOVERNANCE</b>		
N/A	N/A	<b>N/A</b>
<b>END OF THE PUBLIC MEETING</b>		
<b>CLOSED SESSION</b>		
6	Financial Update and Discussion	
<b>DEVELOPMENT</b>		



AGENDA ITEM

**3B**

# JOINT AUDIT RISK ASSURANCE COMMITTEE

<b>REPORT TITLE</b>	INTERNAL AUDIT ANNUAL REPORT 2020/2021 FINAL INTERNAL AUDIT REPORTS – GOVERNANCE & IT SECURITY
<b>REPORT BY</b>	MARK LUNN
<b>DATE</b>	29 JULY 2021

## **PURPOSE OF THE REPORT**

1. To receive the Internal Audit Annual Report 2020/2021 from the internal auditors.
2. To receive the final internal audit reports in respect of both Governance and IT Security

## **INFORMATION AND ANALYSIS**

3. The report, attached at Appendix A, provides a summary of the work undertaken by Internal Audit 2020/21. Overall assurance was given that management have in place a robust control environment. Internal Audit were assured that management have in place effective processes for the implementation of identified areas of weakness.
4. Further to the above, two further internal audit reports are included in respect of Governance and IT Security.

## **ATTACHMENTS**

Internal Audit Annual Report 2020/21

Internal Audit Report – Governance

Internal Audit Report – IT Security

**RECOMMENDATIONS**

- i. That the Committee notes the draft annual report and raises any questions with the Auditors as appropriate.
- ii. That the Committee receives, notes and discusses the internal audit report on Governance with the Internal Auditor and officers
- iii. That the Committee receives, notes and discusses the internal audit report on IT Security with the Internal Auditor and officers

**CONTACT FOR ENQUIRIES**

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Police & Crime Commissioner for  
Derbyshire & Derbyshire Police  
Joint Audit, Risk and Assurance Committee

DRAFT Internal Audit Annual Report

Prepared by: Mazars LLP

Date: July 2021

# Contents

- 01 Introduction
- 02 Audit Opinion
- 03 Internal Audit Work Undertaken in 2020/21
- 04 Internal Audit Plan 2020/21 vs Budget
- 05 Benchmarking
- 06 Performance of Internal Audit

## Appendices

- A1 Definitions of Assurance

### Disclaimer

This report ("Report") was prepared by Mazars LLP at the request of The Office of the Police & Crime Commissioner for Derbyshire & Derbyshire Police and terms for the preparation and scope of the Report have been agreed with them. The matters raised in this Report are only those which came to our attention during our internal audit work. Whilst every care has been taken to ensure that the information provided in this Report is as accurate as possible, Internal Audit have only been able to base findings on the information and documentation provided and consequently no complete guarantee can be given that this Report is necessarily a comprehensive statement of all the weaknesses that exist, or of all the improvements that may be required.

The Report was prepared solely for the use and benefit of The Office of the Police & Crime Commissioner for Derbyshire & Derbyshire Police and to the fullest extent permitted by law Mazars LLP accepts no responsibility and disclaims all liability to any third party who purports to use or rely for any reason whatsoever on the Report, its contents, conclusions, any extract, reinterpretation, amendment and/or modification. Accordingly, any reliance placed on the Report, its contents, conclusions, any extract, reinterpretation, amendment and/or modification by any third party is entirely at their own risk. Please refer to the Statement of Responsibility in this report for further information about responsibilities, limitations and confidentiality.





# 01 Introduction

This draft Internal Audit Annual Report for 2020/21 is being presented to JARAC to show the current status of the report. It is noted that there are two audits are yet to be finalised and therefore once these reports are finalised this report will be updated accordingly and the final Internal Audit Annual Report for 2020/21 provided. Please note therefore that all items within this report are subject to change before final issue.

Mazars LLP are the appointed internal auditors to the Police & Crime Commissioner for Derbyshire & Derbyshire Police. This report summarises the internal audit work undertaken by Mazars in 2020/21, the scope and outcome of work completed, and incorporates our annual statement on internal controls assurance.

Despite the restrictions imposed as a result of Covid-19, the Police & Crime Commissioner for Derbyshire & Derbyshire Police retained a full scope internal audit service for 2020/21 which, based on the work we have undertaken, enabled us to provide the enclosed Annual Opinion on the Police & Crime Commissioner for Derbyshire & Derbyshire Police arrangements for risk management, control and governance.

As a result of the government restrictions from March 2020, we were unable to conduct internal audit engagements on site. We therefore undertook visits during 2020/21 remotely. In some cases, this has impacted on the scope of work undertaken. Detail of this has been provided where applicable in Section 02.

The report should be considered confidential to the Police & Crime Commissioner for Derbyshire & Derbyshire Police and not provided to any third party without prior written permission by Mazars.

## Scope and purpose of internal audit

The purpose of internal audit is to provide the Police & Crime Commissioner for Derbyshire & Derbyshire Police, through the Joint Audit, Risk & Assurance Committee (JARAC), with an independent and objective opinion on risk management, control and governance and their effectiveness in achieving Police & Crime Commissioner for Derbyshire & Derbyshire Police's statutory objectives and strategic aims.

Internal audit provides the Police and Crime Commissioner and Chief Constable, through the JARAC, with an independent and objective opinion on governance, risk management and internal control and their effectiveness in achieving the organisation's agreed objectives. Internal audit also has an independent and objective advisory role to help line managers improve governance, risk management and internal control. The work of internal audit, culminating in our annual opinion, forms a part of the OPCC and Force's overall assurance framework and assists in preparing an informed statement on internal control.

Our work is conducted in accordance with Public Sector Internal Audit Standards (PSIAS).

The report summarises the internal audit activity and, therefore, does not include all matters which came to our attention during the year. Such matters have been included within our detailed reports to the JARAC during the course of the year.





## Performance against the Internal Audit Plan

The Plan for 2020/21 was considered and approved by the JARAC on 2<sup>nd</sup> April 2020. In total the Plan was for 100 days, including 14 days of Audit Management.

The impact of the Covid-19 lockdown(s) has posed several challenges to the internal audit process and the move to remote auditing has caused some initial delays in setting dates when the audits will be carried out. Both parties have worked hard to ensure the audits could be completed and Mazars have regularly communicated with the Force and OPCC, which has enabled us to make good progress against the plan to date.

The audit findings in respect of each of our finalised reviews, together with our recommendations for action and the management response, were set out in our detailed reports, which have been presented to the JARAC over the course of the year. In addition, we have presented a summary of our reports and progress against the Plan within our Progress Reports to each JARAC.

A summary of the reports we have issued is included in Section 03 in addition appendix A1 also describes the levels of assurance we have used in assessing the control environment and effectiveness of controls and the classification of our recommendations.

## Acknowledgements

We are grateful to all members of the JARAC, the OPCC Chief Executive, the Chief Officers of both the Force and the OPCC and other staff throughout Derbyshire Police for the assistance provided to us during the year.

# 02 Audit Opinion

## Scope of the Internal Audit Opinion

In giving our internal audit opinion, it should be noted that assurance can never be absolute. The most that the internal audit service can provide to Derbyshire is a reasonable assurance that there are no major weaknesses in governance, risk management and internal control processes.

The matters raised in this report are only those which came to our attention during our Internal Audit work and are not necessarily a comprehensive statement of all the weaknesses that exist, or of all the improvements that may be required.

In arriving at our opinion, we have taken the following matters into account:

- The results of all audits undertaken as part of the plan;
- Whether or not any 'Critical', 'Highly Important' or 'Significant' recommendations raised have not been accepted by Management and the consequent risks;
- The extent to which recommendations raised previously, and accepted, have been implemented;
- The effects of any material changes in Derbyshire's objectives or activities;
- Matters arising from previous reports to Derbyshire;
- Whether or not any limitations have been placed on the scope of internal audit;
- Whether there have been any resource constraints imposed upon us which may have impinged on our ability to meet the full internal audit needs of Derbyshire; and
- The proportion of Derbyshire's internal audit needs have been covered to date.

Further detail on the definitions of our opinions raised in our reports can be found in Appendix A1.

## Reliance Placed on Third Parties

Internal audit has not placed any reliance on third parties in order to assess the controls operated by OPCC for Derbyshire & Derbyshire Police. Our opinion solely relies on the work we have performed and the results of the controls testing we have undertaken.

## COVID-19

During the year, we have consulted and informed management through regular liaison with the Force & OPCC CFO's and the Joint Audit, Risk & Assurance Committee (JARAC) about changes to the plan and internal audit reviews to take account of the impact of Covid-19 on the organisation and the changing risk landscape. There was an impact on our ability to conduct a number of audits in the Plan over the period, as highlighted above.

During 2020/21, the Covid-19 pandemic impacted on the provision of internal audit services as follows:

- Our fieldwork testing and interviews were conducted remotely, specifically via video conferencing, screen sharing and email, with no onsite testing completed due to national restrictions.
- Our interaction with management and attendance at JARAP has been via video conferencing, again due to national restriction; and
- Our ability to complete all audits in the original plan.

## Internal Audit Opinion

On the basis of our internal audit work, our opinion on the framework of governance, risk management, and control is **Significant** in its overall adequacy and effectiveness. This opinion is provided on the basis that The framework of governance, risk management and control is adequate and effective.

Certain weaknesses and exceptions were highlighted by our internal audit work, these matters have been discussed with management, to whom we have made recommendations, some of which are categorised as Priority 2. All of these have been, or are in the process of being addressed, as detailed in our individual reports, and summarised in Sections 03.

In reaching this opinion the following factors were taken into particular consideration:

### **Corporate Governance**

In respect of Corporate Governance, we have undertaken an audit of Governance as part of this years plan. The audit covered Corporate Governance Framework, policies and procedures, roles and responsibilities; and decision-making. A satisfactory opinion was provided and whilst some improvements could be made we did not find any wholesale issues with governance in this audit. Moreover, Governance is a consideration in all our audit engagements and we did not find any significant issues with governance across our audit plan.

### **Risk Management**

In respect of Risk Management while not directly assessed as part of the Plan, this was informed by consideration of this area through our individual assignment. Our opinion was informed by consideration of risk management aspects through our individual assignments including reporting within our 'risk management' thematic as well as observing reports and discussion around the Force's and OPCC's Risk Management including the Risk Register at each JARAC meeting with no significant issues arising.

During the course of delivering the 2020/21 audit programme, a key element of each audit scope was to evaluate the control environment and, in particular, how key risks were being managed. As summarised in the 'Internal Control' section below, we were able to place reliance on the systems of internal control and the manner in which risks were being managed by the Force and OPCC.

### **Internal Control**

Of the 9 audits undertaken and 7 finalised to date, where a formal assurance level was provided, 3 received a significant level of assurance and 4 audit received a satisfactory level of assurance. To date no audits have been issued with limited assurance.

We have made a total of 22 new recommendations during the year at the Force and OPCC, with 8 recommendations categorised as Priority 2 and 14 were Priority 3.



## 03 Internal Audit Work Undertaken in 2020/21

The Internal Audit Plan was for a total of 100 days. The audit findings in respect of each review, together with our recommendations for action and the management responses are set out in our detailed reports.

In accordance with the approach set out within Derbyshire's internal audit plan, we undertook nine in-depth audit reviews, The results of this work are summarised below:

Ref	Audit area	Assurance level	Recommendations				Accepted	Not Accepted
			F	S	H	Total		
01.20/21	Core Financials	Significant	-	-	3	3	3	-
02.20/21	Governance	Satisfactory	-	2	3	5	4	1
03.20/21	IT Security	Significant	-	-	1	1	1	-
04.20/21	Partnerships [WIP]	N/A	-	-	-	-	-	-
05.20/21	Payroll	Significant	-	1	-	1	1	-
06.20/21	POCA & Seized Cash [Draft]	Satisfactory	-	2	3	5	TBC	-
07.20/21	Project Management	Significant	-	1	-	1	1	-
08.20/21	Victim Support	Satisfactory	-	1	2	3	3	-
09.20/21	Workforce Planning	Satisfactory	-	-	2	2	2	-
	<b>Total</b>		-	<b>8</b>	<b>15</b>	<b>22</b>	<b>21*</b>	-

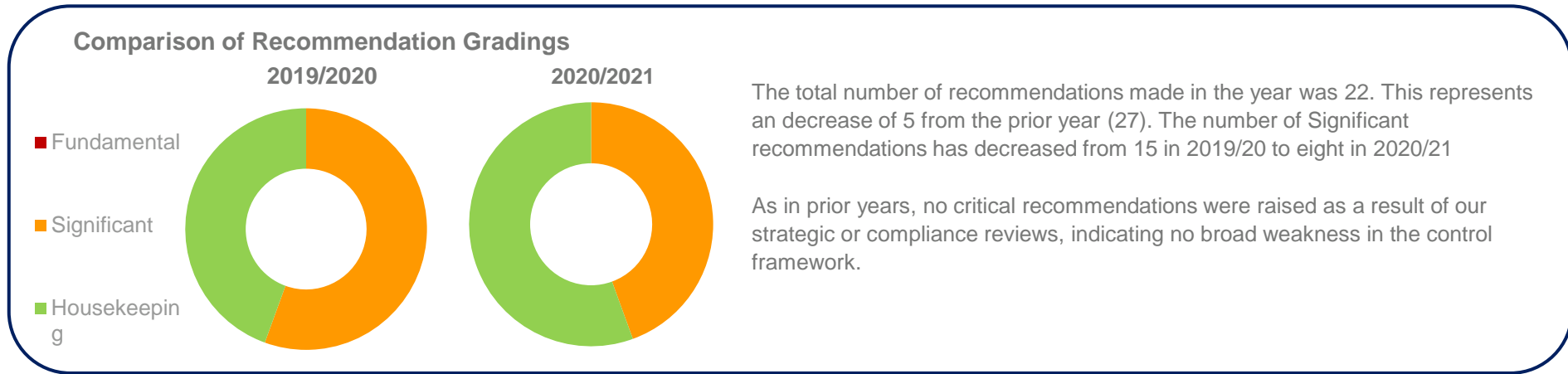
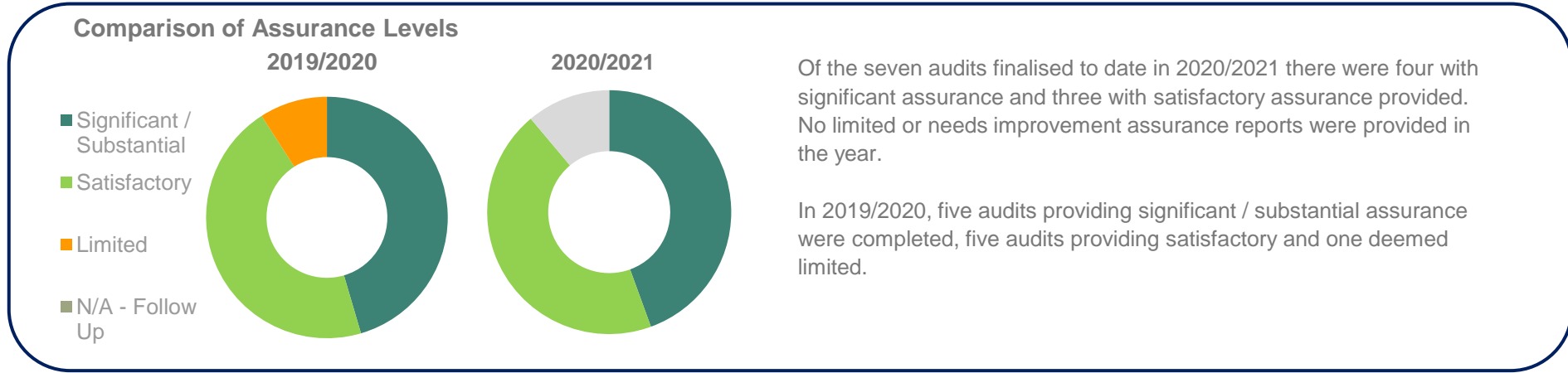
# 04 Internal Audit Plan 2020/21 vs Budget

The Internal Audit Plan was for a total of 64 days, with all reviews in the plan except one being completed during the period, resulting in 64 days of the plan being delivered.

Audit area	Planned days	Actual Days	Difference	Status
POCA & Seized Cash	7		-	
Project Management	8			
Workforce Planning	8			
Victim Support	8			
Partnerships	7			
Core Financials	14			
Payroll	5			
Governance	8	5		
IT Audit	8	8		
Collaboration	10	7		
Follow Up		3		
Management				
<b>Total</b>				

# 05 Benchmarking

This section compares the Assurance Levels (where given) and categorisation of recommendations made at Derbyshire Police.



# 06 Performance of Internal Audit

We have provided some details below outlining our scorecard approach to our internal performance measures, which supports our overall annual opinion.

## Compliance with Professional Standards

We employed a risk-based approach to determining the audit needs of Derbyshire at the start of the year and use a risk-based methodology in planning and conducting our audit assignments.

In fulfilling our role, we abide by the three mandatory elements set out by the Institute of Internal Auditors. Namely, the Code of Ethics, the Definition of Internal Auditing and the Standards for the Professional Practice of Internal Auditing.

## Performance Measures

We have completed our audit work in accordance with the agreed Plan and each of our final reports has been reported to the JARAC. We have received positive feedback on our work from the Audit and Risk Committee and staff involved in the audits.

Regular planned discussions on progress against the Audit Plan have taken place with the Audit and Risk Committee. A number of new performance measures were agreed at the April 21 JARAC and will be continued to be monitored.



## Conflicts of Interest

There have been no instances during the year which have impacted on our independence and/or lead us to declare any interest.

## Internal Audit Quality Assurance

In order to ensure the quality of the work we perform, we have a programme of quality measures which includes:

- Supervision of staff conducting audit work;
- Review of files of working papers and reports by Managers and Partners;
- Annual appraisal of audit staff and the development of personal development and training plans;
- Sector specific training for staff involved in the sector;
- Issuance of technical guidance to inform staff and provide instruction regarding technical issues; and
- The maintenance of the firm's Internal Audit Manual.

# Appendices

A1 Definitions of Assurance





# A1 Definitions of Assurance

## Assurance Gradings

We use categories to classify our assurance over the processes we examine, and these are defined as follows:

Assurance level	Definition
Significant	There is a sound system of internal control designed to achieve the Organisation's objectives. The control processes tested are being consistently applied.
Satisfactory	While there is a basically sound system of internal control, there are weaknesses which put some of the Organisation's objectives at risk. There is evidence that the level of non-compliance with some of the control processes may put some of the Organisation's objectives at risk.
Limited	Weaknesses in the system of internal controls are such as to put the Organisation's objectives at risk. The level of non-compliance puts the Organisation's objectives at risk.
No	Control processes are generally weak leaving the processes/systems open to significant error or abuse. Significant non-compliance with basic control processes leaves the processes/systems open to error or abuse.

## Recommendation Gradings

To assist management in using our reports, we categorise our recommendations according to their level of priority, as follows :

Recommendation Level	Definition
Priority 1 (Fundamental)	Recommendations represent fundamental control weaknesses, which expose the organisation to a high degree of unnecessary risk.
Priority 2 (Significant)	Recommendations represent significant control weaknesses which expose the organisation to a moderate degree of unnecessary risk.
Priority 3 (Housekeeping)	Recommendations show areas where we have highlighted opportunities to implement a good or better practice, to improve efficiency or further reduce exposure to risk.

# Contact us

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We take responsibility to The Office of the Police & Crime Commissioner for Derbyshire & Derbyshire Police for this report which is prepared on the basis of the limitations set out below.

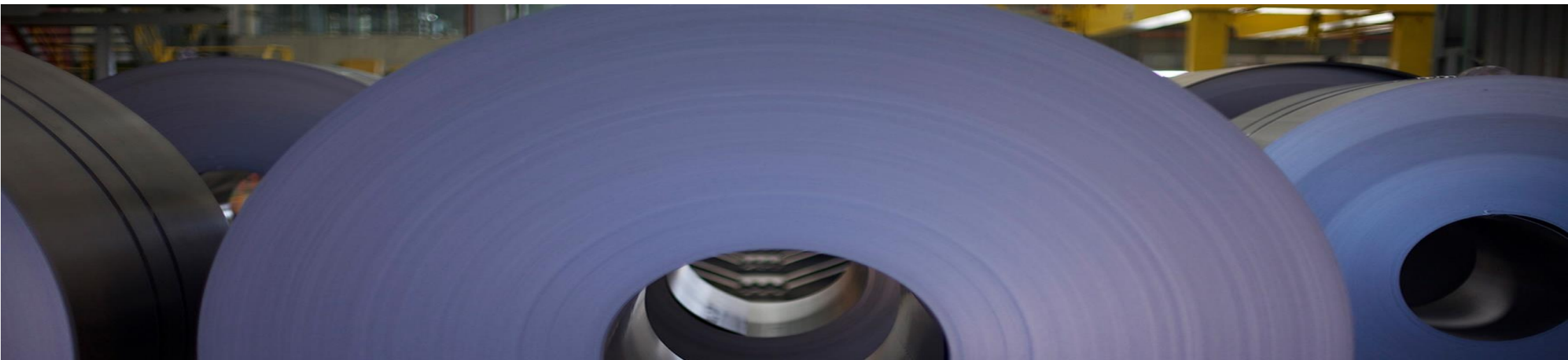
The responsibility for designing and maintaining a sound system of internal control and the prevention and detection of fraud and other irregularities rests with management, with internal audit providing a service to management to enable them to achieve this objective. Specifically, we assess the adequacy and effectiveness of the system of internal control arrangements implemented by management and perform sample testing on those controls in the period under review with a view to providing an opinion on the extent to which risks in this area are managed.

We plan our work in order to ensure that we have a reasonable expectation of detecting significant control weaknesses. However, our procedures alone should not be relied upon to identify all strengths and weaknesses in internal controls, nor relied upon to identify any circumstances of fraud or irregularity. Even sound systems of internal control can only provide reasonable and not absolute assurance and may not be proof against collusive fraud.

The matters raised in this report are only those which came to our attention during the course of our work and are not necessarily a comprehensive statement of all the weaknesses that exist or all improvements that might be made. Recommendations for improvements should be assessed by you for their full impact before they are implemented. The performance of our work is not and should not be taken as a substitute for management's responsibilities for the application of sound management practices.

This report is confidential and must not be disclosed to any third party or reproduced in whole or in part without our prior written consent. To the fullest extent permitted by law Mazars LLP accepts no responsibility and disclaims all liability to any third party who purports to use or reply for any reason whatsoever on the Report, its contents, conclusions, any extract, re-interpretation amendment and/or modification by any third party is entirely at their own risk.

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Office of the Police and Crime Commissioner for Derbyshire and  
Derbyshire Police

**Final Internal Audit Report**

**Governance**

**July 2021**

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If you should wish to discuss any aspect of this report, please contact Mark Lunn, Internal Audit Manager, [mark.lunn@mazars.co.uk](mailto:mark.lunn@mazars.co.uk) or David Hoose, Partner, [david.hoose@mazars.co.uk](mailto:david.hoose@mazars.co.uk)

## 01. Introduction

As part of the 2020/21 Internal Audit Plan for the Derbyshire Police and the Office of the Police and Crime Commissioner (OPCC) for Derbyshire, we have undertaken an audit of the controls and processes in place for Governance.

The specific areas that formed part of this review included: Corporate Governance Framework; policies and procedures; roles and responsibilities; and decision-making.

The fieldwork for this audit was completed whilst government measures were in place in response to the coronavirus pandemic (Covid-19). The fieldwork for this audit has been completed and the agreed scope fully covered. Whilst we had to complete this audit almost entirely remotely, we have been able to obtain all relevant documentation and/or review evidence via screen sharing functionality to enable us to complete the work.

We are grateful to the Chief Executive and Chief Finance Officer at Derbyshire OPCC for their assistance during the course of the audit.

## 02. Background


The Police Reform and Social Responsibility Act 2011 established new policing arrangements, with a Police and Crime Commissioner and the Chief Constable being separate corporations sole, both requiring effective governance arrangements. The OPCC and Force have a joint Corporate Governance Framework which sets out how the organisations are governed, including an outline of the roles and responsibilities of both organisations.

The Corporate Governance Framework uses the six good governance core principles set out by the CIPFA framework “Delivering Good Governance in Local Government”. The framework is supported by various policies, including the Scheme of Delegation & Consent, the Financial Regulations and the Standing Orders. Derbyshire maintain a Transparency section on the OPCC website, where information on Governance policies and procedures can be found and are accessible.

In accordance with the CIPFA/SOLACE framework on corporate governance, the Commissioner and the Chief Constable are required to produce separate Annual Governance Statements to demonstrate how their respective organisations have complied with their governance frameworks. The Annual Governance Statements also outline what the organisations are to do over the next financial year in order to improve corporate governance arrangements. These are both reported to the Joint Audit, Risk and Assurance Committee (JARAC) for review and scrutiny.

Decisions made are published on the OPCC website under the transparency section, along with a decision notice which explains the decision taken and rationale behind it. Decisions are approved by the Police and Crime Commissioner and the OPCC Chief Executive in line with the scheme of delegation.

### 03. Key Findings

Assurance on adequacy and effectiveness of internal controls	
	<b>Satisfactory Assurance</b>

Priority	Number of Recommendations
<b>1 (Fundamental)</b>	-
<b>2 (Significant)</b>	2
<b>3 (Housekeeping)</b>	3

#### Examples of areas where controls are operating reliably

- The PCC website has a clearly signposted ‘Transparency’ section which provides simple access to key documents and procedures to stakeholders.
- Derbyshire were able to demonstrate that there is a clear procedure in place for producing the Annual Governance Statement. This goes through the Strategic Priorities Board and is signed as part of the Statement of Accounts by the PCC, Chief Executive and Chief Finance Officer. Annual Governance Statements can be found on Derbyshire’s website dating back to 2017/18.

- Derbyshire PCC’s website also provides the Chief Constable’s Annual Governance Statement dating back to 2017/18. These detailed the Chief Constable’s response to concerns raised by HM Inspectorate of Constabulary and also actions that the Force would take in response to improvements that had been identified by the Joint Audit and Risk Committee (JARAC).
- Derbyshire’s annual review of the governance framework channels primarily through JARAC, who’s stated purpose is to provide assurance on the ‘effectiveness of governance arrangements’. Audit reviewed all meetings of the JARAC during 2020 and 2021 and confirmed that Governance was a standing item in each.
- JARAC demonstrated a proactive approach to monitoring improvement actions. Where a limited assurance opinion had been given with respect budgetary control, an earlier follow-up audit was requested to assess whether sufficient action had been taken in response to the recommendations made. This follow-up confirmed that the assurance level had been improved from ‘limited’ to ‘satisfactory’.
- Audit reviewed the roles and responsibilities listed in the Code of Corporate Governance and Derbyshire’s Financial Handbook and confirmed that they are clearly defined and cover the duties of the PCC, Chief Executive and Chief Finance Officer.
- Roles and responsibilities within the Force and OPCC are appropriately aligned to the Policing Protocol Order 2011.
- A key principal of Derbyshire’s Code of Corporate Governance was that there should be clear arrangements to safeguard against conflicts of interest arising. Audit confirmed that Register of

Interests and Hospitality statements are available on Derbyshire PCC's website dated to December 2020 and are present for both the PCC and Deputy PCC.

- Derbyshire PCC's website is transparent and instructive on the process of submitting a complaint against the Chief Constable and PCC. The website also records the number of complaints that have been made against the PCC during each year dating back to 2016-17.
- Derbyshire reflect good transparency in publishing decision notices on their website. For 2020, they published notice of 102 decisions.

## Risk Management

While there is a basically sound system of internal control, there are weaknesses which put some of the Organisation's objectives at risk. There is evidence that the level of non-compliance with some of the control processes may put some of the Organisation's objectives at risk.

There is a common theme that underpins recommendation 4.1 and 4.2 and that is ensuring key documents that are central to Governance at Derbyshire are reviewed in a timely manner. This is a key activity for ensuring transparency with the public and ensuring that PCC and Force staff have clear and reliable guidance that they can use as a reference point. It is imperative, therefore, that policies are reviewed and updated to ensure they reflect best practice and any changes in legislation affecting the operational activities of the Force and OPCC.

Audit identified one instance where there was a discrepancy between the 'Second Tier Sign Off' section of the decision record template and the information provided on the PCC website. Decision 48/2020 on the OPCC website dates the PCC's signature to May 2020. However, the signature on the decision record template was dated to 17/6/2020.

Through discussion with the Chief Finance Officer, audit was informed that the Force currently feels hindered by its lack of electronic signing software. At present, forms are signed electronically by the personal assistants of the required individual. However, the Force were exploring ways to streamline this process and introduce an electronic system allowing Officer's themselves to sign documents electronically. Work is ongoing to implement such a system and Derbyshire should ensure this is adequately completed. This would improve

authorisation controls and mean that signatures were also timestamped, helping to create a more verifiable audit trail. This would certainly ensure Derbyshire adequately reflects changes to the digital environment in which it operates.

## Value for Money

Value for money (VfM) considerations can arise in various ways and our audit process aims to include an overview of the efficiency of systems and processes in place within the auditable area.

By documenting and embedding a comprehensive code of corporate governance the Police & Crime Commissioner for Derbyshire and Derbyshire Police are able to demonstrate transparency and accountability to the public in terms of the focus and direction of policing.

## Sector Comparison

From our experience across our client base, we are seeing pressure put on resources and finances. These restraints have placed even greater pressure to secure value for money in key activities.

A common area of weakness is that the timescale of review and update of policies and procedures supporting the governance framework is often not adhered to. The pressure on resources within the OPCC is a contributing factor, although it is vital that these are kept up to date to provide members of staff with accurate information in order to perform their duties appropriately and effectively.

Though a formal recommendation has not been raised relating to this, audit noted that Derbyshire do not currently publish a Forward Plan where other Forces in the region do. Customarily, these plans are



published on a regular basis and give advance notice of decisions of significant public interest that are scheduled to be taken by the Commissioner in a set-forthcoming period. Producing this document would reflect greater transparency and allow for greater public scrutiny as interested parties are aware of what decisions are to be taken and are able to make comment should they see fit.

Derbyshire should also note that they do not currently have a Decision-Making Policy, where other similar organisations in our client base do. This may contain information such as reasons for exemptions and outline the process that should be undertaken in recording and publishing decisions. Such a policy would help ensure there is a consistency of approach in the event of staff turnover.

## 04. Areas for Further Improvement and Action Plan

Definitions for the levels of assurance and recommendations used within our reports are included in Appendix A1.

We identified a number of areas where there is scope for improvement in the control environment. The matters arising have been discussed with management, to whom we have made recommendations. The recommendations are detailed in the management action plan below.

	Observation/Risk	Recommendation	Priority	Management response	Timescale/ responsibility
4.1			2	AGREED this is a piece of work that is needed. It was postponed during the lockdown due to other priorities and waiting for the new PCC to take up office. This will be undertaken over the summer and conversations have already been started with the new PCC about this and the scheme of delegation.	Chief Executive 30/09/2021

	Observation/Risk	Recommendation	Priority	Management response	Timescale/ responsibility
	<p>positions are the current signatories on</p> <p><i>Potential Risk:</i> Derbyshire are unable to demonstrate awareness &amp; adherence of good</p>				
	<p>act as a key reference for stakeholders to</p> <p>are and to ensure compliance with key regulations that govern the work of the PCC and associated parties. These policies should be regularly reviewed to ensure they reflect changes to the legislation that they are built</p> <p>Derbyshire do maintain a policies and procedures log; however, this control is not effective. Of the 24 policies contained in the document, only 4 were in 'in-date'. This includes the Scheme of Delegation that was</p> <p>Notably, it was only those policies that had been recently implemented that were in-date.</p>		2	<p>AGREED</p> <p>Many of our policies are shared with the Force and are therefore controlled by them. Have instigated a process to ensure there is a rolling review of policies moving forward</p>	<p>Chief Executive</p> <p>Implemented immediately but rolling review will take place during 2021/22</p>

	Observation/Risk	Recommendation	Priority	Management response	Timescale/ responsibility
	<p>This infers that the review procedures are the control weakness.</p> <p><i>Potential Risk:</i> OPCC and Force policies do not reflect current procedures or changes in legislative requirements.</p>				
	<p><b>Annual Governance Statement Follow-Up</b></p> <p>During a review of the Chief Constable's Annual Governance Statements (AGS), audit noted that a JARAC review of the governance framework had resulted in a series of actions for improvements being created. These had the objective of strengthening the internal control environment and it was stated that 'these areas will be tracked by the Constabulary and the JARAC over the next 12 months. These actions were discussed with the Chief Executive, who informed audit that there is no central oversight control to monitor implementation of these actions. Instead, each action generated a distinct response and if necessary, would be discussed in the weekly meeting between the Chief Constable and PCC.</p>	<p>Derbyshire should consider compiling a follow-up report on the improvement actions identified in the AGS.</p>	3	<p>AGREED</p> <p>It is proposed that this be an agenda item for a future JARAC (date tbc with Chair)</p>	<p>Joint Director of Finance / Chief Finance Officer</p> <p>Tbc (discussion with Chair needed)</p>

	Observation/Risk	Recommendation	Priority	Management response	Timescale/ responsibility
	<p>Best practice in oversight would be reflected if a follow-up review was undertaken to ensure</p> <p>Further discussion indicated that a progress report would be most appropriately reported to the JARAC as this is a joint Force and OPCC</p> <p><i>Potential Risk:</i> Identified improvements to the implemented, leading to their respective risks</p>				
	<p><b>Electronic Signatures</b></p> <p>As organisations have moved to a much more agile way of working this has reduced the ability to quickly get physical signatures for</p> <p>There are a variety of electronic signatures systems that would support Derbyshire in its ability to record authorisation signatures</p> <p>It is noted that some initial enquiries have been made to implement such as system in</p>	<p>The OPCC and Force should consider implementing an electronic signing solution to enable a streamlined and clear audit trail for recording authorisations.</p>	3	<p>AGREED</p> <p>This work was happening at the time of the audit and the auditor briefed accordingly. We are currently running a trial of 'Adobe Sign' and have a proof of concept for testing at the time of writing (July 2021). Implementation target</p>	<p>Chief Finance Officer</p> <p>31/08/2021</p>

	Observation/Risk	Recommendation	Priority	Management response	Timescale/ responsibility
	<p>use of such a system to improve the current control framework for authorisation signatures.</p> <p><i>Potential Risk:</i> Ineffective and inefficient system for recording authorisation signatures</p>			date of 31 <sup>st</sup> July subject to any issues found during testing	
	<p><b>Decision Making Policy</b></p> <p>Audit noted that Derbyshire do not currently have a Decision-Making Policy.</p> <p>The aims of a decision making policy are to clearly set out how the Commissioner will carry out their statutory duties and inform the electorate on the actions and decisions taking.</p> <p>This may contain information such as reasons for exemptions and outline the process that should be undertaken in recording and publishing decisions. Such a policy would help ensure there is a consistency of approach in the event of staff turnover.</p> <p><i>Potential Risk:</i> Inconsistent approach to recording and publishing decisions made</p>	The OPCC should consider implementing a decision making policy.	3	<p>NOT AGREED</p> <p>There is already an existing and clearly defined decision-making process (which is owned by the OPCC Head of Compliance) which is auditable and documents how decision-making works in practice. We consider that to be sufficient</p>	<p>Chief Executive / Chief Finance Officer</p> <p>n/a</p>

## A1 Audit Information

Audit Control Schedule	
<b>Client contacts:</b>	David Peet, Chief Executive Andrew Dale, Chief Finance Officer
<b>Internal Audit Team:</b>	David Hoose, Partner Mark Lunn, Internal Audit Manager Jack Sanderson, Internal Auditor
<b>Finish on Site / Exit Meeting:</b>	6 <sup>th</sup> May 2021
<b>Draft report issued:</b>	13 <sup>th</sup> May 2021
<b>Management responses received:</b>	19 <sup>th</sup> July 2021
<b>Final report issued:</b>	20 <sup>th</sup> July 2021

### Scope and Objectives

The audit objectives are to provide assurance that:

- A Code of Corporate Governance is in place between the Commissioner and Chief Constable that complies with relevant legislation and guidance.

- Appropriate Annual Governance Statements are produced on behalf of the Commissioner and Chief Constable that provide assurance that the governance framework is effective.
- The process used for the annual review of the governance framework is sufficiently robust and that the implementation of previously identified improvement actions has been effectively monitored.
- The corporate governance framework is supported by policies and procedures, such as a decision making framework and scheme of delegation and that these are appropriately communicated and monitored for compliance.
- The roles and responsibilities of senior officers and staff within the Force and OPCC are clearly defined, particularly regarding their decision making responsibilities.
- Decisions are made in accordance with the governance framework in a clear and transparent manner, supported by the appropriate levels of relevant and timely information.
- Decisions made are clearly recorded, communicated and published where relevant.

The objectives of our audit were to evaluate the adequacy and effectiveness of the Governance system with a view to providing an opinion on the extent to which risks in this area are managed. In giving this assessment it should be noted that assurance cannot be absolute. The most an Internal Audit Service can provide is reasonable assurance that there are no major weaknesses in the framework of internal control.

We are only able to provide an overall assessment on those aspects of the Governance process that we have tested or reviewed. Testing has been performed on a sample basis, and as a result our work does not provide absolute assurance that material error, loss or fraud does not exist.



Definitions of Assurance Levels		
Assurance Level	Adequacy of system design	Effectiveness of operating controls
<b>Significant Assurance:</b>	There is a sound system of internal control designed to achieve the Organisation's objectives.	The control processes tested are being consistently applied.
<b>Satisfactory Assurance:</b>	While there is a basically sound system of internal control, there are weaknesses which put some of the Organisation's objectives at risk.	There is evidence that the level of non-compliance with some of the control processes may put some of the Organisation's objectives at risk.
<b>Limited Assurance:</b>	Weaknesses in the system of internal controls are such as to put the Organisation's objectives at risk.	The level of non-compliance puts the Organisation's objectives at risk.
<b>No Assurance:</b>	Control processes are generally weak leaving the processes/systems open to significant error or abuse.	Significant non-compliance with basic control processes leaves the processes/systems open to error or abuse.

Definitions of Recommendations	
Priority	Description
<b>Priority 1 (Fundamental)</b>	Recommendations represent fundamental control weaknesses, which expose the organisation to a high degree of unnecessary risk.
<b>Priority 2 (Significant)</b>	Recommendations represent significant control weaknesses which expose the organisation to a moderate degree of unnecessary risk.
<b>Priority 3 (Housekeeping)</b>	Recommendations show areas where we have highlighted opportunities to implement a good or better practice, to improve efficiency or further reduce exposure to risk.

## A2 Statement of Responsibility

### Status of our reports

We take responsibility to the Office of the Police and Crime Commissioner for Derbyshire and Derbyshire Police for this report which is prepared on the basis of the limitations set out below.

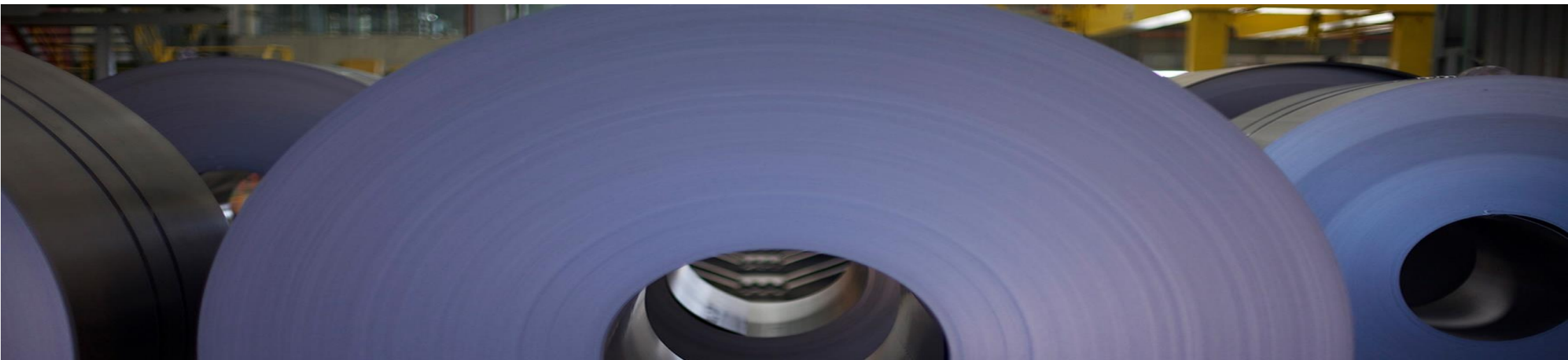
The responsibility for designing and maintaining a sound system of internal control and the prevention and detection of fraud and other irregularities rests with management, with internal audit providing a service to management to enable them to achieve this objective. Specifically, we assess the adequacy and effectiveness of the system of internal control arrangements implemented by management and perform sample testing on those controls in the period under review with a view to providing an opinion on the extent to which risks in this area are managed.

We plan our work in order to ensure that we have a reasonable expectation of detecting significant control weaknesses. However, our procedures alone should not be relied upon to identify all strengths and weaknesses in internal controls, nor relied upon to identify any circumstances of fraud or irregularity. Even sound systems of internal control can only provide reasonable and not absolute assurance and may not be proof against collusive fraud.

The matters raised in this report are only those which came to our attention during the course of our work and are not necessarily a comprehensive statement of all the weaknesses that exist or all improvements that might be made. Recommendations for improvements should be assessed by you for their full impact before they are implemented. The performance of our work is not and should not be taken as a substitute for management's responsibilities for the application of sound management practices.

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Office of the Police and Crime Commissioner for Derbyshire and  
Derbyshire Police

**Final Internal Audit Report**

**IT Security**

**July 2021**

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If you should wish to discuss any aspect of this report, please contact Neil Belton, IT Audit Manager, [neil.belton@mazars.co.uk](mailto:neil.belton@mazars.co.uk) or Mark Lunn, Internal Audit Manager, [mark.lunn@mazars.co.uk](mailto:mark.lunn@mazars.co.uk) or David Hoose, Partner, [david.hoose@mazars.co.uk](mailto:david.hoose@mazars.co.uk)

## 01. Introduction

As part of the 2020/21 Internal Audit Plan for the Derbyshire Police and the Office of the Police and Crime Commissioner (OPCC) for Derbyshire, we have undertaken an audit of the controls and processes for IT Security with specific focus on Remote Security.

The fieldwork for this audit was completed whilst government measures were in place in response to the coronavirus pandemic (Covid-19). The fieldwork for this audit has been completed and the agreed scope fully covered. Whilst we had to complete this audit almost entirely remotely, we have been able to obtain all relevant documentation and/or review evidence via screen sharing functionality to enable us to complete the work.

We engaged with a number of staff members across the force during the review and are grateful for their assistance during the course of the audit.

## 02. Background

Derbyshire Constabulary recognises the importance of its officers, staff and authorised 3rd parties being able to work efficiently and remotely away from its offices and stations. However, it is important that remote IT users ensure they take care to work in a secure manner and not cause increased risk to the Force's infrastructure and/or reputational concerns.

The increasing adoption of mobile working and remote access technologies, particularly in light of Covid-19, allows officers, staff and

authorised 3rd parties to access Derbyshire Constabulary services and information from anywhere with an internet connection. This manner of working also increases the risk of information being accidentally or maliciously copied, modified, hidden, or destroyed.

IT Services provides solutions to minimise these risks to Derbyshire Constabulary information, however when using remote access services staff, authorised 3rd parties and students have a personal responsibility to ensure they understand and abide by secure working practices.

The overall objective of this internal audit is to provide the Senior Management and Audit Committee with reasonable, but not absolute, assurance. The audit considered the following controls:

### Remote Access Policy and Procedure

- Force has a formal policy governing remote access sessions.
- Documented procedures are in place to ensure control is maintained over access and sessions.
- Policies and procedures are regularly reviewed and approved.

### Access Security

- Remote working controls to secure access are in place including multifactor authentication.
- Remote access sessions are logged.
- Remote access logs are monitored.
- Intrusion detection system is in place.
- Penetration testing/Vulnerability scanning takes place.
- Security incident alarms are in place.
- Security incidents are followed up and investigated.

- 3rd party access is only granted through pre vetting and accessed using unique authentication (for example, user ID, password and secure key).

#### Change Control

- Changes to the Remote Access security features are governed by change management protocols.
- Significant changes are tested and documented.


#### Device Security

- Devices used are secure with virus/malware and encryption protection implemented.
- Data Loss Prevention and other monitoring tools are in place.

#### Performance

- The remote access service capacity and performance is monitored and reviewed.

### 03. Key Findings

Assurance on adequacy and effectiveness of internal controls	
	<b>Significant Assurance</b>

Priority	Number of Recommendations
<b>1 (Fundamental)</b>	-
<b>2 (Significant)</b>	-
<b>3 (Housekeeping)</b>	1

#### Examples of areas where controls are operating reliably

- The Force has a formal remote access policy dated 24/05/2021 and is owned by the Head of IS.
- Documented procedures are in place to ensure control is maintained over access and sessions using WebEx.
- The remote access policy and other IT policies and guidance were noted to be up to date and current and a process for regular review and approval is in place.

- As part of the use of Office 365 introduced as part of the National Enabling Programme (NEP), multifactor authentication has been implemented and guidance as to its usage established.
- Remote access sessions are logged with some alerts, such as geographically unusual logins, with built in and reactive review undertaken if an issue is suspected.
- The LogRhythm system provides real-time and near real-time monitoring, alarming, and analysis of security related data enabling analysts to recognise and respond to threats quickly. The LogRhythm Web Console is used to access logs, events, and alarms and to resolve incidents. The data can be used to monitor security events, unauthorised activities, and misuse of company resources.
- The LogRhythm system has a number of inbuilt alarms included.
- The National Management Centre (NMC) also provides an ongoing ‘Threat Hunting Service’ which will proactively and reactively hunt for security threats based on cyber threat intelligence (generated by the NMC) and data collected from Force ICT estates. Vulnerability assessment scanning is also being piloted by NMC covering servers and firewalls.
- The Force has an annual IT Health Check that includes penetration testing as well as regular vulnerability testing carried out through Tenable SecurityCenter (known as Tenable.SC) and Nessus.
- The Force use Cisco ASA 5585x with Firepower Services, providing the Intrusion Prevention System (IPS) and Next Generation Firewall (NGFW) on the perimeter (“internet facing”). The Force currently have an IPS policy which balances security on

the Firepower for any inbound traffic from the Internet, this includes circa eight thousand IPS rules.

- Security incidents follow a defined Incident Management Process. Incident Management aims to manage the lifecycle of all incidents (unplanned interruptions or reductions in quality of IT services). The primary objective of this process is to return the IT service to users as quickly as possible. Whilst minimising the adverse impact to the business, ensuring the best possible levels of service quality and availability are maintained.
- Where possible the Incident Management Process will attempt to eliminate/fix issues rather than provide short term workarounds that require further remedial action to be undertaken at a later date.
- The Force has a script to follow if a non-police staff or employee requests access to the network and applications. Form 806a must be completed - appropriate and current vetting levels must be present and a number of additional approvals required.
- The Force has a documented change management process. The purpose of this document is to define the end to end change management process and its associated roles, responsibilities, deliverables and dependencies. This is to ensure that quality IS services are delivered, and the process is consistently applied in all areas of IS and that everyone within the IT department understands their responsibilities.
- The Change Advisory Board (CAB) considers high impact/priority/cost operational Requests for Change (RFC), and makes recommendations as to whether they should be accepted and implemented, put on hold, or rejected. The change request is

tracked through the IT Service Management system known as Alemba.

- An example remote access change, CH15195, was selected for review where the need to urgently transfer Virtual Private Network (VPN) connections to new Virgin 1GBps connections to support was dealt with as an emergency change and it was noted to follow the prescribed process including testing plan and backout plan.
- Antivirus/Malware is deployed via Windows Defender for endpoints such as laptops and desktops and McAfee is installed on servers. The Force is currently trialling Windows Defender on servers.



## **Risk Management**

IT Security is embedded within the ICT and Force-Wide risk management processes and the force has historically maintained a risk in the Risk Register addressing the threat of cyber-attack and has implemented mitigating controls to reduce the overall risk score.

This coupled with regular management engagement indicates that, whilst there remain areas for improvement the organisation has made progress, addressed critical issues and has maintained its accreditations in GIRR and PSN (although currently only conditional).

## **Sector Comparison**

The Force faced the same challenges as many other organisations at the time of the first lockdown and enforced working from home for many of its users with an increase in remote users from around 200 to 1400. This required some remedial work but this was swiftly done through its change management processes and no significant issues have occurred since.

## 04. Areas for Further Improvement and Action Plan

Definitions for the levels of assurance and recommendations used within our reports are included in Appendix A1.

We identified a number of areas where there is scope for improvement in the control environment. The matters arising have been discussed with management, to whom we have made recommendations. The recommendations are detailed in the management action plan below.

	Observation/Risk	Recommendation	Priority	Management response	Timescale/ responsibility
4.1			3	<p>All force users are required to go through the process of MFA registration, which provides an extra layer of security for our users. The process involves a code being sent to the user by text for additional verification.</p> <p>It was agreed at the Derbyshire NEP Board Meeting in April 2020 that there will be some users who need to use their personal mobile number in these exceptional times to complete the MFA process as they do not have access to a work</p>	Issue is already resolved but Controlworks incompatibility due to be resolved by end of Sept 2021.

	Observation/Risk	Recommendation	Priority	Management response	Timescale/ responsibility
				<p>mobile. This is secure with Microsoft and is for the purpose of verification to offer some reassurance. to users. The users who have not had their email migrated to Exchange online (M365) all reside within the Force Control Room, the reason for the delay in related to the Capita Controlworks application and current version incompatibility with M365 email. This issue is expected in the next release of Controlworks due to be deployed in Sept 2021.</p>	

## A1 Audit Information

Audit Control Schedule	
<b>Client contacts:</b>	Richard Cariss, Head of IT Richard Apaya
<b>Internal Audit Team:</b>	David Hoose, Partner Mark Lunn, Internal Audit Manager Neil Belton, IT Audit Manager
<b>Finish on Site / Exit Meeting:</b>	16 <sup>th</sup> July 2021
<b>Draft report issued:</b>	19 <sup>th</sup> July 2021
<b>Management responses received:</b>	23 <sup>rd</sup> July 2021
<b>Final report issued:</b>	23 <sup>rd</sup> July 2021

### Scope and Objectives

The audit will assess the adequacy and effectiveness of internal controls detailed below in operation. Weaknesses identified will then be brought to the attention of management and advice will be issued on how particular problems may be resolved and controls improved to minimise future occurrence.

The scope will cover, but may not be restricted to, both the current and proposed controls in the following areas:

#### Remote Access Policy and Procedure

- Force has a formal policy governing remote access session.
- Documented procedures are in place to ensure control is maintained over access and sessions.
- Policies and procedures are regularly reviewed and approved.

#### Access Security

- Remote working controls to secure access are in place including multifactor authentication
- Remote access sessions are logged.
- Remote access logs are monitored.
- Intrusion detection system is in place
- Penetration testing/Vulnerability scanning takes place.
- Security incident alarms are in place.

- Security incidents are followed up and investigated.
- 3rd party access is only granted through pre vetting and accessed using unique authentication (For example, user ID, Password and secure key).

#### Change Control

- Changes to the Remote Access security features are governed by change management protocols.
- Significant Changes are tested and documented.

#### Device Security

- Devices used are secure with virus/malware and encryption protection implemented.
- Data Loss Prevention and other monitoring tools are in place.

#### Performance

- The remote access service capacity and performance is monitored and reviewed.

The overall objective of this internal audit is to provide the Senior Management and Audit Committee with reasonable, but not absolute, assurance. We will review the adequacy and effectiveness of the current key controls relating to the IT Security within the Force. In giving this assessment it should be noted that assurance cannot be absolute. The most an Internal Audit Service can provide is reasonable assurance that there are no major weaknesses in the framework of internal control.

We are only able to provide an overall assessment on those aspects of the IT Security process that we have tested or reviewed. Testing

has been performed on a sample basis, and as a result our work does not provide absolute assurance that material error, loss or fraud does not exist.

Definitions of Assurance Levels		
Assurance Level	Adequacy of system design	Effectiveness of operating controls
<b>Significant Assurance:</b>	There is a sound system of internal control designed to achieve the Organisation's objectives.	The control processes tested are being consistently applied.
<b>Satisfactory Assurance:</b>	While there is a basically sound system of internal control, there are weaknesses which put some of the Organisation's objectives at risk.	There is evidence that the level of non-compliance with some of the control processes may put some of the Organisation's objectives at risk.
<b>Limited Assurance:</b>	Weaknesses in the system of internal controls are such as to put the Organisation's objectives at risk.	The level of non-compliance puts the Organisation's objectives at risk.
<b>No Assurance:</b>	Control processes are generally weak leaving the processes/systems open to significant error or abuse.	Significant non-compliance with basic control processes leaves the processes/systems open to error or abuse.

Definitions of Recommendations	
Priority	Description
<b>Priority 1 (Fundamental)</b>	Recommendations represent fundamental control weaknesses, which expose the organisation to a high degree of unnecessary risk.
<b>Priority 2 (Significant)</b>	Recommendations represent significant control weaknesses which expose the organisation to a moderate degree of unnecessary risk.
<b>Priority 3 (Housekeeping)</b>	Recommendations show areas where we have highlighted opportunities to implement a good or better practice, to improve efficiency or further reduce exposure to risk.

## A2 Statement of Responsibility

### Status of our reports

We take responsibility to the Office of the Police, and Crime Commissioner for Derbyshire and Derbyshire Police for this report which is prepared on the basis of the limitations set out below.

The responsibility for designing and maintaining a sound system of internal control and the prevention and detection of fraud and other irregularities rests with management, with internal audit providing a service to management to enable them to achieve this objective. Specifically, we assess the adequacy and effectiveness of the system of internal control arrangements implemented by management and perform sample testing on those controls in the period under review with a view to providing an opinion on the extent to which risks in this area are managed.

We plan our work in order to ensure that we have a reasonable expectation of detecting significant control weaknesses. However, our procedures alone should not be relied upon to identify all strengths and weaknesses in internal controls, nor relied upon to identify any circumstances of fraud or irregularity. Even sound systems of internal control can only provide reasonable and not absolute assurance and may not be proof against collusive fraud.

The matters raised in this report are only those which came to our attention during the course of our work and are not necessarily a comprehensive statement of all the weaknesses that exist or all improvements that might be made. Recommendations for improvements should be assessed by you for their full impact before they are implemented. The performance of our work is not and should not be taken as a substitute for management's responsibilities for the application of sound management practices.

This report is confidential and must not be disclosed to any third party or reproduced in whole or in part without our prior written consent. To the fullest extent permitted by law Mazars LLP accepts no responsibility and disclaims all liability to any third party who purports to use or reply for any reason whatsoever on the Report, its contents, conclusions, any extract, reinterpretation amendment and/or modification by any third party is entirely at their own risk.

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# JOINT AUDIT RISK ASSURANCE COMMITTEE

<b>REPORT TITLE</b>	ANNUAL GOVERNANCE STATEMENT
<b>REPORT BY</b>	CHIEF FINANCE OFFICER / DIRECTOR OF FINANCE
<b>DATE</b>	29 JULY 2021

## PURPOSE OF THE REPORT

1. To receive, review and comment upon the Police & Crime Commissioner's and Chief Constable's Annual Governance Statements (AGS).

## ATTACHMENTS

Annual Governance statements:

Appendix A - PCC

Appendix B - CC

## RECOMMENDATIONS

1. That the Committee receives, reviews and comments on the PCC and CC AGS's as set out in Appendices A & B.
2. That the Committee approves the inclusion of the AGS (together with the Regional Collaboration AGS) within the PCC/Group Accounts for 2020/21 (Appendix A).



**POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE**  
**STATEMENT OF ACCOUNTS 2020/21**  
**COMMISSIONER'S ANNUAL GOVERNANCE STATEMENT 2020/21**

**Position as at 31 March 2021 including plans for the financial year 2021/22**

**1 INTRODUCTION**

1.1 This Annual Governance Statement (AGS) explains how the Police and Crime Commissioner (Commissioner) has complied with: -

- The Derbyshire Joint Code of Corporate Governance.
- Requirements of Regulation 6[1] (a) of the Accounts and Audit (England and Wales) Regulations 2015 in relation to the review of the effectiveness of the system of internal control.
- The Police Reform and Social Responsibility Act 2011 (the Act).

1.2 The Commissioner and the Chief Constable have approved and adopted a Derbyshire Joint Code of Corporate Governance which is consistent with the seven principles of the CIPFA Framework: *Delivering Good Governance in Local Government: Guidance note for Policing in England & Wales 2016*. A self-assessment matrix demonstrates how the Police and Crime Commissioner complies with those principles. A copy of the Joint Code of Corporate Governance can be obtained from the Chief Executive, Office for the Police and Crime Commissioner for Derbyshire, Butterley Hall, Ripley, Derbyshire, DE5 3RS. It is also available on the Commissioner's website.

1.3 The Chief Constable produces her own AGS which covers in more detail the activities of Derbyshire Constabulary together with any action plans produced to address governance or control issues. The Police and Crime Commissioner has reference to the Chief Constable's AGS (particularly the action-plan) and will monitor delivery against any actions as part of holding the Chief Constable to account. It is recommended that this AGS is therefore read in conjunction with the Chief Constable's version.

## **2 SCOPE AND RESPONSIBILITY**

- 2.1 The Commissioner and the Chief Constable are responsible for ensuring that business is conducted in accordance with the law and proper standards, that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.
- 2.2 The Commissioner is responsible under the Police Reform and Social Responsibility Act 2011 for securing, amongst other things, an efficient and effective police service for Derbyshire and to deliver value for money, and continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.
- 2.3 In discharging this overall responsibility, the Commissioner is also responsible for putting in place proper arrangements for the governance of its affairs and facilitating the exercise of its functions, which includes ensuring a sound system of internal control is maintained through the year and that arrangements are in place for the management of risk. She may do this through delegation to her officers.

## **3 THE POLICE AND CRIME PANEL**

- 3.1 The Police and Crime Panel has been established under legislation to hold the Commissioner to account by scrutinising her decisions and also has a role to play in overseeing the police and crime plan, on the setting of the precept, the appointment of the Commissioner's statutory officers and in the appointment of a Chief Constable. The panel is politically and geographically [REDACTED]  
[REDACTED]  
[REDACTED] independent members. There are 19 members on the Derbyshire panel.

**Commented [169731]:** Waiting on email response from DCC re current Panel make-up (it has been changing since the elections)

## **4 THE PURPOSE OF A GOVERNANCE FRAMEWORK**

4.1 The Police Reform and Social Responsibility Act 2011 changed the way policing was governed by introducing one directly elected Commissioner. The Commissioner is a corporation sole, as is the Chief Constable, and this required a new governance framework to be adopted.

4.2 Governance is about the systems, processes, culture and values which companies and other organisations are directed and controlled. Good governance enables the Commissioner to:

- Deliver on her vision and priorities for policing and crime
- Performance manage the Chief Constable and other partners
- Hold the Chief Constable and other partners to account for delivery
- Make decisions in an open, transparent way
- Engage with the public and victims to achieve better outcomes
- Provide good stewardship over public funds and achieve value for money

Importantly, it also provides an appropriate level of control and flexibility to enable the Chief Constable to make timely, efficient and effective operational decisions.

4.3 The Policing Protocol Order 2011 requires the Commissioner to abide by the seven Nolan Principles as defined by the Committee on Standards in 'Public Life' published in May 1995. These principles include: selflessness, integrity, objectiveness, accountability, openness, honesty and impartiality. The protocol also defines the Chief Constable's operational independence from interference by the Commissioner.

4.4 The Commissioner has sworn an oath of impartiality. This has committed her to serve local people without fear or favour and it sets out her public commitment to performing her role with integrity, impartiality and fairness.

4.5 The Commissioner's governance framework has been in place since 22 November 2012 when the first Commissioner for Derbyshire was elected. The

framework was in place at the year-end 31 March 2021. The original framework was amended with effect from 1 April 2014 to reflect the transfer of all police staff (except those under the direct control of the Commissioner) to the employment of the Chief Constable (called the Stage 2 transfer). The Police and Crime Commissioner's governance framework applies up to and including the date that the 2020/21 Statement of Accounts are approved for publication.

- 4.6 The Police & Crime Commissioner is able to confirm that her financial management arrangements conform to the Financial Management Protocol issued under the Police Reform and Social Responsibility Act 2011 and the CIPFA Statement on the Role of the Chief Finance Officer (CFO) of the Police & Crime Commissioner and the Role of the CFO of the Chief Constable. [The arrangements in place are in line with the expectations set out in the CIPFA Financial Management Code 2019.](#)

## **5 THE POLICE AND CRIME PLAN**

- 5.1 Each Commissioner is required to set out their vision, priorities and objectives for policing and crime within the Police and Crime Plan which has effect (subject to review) until the end of the financial year following a normal PCC election. The production and publication of the Police and Crime Plan is a core statutory planning requirement as defined by the Police Reform and Social Responsibility Act 2011. The Plan sets out the resources and assets that the Commissioner will make available to the Chief Constable for policing and the mechanisms by which the Chief Constable will report on performance and be held to account.
- 5.2 In developing the plan the Commissioner is required to consider a number of duties. These include:
- Working and co-operating with partner organisations in developing and implementing local crime and disorder strategies.
  - Engaging and consulting with the public, victims of crime and businesses.
  - Resources to support the strategic policing requirements to address national risks, harm and threats.

- Have regard to the safeguarding of children, promoting the welfare of children and equality and diversity
- Co – operation with local criminal justice bodies to provide efficient and effective criminal justice services.

5.3 Developing the Police and Crime plan is part of the Commissioner's annual business planning and commissioning cycle process. The Commissioner may review the Police and Crime plan to take account of public and victim consultation and findings from the any partnership risk and threat assessment, subject to consultation with the Chief Constable and approval by the Police and Crime Panel.

5.4 Although the Chief Constable is responsible for operational policing matters, the direction and control of police personnel and for putting in place proper arrangements for the governance of the Constabulary, the Commissioner is required to hold her to account for the exercise of those functions and those of the persons under her direction and control. It therefore follows that the Commissioner must satisfy herself that the Constabulary has appropriate mechanisms in place for the maintenance of good governance, and that these operate in practice. To this end and because of the Chief Constable being a corporation sole with her own accounts, the Commissioner has had regard to the Chief Constable's AGS when producing her own AGS.

## **6 THE INTERNAL CONTROL ENVIRONMENT**

6.1 The system of internal control is a significant part of the governance framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Commissioner's policing objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them effectively, efficiently and economically.

- 6.2 The following documents and strategies establish the policies, aims and objectives at a high level:
- The Police and Crime Plan reflecting local and national priorities
  - The Office of the Police and Crime Commissioner Business Plan
  - The Medium Term Financial Plan
  - Strategic Risk Registers (Constabulary and Commissioner)
  - The Joint Scheme of Corporate Governance
  - The Code of Corporate Governance
  - The Scheme of Delegation and Consent
  - The Financial Regulations and Contract Regulations
  - Meetings protocol
  - Terms of reference for the Joint Audit Risk and Assurance Committee (JARAC)
- 6.3 These documents and other strategies and policies, which incorporate best practice, demonstrate that the Commissioner operates a good system of internal control and is detailed further in the following key elements of the Internal Control environment.
- 6.4 The Internal Control environment supports the Commissioner in establishing, implementing and monitoring policies and objectives. The Commissioner, in consultation with the Chief Constable, [will publish her Police and Crime Plan later in 2021 \(following her election in May 2021\)](#) which [will](#) articulates the policing objectives, based on public consultation, the assessment of risk and threat in the County and the Commissioner's manifesto commitments. The plan has to have regard to the national Strategic Policing Requirement and the Policing Protocol, as well as the community safety priorities of the responsible authorities.
- 6.5 The Medium Term Financial Plan and the Risk Registers are linked to the policing objectives identified in the Police and Crime Plan. These objectives are used to direct resources and manage activity and risk.

6.6 The policing objectives in the Police and Crime plan for Derbyshire are: -

Tbc – this section will be updated when the Police and Crime Plan is finalised in approximately September 2021

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6.7 The activities of the Constabulary are further governed by the vision, corporate values, principles and behaviours that have been agreed by the Commissioner and the Chief Constable.

6.8 Through the mechanism of a regular public Strategic Priorities Assurance meeting (SPA), the Commissioner receives reports from the Chief Constable, the Chief Constable's Director of Finance, the Chief Executive and the Chief Finance Officer on the implementation of these objectives, financial management and emerging issues. Each SPA meeting is thematic and includes input from partners concerning the specific Police & Crime Plan objectives being considered. This is supplemented by a range of policies and processes to support the operation of the Commissioner's office, including a scheme of delegation to officers, standing orders relating to the business of the Commissioner, and codes of conduct for the Commissioner and her Deputy (if relevant) as well as the staff of the OPCC.

## **7 DERBYSHIRE POLICE AND FIRE PARTNERSHIP (LLP)**

7.1 The LLP was established by Derbyshire Fire Authority (through the Chair) and the Police and Crime Commissioner as a vehicle by which joint estates projects such as the Joint Headquarters and Joint Training Centre buildings could be built and maintained. The LLP leases space to the respective operational services (Derbyshire Police and Derbyshire Fire & Rescue Service).

7.2 The LLP has its own corporate governance framework, based on the Nolan Principles, which reflects the desire of both parties to work together in the interests of the local community that they serve.

7.3 The LLP Management Board (co-chaired by the Police and Crime Commissioner and Chair of the Fire Authority) meets quarterly to (a) have oversight of how the two buildings are being operated/utilised (b) consider any proposals from officers and (c) to discuss any future opportunities that the LLP may be considered the right vehicle for. Both Chairs are supported by director-level officers from their respective organisations as well as subject matter experts as required.

## **8 RISK MANAGEMENT**

- 8.1 The Chief Finance Officer leads on risk management for the Commissioner. This encompasses both risks specific to the Commissioner's responsibilities but also a broader oversight over the Force's risk management system.
- 8.2 The Commissioner's risk register contains strategic risks linked to the Police & Crime Plan objectives as well as more operational risks that emerge from the work her office undertakes on her behalf.
- 8.3 The Commissioner utilises the same risk management system and methodology as the Force and reports twice yearly to the JARAC. The Chief Finance Officer attends the Force's Risk Board as do, on occasion, members of the JARAC.
- 8.4 Risk management is a standing item on the agenda of the key management and team meetings within the Commissioner's office and most notably features heavily in the Commissioner's Executive Team meeting.
- 8.5 Risk is discussed regularly between the Commissioner, her office, the Chief Constable and her office – particularly strategic risks that have relevance to the broader policing and crime portfolio.
- 8.6 Both the Commissioner and the Force's risk management systems are subject to regular internal audit review, the most recent of which recognised that the systems and controls gave significant assurance.



## **9 TRANSPARENCY**

- 9.1 The Commissioner has adopted and is following a wide ranging and robust transparency agenda which, whilst it is based on the secondary legislation of the two Specified Information orders and the requirements of the Information Commissioner's Office, is nevertheless one of the Commissioner's key tenets. Meetings are publicised in advance and published along with any supporting reports that are not subject to a restrictive marking.
- 9.2 The financial management of the Commissioner's business is integrated with, and influenced by, many of the above processes, and includes processes for forward planning of expenditure and resources; budget consultation, setting and monitoring; and completion of final accounts, all aimed to be accurate, informative and timely. The Commissioner also has in place financial regulations designed to support sound financial management policies and procedures, and adherence thereto, and to reflect the Commissioner's current management structure and business activities.
- 9.3 In order to ensure compliance with policies, procedures and statutory requirements, the Commissioner has a range of controls and processes in place, as set out below. These processes also assist the Commissioner to ensure the economical, effective and efficient use of resources, and to secure continuous improvement in exercising her functions, providing for an effective performance management and reporting process.
- 9.4 The Commissioner or her representatives sit on project boards at all levels within the Constabulary and the Constabulary regularly provides the Commissioner with information on performance, finance and risk management, in accordance with an agreed forward plan, which is published.
- 9.5 Collaborative functions are overseen by the East Midlands Police and Crime Commissioners Board (EMPCCB). The Board provides oversight of all collaboration activities in the region and is a forum for all Police and Crime Commissioners and Chief Constables to share and demonstrate their

experiences of partnership work. All forces can discuss governance, performance and financial issues at the regular EMPCCB meetings. The EMPCCB is supported by the Regional Resources Board which has oversight of financial and internal audit matters for collaborative activity. In addition, there is a Regional CFO/FD Board where both the Commissioner and Chief Constable's respective Chief Finance Officers discuss financial, audit and risk matters and advise the Regional Resources Board. The collaboration approach builds on best practice from across the region and nationally to improve performance and enhance resilience as well as delivering a cost saving agenda.

- 9.6 There are 5 forces in the East Midlands region –Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire. These continue to review collaborative arrangements through the East Midlands Police Collaboration Programme (EMPCP) which is led by the Deputy Chief Constable East Midlands. All the projects aim to save money, increase capacity and capability, maintain or improve customer service standards, use officer and staff time in the best way possible, deliver the best service with the resources available, improve performance or make better use of technology. The EMPCP focuses on delivering joint regional work in both operational and non-operational support services. Not all collaboration initiatives are shared by all five forces. Further information on the collaborations which Derbyshire is a participant in can be found within the main Statement of Accounts.
- 9.7 A regional AGS has been produced by the Deputy Chief Constable East Midlands covering performance monitoring, arrangements for compliance with relevant laws, policies and procedures, and that appropriate controls are in place for the management of resources. A management structure is in place, with clear lines of accountability for both operational issues and use of resources. Budgets for each service are approved each year at EMPCCB which defines the expenditure targets for each area of policing within regional collaboration.

- 9.8 Each force actively supports the budget allocation and sets its own precept accordingly. Management reports showing costs against budget are produced monthly and unexpected variances are investigated and explained, ready for reporting to EMPCCB quarterly (having been reviewed at the Regional CFO/FD Board and the Regional Resources Board. The monthly expenditure reports are shared across the region to provide each force with visibility over expenditure to date.
- 9.9 Whilst the EMPCCB provides joint oversight, Commissioners remain individually responsible for their decisions and Chief Constables are held to account locally for activities they carry out regionally.
- 9.10 The Joint Audit Risk and Assurance Committee (JARAC) for the Chief Constable and the Commissioner is charged with overseeing the corporate governance process, management of risk and financial reporting arrangements. It carries out the role similar to that of an audit committee but acts in an advisory and assurance capacity. It will review the Annual Governance Statement and approve its inclusion in the annual Statement of Accounts.

## **10 REVIEW OF THE JOINT CODE OF CORPORATE GOVERNANCE 2020/21**

- 10.1 In adopting the Joint Code the Commissioner undertook to demonstrate compliance with the principles of corporate governance in each of the six dimensions of her business:
- Focusing on the purpose of the Commissioner and the Constabulary, and on outcomes for the community, and creating and implementing a vision for the local area
  - Leaders, officers and partners working together to achieve a common purpose with clearly defined functions and roles;
  - Promoting values for the Commissioner and demonstrating the values of good governance through upholding high standards of conduct and behaviour;

- Taking informed and transparent decisions which are subject to effective scrutiny and managing risk;
- Developing the capacity and capability of the Commissioner and the Officer of the Police and Crime Commissioner to be effective; and
- Engaging with local people and other stakeholders to ensure robust public accountability.

A self-assessment tool has been adopted by the Commissioner to evaluate how well she met her own code during 2020/21, together with identifying what areas of work will be reviewed or improved in 2021/22. The self-assessment tool is reviewed regularly and at least annually.

## **11 DELIVERING THE GOVERNANCE FRAMEWORK**

- 11.1 The Commissioner is committed to maintaining an effective governance framework.
- 11.2 The JARAC has oversight over the full range of audit and inspection activity undertaken (excluding ethics dip testing). This provides effective assurance that governance arrangements are working effectively. The JARAC has ~~begun enhancing~~ developed its role in providing assurance on the Chief Constable and Commissioner's financial management arrangements during 2020/21.
- 11.3 External audit is carried out by Ernst & Young LLP, whilst Mazars provides the internal audit service. HMICFRS (Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services) have no remit to inspect the Commissioner but can inspect activities on request and for a fee. In addition, changes to either Fire governance and/or complaints handling may see elements of the Commissioner's activities inspected.
- 11.4 The designated Monitoring Officer (the Commissioner's Chief Executive) is responsible for promoting and maintaining high standards of conduct of the Commissioner and her deputy (if relevant) by monitoring compliance with the

Commissioner's Code of Conduct and the Register of Interests and Hospitality.

- 11.5 Collaboration is overseen by Management Boards together with the work of the Regional Resources Board and Regional CFO/FD Board which inform the agendas of the East Midlands Police and Crime Commissioners Board.

## **12 REVIEW OF EFFECTIVENESS OF INTERNAL CONTROL**

- 12.1 The Commissioner has responsibility for conducting, at least annually, the review of the effectiveness of the system of internal control. The review of effectiveness of the system of internal control is informed by the work of the internal auditors and the managers within both the Constabulary and the Commissioner's Office who have responsibility for the development and maintenance of the internal control environment. It is also informed by the comments received from external auditors, and other agencies.
- 12.2 There are a number of ongoing processes, which review effectiveness from several different perspectives, and these are explained further within the Review of Effectiveness of Internal Control (a copy of which is available on the PCC's website).
- 12.3 Internal Audit also provides assurance statements for each audit they carry out during the year, categories being Significant, Satisfactory, Limited or No Assurance.
- 12.4 Management Assurance statements were provided to the Chief Executive and Chief Finance Officer by individual Senior Officers in the OPCC to provide confirmation on the status of the internal control environment within their areas of responsibility.
- 12.5 The Head of Internal Audit Opinion has reported that **"Our overall opinion is that adequate and effective risk management, control and governance processes were in place to manage the achievement of the**

**organisation's objectives."** and this is as detailed in the Internal Audit Annual Report 2020/21.

**Commented [169732]:** This is a draft position and will be updated once the Internal Audit Annual Report has been finalised. Internal Audit work for 2020/21 was being completed during Q1 2021/22 with no known issues being raised to change the overall opinion at the time of writing

- 12.6 In addition to the above formal review, assurance is provided throughout the year through:
- The framework of regular management information.
  - Internal audit reviews, advisory reports and progress and follow-up reports.
  - Performance monitoring arrangements.
  - The role of the ~~Professional Standards~~ Organisational Learning, Culture and Ethics (OLCE) Department where their work impacts on the activities of the Commissioner's office.
  - Reviews by other external agencies.
- 12.7 Having undertaken the review of the effectiveness of the governance framework by the JARAC, the arrangements continue to be regarded as fit for purpose in accordance with the governance framework. The areas of work or development and new actions planned in 2021/22 by the OPCC are outlined below:
- Periodically review the revised Corporate Governance Framework and self-assessment approach;
  - Continue to review the Police and Crime Plan alongside the Chief Constable's operational plans to ensure alignment;
  - Review the Financial Handbook (and associated regulations/procedures);
  - Undertake thematic internal audit work (with regional partners) across regional collaborations.

### **13 SIGNIFICANT INTERNAL CONTROL ISSUES**

- 13.1 **Significant Internal Control Issues 2020/21** – there were no significant control issues identified during the year and the system of Internal Control is considered to have operated adequately in 2020/21. There are no known post balance sheet events.

13.2 With the exception of weaknesses (rectified within the year) in respect of budget and savings controls referred to above, there were no significant control issues identified~~There were no significant control issues identified~~ and reported in the Statement of Accounts for 2019/20.

#### **14 COVID-19 PANDEMIC**

14.1 2020/21 has seen an unprecedented (in modern times) public health crisis in Covid-19. The global impact has had far-reaching health and financial consequences and has dominated news-cycles for many months.

14.2 Derbyshire Constabulary finds itself on the front-line of public safety alongside other key workers in health and local authority settings. As a result, the Constabulary activated its Gold Command processes early in the pandemic to monitor and oversee Force preparations both internally (dealing with resilience, sickness and abstraction issues) and externally (policing the 'new norm'). The Commissioner is represented in the Gold Command meetings by her Chief Executive and Chief Finance Officer. In addition, the Deputy Chief Constable sits on the Local Resilience Forum (where local authority partners work together on county-wide issues) and chairs the Strategic Co-Ordination Group (which links to the LRF and activates in times of crisis). Both meetings are briefed back to the Commissioner regularly to provide assurance.

14.3 The Constabulary has demonstrated excellent preparedness (most notably in terms of PPE and maintaining resource levels) throughout the pandemic and has regularly reviewed its own resilience to be 'in the green'. Sickness and other abstraction (i.e. shielding) levels have remained low throughout the pandemic and therefore the policing services provided to Derbyshire has remained robust throughout.

14.4 Emergency powers exist within the governance framework for decisions to be taken outside of normal processes in exceptional circumstances. For example, decisions normally taken by the PCC could be delegated to either her executive team or in some circumstances the Chief Constable and her Chief Officer team. No emergency powers have had to be activated during the pandemic thanks in large part to the work the Constabulary has carried out to enable video-conferencing facilities and home-working solutions.

- 14.5 Whilst very relatively few 'face-to-face' meetings have taken place since lockdown the pandemic began, video-conferencing has become the new normal and has allowed the PCC and her team to remain closely connected with the Constabulary's work as if they were physically present. More recently, both organisations have begun to hold hybrid (i.e. in-person and virtual attendance simultaneously) meetings as staff begin returning to work on a flexible basis.
- 14.6 Costs related to the Constabulary's activities during the pandemic are regularly reported to the Home Office. The PCC's Chief Finance Officer oversees the process of cost-collation and reporting to provide assurance to the PCC that Derbyshire's interests are being protected. Funding has been made available from the government to assist PCCs and Chief Constables cover the costs of policing during the pandemic. Derbyshire has made full use of that available funding which has served to insulate it from the financial risk it would otherwise have faced.
- 14.7 As no emergency powers have had to be activated in Derbyshire, there is no known impact on the overall assessment of governance arrangements. Furthermore, the lengths we have gone to that have kept the organisation connected (albeit virtually) during the pandemic will serve us well ~~in~~ establishing a new normal when circumstances allow a return to office based working as staff begin returning to work on a different basis to before the pandemic. This ~~may will~~ include greater remote-working, less call for travelling and more efficient decision-making processes where, for example, we have replaced a manual process with an electronic equivalent.

## 15 LOOKING FORWARD

- 15.1 2021/22's financial settlement was marginally better than had been expected in the run-up to the government's announcements. A 6.3% increase in the Police Grant (including historic police officer uplift funding), £1.4m staged payments to fund 83 additional officers in Derbyshire (as part of the Police Uplift Programme in 2021/22) and £15 maximum precept increase (a decision taken by the previous PCC) ensured that a balanced budget could be set in 2021/22.



- 15.2 Our current best, medium and worst-case model for 2022/23 shows a range of between £5.1m surplus and £12.5m deficit, with a more probable likelihood of a budget shortfall of between £2.6m and £4.95m, depending primarily on funding assumptions. However, this will be updated in the autumn through a revised strategy and to reflect the challenges of COVID 19.
- 15.3 The potential funding deficits will place a greater emphasis on the Constabulary's efficiency and value-for-money arrangements in order to ensure a balanced budget can be presented.
- 15.4 The PCC continues to invest in the Estate to support the Chief Constable's desire to improve the infrastructure and reduce the reliance on costly and obsolete older buildings. That strategy will see the opening of a new station at Ascot Drive in Derby as well as expected progress with the hub stations in the north-east and north-west of Derbyshire.
- 15.5 With the election of a new Commissioner, the Chief Executive and Chief Finance Officer will work with Commissioner Angelique Foster to shape her police and crime plan, office structure and appropriate governance arrangements. Further details of which will be published in due course.
- 15.6 The Chief Constable and Commissioner will develop their working relationship during 2021/22 in order that the police and crime plan can be finalised and that the Chief Constable can be held to account for her responsibilities in its delivery.
- 15.7 The Commissioner's statutory officers (Chief Executive and Chief Finance Officer) will continue to work closely with the Chief Constable, Chief Officer Team and wider Constabulary to scrutinise and have oversight of the challenges facing the Force as laid out in the Chief Constable's own Annual Governance Statement. Both statutory officers either attend or are represented at key meetings within the Force and are regularly consulted with as work progresses.

## **16 CONCLUSION**

- 16.1 During 2020/21 the internal and external auditors continued to work with the organisation and have provided both opportunities and challenges. The Commissioner welcomes the challenge and the support proved by our

auditors; we will continue to meet the financial, economic and governance challenges of ensuring there is an efficient and effective policing service in Derbyshire.

- 16.2 This Annual Governance Statement demonstrates that a sound governance framework exists in Derbyshire and is subject to regular review. Where significant governance or control issues are identified, an action plan is produced to address them. Whilst no issues have been identified by the Police and Crime Commissioner in 2020/21, the Chief Constable's own action plan is referred to and is kept under review as part of holding her to account.
- 16.3 Funding challenges continue for the police service at a national level and that is no different within Derbyshire. The MTFP is kept under review and regular dialogue held with the Chief Constable and her senior officers to ensure that adequate savings plans are put in place (if required) to ensure a balanced budget can be produced for 2021/22 and beyond.

Further Information:

- Police and Crime Commissioner for Derbyshire: Review of the Code of Corporate Governance 2020/21 (see PCC's website)
- Internal Control Environment of the Police and Crime Commissioner for Derbyshire incorporating the review of effectiveness for 2020/21 (see PCC's website)
- Regional AGS 2020/21 (included below)

**Police and Crime Commissioner for Derbyshire**  
**Annual Governance Statement 2020/21**

**Angelique Foster**

Police and Crime Commissioner for Derbyshire

Date:

**David Peet**

Chief Executive

Office of the Police and Crime Commissioner for Derbyshire

Date:

**Andrew Dale**

Chief Finance Officer

Office of the Police and Crime Commissioner for Derbyshire

Date:

# Annual Governance Statement

## 1. Introduction

- 1.1. This Annual Governance Statement explains how the Chief Constable has complied with: -
- The Derbyshire Joint Code of Corporate Governance.
  - Requirements of Regulation 6[1] (a) of the Accounts and Audit (England and Wales) Regulations 2015 in relation to the review of the effectiveness of the system of internal control.
  - The Police Reform and Social Responsibility Act 2011 (the Act).
- 1.2. The Police and Crime Commissioner (Commissioner) and the Chief Constable have approved and adopted a Derbyshire Joint Code of Corporate Governance which is consistent with the principles of the Chartered Institute of Public Finance and Accountancy (CIPFA) Framework: Delivering Good Governance in Local Government: Guidance note for Police. A copy of the Joint Code of Corporate Governance can be obtained from the Chief Executive, Office for the Police and Crime Commissioner for Derbyshire, Butterley Hall, Ripley, Derbyshire, DE5 3RS. It is also available on the Commissioner's website at <https://www.derbyshire-pcc.gov.uk/Document-Library/Transparency/Public-Information/Policies-Procedures-and-Protocols/Code-of-Corporate-Governance---June-2013-FV.pdf>

## 2. Scope of responsibilities

- 2.1. The Commissioner and the Chief Constable are responsible for ensuring that business is conducted in accordance with the law and proper standards, that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. The Commissioner and Chief Constable are responsible under the Police Reform and Social Responsibility Act 2011 (the Act) for securing, inter alia, efficient and effective policing for Derbyshire and to deliver value for money, being continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.
- 2.2. In discharging this overall responsibility, the Chief Constable is responsible for putting in place proper arrangements for the governance of her affairs and facilitating the exercise of her functions, which includes ensuring a sound system of internal control is maintained through the year and that arrangements are in place for the management of risk.
- 2.3. The Chief Constable for Derbyshire is responsible for maintaining the Queen's peace and has direction and control over the officers and staff operating within Derbyshire Constabulary. The Chief Constable holds office under the Crown and is appointed by the Commissioner.
- 2.4. The Chief Constable is accountable in law for the exercise of policing powers and to the Commissioner for the delivery of efficient and effective policing, management of resources and expenditure by Derbyshire Constabulary. At all times the Chief Constable, her officers and staff remain operationally independent in the service of the public. In discharging her overall responsibilities, the Chief Constable is responsible for establishing and maintaining appropriate risk management processes, governance arrangements and ensuring that there is a sound system of internal control which facilitates the effective exercise of these functions.
- 2.5. The Chief Constable appointed a professionally qualified Chief Financial Officer (CFO) for Derbyshire Constabulary with effect from 22 November 2012. In March 2019 both the Chief Constable and Derbyshire Fire and Rescue Service approved the creation of a permanent Joint CFO role to cover both organisations.
- 2.6. Under the Police Reform and Social Responsibility Act 2011 the Chief Constable's CFO has a personal fiduciary duty by virtue of their appointment as the person responsible for the proper financial administration of Derbyshire Constabulary. This includes requirements and formal powers to safeguard lawfulness and propriety in expenditure (Section 114 of the Local Government Act 1988 as amended by paragraph 188 of Schedule 16 to the Police Reform and

Social responsibility Act 2011 (“2011 Act”). The Chief Constable’s CFO is a key member of Derbyshire Constabulary’s Chief Officer Team, helping it to develop and implement strategy and to resource and deliver the Commissioner’s strategic objectives sustainably and in the public interest. The CFO is actively involved in, and able to bring influence to bear on, all strategic business decisions of the Chief Constable to ensure immediate and longer term implications, opportunities and risks are fully considered. The CFO leads the promotion and delivery by the Chief Constable of good financial management so that public money is safeguarded at all times and used appropriately, economically, efficiently and effectively. The CFO ensures the finance function is resourced to be fit for purpose and oversees that appropriate management accounting systems, functions and internal controls are in place so that finances are kept under review on a regular basis. The arrangements in place are in line with the expectations set out in the CIPFA Financial Management Code 2019.

- 2.7. Under s.35 of the 2011 Act in exercising her functions the Chief Constable must ensure that good value for money is obtained and this includes ensuring that persons under their direction and control obtain good value for money in exercising their functions.
- 2.8. Derbyshire Constabulary (as a standalone entity) is legally required to produce an Annual Governance Statement. This statement helps the Commissioner to hold the Chief Constable to account for efficient and effective policing. This statement sits alongside the Statutory Accounts for the Chief Constable and gives assurance to the Commissioner of Derbyshire Constabulary’s governance arrangements.

### **3. The Governance Framework**

- 3.1. The governance framework comprises the systems and processes, culture and values by which the Chief Constable is directed and controlled and its activities through which it accounts to, engages with and leads its communities. It enables the Chief Constable to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate services and value for money. The Force Management Statement also provides a source of assurance in respect of governance and performance and a high level review of the CIPFA Code of Financial Management has not highlighted any significant areas of non compliance.
- 3.2. The Constabulary’s governance framework was in place at the year-end 31<sup>st</sup> March 2021 and is expected to be up to the date of the approval of the Statement of Accounts 2020/21.
- 3.3. This statement has been prepared for the 2020/21 financial year to state Derbyshire Constabulary’s current governance arrangements, to report on their effectiveness during the year and to outline future actions planned to further enhance the arrangements.
- 3.4. Derbyshire Constabulary has adopted a joint code of corporate governance with the Commissioner, which is consistent with the principles of the CIPFA/SOLACE Framework: Delivering Good Governance in Local Government. This statement explains how the Chief Constable has complied with the code and also meets the requirements of Section 6 of the Accounts and Audit Regulations (England and Wales) 2015 in relation to the publication of a statement on internal control. This is underpinned by the governance framework as follows.
- 3.5. A Joint Audit Risk and Assurance Committee (JARAC) is in place providing independent assurance to both the Commissioner and the Chief Constable on the adequacy (excluding Professional Standards) of:-
  - Risk Management and the internal control framework of the Commissioner and Chief Constable.
  - Governance arrangements including providing for value for money.
  - Support and review work of audit providing assurance on risk management, internal controls and the annual accounts.
  - Appointment of internal audit & recommendations on external audit provision.
  - Appropriate scrutiny of annual accounts, with advice from External Audit, especially the financial reporting process.

#### **4. Corporate Governance Reporting and Processes**

- 4.1. Derbyshire Constabulary's Chief Officer Team, led by the Chief Constable, is responsible for ensuring Derbyshire Police has a corporate governance framework that reflects the principles of openness, integrity, accountability and equality, and supports the delivery of quality policing.
- 4.2. The governance framework enables Derbyshire Constabulary to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost-effective services, including achieving value for money. An annual review of this framework takes place and appropriate improvements are made to ensure that it remains fit for purpose. The Constabulary also carries out regular performance reviews, where each Chief Officer holds the Division or Department to account for their performance. This has been further augmented by the introduction of a Performance Assurance Board to provide additional focus on overall policing performance and a Design Board to approve and oversee significant projects. The Design Board, consisting of the Strategic Leadership Team, also review business cases and priorities with further scrutiny from the Finance Futures Board, to assess funding decisions. This is made up of key representatives of the Constabulary and Police and Crime Commissioners Office
- 4.3. The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Constabulary's policies, aims and objectives, to evaluate the likelihood and potential impact of those risks being realised and to manage them efficiently, effectively and economically.

#### **5. Organisational Structures and Processes**

- 5.1. Decision making structures are well established and are regularly reviewed to ensure they are fit for purpose. The Commissioner's Police and Crime Plan sets out policing priorities and the resourcing of those priorities. It reflects the areas of greatest importance locally, identified through consultation with the public, or where performance improvement is required. Our plan and our planning process are complementary to other partnership plans such as Community Safety Partnerships, Local Criminal Justice Board, Safeguarding Boards and Local Strategic Partnerships.
- 5.2. We work closely with our partners in order to ensure consistency and alignment where possible. The Chief Constable holds regular meetings, which are attended by the Constabulary's Chief Officer Team, Divisional Commanders and Heads of Departments and senior members of staff. These meetings are used to consult on and develop policy and ensure the engagement of the senior managers of the organisation in change. The Police and Crime Plan objectives are cascaded throughout the Constabulary via Divisional and Departmental briefings and included as appropriate in individual learning and development plans.
- 5.3. The Commissioner approves an annual budget for the Constabulary activity which is aligned to the Police and Crime Plan.

#### **6. The risk management process by which Derbyshire Constabulary identifies and seeks to prevent and mitigate key risks**

- 6.1. An infrastructure has been established to support the effective management of risk and ensure that information on risks is gathered and acted on in a consistent and efficient manner. The Risk Management Group annually reviews the Risk Management Policy Statement and policy guidance and meets in year to consider changes in risk and mitigation.
- 6.2. The Constabulary recognises exposure to a wide and diverse range of risks and opportunities in securing the delivery of priorities and objectives. All employees, volunteers, contractors and partners are responsible for identifying and managing risks as part of their role and the Director

of Finance and Business Services, as corporate sponsor, ensures that risk management is supported and championed at Chief Officer Team level and throughout the Constabulary.

- 6.3. The Risk Management Policy provides clear guidance by which the Constabulary manages uncertainty in a structured and effective way. The risk management framework and infrastructure provide a solid foundation for risk management and standard for consistency ensuring that information on risks is gathered and acted upon in an efficient manner. This is captured in a computerised system to manage risks and enable greater analytical information of risks.
- 6.4. Risk management is fully embedded into the business planning process in order to identify the threat, harm and risk facing the Constabulary in order to prioritise and identify areas which need resourcing. The Constabulary maintains a hierarchy of risk registers for strategic, operational, project and programme risks. The strategic risks are subject to scrutiny by the JARAC.
- 6.5. The Risk Management Board, chaired by the Director of Finance and Business Services, meets quarterly to monitor changes to the Constabulary risk profile and process. The Commissioner has a risk champion who attends the meeting to maintain a strategic overview of risk management issues in the Constabulary. This is attended annually by a member of the JARAC.

## **7. Business Continuity**

- 7.1. Derbyshire Constabulary has robust plans in place to ensure business continuity following incidents. The Business Continuity Steering Group, comprising of relevant departmental representatives assist the Business Continuity Manager in developing the business continuity management process and respond to any business continuity crisis, as required.
- 7.2. Business Continuity arrangements involve close liaison with other partners and business continuity links have been strengthened with Derbyshire Fire & Rescue Service. Recent planning for Brexit also involved working with a wide range of partners across Derbyshire.

## **8. Insurance**

- 8.1. The Commissioner continues to maintain, develop and renew its insurance programme in order to minimise financial risks.

## **9. Health and Safety**

- 9.1. Derbyshire Constabulary takes very seriously its responsibility for the health and safety of all who attend the premises where the business of Derbyshire Constabulary is conducted or are affected by our undertaking. The overall responsibility for health and safety matters rests with the Chief Constable, who ensures that effective procedures and processes are in place including a Health and Safety Committee.

## **10. Reviewing and updating standing financial instructions, a scheme of delegation and supporting procedure notes/manuals, which clearly define how decisions are taken and the processes and controls required managing risks**

- 10.1. The Financial Handbook is reviewed and updated regularly to ensure it remains fit for purpose. Following the decision to appoint a Joint CFO for the Constabulary and DFRS, some financial rules have been reviewed to ensure close alignment between the two organisations. Procedure notes and manuals are in place for all key systems and are also reviewed regularly. A Scheme of Delegation sets out financial authorisation levels for police officers and staff throughout the organisation. A Medium Term Financial Strategy is in place and is fully linked to the organisation's strategic objectives. At an operational level, rigorous and regular budget monitoring takes place and a well-established fraud assurance programme is in place. Robust management of income collection and debt recovery continues.

## **11. Ensuring compliance with relevant laws and regulations, internal policies and procedures, and that expenditure is lawful**

- 11.1. Processes for ensuring compliance with relevant law and regulations are well established and work effectively. The Director of Finance and Business Support has statutory responsibilities in this regard, and Internal Audit provides an assurance function and an annual independent objective opinion on the control environment, comprising risk management, internal control and governance.
- 11.2. All reports to the Chief Officer Team and Project Boards together with all reports presented to the Commissioner must consider legal implications.

## **12. Determining the conditions of employment and remuneration of officers and staff, within appropriate national frameworks**

- 12.1. Processes for determining the conditions of employment and remuneration of officers and staff within appropriate national frameworks are well established. Modernisation of police pay reports go to the Chief Officer Team detailing financial impacts, risks and progress to date.
- 12.2. Regular equal pay reviews are undertaken and there is a focus on maintaining market competitive pay and benefits. The Constabulary operates an approved job evaluation scheme based upon role profiles for each post. Regular strategic and local consultation is undertaken with staff associations and trades unions.

## **13. Identifying the development needs of senior officers and staff in relation to their strategic roles, supported by appropriate training**

- 13.1. The Constabulary has an Annual Development Audit, which has been designed to take a more proactive approach to identifying, managing and monitoring work related and personal development objectives for all Police Officers and Police Staff.
- 13.2. Training programmes are available through the regional learning and development structure, the College of Policing, other professional bodies and external suppliers where appropriate.

## **14. Establishing clear channels of communication with all sections of the community and other stakeholders, ensuring accountability and encouraging open consultation**

- 14.1. Derbyshire Constabulary is committed to ensuring our service meets the needs of the people of Derbyshire. Due regard has been taken of emerging stakeholder processes such as the Commissioner's Police and Crime Plan and visits across Derbyshire.
- 14.2. Over the last year this Communication has been further supported by an "Engage" initiative designed to promote greater visibility and interaction with citizens and communities across Derbyshire. This has morphed into the 'Safer Together' Campaign. A central theme of this is the development of a comprehensive engagement strategy, facilitated by the use of the 'Derbyshire Alert' communications system as a means of consulting and sharing information with our communities.

## **15. Whistleblowing and receiving and investigating complaints from the public and handling citizen and other redress**

- 15.1. A confidential reporting policy is in place to enable officers and staff to report any concerns about malpractice or unlawful actions without fear of recrimination.
- 15.2. The Commissioner has made a commitment to putting things right and has a range of policies in order to deal with public complaints. Complaints against the Chief Constable are dealt with by



the Commissioner; complaints against police officers or police staff that are under the direction of the Chief Constable are dealt with by the Chief Constable.

- 15.3. Complaint handling in Derbyshire Constabulary is monitored in regular meetings between the Head of Organisational Learning, Culture and Ethics (OLCE) and the Chief Executive of the OPCC or the Independent Police Complaints Commissioner.
- 15.4. The Constabulary recognises that it does not always get things right. It is essential that we are open and willing to learn from our mistakes and encourage people to come forward to learn from failures. Constabulary also has an Ethics and Culture Group, which aims to provide support to decision makers and leaders on ethical issues.

## **16. Role of the Chief Finance Officer**

- 16.1. CIPFA have published a 'Statement of the Role of the Chief Finance Officer of the Police and Crime Commissioner and the Chief Finance Officer of the Chief Constable', which describes the role and responsibilities of the CFO and sets out the five key principles that define the core activities and behaviours that underpin the role and the organisational requirements required to support them. There is an expectation that organisations will comply with the statement or explain their reasons for not doing so.
- 16.2. The five key principles are that the CFO: -
  - Is a key member of the leadership team, helping it to deliver and implement strategy and to resource and deliver the Commissioner's strategic objectives sustainably and in the public interest.
  - Must be actively involved in and able to bring influence to bear on all material business decisions (subject to the operational responsibilities of the Chief Constable) to ensure immediate and longer term implications, opportunities and risks are fully considered and align with the overall financial strategy.
  - Must lead and encourage the promotion and delivery of good financial management, so that public money is safeguarded at all times and used appropriately, economically, efficiently and effectively.
  - Must lead and direct a finance function that is resourced to be fit for purpose.
  - Must be professionally qualified and suitably experienced.
- 16.3. The Chief Finance officer undertakes the role in accordance with the arrangements detailed in the Home Office Financial Management Code and compliance with the CIPFA Financial Management code.

## **17. Standards of Behaviour**

- 17.1. Codes of conduct are in place for police officers and police staff. Relevant officers in the Constabulary are also subject to professional codes of conduct for their particular profession. For example, the Chief Constable's Chief Financial Officer is bound by the code of the Chartered Institute of Public Finance and Accountancy (CIPFA), of which he is a member.
- 17.2. At least once a year, the Constabulary's policy on professional standards is reviewed by the OLCE and assessed based on its effectiveness and discrepancies over that period. Derbyshire Constabulary expects all members of staff to always be honest, truthful and sincere. We will uphold, administer and enforce all laws without bias or prejudice in a just, consistent and reasonable manner.

## 18. Review of Effectiveness and Conclusion

- 18.1. The Chief Constable has responsibility for conducting a review of the effectiveness of the governance framework within Derbyshire Constabulary at least annually. This review is informed by the work of the Director of Finance and Business Services and managers within Derbyshire Constabulary who have responsibility for the development and maintenance of the governance environment. In preparing the Annual Governance Statement for 2020/21 the Commissioner has placed reliance on this review and the Annual Governance Statement of Derbyshire Constabulary.
- 18.2. Internal Audit provided an independent opinion on the adequacy and effectiveness of the system of internal control and concluded that reasonable assurance can be given regarding the overall internal control environment, with no areas of concern identified by Internal Audit during 2019/20.
- 18.3. In the Annual Audit Letter for 2019/20, the External Auditor reported that they had issued an unqualified opinion on the Statement of Accounts and an unqualified conclusion on the Constabulary's arrangements for securing economy, efficiency and effectiveness in use of resources. They also reported that they had not identified any significant weaknesses in the Constabulary's internal control arrangements.
- 18.4. The annual inspections of police effectiveness, efficiency and legitimacy (PEEL) undertaken by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) looked at three key areas. (*The assessment for Derbyshire Police is show in italics*)

Derbyshire Constabulary was inspected in tranche three and we found:



the extent to which the force is effective at reducing crime and keeping people safe requires improvement.



the extent to which the force operates efficiently and sustainably requires improvement.



the extent to which the force treats the public and its workforce legitimately is good.

- 18.5. Following the last PEEL assessment in 2019, HM Inspector of Constabulary stated

I have concerns about the performance of Derbyshire Constabulary in keeping people safe and reducing crime. I have seen some deterioration in performance in important areas, including operational effectiveness and efficiency.

Last year I reported on the force's poor performance in accurately recording crime. I have been monitoring this closely, and am encouraged by the results of a more recent audit which indicates that improvements are being made.

The constabulary tackles serious and organised crime well, but more thorough supervision and management of suspects is needed in other, more commonly occurring types of crime.

Derbyshire Constabulary needs to improve how it keeps vulnerable people safe; some people at risk are not being adequately protected. More consistency is needed when responding to them in a timely manner, along with closer co-operation with local partners to support them.

Derbyshire Constabulary needs to improve how well it understands current and future demand. It also needs to gain a better understanding of the skills its workforce currently has and those it is likely to need in years to come. I am encouraged that there has been recent meaningful investment in new IT systems and specialist staff to achieve this.

The force continues to uphold an ethical culture and promote well the standards of professional behaviour it expects.

My overall assessment is that Derbyshire Constabulary's performance has declined since our last inspection. I am reassured however that the force has taken a range of immediate steps to address the matters highlighted in our inspection, and I will monitor improvements closely

- 18.6. In response to the inspection, the Constabulary maintains a Force Improvement Group to focus on the actions needed to improve performance and the arrangements in place. A comprehensive performance framework is now in place and significant improvements are already being seen in the areas of demand management, investigations, outcomes and resolution. This is monitored through the Performance Assurance Board and also the PCC's Strategic Priorities Assurance Board (SPAB) with further scrutiny through the JARAC.
- 18.7. HMICFRS also carried out a Custody inspection and Crime Data integrity inspection for Derbyshire Police as part of a rolling programme of inspections across police forces over recent years. There were some immediate remedial actions required in respect of custody facilities which have now been actioned and in the follow up inspection the Inspectorate recognised the progress made in both areas. Again, this is monitored through the Performance Assurance Board and SPAB.
- 18.8. We have been advised on the implications of the results of the review of the effectiveness of the governance framework by JARAC and that the arrangements continue to be regarded as fit for purpose in accordance with the governance framework. Having undertaken the review of governance, the following areas have been identified that are considered important in maintaining and strengthening the internal control environment. These areas will be tracked by the Constabulary and the JARAC over the next 12 months.

Governance Areas	Action
The Constabulary is modelling the financial challenges in its Medium Term Financial Plan, considering the balance between investment, borrowing, reserves and savings	Our current best, medium and worst case model for 2022/23 shows a range of between £5.1m surplus and £12.5m deficit, with a more probable likelihood of a budget shortfall of between £2.6m and £4.95m depending primarily on funding assumptions. However, this will be updated in the autumn through a revised strategy and to reflect the challenges of COVID 19. The Force balanced its budget in 2020/21 without the need to use its reserves and has developed a savings strategy to sustain the current investment and meet the funding gap.
<p>The Constabulary is building closer links with Derbyshire Fire and Rescue Service with the decision to create a permanent joint CFO role as well as closer integration of Assets, Procurement and Fleet teams.</p> <p>As part of this closer working the Constabulary and Derbyshire Fire and Rescue Service will look at how they align their financial regulation and contract procedure rules, along with the potential to create more joint contracts for both organisations.</p>	<p>A joint management board is in place, which is responsible for the management and control of the business and affairs of the LLP and oversees other opportunities to work together.</p> <p>The Joint CFO role ensures alignment between Police and Fire management boards.</p> <p>Both organisations have agreed a set of core principles which are included in a collaboration agreement that formalises collaborative arrangements for Police and Fire</p>
The Home Office's replacement of the Airwave network, titled the Emergency Services Mobile Communications Programme ESMCP, has a number of significant risks, including continued	The Constabulary has a robust Board structure in place to support the implementation of critical systems, which includes representatives from the regional project team.

<p>delays to implementation, failure to meet operational needs and unknown financial implications. It is important that robust programme management is in place to ensure major risks such as these are fully understood, so that appropriate action can be taken to minimise any potential impact on the Constabulary's ability to provide efficient and effective policing in Derbyshire.</p>	<p>The Constabulary is also working with all other forces in the East Midlands Region to adopt a more consistent approach to this project and ensure that it has close links with the national project.</p>
<p>The PEEL inspection highlighted the need to make significant changes to the way crime is recorded.</p>	<p>A project team has been established to implement a detailed improvement plan with a specific improvement aimed at addressing the issues identified within the recent HMICFRS inspection. Regular updates on progress are provided to the HMICFRS.</p>
<p>Constabulary is undertaking a wide range of projects to improve and develop the police estate so that it meets the future needs for policing across Derbyshire. It is essential that these programmes are co-ordinated and managed effectively.</p>	<p>Strategic and operational estates boards are in place to assess priorities for estates investment and oversee Estates projects.</p> <p>The joint Property team is now in place with Derbyshire Fire and Rescue Service following the appointment of the Joint Head of Strategic Estates for the two organisations and a joint Asset Management Plan has been agreed.</p>
<p>The Constabulary has an ambitious change management programme aimed at transforming the way that the Constabulary does business.</p>	<p>A Design board chaired by the Deputy Chief Constable (DCC) is in place supported by a Finance Futures Board to consider funding options and challenges and programme management arrangements have been thoroughly reviewed.</p> <p>There is now a stand-alone Business Change and Innovation Team. Investment has been made to ensure that there are the right resources with the right skills to deliver change across the organisation. At this board, all change will be viewed, mapped and directed to ensure it is all developing the force in the right direction, improving services provided, co-ordinating effort, providing value for money and realising business benefits</p>
<p>Information management and the effective use of data is key to effective policing in the future. It is essential that the Constabulary has sound arrangement to analyse data and effective and appropriate data sharing protocols to protect against inappropriate disclosure.</p>	<p>The Constabulary has a governance structure in place to oversee this the effective use, sharing and storing of data through the DCC and Head of Information Management.</p>

## **19. Coronavirus impact on Governance Arrangements**

- 19.1 Provisions have been put in place through the Coronavirus Act which allow the Constabulary and the Office of the Police and Crime Commissioner to allow on line meetings and decisions. As a result, the Annual Governance Statement and the Statement of Accounts can be approved even if a physical meeting cannot be held. The Constabulary has continued to ensure services continue and policing activities continue. However, challenges remain in the criminal justice sector with continued monitoring of the impact. An emergency command structure is in place and sickness and the impact on services to the community has been limited through swift action to protect staff and introduce new ways of working. Comprehensive risk assessments have been carried out for the Force in agreement with representative bodies and continue to be assessed as new guidance is issued. The SPAB and JARAC continue to receive updates on the arrangements that are in place.

## **20. Declaration**

- 20.1. We propose over the coming year to take steps to address the above matters to further enhance our governance arrangements. We are satisfied that these steps will ensure that Derbyshire Constabulary's governance processes will remain effective in a changing environment. We will continue to monitor their implementation and operation.

Signed:

Signed:

**Chief Constable of Derbyshire  
Constabulary**

**Joint Director of Finance and Business  
Services**

Date: 30<sup>th</sup> July 2021

Date: 30<sup>th</sup> July 2021



AGENDA ITEM

**4B**

# JOINT AUDIT RISK ASSURANCE COMMITTEE

<b>REPORT TITLE</b>	DRAFT STATEMENT OF ACCOUNTS 2020/21
<b>REPORT BY</b>	CHIEF FINANCE OFFICER
<b>DATE</b>	29 JULY 2021

## **PURPOSE OF THE REPORT**

The Accounts and Audit (England and Wales) Regulations 2015 and Accounts and Audit (Amendment) Regulations 2021 require that the 'responsible financial officer' sign and date a draft copy of the Statement of Accounts by the 31<sup>st</sup> July following the year-end, with formal approval required prior to publication before 30<sup>th</sup> September.

In support of the Chief Finance Officer and Joint Director of Finance and Business Services sign off, the Committee is asked to review and scrutinise the unaudited Statement of Accounts for the financial year 2020/21.

## **ATTACHMENTS**

Appendix A. Draft PCC and PCC Group Statement of Accounts 2020/21

Appendix B. Draft Chief Constable Statement of Accounts 2020/21

## **RECOMMENDATIONS**

1. That the Committee notes the Draft Statement of Accounts for 2020/21.

CONTACT FOR ENQUIRIES

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## 1. **INFORMATION AND ANALYSIS**

1. The 2020/21 Statement of Accounts is prepared in accordance with the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Local Authority Accounting 2020/21 (the Code). The Accounts reflect the current legislative framework as well as the local arrangements operating in practice. Key elements of this framework include: -

- The Police Reform and Social Responsibility Act 2011 (the Act).
- Accounts and Audit Regulations
- The Home Office Financial Management Code of Practice for the Police Service of England and Wales 2013 – revised July 2018.
- Joint Corporate Governance Framework – Scheme of Delegation and consent between the Commissioner and Chief Constable.
- The Financial Handbook of the Commissioner and Chief Constable.

2. There are no major changes to the Code in 2020/21.

3. The Accounts and Audit (Amendment) Regulations 2021 have changed the publication deadline from 31st July to 30th September for 2 years. The regulations also enable bodies to publish their Draft accounts for inspection, linked to the later publication deadline, by removing the fixed period for public inspection, to say instead that the draft accounts must be published on or before the first working day of August.

4. The 'responsible financial officer' must therefore sign off and date a draft copy of the Statement of Accounts by the 31st July following the year-end, with formal approval required prior to publication before 30th September.

5. The Draft Accounts are attached to be reviewed and scrutinised by the Committee prior to sign off.

6. After sign off the Draft Statement of Accounts are published through the Commissioner's website along with the Notice of Public Inspection of Accounts.

7. The period between the sign off of the Draft Accounts and the publication of the Accounts in September is usually when the accounts are audited. The external auditors have given notice that the Audit of Accounts is likely to be delayed until October 2021. The requirement to publish the Accounts by the 30<sup>th</sup> September remains and therefore



it is likely that the Accounts will be unaudited at the date of publication, with an explanation to why they are unaudited.

**OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR  
DERBYSHIRE**

**DRAFT STATEMENT OF ACCOUNTS 2020/21**

**SUBJECT TO AUDIT AND SUBJECT TO CHANGE**

**OFFICE OF POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE  
STATEMENT OF ACCOUNTS  
YEAR END 31 March 2021**

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## NARRATIVE REPORT

### Introduction

These accounts set out the overall financial position of Derbyshire Police for the year ended 31 March 2021.

### Organisational Overview and External Environment

Derbyshire Police serves an area of more than 1,000 square miles, and a population around one million. Derbyshire is renowned for being hugely diverse. It encompasses the rural areas of the High Peak, Derbyshire Dales and the Derwent Valley, a World Heritage Site. These areas attract a significant amount of tourism throughout the year. In addition, there are old mining communities, modern towns and business centres. It is also home to the vibrant and culturally diverse city of Derby, a cosmopolitan city with a fantastic heritage. There are more than 70 different languages spoken in Derbyshire.



### Governance

The Police and Crime Commissioner and the Chief Constable are established as separate legal entities under the Police Reform and Social Responsibility Act 2011. This Act created a Police and Crime Commissioner for Derbyshire (PCC), known as the 'Commissioner' and at the same time the Chief Constable was established as a separate body with responsibility for Derbyshire Constabulary.

One of the Commissioner's functions contained in the Act is to hold the Chief Constable to account for the exercise of operational policing duties, thereby securing the maintenance of an efficient and effective police service in Derbyshire. The Chief Constable has the primary function of delivering operational policing under the Police Act 1996.

More detail on the governance framework comprising the systems and processes, culture and values by which Derbyshire Police is directed and controlled is contained within the Annual Governance Statement, which accompanies the Commissioner's Statement of Accounts.

The Derbyshire Police and Crime Plan 2016-2021 is an overview of the areas of policing that will take precedence during the Commissioner's term of office. It sets out a series of goals to improve confidence and public satisfaction over the next four years, and includes the Constabulary's current risks and threats, as well as the Constabulary's priorities. All newly-elected commissioners are legally obliged to publish a plan as soon as possible to inform the public how they intend to fulfil their election pledges. The revised version of the Police and Crime Plan 2016-2021 was approved for publication at the Strategic Priorities Assurance (SPA) Board meeting on 19th March 2018. It was further reviewed on 20th May 2019 at SPA Board but was unchanged. Due to the postponed elections (due May 2020), a further review took place but the decision was taken to continue with the existing plan and extend it to 2022. A copy of the Police and Crime Plan can be obtained from the Chief Executive, Office for the Police and Crime Commissioner for Derbyshire, Butterley Hall, Ripley, Derbyshire, DE5 3RS. It is also available on the Commissioner's website at [Police and Crime Plan](#)

### Organisational Model

The Commissioner has a Deputy and employs 18 Full Time Equivalent staff to assist him in discharging his core functions. Further details on the Office for the Police and Crime Commissioner in Derbyshire is also available on the Commissioner's website at: [The Office of the Police and Crime Commissioner](#)

Policing in Derbyshire is divided into two geographic areas known as divisions. Each division is headed by a chief superintendent, known as the divisional commander who is responsible for the overall policing of the area. Divisions are divided further into a series of local policing units, led by an inspector. Within each policing unit sit our Safer Neighbourhood teams. Safer Neighbourhoods is about police and partners

working with the public to identify and deal with issues of concern in their neighbourhood. These areas are patrolled by police officers, special constables and police community support officers (PCSOs). Local policing is complemented by a range of support units and departments that operate across the force area. These include the contact management and resolution centre that answers 999 and non-emergency telephone calls, our roads policing section, dog section, National Police Air Service (NPAS), criminal justice, crime investigation and the forensic officers who work in our scientific support unit.

Derbyshire Constabulary employs approximately 1,918 police officers, 200 PCSOs and 266 Specials/Volunteers and 1,400 staff in full-time and part-time positions. Active recruitment plans include positive action to improve the diversity and reflect more closely that of the County.

## **Basis for Preparation**

For accounting purposes, the Commissioner and Chief Constable together are known as the PCC Group. A separate set of statutory accounts has been published for the Chief Constable to recognise the financial transactions incurred during 2020/21 for the delivery of policing services by Derbyshire Constabulary.

The purpose of the Narrative Report is to outline the financial performance, financial position and cash flows of the Commissioner and PCC Group during 2020/21 and provide an overview of the most significant matters reported in the accounts.

The 2020/21 Statement of Accounts is prepared in accordance with the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Local Authority Accounting 2020/21. The Accounts reflect the current legislative framework as well as the local arrangements operating in practice. Key elements of this framework include: -

- The Police Reform and Social Responsibility Act 2011 (the Act).
- Accounts and Audit (England and Wales) Regulations 2015 & Accounts and Audit (Amendment) Regulations 2021.
- The Home Office Financial Management Code of Practice for the Police Service of England and Wales 2018.
- Scheme of Consent between the Commissioner and Chief Constable.
- The Financial Handbook of the Commissioner and Chief Constable.

The Accounts reflect that the Commissioner has responsibility for the finances of the whole Group and control of all land and buildings, liabilities and reserves. The Commissioner receives all income and funding and makes all the payments for the Group from the Police Fund. In turn the Chief Constable fulfils his functions under the Act within an annual budget (set by the Commissioner in consultation with the Chief Constable). A scheme of consent is in operation between the two bodies to give clarity to the way the two organisations are governed and ensure business is undertaken by doing the right thing, making a difference and shaping the future.

## **Financial Statements**

The financial statements for the Commissioner and PCC Group required under the 2020/21 Code consist of:-

### ***Expenditure and Funding Analysis***

The Expenditure and Funding Analysis is a note to the primary statements. It shows how the annual expenditure is used and funded from the annual budget set by the Commissioner, in comparison with those resources consumed or earned in accordance with generally accepted accounting practices. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

### ***Comprehensive Income and Expenditure Summary (CIES)***

This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. The Commissioner raises taxation to cover expenditure in accordance with statute and regulations; this may be different from the accounting cost. The taxation position is shown in the Movement in Reserves Statement.

### ***The Movement in Reserves Statement***

This Statement shows the movement in the year on the different reserves, analysed into 'usable reserves' (i.e. those that can be applied to fund expenditure or reduce local taxation) and other reserves, which have been set aside for specific purposes to meet known commitments. The Statement shows how the movements in year of the Group's reserves are broken down between gains and losses incurred in accordance with generally accepted accounting practices and the statutory adjustments required to return to the amounts chargeable to council tax for the year. The 'Net Increase/Decrease' line shows the statutory General Reserve Balance movements in the year following those adjustments.

### ***The Balance Sheet***

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities. The net assets (assets less liabilities) are matched by the reserves held. Reserves are reported in two categories. The first category of reserves are usable reserves, i.e. those reserves that may be used to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt). The second category of reserves is those that are not able to be used to provide services. This category of reserves includes 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 shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'.

### ***The Cash Flow Statement***

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

### ***Accounting Policies***

Accounting policies are the specific principles, conventions, rules and practices that are applied in preparing and presenting the annual accounts. The accounting policies applied in preparing the 2020/21 annual accounts are consistent with last year, no major changes have been necessary.

### ***Other Contents***

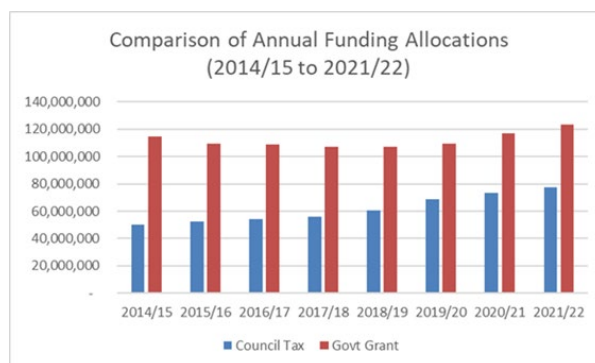
In addition to the financial statements, the annual accounts include: -

- A Statement of Responsibilities for the Accounts and information on the Police Officer Pension Fund (providing statements for pension fund income and expenditure, assets and liabilities).
- An Annual Governance Statement (AGS) is included within this Statement of Accounts. The statement is a statutory document which explains the governance processes and procedures in place to enable Derbyshire Police to carry out its functions effectively.

## **Strategy and Resource Allocation**

### ***Revenue Budget***

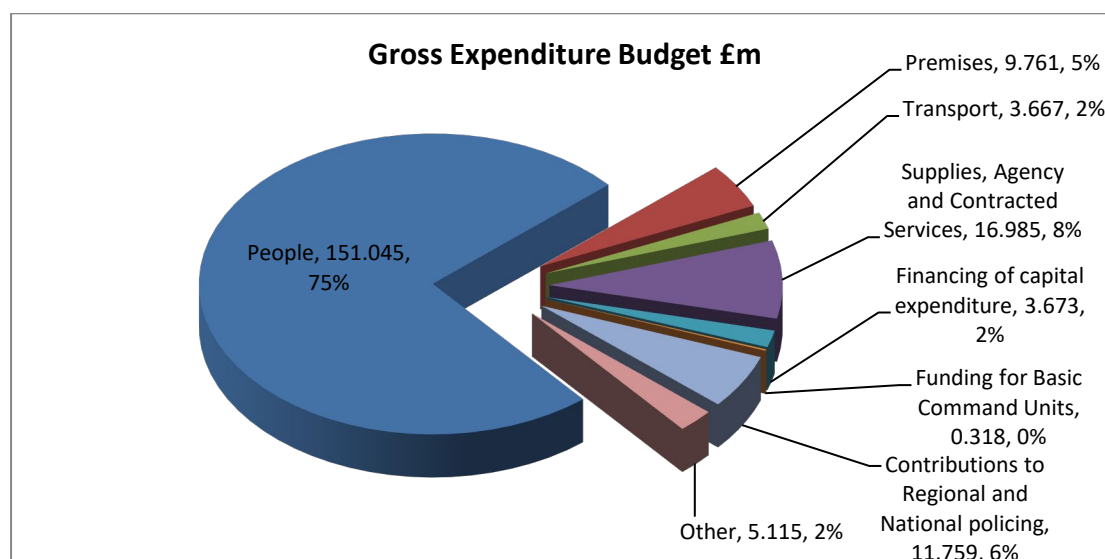
A revenue budget for 2020/21 was set at £189.879 million, an increase of 6.6% over 2019/20. The funding of the £189.879 million comprised central government formula funding (Police Specific Grant, Localising Council Tax Support Grant and Revenue Support Grant (RSG)) of £116.726m, and Council Tax of £73.153m. A year on year comparison of our funding sources shows how Government Grant has only increased by 8% since 2014/15, largely as a direct result of grant reductions and freezes during the period of austerity. During the same period, the Net Revenue Budget for the Force has increased by an average of 2.9% per annum from £164.7m to £202.6m.



A total of £22.409m funding was also received from the Home Office to cover the deficit on the police pension fund for the year.

The consequent Council Tax for an average band D dwelling was £226.60, as the Commissioner increased the Council Tax Precept for 2020/21 by the maximum permitted of £10 (4.6% for a Derbyshire band D dwelling).

The Derbyshire Police's gross expenditure budget was allocated as follows: -



## Financial Performance Report

This section provides an introduction and a broad analysis of the Group's performance and position for 2020/21.

### **Deficit on the Provision of Services**

The Comprehensive Income and Expenditure Statement for 2020/21 shows a deficit on the provision of services of £60.389m. However, this outcome reflects the 'full accounting costs' attributable to the year as required by the Code of Practice on Local Authority Accounting. This is mainly due to a number of technical adjustments relating to pensions and capital charges e.g. depreciation. These technical adjustments are reversed in the Movements in Reserve Statement to give a more realistic measure of performance in the year of the amount funded from local taxation.

### **Net Expenditure against Revenue Funding Income (2020/21 Revenue Budget) - Performance against budget**

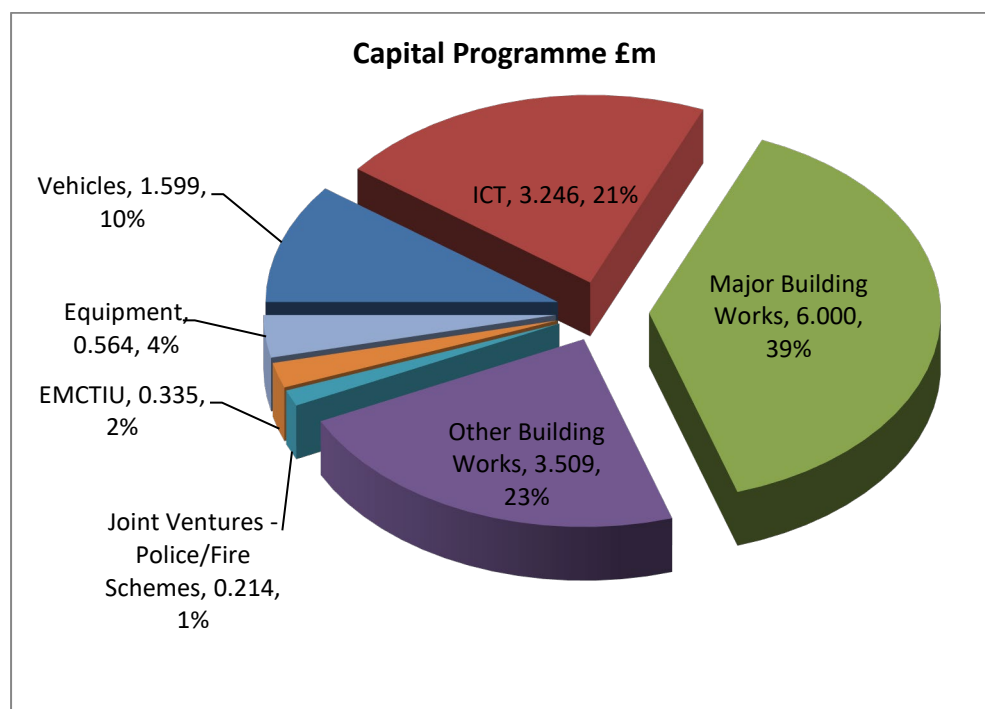
A more significant measure of financial performance in the year is the level of net expenditure incurred against the principal streams of revenue funding that make up the Group's Revenue Budget.

Net expenditure was incurred against the Revenue Budget for the Group of some £187.451m, which represented a 1.28% underspending against budget. This included some unspent funding for Covid-19 policing and for implementing the Home Officer's Police Officer Uplift Strategy. After earmarking this funding and other amounts set aside for specific purposes, £0.371m was able to be added to the reserve for Operational Funding and Investment. A more detailed breakdown of the outcome against the revenue budget for 2020/21 is available in the Chief Constable's Statement of Accounts.

### Capital Expenditure in 2020/21

As well as revenue expenditure the Group incurs capital expenditure, which is expenditure on assets which have a life beyond one year, mainly building improvement works, IT and vehicles.

The Capital Programme for 2020/21 was £15.467m and was allocated as follows: -



Actual expenditure against the programme totalled £12.577m, which was made up of the following: -

Capital Programme	£m
Co-Locations with Fire	0.060
Major Building Schemes	5.404
Other Building Schemes	1.886
Equipment and Vehicles	2.743
IT and Communications	1.573
East Midlands Counter-Terrorism Intelligence Unit	0.276
National Cyber Crime Project	0.635
<b>Total</b>	<b>12.577</b>

This expenditure was funded by: Borrowing (£7.302m), External Grant and Contributions (£1.674m), Revenue Contributions (£3.521m) and Capital Receipts (£0.080m).

In addition, Derbyshire's share of capital expenditure for the East Midlands Special Operations Unit (including East Midlands Technical Support Unit) and East Midlands Forensics was £0.390m, increasing total capital expenditure to £12.967m. This was funded from Reserve/Revenue Contributions (£0.298m) and grant (£0.092m).

### Main Capital Variances to Budget

**Co-locations with Fire (£0.154) underspend** – The Long Eaton Co-location with Fire was completed in 2020/21, no further schemes have progressed.



**Major Building Schemes (£0.596m) underspend** – There are two major schemes in the Capital Programme, Derby East Local Policing Unit (LPU) and North East Division Accommodation. The underspend on Derby East LPU is mainly due to the phasing of works, construction commenced in August 2020 and is due to be completed in July 2021 for occupation in September. Work is continuing with legal and land agents for the North East Division Accommodation to ensure that these works progress.

**Other Building Schemes (£1.583m) underspend** – Various schemes have been delayed mainly due to Covid-19 but will be completed in 2021/22 such as Locker Rooms and Plant room upgrade at Wyatt's Way, Contact management and resolution Centre extension, Phase 2 of the Vehicle Recovery resurfacing works and other minor schemes.

**Equipment and Vehicles (£0.156m) underspend** – Orders have been raised for CREST vehicles and various equipment but the goods will not be delivered until 2021/22.

**IS Schemes (£1.157m) underspend** – Phase two of the Call Centre Telephony System regarding the control works upgrade has been delayed. Also, a contract was awarded in March 2021 for storage upgrade works but this will be completed in 2021/22. Work has started on reviewing requirements for the public service network.

**National Cyber Crime Project £0.635m overspend** – This is spend on the National Cyber Crime Project, the expenditure was matched by grant from the Home Office and therefore no net impact on the Force accounts. No capital budget was included for this project as spend could be either revenue or capital. The former Chief Constable was the National Police Chiefs Council (NPCC) lead for Cyber Grant.

### **Treasury Management**

- Cash Flow Management - During 2020/21 the Group continued to be a net lender of funds.
- Investment of Surplus Funds - The bank rate from 2 August 2018 until 10 March was 0.75%, it was then reduced twice to a record low of 0.10% in an emergency response to the coronavirus pandemic. Derbyshire achieved a 7-day average rate of 0.121% in 2020/21 (0.602% 2019/20). The low interest rates continue to limit the amount of interest earned on short-term investments and bank deposits.
- Prudential Indicators - In undertaking its treasury management functions during the year, the Group managed its activities within the prudential indicators and approved Treasury Management policy.

### **Pensions**

Pension costs are accounted for in accordance with the accounting standard IAS 19. The objectives of IAS 19 are to ensure that the financial statements: -

- Reflect at fair value the assets and liabilities arising from an employer's retirement benefit obligations.
- Contain related funding and operating costs of providing retirement benefits to employees that are recognised in the accounting period in which the benefits are earned.
- Contain adequate disclosure of the cost of providing retirement benefits.

IAS 19 costs are not, however, chargeable to Council Tax, and the impact is reversed out by replacing the IAS 19 figures with the actual cash payments made to the Pension Fund. The actual payments are shown derived through the Statement of Movement on the General Reserve Balance. The Pensions Liability in the Balance Sheet reflects the underlying commitments that the Group has in the long-term to pay retirement benefits. The impact of the net pension liability on overall reserves amounts to £2,493m in 2020/21 (2019/20 £2,142m). Detailed information on the performance of the Pension Fund is set out in the Core Financial Statements.

### **Non-Financial Performance**

The Office of the Police and Crime Commissioner reviews Derbyshire Constabulary's performance through the statistics and reports published by national bodies such as Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), the Office of National Statistics, the Ministry of Justice, and through Derbyshire Constabulary's own performance monitoring tools. Regular meetings are held with the Chief Constable to discuss performance and to ensure that any new patterns in offending in the county are being addressed.

HMICFRS's latest inspection noted that improvements were required in both the Efficiency and Effectiveness strands of their PEEL inspection. Following this the Chief Constable established a Gold Group to understand where the improvements were required at which the PCC's office is well represented. Action plans have been pulled together and regular updates are given on progress against these plans. It is worth noting that in her commentary, HMI Zoe Billingham noted improvements that had

been made on Crime recording following a previous inspection. The PCC continues to challenge the Chief Constable to ensure that the Force will be able to report significant progress to HMICFRS's inspection team.

2020/21 saw a decrease in recorded crime of five percent, recording 4,300 fewer offences compared to the previous year. This was mainly due to the reduction in acquisitive crime due to the Covid lockdown restrictions, meaning more people stayed at home, making them less vulnerable to burglary, vehicle crime and other types of theft. Similarly, offenders became more visible when moving around in lockdown.

Residential Burglary saw a fall of over 24 percent and shoplifting fell by 34 percent, whilst thefts from vehicles fell by 28 percent and thefts of vehicles fell by 12 percent. Theft from person saw an even greater reduction of 40 percent, with personal robbery and business robbery falling by 31 percent and 52% respectively, though it should be noted the latter occurs in very small numbers in Derbyshire magnifying the percentage decrease. Criminal damage, one of the largest volume crime types, fell by five percent.

Categories of recorded crime that saw an increase were Stalking and Harassment 26 percent, Public Order 22 percent and Violence without injury five percent. In general, sexual offences reduced by eight percent but rape increased by two percent.

Domestic Abuse recorded crime, which is a subset of recorded crime as it sits across several crime types, increased by seven percent, some 1,100 additional crimes.

Anti-social behaviour incidents rose dramatically during the latest fiscal year, this was mainly due to the volume of incidents seen in April and May 2020 relating to Covid restrictions. Covid related incidents reduced gradually through 2020/21 with the relaxation of restrictions. Transport incidents did, however, remain lower than previous years.

A large proportion of the demand for Derbyshire sits outside of the areas covered above. Whilst the above references our recorded crime changes, there has been significant uplifts in demand in the Safeguarding arena too. There has been uplifting in demand for Safeguarding Adults, Safeguarding Children, Domestic Abuse, Cyber and Online crime to name just a few growing areas of demand. Modern slavery and human trafficking is one area where fewer victims have been identified in the past year, this is due to victims being less visible during lockdown, making it harder for police and partners to identify possible victims in the community.

Whilst these areas may only factor in a small amount of the recorded crime figures, they account for a large amount of the complex demand on the force. In addition to this, a large proportion of the investigation and prevention work in these areas is not visible to the public on a day to day basis. The complexity of these types of demand is growing all the time, with new and emerging areas being identified.

## **Outlook for 2021/22 Key Risks and Opportunities**

Derbyshire Constabulary in partnership with the Office of the Police and Crime Commissioner reviews and update its key policy risks on an annual basis. This review is carried out with a wide range of community safety partners across the County. In turn this is used to guide the allocation of resources and match them against new and emerging risks.

Following a decade of austerity, Derbyshire's officer and staff numbers were reduced by almost 800

The budget settlement for 2020/21 was delayed due to a combination of factors including Brexit's impact on parliamentary time and the general election during December 2019. Final details of the police settlement from government were only received a day or so before the Police & Crime Commissioner had to present his proposed budget and precept to the Police & Crime Panel.

As part of the settlement for 2020/21, Government announced that 20,000 police officers would be recruited nationally by 2023. Derbyshire's share of that policing uplift is 283 officers, 50 of which we were able to recruit during quarter 4 of 2019/20 due to the availability of funding from government. A further 35 additional officers are due to be recruited during 2020/21. With the remainder recruited in 2021/22 and 2022/23.

In addition to the police funding settlement, PCC's were allowed to increase the police precept (council tax) by up to £10 per year. That increase was essential to avoid a situation where Derbyshire would see police officer numbers increasing (due to the funding being ring-fenced by government) whilst we were unable to continue to fund the rest of the service in full.

In recent years Derbyshire has had to utilise significant amounts of its reserves to bridge the gap between its budget requirement and the available funding. 2020/21's settlement meant an end to that trend and

we have been able to set a budget which is fully funded. It should be noted, however, that this position is only temporary as shown by our medium-term financial forecasts which models a number of scenarios. The worst-case of which predicts deficit of £1m rising to nearly £8m by 2023/24. Whilst a significant amount of uncertainty is inherent in future budget forecasts (not least of which is government policy), the PCC, Chief Constable and their respective teams are working on savings plans that can adapt to future settlements.

Further information concerning the 2020/21 budget can be found on our website: <https://www.derbyshire-pcc.gov.uk/Document-Library/Finance-Grants/How-Your-Money-is-Spent/2020/Combined-Budget-Paper.pdf>

Alternatively a leaflet was produced for tax-payers which is also available on our website: <https://www.derbyshire-pcc.gov.uk/Document-Library/Taking-Part/Budget-Consultation-2020-21/20-0035-BTL-DPCC-CT-L-Leaflet-LR.pdf>

## Brexit

The United Kingdom left the European Union on 31 January 2020. The rules governing the new relationship between the EU and the UK took effect on 1<sup>st</sup> January 2021. The financial effects from the EU exit and the new rules are being closely monitored to identify any impact on the financial statements, however at this stage the impact on budgets and future funding is expected to be minimal.

## Collaboration

### *(i) East Midlands Police*

The five police forces in the East Midlands region have been working together for over a decade in many different areas of operational and non-operational policing.

The five forces are facing considerable new risks in respect of the changing nature of crime, the breadth of demand on policing services and for some the fact that significant financial challenges still remain. There is a strong belief in the East Midlands that collaboration is not only pragmatic but will achieve real results that will enhance the way the police service in the region does business.

Collaboration is based on three key principles:

- Local policing will remain local.
- Collaboration in operational and non-operational support services should be sought.
- The benefits and costs of working collaboratively will be shared between the five forces.

The vision for collaboration in its most recent three-year plan states:

- Productivity will be improved through working together and sharing best practice, increased interoperability and shared delivery of services. Also through making better use of resources.
- Public safety will be improved through the shared delivery of protective services where appropriate, reducing threat, risk and harm.
- Public confidence in the police will be improved through successful delivery and communication of the productivity and public safety improvements, together with local policing delivery by local police forces.

Police collaboration in the East Midlands is the most substantial of its kind in the country and has a number of significant benefits to police officers, staff and residents right across the region:

- Greater resilience.
- Increased capability.
- Reduced bureaucracy.
- Reduced cost.

Derbyshire Police has always engaged actively in a range of collaborative initiatives. It has adopted a prudent approach to collaboration based on a set of collaboration principles agreed by the Police and Crime Commissioner and Chief Constable. This includes the two key principles that:-

1. The Derbyshire Constabulary and the Commissioner will ensure we maximise local savings to address our immediate and future financial pressures. We are already very efficient and will focus greater efficiency on delivering savings at a local level prior to entering into collaborative ventures.

2. Any future collaboration will be tested against the priorities of the Constabulary and the objectives and manifesto pledges set by the Commissioner within his Police and Crime Plan. Any current and future collaborative models will be commensurate with risk and not expose Derbyshire to any greater risk or cost than a local solution.

An effective governance and performance framework exist to ensure that the collaborations continue to operate efficiently and effectively and to demonstrate value for money.

*(II) Joint Venture – Derbyshire Fire and Rescue Service*

Following the successful launch of the Joint HQ building for fire and police and the Joint Training Centre/Firearms range, other areas of collaboration are being developed.

Derbyshire Constabulary has embraced the benefits brought by closer collaboration with the Fire and Rescue Service with a Collaboration Board to manage the projects with PCC, Chair and Chief Officer representation.

The Force has a joint headquarters building and Training Centre with Derbyshire Fire and Rescue Service. There is a single director for finance shared between the police and fire service, a joint Head of Strategic Assets and now a joint Property team. The property asset management plan sets out the service's vision for expanding the number of shared stations over the next three years. The sharing of estates with Derbyshire Fire and Rescue Service has saved the significant costs in refurbishing or rebuilding existing police stations and is captured in the Asset Management Plan. There are four co-locations with further reviews in the future of other opportunities. It also increases the familiarity between emergency personnel, which helps them work better together when needed. Finally, co-location enables better information sharing, which improves the service to the local community.

The Force also works closely with the Fire and Rescue Service on procurement, transport and a number of specialist financial advisory services and they consider jointly seeking bids for all contracts where there are joint needs. Joint contracts have been awarded totalling over £1.785m. Examples of savings made due to these arrangements include alignment of waste management, saving approximately £9,000 per year, and shared photocopying arrangements, saving approximately £30,000 over the length of the contract and significant joint procurement of a new transport system, Travel and Accommodation system, banking arrangements, insurance arrangements, tax advice, employee reward system and asset management system. There are further opportunities that can be exploited to the benefit of both organisations.

**Andrew Dale**  
**Chief Finance Officer**  
**30<sup>th</sup> July 2021**

## STATEMENT OF RESPONSIBILITIES FOR THE ACCOUNTS

### The Police and Crime Commissioner's Responsibilities

The Police and Crime Commissioner is required: -

- to make arrangements for the proper administration of the Office of the Police and Crime Commissioner's financial affairs and to secure that one of its officers (Chief Finance Officer) has the responsibility for the administration of these affairs;
- to manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
- to approve the statement of accounts

I approve these Statements of Accounts

Signed  
**Angelique Foster**  
**Police and Crime Commissioner**  
Date:

### The Chief Finance Officer's Responsibilities

The Chief Finance Officer is responsible for the preparation of the Statement of Accounts for the Office of the Police and Crime Commissioner (and therefore the Group) in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom ("the Code").

In preparing this Statement of Accounts the Chief Finance Officer has: -

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that are reasonable and prudent; and
- complied with the local authority code.

The Chief Finance Officer has also: -

- kept proper accounting records which were up to date; and
- taken reasonable steps for the prevention and detection of fraud and other irregularities.

### CHIEF FINANCE OFFICER'S CERTIFICATE

I certify that the Statement of Accounts presents a true and fair view of the financial position of the Office of the Police and Crime Commissioner for Derbyshire and the Office of the Police and Crime Commissioner Group as at 31 March 2021 and of its income and expenditure for the year ended 31 March 2021.

Signed  
**Andrew Dale FCCA**  
**Chief Finance Officer**  
Date:

# EXTERNAL AUDIT REPORT

PAGES 12-14

TO BE ISSUED  
AFTER APPROVED

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TO BE ISSUED  
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# **POLICE AND CRIME COMMISSIONER AND GROUP STATEMENT OF ACCOUNTING POLICIES**

## **Accounting Policies**

### **General Principles**

These financial statements have been prepared in accordance with the Code of Practice (the Code) on Local Authority Accounting in the United Kingdom issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) and the Accounts and Audit Regulations 2015. The accounting policies contained in the Code apply International Financial Reporting Standards (IFRS) as adapted for the public sector by the International Public Sector Accounting Standards (IPSAS).

The accounts have been prepared on a going concern basis using an historic cost convention, modified to account for the revaluation of certain categories of tangible fixed assets and financial liabilities.

In constructing the Going Concern position, the PCC Group considered the Covid-19 position as follows:

The concept of a going concern assumes that the functions of the Constabulary will continue in operational existence for the foreseeable future. The provisions in the Code (CODE OF PRACTICE ON LOCAL AUTHORITY ACCOUNTING IN THE UNITED KINGDOM 2020/21) in respect of going concern reporting requirements reflect the economic and statutory environment in which policing services operate. These provisions confirm that, as policing services cannot be created or dissolved without statutory prescription, they must prepare their financial statements on a going concern basis of accounting.

Policing services carry out functions essential to the local community and are themselves revenue-raising bodies (with limits on their revenue-raising powers arising only at the discretion of central government). If a police authority were in financial difficulty, the prospects are thus that alternative arrangements might be made by central government either for the continuation of the functions it provides or for assistance with the recovery of a deficit over more than one financial year. As a result of this, it would not therefore be appropriate for the financial statements to be provided on anything other than a going concern basis. Accounts drawn up under the Code therefore assume that a police authority and service will continue to operate for the foreseeable future.

As at the end of March 2021, the net cost of COVID-19 stood at £2.7m which includes £0.6m in lost income. This was offset by Government subsidy of £0.80m and a further £0.82m to cover wider Covid related costs and to manage any potential changes in crime demand resulting from any easing of Covid restrictions.

In December 2020, the Government announced additional measures to mitigate the future financial impact of any reduction in Council Tax collection levels, with any deficits being spread evenly over a three-year period (2021/22 to 2023/24). Engagement and modelling is taking place with the local authorities to understand the effect on collection rates and to gauge the future financial impact.

We recognise that there remains uncertainty over the longer-term impact of Covid-19 resulting from additional costs incurred, loss of fee income and a reduction in Council Tax funding. The continued impact of Covid-19 will be considered as part of our financial assumptions being made within the Medium-Term Financial Plan as we develop the best, worst and likely case scenarios.

The UK has one of the highest Covid 19 vaccination rates in the world, yet it is currently experiencing a new surge in coronavirus cases largely attributable to the Delta variant. It remains to be seen whether the mass vaccination programme and easing of restrictions sees an end to the economic impact experienced over the past 18 months.

With forward planning and cost mitigation there is expected to be minimal impact on Constabulary's Revenue Budget and the General Reserve balance as a result of Covid-19 related costs.

Based upon the latest assumptions, cash flow forecasts have been prepared out to the end of March 2022, which indicate that the Constabulary does not expect to borrow for cash flow purposes. The assumptions used in the Medium-Term Financial Plan (MTFP) and Reserves Strategy will be revised as necessary ahead of the next budget-setting round and reported to the Strategic Priorities Assurance Board.

Based on our assessment of the financial and liquidity position of the PCC Group following the Covid-19 outbreak, there are no material uncertainties or concerns on the basis of preparing the 2020/2021 financial statements or on the ability to continue to operate as a going concern for a period of 12 months from the date of approval of these financial statements.

With the introduction of the Police Reform and Social Responsibility Act 2011 on 22 November 2012 two 'corporation sole' bodies, the Police and Crime Commissioner for Derbyshire and the Chief Constable for Derbyshire were formed. Both bodies are required to prepare separate Statements of Accounts.

The Financial Statements included here represent the accounts for the Commissioner and also those for the Group. The financial statements cover the 12 months to 31 March 2021. The term 'Group' is used to indicate individual transactions and policies of the Commissioner and Chief Constable for the year ended 31 March 2021. The identification of the Commissioner as the holding organisation and the requirement to produce group accounts stems from the powers and responsibilities of the Commissioner under the Police Reform and Social Responsibility Act 2011.

The principal accounting policies adopted are set out below: -

### **Accruals of Income and Expenditure**

Activity is accounted for in the year that it takes place, not simply when cash payments are made and received. Whilst all expenditure is paid for by the Group including the pay costs of police officers and staff, the actual recognition in the respective Commissioner and Chief Constable Accounts is based on economic benefit.

Debtors – these are recognised in the accounts when the ordered goods or services have been delivered or rendered by the Group in the financial year but the income has not yet been received. Income has only been included in the accounts when it can be realised with reasonable certainty. Where there is evidence that the Group may not be able to collect all amounts due to it, a provision for bad debts is established. The provision made is the difference between the current carrying value of the debt and the amount likely to be collected. These amounts are set on an individual debtor basis. The provision for bad debts is recognised as a charge to the Comprehensive Income and Expenditure Statement for the income that might not be collected.

Creditors – these are recorded where goods or services have been supplied to the Group by 31 March but payment is not made until the following financial year.

### **Fair Value Measurement**

Some of the non-financial assets, such as surplus assets and some financial instruments 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 takes place either: -

- In the principal market for the 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 interest.

When measuring the fair value of a non-financial asset, the 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 is taken into account.

Valuation techniques used are those appropriate in the circumstances and for which sufficient data is 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 can be accessed 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 assets or liability.

## **Accounting for Local Taxes**

The collection of council tax is, in substance, an agency arrangement with the Derbyshire District and Derby City Authorities (billing authorities) collecting council tax on behalf of the Commissioner (the Police Precept).

The council tax income is included in the Comprehensive Income and Expenditure Statement on an accruals basis and includes the precept for the year plus a share of Collection Fund surpluses and deficits from the billing authorities.

The difference between the income reported in the Comprehensive Income and Expenditure Statement and the amount required by regulation to be credited to the General Reserve shall be taken to the Collection Fund Adjustment Account through the Movement in Reserves Statement.

The year-end Balance Sheet includes the share of year end debtors (arrears and collection fund surpluses) and creditors (prepayments, overpayments and collection fund deficits) attributable to the Group

## **Cash and Cash Equivalents**

Cash comprises cash on hand and demand deposits. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. Cash equivalents are held for the purpose of meeting short-term commitments rather than for investment or other purposes. The following have been classed as cash and cash equivalents:

- Cash on hand.
- Cash in bank (Current Account, Call Account and Business Premium Account).
- Temporary investments with instant access and no penalties.

## **Exceptional Items**

When items of income and expense 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 an understanding of the Group's financial performance.

## **Prior Period Adjustments, Changes in Accounting Policies and Estimates and Errors**

Prior period adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for prospectively, i.e. in the current and future years affected by the change and do not give rise to a prior period adjustment.

Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the Group's position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

Material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

## **Employee Benefits**

The Accounts are prepared in accordance with IAS19 *Employee Benefits*. This is a complex accounting standard but it is based on a simple principle that:

“An organisation should account for employment and post-employment benefits when employees earn them and the authority is committed to give them, even if the actual giving will be many years into the future”.

IAS 19 applies to all types of employee benefits paid including benefits payable during employment, termination benefits and post-employment benefits.

## **Benefits Payable During Employment**

Short-term employee benefits are those due to be settled within 12 months of the year end. They include such benefits as salaries, paid annual leave and paid sick leave, expenses, bonuses and non-monetary benefits (e.g. cars) for current employees and are recognised as an expense for services in the year in which employees render service to the Group. An accrual is made for the cost of holiday entitlements (or any form of leave, e.g. time off in lieu) earned by employees but not taken before the year end which employees can carry forward into the next financial year. The accrual is charged to Comprehensive Income and Expenditure Statement (as a surplus/deficit on Provision of Services), but then reversed out

through the Movement in Reserves Statement to the Short Term Accumulating Compensated Absences Account so that holiday benefits are charged to revenue in the financial year in which the holiday absence occurs but have no impact on the level of council tax.

### **Termination Benefits**

Termination benefits are amounts payable as a result of a decision by the Group to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis to the Comprehensive Income and Expenditure Statement when the Group is demonstrably committed to the termination of the employment of an employee or group of employees or making an offer to encourage voluntary redundancy.

Where termination benefits involve the enhancement of pensions, statutory provisions require the general fund balance to be charged with the amount payable by the Group to the pension fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the pensions reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end.

### **Post-employment Benefits (Pensions)**

The main effect of IAS19 in relation to post-employment benefits is the recognition of the net liability in the Balance Sheet (offset by an unusable Pension Reserve) for benefits earned but not yet paid, and entries in the Comprehensive Income and Expenditure Statement for in-year movements in the liability. Reconciling entries in the Movement in Reserves Statement bring back the cost of pensions to the amount chargeable to the General Fund for the purposes of grant and local taxation).

IAS19 relies on the recognition of pension's liabilities (being the retirement benefits promised measured on an actuarial basis) and assets (being the Group's share of investments (if any)).

The Group participates in two different pension schemes both of which are "defined benefit schemes" as they are both based on employees earning benefits from years of service;

#### **a) Police Officers**

This scheme is unfunded. This means it provides pensions and other retirement benefits for police officers based on pensionable salaries but there are no investment assets built up to meet the pensions liabilities.

The funding arrangements for the police officers pension scheme changed on 1 April 2006. Before April 2006 each Police Authority was responsible for paying the pensions of its former officers on a "pay as you go" basis. From April 2006 there is now an employer's contribution instead (currently the equivalent of 31% of pensionable salary) which is charged to the Comprehensive Income and Expenditure Statement.

The Group is required by legislation to operate a Pension Fund Account and the amounts that must be paid into and paid out of the Pension Fund are specified by regulation. Officer's contributions and the employer's contribution are paid into the pension's account from which pension payments are then made. The account is topped up as necessary by a grant from the Home Office if the contributions are insufficient to meet the cost of pension's payments. Any surplus is recouped by the Home Office. Injury awards and the capital costs associated with ill health retirements are paid from the Group's Comprehensive Income and Expenditure Statement.

The pension fund account does not take account of the obligation to pay pensions and benefits which fall due after the end of the financial year.

#### **b) Police Staff and PCSO's**

Police staff and PCSO's, subject to certain qualifying criteria, are eligible to join the Local Government Pension Scheme administered by Derbyshire County Council. It is a defined benefit occupational pension scheme. Pensions and other retirement benefits earned prior to 1 April 2014 are based on final salaries, benefits earned after that date are calculated on earnings accrued in a scheme year. Employers and employees make regular contributions into the fund, which are invested in various types of asset, so that the liabilities are paid for evenly over the employment period. Actuarial valuations of the fund are undertaken every three years to determine the contributions rates needed to meet its liabilities.

For both schemes the liabilities are included in the Balance Sheet on an actuarial basis using the projected unit method (an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates, etc., and projections of projected earnings for current employees). Liabilities are discounted to their value at current prices, using a discount rate. The Discount Rate used is based on the 'current rate of return on a high-quality corporate bond of equivalent currency and term to the scheme liabilities', which is often referred to as AA Corporate Bond Rate.

Assets in the Local Government Pension scheme are included in the net pension liability in the Balance Sheet at their fair value: -

- Quoted and Unquoted Securities – Current Bid Price.
- Unquoted Securities – Professional Estimate.
- Property – Market Value.

The changes in the net pensions' liability is analysed into the following components:

Service cost comprising:

- Current service cost – the increase in liabilities as a result of one additional year of service earned this year – allocated to the Comprehensive Income and Expenditure Statement.
- Past service cost – the increase in liabilities as a result of scheme amendment or curtailment whose effect relates to years of service earned in earlier years – debited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement as part of non-distributed costs.
- Net interest expense – the change during the period in the net defined liability (asset) arising from the passage of time charged to Financing & Investment Income & Expenditure line, taking into account changes in net defined benefit liability (asset) during the period as a result of contribution and benefit payments

Remeasurements comprising:

- Return on plan assets – excluding amounts included above in net interest, charged to Pensions Reserve as Other Comprehensive Income & Expenditure
- Actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions – debited to the Pensions Reserve as Other Comprehensive Income & Expenditure.
- Contributions paid to the pension fund.

#### **Discretionary Benefits**

The Group also has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff are accrued in the year of the decision to make the award.

#### **Events after the Balance Sheet Date**

These are events that occur between the end of the reporting period and the date when the financial statements are authorised for issue. The Group will report these in the following way if it is determined that the event has had a material effect on the Group's financial position: -

- Events which provide evidence of conditions that existed at the end of the reporting period will be adjusted and included within the figures in the accounts.
- Events that are indicative of conditions that arose after the reporting will be reported in the narrative notes to the accounts.

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

#### **Financial Instruments - Liabilities and Assets**

**Financial liabilities** are recognised on the Balance Sheet when the Group becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value and carried at their amortised cost. Annual charges to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest payable are based on the carrying amount of the liability, multiplied by the effective rate of interest for the instrument. For most of the borrowings that the Group has, this means that the amount presented in the Balance Sheet is the outstanding principal repayable (plus accrued interest) and interest charged to the Comprehensive Income and Expenditure Statement is the amount payable for the year in the loan agreement.

The Group has not undertaken any repurchasing or early settlement of borrowing.

**Financial assets** are classified based on a classification and measurement approach that reflects the business model for holding the financial assets and their cash flow characteristics. The group only holds financial assets measured at amortised cost (loans and receivables)

Loans and receivables are recognised on the Balance Sheet when the Group becomes party to the contractual provisions of a financial instrument and are initially measured at fair value and carried at their amortised cost. Annual credits to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest receivable are based on the carrying amount of the asset multiplied by the effective rate of interest for the instrument. For most of the loans that the Group has made, this means that the amount presented in the Balance Sheet is the outstanding principal receivable (plus accrued interest) and interest credited to the Comprehensive Income and Expenditure Statement is the amount receivable for the year in the loan agreement.

### **Government Grants & Contributions**

Whether paid on account, by instalments or in arrears, Government Grants and third-party contributions and donations are recognised as due to the Group when there is reasonable assurance that: -

- The Group will comply with the conditions attached to the payments.
- The grants or contributions will be received

Amounts recognised as due to the Group are not credited to the Comprehensive Income and Expenditure Statement until conditions attached to the grant or contribution has been satisfied. Conditions are stipulations that specify that the future economic benefit or service potential embodied in the asset acquired using the grant or contribution are required to be consumed by the recipient as specified, or future economic benefits or service potential must be returned to the transferor.

Monies advanced as grants and contributions for which conditions have not been satisfied are carried in the Balance Sheet as creditors. When conditions are satisfied, the grant or contribution is credited to the Net Cost of Services (attributable revenue grants and contributions) or Taxation and Non-Specific Grant Income (non ring-fenced grants and all capital grants) in the Comprehensive Income and Expenditure Statement.

Where capital grants are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Reserve Balance in the Movement in Reserves Statement. Where the grant has yet to be used to finance capital expenditure, it is posted to the Capital Grants Unapplied Reserve. Where it is applied, it is posted to the Capital Adjustment Account. Amounts in the Capital Grants Unapplied reserve are transferred to the Capital Adjustment Account once they have been applied to fund capital expenditure.

### **Non-Current Assets - Property, Plant and Equipment**

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

#### Recognition and Measurement

Expenditure on the acquisition, creation or enhancement of assets is capitalised on an accrual's basis, provided that it yields benefits to the Group and the services it provides for more than one financial year and that the cost of the item can be measured reliably.

Assets are initially measured at cost, comprising the purchase price and any costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management. Assets are then carried in the Balance Sheet using the following measurement bases:

- Land, property and other operational assets are included in the Balance Sheet at fair value (existing use value). Operational assets can either be specialised or non-specialised. Specialised Assets, where there is no market-based evidence of current value because of their specialist nature, are valued at Depreciated Replacement Cost (DRC) as an estimate for fair value. The only assets to be classified as specialised property relate to the operational custody suites situated within the various properties. In cases where there is only a small number of cells, or where cells are now out of use, these have not been treated as specialised properties.
- Surplus assets are included at the current value measurement base (fair value), estimated at highest and best use from a market participant's perspective.
- Assets under construction are held in the Balance Sheet at historical cost until completed, whereupon they will be valued and included in the Balance Sheet as operational assets.

Where non-property assets have short useful lives or low values (or both), depreciated historical cost basis is used as a proxy for fair value e.g. Vehicles, IT and Communications equipment and other equipment.

### Revaluation

Assets included in the Balance Sheet at fair value are revalued sufficiently regularly to ensure that the carrying amount is not materially different from their fair value but as a minimum every five years. Increases in valuations are matched by credits to the Revaluation Reserve to recognise unrealised gains. Occasionally, gains might be credited to the Comprehensive Income and Expenditure Statement where they arise from the reversal of an impairment loss previously charged to the account.

Where decreases in value are identified, they are accounted for by: -

- 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 that 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 in the Comprehensive Income and Expenditure Statement.

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

### Impairments

Assets are assessed at each year end as to whether there is any indication that an asset may be impaired. Where indications exist and any possible differences are estimated to be material, the recoverable amount of the asset is estimated and, where this is less than the carrying amount of the asset, an impairment loss is recognised for the shortfall. Where impairment losses are identified, they are accounted for by:

- 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 that 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 in the Comprehensive Income and Expenditure Statement.

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

### Depreciation

Depreciation is provided on a straight-line basis for on all Property, Plant, Vehicles and Equipment assets by the systematic allocation of their depreciable amounts over their useful lives, as advised by a suitably qualified advisor. An exception is made for assets without a determinable finite useful life (i.e. freehold land) and assets that are not yet available for use (i.e. assets under construction).

Component Accounting – where an item of Property, Plant and Equipment asset has major components whose cost is significant in relation to the total cost of the item, the components are depreciated separately. The component is judged to be significant where the replacement value is above £0.5m or 25% of the asset.

It is the Group's policy not to charge depreciation in the year of acquisition but a full year's charge is made in the year of disposal. Depreciation is charged to the Comprehensive Income and Expenditure Statement and is reversed out through the Movement in Reserves Statement.

Revaluation gains are also depreciated, with an amount equal to the difference between current value depreciation charged on assets and the depreciation that would have been chargeable based on their historical cost being transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

### Disposals and Assets held for sale

When a non-current asset is planned to be disposed of, it is reclassified as an Asset held for sale. To be reclassified it must meet the following criteria: -

- The asset must be available for immediate sale in its present condition subject to terms that are usual and customary for sales of such assets.
- The sale must be highly probable (with management commitment to sell and active marketing of the asset initiated).
- It must be actively marketed for a sale at a price that is reasonable in relation to its current fair value.
- The sale should be expected to qualify for recognition as a completed sale within one year.

The asset is revalued immediately before reclassification and then carried at the lower of this amount and fair value less costs to sell. Where there is a subsequent decrease to fair value less costs to sell, the loss

is posted to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement. Gains in fair value are recognised only up to the amount of any previous losses in the Comprehensive Income and Expenditure Statement.

Depreciation is not charged on Assets Held for Sale.

If assets no longer meet the criteria to be classified as Assets Held for Sale, they are reclassified back to non-current assets and valued at the lower of their carrying amount before they were classified as held for sale; adjusted for depreciation, amortisation or 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.

Assets that are abandoned or scrapped are not reclassified as Assets Held for Sale.

When an asset is disposed of or decommissioned, the carrying amount of the asset in the Balance Sheet is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. Receipts from disposals (if any) are credited to the same line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of the disposal). Any revaluation gains accumulated for the asset in the Revaluation Reserve are transferred to the Capital Adjustment Account.

Amounts received for a disposal in excess of £10,000 are categorised as capital receipts. The balance of receipts is required to be credited to the Capital Receipts Reserve, and can then only be used to finance new capital investment or set aside to reduce the Group's underlying need to borrow (the capital financing requirement). Receipts are appropriated to the Reserve from the General Reserve Balance in the Movement in Reserves Statement.

The written off value of disposals is not a charge against council tax, as the cost of fixed assets is fully provided for under separate arrangements for capital financing. Amounts are appropriated to the Capital Adjustment Account from the General Reserve Balance in the Movement in Reserves Statement.

### **Non-Current Assets - Intangible Assets**

Expenditure on non-monetary assets that do not have physical substance but are identifiable and controlled by the Group as a result of past events (e.g. software licences), are capitalised when it is expected that future economic benefits or service potential will flow from the intangible asset to the Group.

Expenditure on the development of websites is not capitalised if the website is solely or primarily intended to provide information on policing matters.

Intangible assets are measured at cost. Amounts are only revalued where the fair value of the assets held by the Group can be determined by reference to an active market. In practice, no intangible asset held by the Group meets this criterion, and they are therefore carried at amortised cost. The depreciable amount of an intangible asset is amortised to the Comprehensive Income and Expenditure Statement over its useful life. Amortisation, as with depreciation, commences in the financial year following that in which they are received. Amortisation is not permitted to have any impact on the General Reserve Balance; it is therefore reversed through the Movement in Reserves Statement and posted to the Capital Adjustment Account.

### **Charges to Revenue for Non-Current Assets**

The Comprehensive Income and Expenditure Statement is debited with the following amounts to record the cost of holding non-current assets during the year: -

- Depreciation attributable to the assets used.
- Revaluation and impairment losses on assets where there are no accumulated gains in the Revaluation Reserve against which the losses can be written off.
- Amortisation of intangible fixed assets.

The Group is not required to raise council tax to cover depreciation, revaluation and impairment losses or amortisations. However, it is required to make an annual provision from revenue to contribute towards the reduction in its overall borrowing requirement (Minimum Revenue Provision (MRP)). An annual statement for the policy on making MRP is required in accordance with statutory guidance; this should be calculated on a prudent basis. The policy for Derbyshire is: -

- For Supported Capital Expenditure, the MRP Policy will be based on the Capital Financing Requirement (CFR) being 2% straight-line basis of the opening balance of the CFR for that year
- For unsupported borrowing the MRP policy will be based on the Asset Life Method, equal instalment over the life of the asset



- For PFI contracts and leases that are deemed to be on Balance Sheet, the MRP requirement would be regarded as met by a charge equal to the element of the charge that goes to write down the Balance Sheet liability.

Depreciation, revaluation and impairment losses and amortisations are therefore replaced by revenue provision in the Movement in Reserves Statement, by way of an adjusting transaction with the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

### **Revenue Expenditure Funded from Capital under Statute**

Expenditure incurred during the year that may be capitalised under statutory provisions but does not result in the creation of a non-current asset has been charged as expenditure to the Comprehensive Income and Expenditure Statement in the year. Where the Group has determined to meet the cost of this expenditure from existing capital resources or by borrowing, a transfer in the Movement in Reserves Statement from the General Reserve Balance to the Capital Adjustment Account then reverses out the amounts charged so there is no impact on the level of council tax.

### **Leases**

Leases are classified as finance leases where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the property, vehicles, plant or equipment from the lessor (landlord) to the lessee (tenant). All other leases are classified as operating leases.

The Group has looked at material property leases over £10,000 and for more than 10 years. IAS 17 'Leases' includes indicators for the classification of leases as a finance lease. Material leases have been judged against these indicators.

#### **a) Finance Leases**

##### **i) Lessee – Property, Vehicles, Plant & Equipment**

An asset identified as a finance lease and where the Group is the lessee will be recognised on the Balance Sheet at an amount equal to the fair value of the asset, or if lower, the present value of the minimum lease payments, determined at the inception of the lease.

The asset recognised is matched by a liability for the obligation to pay the lessor. This liability is reduced as lease payments are made. Minimum lease payments are to be apportioned between the finance charge (interest) and the reduction of the deferred liability.

The finance charge (interest) will be charged to the Comprehensive Income and Expenditure Statement (Financing and Investment Income and Expenditure line).

Finance lease assets recognised on the Balance Sheet are revalued and depreciated in the same way as property, plant and equipment owned by the Group. Depreciation to be charged over the lease term if this is shorter than the asset's estimated useful life.

##### **ii) Lessor – Property, Vehicles, Plant & Equipment**

Where an asset is identified as a finance lease, and where the Group is the lessor, it will be written out of the Balance Sheet as a disposal. The carrying amount is written off to Other Operating Expenditure as part of the gain or loss on disposal. A gain, representing the authority's net investment in the lease, is credited to the same line, matched by a lease (long-term debtor) asset in the Balance Sheet. The lease rentals received write-down the lease debtor and the finance income is credited to the Financing & Investment Income & Expenditure line.

Rental income from finance leases entered into after 1 April 2010 should be treated as a capital receipt.

#### **b) Operating Leases**

##### **i) Lessee – Property, Vehicles, Plant & Equipment**

An asset identified as an operating lease and where the Group is the lessee, the rentals will be charged to the Comprehensive Income and Expenditure Statement. Charges are made on a straight-line basis over the term of the lease.

##### **ii) Lessor – Property, Vehicles, Plant & Equipment**

An asset identified as an operating lease, and where the Group is the lessor, shall be retained in the Balance Sheet. Rental income is credited to the Comprehensive Income and Expenditure Statement. Credits are made on a straight-line basis over the term of the lease.

### **Private Finance Initiative (PFI) and Similar Contracts**

The Group has entered into two PFI arrangements, Ilkeston Police Station and St Mary's Wharf DHQ at Derby. The first affected the accounts from 1998/99, the second from 2000/01. Both have a continuing

commitment by the Group for 30 years. PFI contracts are agreements to receive services, where the responsibility for making available the non-current assets needed to provide the services passes to the PFI contractor. As the Group is deemed to control the services that are provided under its PFI schemes and has control over the residual interest in the property at the end of the arrangement (if exercised), the Group carries the non-current assets under the contracts on the Balance Sheet as part of Property, Plant and Equipment.

The original recognition of these assets at fair value was balanced by the recognition of a liability for amounts due to the scheme operator to pay for the capital investments.

PFI assets recognised on the Balance Sheet are revalued and depreciated in the same way as property, plant and equipment owned by the Group.

The amounts payable to the PFI operators each year should be analysed into five elements: -

- Fair value of the services received during the year – debited to the Comprehensive Income and Expenditure Statement.
- Finance cost – an interest charge of 9.114% for Ilkeston PFI and 7.917% for Derby PFI on the outstanding Balance Sheet Liability, debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.
- Contingent rent – increases in the amount to be paid for the property arising during the contract. For both the Group's PFI schemes there is no contingent rent as the property element of the fee paid to the PFI operator is not indexed.
- Payment towards liability – applied to write down the Balance Sheet liability towards the PFI operator. This is also the MRP charge for PFI schemes.
- Lifecycle replacement costs – recognised as fixed assets on the Balance Sheet if the costs are of a capital nature or if the costs are revenue debited to the Comprehensive Income and Expenditure Statement.

### **Provisions, Contingent Liabilities and Contingent Assets**

**Provisions** – these are required for liabilities that have been incurred, but are of uncertain timing or amount. There are three criteria:

- The Group has a present obligation (legal or constructive) as a result of a past event.
- It is more likely than not that money will be needed to settle the obligation.
- A reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to the Comprehensive Income and Expenditure Statement in the year that the Group becomes aware of the obligation, and are measured at the best estimate at the Balance Sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Balance Sheet. Estimated settlements are reviewed at the end of each financial year – where it becomes less than probable that a transfer of economic benefits will now be required (or a lower settlement than anticipated is made), the provision is reversed and credited back to the Comprehensive Income and Expenditure Statement.

Where some or all of the payment required to settle a provision is expected to be met by another party (e.g. from an insurance claim), the income is only recognised as income if it is virtually certain that reimbursement will be received when the obligation is settled.

Provisions contained within the Balance Sheet are split between current liabilities (those which are estimated to be settled within the next 12 months) and non-current liabilities (those which are estimated to be settled in a period greater than 12 months).

**Contingent Liabilities** – this arises where an event has taken place that gives the Group a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Group. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

Contingent liabilities are not recognised in the Balance Sheet but disclosed in a note to the accounts.

**Contingent Asset** – this arises where an event has taken place that gives the Group a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Group.

Contingent assets are not recognised in the Balance Sheet but disclosed in a note to the accounts where it is probable that there will be an inflow of economic benefits or service potential.

### **Reserves**

**Usable Reserves** - the Group's General Revenue Balances are held in the General Reserve. The Group also maintains a number of specific 'earmarked' reserves for future expenditure on either policy purposes or to cover contingencies. Reserves are created by appropriating amounts out of the General Reserve Balance. When revenue expenditure to be financed from a reserve is incurred, it is charged to the Comprehensive Income and Expenditure Statement. The relevant reserve is then debited with an equivalent amount which is appropriated back into the General Reserve Balance so that the expenditure is not charged against Council Tax.

Also held under usable reserves are those that support the financing of capital (Capital receipts reserve and Capital Grants unapplied).

**Unusable Reserves** - certain reserves/accounts are kept to manage the accounting processes for non-current assets (Capital Adjustment Account, Revaluation Reserve, Deferred Capital Receipts), retirement and employee benefits (Pensions Reserve, Short term Accumulating Compensated Absences Account) and Accounting for local taxes (Collection Fund Adjustment Account). These do not represent usable resources for the Group.

### **Value Added Tax (VAT)**

The Comprehensive Income and Expenditure Statement excludes any amounts related to VAT, as all VAT collected is payable to HM Revenue and Customs and all VAT paid is recoverable from them.

### **Jointly Controlled Operations**

Jointly controlled operations are activities undertaken by the Group in conjunction with other venturers that involve the use of the assets and resources of the venturers rather than the establishment of a separate entity. The Group recognises on its Balance Sheet the assets that it controls and the liabilities that it incurs and debits and credits the Comprehensive Income and Expenditure Statement with the expenditure it incurs and the share of income it earns from the activity of the operation.

### **Joint Ventures**

Joint Ventures are arrangements under which two or more parties have contractually agreed to share control, such that decisions about activities that significantly affect returns require the unanimous consent of the parties sharing control, and joint ventures have rights to the net assets of the arrangement. Joint Ventures have their own legal entity. They are accounted for using the equity method in the Group Accounts.

The Joint Venture between Derbyshire Police and Derbyshire Fire and Rescue Service was formed under a Limited Liability Partnership (LLP). The Joint Venture operates an Income and Expenditure Account, the LLP Board can re-distribute 75% of any profits back to partners (Police and Fire), they also have discretion to re-distribute a further 25% Due to the timing of the LLP accounts Derbyshire Police may account for any profit in the following financial year if information is not available in time.

### **Accounting standards that have been issued but not yet been adopted**

For 2020/21 the new standards that need to be reported relates to amendments to IFRS3 Business Combinations and Interest Rate Benchmark Reform amendments to IFRS9, IAS39, IFRS7, IFRS4 and IFRS16. Note 29 in the accounts discloses information relating to the impact of the accounting changes.

### **Changes in Accounting Estimates**

#### **Critical Judgements in Applying Accounting Policies**

In applying the accounting policies set out above, the Group has had to make certain judgements about complex transactions or those involving uncertainty about future events. There are no significant judgements in the 2020/21 Statement of Accounts.

## Assumptions Made about the Future and Other Major Sources of Estimation Uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions made by the Group 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 Group's Balance Sheet at 31 March 2021 for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

Uncertainties	Effect if Actual Results differ from Assumptions
<b>Property, Plant and Equipment</b>	
Assets are depreciated over useful lives that are dependent on assumptions about the level of repairs and maintenance that will be incurred in relation to individual assets. The current economic climate makes it uncertain that the Group will be able to sustain its current spending on repairs and maintenance, bringing into doubt the useful lives assigned to assets.	If the useful life of assets is reduced, depreciation increases and the carrying amount of the assets falls. It is estimated that the annual depreciation charge for buildings (excluding PFI buildings which are contracted to be maintained) would increase by £0.031m for every year that useful lives had to be reduced.
<b>Provisions</b>	
The Group has made a provision of £2.305m for the settlement of claims for insurance and backdated overtime. This has been based on the claims handlers' assessment of claims outstanding and an estimate of future claims for 2020/21. The number and value of claims may be different to the assessment.	An increase over the forthcoming year of 10% in the total number of claims would have the effect of adding £0.230m to the provision needed. However, this amount will be covered from the Insurance Reserve if necessary.
<b>Pensions Liability</b>	
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 salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the Group with expert advice about the assumptions to be applied. For both the Police Officer and Police Staff schemes, full data on individual scheme members is collected only once every 3 years. In the intervening period, the actuaries are required to estimate relevant changes in the membership profile.	The effects on the net pensions liability of changes in individual assumptions can be measured. For instance for the largest scheme, the Police Pension scheme, it is estimated that a 0.5% reduction in the discount rate's excess over pension increases would result in an increase in the pensions liability of 9.5% (£225m). If pension increases were to be 0.5% higher per year this would increase the liability by 9.0% (£211m). However, the assumptions interact in complex ways. For example, during 2020/21 the Police Pension Scheme liability decreased by £26.3m as a result of experience changes but increased by £249.9m as a result of the updating of actuarial assumptions for financial reasons. Experience changes are those that arise from specific occurrences relating to scheme membership during the year. Recent reviews of public sector pensions have led to changes in benefits payable, employee contribution rates and retirement ages. These will have an impact on the level of future liabilities. As from 1 April 2014 for Police Staff and April 2015 for Police Officers, scheme members now accrue benefit entitlements based on their career-average salaries instead of on their final salary at the point of retirement.
The Accumulated Absences Account for compensated absences earned but not taken in the year (eg annual leave, Time off in lieu) was based on actual data from the HR system. The police staff flexi leave figure is estimated based on a sample of police staff in 2016/17. This represents £0.024m of the figure of £2.318m.	If the amount of flexi leave for police staff increased by 10% this would increase the balance by £0.002m. This figure is included in the Comprehensive Income and Expenditure Account as a cost to the police service but is neutralised by transfers to the Accumulated Absences Account.
<b>Arrears – Bad debt provision</b>	
At 31 March 2021, the Group had a balance of sundry debtors for £2.971m. A review of these debtors suggested that an impairment of doubtful debts of £0.008m was appropriate. However, in the current economic climate it is not certain that such an allowance would be sufficient.	If collection rates were to deteriorate, a doubling of the amount of the impairment of doubtful debts would require an additional £0.008m to set aside as an allowance.

*The Accounting Policies and Changes in Accounting Estimates can sometimes be found as a note to the Financial Statements.*

## GROUP EXPENDITURE AND FUNDING ANALYSIS FOR THE PCC GROUP

This is a note to the Primary Statements

The Expenditure and Funding Analysis shows how annual expenditure is used and funded from resources (government grants and precepts) by authorities in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. It also shows how this expenditure is allocated for decision making purposes. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

2019/20				2020/21		
Net Expenditure Chargeable to General and Earmarked Reserves £000	Adjustment between the Funding and Accounting Basis (1) £000	Net Expenditure in the Comprehensive Income and Expenditure Statement (2) £000		Net Expenditure Chargeable to General and Earmarked Reserves £000	Adjustment between the Funding and Accounting Basis (1) £000	Net Expenditure in the Comprehensive Income and Expenditure Statement (2) £000
180,504	41,109	221,613	Policing Services	186,306	31,208	217,514
1,159	299	1,458	Corporate and Democratic Core (Includes PCC plus Chief Constable)	1,206	362	1,568
1,814	0	1,814	Commissioning Activities by the Police and Crime Commissioner	1,764	0	1,764
0	(10,938)	(10,938)	Non Distributed Costs	0	0	0
<b>183,477</b>	<b>30,470</b>	<b>213,947</b>	<b>Net Cost of Services before revaluations/funding</b>	<b>189,276</b>	<b>31,570</b>	<b>220,846</b>
0	1,638	1,638	Revaluation losses not charged to Chief Constable	0	520	520
<b>183,477</b>	<b>32,108</b>	<b>215,585</b>	<b>Net Cost of Services</b>	<b>189,276</b>	<b>32,090</b>	<b>221,366</b>
(179,931)	28,551	(151,380)	Other Income and Expenditure	(189,879)	28,902	(160,977)
<b>3,546</b>	<b>60,659</b>	<b>64,205</b>	<b>Surplus or Deficit</b>	<b>(603)</b>	<b>60,992</b>	<b>60,389</b>
0	(234,706)	(234,706)	<b>Other Comprehensive Income and Expenditure</b>	0	295,180	295,180
<b>3,546</b>	<b>(174,047)</b>	<b>(170,501)</b>	<b>Total Comprehensive Income and Expenditure</b>	<b>(603)</b>	<b>356,172</b>	<b>355,569</b>
		(18,404)	<b>Opening General Reserve and Earmarked Reserve Balance</b>			(14,858)
		3,546	Deficit on General Reserve/Earmarked Reserves in Year			(603)
		(14,858)	<b>Closing General Reserve and Earmarked Reserve Balance (3)</b>			(15,461)

(1) Details of adjustments are shown in Note 1 of the Accounts.

(2) Income and Expenditure recognised in accordance with generally accepted accounting practices can be seen in the Comprehensive Income and Expenditure Statement on page 29.

(3) Further detail of the General Reserve and Earmarked Reserves can be found in Note 25 of the Accounts.

## EXPENDITURE AND FUNDING ANALYSIS FOR THE COMMISSIONER

This is a note to the Primary Statements

The Expenditure and Funding Analysis shows how annual expenditure is used and funded from resources (government grants and precepts) by authorities in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. It also shows how this expenditure is allocated for decision making purposes. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

2019/20				2020/21		
Net Expenditure Chargeable to General and Earmarked Reserves £000	Adjustment between the Funding and Accounting Basis (1) £000	Net Expenditure in the Comprehensive Income and Expenditure Statement (2) £000		Net Expenditure Chargeable to General and Earmarked Reserves £000	Adjustment between the Funding and Accounting Basis (1) £000	Net Expenditure in the Comprehensive Income and Expenditure Statement (2) £000
180,504	(180,504)	0	Policing Services	186,306	(186,306)	0
1,159	(18)	1,141	Corporate and Democratic Core (PCC)	1,206	(18)	1,188
1,814	0	1,814	Commissioning Activities by the Police and Crime Commissioner	1,764	0	1,764
0	0	0	Non Distributed Costs	0	0	0
<b>183,477</b>	<b>(180,522)</b>	<b>2,955</b>	<b>Net Cost of Services before revaluations/funding</b>	<b>189,276</b>	<b>(186,324)</b>	<b>2,952</b>
0	1,638	1,638	Revaluation Losses not charged to Chief Constable	0	520	520
0	181,456	181,456	Intra-group Funding	0	186,328	186,328
<b>183,477</b>	<b>2,572</b>	<b>186,049</b>	<b>Cost of Policing Services</b>	<b>189,276</b>	<b>524</b>	<b>189,800</b>
(179,931)	871	(179,060)	Other Income and Expenditure	(189,879)	1,480	(188,399)
<b>3,546</b>	<b>3,443</b>	<b>6,989</b>	<b>Surplus or Deficit</b>	<b>(603)</b>	<b>2,004</b>	<b>1,401</b>
0	(1,157)	(1,157)	Other Comprehensive Income and Expenditure	0	(120)	(120)
<b>3,546</b>	<b>2,286</b>	<b>5,832</b>	<b>Total Comprehensive Income and Expenditure</b>	<b>(603)</b>	<b>1,884</b>	<b>1,281</b>
		(18,355)	Opening General Reserve and Earmarked Reserve Balance			(14,809)
		3,546	Deficit on General Reserve/Earmarked Reserves in Year			(603)
		(14,809)	Closing General Reserve and Earmarked Reserve Balance (3)			(15,412)

(1) Details of adjustments are shown in Note 1 of the Accounts

(2) Income and Expenditure recognised in accordance with generally accepted accounting practices can be seen in the Comprehensive Income and Expenditure Statement on page 30.

(3) Further detail of the General Reserve and Earmarked Reserves can be found in Note 25 of the Accounts.

**GROUP COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT FOR THE PCC GROUP**

This statement shows the accounting cost in the year of providing services for the Group, in accordance with generally accepted accounting principles, rather than the amount to be funded from taxation. Authorities raise taxation to cover expenditure in accordance with regulations; this may be different from the accounting cost. The taxation position is shown in the Movement of Reserves Statement.

For the year ended 31 March 2020					For the year ended 31 March 2021		
Gross Expenditure	Gross Income	Net Expenditure		Note	Gross Expenditure	Gross Income	Net Expenditure
£000	£000	£000			£000	£000	£000
258,386	(36,773)	221,613	Policing Services		260,412	(42,898)	217,514
1,461	(3)	1,458	Corporate and Democratic Core (Includes PCC plus Chief Constable)		1,572	(4)	1,568
4,031	(2,217)	1,814	Commissioning Activities by the Police and Crime Commissioner		5,175	(3,411)	1,764
(10,938)	0	(10,938)	Non Distributed Costs	<b>9b,10a</b>	0	0	0
<b>252,940</b>	<b>(38,993)</b>	<b>213,947</b>	<b>Cost of Policing Services before revaluations/funding</b>		<b>267,159</b>	<b>(46,313)</b>	<b>220,846</b>
1,638	0	1,638	Revaluation losses not charged to Chief Constable		520	0	520
<b>254,578</b>	<b>(38,993)</b>	<b>215,585</b>	<b>Cost of Policing Services</b>	<b>2</b>	<b>267,679</b>	<b>(46,313)</b>	<b>221,366</b>
			<b>Other Operating Expenditure</b>				
0	(75)	(75)	(Gains) or Losses on the Disposal of Non-Current Assets		1,298	0	1,298
1,130	0	1,130	Levies to national police services		1,351	0	1,351
			<b>Financing and Investment Income and Expenditure</b>				
217	0	217	Interest Payable on Debt	<b>19</b>	403	0	403
750	0	750	Interest Element of Finance Leases (PFI)	<b>19</b>	691	0	691
56,993	0	56,993	Pensions Interest Cost and Expected Return on Pensions Assets	<b>9b</b>	48,336	0	48,336
0	(143)	(143)	Investment Interest Income	<b>19</b>	0	(20)	(20)
0	(509)	(509)	<b>Profit or Loss on Joint Ventures Distributed</b>	<b>13</b>	0	(533)	(533)
0	0	0	<b>Profit or Loss on Joint Ventures LLP available to distribute</b>		0	0	0
			<b>Taxation and Non-Specific Grant Income</b>				
0	(2,078)	(2,078)	Recognised Capital Grants and Contributions		0	(1,369)	(1,369)
0	(62,586)	(62,586)	General Government Grants		0	(67,499)	(67,499)
0	(39,272)	(39,272)	Revenue Support Grant		0	(41,881)	(41,881)
0	(7,346)	(7,346)	Localising Council Tax Support Grant		0	(7,346)	(7,346)
0	(68,903)	(68,903)	Council Tax Income		0	(71,999)	(71,999)
0	(29,558)	(29,558)	Home Office Grant Payable towards the Cost of Retirement Benefits	<b>9a</b>	0	(22,409)	(22,409)
<b>313,668</b>	<b>(249,463)</b>	<b>64,205</b>	<b>(Surplus) or Deficit on the Provision of Services</b>	<b>2</b>	<b>319,758</b>	<b>(259,369)</b>	<b>60,389</b>
		0	(Surplus) or Deficit on Revaluation of Non-Current Assets LLP				0
		(1,157)	(Surplus) or Deficit on Revaluation of Non-Current Assets				(120)
		(233,549)	Actuarial (Gains) or Losses on Pension Assets and Liabilities	<b>9b</b>			295,300
		<b>(234,706)</b>	<b>Other Comprehensive Income and Expenditure</b>				<b>295,180</b>
		<b>(170,501)</b>	<b>Total Comprehensive Income and Expenditure</b>				<b>355,569</b>

**COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT FOR THE COMMISSIONER**

This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting principles for the Commissioner (PCC). The consolidated accounting cost and funding for the Group is shown in the Group CIES. This statement differs from the Group statement in that it shows the intra-group funding adjustment between the PCC and the Chief Constable. This transfer represents a recharge of the costs and income of providing policing services to the Chief Constable who has consumed the resources.

Commissioner For the year ended 31 March 2020				Commissioner For the year ended 31 March 2021		
Gross Expenditure	Gross Income	Net Expenditure		Gross Expenditure	Gross Income	Net Expenditure
£000	£000	£000		£000	£000	£000
1,144	(3)	1,141	Corporate and Democratic Core (PCC)	1,192	(4)	1,188
4,031	(2,217)	1,814	Commissioning Activities by the PCC	5,175	(3,411)	1,764
0	0	0	Non Distributed Cost	0	0	0
<b>5,175</b>	<b>(2,220)</b>	<b>2,955</b>	<b>Cost of Policing Services before revaluations/funding</b>	<b>6,367</b>	<b>(3,415)</b>	<b>2,952</b>
1,638	0	1,638	Revaluation losses not charged to Chief Constable	520	0	520
218,229	(36,773)	181,456	Intra-group Funding	229,226	(42,898)	186,328
<b>225,042</b>	<b>(38,993)</b>	<b>186,049</b>	<b>Cost of Policing Services</b>	<b>236,113</b>	<b>(46,313)</b>	<b>189,800</b>
			<b>Other Operating Expenditure</b>			
0	(320)	(320)	(Gains) or Losses on the Disposal of Non-Current Assets	(197)	0	(197)
1,130	0	1,130	Intra-group funding Levies to national police services	1,351	0	1,351
			<b>Financing and Investment Income and Expenditure</b>			
217	0	217	Interest Payable on Debt	403	0	403
750	0	750	Interest Element of Finance Leases (PFI)	691	0	691
0	0	0	Net Interest cost on Pensions	0	0	0
0	(143)	(143)	Investment Interest Income	0	(20)	(20)
0	(509)	(509)	<b>Profit or Loss on Joint Ventures</b>	0	(533)	(533)
			<b>Taxation and Non-Specific Grant Income</b>			
0	(2,078)	(2,078)	Recognised Capital Grants and Contributions	0	(1,369)	(1,369)
0	(62,586)	(62,586)	General Government Grants	0	(67,499)	(67,499)
0	(39,272)	(39,272)	Revenue Support Grant	0	(41,881)	(41,881)
0	(7,346)	(7,346)	Localising Council Tax Support Grant	0	(7,346)	(7,346)
0	(68,903)	(68,903)	Council Tax Income	0	(71,999)	(71,999)
0	0	0	Home Office Grant Payable towards the Cost of Retirement Benefits	0	0	0
<b>227,139</b>	<b>(220,150)</b>	<b>6,989</b>	<b>(Surplus) or Deficit on the Provision of Services</b>	<b>238,361</b>	<b>(236,960)</b>	<b>1,401</b>
		(1,157)	(Surplus) or Deficit on Revaluation of Non-Current Assets			(120)
		0	Actuarial (Gains) or Losses on Pension Assets and Liabilities			0
		<b>(1,157)</b>	<b>Other Comprehensive Income and Expenditure</b>			<b>(120)</b>
		<b>5,832</b>	<b>Total Comprehensive Income and Expenditure</b>			<b>1,281</b>



## BALANCE SHEET FOR THE PCC GROUP

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Group. The net assets of the Group (assets less liabilities) are matched by the reserves held by the Group. Reserves are reported in two categories. The first category of reserves are usable reserves, ie those reserves that may be used to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt). The second category of reserves are those that are not able to be used to provide services. This category of reserves includes 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 shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'.

31-Mar-20 £000		Note	31-Mar-21 £000
50,581	Property, Plant and Equipment	11	57,070
0	Investment Property		0
5,337	Intangible Assets	12	1,872
0	Assets Held for Sale (>1 yr)		0
0	Long-Term Investments		0
16,115	Investments in Associates and Joint Ventures	13	16,115
0	Long-Term Debtors		0
<b>72,033</b>	<b>Long-Term Assets</b>		<b>75,057</b>
7,002	Short-Term Investments	18	0
34,090	Short-Term Debtors	15	35,270
6,652	Cash and Cash Equivalents	16	10,494
<b>47,744</b>	<b>Current Assets</b>		<b>45,764</b>
(925)	Short-Term Borrowing	18	(895)
(871)	Other Short-Term Liabilities	22	(1,254)
(32,835)	Short-Term Creditors	17	(39,359)
(796)	Short-Term Provisions	23	(935)
<b>(35,427)</b>	<b>Current Liabilities</b>		<b>(42,443)</b>
0	Long-Term Creditors		0
(817)	Long-Term Provisions	23	(1,370)
(12,923)	Long-Term Borrowing	18	(12,082)
(2,149,711)	Other Long-Term Liabilities	10/22	(2,499,596)
0	Donated Assets Account		0
0	Capital Grants Receipts in Advance		0
<b>(2,163,451)</b>	<b>Long-Term Liabilities</b>		<b>(2,513,048)</b>
<b><u>(2,079,101)</u></b>	<b>Net Assets/(Liabilities)</b>		<b><u>(2,434,670)</u></b>
18,914	Usable Reserves	25	19,120
(2,098,015)	Unusable Reserves	26	(2,453,790)
<b><u>(2,079,101)</u></b>	<b>Total Reserves</b>		<b><u>(2,434,670)</u></b>

### Certification

The financial statements were authorised for issue on the 30th July 2021.

30th July 2021

## BALANCE SHEET FOR THE COMMISSIONER

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Commissioner. The net assets are matched by the reserves held by the Commissioner. Reserves are reported in two categories. The first category of reserves are usable reserves, ie those reserves that may be used to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt). The second category of reserves are those that are not able to be used to provide services. This category of reserves includes 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 shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'.

31-Mar-20 £000		Note	31-Mar-21 £000
36,265	Property	11c	42,014
73	Intangible Assets	12	25
16,815	Investments in Associates and Joint Ventures	13	16,815
<b>53,153</b>	<b>Long-Term Assets</b>		<b>58,854</b>
7,002	Short-Term Investments	18	0
(5,347)	Short Term Debtors - Intra group funding		(4,602)
34,090	Short-Term Debtors	15	35,270
6,652	Cash and Cash Equivalents	16	10,494
<b>42,397</b>	<b>Current Assets</b>		<b>41,162</b>
(925)	Short-Term Borrowing	18	(895)
5,347	Short Term Creditors - Intra group funding		4,602
(871)	Other Short-Term Liabilities	22	(1,254)
(30,989)	Short-Term Creditors	17	(37,041)
(796)	Short-Term Provisions	23	(935)
<b>(28,234)</b>	<b>Current Liabilities</b>		<b>(35,523)</b>
(817)	Long-Term Provisions	23	(1,370)
(12,923)	Long-Term Borrowing	18	(12,082)
(7,618)	Other Long-Term Liabilities	22	(6,364)
<b>(21,358)</b>	<b>Long-Term Liabilities</b>		<b>(19,816)</b>
<b>45,958</b>	<b>Net Assets/(Liabilities)</b>		<b>44,677</b>
18,865	Usable Reserves	25	19,071
27,093	Unusable Reserves	26	25,606
<b>45,958</b>	<b>Total Reserves</b>		<b>44,677</b>

### Certification

The financial statements were authorised for issue on the 30th July 2021

30th July 2021

**MOVEMENT IN RESERVES STATEMENT FOR THE PCC GROUP 2020/21**

This Statement shows the movement in the year on the different reserves held by the Group, analysed into 'usable reserves' (ie those that can be applied to fund expenditure or reduce local taxation) and 'unusable' reserves. The Statement shows how the movements in year of the Group's reserves are broken down between gains and losses incurred in accordance with generally accepted practices and the statutory adjustments required to return to the amounts chargeable to council tax for the year. The 'Net increase /Decrease' line shows the statutory General Reserve Balance movements in the year following those adjustments.

	General Reserve and Earmarked Reserves	Usable Capital Receipts Reserve	Capital Grant Unapplied Account	Total Usable Reserves	Unusable Reserves	Total Reserves
	£000	£000	£000	£000	£000	£000
Note	25	25	25	25	26	
<b>Balance as at 1 April 2020</b>	<b>14,858</b>	<b>0</b>	<b>4,056</b>	<b>18,914</b>	<b>(2,098,015)</b>	<b>(2,079,101)</b>
<b>Total Comprehensive Income and Expenditure</b>	(355,569)	0	0	(355,569)	0	(355,569)
Adjustments between accounting basis and funding basis under regulations						
- Depreciation and Impairment of non-current assets	7,282			7,282	(7,282)	0
- Revaluation of non-current assets	520			520	(520)	0
- Capital grants and contributions credited to the CIES	(1,369)		1,369	0	0	0
- Revenue Expenditure funded from capital under statute	695			695	(695)	0
- Net gain or loss on sale of non-current assets	1,497			1,497	(1,497)	0
- Amount by which pension costs calculated in accordance with the code (IAS19) are different from the contributions due under the pension scheme	351,139			351,139	(351,139)	0
- Amount by which council tax income included in the CIES is different from the amount taken to the General Reserve in accordance with regulation	1,154			1,154	(1,154)	0
- Statutory provision for repayment of debt	(1,279)			(1,279)	1,279	0
- Capital expenditure charged to the General Reserve Balance	(3,819)			(3,819)	3,819	0
- Any voluntary provision for repayment of debt	0			0	0	0
- Application of grants to capital financing transferred to Capital Adjustment Account	0		(1,766)	(1,766)	1,766	0
- Revaluation of non-current assets where residual gain exists on the Revaluation Reserve	(120)			(120)	120	0
- Charges for employee benefits	472			472	(472)	0
<b>Total Adjustments between accounting basis and funding basis</b>	<b>356,172</b>	<b>0</b>	<b>(397)</b>	<b>355,775</b>	<b>(355,775)</b>	<b>0</b>
<b>Increase or (Decrease) in Year</b>	<b>603</b>	<b>0</b>	<b>(397)</b>	<b>206</b>	<b>(355,775)</b>	<b>(355,569)</b>
<b>Balance as at 31 March 2021 carried forward</b>	<b>15,461</b>	<b>0</b>	<b>3,659</b>	<b>19,120</b>	<b>(2,453,790)</b>	<b>(2,434,670)</b>

**MOVEMENT IN RESERVES STATEMENT FOR THE PCC GROUP 2019/20**

This Statement shows the movement in the year on the different reserves held by the Group, analysed into 'usable reserves' (ie those that can be applied to fund expenditure or reduce local taxation) and 'unusable' reserves. The Statement shows how the movements in year of the Group's reserves are broken down between gains and losses incurred in accordance with generally accepted practices and the statutory adjustments required to return to the amounts chargeable to council tax for the year. The 'Net increase /Decrease' line shows the statutory General Reserve Balance movements in the year following those adjustments.

	General Reserve and Earmarked Reserves	Usable Capital Receipts Reserve	Capital Grant Unapplied Account	Total Usable Reserves	Unusable Reserves	Total Reserves
	£000	£000	£000	£000	£000	£000
Note	25	25	25	25	26	
<b>Balance as at 1 April 2019</b>	<b>18,404</b>	<b>0</b>	<b>5,193</b>	<b>23,597</b>	<b>(2,273,199)</b>	<b>(2,249,602)</b>
<b>Total Comprehensive Income and Expenditure</b>	170,501	0	0	170,501	0	170,501
Adjustments between accounting basis and funding basis under regulations						
- Depreciation and Impairment of non-current assets	7,534			7,534	(7,534)	0
- Revaluation of non-current assets	1,638			1,638	(1,638)	0
- Capital grants and contributions credited to the CIES	(2,078)		2,078	0	0	0
- Revenue Expenditure funded from capital under statute	876			876	(876)	0
- Net gain or loss on sale of non-current assets	127			127	(127)	0
- Amount by which pension costs calculated in accordance with the code (IAS19) are different from the contributions due under the pension scheme	(177,804)			(177,804)	177,804	0
- Amount by which council tax income included in the CIES is different from the amount taken to the General Reserve in accordance with regulation	(32)			(32)	32	0
- Statutory provision for repayment of debt	(1,039)			(1,039)	1,039	0
- Capital expenditure charged to the General Reserve Balance	(2,651)			(2,651)	2,651	0
- Any voluntary provision for repayment of debt	0			0	0	0
- Application of grants to capital financing transferred to Capital Adjustment Account	0		(3,215)	(3,215)	3,215	0
- Revaluation of non-current assets where residual gain exists on the Revaluation Reserve	(1,157)			(1,157)	1,157	0
- Charges for employee benefits	539			539	(539)	0
<b>Total Adjustments between accounting basis and funding basis</b>	<b>(174,047)</b>	<b>0</b>	<b>(1,137)</b>	<b>(175,184)</b>	<b>175,184</b>	<b>0</b>
<b>Increase or (Decrease) in Year</b>	<b>(3,546)</b>	<b>0</b>	<b>(1,137)</b>	<b>(4,683)</b>	<b>175,184</b>	<b>170,501</b>
<b>Balance as at 31 March 2020 carried forward</b>	<b>14,858</b>	<b>0</b>	<b>4,056</b>	<b>18,914</b>	<b>(2,098,015)</b>	<b>(2,079,101)</b>

**MOVEMENT IN RESERVES STATEMENT 2020/21 FOR THE COMMISSIONER**

This Statement shows the movement in the year on the different reserves held by the Commissioner, analysed into 'usable reserves' (ie those that can be applied to fund expenditure or reduce local taxation) and 'unusable' reserves.

	<b>General Reserve and Earmarked Reserves</b>	<b>Usable Capital Receipts Reserve</b>	<b>Capital Grant Unapplied Account</b>	<b>Total Usable Reserves</b>	<b>Unusable Reserves</b>	<b>Total Commissioner Reserves</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
<b>Note</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>26</b>	
<b>Balance as at 1 April 2020</b>	<b>14,809</b>	<b>0</b>	<b>4,056</b>	<b>18,865</b>	<b>27,093</b>	<b>45,958</b>
<b>Total Comprehensive Income and Expenditure</b>	(1,281)	0	0	(1,281)	0	(1,281)
Adjustments between accounting basis and funding basis under regulations						
- Depreciation and Impairment of non-current assets	1,498			1,498	(1,498)	0
- Revaluation of non-current assets	520			520	(520)	0
- Capital grants and contributions credited to the CIES	(1,369)		1,369	0	0	0
- Revenue Expenditure funded from capital under statute	695			695	(695)	0
- Net gain or loss on sale of non-current assets	2			2	(2)	0
- Amount by which pension costs calculated in accordance with the code (IAS19) are different from the contributions due under the pension scheme	0			0	0	0
- Amount by which council tax income included in the CIES is different from the amount taken to the General Reserve in accordance with regulation	1,154			1,154	(1,154)	0
- Statutory provision for repayment of debt	(1,279)			(1,279)	1,279	0
- Capital expenditure funded by PCC Intra-group funding	4,602			4,602	(4,602)	0
- Capital expenditure charged to the General Reserve Balance	(3,819)			(3,819)	3,819	0
- Any voluntary provision for repayment of debt	0			0	0	0
- Application of grants to capital financing transferred to Capital Adjustment Account	0		(1,766)	(1,766)	1,766	0
- Revaluation of non-current assets where residual gain exists on the Revaluation Reserve	(120)			(120)	120	0
- Charges for employee benefits	0			0	0	0
<b>Total Adjustments between accounting basis and funding basis</b>	<b>1,884</b>	<b>0</b>	<b>(397)</b>	<b>1,487</b>	<b>(1,487)</b>	<b>0</b>
<b>Increase or (Decrease) in Year</b>	<b>603</b>	<b>0</b>	<b>(397)</b>	<b>206</b>	<b>(1,487)</b>	<b>(1,281)</b>
<b>Balance as at 31 March 2021 carried forward</b>	<b>15,412</b>	<b>0</b>	<b>3,659</b>	<b>19,071</b>	<b>25,606</b>	<b>44,677</b>

**MOVEMENT IN RESERVES STATEMENT 2019/20 FOR THE COMMISSIONER**

This Statement shows the movement in the year on the different reserves held by the Commissioner, analysed into 'usable reserves' (ie those that can be applied to fund expenditure or reduce local taxation) and 'unusable' reserves.

	<b>General Reserve and Earmarked Reserves</b>	<b>Usable Capital Receipts Reserve</b>	<b>Capital Grant Unapplied Account</b>	<b>Total Usable Reserves</b>	<b>Unusable Reserves</b>	<b>Total Commissioner Reserves</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
<b>Note</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>25</b>	<b>26</b>	
<b>Balance as at 1 April 2019</b>	<b>18,355</b>	<b>0</b>	<b>5,193</b>	<b>23,548</b>	<b>28,242</b>	<b>51,790</b>
<b>Total Comprehensive Income and Expenditure</b>	(5,832)	0	0	(5,832)	0	(5,832)
Adjustments between accounting basis and funding basis under regulations						
- Depreciation and Impairment of non-current assets	1,500			1,500	(1,500)	0
- Revaluation of non-current assets	1,638			1,638	(1,638)	0
- Capital grants and contributions credited to the CIES	(2,078)		2,078	0	0	0
- Revenue Expenditure funded from capital under statute	876			876	(876)	0
- Net gain or loss on sale of non-current assets	(118)			(118)	118	0
- Amount by which pension costs calculated in accordance with the code (IAS19) are different from the contributions due under the pension scheme	0			0	0	0
- Amount by which council tax income included in the CIES is different from the amount taken to the General Reserve in accordance with regulation	(32)			(32)	32	0
- Statutory provision for repayment of debt	(1,039)			(1,039)	1,039	0
- Capital expenditure funded by PCC Intra-group funding	5,347			5,347	(5,347)	0
- Capital expenditure charged to the General Reserve Balance	(2,651)			(2,651)	2,651	0
- Any voluntary provision for repayment of debt	0			0	0	0
- Application of grants to capital financing transferred to Capital Adjustment Account	0		(3,215)	(3,215)	3,215	0
- Revaluation of non-current assets where residual gain exists on the Revaluation Reserve	(1,157)			(1,157)	1,157	0
- Charges for employee benefits	0			0	0	0
<b>Total Adjustments between accounting basis and funding basis</b>	<b>2,286</b>	<b>0</b>	<b>(1,137)</b>	<b>1,149</b>	<b>(1,149)</b>	<b>0</b>
<b>Increase or (Decrease) in Year</b>	<b>(3,546)</b>	<b>0</b>	<b>(1,137)</b>	<b>(4,683)</b>	<b>(1,149)</b>	<b>(5,832)</b>
<b>Balance as at 31 March 2020 carried forward</b>	<b>14,809</b>	<b>0</b>	<b>4,056</b>	<b>18,865</b>	<b>27,093</b>	<b>45,958</b>

## CASHFLOW FOR THE PCC GROUP

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

31-Mar-20 £'000		Note	31-Mar-21 £'000
64,205	Net (Surplus) or Deficit on the Provision of Services		60,389
	<b>Adjust Net (Surplus) or Deficit on the Provision of Services for Non-cash Movements</b>		
(5,733)	Depreciation of Non-Current Assets		(5,130)
(1,638)	Impairment and Downward Valuations of Non-Current Assets		(520)
(1,801)	Amortisation of Intangible Assets		(2,152)
(5,878)	(Increase)/Decrease in Creditors		(7,123)
4,891	Increase/(Decrease) in Debtors		773
(55,745)	Pension Liability		(55,839)
(127)	Carrying Amount of Non-Current Assets Sold		(1,497)
104	Contributions to Provisions		(692)
0	Adjustments for LLP Profit Share		0
<b>(65,927)</b>			<b>(72,180)</b>
	<b>Adjust for Items Included in the Net Surplus or Deficit on the Provision of Services that are Investing and Financing activities</b>		
2,078	Proceeds from the Sale of Property, Plant and Equipment, Investment Property. Capital Grants.		1,369
2,078			1,369
<b>356</b>	<b>Net Cash Flows from Operating Activities</b>		<b>(10,422)</b>
	<b>Investing Activities</b>		
8,393	Purchase of Property, Plant and Equipment, Investment Property and Intangible Assets		12,882
987	Purchase of Short-Term and Long-Term Investments		(7,002)
0	Other Payments for Investing Activities		0
(255)	Proceeds from the Sale of Property, Plant and Equipment, Investment Property and Intangible Assets		(96)
(3,731)	Capital Grants and contributions		(946)
<b>5,394</b>	<b>Net Cash Flows from Investing Activities</b>		<b>4,838</b>
	<b>Financing Activities</b>		
(10,000)	Cash Receipts of Short and Long-Term Borrowing		0
724	Cash Payments for the Reduction of the Outstanding Liability Relating to a Finance Lease		871
582	Repayments of Short and Long-Term Borrowing		871
<b>(8,694)</b>	<b>Net Cash Flows from Financing Activities</b>		<b>1,742</b>
<b>(2,944)</b>	<b>Net (Increase) or Decrease in Cash and Cash Equivalents</b>		<b>(3,842)</b>
3,708	Cash and Cash Equivalents at the Beginning of the Reporting Period	16	6,652
<b>6,652</b>	Cash and Cash Equivalents at the End of the Reporting Period	16	<b>10,494</b>

The Cashflow Statement has been presented using the Indirect Method.

**CASHFLOW FOR THE COMMISSIONER**

The Cash Flow Statement shows the changes in cash and cash equivalents for the Commissioner during the reporting period. The statement shows how the Commissioner generates and uses cash equivalents by classifying cashflows as operating, investing and financing activities.

31-Mar-20 £'000		Note	31-Mar-21 £'000
6,989	Net (Surplus) or Deficit on the Provision of Services		1,401
	<b>Adjust Net (Surplus) or Deficit on the Provision of Services for Non-cash Movements</b>		
(1,450)	Depreciation of Non-Current Assets		(1,448)
(1,638)	Impairment and Downward Valuations of Non-Current Assets		(520)
(50)	Amortisation of Intangible Assets		(50)
(5,347)	Capital expenditure funded by PCC Intra-group funding		(4,602)
(5,339)	(Increase)/Decrease in Creditors		(6,651)
4,891	Increase/(Decrease) in Debtors		773
118	Carrying Amount of Non-Current Assets Sold		(2)
104	Contributions to Provisions		(692)
<b>(8,711)</b>			<b>(13,192)</b>
	<b>Adjust for Items Included in the Net Surplus or Deficit on the Provision of Services that are Investing and Financing activities</b>		
2,078	Proceeds from the Sale of Property, Plant and Equipment, Investment Property. Capital Grants.		1,369
2,078			1,369
<b>356</b>	<b>Net Cash Flows from Operating Activities</b>		<b>(10,422)</b>
	<b>Investing Activities</b>		
8,393	Purchase of Property, Plant and Equipment, Investment Property and Intangible Assets		12,882
987	Purchase of Short-Term and Long-Term Investments		(7,002)
0	Other Payments for Investing Activities		0
(255)	Proceeds from the Sale of Property, Plant and Equipment, Investment Property and Intangible Assets		(96)
(3,731)	Capital Grants and contributions		(946)
<b>5,394</b>	<b>Net Cash Flows from Investing Activities</b>		<b>4,838</b>
	<b>Financing Activities</b>		
(10,000)	Cash Receipts of Short and Long-Term Borrowing		0
724	Cash Payments for the Reduction of the Outstanding Liability Relating to a Finance Lease		871
582	Repayments of Short and Long-Term Borrowing		871
<b>(8,694)</b>	<b>Net Cash Flows from Financing Activities</b>		<b>1,742</b>
<b>(2,944)</b>	<b>Net (Increase) or Decrease in Cash and Cash Equivalents</b>		<b>(3,842)</b>
3,708	Cash and Cash Equivalents at the Beginning of the Reporting Period	<b>16</b>	6,652
<b>6,652</b>	Cash and Cash Equivalents at the End of the Reporting Period	<b>16</b>	<b>10,494</b>

The Cashflow Statement has been presented using the Indirect Method.



## Notes to the Financial Statements for the Commissioner and PCC Group

The Notes to the Financial Statements show the PCC Group, the notes for the Commissioner are not materially different. Any exception to this is mentioned in the appropriate note.

### Note 1 Expenditure and Funding Analysis

The Expenditure and Funding Analysis (page 27) takes net expenditure that is funded from resources and reconciles it to the Comprehensive Income and Expenditure Statement (CIES page 29). The Revenue Budget Surplus reported to committee is adjusted for budgeted/other contributions to/from reserves and Derbyshire's share of movements in the LLP Reserves.

	2019/20 £'000	2020/21 £'000
Revenue Budget (surplus)/deficit reported to Committee	(327)	(2,428)
Budgeted/Other Contributions to/from Reserves	3,873	1,825
<b>Net (Surplus)/Deficit on General Reserve Balance for PCC</b>	<b>3,546</b>	<b>(603)</b>
Share of Movement in LLP Reserves	-	-
<b>Net (Surplus)/Deficit on General Reserve Balance for PCC Group</b>	<b>3,546</b>	<b>(603)</b>

A summary of the Adjustment between the Funding and Accounting basis is shown in the Expenditure and Funding Analysis, a breakdown of these adjustments is shown below

Adjustments to General Reserve to add Expenditure or Income not Chargeable to Taxation and Remove items which are only chargeable under Statute	Adjustments for Capital Purposes 2019/20	Net Change for the Pensions Adjustments 2019/20	Other Differences 2019/20	Total Adjustments 2019/20
2019/20	£'000	£'000	£'000	£'000
Policing Services – Chief Constable	4,922	39,247	(3,060)	41,109
Office of the Police and Crime Commissioner	-	-	299	299
Commissioning Activities by the PCC	-	-	-	-
Non Distributed Costs	-	(10,938)	-	(10,938)
<b>Net Cost of Services before revaluations/funding</b>	<b>4,922</b>	<b>28,309</b>	<b>(2,761)</b>	<b>30,470</b>
Revaluation losses	1,638	-	-	1,638
<b>Net Cost of Services</b>	<b>6,560</b>	<b>28,309</b>	<b>(2,761)</b>	<b>32,108</b>
Other operating expenditure	(75)	-	1,130	1,055
Financing and Investment income & expenditure	-	56,993	824	57,817
Profit & Loss on Joint Ventures	-	-	(509)	(509)
Taxation & Non-specific grant income & expenditure	(2,078)	(29,558)	1,824	(29,812)
<b>Net (Surplus)/Deficit on General Reserve Balance</b>	<b>4,407</b>	<b>55,744</b>	<b>508</b>	<b>60,659</b>

Adjustments to General Reserve to add Expenditure or Income not Chargeable to Taxation and Remove items which are only chargeable under Statute	Adjustments for Capital Purposes 2020/21	Net Change for the Pensions Adjustments 2020/21	Other Differences 2020/21	Total Adjustments 2020/21
2020/21	£'000	£'000	£'000	£'000
Policing Services – Chief Constable	3,078	29,912	(1,782)	31,208
Office of the Police and Crime Commissioner	-	-	362	362
Commissioning Activities by the PCC	-	-	-	-
Non Distributed Costs	-	-	-	-
<b>Net Cost of Services before revaluations/funding</b>	<b>3,078</b>	<b>29,912</b>	<b>(1,420)</b>	<b>31,570</b>
Revaluation losses	520	-	-	520
<b>Net Cost of Services</b>	<b>3,598</b>	<b>29,912</b>	<b>(1,420)</b>	<b>32,090</b>
Other operating expenditure	1,298	-	1,351	2,649
Financing and Investment income & expenditure	-	48,336	1,074	49,410
Profit & Loss on Joint Ventures	-	-	(533)	(533)
Taxation & Non-specific grant income & expenditure	(1,369)	(22,409)	1,154	(22,624)
<b>Net (Surplus)/Deficit on General Reserve Balance</b>	<b>3,527</b>	<b>55,839</b>	<b>1,626</b>	<b>60,992</b>

#### Adjustments for Capital Funding and Expenditure Purposes

Net Cost of Services - Adjustments to the General Reserve to meet the requirements of generally accepted accounting practices, this column adds in depreciation and impairment and revaluation gains and losses to the Net Cost of Services line. The statutory charges for capital financing ie Minimum Revenue Provision and other revenue contributions are deducted from this line also as these are not chargeable under generally accepted accounting practices.

Other operating Expenditure – Adjusts for capital disposals with a transfer of income on disposal of assets and the amounts to be written off for those assets.

Taxation and Non-Specific Grant Income and Expenditure – Capital grants are adjusted for income not chargeable under generally accepted accounting practices. Revenue Grants are adjusted from those receivable in the year to those receivable without conditions or for which conditions were satisfied throughout the year. The Taxation and Non-Specific Grant Income and Expenditure line is credited with capital grants receivable in the year without conditions or for which conditions were satisfied in the year. It also includes the movement of the pension support grant to specific grants.

#### **Net change for the removal of pension contributions and the addition of pension (IAS 19) related expenditure and income**

Net change for the removal of pension contributions and the addition of IAS 19 Employee Benefits pension related expenditure and income.

Net Cost of Services - this represents the removal of the employer pension contributions made by the authority as permitted by statute and the replacement with the current services costs and past service costs.

Financing and Investment Income and Expenditure – The net interest on the defined benefit liability is charged to the CIES.

Taxation and Non-Specific Grant Income and Expenditure – Pension Grant received from the Home Office is credited to the CIES.

#### **Other Differences**

This is generally the movement of income and expenditure to the right heading in the CIES.

Also the Net Cost of Services includes an adjustment for compensated absences earned but not taken in the year eg annual leave, flexi leave and time off in lieu entitlement.

Taxation and Non Specific Grant Income and Expenditure - is charged with the difference between what is chargeable under statutory regulations for Council Tax that was projected to be received at the start of the year and the income recognised under generally accepted accounting practices in the Code. This is a timing difference as any difference will be brought forward in future Surpluses or Deficits on the Collection Fund.

#### **Commissioners Expenditure and Funding Analysis**

The Commissioners Expenditure and Funding Analysis is the same as the Group above but excludes Pensions adjustments, adjustment for compensated absences, depreciation and gains/losses on Chief Constables assets which are included in the Chief Constables Expenditure and Funding Analysis. It is also adjusted for Capital Expenditure intra-group funding.

	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
Adjustments above	60,659	60,992
Pensions Adjustment	(55,744)	(55,839)
Compensated Absences Adjustment	(539)	(472)
Depreciation and Gains/Losses	(6,280)	(7,279)
Capital Expenditure funded by PCC intra-group funding	5,347	4,602
<b>Commissioners adjustments on Net (Surplus)/Deficit</b>	<b>3,443</b>	<b>2,004</b>

## **Note 2 Expenditure and Income Analysed by Nature**

This note provides an alternative breakdown of the cost of services based on how expenditure is allocated for decision making purposes. It is intended to aid the reader in understanding where the money is spent and in making comparisons between Forces in terms of the type of expenditure incurred.

It should be noted that this analysis includes some items within cost of services that are not required to be charged against the general fund for council tax purposes – this analysis does not constitute the revenue budget of the Group.

Group 2019/20		Group 2020/21
£'000	Expenditure	£'000
82,421	Police Pay & Allowances	84,795
65,933	Police Staff Pay & Allowances	66,077
2,118	Other Employee Expenses	2,078
49,820	Police Pensions (Current Cost) -see note 9	46,410
8,960	Premises	9,267
4,211	Transport	4,070
29,880	Supplies & Services	26,335
6,946	Agency & Contracted Services	13,783
1,144	Office of PCC	1,192
4,031	Commissioning Activities by PCC	5,175
7,537	Depreciation & Debt Financing	7,282
1,638	Impairments/Revaluations	520
876	Revenue Expenditure Funded from Capital under Statute	695
(10,938)	Non Distributed Costs	-
<b>254,577</b>	<b>Gross Operating Expenditure</b>	<b>267,679</b>
(5,213)	Income from fees/charges	(4,889)
(33,779)	Income from specific grants and contributions (incl PCC)	(41,424)
<b>215,585</b>	<b>Cost of Policing Services</b>	<b>221,366</b>
1,055	Other Operating Expenditure	2,649
57,817	Financing and investment income and expenditure	49,410
(509)	Profit and Loss on Joint Venture	(533)
(180,185)	Taxation & non-specific grant income	(190,094)
(29,558)	Home office grant payable towards the cost of retirement benefits	(22,409)
<b>64,205</b>	<b>(Surplus) or deficit on provision of services</b>	<b>60,389</b>

In 2020/21 the Police and Crime Commissioner increased the band D council tax by £10 for Derbyshire households. This increase in funding was primarily used to continue to invest in the latest technology and a 'fit-for-purpose' estate across the county to enable the delivery of a modern policing service. A further 35 new police officers were recruited under the Home Office's Officer Uplift strategy to add to the 50 recruited towards the end of the previous year. The costs of these initiatives are reflected in the above table. Police Staff Pay & Allowances also include the Current Service Cost of pension benefits which decreased by £3.7m over 2019/20 (see note 9).

Non Distributed Costs – This reflects the pensions past service cost/(gain). The previous year's Past Service gain for both schemes mainly related to the McCloud judgement. For the LGPS a small Past Service cost was also included for the impact of GMP equalisation.

The Chief Constable is National Police Chiefs Council (NPCC) lead for Cyber Crime. 2020/21 was the third year in which Derbyshire was able to access funding from the Home Office to build Cyber Crime capabilities in all forces. £15.2m in revenue grant and £0.6m in capital grant was received compared to £12.6m revenue and £1.0m capital in 2019/20. The increase in grant is reflected in the Income line of the above table while most of the corresponding expenditure is within Supplies and Services and Agency & Contracted Services. Note 6 explains the other increases in specific grants.

### Note 3 Leases

#### Commissioner as Lessee – Operating Leases

##### Equipment

The Commissioner has a contract for Hired Photocopiers. In 2020/21, £121,359 was spent on rental payments (£119,669 in 2019/20). The Commissioner also makes rental payments for Livescan units (an electronic system for taking fingerprints). In 2020/21 £179,796 was spent on rental payments (£170,510 in 2019/20). This reflects the increase in costs of the national contract.

On the 27<sup>th</sup> March 2019, a contract was also signed to lease mobile phones. This was a two year contract starting in 2019/20.

As at 31<sup>st</sup> March, outstanding commitments in respect of Equipment leases were: -

	£'000	
	2019/20	2020/21
Within 12 Months	696	267
Later than 1 year and not later than 5 years	1,198	1,068

#### Land and Buildings

The Commissioner leases a number of buildings, which have been accounted for as an operating lease. In 2020/21, £977,066 was paid for the lease of land and buildings (£891,885 in 2019/20).

As at 31<sup>st</sup> March, outstanding commitments in respect of property leases were: -

	£'000	
	2019/20	2020/21
Within 12 Months	918	1,013
Later than 1 year and not later than 5 years	3,562	4,100
More than 5 years	11,227	11,385

#### Commissioner as Lessor – Operating Leases

The Commissioner acts as lessor for a number of offices and rent received for these properties in 2020/21 was £5,016 (£5,013 in 2019/20). A further £172,733 was received for mast rental in 2020/21 (£322,364 in 2019/20). The 2019/20 figure includes backdated income from the mast operator.

#### Commissioner as Lessee and Lessor – Finance Leases

The Commissioner entered into a Finance Lease with the DPFP LLP for the land occupied by the Joint Police and Fire Headquarters in March 2015 and a lease for land occupied by the Joint Training Centre/Firearms Range in August 2016. In entering into these leases a lump sum payment was made to the Commissioner which negated the need to make further payments over the 999 years of the lease.

### Note 4 Officers Remuneration

The table below provides disclosure of the remuneration of Senior Officers and relevant Police Officers including staff of the Commissioner, whose salary is £50,000 or more per year. During the year there were a number of changes in the Chief Officer team of the Chief Constable and the Commissioner, further information is shown in the notes to the table below.

Remuneration is all amounts paid to or receivable by a person, and includes sums due by way of expenses allowance (so far as those sums are chargeable to United Kingdom income tax), and the estimated money value of any other benefits received by an employee otherwise than in cash.

Post Holder Information	Note	2019/20					Total Remuneration 2019/20 £
		Salary £	Allowances £	Other payments £	Benefits in kind £	Employer pension £	
Chief Constable (CC)	<b>1,2,3</b>	151,317	4,935	15,539	9,755	-	<b>181,546</b>
Deputy CC Derbyshire	<b>4</b>	124,830	2,910	94	7,305	38,697	<b>173,836</b>
Deputy CC Collaboration	<b>5</b>	124,830	3,376	500	5,323	38,697	<b>172,726</b>
ACC Crime & Territorial Policing	<b>6</b>	115,131	-	660	6,520	35,690	<b>158,001</b>
Temporary ACC Operational Support		104,885	3,667	-	4,950	27,466	<b>140,968</b>
Director Of Finance	<b>7</b>	21,656	1,750	45,014	-	2,794	<b>71,214</b>
Director of Finance	<b>8</b>	74,165	-	-	4,912	9,567	<b>88,644</b>
Chief Finance Officer to PCC		79,181	-	-	-	10,214	<b>89,395</b>
Chief Executive		80,862	-	-	-	10,431	<b>91,293</b>
PCC Commissioner		76,500	-	-	-	9,869	<b>86,369</b>
PCC Deputy Commissioner		57,375	-	-	-	7,401	<b>64,776</b>

**Note 1 - As the total remuneration for 2019/20 has exceeded £150k the regulations require that Mr P Goodman be named.**

**Note 2 – The Chief Constable opted out of the Police Officers Pension scheme.**

**Note 3 – The Other Payments figure relates to a special retention payment and payments for a medical scheme.**

**Note 4 – As the total remuneration for 2019/20 has exceeded £150k the regulations require Ms R Swann be named.**

**Note 5 - As the total remuneration for 2019/20 has exceeded £150k the regulations require Mr C Haward be named. Mr Haward works for the East Midlands Special Operations Unit (EMSOU) and is funded regionally.**

**Note 6- As the total remuneration for 2019/20 has exceeded £150k the regulations require that Mr P Gibson be named.**

**Note 7 – The Director of Finance for Derbyshire Constabulary took voluntary redundancy on the 30/6/19. The other payments figure includes his redundancy package.**

**Note 8 – A permanent Joint Director of Finance for Police & Fire was appointed on the 1/7/19. The salary costs are shared between Police (2/3 share) and Fire (1/3 share). This recognises that the scope of the Finance Director role within the Police is wider than within Fire.**

2020/21							
Post Holder Information	Note	Salary £	Allowances £	Other payments £	Benefits in kind £	Employer pension £	Total Remuneration 2020/21 £
Chief Constable (CC)	1,2	50,957	3,978	5,180	-	-	60,115
Deputy CC Derbyshire/ Chief Constable (CC)	3,4	146,180	2,910	223	8,242	45,316	202,871
Deputy CC Collaboration	5	28,841	2,187	-	-	8,941	39,969
Deputy CC Collaboration	6	91,117	4,019	358	2,313	28,246	126,053
ACC Crime & Territorial Policing/ Deputy CC / Deputy CC Collab	7,8	124,684	-	660	6,380	36,583	168,307
Temp ACC Crime & Territorial Policing	9	90,790	1,970	1,800	-	28,145	122,705
Temporary ACC Operational Support	10	108,119	3,771	-	5,430	28,153	145,473
Temporary ACC Operational Support	11	99,424	4,580	1,000	-	27,809	132,813
Director of Finance	12	100,877	-	-	9,730	14,022	124,629
Chief Finance Officer to PCC		81,162	-	-	-	11,282	92,444
Chief Executive		82,885	-	-	-	11,521	94,406
PCC Commissioner		76,500	-	-	-	10,634	87,134
PCC Deputy Commissioner		57,375	-	-	-	7,975	65,350

**Note 1 - The Chief Constable retired on the 31/07/2020.**

**Note 2- The Chief Constable has opted out of the Police Officers Pension scheme.**

**Note 3 - As the total remuneration for 2020/21 has exceeded £150k the regulations require that Ms R Swann be named.**

**Note 4 - The Deputy Chief Constable left this role on 13/08/2020 and became the Chief Constable on the 14/08/2020.**

**Note 5 - A new Deputy Chief Constable was appointed on the 11/01/2021.**

**Note 6 - The Deputy Chief Constable for Collaboration left this role on 19/12/2020 to take up a new position as Chief Constable for Lincolnshire Police.**

**Note 7 - As the total remuneration for 2020/21 has exceeded £150k the regulations require that Mr P Gibson be named.**

**Note 8 - The ACC Crime and Territorial Policing left this role on 31/07/2020. He became Temporary Deputy Chief Constable on the 1/08/2020 till the 11/01/2021 when he was appointed Temporary Deputy Chief Constable Collaboration.**

**Note 9 – A Temporary ACC Crime & Territorial Policing was appointed on 8/2/2021. The costs above include their previous role as Chief Superintendent in EMSOU Collaboration.**

**Note 10 - The Temporary ACC Operational Support left this role on 11/01/2021. The costs above include their role as Chief Superintendent Head of Crime Support.**

**Note 11 – A Temporary ACC Operational Support was appointed on 1/08/2020. The costs above include their previous role as Chief Superintendent Head of Operations.**

**Note 12 – The salary costs are shared between Police (2/3 share) and Fire (1/3 share). This recognises that the scope of the Finance Director role within the Police is wider than in Fire.**

The disclosure below details salary of Police Staff and Senior Police Officers (over and above the rank of Superintendent) receiving more than £50,000 remuneration for the year (excluding employer's pension contributions). This excludes the officers shown in the above table.

Remuneration Band	No. Of Employees 2019/20	No. Of Employees 2020/21
£50,000 - £54,999	18	33
£55,000 - £59,999	11	18
£60,000 - £64,999	6	4
£65,000 - £69,999	5	7
£70,000 - £74,999	1	-
£75,000 - £79,999	3	5
£80,000 - £84,999	5	1
£85,000 - £89,999	3	4
£90,000 - £94,999	1	2
£100,000 - £104,999	2	-
£105,000 -£109,999	-	1
£115,000-£119,999	1	-
£125,000-£129,999	-	1
<b>TOTAL</b>	<b>56</b>	<b>76</b>

#### Exit Packages

The total cost of exit packages in the current year is £56,350. Both of these exit packages relate to Collaboration arrangements. The cost in the table below shows the full cost of these redundancies, this cost has then been split between the participating forces based on the agreed formula.

2019/20					2020/21			
Number of compulsory redundancies	Number of other departures agreed	Total Number of Exit Packages Agreed	Total cost of exit packages in each band £	Exit package cost band (including special payments)	Number of compulsory redundancies	Number of other departures agreed	Total Number of Exit Packages Agreed	Total cost of exit packages in each band £
-	3	3	47,763	£0 - £20,000	-	1	1	18,079
-	-	-	-	£20,000-£40,000	-	1	1	38,271
-	1	1	321,509	£320,001 - £340,000	-	-	-	-
-	4	4	369,272	<b>TOTAL</b>	-	2	2	<b>56,350</b>

#### Note 5 External Audit Fees

Fees in relation to external audit are as follows: -

	2019/20 £'000	2020/21 £'000
<u>Commissioner</u>		
Scale fees payable	24	24
Extra fees payable for audit previous year	1	12
Total fees Commissioner	25	36
<u>Chief Constable</u>		
Scale fees payable	11	11
Extra fees payable for audit previous year	3	10
Total fees Chief Constable	14	21
<b>Total fees PCC Group</b>	<b>39</b>	<b>57</b>

## Note 6 Grant Income

The Commissioner credited the following grants, contributions and donations to the Comprehensive Income and Expenditure Statement.

<b>GRANTS, CONTRIBUTIONS AND DONATIONS</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
<b>DCLG Grants</b>		
Private Finance Initiative – Ilkeston	348	348
Private Finance Initiative – Derby	2,387	2,387
	<b>2,735</b>	<b>2,735</b>
<b>Home Office Grants</b>		
East Midlands Counter-Terrorism Intelligence Unit	9,777	9,599
Loan Charges Grant	26	-
Grant towards specific operations	40	192
Football Policing Initiative	55	2
Criminal Record Bureau – Disclosure and Barring Service	780	865
Emergency Services Network Grant	42	42
Police Innovation Grant – PCC	556	-
Police Transformation Fund (EMSOU projects)	34	-
National Cyber Grant	12,595	15,245
Police Pension Support Grant	1,856	-
Police Uplift Grant	407	2,375
Police Covid-19 Grant and Surge Fund	-	1,619
Pensions Grant	-	1,856
Other Home Office Grant	15	5
	<b>26,183</b>	<b>31,800</b>
<b>Other Grants</b>		
Criminal Justice Board & No Witness No Justice	5	5
Safety Camera Project and Road Safety	309	351
Office of Gas and Electricity Markets (OFGEM)	4	27
Ministry of Justice – PCC – for local commissioning of victim support services (including restorative justice services)	1,212	1,875
Apprenticeship Levy Grant	177	271
	<b>1,707</b>	<b>2,529</b>
Regional Grants – EMSOU	787	949
<b>Total Grants</b>	<b>31,412</b>	<b>38,013</b>
Contributions and Donations	2,367	3,411
<b>Total Grants, Contributions and donations</b>	<b>33,779</b>	<b>41,424</b>

The main increases in grant were for

- The National Cyber grant - Derbyshire received extra grant of £2.65m compared to 2019/20 to build Cyber Crime Units across all Forces, to recruit specialist officers and staff to the units and to invest in technology, equipment and training.
- Uplift Grant – This was paid to meet 70% of the direct costs of employing 85 additional police officers during the year, this being Derbyshire's target for year 1 of the Home Office's 3-year Police Officer Uplift strategy
- Covid-19 related grants £1.619m – Derbyshire received grant for reimbursement of PPE costs, Loss on income compensation and for enforcement/wider pressures. £0.757m of this has been moved to reserves to support costs in 2021/22.
- The Police Pension Support Grant of £1.856m was part of the funding income in 2019/20 but is now classed as a specific grant.

In addition to the above grants, Derbyshire also act as agents for the Sensitive Equities grant, grant of £4m was paid to Derbyshire by the Home Office and the monies were distributed to various forces. The purpose of this grant is to bolster the national critical Serious Organised Crime law-enforcement capability.

The Police & Magistrates Court Act 1994 permits the Commissioner to accept gifts of money, and gifts or loans of other property. This can supplement Policing Activities. In accordance with the Financial Management Code of Practice a Register of such items is maintained. In 2020/21 the amount 'gifted' under this scheme was £920 compared to £12,990 for 2019/20.

## Note 7 Jointly Controlled Operations

### East Midlands Jointly Controlled Operations

The Commissioner has entered into Jointly Controlled Operations (JCO) or collaborations with other East Midlands Commissioners. The share of cost to Derbyshire is different depending on the number of Commissioners partaking in the JCO.

The following table show the accounts for all the JCO'S and the Income and Expenditure attributable to Derbyshire.

2019/20			2020/21	
Jointly Controlled Operations	Derbyshire Police	Comprehensive Income and Expenditure Statement	Jointly Controlled Operations	Derbyshire Police
£'000	£'000		£'000	£'000
26,299	6,167	Employees' Expenses	33,948	7,844
763	167	Premises	567	124
862	192	Transport	554	122
3,842	977	Supplies and Services	4,499	1,101
4,022	906	Agency and Contracted Services	3,683	832
1,376	303	Capital Charges	1,464	322
<b>37,164</b>	<b>8,712</b>	<b>Gross Operating Expenditure</b>	<b>44,715</b>	<b>10,345</b>
(1,801)	(460)	Other Income	(1,137)	(258)
33	7	Profit/(Loss) on Disposal of Fixed Assets	-	-
<b>35,396</b>	<b>8,259</b>	<b>Net Operating Expenditure</b>	<b>43,578</b>	<b>10,087</b>
		<b>Financed by:-</b>		
(31,708)	(7,436)	Contributions from Partners	(38,839)	(9,057)
(3,613)	(787)	External Grants	(4,353)	(949)
-	-	Capital Grants & Contributions	(422)	(92)
<b>75</b>	<b>36</b>	<b>(Surplus) / Deficit for the year</b>	<b>(36)</b>	<b>(11)</b>

The JCO's to which the Commissioner contributes cover a number of operational and support areas. Details of these are set out in the table below (Where reference is made to 'all 5 forces' this means Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire)

Jointly Controlled Operation	Activity	Participants	Commenced	Derbys %	Gross Exp £'000	Total Income £'000	(Surplus) / Deficit £'000
EM SOU – SOC (incl. EMSOU TSU)	Specialist Operations	All 5 forces	Jan 2003	21.8	5,905	(5,896)	9
EMSOU Major Crime – Command Team	Co-ordination of Major Crime investigations	All 5 forces	Sept 2011	21.8	187	(188)	(1)
EMSOU Forensics	Forensic analysis and identification	All 5 forces	April 2014	21.8	2,033	(2,172)	(139)
EM Legal Services	Specialist Legal advice and services, incl Insurance	All 5 forces	April 2014	21.8	425	(421)	4
EM CHRS – Learning & Development	Co-ordination of regional training provision	Derbys, Leics, Northants, Notts	April 2012	25.11	437	(437)	-
EM CHRS – Occupational Health	Occupational Health Services	All 5 forces	April 2012	21.8	428	(424)	4
HR Service Centre	Transactional HR services	Derbys, Leics	June 2014	50.0	834	(818)	16
Emergency Services Network (ESN)	Communications Network	All 5 forces	July 2017	22.6	96	-	96
<b>Totals</b>					<b>10,345</b>	<b>(10,356)</b>	<b>(11)</b>

EMSOU TSU was incorporated into EMSOU-SOC accounts from April 2018 but it actually commenced operations in July 2011.

In addition to the above, Derbyshire Police has a joint arrangement with Leicestershire Police for the provision of Payroll and Risk Management software.



## Note 8 Related Party Transactions

The Commissioner is required to disclose material transactions with related parties – bodies or individuals that have the potential to control or influence the Commissioner or to be controlled or influenced by the Commissioner.

Disclosure of these transactions allows readers to assess the extent to which the Commissioner might have been constrained in their ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Commissioner.

### Central Government

Central Government has effective control over the general operations of the Commissioner – it is responsible for providing the statutory framework within which the Commissioner operates, provides the majority of its funding in the form of grants and prescribes the terms of many of the transactions that the Commissioner has with other parties (eg council tax bills). Grants received from government departments are summarised below:

Central Government	Receipts £'000	
	2019/20	2020/21
Revenue Support Grant	39,272	41,881
Localising Council Tax Support Grant	7,346	7,346
Police Grant	62,586	67,499
Pensions Grant	29,558	22,409
Other Government Grant (see note 6)	31,412	38,013

### Commissioner and officers

The Commissioner and their office has direct control over the financial and operating policies of the Force.

Certain senior officers might also be in a position to influence significantly the policies.

No related party transactions have been identified following the consultation with relevant officers. The Commissioner undertakes commissioning activities that result in payments made to a variety of large and small partner organisations (particularly in the public and voluntary/charitable sectors) to commission outcomes against their Police & Crime Plan. In the case of the smallest organisations, these funds may form a significant proportion of their total funding requirement.

In addition to this the Commissioner is an elected Derby City Councillor. Derby City are in receipt of funding from the Commissioner and they also make contributions to joint initiatives. The funding to/from Derby City is shown in the figures below.

The Police ICT Company (PICTCO) is a company limited by guarantee, owned and funded by policing. Police & Crime Commissioners (PCCs) are the majority owners of PICTCO and pay an annual subscription towards the running costs (£60k each). The role of the PICTCO is to provide technical insight, negotiate and manage ICT contracts and support major policing technology programmes.

The PCC for Derbyshire is a shareholder of the PICTCO and also a board member. The PCC therefore has influence over national police ICT strategy and procurement.

In order for the PICTCO to have sufficient financial scale to operate in the largest ICT markets, a decision was taken by the Association of Police & Crime Commissioners (APCC) and ratified by individual PCCs to provide a financial guarantee to the PICTCO from local resources. This guarantee would only be called upon in exceptional circumstances (for example where financial resources are insufficient to manage large national contracts or to support the stability of the PICTCO) and, for Derbyshire, amounts to £70k. This amount is not directly provided for in these financial statements and would be funded from reserves in the unlikely event it is called upon.

### Other Public Bodies

The Commissioner participates in Jointly Controlled Operations with other East Midlands Commissioners. The Commissioner also entered into a Joint Venture with Derbyshire Fire to build a new joint Headquarters and to build a joint training centre/firearms range. The transactions have been disclosed elsewhere within the notes to the accounts.

In addition to the above, the Commissioner also has transactions during the year with other Local Authorities and Public Bodies. The material transactions are shown below:

	2019/20		2020/21	
	Payments £'000	Receipts £'000	Payments £'000	Receipts £'000
<b>Local Authority Precepts</b>				
Precepts and surpluses (including accruals)		68,903		71,999
<b>Local Authorities</b>				
Derbyshire County Council	2,509	317	2,718	404
Derby City Council	710	255	894	218

## Note 9 Accounting for Pension Costs (a)

As part of the terms and conditions of employment of its officers and other employees, the PCC Group offers post-employment (retirement) benefits. Although these benefits will not actually be payable until employees retire, the PCC Group has a commitment to make payments which need to be disclosed at the time that employees earn their future entitlement.

The PCC Group participates in two post-employment schemes: -

- **The Local Government Pension Scheme (LGPS)** for police staff is a defined benefit scheme. It is a funded scheme which is administered by Derbyshire County Council. Pensions and other retirement benefits are paid from the fund. Employers and employees make regular contributions into the fund so that the liabilities are paid for evenly over the employment period.

The structure of benefits payable under the LGPS was reformed from April 2014 as part of government moves to make all pension schemes across the public sector more affordable. In summary, retirements benefits earned from service after this date are based on 'career average' rather than final salaries. The changes implemented involved transitional protections applied to certain older members close to normal retirement age. As such, the reforms to the LGPS are expected to be subject to change arising from a legal process known as 'the McCloud judgement'. The expected implications of McCloud are set out in this note.

Actuarial valuations of the fund are undertaken every three years to determine the contribution rates needed to meet its liabilities. A valuation was undertaken as at 31 March 2019 which set contribution rates for the 3-year period commencing 1 April 2020.

The 2020/21 total employer contribution of £8.236m consisted of £8.213m in 'regular' contributions and £0.023m in additional one-off contributions towards early retirements. This is in line with pension costs necessary to be provided in accordance with IAS19 "Employee Benefits". The regular contributions consist of 2 elements:

- a 'future service rate' to meet the estimated cost of benefits that will be earned in future (set at 13.9% of pensionable pay at the latest valuation)
- a 'deficit recovery repayment' lump sum to enable the difference between the value of benefits earned to date and the assets that have been built up to be recovered over a specified period (£1.465m paid in 2020/21)

In total these 2 elements equated to a contribution rate of 16.9% of pensionable pay for 2020/21.

In addition to contributions to the Pension fund the PCC Group is responsible for compensation payments in the form of "added years" awarded on premature retirement. In 2020/21 these amounted to £0.030m.

Further information can be found in the County Council's Pension Fund Statement of Accounts, which is available upon request from Derbyshire County Council.

- **The Police Pension Scheme** for police officers is an unfunded single employer defined benefit scheme. This means it provides pensions and other retirement benefits for police officers but there are no investment assets built up to meet the pensions liabilities. Three schemes were in operation in 2020/21:
  - The 1987 Police Pension Scheme - based on officers' final salaries and a maximum pensionable service of 30 years
  - The 2006 Police Pension Scheme (effective for police officers commencing from April 2006 onwards) - based on officers' final salaries and a maximum pensionable service of 35 years

- The 2015 Police Pension Scheme – based on ‘career average’ salaries with no maximum pensionable service but a Normal Pension Age of 60

All new officers and existing officers not subject to protection arrangements are now members of the 2015 scheme. As with the Local Government Pension Scheme, because the changes to the Police Officer pension scheme from 2015 involved transitional protections for older members close to retirement age they come within the ambit of the McCloud Judgement.

The constabulary is required to operate a separate Pensions Account for all transactions related to the Police Pension Scheme. Officers’ contributions and an employer’s contribution are paid into the pensions account from which pension payments are made. The account is topped up each year by the Home Office if the contributions in that year are insufficient to meet the cost of pensions paid. Any surplus is repaid to the Home Office.

For 2020/21 a Top up grant of £22.409m was received from the Home Office to supplement the employer’s contributions paid into the account which amounted to £21.811m (31.0% of pensionable salary). The contribution rate of 31.0% was set following a revaluation of the scheme’s total liabilities by the Government Actuary’s Department as at 31 March 2016. A further revaluation as at 31 March 2020 is due to determine a revised employer’s contribution rate with effect from 1 April 2023.

In addition to the standard contribution, individual payments totalling £0.563m were made into the Pensions Fund Account to reimburse the extra cost of benefits becoming payable early due to ill-health retirement. Injury-related payments amounted to £2.267m and these were paid from the Comprehensive Income and Expenditure Account. The Pensions Fund Account is shown on page 73.

#### Transactions relating to post-employment benefits (b)

Under IAS 19 we recognise the cost of retirement benefits in the Net Cost of Services when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge we are required to make against council tax is based on the cash payable in the year, so the real cost of post-employment/retirement benefits is reversed out of the General Reserve via the Movement in Reserves Statement. The following transactions have been made in the Comprehensive Income and Expenditure Statement and the General Reserve Balance via the Movement in Reserves Statements during the year: -

Local Government Pension Scheme	2019/20	2020/21
Comprehensive I&E Statement	£'000	£'000
<b>Cost of Services</b>		
• Current service cost *	20,067	16,409
• Non-Distributed Costs - past service cost/(gain)	(1,208)	-
• Non-Distributed Costs - curtailments	-	-
<b>Financing and Investment Income and Expenditure</b>		
• Net Interest cost	3,423	2,236
<b>Total Post-Employment Benefits Charged to the Surplus or Deficit on the Provision of Services</b>	<b>22,282</b>	<b>18,645</b>
<b>Other Post-Employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>		
• Re-measurements of surpluses/deficits		
- Return on scheme assets (excluding the amount included in the net interest expense)	16,616	(47,057)
- Actuarial losses/(gains) arising from changes in demographic assumptions	(14,690)	6,834
- Actuarial losses/(gains) arising from changes in financial assumptions	(37,194)	115,406
- Other experience changes	(22,261)	(3,443)
<b>Total Re-measurements</b>	<b>(57,529)</b>	<b>71,740</b>
<b>Total Post-Employment Benefits Charged to the Comprehensive Income and Expenditure Statement</b>	<b>(35,247)</b>	<b>90,385</b>
<b>Movement in Reserves Statement Expenditure</b>		
• Reversal of net charges for post-employment benefits in accordance with the code	35,247	<b>(90,385)</b>
<b>Actual amount charged against the General Reserve Balance for pensions in the year</b>		
• Employers’ contributions payable to scheme plus added years	7,507	8,266
• Retirement benefits payable to pensioners	-	-

<b>Police Pension Scheme</b>	<b>2019/20</b>	<b>2020/21</b>
<b>Comprehensive I&amp;E Statement</b>	<b>£'000</b>	<b>£'000</b>
<b>Cost of Services</b>		
• Current service cost	49,820	46,410
• Non-Distributed Costs - past service cost/(gain)	(9,730)	-
<b>Financing and Investment Income and Expenditure</b>		
• Net Interest cost	53,570	46,100
<b>Total Post-Employment Benefits Charged to the Surplus or Deficit on the Provision of Services</b>	<b>93,660</b>	<b>92,510</b>
<b>Other Post-Employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>		
Re-measurement of surpluses /deficits		
• Actuarial losses/(gains) arising from changes in demographic assumptions	(65,810)	-
• Actuarial losses/(gains) arising from changes in financial assumptions	(67,390)	249,910
• Other experience changes	(42,820)	(26,350)
<b>Total Re-measurements</b>	<b>(176,020)</b>	<b>223,560</b>
<b>Total Post-Employment Benefits Charged to the Comprehensive Income and Expenditure Statement</b>	<b>(82,360)</b>	<b>316,070</b>
<b>Movement in Reserves Statement Expenditure</b>		
• Reversal of net charges for post-employment benefits in accordance with the code	82,360	(316,070)
<b>Actual amount charged against the General Reserve Balance for pensions in the year</b>		
• Employers' contributions payable to scheme	23,132	24,641
• Retirement benefits payable to pensioners	-	-

\*For the LGPS the current service cost is within the Police Staff Pay and Allowances figure in note 2.

The Current Service Cost – which is the total increase in entitlements earned by existing employees during the year and the other gains and losses are affected by changes in the key actuarial and financial assumptions used in projecting future pension entitlements. Note 10b details the key demographic and financial assumptions which have been used in calculating these figures. It also quantifies the potential impact if different assumptions are used.

The previous year's Past Service gain for both schemes mainly related to the McCloud judgement. For the LGPS a small Past Service cost was also included for the impact of GMP equalisation.

#### McCloud judgement - Police Pension Challenge

##### **Background**

Following a review of public sector pensions in 2012 the Government passed the Public Service Pensions Act 2013. This legislation changed the basis on which public service pensions were earned, so that existing 'final salary' schemes were replaced with Career Average Revalued Earnings (CARE) schemes. A new CARE-based scheme was introduced for the Local Government Pension Scheme as from April 2014 and for the Police Pension Scheme as from April 2015.

The introduction of both schemes included arrangements whereby members who were within a specified number of years of their scheme retirement age were given either 'full' or 'tapered' transitional protection. This meant they were either allowed to remain in their current final salary scheme until their retirement or remain for a graduated length of time before joining the relevant CARE scheme.

After the implementation of the public service CARE schemes, two cases were brought to Employment Tribunal, one by High Court judges (McCloud) and the other by firefighters (Sargeant). In October 2015 a claim was also brought on behalf of a group of police officers (the Aarons case) which was stayed pending the outcome of the judges and firefighters' cases.

In December 2018 the Court of Appeal, hearing the McCloud and Sargeant cases together, ruled that the transitional protection offered to some members constituted direct age discrimination. Effectively, the arrangements unlawfully favoured older members of schemes at the expense of younger members.

On 27 June 2019 the Supreme Court refused leave to appeal in both cases. They were therefore referred to their respective Employment Tribunals to determine what remedies should be applied. Also, because of the Supreme Court decision, on 15 July 2019 the Treasury announced that the rulings would apply to all the main public service pension schemes. In addition, the Government has subsequently stated that any remedial action implemented for claimants will be extended to all non-claimants who are in the same legal and factual position.

On 28 October 2019 the Employment Tribunal in the Aarons case issued a draft interim declaration to the effect that all members subject to the discrimination were entitled to be treated as if they had qualified for full transitional protection and had remained in their existing pension schemes.

On 16 July 2020 HM Treasury published for consultation its proposals for implementing the age discrimination remedy across all the public sector schemes affected by the Court of Appeal ruling. A key element of the Treasury's proposals was the determination of which members should be eligible for remedy, namely: those who were members of a public sector pension scheme on or before 31 March 2012 and on or after 1 April 2015. The period of remedy was proposed as April 2015 to March 2022, with all active members then being put into their respective CARE schemes from 1 April 2022.

These arrangements were confirmed on 4 February 2021 when HM Treasury issued its response to the consultation. The consultation outcome also gives members a choice as to whether to retain benefits from their legacy schemes or their new CARE scheme during the seven years of the remedy period. This choice will be deferred until the member retires.

### **Impact on the 2020/21 Accounts**

Under the Code of Practice on Local Authority Accounting, authorities are required to account for post-employment benefits for Defined Benefit schemes where there is either a legal or a constructive obligation. Whilst the regulations underpinning the LGPS and police pension schemes have not yet been revised, the rulings made to date clarify that a liability was owed under age discrimination legislation giving rise to a legal obligation. Therefore, as required under the Code, the valuation of post-employment benefit liabilities need to consider the impact of the McCloud/Sargeant judgement.

For both the LGPS and the Police Pension Scheme allowance was made in the 2018/19 and 2019/20 accounts for additional liabilities arising from McCloud based on the rulings made and a best interpretation of the likely remedies expected to follow at the point that the accounts were prepared. These additional liabilities were reflected as a Past Service Cost within the 2018/19 accounts for the period 2015-2019, partially reduced by a Past Service Gain in 2019/20 to reflect the reduced eligibility criteria within HM Treasury's remedy proposals.

As HM Treasury's response to its consultation on implementing the age discrimination remedy largely confirms the proposals on which the liabilities in the 2019/20 accounts were estimated, no further adjustment has been made in estimating liabilities as at 31 March 2021. The 2020/21 Current Service Cost, however, does take account of the potential ongoing 'better off' benefits earned by affected members during the year.

### GMP equalisation and indexation

#### **Background**

Guaranteed minimum pension (GMP) was accrued by pension scheme members between 6 April 1978 and 5 April 1997. The value of GMP was inherently unequal between males and females for a number of reasons, including a higher retirement age for men and GMP accruing at a faster rate for women. However, overall equality of benefits was achieved for public service schemes through the interaction between scheme pensions and the Second State Pension. The introduction of the new Single State Pension in April 2016 disrupted this arrangement and brought uncertainty over the ongoing indexation of GMPs, which could lead to inequalities between men and women's benefits.

As an interim solution to avoid this problem, GMP rules were changed so that the responsibility for ensuring GMPs kept pace with inflation passed in full to pension schemes themselves for members reaching state pension age between 6 April 2016 and 5 April 2021. This new responsibility led to increased costs for schemes and hence scheme employers. Following a consultation process in October 2020, the interim solution has been extended to members reaching State Pension age after 5 April 2021.

In October 2018 the High Court published its judgement in the Lloyds Banking Group case on the equalisation of GMP. It ruled that pension schemes must amend scheme benefits so that gender inequalities caused by GMP provisions are removed. The Government subsequently committed to addressing GMP equalisation.

In November 2020 there was a further High Court judgement which ruled that pension schemes will need to revisit past Cash-Equivalent Transfer Values (CETV's) to ensure they met the requirement for GMP equalisation.

#### **Impact on the 2020/21 Accounts**

Our actuaries for the LGPS allowed for the impact of full GMP indexation in the triennial valuation of the fund as at 31 March 2019. This valuation position is the basis for the calculation of total liabilities as at 31 March 2020 which therefore reflects any increase in obligations due to GMP indexation. No allowance has been made for the impact of the additional ruling on CETV's, which is not expected to be significant for this scheme.

The impact of GMP equalisation for the Police Pension Scheme was first considered in 2017/18 and a past service cost of £1.330m was recognised in that year. This reflected the extension of HM Treasury's interim solution to GMP indexation announced in January 2018. Members of public service pension schemes with GMP entitlements who reach State Pension Age on or after 6 December 2018 and before 6 April 2021 are covered by this previous extension of the interim solution

Following the 2018 Lloyds Banking ruling a further past service cost was recognised in 2019/20 in respect of members reaching State Pension Age after 6 April 2021. This was included in the Comprehensive Income & Expenditure Statement. This means that the outcome of the October 2020 consultation was effectively addressed in the 2019/20 accounts.

The November 2020 ruling on CETV's may result in additional top-ups to transfer values for members with State Pension Age after 5 April 2016 and who took a CETV from the scheme before they were equalised. However, the scope of any costs is yet to be determined. The actuaries for the Police Pension Scheme have assessed that any uplifts will be relatively small for a relatively small subset of members

#### **Survivor benefits legal challenges**

Two recent court cases have addressed the issue of equality in benefits payable to the survivors of pension scheme members: The Supreme Court ruling in Walker vs Innospec (July 2017) and the Employment Tribunal ruling in Mrs Goodwin vs Department for Education (concluded June 2020).

As a result of Walker, public service pension schemes have been required to amend their regulations to provide equal survivor benefits for same-sex couples (whether married or in civil partnerships) to that provided for widows, based on a member's full length of service. Following the Goodwin case the Chief Secretary to the Treasury issued a statement on 20 July 2020 that public service pension schemes would be amended so that *surviving male same-sex and female same-sex spouses and civil partners will, in certain cases, receive benefits equivalent to those received by widows of opposite sex marriages.*

#### **Impact on the 2020/21 Accounts**

No allowance has been made for the impact of the above judgements in the liabilities calculated as at 31 March 2021 for either the LGPS or the Police Pension Scheme. Actuaries for both schemes have assessed that the impact is as yet uncertain but is not likely to be significant. For example, the actuary for the LGPS assess the approximate impact of the Goodwin ruling to be 'very small' for a typical fund, between 0.1% - 0.2% of existing obligations.

### **Note 10 Assets and Liabilities in relation to Post-employment benefits (a)**

Note 9 contains details of the PCC Group's participation in the Local Government Pensions Scheme (administered by Derbyshire County Council) and the Police Pension Scheme in providing Police staff and police officers with retirement benefits.

Reconciliation of the present value of the schemes' liabilities is as follows:

	<b>Funded liabilities: Local Government Pension Scheme £'000</b>	
	<b>2019/20</b>	<b>2020/21</b>
Opening Balance at 1 April	(393,032)	(343,882)
Current Service Cost	(20,067)	(16,409)
Interest on pension liabilities	(9,652)	(8,051)
Contributions from scheme participants	(2,882)	(3,173)
Past Service (Cost) / Gain	1,208	-
Curtailments	-	-
Remeasurement gains and (losses):		
• Actuarial gains/(losses) arising from changes in demographic assumptions	14,690	(6,834)
• Actuarial gains/(losses) arising from changes in financial assumptions	37,194	(115,406)
• Other experience changes	22,261	3,443
Benefits paid	6,398	6,692
Effects of business combinations & disposals	-	-
<b>Deficit as at 31 March</b>	<b>(343,882)</b>	<b>(483,620)</b>

	<b>Police Pension Scheme £'000</b>	
	<b>2019/20</b>	<b>2020/21</b>
Opening Balance	(2,183,892)	(2,048,842)
Current Service cost	(49,820)	(46,410)
Interest on pension liabilities	(53,570)	(46,100)
Contributions from scheme participants	52,690	47,050
Past Service (Cost) / Gain	9,730	-
Remeasurement gains and (losses):		
• Actuarial gains/(losses) arising from changes in demographic assumptions	65,810	-
• Actuarial gains/(losses) arising from changes in financial assumptions	67,390	(249,910)
• Other – experience gains and (losses)	42,820	26,350
<b>Deficit as at 31 March</b>	<b>(2,048,842)</b>	<b>(2,317,862)</b>

### Pensions Assets and Liabilities Recognised in the Balance Sheet

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

	<b>Local Government Pension Scheme</b>		<b>Police Pension Scheme</b>		<b>Total</b>	
	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
Present value of the defined benefit obligation	(343,882)	(483,620)	(2,048,842)	(2,317,862)	(2,392,724)	(2,801,482)
Fair Value of Scheme Assets	250,631	308,250	-	-	250,631	308,250
<b>Sub total</b>	<b>(93,251)</b>	<b>(175,370)</b>	<b>(2,048,842)</b>	<b>(2,317,862)</b>	<b>(2,142,093)</b>	<b>(2,493,232)</b>
Other movements in the liability/asset (if applicable)	-	-	-	-	-	-
<b>Net liability arising from defined benefit obligation</b>	<b>(93,251)</b>	<b>(175,370)</b>	<b>(2,048,842)</b>	<b>(2,317,862)</b>	<b>(2,142,093)</b>	<b>(2,493,232)</b>

The liabilities show the underlying long-term commitments that the PCC Group must pay for post-employment (retirement) benefits. The total liability of £2,493.232m has a substantial impact on the net worth of the PCC Group as recorded in the Balance Sheet. Some £2,317.862m of this overall deficit relates to the Police Pension Scheme, which is a centrally funded scheme administered and underwritten by HM Government. However, statutory arrangements for funding the deficit mean that the financial position of the PCC Group remains stable: -

#### The Local Government Pension Scheme

- The current deficit on the local government scheme will be made good by contributions over the remaining working life of employees (ie; before payments fall due), as assessed by the scheme actuary.

- Also, due to national changes under the Public Pensions Services Act 2013, as from 1 April 2014 scheme members accrue pension entitlements based on career-average salaries instead of the salary being paid at the point of retirement as previously.

#### The Police Pension Scheme

- The method of financing Police Officers pensions changed from April 2006. Prior to this date, all pension costs were charged to the Constabulary's operational account and funded by general revenue funding along with all other operational expenses. This created wide fluctuations in the cost of pensions from year to year.
- Employers now pay a fixed contribution (ie an actuarially-determined % of pensionable pay) into a separate pension account. Any net cost of pensions paid to members in excess of this contribution is offset by a Home Office top-up grant.
- This change to the method of financing police officer pensions, and the fact that the employer contribution rate is assessed on a regular basis creates a more stable environment for Police Officer pensions.
- In addition, the introduction of a new Police Pension Scheme from April 2015 means that benefits accrued in this scheme are based on a retirement age of 60, which is later than previously, and on average salaries over the whole period of employment.

The total contributions expected to be made to the Local Government Pension Scheme by the Commissioner in the year to 31 March 2022 are £8.213m. Expected contributions for the Police Pension Scheme in the year to 31 March 2022 are £48.293m.

The weighted average duration of the defined benefit obligation for members of the Local Government Pension Scheme is 22 years. The weighted average duration of the defined benefit obligation for the Police Pension Schemes is 21 years.

Reconciliation of the Movements in the Fair Value of the assets of the Local Government Pension Scheme: -

	<b>Local Government Pension Scheme £'000 2019/20</b>	<b>Local Government Pension Scheme £'000 2020/21</b>
Opening fair value at 1 April	257,027	250,631
Interest Income	6,229	5,815
Remeasurement gain/(loss)		
The return on plan assets, excluding the amount included in the net interest expense	(16,616)	47,057
Contributions from employer	7,507	8,266
Contributions from employees into the scheme	2,882	3,173
Benefits/transfers paid	(6,398)	(6,692)
<b>Closing fair value of scheme assets at 31 March</b>	<b>250,631</b>	<b>308,250</b>

The expected return on Scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed investments are based on gross redemption yields as at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets.

The actual return on scheme assets including expected return on plan assets in the year was a gain of £52.872m (2019/20 a loss of £10.387m).



Local Government Pension Scheme assets comprised: -

	2019/20				2020/21			
	Quoted prices in active markets £'000	Quoted prices not in active markets £'000	Total £'000	% of Total Assets	Quoted prices in active markets £'000	Quoted prices not in active markets £'000	Total £'000	% of Total Assets
<b>Cash and cash equivalents</b>	-	15,976	15,976	6%	-	19,593	19,593	6%
<b>Equity Securities</b>								
Consumer	6,834	-	6,834	3%	5,222	-	5,222	2%
Manufacturing	3,909	-	3,909	2%	3,037	-	3,037	1%
Energy and Utilities	1,835	-	1,835	1%	1,108	-	1,108	0%
Financial Institutions	2,759	-	2,759	1%	2,330	-	2,330	1%
Health and Care	3,943	-	3,943	2%	2,733	-	2,733	1%
Information Technology	5,872	-	5,872	2%	4,230	-	4,230	1%
Other	20,778	-	20,778	8%	61,982	-	61,982	20%
<b>Equities sub-total</b>	<b>45,930</b>	-	<b>45,930</b>	<b>19%</b>	<b>80,642</b>	-	<b>80,642</b>	<b>26%</b>
<b>Debt Securities</b>								
Corporate Bonds	-	31,717	31,717	13%	-	40,096	40,096	13%
UK Government Bonds	24,901	-	24,901	10%	25,987	-	25,987	8%
Other Bonds	6,271	-	6,271	2%	5,516	-	5,516	2%
<b>Debt Securities sub-total</b>	<b>31,172</b>	<b>31,717</b>	<b>62,889</b>	<b>25%</b>	<b>31,503</b>	<b>40,096</b>	<b>71,599</b>	<b>23%</b>
<b>Property</b>								
UK Property	-	22,027	22,027	9%	-	23,409	23,409	8%
<b>Private Equity</b>	<b>2,967</b>	<b>5,392</b>	<b>8,359</b>	<b>3%</b>	<b>4,656</b>	<b>6,793</b>	<b>11,449</b>	<b>4%</b>
<b>Other Investment Funds</b>								
Equities	76,878	-	76,878	31%	82,441	-	82,441	27%
Bonds	-	-	-	-	-	-	-	-
Infrastructure	4,192	14,380	18,572	7%	4,490	14,627	19,117	6%
<b>Other Investment Funds sub-total</b>	<b>81,070</b>	<b>14,380</b>	<b>95,450</b>	<b>38%</b>	<b>86,931</b>	<b>14,627</b>	<b>101,558</b>	<b>33%</b>
<b>Total Assets</b>	<b>161,139</b>	<b>89,492</b>	<b>250,631</b>	<b>100%</b>	<b>203,732</b>	<b>104,518</b>	<b>308,250</b>	<b>100%</b>

**Basis for estimating assets and liabilities (b)**

Liabilities have been assessed on an actuarial basis using the projected unit credit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary rates etc. Under the projected unit method, the current service cost will increase as the members of the scheme approach retirement for the local government and police pension schemes.

The Police Officer scheme has been assessed by the Government Actuary Department (GAD) and the Local Government scheme has been assessed by Hymans Robertson LLP, an independent firm of actuaries - estimates for the County Council Fund being based on the latest full valuation of the scheme as at 31 March 2019.

The main assumptions used in their calculations have been: -

	Local Government Pension Scheme		Police Pension Schemes	
	2019/20	2020/21	2019/20	2020/21
<b>Mortality assumptions:</b>	<b>Years</b>	<b>Years</b>	<b>Years</b>	<b>Years</b>
Longevity at 65 for current pensioners:				
Men	21.6	21.3	21.9	22.0
Women	23.7	23.9	23.6	23.7
Longevity at 65 for future pensioners				
Men	22.6	22.5	23.6	23.7
Women	25.1	25.8	25.2	25.3
<b>Financial Assumptions</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Rate of CPI inflation	1.9	2.85	2.00	2.40
Rate of increase in salaries (Long Term)	2.6	3.55	4.00	4.15
Rate of increase in pensions	1.9	2.85	2.00	2.40
Rate of CARE revaluation	-	-	3.25	3.65
Rate for discounting scheme liabilities	2.3	2.00	2.25	2.00
Take up option to convert annual pension into retirement grant: pre-April 2008 service	50	50	n/a	n/a
post-April 2008 service	75	75	n/a	n/a

**Covid-19 implications**

The current population mortality projections make no specific allowance for the impact of Covid-19 or any other pandemic. The starting rates of mortality improvement are based on projections of past trends in UK mortality and the effects of past pandemics will already be reflected in these trends. It is assessed that it is too early to determine whether Covid-19 changes the long-term view of life expectancy in the UK and therefore it is reasonable to retain existing mortality assumptions.

**Sensitivity of assumptions**

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above.

The sensitivity analysis below has been determined based on reasonably possible changes to the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all the other assumptions remain constant. The assumptions in longevity, for example, assume that life expectancy increases or decreases for men and women. In practice this is unlikely to occur and changes in some of the assumptions may be interrelated. The estimations in the sensitivity analysis have followed the accounting policies for the scheme, i.e. on an actuarial basis using the projection unit credit method. The methods and types of assumptions used in preparing the sensitivity analysis below did not change from those used in the previous period.

Change In Assumption as at 31/03/21					
		0.5% decrease in Real Discount Rate	1 year increase in member life expectancy	0.5% increase in the salary increase rate	0.5% increase in the pension increase rate
Local Government Pension Scheme	Approximate % increase to Employer Liability	12.0	3.0 to 5.0	2.0	10.0
	Approximate monetary amount - £'000	58,012	Not Available	7,683	48,946
Police Pension Schemes	Approximate % increase to Employer Liability	9.5	3.5	1.0	9.0
	Approximate monetary amount - £'000	225,000	79,000	26,000	211,000

## Note 11 Property, Plant and Equipment

### Movements in 2020/21 (a)

	Operational				Non-operational		<u>TOTAL</u>
	Operational Land & Buildings	Vehicles, Plant, Furniture Equipment	PFI Schemes	Jointly Controlled Operations	Surplus Assets Not Held for Sale	Assets Under Construction	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost or Valuation</b>							
At 1 April 2020	25,722	38,947	8,557	3,381	-	2,296	78,903
Additions	680	4,531	50	388	-	6,621	12,270
Revaluation Increases/(decreases) to RR	108	-	-	-	-	-	108
Revaluation Increases/(decreases) to SDPS	(528)	-	-	-	-	-	(528)
Derecognition – Disposals	-	(962)	-	(7)	-	-	(969)
Derecognition – Other	(161)	(6,301)	-	-	-	-	(6,462)
Reclassified to/from Held for Sale	(350)	-	-	-	350	-	-
Reclassifications – other	443	135	-	-	-	(568)	10
<b>At 31 March 2021</b>	<b>25,914</b>	<b>36,350</b>	<b>8,607</b>	<b>3,762</b>	<b>350</b>	<b>8,349</b>	<b>83,332</b>
<b>Depreciation and Impairments</b>							
At 1 April 2020	(942)	(25,569)	(702)	(1,109)	-	-	(28,322)
Depreciation charge	(665)	(3,682)	(510)	(273)	-	-	(5,130)
Depreciation written out to RR	12	-	-	-	-	-	12
Depreciation written out to SDPS	8	-	-	-	-	-	8
Derecognition – Disposals	-	802	-	6	-	-	808
Derecognition – Other	81	6,281	-	-	-	-	6,362
Reclassified to/from Held for Sale	-	-	-	-	-	-	-
Reclassifications – other	-	-	-	-	-	-	-
<b>At 31 March 2021</b>	<b>(1,506)</b>	<b>(22,168)</b>	<b>(1,212)</b>	<b>(1,376)</b>	<b>-</b>	<b>-</b>	<b>(26,262)</b>
<b>Net Book Value</b>							
<b>At 31 March 2021</b>	<b>24,408</b>	<b>14,182</b>	<b>7,395</b>	<b>2,386</b>	<b>350</b>	<b>8,349</b>	<b>57,070</b>
<b>At 31 March 2020</b>	<b>24,780</b>	<b>13,378</b>	<b>7,855</b>	<b>2,272</b>	<b>-</b>	<b>2,296</b>	<b>50,581</b>

RR = Revaluation Reserve SDPS = Surplus or Deficit on the Provision of Services

### Movements in 2019/20 (a)

	Operational				Non-operational		<u>TOTAL</u>
	Operational Land & Buildings	Vehicles, Plant, Furniture Equipment	PFI Schemes	Jointly Controlled Operations	Assets Under Construction		
	£'000	£'000	£'000	£'000	£'000	£'000	
<b>Cost or Valuation</b>							
At 1 April 2019	25,898	36,774	8,692	3,229	558	75,151	
Additions	2,344	3,801	333	191	1,835	8,504	
Revaluation Increases/(decreases) to RR	(54)	-	(473)	-	-	(527)	
Revaluation Increases/(decreases) to SDPS	(2,352)	-	-	-	-	(2,352)	
Derecognition – Disposals	(100)	(1,122)	-	(39)	-	(1,261)	
Derecognition – Other	(53)	(506)	-	-	-	(559)	
Reclassifications – other	39	-	5	-	(97)	(53)	
<b>At 31 March 2020</b>	<b>25,722</b>	<b>38,947</b>	<b>8,557</b>	<b>3,381</b>	<b>2,296</b>	<b>78,903</b>	
<b>Depreciation and Impairments</b>							
At 1 April 2019	(1,677)	(22,680)	(1,195)	(886)	-	(26,438)	
Depreciation charge	(667)	(4,283)	(530)	(253)	-	(5,733)	
Depreciation written out to RR	661	-	1,023	-	-	1,684	
Depreciation written out to SDPS	714	-	-	-	-	714	
Derecognition – Disposals	3	888	-	30	-	921	
Derecognition – Other	24	506	-	-	-	530	
Reclassifications – other	-	-	-	-	-	-	
<b>At 31 March 2020</b>	<b>(942)</b>	<b>(25,569)</b>	<b>(702)</b>	<b>(1,109)</b>	<b>-</b>	<b>(28,322)</b>	
<b>Net Book Value</b>							
<b>At 31 March 2020</b>	<b>24,780</b>	<b>13,378</b>	<b>7,855</b>	<b>2,272</b>	<b>2,296</b>	<b>50,581</b>	
<b>At 31 March 2019</b>	<b>24,221</b>	<b>14,094</b>	<b>7,497</b>	<b>2,343</b>	<b>558</b>	<b>48,713</b>	

RR = Revaluation Reserve SDPS = Surplus or Deficit on the Provision of Services

### Split of Assets between Commissioner and Chief Constable (c)

Under the Stage 2 transfer as at 1 April 2014, all vehicles, plant and equipment transferred to the Chief Constable (including Plant and Equipment held within Assets Under Construction). Land and Buildings and Jointly Controlled assets remained with the Commissioner. The split is as follows:-

Assets – Net Book Value	Chief Constable 31 March 2021 £'000	Commissioner 31 March 2021 £'000	PCC Group 31 March 2021 £'000
Operational Land & Buildings	-	24,408	24,408
Surplus Assets	-	350	350
Vehicles, Plant, Furniture & Equipment	14,182	-	14,182
PFI Schemes	-	7,395	7,395
Jointly Controlled Operations	-	2,386	2,386
Assets Under Construction	874	7,475	8,349
<b>Total Assets Net Book Value</b>	<b>15,056</b>	<b>42,014</b>	<b>57,070</b>

### Valuation of Assets (d)

All Land and Building assets were re-valued as at April 1<sup>st</sup> 2019 and have been reviewed yearly for any material changes.

The valuations for land and buildings were made in accordance with the Appraisal and Valuation Manual published by the Royal Institution of Chartered Surveyors. Valuations were carried out by Andrew Martin BSc MRICS and Roger Smalley BSc MRICS, Valuers, Lambert Smith Hampton. The basis of valuation is shown in the Statement of Accounting Policies (page 20).

Vehicle information has been taken from the Vehicle Fleet Information System and IT and Communications information has been provided by the Information Services Department.

The Balance Sheet shows a share of all the Jointly Controlled Operation assets. These are jointly controlled operations with the other East Midland Commissioners (see note 7). Derbyshire's share of the assets is dependant on the collaboration agreement between the Commissioners and how many of them are within the agreement. The assets represent buildings, vehicle, equipment and IT assets.

31 March 2020		Jointly Controlled Operations	31 March 2021	
Total £'000	Derbyshire Share £'000		Total £'000	Derbyshire Share £'000
10,565	2,345	Fixed Assets –Tangible/intangible	10,886	2,411
3,711	844	Net Current Assets	3,484	789
<b>14,276</b>	<b>3,189</b>	<b>Total Net Assets</b>	<b>14,370</b>	<b>3,200</b>
		<b>Represented by</b>		
4,196	967	Usable Reserves	4,162	944
10,080	2,222	Unusable Reserves	10,208	2,256
<b>14,276</b>	<b>3,189</b>		<b>14,370</b>	<b>3,200</b>

The above information has been included in the PCC Group's Balance Sheet.

### Additions in Year (e)

This relates to capital expenditure in the year excluding intangible assets which is shown in Note 12.

### Assets Held by the PCC Group (f)

A brief analysis of the PCC Group's principal assets is set out below:

	31/03/20	31/03/21
Main & Divisional Headquarters	2	2
Section Stations	15	14
Child Protection unit & Victim Suite	3	3
Community Offices & Others	9	9
Surplus Properties	-	1
Radio Masts	3	3
Vehicles	635	661
EMSOU & EMFSS & EM Legal	21.8% of assets	21.8% of assets
EM Learning & development	25.11% of assets	25.11% of assets
HR Service Centre	50% of assets	50% of assets
PFI Buildings	2	2

### Depreciation (g)

The basis of depreciation is shown in the Statement of Accounting Policies (page 21).

### Capital Commitments (h)

Significant capital contracts which have been entered into by the Commissioner as at 31 March 2021 are: -

Derby East Accommodation – Construction started in August 2020 on new accommodation for the Derby East Local Policing Unit, works should be completed by July 2021 for occupation in September. There is a budget of £9.5m in the capital programme of which £7.282m has been spent to date.

Vehicle Compound Resurfacing – This was for reinstatement of hardstanding areas around the vehicle recovery building, the works should be complete by July 2021. The budget for the project is £1.621m of which £0.930m has been spent to date.

Contact Management and Resolution Centre Extension – This contract was awarded in 2020/21, works started in April 2021 and should be completed by December 2021. The budget for the project is £0.750m of which £0.030m has been spent on fees to date.

Wyatts Way Locker Room Extension – Works started in February 2021 and should be completed by August 2021. The budget for the project is £0.750m of which £0.243m has been spent to date.

Call Centre Telephony System – a contract was awarded for a replacement telephone system. Phase One was completed in 2018/19, further work has been completed since then but some milestones still remain outstanding. The budget for the project is £1m of which £0.514m has been spent to date.

### Note 12 Intangible Assets

The PCC Group accounts for its software as intangible assets, to the extent that the software is not an integral part of a particular IT system and accounted for as part of the hardware item of Property, Plant and Equipment.

	2019/20			2020/21		
	Purchased Software Licences £'000	Purchased Software Licences – JCO £'000	Total PCC Group £'000	Purchased Software Licences £'000	Purchased Software Licences – JCO £'000	Total PCC Group £'000
<b>Net carrying amount 1 April</b>	<b>6,004</b>	<b>123</b>	<b>6,127</b>	<b>5,264</b>	<b>73</b>	<b>5,337</b>
Additions	969	-	969	-	2	2
Reclassifications	53	-	53	-	-	-
Derecognitions	(11)	-	(11)	(1,315)	-	(1,315)
Amortisation in year	(1,751)	(50)	(1,801)	(2,102)	(50)	(2,152)
<b>Balance at 31 March</b>	<b>5,264</b>	<b>73</b>	<b>5,337</b>	<b>1,847</b>	<b>25</b>	<b>1,872</b>

From 2014/15 Software Licences are shown on the Chief Constable's Balance Sheet, with the exception of Jointly Controlled Operations (JCO) software which is shown on the Commissioner's Balance sheet.

The derecognition figure in 2020/21 relates to the Cyber Crime project and the novation of software contracts to the City of London Police as at 31<sup>st</sup> March 2021. From 2021/22 the City of London Police take over the responsibility of the National Cyber Crime Project.

### Note 13 Investments in Associates and Joint Ventures

In 2014/15 Derbyshire Police and Derbyshire Fire and Rescue Service formed a Joint Venture under a Limited Liability Partnership (LLP). It will be operated by both organisations in order to strengthen transparency, accountability and governance for the construction and operation of joint buildings with a aim of working towards a more economic, effective and lower carbon estate. There are currently 2 buildings, a Joint Headquarters and a Joint Training Centre/Firearms Range. Derbyshire Police's investment in the joint venture to date is shown below, this represents Derbyshire Police's 66% share of the Joint Headquarters and 40% share of the Joint Training Centre/Firearms Range.

Investment in Joint Venture	31 March 2020 £'000	31 March 2021 £'000
<b>Balance as at 1 April</b>	16,815	16,815
Spend in year	-	-
<b>Total Investment in Joint Venture PCC Accounts (Historic Cost)</b>	<b>16,815</b>	<b>16,815</b>
<b>Representing</b>		
-Joint Headquarters	12,211	12,211
-Joint Training Centre/Firearms Range	4,604	4,604
<b>Total Investment in Joint Venture PCC Group Accounts (Net Share of Assets)</b>	<b>16,115</b>	<b>16,115</b>

Under Equity accounting, the PCC Group Accounts show Derbyshire's share of the Net Assets of the LLP Accounts whilst the single entity accounts show the historic cost.

The Joint Venture operates an Income and Expenditure Account, the LLP Board agreed to redistribute 100% of profits to members (Police and Fire). The profit share for 2020/21 was £0.533m (£0.509m in 2019/20). This is reflected in the CIES.

### Note 14 Capital Expenditure and Capital Financing Statement

The total amount of capital expenditure incurred in the year is shown in the table below, together with the resources that have been used to finance it. Where capital expenditure is to be financed in future years by charges to revenue as assets are used by the Commissioner, the expenditure results in an increase in the Capital Financing Requirement (CFR), a measure of the capital expenditure incurred by the Commissioner that has yet to be financed. The CFR is analysed in the second part of this note.

2019/20 £'000		2020/21 £'000
<b>23,528</b>	<b>Capital Financing Requirement</b>	<b>26,719</b>
	Capital investment	
8,504	<i>Property, Plant and Equipment</i>	12,270
969	<i>Intangible assets</i>	2
-	<i>Interest in Joint Venture</i>	-
<b>9,473</b>	<b>Total asset related expenditure</b>	<b>12,272</b>
876	Revenue Expenditure Funded from Capital under Statute	695
<b>10,349</b>	<b>Total Capital Investment</b>	<b>12,967</b>
	Sources of Finance	
(253)	<i>Capital receipts</i>	(80)
(3,215)	<i>Government Grants and Contributions</i>	(1,766)
(3,690)	<i>Revenue Provision (NB: includes MRP)</i>	(5,098)
<b>26,719</b>	<b>Closing Capital Financing Requirement</b>	<b>32,742</b>
	<b>Explanation of movements in the year</b>	
(904)	(Decrease)/Increase in underlying need to borrow (supported by Government financial assistance)	(1,051)
4,095	(Decrease)/Increase in underlying need to borrow (unsupported by Government financial assistance)	7,074
<b>3,191</b>	<b>(Decrease)/Increase in Capital Financing Requirement</b>	<b>6,023</b>

The above represents any increase in the need to borrow, less any Minimum Revenue Payments (MRP).

The Local Authorities (Capital Finance and Accounting) Regulations 2003 requires the Commissioner to set aside an amount from revenue each year to provide for the repayment of loans. This amount is the MRP. Commissioners are required to prepare an annual statement of their policy on making MRP, in accordance with statutory guidance this should be calculated on a prudent basis. The policy for 2020/21 was

- For Supported Capital Expenditure, the MRP Policy will be based on the Capital Financing Requirement being 2% straight-line basis of the opening balance of the CFR for that year.
- For unsupported borrowing the MRP policy will be based on the Asset Life Method, equal instalment over the life of the asset.
- For PFI contracts that are deemed to be on balance sheet, the MRP requirement would be regarded as met by a charge equal to the element of the charge that goes to write down the balance sheet liability.

In 2020/21 the MRP is £1.279m (£1.039m MRP in 2019/20).

## Note 15 Debtors

The level of debt outstanding during 2020/21 was analysed and it was decided that it would be prudent to provide a bad debt provision of £0.008m after taking account of the current year's write-offs.

Debtors are analysed as follows and include Derbyshire's share of jointly controlled operations debtors:-

<b>Debtors</b>	<b>31 March 2020 £'000</b>	<b>31 March 2021 £'000</b>
Government Departments and Agencies	18,896	19,120
Local and Police Authorities	6,044	5,655
Share of Council Tax Debtors	3,669	4,309
Other Entities and Individuals	5,487	6,194
Less: Provision for Bad debts	(6)	(8)
<b>Total Debtors</b>	<b>34,090</b>	<b>35,270</b>

## Note 16 Cash and Cash Equivalents

The balance of Cash and Cash Equivalents is made up of the following elements:

<b>Cash and Cash Equivalents</b>	<b>31 March 2020 £'000</b>	<b>31 March 2021 £'000</b>
Cash held by the Commissioner	98	113
Bank current accounts	5,969	9,709
Proceeds of Crime Cash	585	672
<b>Total Cash and Cash equivalents</b>	<b>6,652</b>	<b>10,494</b>

## Note 17 Creditors

Creditors are analysed as follows and include Derbyshire's share of jointly controlled operations creditors:-

<b>Creditors</b>	<b>31 March 2020 £'000</b>	<b>31 March 2021 £'000</b>
Government Departments and Agencies	5,646	5,060
Local and Police Authorities	14,873	21,300
Share of Council Tax Creditors	3,024	4,818
Other Entities and Individuals	7,446	5,863
<b>Total Creditors – Commissioner</b>	<b>30,989</b>	<b>37,041</b>
Employee Benefits – Chief Constable	1,846	2,318
<b>Total Creditors</b>	<b>32,835</b>	<b>39,359</b>

## Note 18 Borrowing and Investments

The borrowing and investments disclosed in the Balance Sheet are

	31 March 2020			31 March 2021		
	Long Term £'000	Current £'000	Total £'000	Long Term £'000	Current £'000	Total £'000
PWLB	12,923	925	13,848	12,082	895	12,977
<b>Total borrowing</b>	<b>12,923</b>	<b>925</b>	<b>13,848</b>	<b>12,082</b>	<b>895</b>	<b>12,977</b>
Loans and receivables – Temporary Investments	-	7,002	7,002	-	-	-
<b>Total investments</b>	<b>-</b>	<b>7,002</b>	<b>7,002</b>	<b>-</b>	<b>-</b>	<b>-</b>

'Current' is investments and borrowing less than one year. Interest earned is charged to the Income and Expenditure Account on an accruals basis and hence Temporary investments and Short term borrowing figures on the Balance Sheet also includes interest earned but not yet paid as at 31 March 2021.

PWLB is borrowing with the Public Works Loan Board. A new loan for £10m has been raised during 2019/20. The total PWLB outstanding at the 31 March 2021 is £12.923m plus interest of £0.054m

The repayment schedule for PWLB is shown in Note 21c.

Loans and receivables are surplus cash that the Commissioner invests in short-term deposits and temporary investments with a range of banks and financial institutions. There were no temporary investments outstanding as at 31 March 2021. PFI finance lease liabilities are shown in Note 22.

## Note 19 Interest from borrowing and investments

Interest payable on external borrowings and interest receivable on short term investments fall on the Comprehensive Income and Expenditure Statement as shown below: -

	Total 31 March 2020 £'000	Borrowings £'000	Investments £'000	Total 31 March 2021 £'000
Interest Payable and similar charges	215*	403		403
Interest Payable on PFI Schemes	750	691		691
Interest and investment Income	(143)		(20)	(20)

\*In addition to the above £2k interest was paid to HMRC for a VAT Declaration

## Note 20 Financial Instruments - Assets and Liabilities

A financial instrument is any contract that results in a financial asset on the Balance Sheet of one entity (for example the Commissioner) and a financial liability or equity instrument on the Balance Sheet of another entity. The term "financial instrument" covers both financial assets and financial liabilities ranging from the most straightforward (i.e. temporary investments, debtors and creditors) to the most complex (i.e. derivatives). Financial assets and financial liabilities are carried in the Balance Sheet at amortised cost. The fair value of each class of financial asset and liabilities is as follows: -

	31 March 2020		31 March 2021	
	Carrying Amount £'000	Fair Value £'000	Carrying Amount £'000	Fair Value £'000
<b>Financial Assets</b>				
Temporary Investments (excl interest)	7,000	7,000	-	-
Cash and Cash Equivalents	6,652	6,652	10,494	10,494
Debtors (contractual only)	29,571	29,571	29,825	29,825
<b>Financial Liabilities</b>				
<b>Borrowing</b>				
PWLB (excl interest)	(13,789)	(17,035)	(12,923)	(15,089)
PFI Liabilities	(8,489)	(8,489)	(7,618)	(7,618)
Creditors (contractual only)	25,781	25,781	30,655	30,655



#### Financial Assets

The fair value of investments has been assessed as being the same as the carrying value due to the investments being short term (less than one year). Cash is assumed to have a fair value which is equivalent to the carrying amount due to the short-term nature of the asset. In the case of debtors, the carrying amount (the invoiced amount) as shown in the balance sheet is assumed to approximate to fair value. These are likely to mature in the next 12 months.

#### Financial Liabilities

The fair value of PWLB has been calculated by reference to the 'premature repayment' set of rates as at 31 March 2021. The fair value of PWLB is more than the carrying amount because the Commissioner's portfolio of loans is based on fixed rate loans where the interest rate payable is higher than the rates available for similar loans at the Balance Sheet date. This shows a notional future loss (based on economic conditions at 31 March 2021) arising from a commitment to pay interest to lenders above current market rates.

Deferred liabilities have been accounted for on the basis of outstanding principal amounts as defined by statutory arrangements.

In the case of creditors, the carrying amount (the billed amount) as shown in the balance sheet is assumed to approximate to fair value. These are likely to mature in the next 12 months.

### **Note 21 Financial Instruments - Risk Exposure**

The Commissioner's overall risk management procedures focus on the unpredictability of financial markets and implementing restrictions to minimise these risks. The procedures for risk management are set out through a legal framework in the Local Government Act 2003 and associated regulations. These require the Commissioner to comply with the CIPFA Prudential Code, the CIPFA Treasury Management in the Public Services Code of Practice and Investment Guidance issued through the Act. Overall these procedures require the Commissioner to manage risk in the following ways:

- By formally adopting the requirements of the Code of Practice
- By approving annually in advance prudential indicators for the following three years limiting
  - The Commissioner's overall borrowing
  - Its maximum and minimum exposures to fixed and variable rates
  - Its maximum and minimum for exposures of the maturity structure of debt
  - Its maximum annual exposures to investments maturing beyond a year
- By approving an investment strategy for the forthcoming year setting out its criteria for both investing and selecting investment counterparties in compliance with the Government Guidance.

The Commissioner's Treasury Management Strategy is approved annually in January before the start of the year to which it relates which outlines the detailed approach to managing risk in relation to the Commissioner's financial instrument exposure. Actual performance is also monitored at least annually. The key risks are:

#### a) Credit Risk Exposure

This is the risk that one party to a financial instrument will fail to meet their contractual obligations, causing a loss for the other party. Exposure to this risk is managed through the Commissioner's Treasury Management Strategy. The Commissioner only invests in approved institutions who meet identified minimum credit criteria, in accordance with the Fitch, Moody's and Standard & Poors Ratings Services.

The policy for 2020/21 was to limit investment to the following categories

- UK Banks
- UK Building Societies
- Guaranteed Banks with suitable sovereign support
- Local Authorities
- Debt Management Office
- Money Market Funds

The Commissioner does not make deposits with the above unless they meet the minimum requirements of the investment criteria at that time. There are also limits in place to how much can be invested with counterparties and for how long.

No breaches of the Commissioner's counterparty criteria occurred during the reporting period and the Commissioner does not expect any losses from non-performance by any of the counterparties in relation to deposits.

Whilst the current credit crisis in international markets has raised the overall possibility of default the Commissioner maintains strict credit criteria for investment counterparties and seeks security of capital over maximising interest.

The risk of customers failing to pay the Commissioner for goods/services provided is low as this income is only a small proportion of total income. The risk is managed via the Commissioner's Credit Control Procedures. These procedures set out the framework within which financial relationships with the Commissioner's customers are managed beginning with raising an invoice through to invoking legal action should it be required. The Director of Finance and Business Services can write off bad debts up to a limit of £10,000 in each case. Larger sums are referred to the Commissioner. To further mitigate the risk of Customer credit default, the Commissioner makes a bad debt provision each year.

**b) Liquidity Risk Exposure**

This is the risk that a party will be unable to raise funds to meet its commitments associated with financial instruments. The Commissioner manages its liquidity position through the risk management procedures above as well as through a comprehensive cash flow management system, as required by the Code of Practice. This seeks to ensure that cash is available when it is needed to meet payment obligations (for example payments to creditors and payments to and in respect of the Commissioner's employees). If unexpected movements happen, the Commissioner has access to borrowings from both the money markets and PWLB. There is no significant risk that it will be unable to raise finance to meet its commitments under financial instruments.

**c) Refinancing and Maturity Risk**

This is the risk that the Commissioner might be requiring to renew a financial instrument on maturity at disadvantageous interest rates or terms. The risk relates to the maturing of longer term financial liabilities and the fact that the Commissioner will be bound to replenish a significant proportion of its borrowings at a time of unfavourable interest rates. The financial liabilities however all mature at different times. The maturity analysis of financial liabilities is as follows

	<b>PWLB</b>
	<b>£'000</b>
Less than one year interest	54
Less than one year principal	841
Between one and two years	820
Between two and five years	2,681
Between five and ten years	2,903
Between ten and fifteen years	2,078
More than fifteen years	3,600
<b>Total</b>	<b>12,977</b>

This excludes trade and other payables which are due to be paid in less than one year and PFI Liabilities which are repaid over the life of the contract.

**d) Market Risk Exposure**

This is the risk that the value of an instrument will fluctuate because of changes in interest rates, market prices, foreign currency exchange rates. The Commissioner has limited risk. PWLB interest rates are fixed and investments are only temporarily invested (less than a year). The risk therefore arises from the uncertainty of what level interest rates will be at when the Commissioner either makes a temporary investment or enters into a new borrowing arrangement with PWLB. A movement in interest rates could have a complex impact on the Income and Expenditure Statement. For instance, a rise in interest rates may have the following effects:

- Future borrowings may be more costly and result in a higher interest expense charged to the Comprehensive Income and Expenditure Statement
- The fair value of existing borrowings may alter
- Future temporary investments may realise a greater return and result in a higher interest receipt credited to the Comprehensive Income and Expenditure Statement

Borrowings are not carried at fair value in the Balance Sheet, so nominal gains and losses on fixed rate borrowings would not impact on the surplus or deficit on the Provision of Services or Other Comprehensive Income and Expenditure. However, changes in interest payable and receivable on variable rate borrowings and investments will be posted to the Surplus or Deficit on the Provision of Services and affect the General Reserve Balance.

The Commissioner sets a Prudential Indicator regarding the percentage of borrowings held at variable rate loans. This limit is 30% and has not been breached during the financial year.

The Commissioner will consider, where economic conditions allow, the viability of repaying loans early in order to limit the exposure to interest rate risk.

With regard to market prices, the Commissioner does not invest in equity shares and hence has no exposure to the gains or losses arising from a movement in the price of shares. The Commissioner has no financial assets or liabilities in foreign currencies and hence has no exposure to loss arising from movements in exchange rates.

## Note 22 Private Finance Initiatives

The Commissioner has two Private Finance Initiative (PFI) project agreements:-

On 23 December 1997 an agreement for the provision of a new serviced police station at Ilkeston was signed. The arrangement is for 30 years from October 1998 until September 2028. The building was occupied from October 1998 when payments commenced.

On 26 February 1999 an agreement for the provision of a new fully serviced Divisional Headquarters and City Section Station at Derby was signed. The arrangement is for 30 years from 18 December 2000 until 17 December 2030. The building was occupied from 18 December 2000 when payments commenced.

### Property, Plant and Equipment

The assets used to provide services at the police station and divisional headquarters are recognised on the Balance Sheet. Movements in their value over the year are detailed in the analysis of the movement on the Property, plant and equipment balance in Note 11.

### Payments

The Commissioner makes an agreed payment each year which is increased each year by inflation and can be reduced if the contractor fails to meet availability and performance standards in any year but which is otherwise fixed. The amount of Unitary charge paid in 2020/21 was £0.511m for Ilkeston and £3.424m for Derby (the equivalent unitary charge paid in 2019/20 was £0.491m for Ilkeston and £3.614m for Derby). The total charge for each scheme can be analysed as follows

	2019/20			2020/21		
	Ilkeston £'000	Derby £'000	Total £'000	Ilkeston £'000	Derby £'000	Total £'000
Service Payment	196	2,271	2,467	229	2,094	2,323
Interest on liability	153	597	750	142	549	691
Lifecycle Payments	13	151	164	-	50	50
Repayments of Principal	129	595	724	140	731	871
<b>Total Unitary Charge</b>	<b>491</b>	<b>3,614</b>	<b>4,105</b>	<b>511</b>	<b>3,424</b>	<b>3,935</b>

Projected remaining payments to be made under the 2 PFI contracts at 31 March 2021 are as follows:

	Ilkeston PFI				
	Service Payments £'000	Interest on Liability £'000	Lifecycle Payments £'000	Principal Payments £'000	Total Payments £'000
2021/22	238	128	-	154	520
2022/23 to 2025/26	1,017	366	53	742	2,178
2026/27 to September 2028	483	75	381	512	1,451

For Ilkeston the expected costs include estimated inflation of 4% on service payments and lifecycle as per the operators' model. They exclude future availability/performance deductions.

	Derby PFI				
	Service Payments £'000	Interest on Liability £'000	Lifecycle Payments £'000	Principal Payments £'000	Total Payments £'000
2021/22	1,903	492	-	1,100	3,495
2022/23 to 2025/26	7,199	1,081	1,732	4,061	14,073
2026/27 to December 2030	10,595	247	-	1,049	11,891

For Derby the expected costs include estimated inflation of 3% on service payments and lifecycle as per the operators' model. Elements of the fee can also be benchmarked every five years if either of the parties instigate the benchmarking exercise. This involves comparing the charge for individual items within the overall fee against charges within similar contracts. The third benchmarking exercise with effect from December 2015 was instigated by the service provider and the outcome was formally agreed in October 2020. Additional backdated costs of £0.267m expected to result from the exercise were allowed for within the 2019/20 accounts. £0.029m was credited back against the total payments made in 2020/21 to reflect the actual outcome agreed between the 2 parties. Projected future payments exclude future availability/performance deductions.

The Commissioner receives a Special Grant towards the financing of the PFI schemes as follows:

	Ilkeston PFI £'000	Derby PFI £'000	Total PFI £'000
2020/21	348	2,387	2,735

The payment of grant is on an annuity basis, the same amount of grant is paid each year over the life of the contract.

The difference in grants received and actual payments plus current value of savings on the original station, plus a contribution plus interest in the year has been transferred to or from the PFI Reserves. This reserve is to fund future PFI payments and enables the net costs to be spread evenly over the contract period. For Ilkeston the movement from reserves in 2020/21 was £0.075m and for Derby the movement from reserves was £0.459m.

#### Liability

The PFI liability is written down by the repayment of principal each year as shown below:

	Ilkeston PFI £'000	Derby PFI £'000	Total PFI £'000
<b>Balance as at 31 March 2020</b>	<b>1,548</b>	<b>6,941</b>	<b>8,489</b>
Principal Paid 2020/21	(140)	(731)	(871)
<b>Balance as at 31 March 2021</b>	<b>1,408</b>	<b>6,210</b>	<b>7,618</b>

In the balance sheet this is shown as short term (£1,254k) which is repayable within a year and long term PFI Finance lease liabilities (£6,364k).

### Note 23 Provisions

A provision should be made for any liabilities of uncertain timing or amount that have been incurred and should cover costs that are more likely than not to occur.

**Liability Insurance Provision** -This provision is to meet liability claims which are not covered by external insurers. The balance reflects the claims handlers' assessment of probable liabilities on claims outstanding as at 31 March 2021, together with an estimate for further claims relating to 2020/21. On this basis a provision of £1.569m is required.

**Vehicle Insurance Provision** – This provision is to meet Third Party claims which are not covered by external insurers. The balance reflects the claims handlers' assessment of probable liabilities on claims outstanding as at 31 March 2021, together with an estimate for further claims relating to 2020/21. On this basis a provision of £0.411m is required.

**Backdated Overtime Provision** – This is a provision for the costs of settling 13 claims outstanding against Derbyshire Police arising from the ruling in Allard v Devon and Cornwall Police. This related to entitlement to overtime payments following recalls to duty to meet specific operational requirements.

Provisions	Liability Insurance £'000	Vehicle Insurance £'000	Backdated Overtime £'000	Total Provisions £'000
<b>Balance at 1 April 2020</b>	<b>913</b>	<b>375</b>	<b>325</b>	<b>1,613</b>
Provision in Year	432	203	-	635
Expenditure in year	(154)	(129)	-	(283)
Transfer to/from Insurance Reserve	378	(38)	-	340
<b>Balance at 31 March 2021</b>	<b>1,569</b>	<b>411</b>	<b>325</b>	<b>2,305</b>

Provisions are split between short term (£0.935m) and long term (£1.370) in the balance sheet. Short-term provisions cover liabilities that are expected to be settled within 12 months of the balance sheet date.

### Note 24 Contingent liabilities / Contingent assets

Contingent liabilities/assets arise where the Commissioner is aware of a possible obligation that has occurred because of events prior to the Balance Sheet date, but where the existence will only be confirmed by future events which are not in the Commissioner's control.

### Contingent Liabilities

The Commissioner has no contingent liabilities at 31 March 2021.

### Contingent Assets

The Commissioner has no contingent assets at 31 March 2021.

## Note 25 Usable Reserves

Movements in usable reserves are detailed in the Movement in Reserves Statement. The balance as at 31 March was made up of the following:

Usable Reserves	31 March 2020 £'000	31 March 2021 £'000
General Reserve Balance	5,500	5,500
Earmarked Reserves	9,309	9,912
Usable Capital Receipts Reserve	-	-
Capital Grants Unapplied	4,056	3,659
<b>Total Usable Reserves PCC</b>	<b>18,865</b>	<b>19,071</b>
Share of LLP Retained Profit Reserve	49	49
<b>Total Usable Reserves PCC Group</b>	<b>18,914</b>	<b>19,120</b>

### Earmarked Reserves

This note sets out Transfers to/from Earmarked Reserves.

Earmarked Reserve	Balance 31 March 2020 £'000	Transfers To £'000	Transfers From £'000	Balance 31 March 2021 £'000
<b>Revenue Reserves</b>				
Devolved Budget Commitments	1,195	447	(802)	840
Operational Funding & Investment Reserve	2,494	587	(198)	2,883
PFI Reserve – Ilkeston	999	1	(76)	924
PFI Reserve – Derby	2,213	2	(461)	1,754
Insurance Reserves	485	2	(340)	147
PCC Grants & Commissioning Reserve	956	356	(146)	1,166
Covid-19 Funding Reserve	-	757	-	757
Officer Uplift Support Costs Reserves	-	497	-	497
<b>Total Revenue Reserves</b>	<b>8,342</b>	<b>2,649</b>	<b>(2,023)</b>	<b>8,968</b>
Jointly Controlled Operations Reserves	967	-	(23)	944
<b>Total Earmarked Reserves PCC</b>	<b>9,309</b>	<b>2,649</b>	<b>(2,046)</b>	<b>9,912</b>
Share of LLP Retained Profit Reserve	49	-	-	49
<b>Total Earmarked Reserves PCC Group</b>	<b>9,358</b>	<b>2,649</b>	<b>(2,046)</b>	<b>9,961</b>

#### *Devolved Budget Commitments*

This balance represents the underspendings on devolved budgets for 2020/21 which have been earmarked to carry forward to meet commitments in 2021/22.

#### *Operational Funding and Investment Reserve*

This reserve is to assist with the 'funding gap' in the revenue budget for 2021/22 and beyond and for investment in new and emerging and growing risk and threats.

#### *PFI Reserve – Ilkeston*

This reserve represents the difference in grants received and actual payments for Ilkeston PFI plus savings on the original station plus a contribution of £0.019m plus interest in the year. This reserve is to fund future PFI payments and enables the net costs to be spread evenly over the contract period.

#### *PFI Reserve – Derby DHQ*

This reserve represents the difference in grants received and actual payments for the Derby DHQ PFI, plus savings on the original Full Street headquarters, plus a contribution of £0.217m plus interest in the year. The reserve is to fund future PFI payments and enables the net costs to be spread evenly over the contract period.

#### *Insurance Reserve*

This reserve is for future insurance liabilities that are not covered by the insurance provision. A total of £0.340m was transferred to the provision from the reserve in 2020/21 to reflect the expected level of liabilities from a number of live claims in the process of being settled. There has been an increase in the number of large claims, the insurance excess on liability claims is £0.100m.

#### *PCC Grants and Commissioning Reserve*

This reserve has been set aside for crime prevention measures and other emerging priorities over the term of the Commissioners' office.

#### *Covid-19 Funding Reserve*

Derbyshire received several Covid-19-related grants in 2021/21 totalling £1.619m. One of the grants for £0.820m was 'additional funding for enforcement and wider pressures' announced by the Minister for Crime and Policing on 10 February. As this was not fully spent at year end the remaining balance was moved to an earmarked reserve to support costs enforcement costs and other demands created by Covid-19 in 2021/22.

#### *Officer Uplift Support Costs Reserve*

The Constabulary's Year 1 Police Officer Uplift target of employing 85 additional officers by 31 March 2021 was supported by 2 Home Office funding streams. A specific grant allocation of £2.375m to fund 70% of the direct pay costs of 85 new recruits was fully spent as the Constabulary reached its recruitment target. General Home Office funding was also increased in 2020/21 to support the non-direct 'infrastructure' costs of employing 283 additional officers over the 3 years of the Uplift Strategy. Non-direct costs include recruitment and training, additional vehicles and accommodation, and uniforms and other equipment. A £1.500m budget was allocated for such costs in 2020/21 and the unspent balance of £0.497m was transferred to this reserve to support costs in 2021/22.

#### *Jointly Controlled Operations Earmarked Reserves*

This represents Derbyshire's share of Jointly Controlled Operations reserves these are mainly to be used for future capital purchases and asset replacement.

#### *Share of Retained Profit Reserve LLP*

Under PCC Group Accounts a share of LLP reserves has to be shown, this represents Derbyshire's share of the retained profit of the LLP (in previous years this is the 25% of the profit the LLP have agreed to retain, in 2019/20 and 2020/21 the LLP agreed to redistribute 100% of the profit share not 75%).

#### **Usable Capital receipts Reserves**

The usable capital receipts reserve represents the capital receipts available to support additional capital expenditure in future years.

<b>Capital Receipts Reserve</b>	<b>£'000</b>
Balance at 1 April 2020	-
Receipts in year:	80
	80
Less:	
Capital receipts used	(80)
<b>Balance at 31 March 2021</b>	<b>-</b>

## Note 26 Unusable Reserves

Chief Constable 31 March 2020 £'000	Commissioner 31 March 2020 £'000	Restated PCC Group 31 March 2020 £'000	Unusable Reserves	Chief Constable 31 March 2021 £'000	Commissioner 31 March 2021 £'000	PCC Group 31 March 2021 £'000
1	4,840	4,841	Revaluation Reserve	1	4,810	4,811
19,579	21,608	41,187	Capital Adjustment Reserve	16,902	21,305	38,207
(2,142,093)	-	(2,142,093)	Pensions Reserve	(2,493,232)	-	(2,493,232)
-	645	645	Collection Fund Adjustment Account	-	(509)	(509)
(1,846)	-	(1,846)	Accumulated Absences Account	(2,318)	-	(2,318)
<b>(2,124,359)</b>	<b>27,093</b>	<b>(2,097,266)</b>	<b>Total Unusable Reserves PCC</b>	<b>(2,478,647)</b>	<b>25,606</b>	<b>(2,453,041)</b>
		(749)	Share of Revaluation Reserve LLP			(749)
		<b>(2,098,015)</b>	<b>Total Unusable Reserves PCC Group</b>			<b>(2,453,790)</b>

### Revaluation Reserve

The Revaluation Reserve contains the gains arising from increases in the value of its Property, Plant and Equipment. The balance is reduced when assets with accumulated gains are:

- revalued downwards or impaired and the gains are lost
- used in the provision of services and the gains are consumed through depreciation, or
- disposed of and the gains are realised.

The Reserve contains only revaluation gains accumulated since 1 April 2007, the date that the Reserve was created. Accumulated gains arising before that date are consolidated into the balance on the Capital Adjustment Account.

Under Equity accounting the PCC Group Accounts includes a share of the Revaluation Reserve of the LLP.

Revaluation Reserve	2019/20 £'000	2020/21 £'000
<b>Balance as at 1 April</b>	<b>3,835</b>	<b>4,841</b>
Upward revaluation of assets	1,511	123
Downward revaluation of assets and impairment losses not charged to the Surplus/Deficit on the Provision of Services	(354)	(3)
<b>Surplus or deficit on revaluation of non-current assets not posted to the Surplus/Deficit on the Provision of Services</b>	<b>1,157</b>	<b>120</b>
Difference between fair value depreciation and historical cost depreciation	(151)	(150)
Accumulated gains on assets sold or scrapped	-	-
<b>Amount written off to the Capital Adjustment Account</b>	<b>(151)</b>	<b>(150)</b>
<b>Balance at 31 March</b>	<b>4,841</b>	<b>4,811</b>
Share of Revaluation Reserve LLP	(749)	(749)
<b>Balance at 31 March PCC Group</b>	<b>4,092</b>	<b>4,062</b>

### Capital Adjustment Account

The capital adjustment account absorbs the timing differences arising from the different arrangements for accounting for the consumption of non-current assets and for financing the acquisition, construction or enhancement of those assets under statutory provisions. The account is debited with the cost of acquisition, construction and enhancement as depreciation, impairment losses and amortisations are charged to the Comprehensive Income and Expenditure Statement (with reconciling postings from the Revaluation Reserve to convert fair value figures to a historical cost basis). The Account is credited with the amounts set aside by the Commissioner as finance for the costs of acquisition, construction and enhancement.

The Account contains revaluation gains accumulated on Property, Plant and Equipment before 1 April 2007, the date that the Revaluation Reserve was created to hold such gains.

The Movement on Reserves Statement details the source of all transactions posted to the Account, apart from those involving the Revaluation Reserve.

<b>Capital Adjustment Account</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
<b>Balance as at 1 April</b>	<b>44,306</b>	<b>41,187</b>
Reversal of items relating to capital expenditure debited or credited to the Comprehensive Income and Expenditure Statement		
• Charges for depreciation and impairment of non-current assets	(5,733)	(5,130)
• Revaluation losses on Property, Plant & Equipment	(1,638)	(520)
• Amortisation of Intangible Assets	(1,801)	(2,152)
• Revenue Expenditure funded from capital under statute	(876)	(695)
• Amounts of non current assets written off on disposal or sale as part of the gain/loss on disposal to the Comprehensive Income and Expenditure Statement	(380)	(1,577)
	<b>(10,428)</b>	<b>(10,074)</b>
Adjusting amounts written out of revaluation Reserve	151	150
Net written out amount of the cost of non current assets consumed in the year	<b>(10,277)</b>	<b>(9,924)</b>
Capital Financing applied in the year		
• Capital Receipts	253	80
• Capital Grants and Contributions	3,215	1,766
• Statutory Provision for financing capital investment (MRP )	1,039	1,279
• Additional Voluntary Set Aside	-	-
• Capital Expenditure charged against the General Reserve	2,651	3,819
	<b>7,158</b>	<b>6,944</b>
<b>Balance at 31 March</b>	<b>41,187</b>	<b>38,207</b>

### Pension Reserve

The Pensions 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. The PCC Group accounts for post employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing years of service, updating liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet these costs. However, statutory arrangements require benefits earned to be financed as the PCC Group makes employer's contributions to pensions funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the PCC Group has set aside by the time the benefits come to be paid.

<b>Pensions Reserve</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
<b>Balance as at 1 April</b>	<b>(2,319,897)</b>	<b>(2,142,093)</b>
Actuarial gains or losses on pensions assets and liabilities	233,549	(295,300)
Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement.	(115,942)	(111,155)
Employer's pensions contributions and direct payments to pensioners payable in the year	60,197	55,316
<b>Balance at 31 March</b>	<b>(2,142,093)</b>	<b>(2,493,232)</b>

### Collection Fund Adjustment Account

The Collection Fund adjustment account manages the difference arising from the recognition of council tax income in the Comprehensive Income and Expenditure Statement as it falls due from council tax payers compared with the Statutory arrangements for paying across amounts to the General Reserve from the Collection Fund.

<b>Collection Fund Adjustment Account</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
<b>Balance as at 1 April</b>	<b>613</b>	<b>645</b>
Amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from the council tax income calculated for the year in accordance with statutory requirements	32	(1,154)
<b>Balance at 31 March</b>	<b>645</b>	<b>(509)</b>



### **Accumulated Absences Account**

The Accumulated Absences Account absorbs the differences that would otherwise arise on the General Reserve Balance from accruing for compensated absences earned but not taken in the year, eg annual leave, time off in lieu entitlement carried forward at 31 March. Statutory arrangements require that the impact on the General Reserve Balance is neutralised by transfers to or from the Account.

<b>Accumulated Absences Account</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
<b>Balance as at 1 April</b>	<b>(1,307)</b>	<b>(1,846)</b>
Settlement or cancellation of accrual made at the end of the preceding year	1,307	1,846
Amounts accrued at the end of the current year	(1,846)	(2,318)
Amount by which officer 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	<b>(539)</b>	<b>(472)</b>
<b>Balance at 31 March</b>	<b>(1,846)</b>	<b>(2,318)</b>

### **Note 27 Cash Flow Statement – Operating Activities**

The cash flows for operating activities include the following items:

	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
Interest received including accruals	(143)	(20)
Interest received accruals	(13)	(2)
<b>Interest received on a cash basis</b>	<b>(156)</b>	<b>(22)</b>
Interest paid including accruals	965	1,094
Interest paid accruals	(4)	6
<b>Interest paid on a cash basis</b>	<b>961</b>	<b>1,100</b>

### **Note 28 Police Property Act Fund**

Commissioners are required under the Police Property Act 1997 to set aside any money received from the sale of property which has come into their possession in connection with a criminal charge. The net proceeds from this fund are subsequently either repaid to the individual, used to defray expenses incurred in the storage and safe custody of property, or distributed to local charities. Derbyshire Community Foundation is the Commissioner's nominated charity. The Foundation operates an endowment fund for the Derbyshire Police Property Act monies and distributes grants to other local charities from the net interest earned. The balance on the fund as at 31 March 2021 was £16,286 (£16,292 as at 31 March 2020). This has not been included in the PCC Group Balance sheet, as it does not represent monies owned by the Group.

### **Note 29 Accounting Standards that have been issued but have not yet been adopted**

The PCC Group shall disclose 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. These are detailed below

- Amendments to IFRS3 Business Combinations – definition of a business.
- Amendments to IFRS9, IAS39, IFRS7– Interest Rate Benchmark Reform.
- Amendments to IFRS9, IAS39, IFRS7, IFRS4 and IFRS16 – Interest Rate Benchmark Reform Phase 2.

The impact of these standards on the financial statements of the Chief Constable is either not applicable or not expected to be material.

### IFRS16 Leasing Standard

The CIPFA/LASAAC Local Authority Accounting Code Board has agreed to defer the implementation of IFRS 16 Leases in the Code of Practice on Local Authority Accounting in the United Kingdom (the Code) until the 2022/23 financial year. This aligns with the decision at the Government's Financial Reporting Advisory Board to establish a new effective date of 1 April 2022 for the implementation of IFRS16.

### **Note 30 Authorisation of Accounts for issue**

The 2020/21 Statement of Accounts were authorised for issue by the Chief Finance Officer on 30<sup>th</sup> July 2021. All events after the balance sheet date until this date have been considered for disclosure as events after the balance sheet date.

### **Note 31 Post Balance sheet events**

There are no post balance sheet events.

**POLICE PENSION FUND ACCOUNT**

2019/20 £'000		2020/21 £'000
	<b>Contributions Receivable :</b>	
( 20,562)	Employer's actuarial rate	( 21,527)
( 237)	Employer's ill health retirement capital charges	( 563)
( 1,663)	Active members - 1987 Scheme	( 1,178)
( 49)	Active members - 2006 Scheme	( 44)
( 7,144)	Active members - 2015 Scheme	( 8,030)
	<b>Transfers In :</b>	
( 629)	Transfer values receivable	( 896)
	<b>Benefits Payable :</b>	
47,020	Pensions	48,351
12,577	Commutations and lump sum retirement benefits	6,218
0	Lump sum death benefits	0
	<b>Payments to and on account of leavers :</b>	
0	Refunds of contributions	0
245	Transfer values payable	78
29,558	<b>Sub-total : Net amount payable for the year</b>	22,409
( 29,558)	<b>Additional contribution from the Police and Crime Commissioner to fund the deficit for the year</b>	( 22,409)
0	<b>Net amount payable/receivable for the year</b>	0
	<b><u>Net Assets Statement</u></b>	
	<b>Current assets</b>	
3,981	Pensions paid in advance	4,038
	<b>Current Liabilities</b>	
( 231)	Unpaid pension benefits	( 223)
( 3,750)	Surplus for year payable to Police and Crime Commissioner	( 3,815)
0		0

## Notes to the Pension Fund Account

### **Note 1 Police Pensions Fund Account**

The Police pension scheme is an unfunded single employer defined benefit scheme. This means that it provides pensions and other retirement benefits for police officers based on pensionable pay, but there are no investment assets built up to meet the pensions liabilities as they fall due.

Up until 2014/15 two police pension schemes were in operation, both of which gave retirement benefits based on 'final' salaries:

- The 1987 Police Pension Scheme - based on a maximum pensionable service of 30 years
- The 2006 Police Pension Scheme (effective for police officers commencing from April 2006 onwards) - based on a maximum pensionable service of 35 years.

From 6 April 2015 a new Police Officer pension scheme came into existence

- The Police Pension Scheme 2015 - which provides retirements based on 'career average' salaries, meaning that the benefits receivable are based on a proportion of pensionable pay earned in each year of scheme membership.

All new officers joining the service on or after 1<sup>st</sup> April 2015 are automatically entered into the Police Pension Scheme 2015. They may opt out of this scheme but are not eligible to join either the 1987 or 2006 scheme. Existing officers at 6 April 2015 were also automatically transferred into the 2015 Scheme from that date, except those subject to protection arrangements. Protection arrangements were either 'full' or 'tapered' depending on the service and age of each officer. Tapered protection meant that an officer was to be transferred into the 2015 Scheme at a specified future date, but by 2022 at the latest. Retirement benefits for service up to 6 April 2015 continue to be based on final salary.

At about the same period the new Police Officer scheme, new career average pension schemes were also introduced for various other professions within the public sector, such as those for court judges, firefighters and civilian staff working in local government. Subsequently, Individual members in these schemes brought successful court cases against the arrangements for transferring individuals from previous schemes on the basis that they discriminate on age. The Supreme Court on the 27 June 2019 denied the Government's request for an appeal in the McCloud and Sargeant (judges and firefighters) cases in respect of age discrimination and pension protection.

As a result of the Supreme Court decision the Treasury announced on 15 July 2019 that the rulings would apply to all of the main public service pension schemes and the Government afterwards stated that any remedial action implemented for claimants will be extended to all non-claimants who are in the same legal and factual position.

On 16 July 2020 HM Treasury published proposals for implementing a remedy to the age discrimination across all the public sector schemes affected by the ruling. 2 key elements of the Treasury's proposals were:

- determination of which members should be eligible for remedy, namely: those who were members of a public sector pension scheme on or before 31 March 2012 and on or after 1 April 2015.
- determination of the period of remedy, namely: April 2015 to March 2022, with all active members being put into their respective CARE schemes from 1 April 2022.

Following a consultation process, on 4 February 2021 HM Treasury confirmed the above criteria for eligibility for remedy and for its period of application. It also announced that the fundamental mechanism for achieving remedy would be a 'Deferred Choice Underpin'. This means that at the point they retire each eligible member will be able to choose to have been in either their legacy pension scheme or their new scheme for the seven-year period of the remedy.

Each individual Commissioner is required by legislation to operate a Pension Fund Account and the amounts that must be paid into and paid out of the Pension Fund are specified by regulation (Police Pensions Regulations 2007 Statutory Instrument 1932/2007).

Credits to the Pension Fund Account include a fixed employer's contribution, being an actuarially-assessed % of pensionable salary. This employer's contribution is charged to the Comprehensive Income and Expenditure Statement and, along with officers' contributions, is paid into the Pensions Fund Account from which pension payments are made.

Employer and employee contribution rates are set nationally by the Home Office and are determined by a 4-yearly re-valuation of total scheme liabilities by the Government Actuary's Department. The last re-valuation took place as at 31 March 2016 and this was used to set a employer contribution rate from April 2019 of 31.0% (previously 24.2%) of pensionable pay.

The impact of implementing the age-discrimination remedy will be measured through the next re-valuation process which is due to determine employer contribution rates from 1 April 2023. However this timetable may be subject to change.

Under these funding arrangements the Pension Fund Account balances to nil at the year end by either receiving a contribution from the Commissioner to meet a deficit or making a payment to him equivalent to any surplus achieved. In 2020/21 a contribution of £22.409m was received, this being equivalent to the pension top-up grant receivable from the Home Office for that year.

The pension fund is statutorily prevented from including interest on cashflows and administration expenses in the pension fund, these expenses are borne by the Group Comprehensive Income and Expenditure Statement.

Costs of injury awards and ill health retirements are not part of the Pensions Fund Account and will continue to be paid from the Group Comprehensive Income and Expenditure Statement.

## **Note 2 Pension Fund Liabilities**

The Pension Fund's financial statements do not take account of liabilities to pay pensions and other benefits after the accounting period.

## **Note 3 Accounting Policies**

Accounting policies conform to those set out in the Statement of Accounts (page 15 to 26).

**TO BE INSERTED**

**POLICE AND CRIME COMMISSIONER FOR DERBYSHIRE**

**STATEMENT OF ACCOUNTS 2020/21**

**COMMISSIONER'S ANNUAL GOVERNANCE STATEMENT 2020/21**

**Position as at 31 March 2021 including plans for the financial year 2021/22**



**ANNUAL GOVERNANCE STATEMENT**  
**FOR REGIONAL COLLABORATION 2020/21**

I confirm that the relevant controls and procedures are in place to manage the following issues within the East Midlands Special Operations Unit, which includes the Regional Organised Crime Unit, Major Crime, Forensic Services, Counter Terrorism Policing East Midlands, and Legal Services.

**1. The monitoring processes by which performance against operational, financial and other strategic plans are considered and key issues identified and tasked.**

DCC (East Midlands) monitors performance. Exceptions are reported to the East Midlands Police & Crime Commissioners and Chief Constables' (EMPCC/CC) Board on a quarterly basis, with full performance reports reported twice a year.

**2. Ensuring compliance with relevant laws and regulations, internal policies and procedures, and that expenditure is lawful.**

Compliance is monitored by management review and supported by specialist professional advice where appropriate. Where areas for improvement are identified these are subject to action plans that are revisited to ensure that they have been attended to. Thematic inspections form part of the monitoring controls to ensure compliance with appropriate policies and regulations and demonstrate the effective and efficient use of resources.

**3. That the appropriate controls are in place for the management of all resources deployed within Regional collaboration**

A management structure is in place, with clear lines of accountability for both operational issues and use of resources. A budget is approved each year at the EMPCC/CC's Board which defines the expenditure targets for each area of policing within EMSOU. Each force actively supports the budget allocation and sets its own precept accordingly.

Management reports showing costs against budget are provided monthly. Unexpected variances are investigated and explained, ready for reporting to quarterly Management Boards and the EMPCC/CC's Board. Quarterly monitoring reports are shared across the region to provide each force with visibility over expenditure to date and projected outturn position.

**4. Incorporating good governance arrangements in respect of partnerships.**

The EMPCC/CC's Board provides a forum for all members of collaboration to feedback their experiences of the partnership work. All forces can discuss governance, performance and financial issues at the quarterly meetings. The collaboration builds on best practice from across the country and the region to improve performance as well as saving money.

**Signed:**



**Date: 10/06/2021**

Paul Gibson  
**Deputy Chief Constable (East Midlands)**

## **DEFINITIONS**

### **Accounting Period**

The period of time covered by the accounts, normally a period of twelve months commencing on 1 April.

### **Accruals**

The concept that income and expenditure are recognised as they are earned or incurred, not as money is received or paid.

### **Agency and Contracted Services**

Services which are performed by, or for, another Authority or public body where the agent or contractor is reimbursed for the cost of work done.

### **Budget**

A statement of the Group's (financial) plans for a specific period of time. A budget is prepared and approved by the Commissioner prior to the start of the financial year. The Commissioner's budget is prepared on an out-turn basis which means that increases for pay and prices during the financial year are contained within the total budget figure.

### **Capital Adjustment Account**

The capital adjustment account reflects the difference between the cost of fixed assets consumed and the capital financing set aside to pay for them. It provides a mechanism between the different rates at which assets are depreciated under the Code and are financed through the capital controls system.

### **Capital Expenditure**

Expenditure on the acquisition of a fixed asset or expenditure which adds to the life or value of an existing fixed asset.

### **Capital Financing Requirement**

The Capital Financing Requirement represents capital expenditure financed by borrowing and not by capital receipts, revenue contributions, capital grants or third party contributions at the time of spending. It measures the Commissioner's underlying need to borrow for a capital purpose.

### **Capital Receipts**

Proceeds from the sale of an asset which may be used to finance new capital expenditure or to repay outstanding loan debt as laid down within rules set by Central Government.

### **Chief Constable**

The Chief Constable is a separate corporation sole which was established on 22 November 2012 under the Police Reform and Social Responsibility Act 2011.

### **CIPFA**

The Chartered Institute of Public Finance and Accountancy. This is the main professional body for accountants working in the public services.

### **Commutations and lump sum retirement benefits**

These are the amounts paid to officers when they retire, if they choose to have a lower pension.

### **Contingent Assets/Liabilities**

A potential asset/liability at the balance sheet date when the accounts are submitted for approval. The asset/liability will be included in the balance sheet if it can be estimated with reasonable accuracy otherwise the asset/ liability will be disclosed as a note to the accounts.

### **Corporate and Democratic Core**

This represents the costs of delivering public accountability and representation in policy making and meeting our legal responsibilities.



**Creditors**

Amounts owed by the Commissioner for work done, goods received or services rendered which have not been paid for by the end of the financial year.

**Debtors**

Sums of money due to the Commissioner for work done or services supplied but not received at the end of the financial year.

**Deferred Liabilities**

Liabilities which by arrangement are payable beyond the next year at some point in the future or paid off by an annual sum over a period of time.

**Defined Benefit Scheme**

A pension or other retirement benefit scheme, with rules that usually define the benefits independently of the contributions payable and where the benefits are not directly related to the investments of the scheme. The scheme may be funded or unfunded.

**Depreciation**

The measure of the wearing out, consumption, or other reduction in the useful economic life of a fixed asset, whether arising from use, the passing of time or obsolescence through technological or other changes.

**Financial Instruments**

Any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity.

Financial asset – Cash, equity instrument of another entity or a contractual right to receive cash or the right to exchange a financial instrument with another entity on potentially favourable terms. For example bank deposits, loans receivable, trade receivables and investments.

Financial Liability – a contractual obligation to deliver cash or another financial asset to another entity or to exchange a financial instrument with another entity on potentially unfavourable terms. For example trade payables, borrowings and financial guarantees.

**Fixed Assets - Intangible**

Intangible assets are defined as 'non financial fixed assets that do not have physical substance but are identifiable and are controlled by the entity through custody or legal rights', for example, software licences.

**Formula Grant Distribution System**

A mechanism by which Central Government determines how much Revenue Support Grant, Home Office Police Grant and Business Rates each local authority should receive in a given year to provide a common level of service. For the police service it is principally based on the resident and daytime populations, plus relevant socio-economic characteristics, for the area covered by an authority.

**Group**

The term Group refers to the Commissioner and the Chief Constable.

**Impairment**

A reduction in the value of a fixed asset below the amount shown on the balance sheet.

**Leasing**

A method of financing capital expenditure where a rental charge is paid for a specified period of time. There are two main types of leasing arrangements:-

- (a) finance leases which transfer all of the risks and rewards of ownership of a fixed asset to the lessee and such assets are included within the fixed assets in the balance sheet.
- (b) operating leases where the ownership of the asset remains with the leasing company and the annual rental is charged direct to the revenue account.

**Minimum Revenue Provision**

The minimum amount which must be charged to the revenue account each year and set aside for provision for credit liabilities.

**Net Book Value**

The amount at which Property, Plant and Equipment are included in the balance sheet and being their historical cost or current value, less the cumulative amounts charged for depreciation.

**Non Distributed Costs**

The cost of discretionary benefits awarded to employees retiring early. These are overheads which are not charged or apportioned to activities within the service expenditure analysis in the Comprehensive Income and Expenditure Statement.

**Police and Crime Commissioner (PCC)**

The Police and Crime Commissioner (PCC), known as the 'Commissioner', is a separate corporation sole which was established on 22 November 2012 under the Police Reform and Social Responsibility Act 2011.

**Precept**

The method by which the Commissioner obtains the income it requires from council tax via the appropriate authorities.

**Provision**

An amount set aside to provide for a liability which is likely to be incurred but the exact amount and the date on which it will arise is uncertain.

**Prudential code**

The Code developed by CIPFA that sets out a framework for self-regulation of capital spending, in effect allowing authorities to invest in capital projects which best meet their service delivery objectives as long as they are affordable, prudent and sustainable. The code came into force from 1 April 2004 and is incorporated into the Local Government Act 2003 and associated regulations.

**Receipts and payments**

Amounts actually paid or received in a given accounting period irrespective of the period for which they are due.

**Reserves**

Earmarked reserves are amounts set aside for a specific purpose in one financial year and carried forward to meet expenditure in future years. General reserves are accumulated balances generally available to support revenue or capital spending.

**Revaluation Reserve**

This reserve records the net gain (if any) from revaluations made after 1 April 2007.

**Revenue Expenditure funded from Capital by Statute**

Expenditure incurred during the year that may be capitalised under statutory provisions but does not result in the creation of fixed assets, for example, expenditure on property not owned by the Commissioner.

**CHIEF CONSTABLE FOR DERBYSHIRE  
DRAFT STATEMENT OF ACCOUNTS 2020/21**

**SUBJECT TO AUDIT AND SUBJECT TO CHANGE**

**CHIEF CONSTABLE FOR DERBYSHIRE  
STATEMENT OF ACCOUNTS  
YEAR END 31 March 2021**

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# NARRATIVE REPORT

## Introduction

These accounts set out the overall financial position of the Chief Constable for Derbyshire, who is responsible for Derbyshire Constabulary, for the year ended 31 March 2021.

## Organisational Overview and External Environment

Derbyshire Constabulary serves an area of more than 1,000 square miles, and a population around one million. Derbyshire is renowned for being hugely diverse. It encompasses the rural areas of the High Peak, Derbyshire Dales and the Derwent Valley, a World Heritage Site. These areas attract a significant amount of tourism throughout the year. In addition, there are old mining communities, modern towns and business centres. It is also home to the vibrant and culturally diverse city of Derby, a cosmopolitan city with a fantastic heritage. There are more than 70 different languages spoken in Derbyshire.



## Governance

The Police and Crime Commissioner and the Chief Constable are established as separate legal entities under the Police Reform and Social Responsibility Act 2011. This Act created a Police and Crime Commissioner for Derbyshire (PCC), known as the 'Commissioner' and at the same time the Chief Constable was established as a separate body with responsibility for Derbyshire Constabulary.

The primary function of the body headed by the Chief Constable is the exercise of operational policing duties under the Police Act 1996. The Commissioner's function is to hold the Chief Constable to account for the exercise of these duties, thereby securing the maintenance of an efficient and effective police service in Derbyshire.

More detail on the governance framework comprising the systems and processes, culture and values by which Derbyshire Police is directed and controlled is contained within the Annual Governance Statement, which accompanies the Chief Constable's Statement of Accounts.

A new Commissioner was elected in May 2021. The Commissioner, in consultation with the Chief Constable, will publish their Police and Crime Plan later in 2021. In response to the Police and Crime Plan, the Constabulary will produce its own plan to show how it will meet the objectives within the PCC's document. This delivery document will explain how we will work to protect the public, deal with the high-level risks and threats, and in doing so also deliver the commitments made in the Police and Crime Plan.

## Organisational Model

Policing in Derbyshire is divided into two geographic areas known as divisions. Each division is headed by a chief superintendent, known as the divisional commander who is responsible for the overall policing of the area. Divisions are divided further into a series of local policing units, led by an inspector. Within each policing unit sit our Safer Neighbourhood teams. Safer Neighbourhoods is about police and partners working with the public to identify and deal with issues of concern in their neighbourhood. These areas are patrolled by police officers, special constables and police community support officers (PCSOs). Local policing is complemented by a range of support units and departments that operate across the Constabulary. These include the contact management and resolution centre that answers 999 and non-emergency telephone calls, our roads policing section, dog section, National Police Air Service (NPAS), criminal justice, crime investigation and the forensic officers who work in our scientific support unit.

Derbyshire Constabulary employs approximately 1,918 police officers, 200 PCSOs and 266 Specials/Volunteers and 1,400 staff in full-time and part-time positions (excluding staff of the Commissioner). Active recruitment plans include positive action to improve the diversity and reflect more closely that of the County.

## **Basis for Preparation**

For accounting purposes, the Commissioner and Chief Constable together are known as the PCC Group. A separate set of statutory accounts has been published for the Commissioner and PCC Group to recognise all the financial transactions incurred during 2020/21 for policing in Derbyshire.

The purpose of the Narrative Report is to outline the financial performance, financial position and cash flows of the Chief Constable during 2020/21 and provide an overview of the most significant matters reported in the accounts.

The 2020/21 Statement of Accounts is prepared in accordance with the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Local Authority Accounting 2020/21. The Accounts reflect the current legislative framework as well as the local arrangements operating in practice. Key elements of this framework include: -

- The Police Reform and Social Responsibility Act 2011 (the Act).
- Accounts and Audit (England and Wales) Regulations 2015 & Accounts and Audit (Amendment) Regulations 2021.
- The Home Office Financial Management Code of Practice for the Police Service of England and Wales 2018.
- Scheme of Consent between the Commissioner and Chief Constable.
- The Financial Handbook of the Commissioner and Chief Constable.

The Accounts reflect that the Commissioner has responsibility for the finances of the whole Group and control of all land and buildings, liabilities and reserves. The Commissioner receives all income and funding and makes all the payments for the Group from the Police Fund. In turn the Chief Constable fulfils his functions under the Act within an annual budget (set by the Commissioner in consultation with the Chief Constable). A scheme of consent is in operation between the two bodies to give clarity to the way the two organisations are governed and ensure business is undertaken by doing the right thing, making a difference and shaping the future.

## **Financial Statements**

The financial statements for the Chief Constable required under the 2020/21 Code consist of: -

### ***Expenditure and Funding Analysis***

The Expenditure and Funding Analysis is a note to the primary statements. It shows how the annual expenditure is used and funded from the annual budget set by the Commissioner, in comparison with those resources consumed or earned in accordance with generally accepted accounting practices. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

### ***Comprehensive Income and Expenditure Statement (CIES)***

This statement shows the accounting cost in the year of providing policing services under the direction of the Chief Constable for the 12 months to 31 March 2021, (as opposed to the overall cost of policing Derbyshire, which includes the cost of administering the Office of the Police and Crime Commissioner (OPCC) and OPCC expenditure on commissioning activities in relation to community safety, crime prevention and victim support, as shown in the Group Accounts). The CIES has been prepared by applying the accounting principles set out in the CIPFA Accounting Code of Practice. The headings replicate those used for the Constabulary's internal performance reports.

### ***Movement in Reserves Statement***

This summarises the movements to and from unusable reserves for the financial year 2020/21, which relate to post-employment benefits (pensions), benefits payable during employment (untaken leave at the financial year end) and financing of vehicles and equipment from capital resources. All usable reserves are held by the Commissioner as shown in the Group Accounts.

### ***The Balance Sheet***

This summarises the financial position of the Chief Constable at 31 March 2021 and sets out any assets, liabilities and reserves. The net assets of the Chief Constable (assets less liabilities) are matched by the unusable reserves held by the Chief Constable. These reserves are a product of the application of the

Code, it should be noted that the Chief Constable does not hold usable reserves – they are all held by the Commissioner as shown in the Group Accounts.

### **The Cash Flow Statement**

This shows the changes in cash and cash equivalents of the Chief Constable during the reporting period. As all of the Group's cash flows are presented in the Commissioner's Accounts this statement simply shows the net surplus on provision of services adjusted for non-cash movements.

### **Accounting Policies**

Accounting policies are the specific principals, conventions, rules and practices that are applied in preparing and presenting the annual accounts. The accounting policies applied in preparing the 2020/21 annual accounts are consistent with last year, no major changes have been necessary.

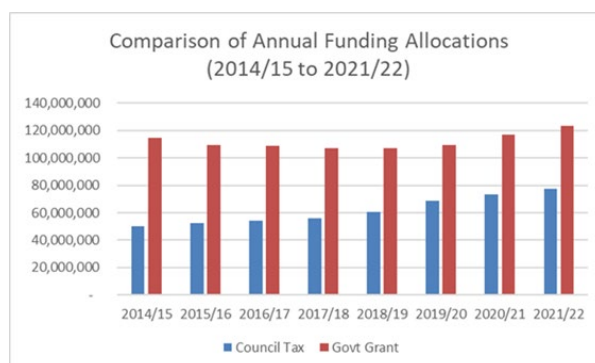
### **Other Contents**

In addition to the financial statements, the annual accounts include a: -

- Statement of Responsibilities for the Accounts and information on the Police Officer Pension Fund (providing statements for pension fund income and expenditure, assets and liabilities).
- An Annual Governance Statement (AGS). The statement is a statutory document which explains the governance processes and procedures in place to enable Derbyshire Constabulary to carry out its functions effectively. Following the Police Reform and Social Responsibility Act 2011 the Chief Constable is required to produce his own AGS each year which must accompany the Chief Constable's Statement of Accounts.

## **Strategy and Resource Allocation**

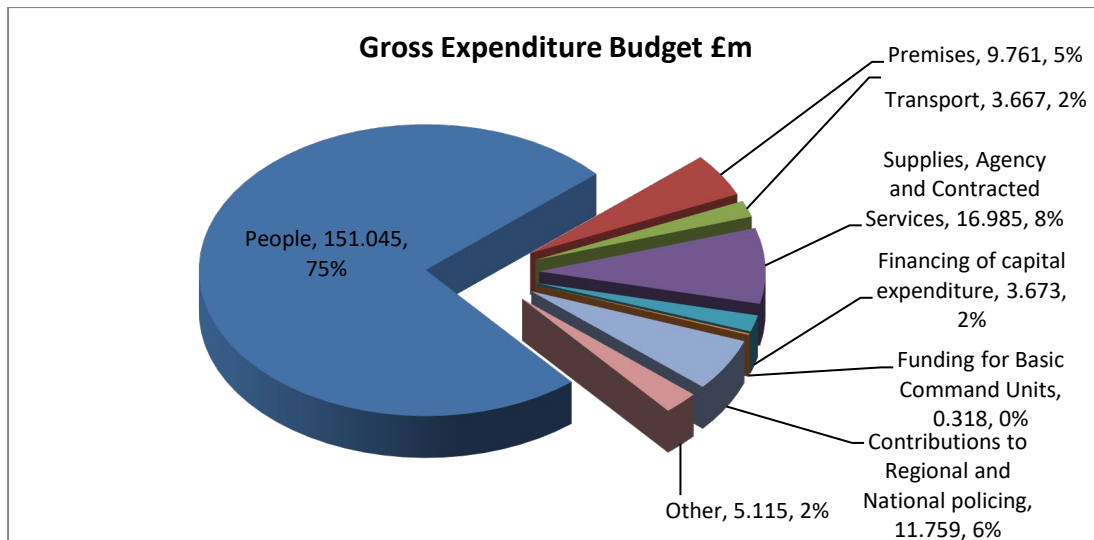
A revenue budget for 2020/21 was set at £189.879 million, an increase of 6.6% over 2019/20. The funding of the £189.879 million comprised central government formula funding (Police Specific Grant, Localising Council Tax Support Grant and Revenue Support Grant (RSG)) of £116.726m, and Council Tax of £73.153m. A year on year comparison of our funding sources shows how Government Grant has only increased by 8% since 2014/15, largely as a direct result of grant reductions and freezes during the period of austerity. During the same period, the Net Revenue Budget for the Force has increased by an average of 2.9% per annum from £164.7m to £202.6m.



A total of £22.409m funding was also received from the Home Office to cover the police pension fund deficit for the year.

The consequent Council Tax for an average band D dwelling was £226.60, as the Commissioner increased the Council Tax Precept for 2020/21 by the maximum permitted of £10 (4.6% for a Derbyshire band D dwelling).

The Derbyshire Police's gross expenditure budget was allocated as follows: -



## Financial Performance Report

The force continues to face a continued challenge of managing its financial resources whilst maintaining and improving the services it delivers to the communities and businesses across Derbyshire. Following a period of austerity, the past two years have seen a more pronounced increase in funding for the police, which includes the government pledge to recruit an additional 20,000 police officers by 2023. The force has made good progress in recruiting its allocation of extra officers and putting in place the infrastructure required to support them.

The Covid-19 pandemic presented the force with unprecedented challenges, both financial and operational. Demands on policing changed throughout the year and new ways of working were introduced in line with government restrictions. Since the outbreak of the Covid-19 pandemic in March 2020, the Force has responded with a commitment to protect the public and to effectively engage, explain, encourage and where appropriate to use enforcement to help defeat the Coronavirus. This has brought about unprecedented challenges for our officers and staff. New working practices have been adapted and implemented to ensure that our workforce has the necessary equipment and support to perform their roles safely, whilst continuing to tackle crime and keeping communities safe.

From the outset of the pandemic in March 2020, effective financial monitoring was put in place in order to capture Covid related costs and income losses. As at 31<sup>st</sup> March 2021, over £2.073m has been spent on policing the pandemic with a further cost of £0.613m in lost income. Covid related costs included:

- £1m for new IT equipment to support agile / home working
  - £0.72m for PPE, cleaning and estate related costs for making our buildings Covid secure.
  - £0.37m for overtime costs relating to enforcement of coronavirus regulations.
- This was offset by government funding of £0.80m, which included:
- £0.23m for reimbursement of PPE costs.
  - £0.15m for Income loss compensation,
  - £0.42m surge funding to support enforcement costs.

The Covid-19 pandemic resulted in a significant opportunity cost to the force as a result of Police Officer absences, employees self-isolating and increased absenteeism through Covid related sickness. The notion of Opportunity cost reflects the value of benefits foregone as a result of a certain event or decision and was estimated to be £3.3m by April 2021.

Further funding of £0.82m was received in March 2021 as part of a national £58m funding aid to cover wider Covid related costs and to manage any potential changes in crime demand resulting from any easing of Covid restrictions.

In December 2020, the Government announced additional measures to mitigate the future financial impact of any reduction in Council Tax collection levels, with any deficits being spread evenly over a three-year period (2021/22 to 2023/24). Engagement and modelling is taking place with the local authorities to understand the effect on collection rates and to gauge the future financial impact.

The continued impact of Covid-19 will be considered as part of our financial assumptions being made within the Medium-Term Financial Plan as we develop the best, worst and likely case scenarios.



### **Revenue**

The financial position for 2020/21, as set out in the table below shows an under-spend against budget of some £2.428m. However, the underspend includes £0.757m remaining from the £0.820m grant received from the Home Office in March 2021 to support Covid-19 enforcement, which will be used during 2021/22.

Like many public sector organisations, and indeed the country as a whole, the Constabulary has faced a challenging year in dealing with the unprecedented demands of the Covid-19 pandemic. Whilst providing an appropriate policing response to the pandemic and adapting many of its working practices to new constraints, it has also sought to be proactive in adjusting its resources to deal with new and emerging crimes. At the same time it has recognised the need to continue to build confidence in our communities and maintain and improve its visibility to local people.

2020/21 was the first full year of the Home Office's 3-year Officer Uplift strategy which aims to increase police officer numbers across the country by 20,000 by March 2023. For Derbyshire the Year 1 target was to increase officers policing the county from 1,750 to 1,835 by March 2021. This target was achieved, and indeed slightly exceeded in preparation for meeting the Year 2 target.

The Constabulary continues to invest in new technology as part of the National Enabling Programme to enhance and improve processes, reporting and performance. Future success in tackling crime and understanding demand will rely on managing information effectively and the use of powerful analytics. The Constabulary's vision is to be a data driven organisation, where advanced analytical capability is embedded and the workforce are enabled to draw insights to inform operational and strategic decision making.

Force Reserves remain low, which supports our investment and funding strategies that look to make the best use of internal resources first, so to minimise increases in precept levels. This does however mean that the Constabulary cannot readily rely on reserves to support the revenue budget or indeed its future capital investment plans in the future.

### **Revenue Outturn Position**

The table below is presented in a subjective analysis format, which is used for internal reporting purposes:-

<b>Budget Expenditure Heading 2020/21</b>	<b>Revised Budget £000's</b>	<b>Actual £000's</b>	<b>Variance £000's</b>
Police Officer Pay & On Costs	101,390	101,519	129
Police Staff Pay & On Costs	47,865	47,104	(761)
Other Employee Expenses	797	718	(79)
Police Pensions	3,047	2,830	(217)
Premises	9,761	10,409	648
Transport	3,643	3,734	91
Supplies & Services	17,063	18,244	1,181
Agency	212	223	11
Pay & Price Contingency	-	-	-
Debt Charges	731	277	(454)
Revenue Contribution to Capital	3,213	3,213	-
Government Grants	(7,036)	(8,244)	(1,208)
General Income	(3,397)	(4,211)	(814)
Regional Units	9,687	9,460	(227)
Interest Receipts	(110)	(20)	90
Contributions to/from Reserves	(1,388)	(1,462)	(74)
BCU Fund	313	246	(67)
Regional and National Policing	168	4	(164)
Other Specific Grants	62	58	(4)
Partnerships	562	378	(184)
<b>Total for Derbyshire Constabulary</b>	<b>186,583</b>	<b>184,480</b>	<b>(2,103)</b>
Office of the Police and Crime Commissioner	3,296	2,971	(325)
<b>Total for Office of the Police and Crime Commissioner</b>	<b>189,879</b>	<b>187,451</b>	<b>(2,428)</b>
Contribution from Op Funding & Investment Reserve	-	-	-
<b>Total for Derbyshire Constabulary</b>	<b>189,879</b>	<b>187,451</b>	<b>(2,428)</b>

Key points to note in respect of individual variations in the table above include: -

**Police Officer Pay & Oncosts – £0.129m overspend.** This overspend equates to 0.1% of the total Police Officer Pay & Oncosts budget (£101.390m). The breakdown of the total overspend was as follows

Salaries, allowances and other oncosts	(£0.002m)
Overtime costs	£0.131m

The outturn for salaries and oncosts is a reflection of the attention given to officer recruitment during the year to meet the Constabulary's Uplift target. The overspend against the overtime budget was principally due to the number of operations which the Crime Support department needed to run to meet the demands faced by its officers. This was partially offset by a severe curtailment in the requirement to police public events such as football matches.

**Police Staff Pay & Oncosts – (£0.761m) underspend.** £0.497m of this consists of an unspent provision for Police Uplift support/set-up costs. The remaining amount is principally accounted for by high vacancy levels experienced by a number of formations, notably Information Services and Corporate Services.

**Police Pensions – (£0.217m) underspend.** The force has to meet the additional cost of police officer retirement through ill-health compared to normal 'service' or 'age' retirement. Fewer officers retired on the grounds of ill health during the year than had been allowed for. The number can fluctuate from year to year depending on the number of applications that are made and more importantly whether they meet the strict criteria for ill health retirement.

**Premises – £0.648m overspend.** The main areas of overspending on Premises costs during the year were as follows:-

Repair and Maintenance work, including Grounds Maintenance	£0.255m
Cleaning Contract / Specialist Cleaning	£0.393m

Expenditure on Grounds Maintenance exceeded the budget by £0.162m, including £0.103m incurred on a one-off grounds re-modelling project at force headquarters. Significant additional cleaning services were required throughout the year as part of the effort to keep force premises Covid-secure.

**Supplies and Services – £1.181m overspend.** This variance has occurred across a range of budget headings, which contain both under and over spends. The demands on these budgets vary throughout the year and therefore are difficult to predict. The largest variances are: -

Equipment and related items	£0.159m
Appropriate Adult Service	£0.230m
Software Maintenance costs	£0.200m
National IT charges	£0.222m
Insurance Premiums	£0.157m

- The force has a statutory responsibility to provide 'Appropriate Adult' support to certain witness categories and this expenditure is partly met by contributions from Derbyshire County Council and Derby City Council (see 'General Income' below)
- The additional Software Maintenance expenditure is due to the increasing costs of using Microsoft products as the number of applications and users increase.
- The overspends on National IT charges and Insurance Premiums relate to charges which are updated or renewed on an annual basis but the increases were notified too late to be adjusted for in the approved budget.

**Debt Charges – (£0.454m) underspend.** £0.233m of this underspend was due to the receipt of an increased share of profits from the joint venture undertaken with Derbyshire Fire and Rescue Service. The remaining underspend occurred because no new borrowing to fund capital expenditure was taken out during 2020/21. The budget had assumed a requirement to meet the borrowing costs of £14.7m in additional loans but this has been deferred in line with the reprofiling of the Capital Programme.

**Government Grants – (£1.208m) additional received.** This is principally made up of 3 streams of Covid-related funding as follows:

Income Stream	Amount	Comments
Re-imburement of PPE costs	£0.225m	
Loss of Income Compensation	£0.150m	Per reported shortfalls against budget for specific headings – eg football income
Covid enforcement / wider pressures – February 2021	£0.820m	£0.757m carried forward to 2021/22
<b>Total</b>	<b>£1.195m</b>	

In addition to the above the Constabulary received £0.424m from the Surge Fund to support the policing of the second national lockdown. Specific additional costs were charged against this funding, including £0.403m in officer and staff overtime and the expenditure and grant is netted off within the 'Other Specific Grants' line of the table.

Due to the Constabulary's success in achieving its Year 1 Police Officer Uplift target it was able to claim 100% of its allocation of the specific grant made available to support the employment of 85 additional officers - £2.375m

**Income – (£0.814m) additional generated.** Despite income generation being negatively impacted in some areas by the pandemic – for example no income from policing football matches was received in the year – additional income was generated for other areas of policing, the main ones being: -

Local Authority Contributions	(£0.603m)
Vehicle Recovery Contract	(£0.078m)
Cost Recovery Income	(£0.184m)
Mast Rental Income	(£0.051m)

- Of the additional Local Authority Contributions £0.192m relates to the Appropriate Adults scheme referred to above with a further £0.224m relating to the cost-sharing arrangements between police and fire for the Assets function. £0.024m of this figure was for exceptional costs arising from the pandemic.
- Much of the additional cost recovery income was earned by the Human Resources department (£0.116m) for services provided to Derby University. A further £0.030m has been received by Finance & Business Services in connection with the financial administration of a national law-enforcement project.

**Regional Units – (£0.227m) underspend.** The majority of this underspend (£0.206m) relates to the agreed changes to the delivery of Learning & Development courses which saw some costs return 'in-house' to individual forces.

**Interest Receipts - £0.090m overspend.** Interest receipts have been negatively impacted since the start of the Covid pandemic in March 2020 when the consequent economic shock meant interest rates plummeted.

**Devolved Budgets to Local Command Teams (BCU Fund) – (£0.067m) underspend.** The underspend reflects the timing of the delivery of projects for which orders have been placed but will be not spent until the following year.

**Contributions to National Policing – (£0.164m) underspend.** This is mainly the result of re-imburement received for the Constabulary's assistance to Defra towards its badger cull programme (£0.064m) and to other forces under mutual aid arrangements (£0.038m).

**Partnerships – (£0.184m) underspend.** The underspend reflects the timing of the delivery of specific partnership projects.

**Office of the Police and Crime Commissioner – (£0.325m) underspend.** The outturn position was mainly a consequence of additional income being received in relation to Commissioning activities during the year. While some of this was matched by increased allocations of grant made by the PCC to bodies promoting community safety, the welfare of victims and restorative justice, a proportion has been retained for distribution in 2021/22.

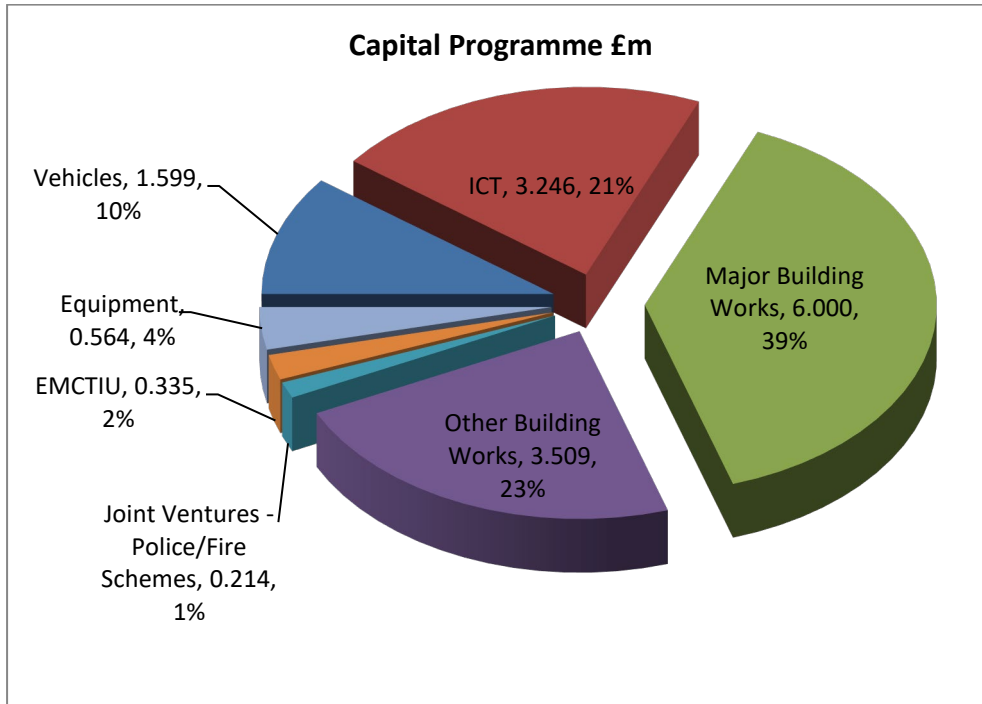
**Capital Programme**

Each year Derbyshire Constabulary has a number of core capital spending requirements in order to replace and maintain its assets and therefore maintaining its capabilities e.g.: -

- To replace police vehicles.
- To maintain its buildings.
- To ensure its IT systems are supported.
- To replace key items of equipment.

In addition to the ongoing capital commitments, there are several major projects which need to be progressed.

The Capital Programme for 2020/21 was £15.467m and was allocated as follows:-



Actual expenditure against the programme totalled £12.577m, which was made up of the following: -

Capital Programme	£m
Co-Locations with Fire	0.060
Major Building Schemes	5.404
Other Building Schemes	1.886
Equipment and Vehicles	2.743
IT and Communications	1.573
East Midlands Counter-Terrorism Intelligence Unit	0.276
National Cyber Crime Project	0.635
<b>Total</b>	<b>12.577</b>

This expenditure was funded by: Borrowing (£7.302m), External Grant and Contributions (£1.674m), Revenue Contributions (£3.521m) and Capital Receipts (£0.080m).

In addition, Derbyshire’s share of capital expenditure for the East Midlands Special Operations Unit (including East Midlands Technical Support Unit) and East Midlands Forensics was £0.390m, increasing total capital expenditure to £12.967m. This was funded from Reserve/Revenue Contributions (£0.298m) and grant (£0.092m).

**Main Capital Variances to Budget**

**Co-locations with Fire (£0.154) underspend** – The Long Eaton Co-location with Fire was completed in 2020/21, no further schemes have progressed.

**Major Building Schemes (£0.596m) underspend** – There are two major schemes in the Capital Programme, Derby East Local Policing Unit (LPU) and North East Division Accommodation. The underspend on Derby East LPU is mainly due to the phasing of works, construction commenced in August 2020 and is due to be completed in July 2021 for occupation in September. Work is continuing with legal and land agents for the North East Division Accommodation to ensure that these works progress.

**Other Building Schemes (£1.583m) underspend** – Various schemes have been delayed mainly due to Covid-19 but will be completed in 2021/22 such as Locker Rooms and Plant room upgrade at Wyatt's Way, Contact management and resolution Centre extension, Phase 2 of the Vehicle Recovery resurfacing works and other minor schemes.

**Equipment and Vehicles (£0.156m) underspend** – Orders have been raised for CREST vehicles and various equipment but the goods will not be delivered until 2021/22.

**IS Schemes (£1.157m) underspend** – Phase two of the Call Centre Telephony System regarding the control works upgrade has been delayed. Also, a contract was awarded in March 2021 for storage upgrade works but this will be completed in 2021/22. Work has started on reviewing requirements for the public service network.

**National Cyber Crime Project £0.635m overspend** – This is spend on the National Cyber Crime Project, the expenditure was matched by grant from the Home Office and therefore has no net impact on the Force accounts. No capital budget was included for this project as spend could be either revenue or capital. The former Chief Constable was the National Police Chiefs Council (NPCC) lead for Cyber Grant.

## Non-Financial Performance

2020/21 saw a decrease in recorded crime of five percent, recording 4,300 fewer offences compared to the previous year. This was mainly due to the reduction in acquisitive crime due to the Covid lockdown restrictions, meaning more people stayed at home, making them less vulnerable to burglary, vehicle crime and other types of theft. Similarly, offenders became more visible when moving around in lockdown.

Residential Burglary saw a fall of over 24 percent and shoplifting fell by 34 percent, whilst thefts from vehicles fell by 28 percent and thefts of vehicles fell by 12 percent. Theft from person saw an even greater reduction of 40 percent, with personal robbery and business robbery falling by 31 percent and 52% respectively, though it should be noted the latter occurs in very small numbers in Derbyshire magnifying the percentage decrease. Criminal damage, one of the largest volume crime types, fell by five percent.

Categories of recorded crime that saw an increase were Stalking and Harassment 26 percent, Public Order 22 percent and Violence without injury five percent. In general, sexual offences reduced by eight percent but rape increased by two percent.

Domestic Abuse recorded crime, which is a subset of recorded crime as it sits across several crime types, increased by seven percent, some 1,100 additional crimes.

Anti-social behaviour incidents rose dramatically during the latest fiscal year, this was mainly due to the volume of incidents seen in April and May 2020 relating to Covid restrictions. Covid related incidents reduced gradually through 2020/21 with the relaxation of restrictions. Transport incidents did, however, remain lower than previous years.

A large proportion of the demand for Derbyshire sits outside of the areas covered above. Whilst the above references our recorded crime changes, there has been significant uplifts in demand in the Safeguarding arena too. There has been uplifting in demand for Safeguarding Adults, Safeguarding Children, Domestic Abuse, Cyber and Online crime to name just a few growing areas of demand. Modern slavery and human trafficking is one area where fewer victims have been identified in the past year, this is due to victims being less visible during lockdown, making it harder for police and partners to identify possible victims in the community.

Whilst these areas may only factor in a small amount of the recorded crime figures, they account for a large amount of the complex demand on the force. In addition to this, a large proportion of the investigation and prevention work in these areas is not visible to the public on a day to day basis. The complexity of these types of demand is growing all the time, with new and emerging areas being identified.

## Future Outlook

### Force Priorities

In April 2021 a new set of Priorities was launched to sit alongside the existing Purpose and Principles of the force. The Priorities reflect our core values and allow us to focus on the things that are important to the public and communities of Derbyshire. Vulnerability runs through all of the Priorities and is at the heart of the work we do. Strategic objectives are to be developed against each of the priorities, that will aid the budget setting process, and ensure that resources are appropriately allocated against our force and operational priorities.



### Cost of Policing

'Cost of Policing' is Derbyshire Constabulary's approach to ensuring we clearly define and maintain our understanding of the forces operating model and its costs, whilst proactively considering and detailing options for change.

Through understanding our structures, processes and systems, we can determine appropriate resourcing levels and associated costs, aligning these to the services we provide. It provides an ability to understand demand and risk in terms of allocation of resources. Moving to a position where we access and map options for change as business as usual based on this understanding enhances our approach to budget management and business change, reducing the scale and need for 'one-off' savings projects.

Finally, through adopting a decentralised approach to better understand the cost of our services and planning for the future, it supports our commitment to develop our workforce in terms of financial management and strategic workforce planning skills.

Service reviews and initial scoping of processes has been completed across North and South Divisions, and Crime Support, alongside a thematic review of Crime Recording.

### Brexit

The United Kingdom left the European Union on 31 January 2020. The rules governing the new relationship between the EU and the UK took effect on 1<sup>st</sup> January 2021. The financial effects from the EU exit and the new rules are being closely monitored to identify any impact on the financial statements, however at this stage the impact on budgets and future funding is expected to be minimal.

## Medium Term Financial Plan

The Grant settlement for 2021/22 provided a stable foundation to continue our commitment to improve policing across Derbyshire. However, the underlying budget pressures still remain, with further costs and uncertainties in relation to pension liabilities, essential investment in the Estates plan and increasing costs associated with national accreditation requirements. The continued absence of a multi-year funding settlement makes planning and resourcing for the medium to long-term very difficult. The Cost of Policing (CoP) programme will help to prioritise costs and consider options for change, aligning resources against services based upon our understanding of risks and demand. However, the CoP programme alone will not resolve all of our financial challenges and a robust savings and efficiency plan will be required to address the significant budget gaps from 2023/24 onwards.

The Medium Term Financial Plan continues to be modelled against a number of assumptions around resource levels and financial commitments. Briefings with the Chief Constable and PCC will continue as we await further updates in relation to Spending Review announcements and as we begin to build the budget requirement for the next financial year.

## Pensions

Pension costs are accounted for in accordance with the accounting standard IAS 19. The objectives of IAS 19 are to ensure that the financial statements: -

- Reflect at fair value the assets and liabilities arising from an employer's retirement benefit obligations.
- Contain related funding and operating costs of providing retirement benefits to employees that are recognised in the accounting period in which the benefits are earned.
- Contain adequate disclosure of the cost of providing retirement benefits.

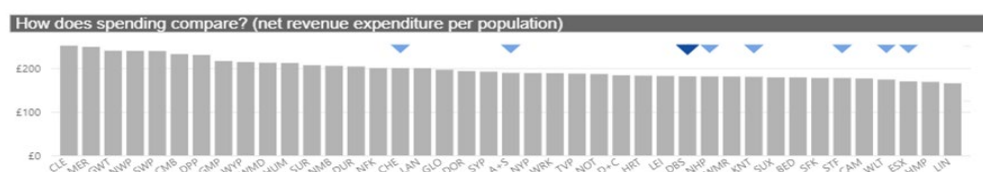
IAS 19 costs are not, however, chargeable to Council Tax, and the impact is reversed out by replacing the IAS 19 figures with the actual cash payments made to the Pension Fund. The actual payments are shown derived through the Statement of Movement on the General Reserve Balance. The Pensions Liability in the Balance Sheet reflects the underlying long-term commitments to pay retirement benefits. The impact of the net pension liability on overall reserves amounts to £2,493m in 2020/21 (2019/20 £2,142m). Detailed information on the performance of the Pension Fund is set out in the Core Financial Statements.

## Value for Money

The Constabulary continues to be one of the lowest spending forces per head of population in the country, in part due to savings secured through working nationally, regionally, and locally with our partners, helping to deliver value for money (VFM) to taxpayers through:

- Average council tax charges
- Lower than average net spend per head of population
- Lower than average reserves
- A strong track record of delivering savings
- Outcomes from officers, communities and technology investment.

National procurement frameworks are used to help identify the right supplier and to achieve the best possible value. Partnering with Blue Light Commercial and joint procurement with other forces is explored to increase financial savings, improve value for more and to drive out further efficiency. The Constabulary also plays a significant role in supporting the Police Digital Service to exploit technology and improve our commercial, technical and digital opportunities.



Source: HMICFRS Value for Money Profiles 2020

## **Collaboration**

### *(i) East Midlands Police*

The five police forces in the East Midlands region have been working together for over a decade in many different areas of operational and non-operational policing.

The five Forces are facing considerable new risks in respect of the changing nature of crime, the breadth of demand on policing services and for some the fact that significant financial challenges still remain. There is a strong belief in the East Midlands that collaboration is not only pragmatic but will achieve real results that will enhance the way the police service in the region does business.

Our regional collaboration is based on three key principles:

- Local policing will remain local.
- Collaboration in operational and non-operational support services should be sought.
- The benefits and costs of working collaboratively will be shared between the five forces.

The vision for collaboration in its most recent three-year plan states:

- Productivity will be improved through working together and sharing best practice, increased interoperability and shared delivery of services. Also through making better use of resources.
- Public safety will be improved through the shared delivery of protective services where appropriate, reducing threat, risk and harm.
- Public confidence in the police will be improved through successful delivery and communication of the productivity and public safety improvements, together with local policing delivery by local police forces.

Police collaboration in the East Midlands is the most substantial of its kind in the country and has a number of significant benefits to police officers, staff and residents right across the region:

- Greater resilience.
- Increased capability.
- Reduced bureaucracy.
- Reduced cost.

Derbyshire Police has always engaged actively in a range of collaborative initiatives. It has adopted a prudent approach to collaboration based on a set of collaboration principles agreed by the Police and Crime Commissioner and Chief Constable. This includes the two key principles that:-

1. The Derbyshire Constabulary and the Commissioner will ensure we maximise local savings to address our immediate and future financial pressures. We are already very efficient and will focus greater efficiency on delivering savings at a local level prior to entering into collaborative ventures.
2. Any future collaboration will be tested against the priorities of the Constabulary and the objectives and manifesto pledges set by the Commissioner within his Police and Crime Plan. Any current and future collaborative models will be commensurate with risk and not expose Derbyshire to any greater risk or cost than a local solution.

An effective governance and performance framework exist to ensure that the collaborations continue to operate efficiently and effectively and to demonstrate value for money.

### *(ii) Joint Venture and collaboration – Derbyshire Fire and Rescue Service*

Following the successful launch of the Joint HQ building for fire and police and the Joint Training Centre/Firearms range, other areas of collaboration are being developed.

Derbyshire Constabulary has embraced the benefits brought by closer collaboration with the Fire and Rescue Service with a Collaboration Board to manage the projects with PCC, Chair and Chief Officer representation.

The Force has a joint headquarters building and Training Centre with Derbyshire Fire and Rescue Service. There is a single director for finance shared between the police and fire service, a joint Head of Strategic Assets and now a joint Property team. The property asset management plan sets out the service's vision for expanding the number of shared stations over the next three years. The sharing of estates with Derbyshire Fire and Rescue Service has saved the significant costs in refurbishing or rebuilding existing



police stations and is captured in the Asset Management Plan. There are four co-locations with further reviews in the future of other opportunities. It also increases the familiarity between emergency personnel, which helps them work better together when needed. Finally, co-location enables better information sharing, which improves the service to the local community.

The Force also works closely with the Fire and Rescue Service on procurement, transport and a number of specialist financial advisory services and they consider jointly seeking bids for all contracts where there are joint needs. Joint contracts have been awarded totalling over £1.785m. Examples of savings made due to these arrangements include alignment of waste management, saving approximately £9,000 per year, and shared photocopying arrangements, saving approximately £30,000 over the length of the contract and significant joint procurement of a new transport system, Travel and Accommodation system, banking arrangements, insurance arrangements, tax advice, employee reward system and asset management system. There are further opportunities that can be exploited to the benefit of both organisations.

**Simon Allsop**  
**Joint Director of Finance and Business Services**

**30<sup>th</sup> July 2021**

## STATEMENT OF RESPONSIBILITIES FOR THE ACCOUNTS

### The Chief Constable's Responsibilities

The Chief Constable is required: -

- to make arrangements for the proper administration of the Derbyshire Constabulary's financial affairs and to secure that one of its officers (Joint Director of Finance and Business Services) has the responsibility for the administration of these affairs;
- to manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
- to approve the statement of accounts

I approve these Statements of Accounts

Signed  
**Rachel Swann**  
**Chief Constable**

Date:

### The Joint Director of Finance and Business Services's Responsibilities

The Joint Director of Finance and Business Services is responsible for the preparation of the Statement of Accounts for the Chief Constable in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom ("the Code").

In preparing this Statement of Accounts the Joint Director of Finance and Business Services has: -

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that are reasonable and prudent; and
- complied with the local authority code.

The Joint Director of Finance and Business Services has also: -

- kept proper accounting records which were up to date; and
- taken reasonable steps for the prevention and detection of fraud and other irregularities.

### JOINT DIRECTOR OF FINANCE AND BUSINESS SERVICES CERTIFICATE

I certify that the Statement of Accounts presents a true and fair view of the financial position of the Chief Constable for Derbyshire as at 31 March 2021 and of its income and expenditure for the year ended 31 March 2021.

Signed  
**Simon Allsop CPFA**  
**Joint Director of Finance and Business Services**

Date:

# EXTERNAL AUDIT REPORT

PAGES 16-18  
TO BE ISSUED  
AFTER APPROVED

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# CHIEF CONSTABLE STATEMENT OF ACCOUNTING POLICIES

## Accounting Policies

### **General Principles**

These financial statements have been prepared in accordance with the Code of Practice (the Code) on Local Authority Accounting in the United Kingdom issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) and the Accounts and Audit Regulations 2015. The accounting policies contained in the Code apply International Financial Reporting Standards (IFRS) as adapted for the public sector by the International Public Sector Accounting Standards (IPSAS).

The accounts have been prepared on a going concern basis using an historic cost convention, modified to account for the revaluation of certain categories of tangible fixed assets and financial liabilities.

In constructing the Going Concern position, the PCC Group considered the Covid-19 position as follows:

The concept of a going concern assumes that the functions of the Constabulary will continue in operational existence for the foreseeable future. The provisions in the Code (CODE OF PRACTICE ON LOCAL AUTHORITY ACCOUNTING IN THE UNITED KINGDOM 2020/21) in respect of going concern reporting requirements reflect the economic and statutory environment in which policing services operate. These provisions confirm that, as policing services cannot be created or dissolved without statutory prescription, they must prepare their financial statements on a going concern basis of accounting.

Policing services carry out functions essential to the local community and are themselves revenue-raising bodies (with limits on their revenue-raising powers arising only at the discretion of central government). If a police authority were in financial difficulty, the prospects are thus that alternative arrangements might be made by central government either for the continuation of the functions it provides or for assistance with the recovery of a deficit over more than one financial year. As a result of this, it would not therefore be appropriate for the financial statements to be provided on anything other than a going concern basis. Accounts drawn up under the Code therefore assume that a police authority and service will continue to operate for the foreseeable future.

As at the end of March 2021, the net cost of COVID-19 stood at £2.7m which includes £0.6m in lost income. This was offset by Government subsidy of £0.80m and a further £0.82m to cover wider Covid related costs and to manage any potential changes in crime demand resulting from any easing of Covid restrictions.

In December 2020, the Government announced additional measures to mitigate the future financial impact of any reduction in Council Tax collection levels, with any deficits being spread evenly over a three-year period (2021/22 to 2023/24). Engagement and modelling is taking place with the local authorities to understand the effect on collection rates and to gauge the future financial impact.

We recognise that there remains uncertainty over the longer-term impact of Covid-19 resulting from additional costs incurred, loss of fee income and a reduction in Council Tax funding. The continued impact of Covid-19 will be considered as part of our financial assumptions being made within the Medium-Term Financial Plan as we develop the best, worst and likely case scenarios.

The UK has one of the highest Covid 19 vaccination rates in the world, yet it is currently experiencing a new surge in coronavirus cases largely attributable to the Delta variant. It remains to be seen whether the mass vaccination programme and easing of restrictions sees an end to the economic impact experienced over the past 18 months.

With forward planning and cost mitigation there is expected to be minimal impact on Constabulary's Revenue Budget and the General Reserve balance as a result of Covid-19 related costs.

Based upon the latest assumptions, cash flow forecasts have been prepared out to the end of March 2022, which indicate that the Constabulary does not expect to borrow for cash flow purposes. The assumptions used in the Medium-Term Financial Plan (MTFP) and Reserves Strategy will be revised as necessary ahead of the next budget-setting round and reported to the Strategic Priorities Assurance Board.

Based on our assessment of the financial and liquidity position of the PCC Group following the Covid-19 outbreak, there are no material uncertainties or concerns on the basis of preparing the 2020/2021 financial statements or on the ability to continue to operate as a going concern for a period of 12 months from the date of approval of these financial statements.

The Accounting Policies below also reflect the powers and responsibilities of the Chief Constable as designated by the Police Reform and Social Responsibility Act 2011 and the Home Office Financial Management Code of Practice for the Police Service, England and Wales 2013. The Accounting policies defined here are consistent with local regulations, local agreement and practice as well as the PCC Group policies.

The Accounts cover the 12 months to 31 March 2021.

### **Cost and income intra-group recognition**

All external income is received by the Commissioner (PCC), the PCC holds the Police Fund and all related financial reserves and cash balances. The PCC provides an annual budget to the Chief Constable. All resources consumed at the request of the Chief Constable are funded by the PCC, including the wages of police officers and staff, and no actual cash transactions take place between the two entities.

From an accounting perspective costs and income are recognised in the accounts of the Chief Constable to reflect the financial resources consumed and economic benefit derived in the direction and control of day to day policing at the request of the Chief Constable to deliver the Police and Crime plan. For example, an economic benefit is recognised to reflect the utilisation of PCC owned fixed assets which mirrors depreciation of property.

Any costs and income relating to the Office of the PCC and the commissioning activities of the PCC remain in the Comprehensive Income and Expenditure Statement (CIES) of the PCC.

An intra-group funding adjustment is recognised in the CIES of the accounts of the Chief Constable to represent a recharge from the PCC for the costs and income consumed by the Chief Constable. This is cancelled out with a corresponding entry in the CIES of the PCC when the Group accounts are consolidated.

In addition, the accounts for the Chief Constable reflect the employment and post-employment liabilities in accordance with IAS19 which states that liabilities relating to these benefits should follow the cost of employment.

The Chief Constable's Total CIES reflects the movement in the Chief Constable's unusable reserves as all other net expenditure is met by a transfer of resources from the PCC and no usable reserves are held by the Chief Constable.

### **Accruals of Expenditure**

Activity is accounted for in the year it takes place, not simply when cash payments are made: -

- Supplies are recorded as expenditure when they are consumed.
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Short term compensated absences are recognised in the Income and Expenditure Statement in the period in which officers or staff render the service which entitles them to the benefit, not necessarily when they receive the benefit. The cost of leave earned, but not taken at the end of the financial year is recognised in the financial statements of the Chief Constable to the extent that staff are entitled to carry forward a limited amount of leave into the following year.

### **Fair Value Measurement**

Some of the non-financial assets, such as surplus assets and some financial instruments 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 takes place either: -

- In the principal market for the 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 interest. When measuring the fair value of a non-financial asset, the 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 is taken into account.

Valuation techniques used are those appropriate in the circumstances and for which sufficient data is 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 can be accessed 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 assets or liability.

### **Exceptional Items**

When items of income and expense 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 an understanding of the Chief Constable's financial performance.

### **Prior Period Adjustments, Changes in Accounting Policies and Estimates and Errors**

Prior period adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for prospectively, i.e. in the current and future years affected by the change and do not give rise to a prior period adjustment.

Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the Chief Constable's position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

Material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

### **Employee Benefits**

The Accounts are prepared in accordance with IAS19 *Employee Benefits*. This is a complex accounting standard but it is based on a simple principle that:

“An organisation should account for employment and post-employment benefits when employees earn them and the authority is committed to give them, even if the actual giving will be many years into the future”.

IAS 19 applies to all types of employee benefits paid including benefits payable during employment, termination benefits and post-employment benefits.

### **Benefits Payable During Employment**

Short-term employee benefits are those due to be settled within 12 months of the year end. They include such benefits as salaries, paid annual leave and paid sick leave, expenses, bonuses and non-monetary benefits (e.g. cars) for current employees and are recognised as an expense for services in the year in which employees render service to the Chief Constable. An accrual is made for the cost of holiday entitlements (or any form of leave, e.g. time off in lieu) earned by employees but not taken before the year end which employees can carry forward into the next financial year. The accrual is charged to Comprehensive Income and Expenditure Statement (as a surplus/deficit on Provision of Services), but then reversed out through the Movement in Reserves Statement to the Short Term Accumulating Compensated Absences Account so that holiday benefits are charged to revenue in the financial year in which the holiday absence occurs.

### **Termination Benefits**

Termination benefits are amounts payable as a result of a decision by the Chief Constable to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy and are charged on an accruals basis to the Comprehensive Income and Expenditure Statement when the Chief Constable is demonstrably committed to the termination of the employment of an employee or group of employees or making an offer to encourage voluntary redundancy.



Where termination benefits involve the enhancement of pensions, statutory provisions require the general fund balance to be charged with the amount payable by the Group to the pension fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the pensions reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end.

### **Post-employment benefits**

The main effect of IAS19 in relation to post-employment benefits is the recognition of the net liability and a pensions reserve in the Balance Sheet and entries in the Comprehensive Income and Expenditure Statement for movements in the liability relating to the employee pension schemes in which the Chief Constable participates (with reconciling entries in the Movement in Reserves Statement back to the true cost of pensions).

IAS19 relies on the recognition of pension's liabilities (being the retirement benefits promised measured on an actuarial basis) and assets (being the Chief Constable's share of investments (if any)).

The Chief Constable participates in two different pension schemes both of which are "defined benefit schemes" as they are both based on employees earning benefits from years of service.

#### **a) Police Officers**

This scheme is unfunded. This means it provides pensions and other retirement benefits for police officers based on final salaries but there are no investment assets built up to meet the pensions liabilities.

The funding arrangements for the police officers pension scheme changed on 1 April 2006. Before April 2006 each Police Authority was responsible for paying the pensions of its former officers on a "pay as you go" basis. From April 2006 there is now an employer's contribution instead (currently the equivalent of 31% of pensionable salary) which is charged to the Comprehensive Income and Expenditure Statement.

The Chief Constable is required by legislation to operate a Pension Fund Account and the amounts that must be paid into and paid out of the Pension Fund are specified by regulation. Officer's contributions and the employer's contribution are paid into the pension's account from which pension payments are then made. This will be topped up as necessary by the Home Office if the contributions are insufficient to meet the cost of pension's payments. Any surplus will be recouped by the Home Office. Injury awards and ill health retirements will continue to be paid from the Chief Constable's Comprehensive Income and Expenditure Statement.

The pension fund account does not take account of the obligation to pay pensions and benefits which fall due after the end of the financial year.

#### **b) Police Staff and PCSO's**

Police staff and PCSO's, subject to certain qualifying criteria, are eligible to join the Local Government Pension Scheme administered by Derbyshire County Council. It is a defined benefit occupational pension scheme. Pensions and other retirement benefits earned prior to 1 April 2014 are based on final salaries, benefits earned after that date are calculated on earnings accrued in a scheme year. Employers and employees make regular contributions into the fund, which are invested in various types of assets, so that the liabilities are paid for evenly over the employment period. Actuarial valuations of the fund are undertaken every three years to determine the contributions rates needed to meet its liabilities.

For both schemes the liabilities are included in the Balance Sheet on an actuarial basis using the projected unit method (an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates, etc., and projections of projected earnings for current employees). Liabilities are discounted to their value at current prices, using a discount rate. The Discount Rate used is based on the 'current rate of return on a high-quality corporate bond of equivalent currency and term to the scheme liabilities', which is often referred to as AA Corporate Bond Rate.

Assets in the Local Government Pension scheme are included in the Balance Sheet at their fair value: -

- Quoted and Unquoted Securities – Current Bid Price.
- Unquoted Securities – Professional Estimate.
- Property – Market Value.

The changes in the net pensions' liability is analysed into the following components:

Service cost comprising:

- Current service cost – the increase in liabilities as a result of one additional year of service earned this year – allocated to the Comprehensive Income and Expenditure Statement.
- Past service cost – the increase in liabilities as a result of scheme amendment or curtailment whose effect relates to years of service earned in earlier years – debited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement as part of non-distributed costs.
- Net interest expense – the change during the period in the net defined liability (asset) arising from the passage of time charged to Financing & Investment Income & Expenditure line, taking into account changes in net defined benefit liability (asset) during the period as a result of contribution and benefit payments

Remeasurement comprising:

- Return on plan assets – excluding amounts included above in net interest, charged to Pensions Reserve as Other Comprehensive Income & Expenditure
- Actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions – debited to the Pensions Reserve as Other Comprehensive Income & Expenditure.
- Contributions paid to the pension fund.

The Chief Constable's accounts include the pension costs, assets and liabilities for all staff, including those employed directly by the Commissioner. The scheme assets and liabilities for the two corporation soles are pooled, any pro rata would not be accurate as valuing the fund is based on various assumptions. The effect of including all of the pension figures in the Chief Constable's accounts has no material effect on the accounts.

#### **Discretionary Benefits**

The Chief Constable also has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff are accrued in the year of the decision to make the award.

#### **Events after the Balance Sheet Date**

These are events that occur between the end of the reporting period and the date when the financial statements are authorised for issue. The Chief Constable will report these in the following way if it is determined that the event has had a material effect on the Chief Constable's financial position: -

- Events which provide evidence of conditions that existed at the end of the reporting period will be adjusted and included within the figures in the accounts.
- Events that are indicative of conditions that arose after the reporting will be reported in the narrative notes to the accounts.

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

#### **Non-Current Assets – Vehicles, Plant, Furniture, Equipment and Assets under Construction**

Assets that have physical substance and are held for use in the provision of services or for administrative purposes and that are expected to be used during more than one financial year are classified as Vehicles, Plant, Furniture and Equipment.

##### Recognition and Measurement

Expenditure on the acquisition, creation or enhancement of assets is capitalised on an accrual's basis, provided that it yields benefits and the services it provides for more than one financial year and that the cost of the item can be measured reliably.

Assets are initially measured at cost, comprising the purchase price and any costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Assets under construction are held in the Balance Sheet at historical cost until completed, whereupon they will be valued and included in the Balance Sheet as operational assets.

Where assets have short useful lives or low values (or both), depreciated historical cost basis is used as a proxy for fair value e.g. vehicles, IT and communications equipment.

#### Depreciation

Depreciation is provided for on all Vehicles, Plant, Furniture and Equipment assets on a straight-line basis by the systematic allocation of their depreciable amounts over their useful lives, as advised by a suitable qualified advisor.

It is policy not to charge depreciation in the year of acquisition but a full year's charge is made in the year of disposal. Depreciation is charged to the Comprehensive Income and Expenditure Statement and is reversed out through the Movement in Reserves Statement.

#### Disposals

When an asset is disposed of or decommissioned, the carrying amount of the asset in the Balance Sheet is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal.

### **Non-Current Assets - Intangible Assets**

Expenditure on non-monetary assets that do not have physical substance but are identifiable and controlled by the Chief Constable as a result of past events (e.g. software licences), are capitalised when it is expected that future economic benefits or service potential will flow from the intangible asset to the Chief Constable.

Expenditure on the development of websites is not capitalised if the website is solely or primarily intended to provide information on policing matters.

Intangible assets are measured at cost. Amounts are only revalued where the fair value of the assets held can be determined by reference to an active market. In practice, no intangible asset held meets this criterion, and they are therefore carried at amortised cost. The depreciable amount of an intangible asset is amortised to the Comprehensive Income and Expenditure Statement over its useful life. Amortisation, as with depreciation, commences in the financial year following that in which they are received. Amortisation is not permitted to have any impact on the General Reserve Balance; it is therefore reversed through the Movement in Reserves Statement and posted to the Capital Adjustment Account.

### **Charges to Revenue for Non-Current Assets**

The Comprehensive Income and Expenditure Statement is debited with the following amounts to record the cost of holding non-current assets during the year: -

- Depreciation attributable to the assets used.
- Amortisation of intangible fixed assets.

The Chief Constable is not required to raise council tax to cover depreciation or amortisations.

### **Leases**

Leases are classified as finance leases where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the vehicles, plant or equipment from the lessor (landlord) to the lessee (tenant). All other leases are classified as operating leases.

#### **a) Finance Leases**

##### **i) Lessee – Vehicles, Plant & Equipment**

An asset identified as a finance lease and where the Chief Constable is the lessee will be recognised on the Balance Sheet at an amount equal to the fair value of the asset, or if lower, the present value of the minimum lease payments, determined at the inception of the lease.

The asset recognised is matched by a liability for the obligation to pay the lessor. This liability is reduced as lease payments are made. Minimum lease payments are to be apportioned between the finance charge (interest) and the reduction of the deferred liability.

The finance charge (interest) will be charged to the Comprehensive Income and Expenditure Statement (Financing and Investment Income and Expenditure line).

Finance lease assets recognised on the Balance Sheet are revalued and depreciated in the same way as vehicle, plant and equipment owned by the Chief Constable. Depreciation to be charged over the lease term if this is shorter than the asset's estimated useful life.

ii) Lessor – Vehicles, Plant & Equipment

Where an asset is identified as a finance lease, and where the Chief Constable is the lessor, it will be written out of the Balance Sheet as a disposal. The carrying amount is written off to Other Operating Expenditure as part of the gain or loss on disposal. A gain, representing the authority's net investment in the lease, is credited to the same line, matched by a lease (long-term debtor) asset in the Balance Sheet. The lease rentals received write-down the lease debtor and the finance income is credited to the Financing & Investment Income & Expenditure line.

Rental income from finance leases entered into after 1 April 2010 should be treated as a capital receipt and recognised in the accounts of the Commissioner and Group.

**b) Operating Leases**

i) Lessee – Vehicles, Plant & Equipment

An asset identified as an operating lease and where the Chief Constable is the lessee, the rentals will be charged to the Comprehensive Income and Expenditure Statement. Charges are made on a straight-line basis over the term of the lease.

ii) Lessor – Vehicles, Plant & Equipment

An asset identified as an operating lease, and where the Chief Constable is the lessor, shall be retained in the Balance Sheet. Rental income is credited to the Comprehensive Income and Expenditure Statement. Credits are made on a straight-line basis over the term of the lease.

**Provisions, Contingent Liabilities and Contingent Assets**

**Provisions** – these are required for liabilities that have been incurred, but are of uncertain timing or amount. There are three criteria:

- The Chief Constable has a present obligation (legal or constructive) as a result of a past event.
- It is more likely than not that money will be needed to settle the obligation.
- A reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to the Comprehensive Income and Expenditure Statement in the year that the Chief Constable becomes aware of the obligation, and are measured at the best estimate at the Balance Sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Balance Sheet. Estimated settlements are reviewed at the end of each financial year – where it becomes less than probable that a transfer of economic benefits will now be required (or a lower settlement than anticipated is made), the provision is reversed and credited back to the Comprehensive Income and Expenditure Statement.

Where some or all of the payment required to settle a provision is expected to be met by another party (e.g. from an insurance claim), the income is only recognised as income if it is virtually certain that reimbursement will be received when the obligation is settled.

Provisions contained within the Balance Sheet are split between current liabilities (those which are estimated to be settled within the next 12 months) and non-current liabilities (those which are estimated to be settled in a period greater than 12 months).

**Contingent Liabilities** – this arises where an event has taken place that gives the Chief Constable a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Chief Constable. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

Contingent liabilities are not recognised in the Balance Sheet but disclosed in a note to the accounts.

**Contingent Asset** – this arises where an event has taken place that gives the Chief Constable a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Chief Constable.

Contingent assets are not recognised in the Balance Sheet but disclosed in a note to the accounts where it is probable that there will be an inflow of economic benefits or service potential.

## Reserves

**Unusable Reserves** - certain reserves/accounts are kept to manage the accounting processes for non-current assets (Capital Adjustment Account and Revaluation Reserve), retirement and employee benefits (Pensions Reserve, Short term Accumulating Compensated Absences Account. These do not represent usable resources for the Chief Constable.

## Value Added Tax (VAT)

The Chief Constable does not submit a VAT return as the Commissioner submits a single VAT return on behalf of the Group. Expenditure in the Chief Constable's Income and Expenditure Statement excludes any amounts relating to VAT as all VAT is remitted to/from HM Revenue and Customs.

## Jointly Controlled Operations

Jointly controlled operations are activities undertaken in conjunction with other venturers that involve the use of the assets and resources of the venturers rather than the establishment of a separate entity. The Balance Sheet of the Group recognises the assets that it controls and the liabilities that it incurs. The Chief Constable Accounts include Derbyshire's share of running these operations as part of the Income and Expenditure Statement.

## Accounting standards that have been issued but not yet been adopted

For 2020/21 the new standards that need to be reported relates to amendments to IFRS3 Business Combinations and Interest Rate Benchmark Reform amendments to IFRS9, IAS39, IFRS7, IFRS4 and IFRS16. Note 17 in the accounts discloses information relating to the impact of the accounting changes.

## Changes in Accounting Estimates

### Significant estimates and judgements in applying Accounting Policies

In applying the accounting policies set out above, the Chief Constable has had to make certain judgements about complex transactions or those involving uncertainty about future events. There are no significant judgements in the 2020/21 Statement of Accounts.

### Assumptions Made about the Future and Other Major Sources of Estimation Uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions made by the Chief Constable about the future or that are otherwise uncertain. Estimates are made to 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 Chief Constable's Balance Sheet at 31 March 2021 for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

Uncertainties	Effect if Actual Results differ from Assumptions
<b>Pensions Liability</b>	
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 salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the Chief Constable with expert advice about the assumptions to be applied. For both the Police Officer and Police Staff schemes full data on individual scheme members is collected only once every 3 years. In the intervening period, the actuaries are required to estimate relevant changes in the membership profile.	The effects on the net pensions liability of changes in individual assumptions can be measured. For instance for the largest scheme, the Police Pension scheme, it is estimated that a 0.5% reduction in the discount rate's excess over pension increases would result in an increase in the pensions liability of 9.5% (£225m). If pension increases were to be 0.5% higher per year this would increase the liability by 9.0% (£211m). However, the assumptions interact in complex ways. For example, during 2020/21 the Police Pension Scheme liability decreased by £26.3m as a result of experience changes but increased by £249.9m as a result of the updating of actuarial assumptions for financial reasons. Experience changes are those that arise from specific occurrences relating to scheme membership during the year. Recent reviews of public sector pensions have led to changes in benefits payable, employee contribution rates and retirement ages. These will have an impact on the level of future liabilities. As from 1 April 2014 for Police Staff and April 2015 for Police Officers, scheme members now accrue benefit

	entitlements based on their career-average salaries instead of on their final salary at the point of retirement.
<b>Accumulated Absences Account</b>	
The Accumulated Absences Account for compensated absences earned but not taken in the year (eg annual leave, Time off in lieu) was based on actual data from the HR system. The police staff flexi leave figure is estimated based on a sample of police staff in 2016/17. This represents £0.024m of the figure of £2.318m.	If the amount of flexi leave for police staff increased by 10% this would increase the balance by £0.002m. This figure is included in the Comprehensive Income and Expenditure Account as a cost to the police service but is neutralised by transfers to the Accumulated Absences Account.

*The Accounting Policies and Changes in Accounting Estimates can sometimes be found as a note to the Financial Statements.*

## EXPENDITURE AND FUNDING ANALYSIS FOR THE CHIEF CONSTABLE

This is a note to the Primary Statements

The Expenditure and Funding Analysis shows how annual expenditure is used and funded from resources (government grants and precepts) by authorities in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. It also shows how this expenditure is allocated for decision making purposes. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

2019/20				2020/21		
Net Expenditure Chargeable to General and Earmarked Reserves £000	Adjustment between the Funding and Accounting Basis (1) £000	Net Expenditure in the Comprehensive Income and Expenditure Statement (2) £000		Net Expenditure Chargeable to General and Earmarked Reserves £000	Adjustment between the Funding and Accounting Basis (1) £000	Net Expenditure in the Comprehensive Income and Expenditure Statement (2) £000
0	221,613	221,613	Policing Services	0	217,514	217,514
0	317	317	Corporate and Democratic Core (Chief Constable)	0	380	380
0	(10,938)	(10,938)	Non Distributed Costs	0	0	0
<b>0</b>	<b>210,992</b>	<b>210,992</b>	<b>Net Cost of Services before revaluations/funding</b>	<b>0</b>	<b>217,894</b>	<b>217,894</b>
0	(181,456)	(181,456)	Intra-group Funding	0	(186,328)	(186,328)
<b>0</b>	<b>29,536</b>	<b>29,536</b>	<b>Cost of Policing Services</b>	<b>0</b>	<b>31,566</b>	<b>31,566</b>
0	27,680	27,680	Other Income and Expenditure	0	27,422	27,422
<b>0</b>	<b>57,216</b>	<b>57,216</b>	<b>Surplus or Deficit</b>	<b>0</b>	<b>58,988</b>	<b>58,988</b>
0	(233,549)	(233,549)	Other Comprehensive Income and Expenditure	0	295,300	295,300
<b>0</b>	<b>(176,333)</b>	<b>(176,333)</b>	<b>Total Comprehensive Income and Expenditure</b>	<b>0</b>	<b>354,288</b>	<b>354,288</b>
		0	Opening General Reserve and Earmarked Reserve Balance			0
		0	Deficit on General Reserve/Earmarked Reserves in Year			0
		<b>0</b>	<b>Closing General Reserve and Earmarked Reserve Balance</b>			<b>0</b>

(1) Details of adjustments are shown in Note 2 of the Accounts.

(2) Income and Expenditure recognised in accordance with generally accepted accounting practices can be seen in the Comprehensive Income and Expenditure Statement on page 29.

**COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT FOR THE CHIEF CONSTABLE**

This statement shows the accounting cost in the year of the resources consumed by the Chief Constable in delivering the Police and Crime plan for Derbyshire. It is prepared using generally accepted accounting principles. In practice all the respective costs and income are paid for/received by the Commissioner (PCC) other than those reversed through the Movement in Reserves Statement. The CIES includes the intra-group funding adjustment from the PCC. This is cancelled out with a corresponding entry in the CIES of the PCC when the Group accounts are consolidated.

Chief Constable For the year ended 31 March 2020				Chief Constable For the year ended 31 March 2021		
Gross Expenditure	Gross Income	Net Expenditure		Gross Expenditure	Gross Income	Net Expenditure
£000	£000	£000		£000	£000	£000
258,386	(36,773)	221,613	Policing Services	260,412	(42,898)	217,514
317	0	317	Corporate and Democratic Core	380	0	380
(10,938)	0	(10,938)	Non Distributed Costs	0	0	0
<b>247,765</b>	<b>(36,773)</b>	<b>210,992</b>	<b>Cost of Policing Services before revaluations/funding</b>	<b>260,792</b>	<b>(42,898)</b>	<b>217,894</b>
(218,229)	36,773	(181,456)	Intra-group funding	(229,226)	42,898	(186,328)
<b>29,536</b>	<b>0</b>	<b>29,536</b>	<b>Cost of Policing Services</b>	<b>31,566</b>	<b>0</b>	<b>31,566</b>
0	245	245	(Gains) or Losses on the Disposal of Non-Current Assets	1,495	0	1,495
1,130	0	1,130	Levies to national police services	1,351	0	1,351
(1,130)	0	(1,130)	Intra-group Fund adjustment (Levies to national police services)	(1,351)	0	(1,351)
			<b>Financing and Investment Income and Expenditure</b>			
56,993	0	56,993	Police Pensions Interest Cost	48,336	0	48,336
			<b>Taxation and Non-Specific Grant Income</b>			
0	(29,558)	(29,558)	Police Officer Pension Grant	0	(22,409)	(22,409)
<b>86,529</b>	<b>(29,313)</b>	<b>57,216</b>	<b>(Surplus) or Deficit on the Provision of Services</b>	<b>81,397</b>	<b>(22,409)</b>	<b>58,988</b>
		0	(Surplus) or Deficit on Revaluation of Non-Current Assets			0
		(233,549)	Actuarial (Gains) or Losses on Police Pension			295,300
		<b>(233,549)</b>	<b>Other Comprehensive Income and Expenditure</b>			<b>295,300</b>
		<b>(176,333)</b>	<b>Total Comprehensive Income and Expenditure</b>			<b>354,288</b>



## BALANCE SHEET FOR THE CHIEF CONSTABLE

The balance sheet shows the value of the Chief Constables assets and liabilities at the balance sheet date. The net assets or liabilities are matched by the Chief Constable's reserves. The Chief Constable only holds unusable reserves, these are not able to be used to provide services. This category of reserves includes reserves that hold unrealised gains and losses (for example the revaluation reserve) and reserves that hold timing differences shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'

31-Mar-20		Note	31-Mar-21
£000			£000
14,316	Plant and Equipment	11	15,056
5,264	Intangible Assets	12	1,847
<b>19,580</b>	<b>Long-Term Assets</b>		<b>16,903</b>
5,347	Short-Term Debtors - Intra group Debtor		4,602
0	Cash and Cash Equivalents		0
0	Assets Held for Sale (< 1 yr)		0
<b>5,347</b>	<b>Current Assets</b>		<b>4,602</b>
0	Short-Term Borrowing		0
(5,347)	Short-Term Creditors - Intra group creditor		(4,602)
(1,846)	Short-Term Creditors - Accumulated Absences		(2,318)
<b>(7,193)</b>	<b>Current Liabilities</b>		<b>(6,920)</b>
0	Long-Term Provisions		0
0	Long-Term Borrowing		0
(2,142,093)	Other Long-Term Liabilities - Pension Scheme	10a	(2,493,232)
0	Donated Assets Account		0
0	Capital Grants Receipts in Advance		0
<b>(2,142,093)</b>	<b>Long-Term Liabilities</b>		<b>(2,493,232)</b>
<b>(2,124,359)</b>	<b>Net Assets/(Liabilities)</b>		<b>(2,478,647)</b>
0	Usable Reserves		0
1	Unusable Reserves - Revaluation Reserve	16	1
19,579	Unusable Reserves - Capital Adjustment Account	16	16,902
(2,142,093)	Unusable Reserves - Pension reserve	16	(2,493,232)
(1,846)	Unusable Reserves - Accumulated Absences Reserve	16	(2,318)
<b>(2,124,359)</b>	<b>Total Reserves</b>		<b>(2,478,647)</b>

### Certification

The financial statements were authorised for issue on the 30th July 2021.

## MOVEMENT IN RESERVES STATEMENT 2020/21 OF THE CHIEF CONSTABLE

This Statement shows the movement in the year on the different reserves. The Chief Constable does not hold any usable reserves but does hold unusable reserves as a result of its application of both the code and IFRS.

	General Reserve Balance	Total Usable Reserves	Unusable Reserves	Total Authority Reserves
	£000	£000	£000	£000
			16	
<b>Note</b>				
<b>Balance as at 1 April 2020</b>	<b>0</b>	<b>0</b>	<b>(2,124,359)</b>	<b>(2,124,359)</b>
<b>Total Comprehensive Income and Expenditure</b>	(354,288)	(354,288)	0	(354,288)
Adjustments between accounting basis and funding basis under regulations				
- Depreciation and Impairment of non-current assets	5,784	5,784	(5,784)	0
- Revaluation of non-current assets	0	0	0	0
- Capital grants and contributions credited to the CIES	0	0	0	0
- Revenue Expenditure funded from capital under statute	0	0	0	0
- Net gain or loss on sale of non-current assets	1,495	1,495	(1,495)	0
- Amount by which pension costs calculated in accordance with the code (IAS19) are different from the contributions due under the pension scheme	351,139	351,139	(351,139)	0
- Amount by which council tax income included in the CIES is different from the amount taken to the General Reserve in accordance with regulation	0	0	0	0
- Statutory provision for repayment of debt	0	0	0	0
- Capital expenditure funded by PCC Intra-group funding	(4,602)	(4,602)	4,602	0
- Any voluntary provision for repayment of debt	0	0	0	0
- Application of grants to capital financing transferred to Capital Adjustment Account	0	0	0	0
- Revaluation of non-current assets where residual gain exists on the Revaluation Reserve	0	0	0	0
- Charges for employee benefits	472	472	(472)	0
<b>Total Adjustments between accounting basis and funding basis</b>	<b>354,288</b>	<b>354,288</b>	<b>(354,288)</b>	<b>0</b>
<b>Increase or (Decrease) in Year</b>	<b>0</b>	<b>0</b>	<b>(354,288)</b>	<b>(354,288)</b>
<b>Balance as at 31 March 2021 carried forward</b>	<b>0</b>	<b>0</b>	<b>(2,478,647)</b>	<b>(2,478,647)</b>

## MOVEMENT IN RESERVES STATEMENT 2019/20 OF THE CHIEF CONSTABLE

This Statement shows the movement in the year on the different reserves. The Chief Constable does not hold any usable reserves but does hold unusable reserves as a result of its application of both the code and IFRS.

	General Reserve Balance	Total Usable Reserves	Unusable Reserves	Total Authority Reserves
	£000	£000	£000	£000
			16	
<b>Note</b>				
<b>Balance as at 1 April 2019</b>	<b>0</b>	<b>0</b>	<b>(2,300,692)</b>	<b>(2,300,692)</b>
<b>Total Comprehensive Income and Expenditure</b>	176,333	176,333	0	176,333
Adjustments between accounting basis and funding basis under regulations				
- Depreciation and Impairment of non-current assets	6,034	6,034	(6,034)	0
- Revaluation of non-current assets	0	0	0	0
- Capital grants and contributions credited to the CIES	0	0	0	0
- Revenue Expenditure funded from capital under statute	0	0	0	0
- Net gain or loss on sale of non-current assets	245	245	(245)	0
- Amount by which pension costs calculated in accordance with the code (IAS19) are different from the contributions due under the pension scheme	(177,804)	(177,804)	177,804	0
- Amount by which council tax income included in the CIES is different from the amount taken to the General Reserve in accordance with regulation	0	0	0	0
- Statutory provision for repayment of debt	0	0	0	0
- Capital expenditure funded by PCC Intra-group funding	(5,347)	(5,347)	5,347	0
- Any voluntary provision for repayment of debt	0	0	0	0
- Application of grants to capital financing transferred to Capital Adjustment Account	0	0	0	0
- Revaluation of non-current assets where residual gain exists on the Revaluation Reserve	0	0	0	0
- Charges for employee benefits	539	539	(539)	0
<b>Total Adjustments between accounting basis and funding basis</b>	<b>(176,333)</b>	<b>(176,333)</b>	<b>176,333</b>	<b>0</b>
<b>Increase or (Decrease) in Year</b>	<b>0</b>	<b>0</b>	<b>176,333</b>	<b>176,333</b>
<b>Balance as at 31 March 2020 carried forward</b>	<b>0</b>	<b>0</b>	<b>(2,124,359)</b>	<b>(2,124,359)</b>

**CASHFLOW OF THE CHIEF CONSTABLE**

This statement does not show any cash-flows for the year ending 31 March as all payments were made from the Police Fund which is held by the Commissioner and similarly all income and funding is received by the Commissioner during the year. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income and Expenditure Statement.

31-Mar-20 £'000		31-Mar-21 £'000
57,216	Net (Surplus) or Deficit on the Provision of Services	58,988
	<b>Adjust Net (Surplus) or Deficit on the Provision of Services for Non-cash Movements</b>	
(4,283)	Depreciation of Non-Current Assets	(3,682)
(1,751)	Amortisation of Intangible Assets	(2,102)
5,347	Capital expenditure funded by PCC Intra-group funding	4,602
(539)	(Increase)/Decrease in Creditors - accumulated absences	(472)
(55,745)	Pension Liability	(55,839)
(245)	Carrying Amount of Non-Current Assets Sold	(1,495)
<u>(57,216)</u>		<u>(58,988)</u>
	<b>Adjust for Items Included in the Net Surplus or Deficit on the Provision of Services that are Investing and Financing Activities</b>	
0		0
0	<b>Net Cash Flows from Operating Activities</b>	0
0	Investing Activities	0
0	Financing Activities	0
<u>0</u>	<b>Net (Increase) or Decrease in Cash and Cash Equivalents</b>	<u>0</u>
0	Cash and Cash Equivalents at the Beginning of the Reporting Period	0
0	<b>Cash and Cash Equivalents at the End of the Reporting Period</b>	0

The Cashflow Statement has been presented using the Indirect Method.

## Notes to the Financial Statements for the Chief Constable

### Note 1 Derbyshire Police Group

The Accounts reflect the second stage of the reforms within the Police Reform and Social Responsibility Act 2011, which were introduced in April 2014. The Commissioner is responsible for the finances of the whole Group and he controls all land and buildings, liabilities and reserves. The Commissioner receives all income and funding and makes all the payments for the Group from the Police Fund. In turn the Chief Constable fulfils their functions under the Act within an annual budget (set by the Commissioner in consultation with the Chief Constable). The main changes to the Accounts from 1 April 2014 are

- All employees (Police officers and staff) with the exception of the staff of the Commissioner come under Chief Constable
- Long term Assets other than land & buildings and Jointly controlled assets come under the Chief Constable

### Note 2 Expenditure and Funding Analysis

The Expenditure and Funding Analysis (page 28) takes net expenditure that is funded from resources and reconciles it to the Comprehensive Income and Expenditure Statement (CIES page 29). The first column is blank because the Chief Constable holds no reserves. A summary of the Adjustment between the Funding and Accounting basis is shown in the Expenditure and Funding Analysis, a breakdown of these adjustments is shown below

<b>Adjustments to General Reserve to add Expenditure or Income not Chargeable to Taxation and Remove items which are only chargeable under Statute</b>	<b>Adjustments for Capital Purposes 2019/20</b>	<b>Net Change for the Pensions Adjustments 2019/20</b>	<b>Other Differences 2019/20</b>	<b>Total Adjustments 2019/20</b>
<b>2019/20</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Policing Services – Chief Constable	688	39,247	181,678	221,613
Corporate and Democratic Core Chief Constable	-	-	317	317
Commissioning Activities by the PCC	-	-	-	-
Non Distributed Costs	-	(10,938)	-	(10,938)
<b>Net Cost of Services before revaluations/funding</b>	<b>688</b>	<b>28,309</b>	<b>181,995</b>	<b>210,992</b>
Intra-group funding	-	-	(181,456)	(181,456)
<b>Net Cost of Services</b>	<b>688</b>	<b>28,309</b>	<b>539</b>	<b>29,536</b>
Other operating expenditure	245	-	-	245
Financing and Investment income & expenditure	-	56,993	-	56,993
Profit & Loss on Joint Ventures	-	-	-	-
Taxation & Non-specific grant income & expenditure	-	(29,558)	-	(29,558)
<b>Net (Surplus)/Deficit on General Reserve Balance</b>	<b>933</b>	<b>55,744</b>	<b>539</b>	<b>57,216</b>

<b>Adjustments to General Reserve to add Expenditure or Income not Chargeable to Taxation and Remove items which are only chargeable under Statute</b>	<b>Adjustments for Capital Purposes 2020/21</b>	<b>Net Change for the Pensions Adjustments 2020/21</b>	<b>Other Differences 2020/21</b>	<b>Total Adjustments 2020/21</b>
<b>2020/21</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Policing Services – Chief Constable	1,182	29,912	186,420	217,514
Corporate and Democratic Core Chief Constable	-	-	380	380
Commissioning Activities by the PCC	-	-	-	-
Non Distributed Costs	-	-	-	-
<b>Net Cost of Services before revaluations/funding</b>	<b>1,182</b>	<b>29,912</b>	<b>186,800</b>	<b>217,894</b>
Intra-group funding	-	-	(186,328)	(186,328)
<b>Net Cost of Services</b>	<b>1,182</b>	<b>29,912</b>	<b>472</b>	<b>31,566</b>
Other operating expenditure	1,495	-	-	1,495
Financing and Investment income & expenditure	-	48,336	-	48,336
Profit & Loss on Joint Ventures	-	-	-	-
Taxation & Non-specific grant income & expenditure	-	(22,409)	-	(22,409)
<b>Net (Surplus)/Deficit on General Reserve Balance</b>	<b>2,677</b>	<b>55,839</b>	<b>472</b>	<b>58,988</b>

## Adjustments for Capital Funding and Expenditure Purposes

Net Cost of Services - Adjustments to the General Reserve to meet the requirements of generally accepted accounting practices, this column adds in depreciation relating to Chief Constable assets to the Net Cost of Services line. It is also adjusted for Capital Expenditure funded by PCC intra-group funding.

Other operating Expenditure – Adjusts for capital disposals with a transfer of income on disposal of assets and the amounts to be written off for those assets.

### Net change for the removal of pension contributions and the addition of pension (IAS 19) related expenditure and income

Net change for the removal of pension contributions and the addition of IAS 19 Employee Benefits pension related expenditure and income.

Net Cost of Services - this represents the removal of the employer pension contributions made by the authority as permitted by statute and the replacement with the current services costs and past service costs.

Financing and Investment Income and Expenditure – The net interest on the defined benefit liability is charged to the CIES.

Taxation and Non Specific Grant Income and Expenditure – Pension Grant received from the Home Office is credited to the CIES.

### Other Differences

This is generally the movement of income and expenditure to the right heading in the CIES (Corporate and Democratic Core for the Chief Constable and Intra-group revenue funding).

Also the Net Cost of Services includes an adjustment for compensated absences earned but not taken in the year eg annual leave, flexi leave and time off in lieu entitlement.

## Note 3 Expenditure and Income Analysed by Nature

This note provides an alternative breakdown of the cost of services based on how expenditure is allocated for decision making purposes. It is intended to aid the reader in understanding where the money is spent and in making comparisons between Forces in terms of the type of expenditure incurred.

It should be noted that this analysis includes some items within cost of services that are not required to be charged against the general fund for council tax purposes.

Chief Constable 2019/20		Chief Constable 2020/21
£'000	Financial Resources of the Commissioner consumed at the request of the Chief Constable	£'000
82,421	Police Pay & Allowances	84,795
65,934	Police Staff Pay & Allowances	66,077
2,118	Other Employee Expenses	2,078
49,820	Police Pensions (Current Cost) -see note 9	46,410
8,960	Premises	9,267
4,211	Transport	4,070
29,880	Supplies & Services	26,335
6,946	Agency & Contracted Services	13,783
7,537	Depreciation & Cost of using Commissioner's Property	7,282
876	Revenue Expenditure Funded from Capital under Statute	695
(10,938)	Non Distributed Costs	-
<b>247,765</b> (36,773)	Income from fees/charges and Special Government Grant	<b>260,792</b> (42,898)
<b>210,992</b>	<b>Net Cost of Policing Services</b>	<b>217,894</b>

In 2020/21 the Police and Crime Commissioner increased the band D council tax by £10 for Derbyshire households. This increase in funding was primarily used to continue to invest in the latest technology and a 'fit-for-purpose' estate across the county to enable the delivery of a modern policing service. A further 35 new police officers were recruited under the Home Office's Officer Uplift strategy to add to the 50 recruited towards the end of the previous year. The costs of these initiatives are reflected in the above table. Police Staff Pay & Allowances also include the Current Service Cost of pension benefits which decreased by £3.7m over 2019/20 (see note 9).

Non Distributed Costs – This reflects the pensions past service cost/(gain). The previous year's Past Service gain for both schemes mainly related to the McCloud judgement. For the LGPS a small Past Service cost was also included for the impact of GMP equalisation.

The Chief Constable is National Police Chiefs Council (NPCC) lead for Cyber Crime. 2020/21 was the third year in which Derbyshire was able to access funding from the Home Office to build Cyber Crime capabilities in all forces. £15.2m in revenue grant and £0.6m in capital grant was received compared to £12.6m revenue and £1.0m capital in 2019/20. The increase in grant is reflected in the Income line of the above table while most of the corresponding expenditure is within Supplies and Services and Agency & Contracted Services. Other increases in specific grant were for the Uplift Grant, Covid-19 Grant and Police Pension Support grant.

#### Note 4 Leases

##### As Lessee – Operating Leases

The financial consequences of leases, where the Constabulary have used the asset are recognised in the accounts of the Chief Constable and are detailed as follows:-

##### Equipment

In 2020/21, £121,359 was spent on rental payments for Hired Photocopiers (£119,669 in 2019/20). £179,796 was spent in 2020/21 on rental payments for Livescan units (an electronic system for taking fingerprints). £170,510 was spent in 2019/20. This reflects the increase in costs of the national contract.

On the 27<sup>th</sup> March 2019, a contract was also signed by the Commissioner to lease mobile phones. This was a two year contact starting in 2019/20.

As at 31<sup>st</sup> March, outstanding commitments in respect of Equipment leases were: -

	£'000	
	2019/20	2020/21
Within 12 Months	696	267
Later than 1 year and not later than 5 years	1,198	1,068

##### Land and Buildings

A number of buildings are leased and are accounted for as an operating lease. In 2020/21, £977,066 was paid for the lease of land and buildings (£891,885 in 2019/20).

As at 31<sup>st</sup> March, outstanding commitments in respect of property leases were: -

	£'000	
	2019/20	2020/21
Within 12 Months	918	1,013
Later than 1 year and not later than 5 years	3,562	4,100
More than 5 years	11,227	11,385

##### As Lessor – Operating Leases

As lessor the financial consequences of a number of offices leased is shown in the accounts of the Chief Constable to recognise the income generated. Rent received for these properties in 2020/21 was £5,016 (£5,013 in 2019/20). A further £172,733 was received for mast rental in 2020/21 (£322,364 in 2019/20). The 2019/20 figure includes backdated income from the mast operator.

#### Note 5 Officers Remuneration

The table below provides disclosure of the remuneration of Senior Officers and relevant Police Officers whose salary is £50,000 or more per year. During the year there were a number of changes in the chief officer team, further information is shown in the notes to the table below.

Remuneration is all amounts paid to or receivable by a person, and includes sums due by way of expenses allowance (so far as those sums are chargeable to United Kingdom income tax), and the estimated money value of any other benefits received by an employee otherwise than in cash.

2019/20							
Post Holder Information	Note	Salary £	Allowances £	Other payments £	Benefits in kind £	Employer pension £	Total Remuneration 2019/20 £
Chief Constable (CC)	1,2,3	151,317	4,935	15,539	9,755	-	181,546
Deputy CC Derbyshire	4	124,830	2,910	94	7,305	38,697	173,836
Deputy CC Collaboration	5	124,830	3,376	500	5,323	38,697	172,726
ACC Crime & Territorial Policing	6	115,131	-	660	6,520	35,690	158,001
Temporary ACC Operational Support		104,885	3,667	-	4,950	27,466	140,968
Director of Finance	7	21,656	1,750	45,014	-	2,794	71,214
Director of Finance	8	74,165	-	-	4,912	9,567	88,644

**Note 1 - As the total remuneration for 2019/20 has exceeded £150k the regulations require that Mr P Goodman be named.**

**Note 2 – The Chief Constable opted out of the Police Officers Pension scheme.**

**Note 3 – The Other Payments figure relates to a special retention payment and payments for a medical scheme.**

**Note 4 – As the total remuneration for 2019/20 has exceeded £150k the regulations require Ms R Swann be named.**

**Note 5 - As the total remuneration for 2019/20 has exceeded £150k the regulations require Mr C Haward be named. Mr Haward works for the East Midlands Special Operations Unit (EMSOU) and is funded regionally.**

**Note 6- As the total remuneration for 2019/20 has exceeded £150k the regulations require that Mr P Gibson be named.**

**Note 7 – The Director of Finance for Derbyshire Constabulary took voluntary redundancy on the 30/6/19. The other payments figure includes his redundancy package.**

**Note 8 – A permanent Joint Director of Finance for Police & Fire was appointed on the 1/7/19. The salary costs are shared between Police (2/3 share) and Fire (1/3 share). This recognises that the scope of the Finance Director role within the Police is wider than within Fire.**

2020/21							
Post Holder Information	Note	Salary £	Allowances £	Other payments £	Benefits in kind £	Employer pension £	Total Remuneration 2020/21 £
Chief Constable (CC)	1,2	50,957	3,978	5,180	-	-	60,115
Deputy CC Derbyshire/ Chief Constable (CC)	3,4	146,181	2,910	223	8,436	45,316	203,066
Deputy Chief Constable	5	28,841	2,187	-	-	8,941	39,969
Deputy CC Collaboration	6	91,117	4,019	357	2,991	28,246	126,730
ACC Crime & Territorial Policing/ Deputy CC / Deputy CC Collab	7,8	124,684	-	660	8,371	36,583	170,298
Temp ACC Crime & Territorial Policing	9	90,790	1,970	1,800	-	28,145	122,705
Temporary ACC Operational Support	10	108,119	3,771	-	5,430	28,153	145,473
Temporary ACC Operational Support	11	99,424	4,580	1,000	-	27,809	132,813
Director of Finance	12	100,877	-	-	9,730	14,022	124,629

**Note 1 - The Chief Constable retired on the 31/07/2020.**

**Note 2- The Chief Constable has opted out of the Police Officers Pension scheme.**

**Note 3 - As the total remuneration for 2020/21 has exceeded £150k the regulations require that Ms R Swann be named.**

**Note 4 - The Deputy Chief Constable left this role on 13/08/2020 and became the Chief Constable on the 14/08/2020.**

**Note 5 - A new Deputy Chief Constable was appointed on the 11/01/2021.**

**Note 6 - The Deputy Chief Constable for Collaboration left this role on 19/12/2020 to take up a new position as Chief Constable for Lincolnshire Police.**

**Note 7 - As the total remuneration for 2020/21 has exceeded £150k the regulations require that Mr P Gibson be named.**

**Note 8 - The ACC Crime and Territorial Policing left this role on 31/07/2020. He became Temporary Deputy Chief Constable on the 1/08/2020 till the 11/01/2021 when he was appointed Temporary Deputy Chief Constable Collaboration.**



**Note 9 – A Temporary ACC Crime & Territorial Policing was appointed on 8/2/2021. The costs above include their previous role as Chief Superintendent in EMSOU Collaboration.**

**Note 10 - The Temporary ACC Operational Support left this role on 11/01/2021. The costs above include their role as Chief Superintendent Head of Crime Support.**

**Note 11 – A Temporary ACC Operational Support was appointed on 1/08/2020. The costs above include their previous role as Chief Superintendent Head of Operations.**

**Note12 – The salary costs are shared between Police (2/3 share) and Fire (1/3 share). This recognises that the scope of the Finance Director role within the Police is wider than with Fire.**

The disclosure below details salary of Police Staff and Senior Police Officers (over and above the rank of Superintendent) receiving more than £50,000 remuneration for the year (excluding employer's pension contributions). This excludes the officers shown in the above table.

Remuneration Band	No. Of Employees 2019/20	No. Of Employees 2020/21
£50,000 - £54,999	18	33
£55,000 - £59,999	11	18
£60,000 - £64,999	6	4
£65,000 - £69,999	5	7
£70,000 - £74,999	1	-
£75,000 - £79,999	3	5
£80,000 - £84,999	5	1
£85,000 - £89,999	3	4
£90,000 - £94,999	1	2
£100,000 - £104,999	2	-
£105,000 -£109,999	-	1
£115,000-£119,999	1	-
£125,000-£129,999	-	1
<b>TOTAL</b>	<b>56</b>	<b>76</b>

#### Exit Packages

The total cost of exit packages in the current year is £56,350. Both of these exit packages relate to Collaboration arrangements. The cost in the table below shows the full cost of these redundancies, this cost has then been split between the participating forces based on the agreed formula.

2019/20					2020/21			
Number of compulsory redundancies	Number of other departures agreed	Total Number of Exit Packages Agreed	Total cost of exit packages in each band £	Exit package cost band (including special payments)	Number of compulsory redundancies	Number of other departures agreed	Total Number of Exit Packages Agreed	Total cost of exit packages in each band £
-	3	3	47,763	£0 - £20,000	-	1	1	18,079
-	-	-	-	£20,001-£40,000	-	1	1	38,271
-	1	1	321,509	£320,001 - £340,000	-	-	-	-
-	4	4	369,272	<b>TOTAL</b>	-	2	2	<b>56,350</b>

#### Note 6 External Audit Fees

Fees in relation to external audit for the Chief Constable are as follows: -

	2019/20 £'000	2020/21 £'000
Scale fees payable	11	11
Extra fees payable for audit previous year	3	10
<b>TOTAL</b>	<b>14</b>	<b>21</b>

## Note 7 Jointly Controlled Operations

### East Midlands Jointly Controlled Operations

Jointly Controlled Operations (JCO) or Collaborations with other East Midlands Forces are used to deliver services within the Force. The share of cost to Derbyshire is different depending on the number of Forces partaking in the JCO.

The following table show the accounts for all the JCO'S and the balances attributable to Derbyshire.

2019/20			2020/21	
Jointly Controlled Operations	Derbyshire Police	Comprehensive Income and Expenditure Statement	Jointly Controlled Operations	Derbyshire Police
£'000	£'000		£'000	£'000
26,299	6,167	Employees' Expenses	33,948	7,844
763	167	Premises	567	124
862	192	Transport	554	122
3,842	977	Supplies and Services	4,499	1,101
4,022	906	Agency and Contracted Services	3,683	832
1,376	303	Capital Charges	1,464	322
<b>37,164</b>	<b>8,712</b>	<b>Gross Operating Expenditure</b>	<b>44,715</b>	<b>10,345</b>
(1,801)	(460)	Other Income	(1,137)	(258)
33	7	Profit/(Loss) on Disposal of Fixed Assets	-	-
<b>35,396</b>	<b>8,259</b>	<b>Net Operating Expenditure</b>	<b>43,578</b>	<b>10,087</b>
		<b>Financed by:-</b>		
(31,708)	(7,436)	Contributions from Partners	(38,839)	(9,057)
(3,613)	(787)	External Grants	(4,353)	(949)
-	-	Capital Grants & Contributions	(422)	(92)
<b>75</b>	<b>36</b>	<b>(Surplus) / Deficit for the year</b>	<b>(36)</b>	<b>(11)</b>

The JCO's to which the Commissioner contributes cover a number of operational and support areas. Details of these are set out in the table below (Where reference is made to 'all 5 forces' this means Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire)

Jointly Controlled Operation	Activity	Participants	Commenced	Derbys %	Gross Exp £'000	Total Income £'000	(Surplus) / Deficit £'000
EM SOU – SOC (incl. EMSOU TSU)	Specialist Operations	All 5 forces	Jan 2003	21.8	5,905	(5,896)	9
EMSOU Major Crime – Command Team	Co-ordination of Major Crime investigations	All 5 forces	Sept 2011	21.8	187	(188)	(1)
EMSOU Forensics	Forensic analysis and identification	All 5 forces	April 2014	21.8	2,033	(2,172)	(139)
EM Legal Services	Specialist Legal advice and services, incl Insurance	All 5 forces	April 2014	21.8	425	(421)	4
EM CHRS – Learning & Development	Co-ordination of regional training provision	Derbys, Leics, Northants, Notts	April 2012	25.11	437	(437)	-
EM CHRS – Occupational Health	Occupational Health Services	All 5 forces	April 2012	21.8	428	(424)	4
HR Service Centre	Transactional HR services	Derbys, Leics	June 2014	50.0	834	(818)	16
Emergency Services Network (ESN)	Communications Network	All 5 forces	July 2017	22.6	96	-	96
<b>Totals</b>					<b>10,345</b>	<b>(10,356)</b>	<b>(11)</b>

EMSOU TSU was incorporated into EMSOU-SOC accounts from April 2018 but it actually commenced operations in July 2011.

In addition to the above, Derbyshire Police has a joint arrangement with Leicestershire Police for the provision of Payroll and Risk Management software.

## Note 8 Related Party Transactions

The Chief Constable is required to disclose all material transactions with related parties – bodies or individuals that have the potential to control or influence the Chief Constable or to be controlled or influenced by the Chief Constable.

Disclosure of these transactions allows readers to assess the extent to which the Chief Constable might have been constrained in their ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Chief Constable.

### Central Government

Central Government has significant influence over the general operations of the Chief Constable – it is responsible for providing the statutory framework within which the Chief Constable operates.

### Officers

Certain senior officers might be in a position to influence significantly the policies, no related party transactions have been identified following the consultation with relevant officers.

### Commissioner

The Commissioner holds the Chief Constable to account, a scheme of consent is in place that gives clarity to how the two organisations operate and are governed. The Chief Constable fulfils their function within a budget set by the Commissioner.

### Other Public Bodies

The Chief Constable participates in Jointly Controlled Operations with other East Midlands Forces (see Note 7) and partnership arrangements with Derbyshire Fire and Rescue Service.

## Note 9 Accounting for Pension Costs (a)

As part of the terms and conditions of employment of its officers and other employees, the Chief Constable offers post-employment (retirement) benefits. Although these benefits will not actually be payable until employees retire, the Chief Constable has a commitment to make payments which need to be disclosed at the time that employees earn their future entitlement.

The Chief Constable participates in two post-employment schemes: -

- **The Local Government Pension Scheme (LGPS)** for police staff is a defined benefit scheme. It is a funded scheme which is administered by Derbyshire County Council. Pensions and other retirement benefits are paid from the fund. Employers and employees make regular contributions into the fund so that the liabilities are paid for evenly over the employment period.

The structure of benefits payable under the LGPS was reformed from April 2014 as part of government moves to make all pension schemes across the public sector more affordable. In summary, retirements benefits earned from service after this date are based on 'career average' rather than final salaries. The changes implemented involved transitional protections applied to certain older members close to normal retirement age. As such, the reforms to the LGPS are expected to be subject to change arising from a legal process known as 'the McCloud judgement'. The expected implications of McCloud are set out in this note.

Actuarial valuations of the fund are undertaken every three years to determine the contribution rates needed to meet its liabilities. A valuation was undertaken as at 31 March 2019 which set contribution rates for the 3-year period commencing 1 April 2020.

The 2020/21 total employer contribution of £8.236m consisted of £8.213m in 'regular' contributions and £0.023m in additional one-off contributions towards early retirements. This is in line with pension costs necessary to be provided in accordance with IAS19 "Employee Benefits". The regular contributions consist of 2 elements:

- a 'future service rate' to meet the estimated cost of benefits that will be earned in future (set at 13.9% of pensionable pay at the 2016 valuation)
- a 'deficit recovery repayment' lump sum to enable the difference between the value of benefits earned to date and the assets that have been built up to be recovered over a specified period (£1.465m paid in 2020/21)

In total these 2 elements equated to a contribution rate of 16.9% of pensionable pay for 2020/21.

In addition to contributions to the Pension fund the Chief Constable is responsible for compensation payments in the form of “added years” awarded on premature retirement. In 2020/21 these amounted to £0.030m.

Further information can be found in the County Council’s Pension Fund Statement of Accounts, which is available upon request from Derbyshire County Council.

- **The Police Pension Scheme** for police officers is an unfunded single employer defined benefit scheme. This means it provides pensions and other retirement benefits for police officers but there are no investment assets built up to meet the pensions liabilities. . Three schemes were in operation in 2020/21:
  - The 1987 Police Pension Scheme - based on officers’ final salaries and a maximum pensionable service of 30 years
  - The 2006 Police Pension Scheme (effective for police officers commencing from April 2006 onwards) - based on officers’ final salaries and a maximum pensionable service of 35 years
  - The 2015 Police Pension Scheme – based on ‘career average’ salaries with no maximum pensionable service but a Normal Pension Age of 60

All new officers and existing officers not subject to protection arrangements are now members of the 2015 scheme. As with the Local Government Pension Scheme, because the changes to the Police Officer pension scheme from 2015 involved transitional protections for older members close to retirement age they come within the ambit of the McCloud Judgement.

The constabulary is required to operate a separate Pensions Account for all transactions related to the Police Pension Scheme. Officers’ contributions and an employer’s contribution are paid into the pensions account from which pension payments are made. The account is topped up each year by the Home Office if the contributions in that year are insufficient to meet the cost of pensions paid. Any surplus is repaid to the Home Office.

For 2020/21 a Top up grant of £22.409m was received from the Home Office to supplement the employer’s contributions paid into the account which amounted to £21.811m (31.0% of pensionable salary). The contribution rate of 31.0% was set following a revaluation of the scheme’s total liabilities by the Government Actuary’s Department as at 31 March 2016. A further revaluation as at 31 March 2020 is due to determine a revised employer’s contribution rate with effect from 1 April 2023.

In addition to the regular contributions, payments were made into the Pensions Fund Account totalling £0.563m to reimburse the costs of benefits becoming payable early due to ill-health retirement. Injury-related payments amounted to £2.267m and these were paid from the Comprehensive Income and Expenditure Account. The Pensions Fund Account is shown on page 54.

#### **Transactions relating to post-employment benefits (b)**

Under IAS 19 we recognise the cost of retirement benefits in the Net Cost of Services when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge we are required to make against council tax is based on the cash payable in the year, so the real cost of post-employment/retirement benefits is reversed out of the General Reserve via the Movement in Reserves Statement. The following transactions have been made in the Comprehensive Income and Expenditure Statement and the General Reserve Balance via the Movement in Reserves Statements during the year: -

Local Government Pension Scheme	2019/20	2020/21
Comprehensive I&E Statement	£'000	£'000
<b>Cost of Services</b>		
• Current service cost *	20,067	16,409
• Non-Distributed Costs - past service cost/(gain)	(1,208)	-
• Non-Distributed Costs - curtailments	-	-
<b>Financing and Investment Income and Expenditure</b>		
• Net Interest cost	3,423	2,236
<b>Total Post-Employment Benefits Charged to the Surplus or Deficit on the Provision of Services</b>	<b>22,282</b>	<b>18,645</b>
<b>Other Post-Employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>		
• Re-measurements of surpluses/deficits		
- Return on scheme assets (excluding the amount included in the net interest expense)	16,616	(47,057)
- Actuarial losses/(gains) arising from changes in demographic assumptions	(14,690)	6,834
- Actuarial losses/(gains) arising from changes in financial assumptions	(37,194)	115,406
- Other experience changes	(22,261)	(3,443)
<b>Total Re-measurements</b>	<b>(57,529)</b>	<b>71,740</b>
<b>Total Post-Employment Benefits Charged to the Comprehensive Income and Expenditure Statement</b>	<b>(35,247)</b>	<b>90,385</b>
<b>Movement in Reserves Statement Expenditure</b>		
• Reversal of net charges for post-employment benefits in accordance with the code	35,247	(90,385)
<b>Actual amount charged against the General Reserve Balance for pensions in the year</b>		
• Employers' contributions payable to scheme plus added years	7,507	8,266
• Retirement benefits payable to pensioners	-	-

Police Pension Scheme	2019/20	2020/21
Comprehensive I&E Statement	£'000	£'000
<b>Cost of Services</b>		
• Current service cost	49,820	46,410
• Non-Distributed Costs - past service cost/(gain)	(9,730)	-
<b>Financing and Investment Income and Expenditure</b>		
• Net Interest cost	53,570	46,100
<b>Total Post-Employment Benefits Charged to the Surplus or Deficit on the Provision of Services</b>	<b>93,660</b>	<b>92,510</b>
<b>Other Post-Employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>		
Re-measurement of surpluses /deficits		
• Actuarial losses/(gains) arising from changes in demographic assumptions	(65,810)	-
• Actuarial losses/(gains) arising from changes in financial assumptions	(67,390)	249,910
• Other experience changes	(42,820)	(26,350)
<b>Total Re-measurements</b>	<b>(176,020)</b>	<b>223,560</b>
<b>Total Post-Employment Benefits Charged to the Comprehensive Income and Expenditure Statement</b>	<b>(82,360)</b>	<b>316,070</b>
<b>Movement in Reserves Statement Expenditure</b>		
• Reversal of net charges for post-employment benefits in accordance with the code	82,360	(316,070)
<b>Actual amount charged against the General Reserve Balance for pensions in the year</b>		
• Employers' contributions payable to scheme	23,132	24,641
• Retirement benefits payable to pensioners	-	-

\*For the LGPS the current service cost is within the Police Staff Pay and Allowances figure in note 3.

The Current Service Cost – which is the total increase in entitlements earned by existing employees during the year - and the other gains and losses are affected by changes in the key actuarial and financial assumptions used in projecting future pension entitlements. Note 10b details the key demographic and financial assumptions which have been used in calculating these figures. It also quantifies the potential impact if different assumptions are used.

The previous year's Past Service gain for both schemes mainly related to the McCloud judgement. For the LGPS a small Past Service cost was also included for the impact of GMP equalisation.

## **Background**

Following a review of public sector pensions in 2012 the Government passed the Public Service Pensions Act 2013. This legislation changed the basis on which public service pensions were earned, so that existing 'final salary' schemes were replaced with Career Average Revalued Earnings (CARE) schemes. A new CARE-based scheme was introduced for the Local Government Pension Scheme as from April 2014 and for the Police Pension Scheme as from April 2015.

The introduction of both schemes included arrangements whereby members who were within a specified number of years of their scheme retirement age were given either 'full' or 'tapered' transitional protection. This meant they were either allowed to remain in their current final salary scheme until their retirement or remain for a graduated length of time before joining the relevant CARE scheme.

After the implementation of the public service CARE schemes, two cases were brought to Employment Tribunal, one by High Court judges (McCloud) and the other by firefighters (Sargeant). In October 2015 a claim was also brought on behalf of a group of police officers (the Aarons case) which was stayed pending the outcome of the judges and firefighters' cases.

In December 2018 the Court of Appeal, hearing the McCloud and Sargeant cases together, ruled that the transitional protection offered to some members constituted direct age discrimination. Effectively, the arrangements unlawfully favoured older members of schemes at the expense of younger members.

On 27 June 2019 the Supreme Court refused leave to appeal in both cases. They were therefore referred to their respective Employment Tribunals to determine what remedies should be applied. Also, because of the Supreme Court decision, on 15 July 2019 the Treasury announced that the rulings would apply to all the main public service pension schemes. In addition, the Government has subsequently stated that any remedial action implemented for claimants will be extended to all non-claimants who are in the same legal and factual position.

On 28 October 2019 the Employment Tribunal in the Aarons case issued a draft interim declaration to the effect that all members subject to the discrimination were entitled to be treated as if they had qualified for full transitional protection and had remained in their existing pension schemes.

On 16 July 2020 HM Treasury published for consultation its proposals for implementing the age discrimination remedy across all the public sector schemes affected by the Court of Appeal ruling. A key element of the Treasury's proposals was the determination of which members should be eligible for remedy, namely: those who were members of a public sector pension scheme on or before 31 March 2012 and on or after 1 April 2015. The period of remedy was proposed as April 2015 to March 2022 with all active members will be put into their respective CARE schemes from 1 April 2022.

These proposals were confirmed when HM Treasury published its response to the consultation on 4 February 2021. The consultation outcome also gives members a choice as to whether to retain benefits from their legacy schemes or their new CARE scheme during the seven years of the remedy period. This choice will be deferred until the member retires.

## **Impact on the 2020/21 Accounts**

Under the Code of Practice on Local Authority Accounting, authorities are required to account for post-employment benefits for Defined Benefit schemes where there is either a legal or a constructive obligation. Whilst the regulations underpinning the LGPS and police pension schemes have not yet been revised, the rulings made to date clarify that a liability was owed under age-discrimination legislation giving rise to a legal obligation. Therefore, as required under the Code, the valuation of post-employment benefit liabilities need to take into account the impact of the McCloud/Sargeant judgement.

For both the LGPS and the Police Pension Scheme allowance was made in the 2018/19 and 2019/20 accounts for additional liabilities arising from McCloud based on the rulings made and a best interpretation of the likely remedies expected to follow at the point that the accounts were prepared. These additional liabilities were reflected as a Past Service Cost within the 2018/19 accounts for the period 2015-2019, partially reduced by a Past Service Gain in 2019/20 to reflect the reduced eligibility criteria within HM Treasury's remedy proposals.

As HM Treasury's response to its consultation on implementing the age discrimination remedy largely confirms the proposals on which the liabilities in the 2019/20 accounts were estimated, no further adjustment has been made in estimating liabilities as at 31 March 2021. The 2020/21

Current Service Cost, however, does take account of the potential ongoing 'better off' benefits earned by affected members during the year.

### GMP equalisation and indexation

#### **Background**

Guaranteed minimum pension (GMP) was accrued by pension scheme members between 6 April 1978 and 5 April 1997. The value of GMP was inherently unequal between males and females for a number of reasons, including a higher retirement age for men and GMP accruing at a faster rate for women. However, overall equality of benefits was achieved for public service schemes through the interaction between scheme pensions and the Second State Pension. The introduction of the new Single State Pension in April 2016 disrupted this arrangement and brought uncertainty over the ongoing indexation of GMPs, which could lead to inequalities between men and women's benefits.

As an interim solution to avoid this problem, GMP rules were changed so that the responsibility for ensuring GMPs kept pace with inflation passed in full to pension schemes themselves for members reaching state pension age between 6 April 2016 and 5 April 2021. This new responsibility led to increased costs for schemes and hence scheme employers. Following a consultation process in October 2020, the interim solution has been extended to members reaching State Pension age after 5 April 2021.

In October 2018 the High Court published its judgement in the Lloyds Banking Group case on the equalisation of GMP. It ruled that pension schemes must amend scheme benefits so that gender inequalities caused by GMP provisions are removed. The Government subsequently committed to addressing GMP equalisation.

In November 2020 there was a further High Court judgement which ruled that pension schemes will need to revisit past Cash-Equivalent Transfer Values (CETV's) to ensure they met the requirement for GMP equalisation.

#### **Impact on the 2020/21 Accounts**

Our actuaries for the LGPS allowed for the impact of full GMP indexation in the triennial valuation of the fund as at 31 March 2019. This valuation position is the basis for the calculation of total liabilities as at 31 March 2021 which therefore reflects any increase in obligations due to GMP indexation. No allowance has been made for the impact of the additional ruling on CETV's, which is not expected to be significant for this scheme.

The impact of GMP equalisation for the Police Pension Scheme was first considered in 2017/18 and a past service cost of £1.330m was recognised in that year. This reflected the extension of HM Treasury's interim solution to GMP indexation announced in January 2018. Members of public service pension schemes with GMP entitlements who reach State Pension Age on or after 6 December 2018 and before 6 April 2021 were covered by this previous extension of the interim solution.

Following the 2018 Lloyds Banking ruling a further past service cost was recognised in 2019/20 in respect of members reaching State Pension Age after 6 April 2021. This was included in the Comprehensive Income & Expenditure Statement. This means that the outcome of the October 2020 consultation was effectively addressed in the 2019/20 accounts.

The November 2020 ruling on CETV's may result in additional top-ups to transfer values for members with State Pension Age after 5 April 2016 and who took a CETV from the scheme before they were equalised. However, the scope of any costs is yet to be determined. The actuaries for the Police Pension Scheme have assessed that any uplifts will be relatively small for a relatively small subset of members

#### **Survivor benefits legal challenges**

Two recent court cases have addressed the issue of equality in benefits payable to the survivors of pension scheme members: The Supreme Court ruling in Walker vs Innospec (July 2017) and the Employment Tribunal ruling in Mrs Goodwin vs Department for Education (concluded June 2020).

As a result of Walker, public service pension schemes have been required to amend their regulations to provide equal survivor benefits for same-sex couples (whether married or in civil partnerships) to that provided for widows, based on a member's full length of service. Following the Goodwin case the Chief Secretary to the Treasury issued a statement on 20 July 2020 that public service pension schemes would be amended so that *surviving male same-sex and female same-sex spouses and civil partners will, in certain cases, receive benefits equivalent to those received by widows of opposite sex marriages.*

#### Impact on the 2020/21 Accounts

No allowance has been made for the impact of the above judgements in the liabilities calculated as at 31 March 2021 for either the LGPS or the Police Pension Scheme. Actuaries for both schemes have assessed that the impact is as yet uncertain but is not likely to be significant. For example, the actuary for the LGPS assess the approximate impact of the Goodwin ruling to be 'very small' for a typical fund, between 0.1% - 0.2% of existing obligations.

#### Note 10 Assets and Liabilities in relation to Post-employment benefits (a)

Note 9 contains details of the Chief Constable's participation in the Local Government Pensions Scheme (administered by Derbyshire County Council) and the Police Pension Scheme in providing Police staff and police officers with retirement benefits.

Reconciliation of the present value of the schemes' liabilities is as follows:

	<b>Funded liabilities: Local Government Pension Scheme £'000</b>	
	<b>2019/20</b>	<b>2020/21</b>
Opening Balance at 1 April	(393,032)	(343,882)
Current Service Cost	(20,067)	(16,409)
Interest on pension liabilities	(9,652)	(8,051)
Contributions from scheme participants	(2,882)	(3,173)
Past Service (Cost) / Gain	1,208	-
Curtailments	-	-
Remeasurement gains and (losses):		
• Actuarial gains/(losses) arising from changes in demographic assumptions	14,690	(6,834)
• Actuarial gains/(losses) arising from changes in financial assumptions	37,194	(115,406)
• Other experience changes	22,261	3,443
Benefits paid	6,398	6,692
Effects of business combinations & disposals	-	-
<b>Deficit as at 31 March</b>	<b>(343,882)</b>	<b>(483,620)</b>

	<b>Police Pension Scheme £'000</b>	
	<b>2019/20</b>	<b>2020/21</b>
Opening Balance	(2,183,892)	(2,048,842)
Current Service cost	(49,820)	(46,410)
Interest on pension liabilities	(53,570)	(46,100)
Contributions from scheme participants	52,690	47,050
Past Service (Cost) / Gain	9,730	-
Remeasurement gains and (losses):		
• Actuarial gains/(losses) arising from changes in demographic assumptions	65,810	-
• Actuarial gains/(losses) arising from changes in financial assumptions	67,390	(249,910)
• Other – experience gains and (losses)	42,820	26,350
<b>Deficit as at 31 March</b>	<b>(2,048,842)</b>	<b>(2,317,862)</b>



## Pensions Assets and Liabilities Recognised in the Balance Sheet

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

	Local Government Pension Scheme		Police Pension Scheme		Total	
	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000	2019/20 £'000	2020/21 £'000
Present value of the defined benefit obligation	(343,882)	(483,620)	(2,048,842)	(2,317,862)	(2,392,724)	(2,801,482)
Fair Value of Scheme Assets	250,631	308,250	-	-	250,631	308,250
<b>Sub total</b>	(93,251)	(175,370)	(2,048,842)	(2,317,862)	(2,142,093)	(2,493,232)
Other movements in the liability/asset (if applicable)	-	-	-	-	-	-
<b>Net liability arising from defined benefit obligation</b>	<b>(93,251)</b>	<b>(175,370)</b>	<b>(2,048,842)</b>	<b>(2,317,862)</b>	<b>(2,142,093)</b>	<b>(2,493,232)</b>

The liabilities show the underlying long-term commitments that the Chief Constable must pay for post-employment (retirement) benefits. The total liability of £2,493.232m has a substantial impact on the net worth of the Chief Constable as recorded in the Balance Sheet. Some £2,317.862m of this overall deficit relates to the Police Pension Scheme, which is a centrally funded scheme administered and underwritten by HM Government. However, statutory arrangements for funding the deficit mean that the financial position of the Chief Constable remains stable: -

### The Local Government Pension Scheme

- The current deficit on the local government scheme will be made good by contributions over the remaining working life of employees (ie; before payments fall due), as assessed by the scheme actuary.
- Also, due to national changes under the Public Pensions Services Act 2013, as from 1 April 2014 scheme members accrue pension entitlements based on career-average salaries instead of the salary being paid at the point of retirement as previously.

### The Police Pension Scheme

- The method of financing Police Officers pensions changed from April 2006. Prior to this date, all pension costs were charged to the Constabulary's operational account and funded by general revenue funding along with all other operational expenses. This created wide fluctuations in the cost of pensions from year to year.
- Employers now pay a fixed contribution (ie an actuarially-determined % of pensionable pay) into a separate pension account. Any net cost of pensions paid to members in excess of this contribution is offset by a Home Office top-up grant.
- This change to the method of financing police officer pensions, and the fact that the employer contribution rate is assessed on a regular basis creates a more stable environment for Police Officer pensions.
- In addition, the introduction of a new Police Pension Scheme from April 2015 means that benefits accrued in this scheme are based on a retirement age of 60, which is later than previously, and on average salaries over the whole period of employment.

The total contributions expected to be made to the Local Government Pension Scheme by the Chief Constable in the year to 31 March 2022 are £8.213m. Expected contributions for the Police Pension Scheme in the year to 31 March 2022 are £48.293m.

The weighted average duration of the defined benefit obligation for members of the Local Government Pension Scheme is 22 years. The weighted average duration of the defined benefit obligation for the Police Pension Schemes is 21 years.

Reconciliation of the Movements in the Fair Value of the assets of the Local Government Pension Scheme: -

	Local Government Pension Scheme £'000 2019/20	Local Government Pension Scheme £'000 2020/21
Opening fair value at 1 April	257,027	250,631
Interest Income	6,229	5,815
Remeasurement gain/(loss)		
The return on plan assets, excluding the amount included in the net interest expense	(16,616)	47,057
Contributions from employer	7,507	8,266
Contributions from employees into the scheme	2,882	3,173
Benefits/transfers paid	(6,398)	(6,692)
<b>Closing fair value of scheme assets at 31 March</b>	<b>250,631</b>	<b>308,250</b>

The expected return on Scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed investments are based on gross redemption yields as at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets.

The actual return on scheme assets including expected return on plan assets in the year was a gain of £52.872m (2019/20 a loss of £10.387m).

Local Government Pension Scheme assets comprised: -

	2019/20				2020/21			
	Quoted prices in active markets £'000	Quoted prices not in active markets £'000	Total £'000	% of Total Assets	Quoted prices in active markets £'000	Quoted prices not in active markets £'000	Total £'000	% of Total Assets
<b>Cash and cash equivalents</b>	-	15,976	15,976	6%	-	19,593	19,593	6%
<b>Equity Securities</b>								
Consumer	6,834	-	6,834	3%	5,222	-	5,222	2%
Manufacturing	3,909	-	3,909	2%	3,037	-	3,037	1%
Energy and Utilities	1,835	-	1,835	1%	1,108	-	1,108	0%
Financial Institutions	2,759	-	2,759	1%	2,330	-	2,330	1%
Health and Care	3,943	-	3,943	2%	2,733	-	2,733	1%
Information Technology	5,872	-	5,872	2%	4,230	-	4,230	1%
Other	20,778	-	20,778	8%	61,982	-	61,982	20%
<b>Equities sub-total</b>	<b>45,930</b>	-	<b>45,930</b>	<b>19%</b>	<b>80,642</b>	-	<b>80,642</b>	<b>26%</b>
<b>Debt Securities</b>								
Corporate Bonds	-	31,717	31,717	13%	-	40,096	40,096	13%
UK Government Bonds	24,901	-	24,901	10%	25,987	-	25,987	8%
Other Bonds	6,271	-	6,271	2%	5,516	-	5,516	2%
<b>Debt Securities sub-total</b>	<b>31,172</b>	<b>31,717</b>	<b>62,889</b>	<b>25%</b>	<b>31,503</b>	<b>40,096</b>	<b>71,599</b>	<b>23%</b>
<b>Property</b>								
UK Property	-	22,027	22,027	9%	-	23,409	23,409	8%
<b>Private Equity</b>	<b>2,967</b>	<b>5,392</b>	<b>8,359</b>	<b>3%</b>	<b>4,656</b>	<b>6,793</b>	<b>11,449</b>	<b>4%</b>
<b>Other Investment Funds</b>								
Equities	76,878	-	76,878	31%	82,441	-	82,441	27%
Bonds	-	-	-	-	-	-	-	-
Infrastructure	4,192	14,380	18,572	7%	4,490	14,627	19,117	6%
<b>Other Investment Funds sub-total</b>	<b>81,070</b>	<b>14,380</b>	<b>95,450</b>	<b>38%</b>	<b>86,931</b>	<b>14,627</b>	<b>101,558</b>	<b>33%</b>
<b>Total Assets</b>	<b>161,139</b>	<b>89,492</b>	<b>250,631</b>	<b>100%</b>	<b>203,732</b>	<b>104,518</b>	<b>308,250</b>	<b>100%</b>

#### Basis for estimating assets and liabilities (b)

Liabilities have been assessed on an actuarial basis using the projected unit credit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary rates etc. Under the projected unit method, the current service cost will increase as the members of the scheme approach retirement for the local government and police pension schemes.

The Police Officer scheme has been assessed by the Government Actuary Department (GAD) and the Local Government scheme has been assessed by Hymans Robertson LLP, an independent firm of actuaries - estimates for the County Council Fund being based on the latest full valuation of the scheme as at 31 March 2019.

The main assumptions used in their calculations have been: -

	Local Government Pension Scheme		Police Pension Schemes	
	2019/20	2020/21	2019/20	2020/21
<b>Mortality assumptions:</b>	<b>Years</b>	<b>Years</b>	<b>Years</b>	<b>Years</b>
Longevity at 65 for current pensioners:				
Men	21.6	21.3	21.9	22.0
Women	23.7	23.9	23.6	23.7
Longevity at 65 for future pensioners				
Men	22.6	22.5	23.6	23.7
Women	25.1	25.8	25.2	25.3
<b>Financial Assumptions</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
Rate of CPI inflation	1.9	2.85	2.00	2.40
Rate of increase in salaries (Long Term)	2.6	3.55	4.00	4.15
Rate of increase in pensions	1.9	2.85	2.00	2.40
Rate of CARE revaluation	-	-	3.25	3.65
Rate for discounting scheme liabilities	2.3	2.00	2.25	2.00
Take up option to convert annual pension into retirement grant :pre-April 2008 service	50	50	n/a	n/a
post-April 2008 service	75	75	n/a	n/a

### Covid-19 implications

The current population mortality projections make no specific allowance for the impact of Covid-19 or any other pandemic. The starting rates of mortality improvement are based on projections of past trends in UK mortality and the effects of past pandemics will already be reflected in these trends. It is assessed that it is too early to determine whether Covid-19 changes the long-term view of life expectancy in the UK and therefore it is reasonable to retain existing mortality assumptions.

### Sensitivity of assumptions

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above.

The sensitivity analysis below has been determined based on reasonably possible changes to the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all the other assumptions remain constant. The assumptions in longevity, for example, assume that life expectancy increases or decreases for men and women. In practice this is unlikely to occur and changes in some of the assumptions may be interrelated. The estimations in the sensitivity analysis have followed the accounting policies for the scheme, i.e. on an actuarial basis using the projection unit credit method. The methods and types of assumptions used in preparing the sensitivity analysis below did not change from those used in the previous period.

Change In Assumption as at 31/03/21					
		0.5% decrease in Real Discount Rate	1 year increase in member life expectancy	0.5% increase in the salary increase rate	0.5% increase in the pension increase rate
Local Government Pension Scheme	Approximate % increase to Employer Liability	12.0	3.0 to 5.0	2.0	10.0
	Approximate monetary amount - £'000	58,012	Not Available	7,683	48,946
Police Pension Schemes	Approximate % increase to Employer Liability	9.5	3.5	1.0	9.0
	Approximate monetary amount - £'000	225,000	79,000	26,000	211,000

## Note 11 Plant and Equipment

### Movements in 2020/21

	Operational	Non-Operational	
	Vehicles, Plant, Furniture Equipment	Assets Under Construction-Equipment	<u>TOTAL</u>
	£'000	£'000	£'000
<b>Cost or Valuation</b>			
At 1 April 2020	38,947	938	39,885
Additions	4,531	71	4,602
Derecognition – Disposals	(962)	-	(962)
Derecognition – Other	(6,301)	-	(6,301)
Reclassifications – other	135	(135)	-
<b>At 31 March 2021</b>	<b>36,350</b>	<b>874</b>	<b>37,224</b>
<b>Depreciation and Impairments</b>			
At 1 April 2020	(25,569)	-	(25,569)
Depreciation charge	(3,682)	-	(3,682)
Derecognition – Disposals	802	-	802
Derecognition – Other	6,281	-	6,281
<b>At 31 March 2021</b>	<b>(22,168)</b>	<b>-</b>	<b>(22,168)</b>
<b>Net Book Value at 31 March 2021</b>	<b>14,182</b>	<b>874</b>	<b>15,056</b>
<b>Net Book Value at 31 March 2020</b>	<b>13,378</b>	<b>938</b>	<b>14,316</b>

RR = Revaluation Reserve SDPS = Surplus or Deficit on the Provision of Services

### Movements in 2019/20

	Operational	Non-Operational	
	Vehicles, Plant, Furniture Equipment	Assets Under Construction-Equipment	<u>TOTAL</u>
	£'000	£'000	£'000
<b>Cost or Valuation</b>			
At 1 April 2019	36,774	414	37,188
Additions	3,801	577	4,378
Derecognition – Disposals	(1,122)	-	(1,122)
Derecognition – Other	(506)	-	(506)
Reclassifications – other	-	(53)	(53)
<b>At 31 March 2020</b>	<b>38,947</b>	<b>938</b>	<b>39,885</b>
<b>Depreciation and Impairments</b>			
At 1 April 2019	(22,680)	-	(22,680)
Depreciation charge	(4,283)	-	(4,283)
Derecognition – Disposals	888	-	888
Derecognition – Other	506	-	506
<b>At 31 March 2020</b>	<b>(25,569)</b>	<b>-</b>	<b>(25,569)</b>
<b>Net Book Value at 31 March 2020</b>	<b>13,378</b>	<b>938</b>	<b>14,316</b>
<b>Net Book Value at 31 March 2019</b>	<b>14,094</b>	<b>414</b>	<b>14,508</b>

RR = Revaluation Reserve SDPS = Surplus or Deficit on the Provision of Services

### Valuation of Assets

All Plant and Equipment is valued at historic cost.

Vehicle information has been taken from the Vehicle Fleet Information System (the total number of vehicles as at 31 March 2021 is 661). IT and Communications information has been provided by the Information Services Department.

### Depreciation

The basis of depreciation is shown in the Statement of Accounting Policies (page 24).

## Note 12 Intangible Assets

The Chief Constable accounts for its software as intangible assets, to the extent that the software is not an integral part of a particular IT system and accounted for as part of the hardware item of Plant and Equipment.

	Purchased Software Licences £'000	
	2019/20	2020/21
<b>Balance at 1 April</b>		
Gross carrying amount	9,256	10,203
Accumulated amortisation	(3,252)	(4,939)
<b>Net carrying amount 1 April</b>	<b>6,004</b>	<b>5,264</b>
Additions	969	-
Reclassifications	53	-
Derecognitions	(11)	(1,315)
Amortisation in year	(1,751)	(2,102)
<b>Balance at 31 March</b>	<b>5,264</b>	<b>1,847</b>

The derecognition figure in 2020/21 relates to the Cyber Crime project and the novation of software contracts to the City of London Police as at 31<sup>st</sup> March 2021. From 2021/22 the City of London Police take over the responsibility of the National Cyber Crime Project.

## Note 13 Capital Expenditure and Capital Financing Statement

The total amount of capital expenditure incurred in the year is shown in the table below, together with the resources that have been used to finance it. The Chief Constable does not hold funding so the assets are funded by Intra group funding from the Commissioner. The Chief Constable does not have a capital financing requirement.

2019/20 £'000		2020/21 £'000
	<b>Capital Financing Requirement</b>	
	Capital investment	
4,378	<i>Plant and Equipment</i>	4,602
969	<i>Intangible assets</i>	-
<b>5,347</b>	<b>Total Capital Investment</b>	<b>4,602</b>
	Sources of Finance	
(5,347)	<i>Intra Group funding</i>	(4,602)
-	<b>Closing Capital Financing Requirement</b>	-

## Note 14 Provisions

A provision should be made for any liabilities of uncertain timing or amount that have been incurred and should cover costs that are more likely than not to occur.

Provisions are shown on the Commissioner's balance sheet. The provision for the year goes through the Chief Constable's CIES.

**Liability Insurance Provision** - This provision is to meet liability claims which are not covered by external insurers. The balance reflects the claims handlers' assessment of probable liabilities on claims outstanding as at 31 March 2021, together with an estimate for further claims relating to 2020/21. On this basis a provision of £1.569m is required.

**Vehicle Insurance Provision** – This provision is to meet Third Party claims which are not covered by external insurers. The balance reflects the claims handlers' assessment of probable liabilities on claims outstanding as at 31 March 2021, together with an estimate for further claims relating to 2020/21. On this basis a provision of £0.411m is required.

**Backdated Overtime Provision** – This is a provision for the costs of settling 13 claims outstanding against Derbyshire Police arising from the ruling in Allard v Devon and Cornwall Police. This related to entitlement to overtime payments following recalls to duty to meet specific operational requirements.

Provisions	Liability Insurance £'000	Vehicle Insurance £'000	Backdated Overtime £'000	Total Provisions £'000
<b>Balance at 1 April 2020</b>	<b>913</b>	<b>375</b>	<b>325</b>	<b>1,613</b>
Provision in Year	432	203	-	635
Expenditure in year	(154)	(129)	-	(283)
Transfer to/from Insurance Reserve	378	(38)	-	340
<b>Balance at 31 March 2021</b>	<b>1,569</b>	<b>411</b>	<b>325</b>	<b>2,305</b>

Provisions are split between short term (£0.935m) and long term (£1.370m) in the balance sheet. Short-term provisions cover liabilities that are expected to be settled within 12 months of the balance sheet date.

### Note 15 Contingent liabilities / Contingent assets

Contingent liabilities/assets arise where the Chief Constable is aware of a possible obligation that has occurred because of events prior to the Balance Sheet date, but where the existence will only be confirmed by future events which are not in the Chief Constable's control.

#### Contingent Liabilities

The Chief Constable has no contingent liabilities as at 31 March 2021.

#### Contingent Assets

The Chief Constable has no contingent assets as at 31 March 2021.

### Note 16 Unusable Reserves

Unusable Reserves	31 March 2020 £'000	31 March 2021 £'000
Revaluation Reserve	1	1
Capital Adjustment Reserve	19,579	16,902
Pensions Reserve	(2,142,093)	(2,493,232)
Accumulated Absences Account	(1,846)	(2,318)
<b>Total Unusable Reserves</b>	<b>(2,124,359)</b>	<b>(2,478,647)</b>

#### Capital Adjustment Account

The capital adjustment account absorbs the timing differences arising from the different arrangements for accounting for the consumption of non-current assets and for financing the acquisition, construction or enhancement of those assets under statutory provisions. The account is debited with the cost of acquisition, construction and enhancement as depreciation, impairment losses and amortisations are charged to the Comprehensive Income and Expenditure Statement (with reconciling postings from the Revaluation Reserve to convert fair value figures to a historical cost basis). The Account is credited with the amounts set aside by the Commissioner (intra group funding) as finance for the costs of acquisition, construction and enhancement.

The Movement on Reserves Statement details the source of all transactions posted to the Account, apart from those involving the Revaluation Reserve.

<b>Capital Adjustment Account</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
<b>Balance as at 1 April</b>	<b>20,511</b>	<b>19,579</b>
Reversal of items relating to capital expenditure debited or credited to the Comprehensive Income and Expenditure Statement		
• Charges for depreciation and impairment of non-current assets	(4,283)	(3,682)
• Revaluation losses on Plant & Equipment	-	-
• Amortisation of Intangible Assets	(1,751)	(2,102)
• Revenue Expenditure funded from capital under statute	-	-
• Amounts of non current assets written off on disposal or sale as part of the gain/loss on disposal to the Comprehensive Income and Expenditure Statement	(245)	(1,495)
Adjusting amounts written out of revaluation Reserve	-	-
<b>Net written out amount of the cost of non current assets consumed in the year</b>	<b>(6,279)</b>	<b>(7,279)</b>
Intra Group Funding	<b>5,347</b>	<b>4,602</b>
<b>Balance at 31 March</b>	<b>19,579</b>	<b>16,902</b>

### Pension Reserve

The Pensions 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. The Chief Constable accounts for post employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing years of service, updating liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet these costs. However, statutory arrangements require benefits earned to be financed as the Chief Constable makes employer's contributions to pensions funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Chief Constable has set aside by the time the benefits come to be paid.

<b>Pensions Reserve</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
<b>Balance as at 1 April</b>	<b>(2,319,897)</b>	<b>(2,142,093)</b>
Transfer of Police Staff 1 April		
Actuarial gains or losses on pensions assets and liabilities	233,549	(295,300)
Effect of business Combinations	-	-
Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement.	(115,942)	(111,155)
Employer's pensions contributions and direct payments to pensioners payable in the year	60,197	55,316
<b>Balance at 31 March</b>	<b>(2,142,093)</b>	<b>(2,493,232)</b>

### Accumulated Absences Account

The Accumulated Absences Account absorbs the differences that would otherwise arise on the General Reserve Balance from accruing for compensated absences earned but not taken in the year, eg annual leave, time off in lieu entitlement carried forward at 31 March. Statutory arrangements require that the impact on the General Reserve Balance is neutralised by transfers to or from the Account.

<b>Accumulated Absences Account</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>
<b>Balance as at 1 April</b>	<b>(1,307)</b>	<b>(1,846)</b>
Settlement or cancellation of accrual made at the end of the preceding year	1,307	1,846
Amounts accrued at the end of the current year	(1,846)	(2,318)
Amount by which officer 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	<b>(539)</b>	<b>(472)</b>
<b>Balance at 31 March</b>	<b>(1,846)</b>	<b>(2,318)</b>

## **Note 17 Accounting Standards that have been issued but have not yet been adopted**

The Chief Constable shall disclose 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. These are detailed below

- Amendments to IFRS3 Business Combinations – definition of a business.
- Amendments to IFRS9, IAS39, IFRS7– Interest Rate Benchmark Reform.
- Amendments to IFRS9, IAS39, IFRS7, IFRS4 and IFRS16 – Interest Rate Benchmark Reform Phase 2.

The impact of these standards on the financial statements of the Chief Constable is either not applicable or not expected to be material.

### IFRS16 Leasing Standard

The CIPFA/LASAAC Local Authority Accounting Code Board has agreed to defer the implementation of IFRS 16 Leases in the Code of Practice on Local Authority Accounting in the United Kingdom (the Code) until the 2022/23 financial year. This aligns with the decision at the Government's Financial Reporting Advisory Board to establish a new effective date of 1 April 2022 for the implementation of IFRS16.

## **Note 18 Authorisation of Accounts for issue**

The 2020/21 Statement of Accounts were authorised for issue by the Joint Director of Finance and Business Services on 30<sup>th</sup> July 2021. All events after the balance sheet date until this date have been considered for disclosure as events after the balance sheet date.

## **Note 19 Post Balance sheet events**

There are no post balance sheet events.



**POLICE PENSION FUND ACCOUNT**

2019/20 £'000		2020/21 £'000
	<b>Contributions Receivable :</b>	
( 20,562)	Employer's actuarial rate	( 21,527)
( 237)	Employer's ill health retirement capital charges	( 563)
( 1,663)	Active members - 1987 Scheme	( 1,178)
( 49)	Active members - 2006 Scheme	( 44)
( 7,144)	Active members - 2015 Scheme	( 8,030)
	<b>Transfers In :</b>	
( 629)	Transfer values receivable	( 896)
	<b>Benefits Payable :</b>	
47,020	Pensions	48,351
12,577	Commutations and lump sum retirement benefits	6,218
0	Lump sum death benefits	0
	<b>Payments to and on account of leavers :</b>	
0	Refunds of contributions	0
245	Transfer values payable	78
29,558	<b>Sub-total : Net amount payable for the year</b>	22,409
( 29,558)	<b>Additional contribution from the Police and Crime Commissioner to fund the deficit for the year</b>	( 22,409)
0	<b>Net amount payable/receivable for the year</b>	0
	<b><u>Net Assets Statement</u></b>	
	<b>Current assets</b>	
3,981	Pensions paid in advance	4,038
	<b>Current Liabilities</b>	
( 231)	Unpaid pension benefits	( 223)
( 3,750)	Surplus for year payable to Police and Crime Commissioner	( 3,815)
0		0

## Notes to the Pension Fund Account

### **Note 1 Police Pensions Fund Account**

The Police pension scheme is an unfunded single employer defined benefit scheme. This means that it provides pensions and other retirement benefits for police officers based on pensionable pay, but there are no investment assets built up to meet the pensions liabilities as they fall due.

Up until 2014/15 two police pension schemes were in operation, both of which gave retirement benefits based on 'final' salaries:

- The 1987 Police Pension Scheme - based on a maximum pensionable service of 30 years
- The 2006 Police Pension Scheme (effective for police officers commencing from April 2006 onwards) - based on a maximum pensionable service of 35 years.

From 6 April 2015 a new Police Officer pension scheme came into existence

- The Police Pension Scheme 2015 - which provides retirements based on 'career average' salaries, meaning that the benefits receivable are based on a proportion of pensionable pay earned in each year of scheme membership.

All new officers joining the service on or after 1<sup>st</sup> April 2015 are automatically entered into the Police Pension Scheme 2015. They may opt out of this scheme but are not eligible to join either the 1987 or 2006 scheme. Existing officers at 6 April 2015 were also automatically transferred into the 2015 Scheme from that date, except those subject to protection arrangements. Protection arrangements were either 'full' or 'tapered' depending on the service and age of each officer. Tapered protection meant that an officer was to be transferred into the 2015 Scheme at a specified future date, but by 2022 at the latest. Retirement benefits for service up to 6 April 2015 continue to be based on final salary.

At about the same period the new Police Officer scheme, new career average pension schemes were also introduced for various other professions within the public sector, such as those for court judges, firefighters and civilian staff working in local government. Subsequently, Individual members in these schemes brought successful court cases against the arrangements for transferring individuals from previous schemes on the basis that they discriminate on age. The Supreme Court on the 27 June 2019 denied the Government's request for an appeal in the McCloud and Sargeant (judges and firefighters) cases in respect of age discrimination and pension protection.

As a result of the Supreme Court decision the Treasury announced on 15 July 2019 that the rulings would apply to all of the main public service pension schemes and the Government afterwards stated that any remedial action implemented for claimants will be extended to all non-claimants who are in the same legal and factual position.

On 16 July 2020 HM Treasury published proposals for implementing a remedy to the age discrimination across all the public sector schemes affected by the ruling. 2 key elements of the Treasury's proposals were:

- determination of which members should be eligible for remedy, namely: those who were members of a public sector pension scheme on or before 31 March 2012 and on or after 1 April 2015.
- determination of the period of remedy, namely: April 2015 to March 2022, with all active members being put into their respective CARE schemes from 1 April 2022.

Following a consultation process, on 4 February 2021 HM Treasury confirmed the above criteria for eligibility for remedy and for its period of application. It also announced that the fundamental mechanism for achieving remedy would be a 'Deferred Choice Underpin'. This means that at the point they retire each eligible member will be able to choose to have been in either their legacy pension scheme or their new scheme for the seven-year period of the remedy.

Each individual Commissioner is required by legislation to operate a Pension Fund Account and the amounts that must be paid into and paid out of the Pension Fund are specified by regulation (Police Pensions Regulations 2007 Statutory Instrument 1932/2007).

Credits to the Pension Fund Account include a fixed employer's contribution, being an actuarially-assessed % of pensionable salary. This employer's contribution is charged to the Comprehensive Income and Expenditure Statement and, along with officers' contributions, is paid into the Pensions Fund Account from which pension payments are made.

Employer and employee contribution rates are set nationally by the Home Office and are determined by a 4-yearly re-valuation of total scheme liabilities by the Government Actuary's Department. The last re-valuation took place as at 31 March 2016 and this was used to set a employer contribution rate from April 2019 of 31.0% (previously 24.2%) of pensionable pay.

The impact of implementing the age-discrimination remedy will be measured through the next re-valuation process which is due to determine employer contribution rates from 1 April 2023. However this timetable may be subject to change.

Under these funding arrangements the Pension Fund Account balances to nil at the year end by either receiving a contribution from the Commissioner to meet a deficit or making a payment to him equivalent to any surplus achieved. In 2020/21 a contribution of £22.409m was received, this being equivalent to the pension top-up grant receivable from the Home Office for that year.

The pension fund is statutorily prevented from including interest on cashflows and administration expenses in the pension fund, these expenses are borne by the Group Comprehensive Income and Expenditure Statement.

Costs of injury awards and ill health retirements are not part of the Pensions Fund Account and will continue to be paid from the Group Comprehensive Income and Expenditure Statement.

## **Note 2 Pension Fund Liabilities**

The Pension Fund's financial statements do not take account of liabilities to pay pensions and other benefits after the accounting period.

## **Note 3 Accounting Policies**

Accounting policies conform to those set out in the Statement of Accounts (page 19 to 27).

# Annual Governance Statement

## 1. Introduction

- 1.1. This Annual Governance Statement explains how the Chief Constable has complied with: -
- The Derbyshire Joint Code of Corporate Governance.
  - Requirements of Regulation 6[1] (a) of the Accounts and Audit (England and Wales) Regulations 2015 in relation to the review of the effectiveness of the system of internal control.
  - The Police Reform and Social Responsibility Act 2011 (the Act).
- 1.2. The Police and Crime Commissioner (Commissioner) and the Chief Constable have approved and adopted a Derbyshire Joint Code of Corporate Governance which is consistent with the principles of the Chartered Institute of Public Finance and Accountancy (CIPFA) Framework: Delivering Good Governance in Local Government: Guidance note for Police. A copy of the Joint Code of Corporate Governance can be obtained from the Chief Executive, Office for the Police and Crime Commissioner for Derbyshire, Butterley Hall, Ripley, Derbyshire, DE5 3RS. It is also available on the Commissioner's website at <https://www.derbyshire-pcc.gov.uk/Document-Library/Transparency/Public-Information/Policies-Procedures-and-Protocols/Code-of-Corporate-Governance---June-2013-FV.pdf>

## 2. Scope of responsibilities

- 2.1. The Commissioner and the Chief Constable are responsible for ensuring that business is conducted in accordance with the law and proper standards, that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. The Commissioner and Chief Constable are responsible under the Police Reform and Social Responsibility Act 2011 (the Act) for securing, inter alia, efficient and effective policing for Derbyshire and to deliver value for money, being continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.
- 2.2. In discharging this overall responsibility, the Chief Constable is responsible for putting in place proper arrangements for the governance of her affairs and facilitating the exercise of her functions, which includes ensuring a sound system of internal control is maintained through the year and that arrangements are in place for the management of risk.
- 2.3. The Chief Constable for Derbyshire is responsible for maintaining the Queen's peace and has direction and control over the officers and staff operating within Derbyshire Constabulary. The Chief Constable holds office under the Crown and is appointed by the Commissioner.
- 2.4. The Chief Constable is accountable in law for the exercise of policing powers and to the Commissioner for the delivery of efficient and effective policing, management of resources and expenditure by Derbyshire Constabulary. At all times the Chief Constable, her officers and staff remain operationally independent in the service of the public. In discharging her overall responsibilities, the Chief Constable is responsible for establishing and maintaining appropriate risk management processes, governance arrangements and ensuring that there is a sound system of internal control which facilitates the effective exercise of these functions.
- 2.5. The Chief Constable appointed a professionally qualified Chief Financial Officer (CFO) for Derbyshire Constabulary with effect from 22 November 2012. In March 2019 both the Chief Constable and Derbyshire Fire and Rescue Service approved the creation of a permanent Joint CFO role to cover both organisations.
- 2.6. Under the Police Reform and Social Responsibility Act 2011 the Chief Constable's CFO has a personal fiduciary duty by virtue of their appointment as the person responsible for the proper financial administration of Derbyshire Constabulary. This includes requirements and formal powers to safeguard lawfulness and propriety in expenditure (Section 114 of the Local Government Act 1988 as amended by paragraph 188 of Schedule 16 to the Police Reform and

Social responsibility Act 2011 (“2011 Act”). The Chief Constable’s CFO is a key member of Derbyshire Constabulary’s Chief Officer Team, helping it to develop and implement strategy and to resource and deliver the Commissioner’s strategic objectives sustainably and in the public interest. The CFO is actively involved in, and able to bring influence to bear on, all strategic business decisions of the Chief Constable to ensure immediate and longer term implications, opportunities and risks are fully considered. The CFO leads the promotion and delivery by the Chief Constable of good financial management so that public money is safeguarded at all times and used appropriately, economically, efficiently and effectively. The CFO ensures the finance function is resourced to be fit for purpose and oversees that appropriate management accounting systems, functions and internal controls are in place so that finances are kept under review on a regular basis. The arrangements in place are in line with the expectations set out in the CIPFA Financial Management Code 2019.

- 2.7. Under s.35 of the 2011 Act in exercising her functions the Chief Constable must ensure that good value for money is obtained and this includes ensuring that persons under their direction and control obtain good value for money in exercising their functions.
- 2.8. Derbyshire Constabulary (as a standalone entity) is legally required to produce an Annual Governance Statement. This statement helps the Commissioner to hold the Chief Constable to account for efficient and effective policing. This statement sits alongside the Statutory Accounts for the Chief Constable and gives assurance to the Commissioner of Derbyshire Constabulary’s governance arrangements.

### **3. The Governance Framework**

- 3.1. The governance framework comprises the systems and processes, culture and values by which the Chief Constable is directed and controlled and its activities through which it accounts to, engages with and leads its communities. It enables the Chief Constable to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate services and value for money. The Force Management Statement also provides a source of assurance in respect of governance and performance and a high level review of the CIPFA Code of Financial Management has not highlighted any significant areas of non compliance.
- 3.2. The Constabulary’s governance framework was in place at the year-end 31<sup>st</sup> March 2021 and is expected to be up to the date of the approval of the Statement of Accounts 2020/21.
- 3.3. This statement has been prepared for the 2020/21 financial year to state Derbyshire Constabulary’s current governance arrangements, to report on their effectiveness during the year and to outline future actions planned to further enhance the arrangements.
- 3.4. Derbyshire Constabulary has adopted a joint code of corporate governance with the Commissioner, which is consistent with the principles of the CIPFA/SOLACE Framework: Delivering Good Governance in Local Government. This statement explains how the Chief Constable has complied with the code and also meets the requirements of Section 6 of the Accounts and Audit Regulations (England and Wales) 2015 in relation to the publication of a statement on internal control. This is underpinned by the governance framework as follows.
- 3.5. A Joint Audit Risk and Assurance Committee (JARAC) is in place providing independent assurance to both the Commissioner and the Chief Constable on the adequacy (excluding Professional Standards) of:-
  - Risk Management and the internal control framework of the Commissioner and Chief Constable.
  - Governance arrangements including providing for value for money.
  - Support and review work of audit providing assurance on risk management, internal controls and the annual accounts.
  - Appointment of internal audit & recommendations on external audit provision.
  - Appropriate scrutiny of annual accounts, with advice from External Audit, especially the financial reporting process.

#### **4. Corporate Governance Reporting and Processes**

- 4.1. Derbyshire Constabulary's Chief Officer Team, led by the Chief Constable, is responsible for ensuring Derbyshire Police has a corporate governance framework that reflects the principles of openness, integrity, accountability and equality, and supports the delivery of quality policing.
- 4.2. The governance framework enables Derbyshire Constabulary to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost-effective services, including achieving value for money. An annual review of this framework takes place and appropriate improvements are made to ensure that it remains fit for purpose. The Constabulary also carries out regular performance reviews, where each Chief Officer holds the Division or Department to account for their performance. This has been further augmented by the introduction of a Performance Assurance Board to provide additional focus on overall policing performance and a Design Board to approve and oversee significant projects. The Design Board, consisting of the Strategic Leadership Team, also review business cases and priorities with further scrutiny from the Finance Futures Board, to assess funding decisions. This is made up of key representatives of the Constabulary and Police and Crime Commissioners Office
- 4.3. The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Constabulary's policies, aims and objectives, to evaluate the likelihood and potential impact of those risks being realised and to manage them efficiently, effectively and economically.

#### **5. Organisational Structures and Processes**

- 5.1. Decision making structures are well established and are regularly reviewed to ensure they are fit for purpose. The Commissioner's Police and Crime Plan sets out policing priorities and the resourcing of those priorities. It reflects the areas of greatest importance locally, identified through consultation with the public, or where performance improvement is required. Our plan and our planning process are complementary to other partnership plans such as Community Safety Partnerships, Local Criminal Justice Board, Safeguarding Boards and Local Strategic Partnerships.
- 5.2. We work closely with our partners in order to ensure consistency and alignment where possible. The Chief Constable holds regular meetings, which are attended by the Constabulary's Chief Officer Team, Divisional Commanders and Heads of Departments and senior members of staff. These meetings are used to consult on and develop policy and ensure the engagement of the senior managers of the organisation in change. The Police and Crime Plan objectives are cascaded throughout the Constabulary via Divisional and Departmental briefings and included as appropriate in individual learning and development plans.
- 5.3. The Commissioner approves an annual budget for the Constabulary activity which is aligned to the Police and Crime Plan.

#### **6. The risk management process by which Derbyshire Constabulary identifies and seeks to prevent and mitigate key risks**

- 6.1. An infrastructure has been established to support the effective management of risk and ensure that information on risks is gathered and acted on in a consistent and efficient manner. The Risk Management Group annually reviews the Risk Management Policy Statement and policy guidance and meets in year to consider changes in risk and mitigation.
- 6.2. The Constabulary recognises exposure to a wide and diverse range of risks and opportunities in securing the delivery of priorities and objectives. All employees, volunteers, contractors and partners are responsible for identifying and managing risks as part of their role and the Director

of Finance and Business Services, as corporate sponsor, ensures that risk management is supported and championed at Chief Officer Team level and throughout the Constabulary.

- 6.3. The Risk Management Policy provides clear guidance by which the Constabulary manages uncertainty in a structured and effective way. The risk management framework and infrastructure provide a solid foundation for risk management and standard for consistency ensuring that information on risks is gathered and acted upon in an efficient manner. This is captured in a computerised system to manage risks and enable greater analytical information of risks.
- 6.4. Risk management is fully embedded into the business planning process in order to identify the threat, harm and risk facing the Constabulary in order to prioritise and identify areas which need resourcing. The Constabulary maintains a hierarchy of risk registers for strategic, operational, project and programme risks. The strategic risks are subject to scrutiny by the JARAC.
- 6.5. The Risk Management Board, chaired by the Director of Finance and Business Services, meets quarterly to monitor changes to the Constabulary risk profile and process. The Commissioner has a risk champion who attends the meeting to maintain a strategic overview of risk management issues in the Constabulary. This is attended annually by a member of the JARAC.

## **7. Business Continuity**

- 7.1. Derbyshire Constabulary has robust plans in place to ensure business continuity following incidents. The Business Continuity Steering Group, comprising of relevant departmental representatives assist the Business Continuity Manager in developing the business continuity management process and respond to any business continuity crisis, as required.
- 7.2. Business Continuity arrangements involve close liaison with other partners and business continuity links have been strengthened with Derbyshire Fire & Rescue Service. Recent planning for Brexit also involved working with a wide range of partners across Derbyshire.

## **8. Insurance**

- 8.1. The Commissioner continues to maintain, develop and renew its insurance programme in order to minimise financial risks.

## **9. Health and Safety**

- 9.1. Derbyshire Constabulary takes very seriously its responsibility for the health and safety of all who attend the premises where the business of Derbyshire Constabulary is conducted or are affected by our undertaking. The overall responsibility for health and safety matters rests with the Chief Constable, who ensures that effective procedures and processes are in place including a Health and Safety Committee.

## **10. Reviewing and updating standing financial instructions, a scheme of delegation and supporting procedure notes/manuals, which clearly define how decisions are taken and the processes and controls required managing risks**

- 10.1. The Financial Handbook is reviewed and updated regularly to ensure it remains fit for purpose. Following the decision to appoint a Joint CFO for the Constabulary and DFRS, some financial rules have been reviewed to ensure close alignment between the two organisations. Procedure notes and manuals are in place for all key systems and are also reviewed regularly. A Scheme of Delegation sets out financial authorisation levels for police officers and staff throughout the organisation. A Medium Term Financial Strategy is in place and is fully linked to the organisation's strategic objectives. At an operational level, rigorous and regular budget monitoring takes place and a well-established fraud assurance programme is in place. Robust management of income collection and debt recovery continues.

## **11. Ensuring compliance with relevant laws and regulations, internal policies and procedures, and that expenditure is lawful**

- 11.1. Processes for ensuring compliance with relevant law and regulations are well established and work effectively. The Director of Finance and Business Support has statutory responsibilities in this regard, and Internal Audit provides an assurance function and an annual independent objective opinion on the control environment, comprising risk management, internal control and governance.
- 11.2. All reports to the Chief Officer Team and Project Boards together with all reports presented to the Commissioner must consider legal implications.

## **12. Determining the conditions of employment and remuneration of officers and staff, within appropriate national frameworks**

- 12.1. Processes for determining the conditions of employment and remuneration of officers and staff within appropriate national frameworks are well established. Modernisation of police pay reports go to the Chief Officer Team detailing financial impacts, risks and progress to date.
- 12.2. Regular equal pay reviews are undertaken and there is a focus on maintaining market competitive pay and benefits. The Constabulary operates an approved job evaluation scheme based upon role profiles for each post. Regular strategic and local consultation is undertaken with staff associations and trades unions.

## **13. Identifying the development needs of senior officers and staff in relation to their strategic roles, supported by appropriate training**

- 13.1. The Constabulary has an Annual Development Audit, which has been designed to take a more proactive approach to identifying, managing and monitoring work related and personal development objectives for all Police Officers and Police Staff.
- 13.2. Training programmes are available through the regional learning and development structure, the College of Policing, other professional bodies and external suppliers where appropriate.

## **14. Establishing clear channels of communication with all sections of the community and other stakeholders, ensuring accountability and encouraging open consultation**

- 14.1. Derbyshire Constabulary is committed to ensuring our service meets the needs of the people of Derbyshire. Due regard has been taken of emerging stakeholder processes such as the Commissioner's Police and Crime Plan and visits across Derbyshire.
- 14.2. Over the last year this Communication has been further supported by an "Engage" initiative designed to promote greater visibility and interaction with citizens and communities across Derbyshire. This has morphed into the 'Safer Together' Campaign. A central theme of this is the development of a comprehensive engagement strategy, facilitated by the use of the 'Derbyshire Alert' communications system as a means of consulting and sharing information with our communities.

## **15. Whistleblowing and receiving and investigating complaints from the public and handling citizen and other redress**

- 15.1. A confidential reporting policy is in place to enable officers and staff to report any concerns about malpractice or unlawful actions without fear of recrimination.
- 15.2. The Commissioner has made a commitment to putting things right and has a range of policies in order to deal with public complaints. Complaints against the Chief Constable are dealt with by



the Commissioner; complaints against police officers or police staff that are under the direction of the Chief Constable are dealt with by the Chief Constable.

- 15.3. Complaint handling in Derbyshire Constabulary is monitored in regular meetings between the Head of Organisational Learning, Culture and Ethics (OLCE) and the Chief Executive of the OPCC or the Independent Police Complaints Commissioner.
- 15.4. The Constabulary recognises that it does not always get things right. It is essential that we are open and willing to learn from our mistakes and encourage people to come forward to learn from failures. Constabulary also has an Ethics and Culture Group, which aims to provide support to decision makers and leaders on ethical issues.

## **16. Role of the Chief Finance Officer**

- 16.1. CIPFA have published a 'Statement of the Role of the Chief Finance Officer of the Police and Crime Commissioner and the Chief Finance Officer of the Chief Constable', which describes the role and responsibilities of the CFO and sets out the five key principles that define the core activities and behaviours that underpin the role and the organisational requirements required to support them. There is an expectation that organisations will comply with the statement or explain their reasons for not doing so.
- 16.2. The five key principles are that the CFO: -
  - Is a key member of the leadership team, helping it to deliver and implement strategy and to resource and deliver the Commissioner's strategic objectives sustainably and in the public interest.
  - Must be actively involved in and able to bring influence to bear on all material business decisions (subject to the operational responsibilities of the Chief Constable) to ensure immediate and longer term implications, opportunities and risks are fully considered and align with the overall financial strategy.
  - Must lead and encourage the promotion and delivery of good financial management, so that public money is safeguarded at all times and used appropriately, economically, efficiently and effectively.
  - Must lead and direct a finance function that is resourced to be fit for purpose.
  - Must be professionally qualified and suitably experienced.
- 16.3. The Chief Finance officer undertakes the role in accordance with the arrangements detailed in the Home Office Financial Management Code and compliance with the CIPFA Financial Management code.

## **17. Standards of Behaviour**

- 17.1. Codes of conduct are in place for police officers and police staff. Relevant officers in the Constabulary are also subject to professional codes of conduct for their particular profession. For example, the Chief Constable's Chief Financial Officer is bound by the code of the Chartered Institute of Public Finance and Accountancy (CIPFA), of which he is a member.
- 17.2. At least once a year, the Constabulary's policy on professional standards is reviewed by the OLCE and assessed based on its effectiveness and discrepancies over that period. Derbyshire Constabulary expects all members of staff to always be honest, truthful and sincere. We will uphold, administer and enforce all laws without bias or prejudice in a just, consistent and reasonable manner.

## 18. Review of Effectiveness and Conclusion

- 18.1. The Chief Constable has responsibility for conducting a review of the effectiveness of the governance framework within Derbyshire Constabulary at least annually. This review is informed by the work of the Director of Finance and Business Services and managers within Derbyshire Constabulary who have responsibility for the development and maintenance of the governance environment. In preparing the Annual Governance Statement for 2020/21 the Commissioner has placed reliance on this review and the Annual Governance Statement of Derbyshire Constabulary.
- 18.2. Internal Audit provided an independent opinion on the adequacy and effectiveness of the system of internal control and concluded that reasonable assurance can be given regarding the overall internal control environment, with no areas of concern identified by Internal Audit during 2019/20.
- 18.3. In the Annual Audit Letter for 2019/20, the External Auditor reported that they had issued an unqualified opinion on the Statement of Accounts and an unqualified conclusion on the Constabulary's arrangements for securing economy, efficiency and effectiveness in use of resources. They also reported that they had not identified any significant weaknesses in the Constabulary's internal control arrangements.
- 18.4. The annual inspections of police effectiveness, efficiency and legitimacy (PEEL) undertaken by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) looked at three key areas. (*The assessment for Derbyshire Police is show in italics*)

Derbyshire Constabulary was inspected in tranche three and we found:



the extent to which the force is effective at reducing crime and keeping people safe requires improvement.



the extent to which the force operates efficiently and sustainably requires improvement.



the extent to which the force treats the public and its workforce legitimately is good.

- 18.5. Following the last PEEL assessment in 2019, HM Inspector of Constabulary stated

I have concerns about the performance of Derbyshire Constabulary in keeping people safe and reducing crime. I have seen some deterioration in performance in important areas, including operational effectiveness and efficiency.

Last year I reported on the force's poor performance in accurately recording crime. I have been monitoring this closely, and am encouraged by the results of a more recent audit which indicates that improvements are being made.

The constabulary tackles serious and organised crime well, but more thorough supervision and management of suspects is needed in other, more commonly occurring types of crime.

Derbyshire Constabulary needs to improve how it keeps vulnerable people safe; some people at risk are not being adequately protected. More consistency is needed when responding to them in a timely manner, along with closer co-operation with local partners to support them.

Derbyshire Constabulary needs to improve how well it understands current and future demand. It also needs to gain a better understanding of the skills its workforce currently has and those it is likely to need in years to come. I am encouraged that there has been recent meaningful investment in new IT systems and specialist staff to achieve this.

The force continues to uphold an ethical culture and promote well the standards of professional behaviour it expects.

My overall assessment is that Derbyshire Constabulary's performance has declined since our last inspection. I am reassured however that the force has taken a range of immediate steps to address the matters highlighted in our inspection, and I will monitor improvements closely

- 18.6. In response to the inspection, the Constabulary maintains a Force Improvement Group to focus on the actions needed to improve performance and the arrangements in place. A comprehensive performance framework is now in place and significant improvements are already being seen in the areas of demand management, investigations, outcomes and resolution. This is monitored through the Performance Assurance Board and also the PCC's Strategic Priorities Assurance Board (SPAB) with further scrutiny through the JARAC.
- 18.7. HMICFRS also carried out a Custody inspection and Crime Data integrity inspection for Derbyshire Police as part of a rolling programme of inspections across police forces over recent years. There were some immediate remedial actions required in respect of custody facilities which have now been actioned and in the follow up inspection the Inspectorate recognised the progress made in both areas. Again, this is monitored through the Performance Assurance Board and SPAB.
- 18.8. We have been advised on the implications of the results of the review of the effectiveness of the governance framework by JARAC and that the arrangements continue to be regarded as fit for purpose in accordance with the governance framework. Having undertaken the review of governance, the following areas have been identified that are considered important in maintaining and strengthening the internal control environment. These areas will be tracked by the Constabulary and the JARAC over the next 12 months.

Governance Areas	Action
The Constabulary is modelling the financial challenges in its Medium Term Financial Plan, considering the balance between investment, borrowing, reserves and savings	Our current best, medium and worst case model for 2022/23 shows a range of between £5.1m surplus and £12.5m deficit, with a more probable likelihood of a budget shortfall of between £2.6m and £4.95m depending primarily on funding assumptions. However, this will be updated in the autumn through a revised strategy and to reflect the challenges of COVID 19. The Force balanced its budget in 2020/21 without the need to use its reserves and has developed a savings strategy to sustain the current investment and meet the funding gap.
<p>The Constabulary is building closer links with Derbyshire Fire and Rescue Service with the decision to create a permanent joint CFO role as well as closer integration of Assets, Procurement and Fleet teams.</p> <p>As part of this closer working the Constabulary and Derbyshire Fire and Rescue Service will look at how they align their financial regulation and contract procedure rules, along with the potential to create more joint contracts for both organisations.</p>	<p>A joint management board is in place, which is responsible for the management and control of the business and affairs of the LLP and oversees other opportunities to work together.</p> <p>The Joint CFO role ensures alignment between Police and Fire management boards.</p> <p>Both organisations have agreed a set of core principles which are included in a collaboration agreement that formalises collaborative arrangements for Police and Fire</p>
The Home Office's replacement of the Airwave network, titled the Emergency Services Mobile Communications Programme ESMCP, has a number of significant risks, including continued	The Constabulary has a robust Board structure in place to support the implementation of critical systems, which includes representatives from the regional project team.

<p>delays to implementation, failure to meet operational needs and unknown financial implications. It is important that robust programme management is in place to ensure major risks such as these are fully understood, so that appropriate action can be taken to minimise any potential impact on the Constabulary's ability to provide efficient and effective policing in Derbyshire.</p>	<p>The Constabulary is also working with all other forces in the East Midlands Region to adopt a more consistent approach to this project and ensure that it has close links with the national project.</p>
<p>The PEEL inspection highlighted the need to make significant changes to the way crime is recorded.</p>	<p>A project team has been established to implement a detailed improvement plan with a specific improvement aimed at addressing the issues identified within the recent HMICFRS inspection. Regular updates on progress are provided to the HMICFRS.</p>
<p>Constabulary is undertaking a wide range of projects to improve and develop the police estate so that it meets the future needs for policing across Derbyshire. It is essential that these programmes are co-ordinated and managed effectively.</p>	<p>Strategic and operational estates boards are in place to assess priorities for estates investment and oversee Estates projects.</p> <p>The joint Property team is now in place with Derbyshire Fire and Rescue Service following the appointment of the Joint Head of Strategic Estates for the two organisations and a joint Asset Management Plan has been agreed.</p>
<p>The Constabulary has an ambitious change management programme aimed at transforming the way that the Constabulary does business.</p>	<p>A Design board chaired by the Deputy Chief Constable (DCC) is in place supported by a Finance Futures Board to consider funding options and challenges and programme management arrangements have been thoroughly reviewed.</p> <p>There is now a stand-alone Business Change and Innovation Team. Investment has been made to ensure that there are the right resources with the right skills to deliver change across the organisation. At this board, all change will be viewed, mapped and directed to ensure it is all developing the force in the right direction, improving services provided, co-ordinating effort, providing value for money and realising business benefits</p>
<p>Information management and the effective use of data is key to effective policing in the future. It is essential that the Constabulary has sound arrangement to analyse data and effective and appropriate data sharing protocols to protect against inappropriate disclosure.</p>	<p>The Constabulary has a governance structure in place to oversee this the effective use, sharing and storing of data through the DCC and Head of Information Management.</p>

## **19. Coronavirus impact on Governance Arrangements**

- 19.1 Provisions have been put in place through the Coronavirus Act which allow the Constabulary and the Office of the Police and Crime Commissioner to allow on line meetings and decisions. As a result, the Annual Governance Statement and the Statement of Accounts can be approved even if a physical meeting cannot be held. The Constabulary has continued to ensure services continue and policing activities continue. However, challenges remain in the criminal justice sector with continued monitoring of the impact. An emergency command structure is in place and sickness and the impact on services to the community has been limited through swift action to protect staff and introduce new ways of working. Comprehensive risk assessments have been carried out for the Force in agreement with representative bodies and continue to be assessed as new guidance is issued. The SPAB and JARAC continue to receive updates on the arrangements that are in place.

## **20. Declaration**

- 20.1. We propose over the coming year to take steps to address the above matters to further enhance our governance arrangements. We are satisfied that these steps will ensure that Derbyshire Constabulary's governance processes will remain effective in a changing environment. We will continue to monitor their implementation and operation.

Signed:

Signed:

**Chief Constable of Derbyshire  
Constabulary**

**Joint Director of Finance and Business  
Services**

Date: 30<sup>th</sup> July 2021

Date: 30<sup>th</sup> July 2021

## **DEFINITIONS**

### **Accounting Period**

The period of time covered by the accounts, normally a period of twelve months commencing on 1 April.

### **Accruals**

The concept that income and expenditure are recognised as they are earned or incurred, not as money is received or paid.

### **Agency and Contracted Services**

Services which are performed by, or for, another Authority or public body where the agent or contractor is reimbursed for the cost of work done.

### **Budget**

A statement of the Group's (financial) plans for a specific period of time. A budget is prepared and approved by the Commissioner prior to the start of the financial year. The Commissioner's budget is prepared on an out-turn basis which means that increases for pay and prices during the financial year are contained within the total budget figure.

### **Capital Adjustment Account**

The capital adjustment account reflects the difference between the cost of fixed assets consumed and the capital financing set aside to pay for them. It provides a mechanism between the different rates at which assets are depreciated under the Code and are financed through the capital controls system.

### **Capital Expenditure**

Expenditure on the acquisition of a fixed asset or expenditure which adds to the life or value of an existing fixed asset.

### **Capital Financing Requirement**

The Capital Financing Requirement represents capital expenditure financed by borrowing and not by capital receipts, revenue contributions, capital grants or third party contributions at the time of spending. It measures the Commissioner's underlying need to borrow for a capital purpose.

### **Chief Constable**

The Chief Constable is a separate corporation sole which was established on 22 November 2012 under the Police Reform and Social Responsibility Act 2011.

### **CIPFA**

The Chartered Institute of Public Finance and Accountancy. This is the main professional body for accountants working in the public services.

### **Commutations and lump sum retirement benefits**

These are the amounts paid to officers when they retire, if they choose to have a lower pension.

### **Contingent Assets/Liabilities**

A potential asset/liability at the balance sheet date when the accounts are submitted for approval. The asset/liability will be included in the balance sheet if it can be estimated with reasonable accuracy otherwise the asset/ liability will be disclosed as a note to the accounts.

### **Corporate and Democratic Core**

This represents the costs of delivering public accountability and representation in policy making and meeting our legal responsibilities.

### **Creditors**

Amounts owed for work done, goods received or services rendered which have not been paid for by the end of the financial year.

### **Debtors**

Sums of money due for work done or services supplied but not received at the end of the financial year.

**Defined Benefit Scheme**

A pension or other retirement benefit scheme, with rules that usually define the benefits independently of the contributions payable and where the benefits are not directly related to the investments of the scheme. The scheme may be funded or unfunded.

**Depreciation**

The measure of the wearing out, consumption, or other reduction in the useful economic life of a fixed asset, whether arising from use, the passing of time or obsolescence through technological or other changes.

**Fixed Assets - Intangible**

Intangible assets are defined as 'non financial fixed assets that do not have physical substance but are identifiable and are controlled by the entity through custody or legal rights', for example, software licences.

**Formula Grant Distribution System**

A mechanism by which Central Government determines how much Revenue Support Grant, Home Office Police Grant and Business Rates each local authority should receive in a given year to provide a common level of service. For the police service it is principally based on the resident and daytime populations, plus relevant socio-economic characteristics, for the area covered by an authority.

**Group**

The term Group refers to the Commissioner and the Chief Constable.

**Impairment**

A reduction in the value of a fixed asset below the amount shown on the balance sheet.

**Leasing**

A method of financing capital expenditure where a rental charge is paid for a specified period of time. There are two main types of leasing arrangements:-

- (a) finance leases which transfer all of the risks and rewards of ownership of a fixed asset to the lessee and such assets are included within the fixed assets in the balance sheet.
- (b) operating leases where the ownership of the asset remains with the leasing company and the annual rental is charged direct to the revenue account.

**Net Book Value**

The amount at which Plant and Equipment are included in the balance sheet and being their historical cost or current value, less the cumulative amounts charged for depreciation.

**Non Distributed Costs**

The cost of discretionary benefits awarded to employees retiring early. These are overheads which are not charged or apportioned to activities within the service expenditure analysis in the Operating Cost Statement.

**Police and Crime Commissioner (PCC)**

The Police and Crime Commissioner (PCC), known as the 'Commissioner', is a separate corporation sole which was established on 22 November 2012 under the Police Reform and Social Responsibility Act 2011.

**Provision**

An amount set aside to provide for a liability which is likely to be incurred but the exact amount and the date on which it will arise is uncertain.

**Receipts and payments**

Amounts actually paid or received in a given accounting period irrespective of the period for which they are due.

**Revaluation Reserve**

This reserve records the net gain (if any) from revaluations.