



The Police, Fire and Crime Commissioner for Cumbria  
**STATEMENT OF ACCOUNTS**  
2024/25



[www.cumbria-pcc.gov.uk](http://www.cumbria-pcc.gov.uk)

The draft Statement of Accounts was approved by the PFCC Chief Finance Officer on 17 June 2025. At this point the Grant Thornton LLP 'appointed auditor' has not yet completed her annual audit and as such has not given an opinion on the accounts. The accounts are therefore watermarked 'subject to audit'. Once the audit has been completed, which is expected to be in September 2025, the Police, Fire and Crime Commissioner will be asked to approve the Statements and the audit opinion provided will be inserted at pages 34-39 and the watermarking removed. Pages 32 and 46 of these accounts include signatures which have been removed for the purposes of publication on the website.



## Police, Fire and Crime Commissioner for Cumbria Statement of Accounts 2024/25

## About this Publication

This publication contains both the single entity financial statements for the Police and Crime Commissioner for Cumbria (the Commissioner) and the financial statements for the group position which incorporates those of the Chief Constable for Cumbria Constabulary.



The Statement of Accounts for 2024/25 is available on the Commissioner's website at [www.cumbria-pfcc.gov.uk](http://www.cumbria-pfcc.gov.uk).

The corresponding accounts for the Chief Constable can be found on the Constabulary website at: [www.cumbria.police.uk](http://www.cumbria.police.uk)



The Statement of Accounts is also available in printed format from the office of the Police and Crime Commissioner for a nominal fee of £15 per copy.

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# Police, Fire and Crime Commissioner for Cumbria

## Statement of Accounts 2024/25

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The PFCC CFO Narrative Report. For a quick, highly summarised version of this Statement of Accounts please read the next 30 pages. **The full story starts on page 33**, please read that too.

Please see page 49 for a full list of the notes to the accounts and cross references to page numbers.

Throughout this publication wherever a word, phrase or acronym is shown in teal coloured text and underlined an explanation is provided in the Glossary of Terms.



## Introduction

I am pleased to introduce the financial Statement of Accounts for the 2024/25 financial year. These financial statements sets out both the single entity statements of the Police, Fire and Crime Commissioner for Cumbria and the consolidated group position, incorporating the statements of the Chief Constable of Cumbria Constabulary. The accounts are published in accordance with the Accounts and Audit Regulations 2015.

This section of the statements is the Narrative Report. The purpose of the report is to offer readers a guide to the most significant matters reported in our statement of accounts. It sets out our overall financial position and a series of mini statements summarising and explaining the primary financial statements. It includes information on our performance and value for money. A commentary is also provided to set out the major influences impacting our income and expenditure in the current and future financial years.

By providing this information we aim to support our readers with an understandable and informative narrative on those matters most significant to our financial position and our financial and non-financial performance. This narrative report is provided as part of the overall publication of the financial statements and also as a standalone report. It can be accessed through the Commissioner's website: [www.cumbria-PFCC.gov.uk](http://www.cumbria-PFCC.gov.uk) together with the single entity statements of the Chief Constable.

## Statutory Framework

The Police, Fire and Crime Commissioner was established as a statutory entity under the Police Reform and Social Responsibility Act 2011 (PRSRA 2011). The PRSRA 2011 provides that there will be a Police, Fire and Crime Commissioner for each police area with responsibility for ensuring the maintenance of the police force for the area, securing that the police force is efficient and effective and holding the Chief Constable to account. The Commissioner has wider responsibilities than those solely relating to the police force. These include responsibility for the delivery of community safety and crime reduction, the enhancement of the delivery of criminal justice in their area and providing support to victims.

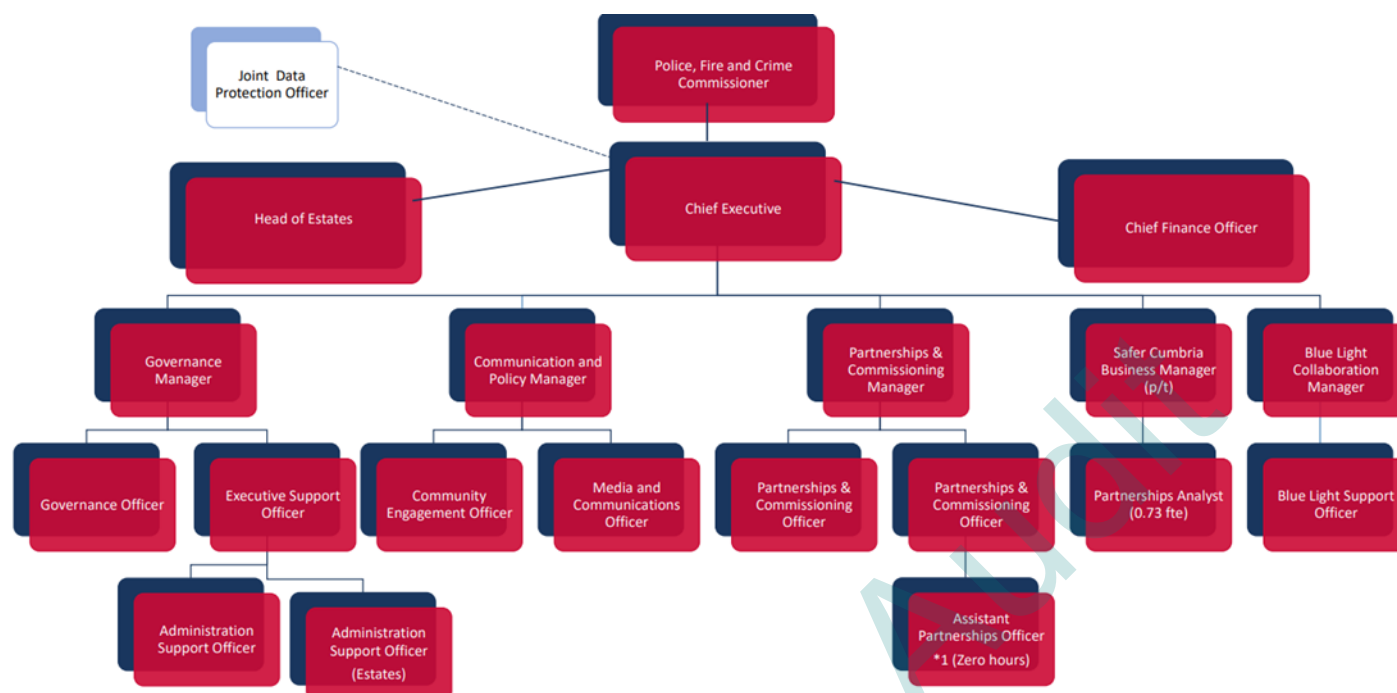
The PRSRA 2011 also established the Chief Constable as a separate statutory entity, distinct from the Commissioner and with operational independence. The Chief Constable is responsible for maintaining the King's peace and the exercise of police powers. The Chief Constable is accountable to the Commissioner for leadership of the force, the delivery of efficient and effective policing and the management of resources and expenditure.

The PRSRA 2011 sets out the statutory financial framework for the Commissioner and Chief Constable. The legislation provides for the Secretary of State to issue a financial code of practice in relation to the proper administration of financial affairs. The Home Office under the legislation issues a Financial Management Code of Practice for the Police Forces of England and Wales.

The Code supports the statutory framework further setting out the financial relationships and requirements for the Commissioner and Chief Constable.

This financial framework provides that the Commissioner receives all funding, including government grants, council tax income and other sources of income related to policing and crime reduction. The Commissioner decides the budget, allocating assets and funds to the Chief Constable. This, in addition to the powers of the Commissioner to set the strategic direction for policing, appoint, and dismiss the Chief Constable, creates a subsidiary relationship between the Commissioner and the Chief Constable. As such, the Commissioner must publish a set of group accounts in addition to single entity accounts. The Chief Constable must publish single entity accounts and provide information to the Commissioner to support the publication of the group accounts.

## Our Organisation



The Police, Fire and Crime Commissioner is supported by an office of 18.5 FTE staff, this includes two statutory officers.

The Chief Constable is accountable to the Commissioner and has responsibilities to support the Commissioner in the delivery of the strategy and objectives set out in the Police, Fire and Crime Plan. Both entities have appointed a Joint Audit Committee and a Joint Community Scrutiny Panel. The Committee and Panel comprise independent members to oversee arrangements for governance, including financial reporting and the arrangements for integrity and ethical behaviour. Four Custody Visiting Panels fulfil the statutory requirement for independent review of custody. Membership of the panels at the end of 2024/25 were: Barrow 10, Kendal 6, North Cumbria 1 and West Cumbria 11.

## Our Goals

The Commissioner sets the strategic direction for policing and wider interventions within the Police, Fire and Crime Plan, which was launched on 8<sup>th</sup> January 2025. The vision for our plan is 'Protecting Cumbria'. We want people in Cumbria to feel safe, protected and secure in their own homes and in their communities. There are five key priorities identified in the Plan, which have been developed by taking into account local concerns and national requirements:

- Putting People First.
- Providing Visible and Accessible Services.
- Protecting Vulnerable People and Communities.
- Focusing on Prevention to Protect Cumbria.
- Making Best Use of Resources.

For each priority there are a set of objectives, some of which are police specific and others that focus on the Commissioner and Chief Constable working alongside partner organisations to keep communities safe, while supporting victims and bringing offenders to justice.

We work to achieve this by holding the Chief Constable to account for the delivery of effective policing and by commissioning a range of activity and interventions with the Constabulary and our wider partners.

The Commissioner works closely across a range of partner agencies in Cumbria to deliver against identified areas of business best achieved through a partnership approach. As Chair of the Safer Cumbria Partnership the Commissioner provides a convening and assurance role in relation to the Criminal Justice System, Combatting Drugs, the Serious Violence Duty and Contest (Counter Terrorism). This is in line with national direction and statutory guidance.

## Our People

Our people are the most important resource we have in achieving our goals. Our values commit to having an empowered staff who are high performing, professional and have high levels of satisfaction in their roles. The Commissioner's Office and Constabulary perform well in relation to the gender diversity of the workforce. At Chief Officer Level, excluding the elected Police, Fire and Crime Commissioner, 66% of the single entity Chief Officers are male as are 20% of senior managers. A breakdown by gender of the number of men and women across the organisation at the end of the financial year and the number of men and women who were managers is set out below.

# Chief Finance Officer Narrative Report

Actual Employees as at 31 March 2025	PFCC		Total FTE
	Male FTE	Female FTE	
<b>PFCC Single Entity</b>			
Chief Officers	2.0	1.0	<b>3.0</b>
Senior Management	1.0	4.0	<b>5.0</b>
All Other Employees	1.0	9.5	<b>10.5</b>
<b>Total PFCC Employees</b>	<b>4.0</b>	<b>14.5</b>	<b>18.5</b>
<b>Group</b>			
Chief Officers	13.0	3.0	<b>16.0</b>
Senior Management	10.0	10.0	<b>20.0</b>
All Other Employees	978.3	1,005.3	<b>1,983.5</b>
<b>Total Group Employees</b>	<b>1,001.3</b>	<b>1,018.3</b>	<b>2,019.5</b>

## Chief Executive Report

This is the first year of the new Commissioner's term of office.

The Commissioner also holds the role of Cumbria Commissioner Fire and Rescue Authority following the transfer of Fire governance due to Local Government Reorganisation in 2023. The Fire and Rescue Authority produce their own set of accounts and are not part of the OPFCC/Constabulary group.

During the year the Commissioner has developed his first Police, Fire and Crime Plan with the support of the Constabulary and partners. This has helped establish effective relationships with key local government, criminal justice, health and third sector partners to develop initiatives and commission activities to reduce crime, support victims and enhance community safety and criminal justice.

The Police, Fire and Crime Plan contains the police and crime objectives, which all contribute toward achieving the Commissioner's overall aim of 'Protecting Cumbria'. Objectives are monitored internally by the Commissioner through his overarching Executive Board - Police. In addition, the Commissioner holds quarterly Public Accountability Conferences; a public meeting where he holds the Chief Constable to account.



# Chief Finance Officer Narrative Report

The Commissioner has continued to provide a range of services in support of victims of all crime with integrated support for victims / survivors of sexual violence and domestic abuse. This service is delivered by our commissioned provider Victim Support by way of a multi-year contract. Victims have continued to receive high quality needs led support delivered by a multi-skilled, experienced team in line with victim support's trauma informed support framework. Delivery of this contract focuses on those who want & need support and taking the service to victims. The service maximise engagement by using an individual's referred method of contact & the use of 'calendly' to book appointment at a time convenient and suitable to them. Victim support also provides options for self-help using digital self-help tools. The Service proactively work with partners creating pathways & providing comprehensive accurate referrals. Victim Support also improve awareness of victim services by training police and partners. The service develops key messages of independence from the police & statutory sector to encourage confidence to engage with the support offer. The commissioned service continued to integrate universal offer of support plus IDVA, ISVA services ensuring the different components of this service work seamlessly together in support of victims, meaning a user gets to the right support the first time.

Strengthening the support available the Commissioner provided specialist support by way of a Male IDVA, Health IDVA and a team of Children & young people IDVAs.

During 2024/25 funding was provided to the third sector to support & reduce the effects of violence against women and girls. The Freedom project was able to increase the availability of counselling sessions for victim / survivors of Domestic Abuse & reduce their waiting lists.

The women's centres, Gateway 4 Women & Women's Community Matters used funding to support victims of crime and abuse to help them cope and recover. The centres provided a core offer, delivering a whole system approach for victims across all spectrums of abuse, women experiencing domestic abuse & / or sexual violence and to women who have experience of offending or who are at risk of offending due to vulnerability. The centres build on their integrated and co-ordinated response to engage, motivate and support women in developing their knowledge, personal skills and confidence. The centres provide prevention and early intervention support to reduce escalation towards crisis, encourage reporting to police and promote well-being.

# Chief Finance Officer Narrative Report

Safety Net & The Birchall Trust were funded to provide help after domestic or sexual abuse. The services understand it is difficult to take the first step and reach out for support, but they are there to find the best approach towards recovery.

There are well established financial and governance frameworks in place to fulfil statutory, regulatory and best practice requirements, supported by the relevant professional bodies for local government and policing. This benefits from continuous development to ensure the office continues to meet the highest standards.

Public consultation and engagement are paramount to the Commissioner as he is the 'voice' for the people of Cumbria for policing. A wide range of diverse opportunities are available for the public to speak directly to the Commissioner, when the Commissioner is out in the community or by speaking to groups directly. This is further supported by the public contacting the Commissioner directly, with 861 people contacting the Commissioner in this way during 2024/25. The main themes raised in this year were in relation to police service dissatisfaction, anti-social driving and ongoing crime.

The Commissioner undertook a successful public consultation for the increase in the council tax precept for 2024/25, with 715 respondents and 60% supporting the proposal. As a result of the public consultation, the views of the Chief Constable and the unanimous support of the Police, Fire and Crime Panel, the Commissioner took the decision to increase council tax precept by £8.64 for a Band A property and £12.96 for a Band D property.

The Commissioner has continued to hold the Chief Constable to account at regular Public Accountability Conferences and weekly 1-2-1s as well as embedding an internal accountability and governance structure, including monthly Executive Board – Police meetings with the Chief Constable and the Chief Officer team which scrutinises and challenges performance across the totality of policing.

The Commissioner receives further assurance from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) and internal and external auditors, which all independently assess the effectiveness and efficiency of the Constabulary across a wide range of areas, such as their governance, financial and risk management internal controls. In conjunction with the Constabulary, the Commissioner also operates a Joint Audit Committee and a Community Scrutiny Panel. These meetings provide assurance

on the adequacy and effectiveness of internal arrangement across both organisations such as financial and risk management as well as ensuring high standards of integrity and ethical behaviour.

When areas of concerns are raised through these independent boards, they are escalated to the Commissioner's Executive Board – Police, which provides further scrutiny and oversight, ensuring actions are delivered to improve performance.

The Commissioner's staff embrace the fast-moving pace of the Office and this is evident from the work that is on-going with the Commissioner launching several key strategic campaigns in support of the new Police, Fire and Crime Plan and his commissioning strategy. In addition, work continues to explore opportunities for collaboration between blue light services, with a view to increasing efficiencies for both Cumbria Constabulary and Cumbria Fire & Rescue Service. Extensive work is underway to transfer the Constabulary's Estates Department to the Office from April 2025. As the Commissioner legally owns all the police and fire estate, the new service will provide a cost-effective estates function for both policing and fire. The Office is well placed to deal with this new challenge in 2025/2026 and will continue to drive an ambitious programme of work that seeks to bring together further collaborative opportunities across several areas of business. For example, work is being carried out to bring together a shared commercial services function between police and fire as of June 2025.

## Finance Review

### 2024/25 Grant Settlement and Budget

The Commissioner set a combined net revenue budget of £132.769m for 2024/25 on 15 February 2024. Funding of this amount came from the Police Grant settlement (£77.191m) and income from Council Tax (£55.578m). The budget represented an increase of the Council Tax precept by 4.36%, taking the Commissioner's proportion of the band D equivalent tax to £310.05 per annum. The effect of the increase is to support the medium term financial forecast and maintaining existing policing services through a period of higher inflationary pressures. The budget provided funding for the Chief Constable of £158.014m comprising a £153.270m expenditure budget to support policing and an income budget of (£4.744m). The Commissioner's budget provided £3.274m for Commissioned Services, to provide funding for partnership working across the Commissioner's wider community safety, crime reduction and victim support responsibilities and £1.119m for the Office of the Police, Fire and Crime Commissioner.

# Chief Finance Officer Narrative Report

The capital budget was set at £7.370m including schemes approved in the year and the effect of the 2023/24 capital outturn position. Capital expenditure is made up broadly of expenditure on assets that have a useful life of beyond one year. Approximately 52% of the programme related to investment in ICT, with the remainder being made up estates works, the cyclical replacement of fleet vehicles and operational equipment. The budget was funded from a combination of Revenue Contributions (1.711m), reserves (£0.742m) and a borrowing requirement (£2.686m).

The table below shows the summary revenue budget for 2024/25 as set on 15 February 2024, the revised budget (taking into account budget changes made during the year) and the outturn position. The presentation below is as the figures are reported throughout the year in the management accounts. At the year-end a number of technical accounting adjustments (required by proper accounting practice) are made. For this reason, the outturn in the table below will not reconcile directly to the Summary Comprehensive Income and Expenditure statement on page 14.

## Summary Budget and Outturn

Summary Budget & Outturn	Base Budget 2024/25 £000s	Revised Budget 2024/25 £000s	Outturn 2024/25 £000s	(Under)/ Overspend 2024/25 £000s
Constabulary Budget	158,014	155,929	155,506	(423)
Office of the PFCC	1,119	1,184	1,194	10
Other PFCC Budgets	12,993	14,024	14,195	171
Grants/Contributions	(33,983)	(36,771)	(37,048)	(277)
<b>Net Expenditure before reserves movements</b>	<b>138,143</b>	<b>134,366</b>	<b>133,847</b>	<b>(519)</b>
To/(From) Reserves	(5,374)	(1,597)	(1,078)	519
<b>Net Expenditure</b>	<b>132,769</b>	<b>132,769</b>	<b>132,769</b>	<b>0</b>
Government Grants	(77,191)	(77,191)	(77,191)	0
Council Tax	(55,578)	(55,578)	(55,578)	0
<b>Total External Funding</b>	<b>(132,769)</b>	<b>(132,769)</b>	<b>(132,769)</b>	<b>0</b>

The Constabulary gross expenditure budget is made up of funding for employee costs, amounting in total to £143.865m, which is broken down into Police Officers £109.907m, PCSOs £1.748m, Police Staff £29.755m and other employee costs of £2.455m. The remainder of the budget relates to non-staff costs including, transport costs of £2.695m and supplies/other costs of £18.532m. Income of (£9.163m), which is generated through policing activities, is also shown within the Chief Constable's budget.

The Commissioner's budgets comprise of the costs of running his office £1.119m and the net position on a range of other costs. These include estates costs £5.699m for premises used by the Constabulary and Commissioner, Commissioned Services and Sexual Assault support £3.274m to deliver the Police and Crime Plan and budgets to finance capital expenditure and the costs of technical accounting adjustments. PFCC other budgets also include the costs of insurance and past pension costs.

## In-Year Financial Performance

Revenue Expenditure: The out-turn position for 2024/25 is an underspend of £0.519m. The overall overspend is made up of an underspend of (£0.096) on the budgets managed by the Commissioner and overspend of £0.423m on those held by the Constabulary. The core underspend equates to 0.39% of the revised net budget of £134.366m, which is within the target for the revenue expenditure to be within 1% of the budget at out-turn.

In overall terms budgets managed by the Commissioner were (£0.096m) under budget. This was largely attributable to a combination of, increases in investment income (£0.068m) and grants and contributions (£0.277m) offset by increased costs of insurances £0.047m, increased contributions to provisions for insurance and legal claims £0.267m.

In 2024/25 the Constabulary was £0.423m under budget. The officer pay budget was overspent by £0.132m because of changes to the workforce plan and a conscious decision to recruit additional uplift officer targets asap to secure additional specific grant from the home office. The transport budget was overspent (£0.318m) largely as a result of the increase in inflation vehicle fuel and repairs and maintenance.

However, this was offset by savings on police staff (£0.129m), PCSO (£0.167m), reduced supplies and services related spend (£0.270m) and additional income (£0.552m).



In relation to the underspend of £0.519m, a sum of £0.380m has been set aside in a budget c/fwd reserve to meet costs agreed in 2024/25 which will not be incurred until 2025/26, a sum of £0.157m set aside in an estates rationalisation reserve and the balancing sum of 0.018m drawn down from the budget support reserve from funds set aside earlier in the year.

The Commissioner maintains the Property Fund which is a short-term diversionary funding opportunity for community organisations across Cumbria. The budget for the fund is determined by the accumulation of property coming into the possession of the police under the Police Property Act 1987 and the Powers of the Criminal Courts Act 1973.

The Commissioner in 2024/25 re-introduced the Community Fund, a separate short-term diversionary funding opportunity for community organisations across Cumbria. This shares similar values and expectations to the Property Fund, but the available funding is generated from the OPFCC Commissioning Budget and not from disposal of property coming into the possession of the police. During 2024/25 awards totalling £0.129m were made to 61 applications.

The 2024/25 Capital Expenditure Outturn amounted to £3.884m against a revised budget of £6.160m.

## The Financial Statements

This section of the narrative report provides an explanation of the various parts of the financial statements alongside a high-level summary and narrative on the financial position. The aim of the statements are to demonstrate to the reader the overall financial position of the Commissioner at the end of the financial year, together with the cost of the services provided during the year and the financing of that expenditure. The reporting format is specifically designed to meet the requirements of the Code of Practice on Local Authority Accounting. A series of notes are provided to assist readers in their understanding of the statement, whilst the presentational format is designed to make for easier reading by those who access the document through the Commissioner's website.

# Chief Finance Officer Narrative Report

The key financial statements are:

- The Comprehensive Income and Expenditure Statement (CIES)
- The Movement in Reserves Statement (MiRS)
- The Balance Sheet (BS)
- The Cash Flow Statement (CFS)
- The Police Officer Pension Fund Accounts

## Comprehensive Income and Expenditure Statement

The Comprehensive Income and Expenditure Statement (CIES) shows the cost of policing and other services provided in the year and the income from government grants and council tax that fund those services. The CIES is shown on page 42 of the full statement of accounts. An expenditure and income analysis that sets out what those costs are (e.g. staffing, transport etc.) is provided in note 6 on page 60.

The table below sets out a summary CIES statement.

Summary CI&ES	Gross Expenditure 2024/25 £000s	Gross Income 2024/25 £000s	Net Expenditure 2024/25 £000s
Cost of Police Services	137,072	(25,663)	111,409
<b>Cost of Services</b>	<b>137,072</b>	<b>(25,663)</b>	<b>111,409</b>
Other Operating Expenditure	16,440	(16,582)	(142)
Financing Costs and Investment Income	59,483	(11,303)	48,180
Council Tax and Grant Income	0	(138,278)	(138,278)
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>212,995</b>	<b>(191,826)</b>	<b>21,169</b>
Other Comprehensive Income and Expenditure			(127,170)
<b>Total Comprehensive Income and Expenditure</b>			<b>(106,001)</b>

The statement shows that the net cost of providing services in the year amounted to £111.409m, which is predominantly the costs of policing.

In addition to showing the cost of services, the CIES also sets out net financing costs of £48.180m. The most significant element of financing costs comprise pension charges £48.790m. These charges are calculated in accordance with generally accepted accounting practices and do not all need to be funded in the 2024/25 financial year. Financing costs also include the costs of borrowing (capital financing). These costs are extremely low other than those that fund the Workington PFI building.

This is because the capital programme is funded internally using cash reserves to reduce investment risk and reflect the relatively low interest rates available on investing such balances, although it is recognised that this may change given the recent increases to interest rates. At the end of the financial year £21.772m (inclusive of PFI contract and Finance Leases) of the capital programme is funded using cash backed internal reserves rather than borrowing from the open market. At some point in the future, due to a planned reduction in reserves, the Commissioner will need to consider external borrowing.

Showing expenditure and income within this statement in accordance with generally accepted accounting practices results in expenditure exceeding income (a deficit on the provision of services) by £21.169m. Further 'Statutory Accounting' adjustments in relation to the revaluation of land and buildings and actuarial changes on the pension schemes of (£127.170m) classed as income through the 'other comprehensive income and expenditure' line results in an overall position on the statement of a surplus of (£106.001m). This is an accounting deficit that is taken to Unusable Reserves. Page 11 of this summary sets out the out-turn position based on the management accounts and excluding the technical accounting entries required for the CI&ES. The management accounts show an underspend of £0.519m against the 2024/25 budget.

## **Movement in Reserves Statement**

This statement shows the different reserves held by the Commissioner. These are analysed into 'Usable Reserves' and 'Unusable Reserves'. Usable reserves can be used to fund expenditure. They may help to pay for future costs or reduce the amount we need to raise in council tax to meet our expenses. Unusable Reserves are principally technical accounting adjustments. The Movement in Reserves Statement shows the opening balance on all reserves at the start of the year, movements in year and the closing balance. The Movement in Reserves statement is shown on page 44 in the full statement of accounts. The table below sets out a summary movement in reserves statement.

# Chief Finance Officer Narrative Report

Summary Movement in Reserves	Balance 31/03/2024 £000s	Movements 2024/25 £000s	Balance 31/03/2025 £000s
Police Fund	4,000	0	4,000
Earmarked Revenue Reserves	23,158	300	23,458
Earmarked Capital Reserves	2,013	(1,719)	294
Capital Receipts	2,231	(707)	1,524
Total Usable Reserves	<b>31,402</b>	<b>(2,126)</b>	<b>29,276</b>
Unusable Reserves	(1,029,747)	107,765	(921,982)
Total Reserves	<b>(998,345)</b>	<b>105,639</b>	<b>(892,706)</b>

Movements in usable reserves for 2024/25 show a net balance of £2.126m. This is the cumulative position recording the amounts we have drawn down from and contributed to specific (earmarked) reserves to help fund expenditure during the year. There are separate accounts to record our receipt and use of income from the sale of property and government grants for capital expenditure.

At the end of the year, the Police Fund at 31 March 2025 stands at £4.0m and provides for unplanned financial risks. Earmarked revenue reserves are £23.458m. These reserves provide for a number of specific operational contingencies, one off budget/project costs and funding to meet future liabilities in respect of insurances and the PFI contract. The balance of capital reserves as at 31 March 2025 was £0.294m, capital reserves are those set aside to fund the capital programme. Further detail on earmarked reserves is provided within note 8 to the statement of accounts on pages 65-66.

At the 31<sup>st</sup> March 2025 we have negative unusable reserves of (£922m). Unusable reserves provide a mechanism through which transactions are entered into the accounts in accordance with accounting standards. They also provide the means to manage differences in the timing and calculation of those transactions and the actual expenditure or income we need to charge to our accounts. For example, our properties are regularly re-valued. When this happens any increase in their value is shown in a revaluation reserve. The reserve 'records' the additional income we may receive when the property is sold, but it is 'unusable' until we decide to dispose of the property and achieve a sale. When we sell, the revaluation reserve will be reduced by any increase in value that was recorded before sale. The actual income we receive will be shown in our usable capital receipts reserve, where it can be used to fund new capital expenditure. The balance on our unusable reserves reflects the position following the required accounting transactions.

The cumulative position for unusable reserves includes reserves of:

- £59.707m in respect of the revaluation reserve and capital adjustment account, recording accounting transactions for our capital assets.
- (£0.978m) in respect of negative pensions reserves. The pensions reserves record accounting transactions for the Police and Local Government Pension Schemes and recognise the future liabilities under the pension schemes. Unlike the LGPS, the police pension schemes are ‘unfunded’ meaning that they do not have any assets that have been built up to meet future liabilities, for this reason, the police pensions scheme carry a large liability of £977m. The change in the balance on these reserves in 2024/25 is negative and is as a result of changes in actuarial assumptions that have decreased scheme liabilities.

## The Balance Sheet

The balance sheet shows the value as at the balance sheet date (31 March 2025) of the Commissioner’s assets and liabilities. The balance sheet is shown on page 46 in the full statement of accounts. The table below sets out a summary balance sheet.

Balance 31/03/2024 £000s	Summary Balance Sheet	Balance 31/03/2025 £000s
74,402	Property, Plant & Equipment	79,570
1,127	Other Long Term Assets	1,350
26,834	Current Assets	26,508
(14,911)	Current Liabilities	(15,431)
(1,085,797)	Long Term Liabilities	(984,703)
<b>(998,345)</b>	<b>Net Liabilities</b>	<b>(892,706)</b>
31,402	Usable Reserves	29,276
(1,029,747)	Unusable Reserves	(921,982)
<b>(998,345)</b>	<b>Total Reserves</b>	<b>(892,706)</b>

The balance sheet shows property, plant and equipment assets, which include the Commissioner’s estate, fleet of vehicles and ICT/communications equipment, with a value of £79.570m. Of this, land and buildings comprise £66.575m. Long terms assets are comprised of intangible assets (predominantly computer



software) £0.855m. Current assets are principally made up of debtors £18.818m, inventories £0.698m and cash/cash equivalents £4.354m and have a total value of £26.508m. Investments are made in accordance with the Commissioner's treasury management strategy and support the management of reserves and cash flows.

Debtors' balances (held with in the Current Assets total on the summary balance sheet) are primarily made up of institutional debtors, for example central government, and prepayments. This means that the risk of not receiving the debt remains low. The Commissioner has a good collection record in respect of debtor invoices raised for services provided. During 2024/25 there were no debtors invoices authorised to be written off as not collectable. The provision for impaired or doubtful debts stands at £16,307 against the future risk that not all outstanding invoices will prove to be 100% collectable, this figure is increased from the previous year of £11,178. The Commissioner's debtors include a share of the debtors recorded by the two Unitary Council's in respect of council tax. This debt amounts to £3.872m and is reduced by the Commissioner's share of their respective bad debt provisions of £1.779m. See note 14 to the statement of accounts (Page 75).

Balance sheet liabilities are amounts owed by the Commissioner. They include creditors, PFI debt, pensions and finance lease liabilities. They are split between short term (current) and long term liabilities, the current liabilities being those amounts due to be paid within 1 year. The most significant element of current liabilities are short term creditors which total (£14.932m).

The combined short and long term liability on the PFI scheme amount to (£3.402m) at 31<sup>st</sup> March 2025. Long term liabilities are the most significant figure on the balance sheet, showing a balance of (£985m) ((£1,085m) in 2023/24). The main element of this amount is a pension's deficit of (£978m) ((£1,080m) in 2023/24) for the Local Government Pension Scheme (LGPS) and the Police Pension Scheme. However, this deficit will be funded over a number of years, with financial support from Central Government, meaning that the financial position of the Commissioner remains healthy.

## The Cash Flow Statement

The Cash Flow Statement shows the changes in cash held in bank accounts and changes in Money Market funds. Money Market funds are an alternative way of depositing cash to earn interest. The cash can be

# Chief Finance Officer Narrative Report

withdrawn from the fund without having to give notice and they are therefore referred to as cash equivalents.

The statement shows how the Commissioner generates and uses cash and cash equivalents. Cash flows are classified within the cash flow statement as arising from operating activity, investing activity and financing activity. The statement is shown on pages 47-48 of the full statement of accounts. The table below sets out a summary cash flow statement.

Cash flows 2023/24 £000s	Summary Cash Flow Statement	Cash flows 2024/25 £000s
(13,097)	<b>Cash &amp; Cash Equivalents 1 April</b>	<b>(5,136)</b>
	Net Cash Flow from:	
3,225	Operating Activity	(5,515)
4,472	Investing Activity	7,708
264	Financing Activity	(1,411)
(5,136)	<b>Cash &amp; Cash Equivalents 31 March, made up of:</b>	<b>(4,354)</b>
(1,846)	Bank Accounts	(1,843)
(3,290)	Money Market Funds	(2,511)

The table shows a cash outflow of £5.515m from operating activity. This is the net of our cash income including government grants, council tax and charges for services, less how much cash has been paid out, for example for salaries and goods that have been purchased. Cash flows from investing activity show an outflow of £7.708m and primarily represents the net balance of investment deposits less the amount of cash received when the investment comes to the end of its term. Investment activity provides a way to manage resources that will be used to fund future expenditure, earning interest on any balances. Investment activity also includes cash flows from the purchase and sale of capital assets (e.g. property). Cash flows arising from financing activities show a net cash inflow of (£1.411m), this being amount of cash repaid in relation to financing and borrowing. The Commissioner has no borrowing other than that which relates to finance leases and the PFI agreement. An amount of £299k was paid to reduce those debts during the year.

The Commissioner's cash flow statement shows an overall balance of (£4.354m), compared to (£5.136m) in 2023/24, reflecting a decrease in cash and cash equivalents of £0.782m over the year. At the end of the year (£2.511m) of the Commissioner's cash deposits was held in money market funds and (£1.843m) in banks.

# Chief Finance Officer Narrative Report

## Police Officer Pension Fund Account

This statement sets out the transactions on the police officer pension fund account for the year. The statement records all the contributions that have been made during the year to the pension fund. These are primarily contributions from employees and the Constabulary as employer. Contribution rates are set nationally by the Home Office. There are also small amounts of other contributions. These are either transferred contributions, where members join the Constabulary and pension scheme during the year, through transfer from another police force, and transfer in their existing pension benefits. Other contributions also include additional payments made by the employer to cover the cost of ill-health retirements. The fund records the pensions (benefits) that are paid out of the fund to its members. Any difference between the contributions received into the fund and the amount being paid out is met by government grant. This means the police pension fund always balances to nil.

Pension Fund 2023/24 £000s	Summary Police Pension Fund	Pension Fund 2024/25 £000s
(16,588)	Contributions - Employer	(19,923)
(7,193)	Contributions - Officers	(7,731)
(268)	Contributions - Other	(191)
40,539	Benefits Payable	44,183
55	Other Payments	102
<b>16,545</b>	<b>Net Amount Payable</b>	<b>16,440</b>
(16,545)	Contribution from Home Office	(16,440)
0	Net Amount Payable	0

The statement identifies contributions into the fund of (£19.923m) from the Constabulary (employer) and (£7.731m) from police officers. Employer contribution rates in 2024/25 were at 35.3%. In total £44.183m of pensions have been paid out of the fund. The balance between contributions and those pensions' benefits of £16.440m has been funded by Home Office. The full police officer pension fund account is shown on pages 97 to 98 of the financial statements accompanied with a page of explanatory notes.

## Supporting Information to the Financial Statements

The key financial statements are supplemented by an explanation of the accounting policies used in preparing the statements. They also contain a comprehensive set of notes that explain in more detail a number of entries in the primary financial statements. A glossary of terms provides an explanation of the various technical accounting terms and abbreviations. The statements are published alongside the Annual Governance Statement for the Police, Fire and Crime Commissioner and the Chief Constable in accordance with the 2015 Accounts and Audit (England) Regulations.

## Business Review

During 2024/25, the Commissioner has continued with several programmes and initiatives working with the Constabulary and wider partners to deliver the key priorities within the Police, Fire & Crime Plan.

Alongside the core emotional, practical and advocacy support services commissioned for victims of crime and abuse, the Commissioner has worked with Victim Support to introduce Independent Domestic and Sexual Violence Advisor posts, through Ministry of Justice funding and grant managed by the Commissioner's office. The health IDSVA is based within Carlisle Infirmary and has been developed in partnership with North Cumbria Integrated Care NHS Foundation Trust, to provide support to survivors of abuse who are accessing health services, particularly those who might not otherwise encounter support services. The added benefit of this post is not only is support provided to presenting cases, but the health IDSVA is able to upskill staff within the health setting to recognise the indicators of Domestic Abuse & / or Sexual Violence but more importantly how to effectively arrange specialist support in a safe way.

While the VAWG strategy focuses on women & girls the Commissioner recognises there is much to do in supporting men & boys which includes their safety. The Commissioner understands men & boys are also affected by these crimes and the need for a trauma informed response is provided by a commissioned Male IDSVA based with Victim Support. This 'by and for' role enables male victims to choose the gender of the person from whom they receive support.

A service tailored to support children and young people who have witnessed or experienced domestic abuse has been part of the integrated support offer during 2024/25. The service continues to see high outcome scores in relation to healthy coping strategies, increased safety understanding, and understanding what a

healthy relationship looks like. The children & young people's DA service shows an 85% satisfaction outcome for the support received and increased referrals from schools.

The Commissioner has continued to co-commission Remedi in their third year to deliver restorative justice across Cumbria for victims of crime and to raise awareness of the process with persons on probation to encourage involvement with the service. Remedi also facilitates mediation for those experiencing antisocial behaviour and referred to the service by the constabulary neighbourhood policing teams by way of the multi-agency local focus hubs. Restorative Justice is a process which brings those harmed by a crime (a victim or victims) and those responsible for the harm (an offender or perpetrator), into some form of communication, enabling everyone affected by a particular incident to play a part in repairing the harm and finding a positive way forward.

The Bridgeway Sexual Assault Support Centre (SARC) is co-commissioned by the OPFCC and NHS England to offer confidential healthcare and compassionate support to anyone in Cumbria that has experienced sexual assault or rape. The service has a specially trained pediatrician and forensic nurse examiners in addition to support workers who can care for users of the service in a safe and non-judgmental environment.

Staff at The Bridgeway will also arrange for specialist support by way of an Independent Sexual Violence Advisor (ISVA) who can provide personalised support to help someone manage after a crime and to feel safer. If required the ISVA can offer support before, during and after court and act as a single point of contact between different agencies.

Safety Net & The Birchall Trust work in partnership with The Bridgeway by offering counselling and support during the recovery for those affected by rape, sexual abuse or sexual violence. The approach is offered to adults, children & young people in a trauma-informed holistic manner.

During 2024/25 the Office has continued to reduce reoffending via commissioned service Pathways, the Cumbria Adult Out of Courts Disposal with integrated Offender Management. Pathways are in the fourth year of delivery leading to their final year in 2025/26. To date Pathways has received 1,417 referrals for a deferred caution and 205 referrals for a deferred charge resulting in 1,622 offenders referred with increased motivation to change their behaviour. Appropriate use of the out of court disposal means victims receive justice quicker, while the offender faces immediate consequences for their actions.



# Chief Finance Officer Narrative Report

Pathways continue to achieve 94% non- reoffending rate 365 days after completion of the programme which is delivered by Remedi Restorative Services.

The Commissioner, Cumberland, Westmorland & Furness councils continued to fund Keep Safe to deliver consistent crime prevention advice with a target hardening service (improving security measures) available to all victims of high risk, high harm crime. This service aims to reduce the likelihood of recidivism and helps victims to cope and recover from crime and/or anti-social behaviour by increasing their feelings of safety within their own homes. The number of victims supported by Keep Safe rises each year with an average of 80 referrals per month. Referrals are received from partner agencies with the highest crime type referred to being domestic abuse.

The Commissioner continued to provide a contribution towards the Crimestoppers regional manager to deliver campaigns and appeals at a local, regional and national level. These campaigns encourage people to report anonymously, taking away the fear of reprisals but still bringing criminals to the attention of the police and helping to safeguard victims of crime.

The commissioner has committed funding towards statutory provision of Operation Encompass in 2024/25 the police and education information sharing partnership enabling schools to offer immediate support to children & young people experiencing domestic abuse.

Operation Encompass ensures a telephone call or notification to the school's designated safeguarding lead prior to the start of the next school day after an incident of police attended domestic abuse where there are children or young people related to either of the adult parties involved.

The Commissioner continued funding to support the activities of the Rural Crime Team with priorities to reduce rural acquisitive crime, bring offenders to justice engaged in rural and wildlife crime, to identify & recover stolen property, enhance public engagement & crime prevention & to disrupt serious and organised crime in this area.

Responding to incidents in the North of the county the Commissioner procured Remedi to deliver Anti-Hate Crime work. Step Up BEAT HATE in secondary schools to over 500 students. The programme covered Hate CRime Awareness: defining hate crime, the impacts of hate crime, consequences for victims and offenders, how to report offences and where to seek help & support.

Turning the Spotlight (TTS) entered the final year of contract delivery by Victim Support offering support to couples, families and those whose relationship ranged from unhealthy to medium risk domestic abuse. TTS work with couples separately with or without children & offer a range of programmes delivered in a group work setting. The service accepts self-referral and agency referrals.

The benefits of the commissioner funding this intervention work is that couples and families are supported by specialist caseworkers with risk assessment and safety planning factored into the work. Couples and families will experience improved communication, less conflict, improved confidence and self-esteem and a happier home.

Programmes within the scope of delivery include a 12-week Healthy Relationship online programme, 7-week Partner Healthy Relationship programme & 4-week Children Matter programme.

As this was the final year for delivery of TTS the Commissioner ran a competitive procurement exercise which identified Victim Support to continue delivery of this service from 2025 onwards.

## Performance

The Commissioner has an open and transparent Accountability Framework to assess how well the objectives in the Police Fire & Crime Plan are being achieved.

The Constabulary is inspected and graded as part of a regime known as PEEL (Police Efficiency, Effectiveness and Legitimacy) by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). In March 2024, the evidence gathering phase of an extensive period of inspection came to an end with the report being published in July 2024. The Constabulary received one 'Outstanding' grade, six 'Good' grades and two 'Adequate' grades. This represents a significant improvement when compared to the previous inspection round and is a major endorsement of the work completed. As a result, Cumbria became the first force in the current round of PEEL inspections to be graded as 'outstanding' for Building, Supporting and Protecting the Workforce and 'good' for both Investigating Crime and Responding to the Public.

# Chief Finance Officer Narrative Report

During 2024/25, the Police, Fire and Crime Panel has continued to facilitate effective scrutiny of delivery of the plan's objectives through quarterly meetings. Thematic reports are presented to the Panel and follow terms of reference agreed in advance with the Panel Chair.

Within the Office of the Police, Fire & Crime Commissioner (OPFCC) Strength Based Conversation Performance Reviews have been replaced by Personal Development Reviews and continue to be carried out with all staff. To support this, the OPFCC Training Plan sets out the overall training plan for the office and cascades into individual responsibilities. In 2024/25, specific training has been provided for staff in the areas of Restorative Approaches from Remedi, Deny, Attack, Reverse Victim and Offender (DARVO) Training, OPFCC Business Continuity, Victim Awareness, Contract Management, Social Media procedures, Risk Management, Data Protection and staff wellbeing. Individual staff have attended conferences, workshops and specific training events to help them develop within their roles.

## Performance Report

During the 2024/25 financial year (01/04/2024-31/03/2025) Cumbria Constabulary recorded 37,074 crimes, which was a 4.3% increase on the previous financial year (1,522 additional crimes).

The Constabulary's positive outcome rate for the 2024/25 financial year was 20.9% which was a 1.4 percentage point increase compared to the previous year (19.5%). Latest national data (up to the end of February 2025) indicates that Cumbria had one of the highest outcome rates nationally, with a rate above the national average, and the average for our Most Similar Group.

Cumbria Constabulary's crime rate (all crime) per 1,000 population during the 2024/25 financial year was 74.0/1,000 population. This means that for every 1000 individuals residing in Cumbria, 74 crimes were recorded. Latest national data (up to the end of February 2025), indicates that this figure is lower than the national average and the average of our Most Similar Group.

### All Crime – Offence Group Performance Overview

The table below provides a breakdown of the 37,074 recorded crimes by offence group.

### Offence Groups with Crime Volume and Positive Outcome Rate – Apr-24 – Mar-25

# Chief Finance Officer Narrative Report

OffenceGroup	Crime Volume	SPLY Volume	Vol. Delta	Vol. Delta (%)	Positive OCs	Positive OC Rate
Arson and Criminal Damage	3,847	4,336	-489	-11.28%	565	14.69%
Burglary	1,057	1,308	-251	-19.19%	181	17.12%
Drug offences	2,002	1,666	336	20.17%	1,575	78.67%
Miscellaneous Crimes Against Society	1,163	884	279	31.56%	269	23.13%
Possession of weapons offences	538	537	1	0.19%	253	47.03%
Public order offences	3,802	3,334	468	14.04%	767	20.17%
Robbery	134	178	-44	-24.72%	37	27.61%
Sexual offences	1,821	1,585	236	14.89%	200	10.98%
Theft offences	5,241	5,345	-104	-1.95%	1,102	21.03%
Vehicle Offences	837	972	-135	-13.89%	113	13.50%
Violence against the person	16,632	15,407	1225	7.95%	2,695	16.20%
<b>Total</b>	<b>37,074</b>	<b>35,552</b>	<b>1522</b>	<b>4.28%</b>	<b>7,757</b>	<b>20.92%</b>

Cumbria Constabulary saw a 20.2% increase in drug offences; this is influenced by an increase in the volume of proactive stop searches increasing (19.9% increase in the 2024/25 financial year, compared to the previous financial year) as well as targeted drugs operation run across the county targeting suppliers. The positive outcome rate for drug offences during the 2024/25 financial year was 78.7%, latest national data (up to the end of February 2025) indicates that this outcome rate is above the national average, as well as the average of our Most Similar Group.

There has been a 19.2% decrease in the volume of burglaries across the force. This is influenced by an increased focus on Burglary Performance across the Constabulary, with a dedicated Operation (THEMIS), weekly tactical meetings, introduction of outcome based and volume reduction KPI's, and increased media campaigns alerting residents on the importance of securing belongs and their homes. Residential burglary of a home has also decreased 23.0% which is 138 fewer crimes. During the 2024/25 financial year, Cumbria recorded 2.6 burglaries per 1000 population. Latest national data (up to February 2025) indicates that this figure is below the national average, and the average of Cumbria's Most Similar Group.

The outcome rate for Burglary for the 2024/25 financial year was 17.12%, latest national data (up to February 2025) indicates that this is one of the highest rates nationally, with a rate higher than the national average and that of our most similar group.

Robbery has decreased by 24.7% (44 fewer crimes) which is influenced by an increased focus on this offence across a number of tactical and strategic meetings. During the 2024/25 financial year, Cumbria recorded 0.36 robberies per 1000 population. Latest national data (up to February 2025) indicates that this figure is below the national average and in line with the average of Cumbria's most similar group.

# Chief Finance Officer Narrative Report

The outcome rate for Robbery for the 2024/25 financial year was 27.61%. Latest national data (up to February 2025) indicates that this is one of the highest rates nationally, with a rate above the national average, and that of our Most Similar Group.

Public order offences have increased by 14.0%. The largest proportional increase is seen in the offence sub group 'Other offences against the state or public order', which has seen a 50.2% increase (an additional 149 offences). This sub category contains the offences of "breach of a criminal behaviour order", "breach of a SHPO/interim SHPO/SOPO/interim SOPO" and "Failure to Comply with Notification Order", all of which have all seen notable increases compared to the previous year and is representative of the Constabulary increasing its use of these orders.

Violence against the person has seen an 8.0% increase, most of this increase came from the subgroup "stalking & harassment" which saw a 11.5% increase (533 additional crimes) and the offence group "violence without injury" which saw a 10.9% increase (665 additional crimes).

Stalking has increased nationally and is influenced by increased awareness, the National Stalking Helpline reporting a surge in stalking complaints following a Netflix programme 'Baby Reindeer' which was watched by millions of people. The Stalking Super complaint was also published in 2024, further increasing awareness to both victims and police forces nationally.

The outcome rate for Stalking & Harassment during 2024/25 was 12.82%, latest national data (up to February 2025) indicates that this is one of the highest outcome rates nationally, with a rate above the national average, and that of our most similar group. Stalking has also been introduced as an outcome based KPI for the 2025/26 financial year.

Sexual Offences have increased by 14.9% and is discussed in more detail within the RASSO report. The increase is influenced by a change in counting rules, in which 3 new offences were introduced under the Online Safety Act in January 2024, relating to sending and sharing images of a sexual nature.

Miscellaneous crimes against society have increased by 31.6% (279 additional offences). National data indicates that increases have also been seen nationally, and within our Most Similar Group. The largest increases are seen within the sub-group, 'Threat or Possession with Intent to Commit Criminal Damage' (+110 offences), this is influenced by a change in crime counting rules, which has changed the offence criteria

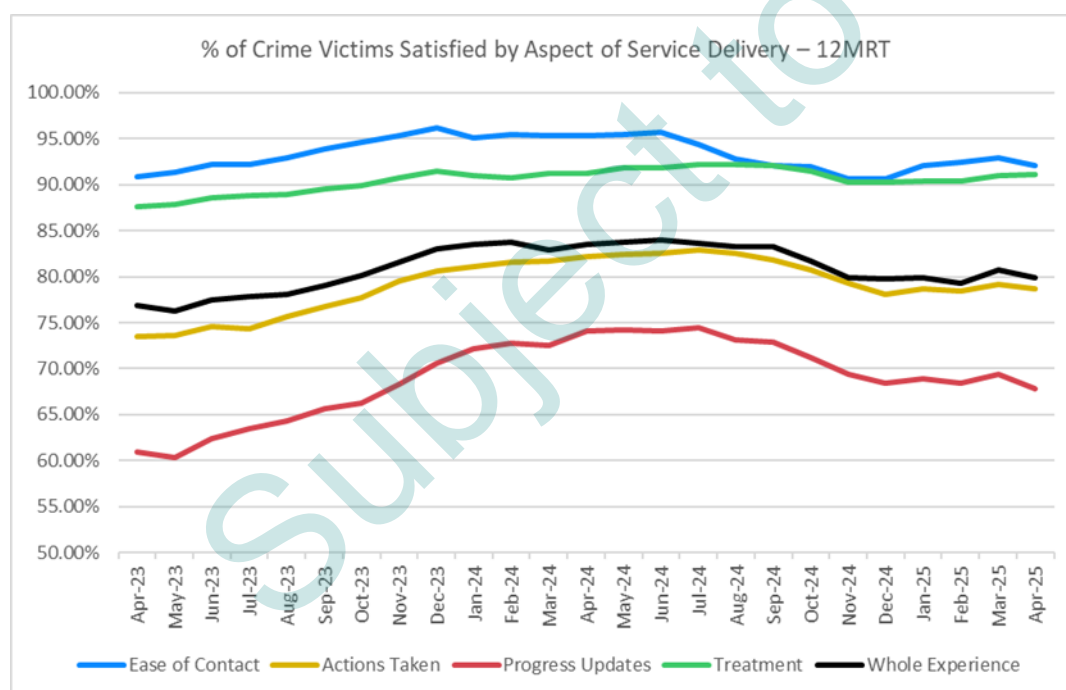
# Chief Finance Officer Narrative Report

and placed the recording of this under the 'Miscellaneous Crimes Against Society' category (previously recorded under Malicious Communications category).

The offence of 'Profiting from or concealing knowledge of the proceeds of crime' has also increased by 80 offences, this is influenced by increased activity by the Roads Crime Unit, focusing on identifying vehicles likely to be involved in the transportation of illicit / criminal cash. Furthermore, the Constabulary have introduced a dedicated Financial Investigator within the Economic Crime Unit, to target illicit / criminal cash held in bank accounts, identified through Suspicious Activity Reports (SARs).

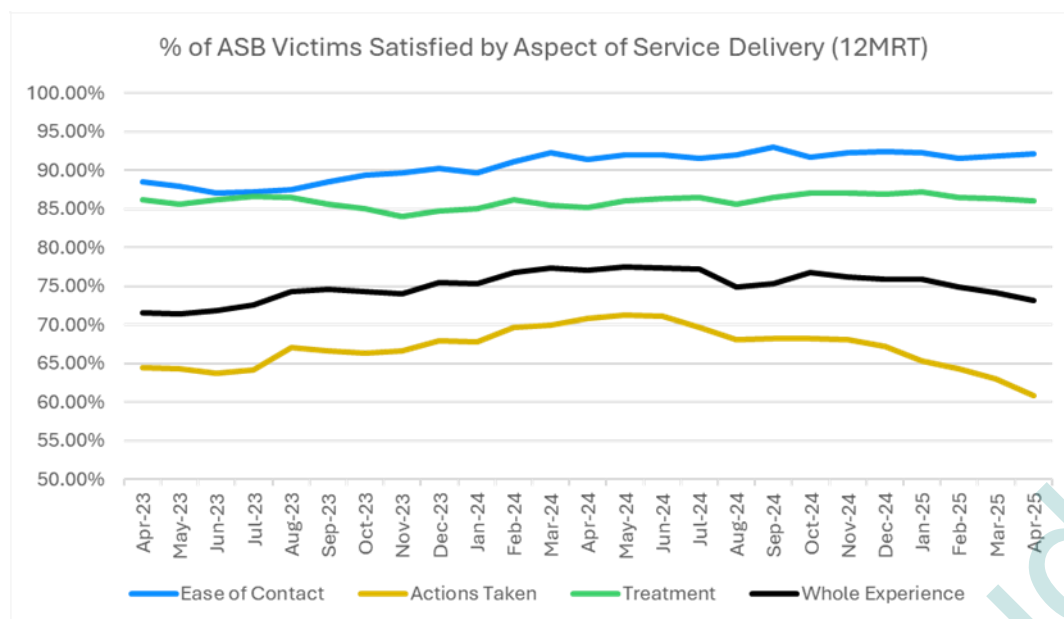
The outcome rate for Miscellaneous crimes against society is 23.1%. Latest national data (up to the end of February 2025), indicates that this is one of the highest rates nationally, and is above the national average and the average of our Most Similar Group.

## Victim Satisfaction



During the 2024/25 financial year, 637 interviews were conducted with victims of Crime. Overall, 80.8% of respondents were satisfied with the whole experience. Broken down by aspect of service; 93.0% were satisfied with Ease of contact, 79.1% were satisfied with Actions Taken, 69.3% were satisfied with Progress Updates and 91.0% were satisfied with Treatment by Staff.

# Chief Finance Officer Narrative Report



During the 2024/25 financial year, 309 interviews were conducted with victims of ASB. Overall, 74.1% of respondents were satisfied with the whole experience. Broken down by aspect of service; 91.8% were satisfied with Ease of contact, 63.0% were satisfied with Actions Taken and 86.4% were satisfied with Treatment by Staff.

## Priorities and areas of focus over next 12 months

Revised KPI's for 2025/26 will focus on improving outcomes for:

- All Crime
- Victim Based Crime
- Domestic Abuse
- Hate Crime
- Rape
- Other Sexual Offences
- Stalking
- Robbery
- Burglary Residential
- Vehicle Crime

Revised KPIs for 2025/26, will focus on continued reductions in:

- ASB
- KSI



- Vehicle Crime
- As well as ensuring volumes of Burglary Residential and Robbery remain low

## Areas of Local / National concern

The Home Office and College of Policing are currently engaging with forces to inform the plan for a Neighbourhood Policing Performance Framework. This framework will provide a “Neighbourhood Policing Guarantee”, focussing upon five pillars namely:

- Policing back on the beat
- Community led
- A new neighbourhood policing career pathway
- A crackdown on antisocial behaviour
- Safer town centres

## Finance & Value for Money

- We measure our performance against targets for achieving financial outturn within a percentage of the net budget. For 2024/25 this was set at 1% for the revenue budget and 8% for the capital budget.
- Actual performance for the Group revenue was 0.6%, which was within the target.
- The capital outturn was 50% below budget, falling outside the target. Whilst this was a disappointing result, the slippage was to a large degree attributable to a combination of delays in vehicle deliveries, which were beyond our control, and of taking additional time to ensure that investment in fast moving digital technologies is spent wisely to provide long term benefits. Stretch targets will continue to be set for capital expenditure going forward as a recognised area for performance improvement.
- Historically the budget for the Commissioner and Office of the Police, Fire and Crime Commissioner was benchmarked against HMICFRS Value for Money profiles. Following the inclusion of fire and rescue services under the remit of HMICFRS, costs for Police, Fire and Crime Commissioners are no longer included in the VFM comparators. It has therefore not been possible to undertake a Value for Money analysis for the Office of the Police, Fire and Crime Commissioner for 2024/25.
- His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) latest PEEL inspection in 2024 assessed the Constabulary adequate in respect of use of resources.

- Outcomes against wider performance measures that indicate the effectiveness of activity and interventions are strong against the priority areas of keeping crime at low levels, reducing anti-social behaviour, bringing criminals to justice and increasing reporting of hate crime and domestic and sexual abuse.
- External audit of arrangements for Value for Money in their annual report.
- Collectively, these indicators provide assurance of Value for Money in respect of the 2024/25 financial year.

## The Future Outlook

The overall balance sheet at the 31<sup>st</sup> March 2025 remains healthy, which is reflected in the Medium Term Financial Forecast, which sets out the revenue budget position until 2029/30 and a capital programme, which is fully funded until 2034/35, which will support delivery of the Police, Fire and Crime Plan. The current financial position has primarily arisen as a result of positive action on behalf of the Constabulary to reduce costs in the context of real terms reductions in funding since 2010. This has enabled reserves to be maintained at a level that balances financial resilience and supports continued investment.

The Medium Term Financial Strategy and 2025/26 budget was approved in the context of the Government continuing to provide additional funding for Operation Uplift and affording Commissioners' flexibility to raise council tax above inflation. However, this is accompanied by increasing cost pressures particularly in light of the emergence of continued inflationary pressures throughout 2025/26.

Against this background the 2025/26 budget provides £158.014m funding for the Chief Constable to deliver policing for Cumbria. Resources include maintaining an establishment of 1,359 Police Officers. The longer term 10 year capital programme envisages a total investment of £56m principally across the estate, fleet and ICT.

Whilst the position is financially resilient in the short term, there are uncertainties which have the potential to impact negatively on the budget in the medium term. Based on the MTFF assumptions, savings will need to be delivered from 2025/26 to balance the budget. The cumulative budget gap by 2029/30 is forecast as £10.9m. The uncertain impact of inflation on future budget prospects compounds existing financial risks in relation to the adequacy and sustainability of funding beyond Operation Uplift, the cost of national policing programmes, particularly the Emergency Services Network, pensions issues and the review of the police

funding formula. The required savings are considered to be challenging and will need diligence to ensure they are achievable and manageable.

Financial scenario modelling continues to take place on a frequent on-going basis, together with development of a savings and efficiency plan involving both the OPFCC and Constabulary.

The announcement of the Comprehensive Spending Review in the summer of 2025 will provide greater clarity on the future funding settlements for policing and the additional requirements around Neighbourhood Policing targets set by government.

## Acknowledgements

The financial statements were authorised for issue by me as PFCC Chief Finance Officer on 17 June 2025.

In closing, it is appropriate to acknowledge the dedication and professionalism of Michelle Bellis the Constabulary Chief Finance Officer, Lorraine Holme and the wider finance team in again achieving the closure of accounts and the publication of these Statements against tight deadlines and complex financial reporting standards.

Steven Tickner

PFCC Chief Finance Officer

The accounts present a true and fair view of the position of the Police, Fire and Crime Commissioner for Cumbria Single Entity and Group Accounts as at 31 March 2025 and its income and expenditure for the year there ended.

*Signatures removed for the purpose of publication on the website*

Steven Tickner CPFA

PFCC Chief Finance Officer

Date: 17 June 2025

# Responsibilities for the Statement of Accounts

## 1 The Commissioner's Responsibilities

The Police, Fire and Crime Commissioner (The Commissioner/PFCC) is the recipient of funding relating to policing and crime reduction and has statutory responsibility for the Police Fund. The Commissioner is required to:

- make arrangements for the proper administration of his financial affairs and to secure that one of his officers has the responsibility for the administration of those affairs. In this organisation, that officer is the PFCC Chief Finance Officer (CFO).
- manage his affairs to secure economic, efficient and effective use of resources and safeguard its assets.
- approve the Statement of Accounts including annexes to the Statement of Accounts.

## 2 The Chief Constable's Responsibilities

The Chief Constable (the CC) is accountable to the Police, Fire and Crime Commissioner for the management of resources and expenditure by the police force. All funding for the Chief Constable comes from the Police, Fire and Crime Commissioner. The Chief Constable is required to:

- make arrangements for the proper administration of the financial affairs of the Constabulary and to secure that one of their officers has the responsibility for the administration of those affairs. In this organisation, that officer is the Constabulary Chief Finance Officer (CFO).
- manage the affairs of the Constabulary to secure economic, efficient and effective use of resources and safeguard its assets.
- approve the Statement of Accounts including annexes to the Statement of Accounts.

## 3 The PFCC Chief Finance Officer's Responsibilities

The PFCC Chief Finance Officer is responsible for the preparation of the Commissioner's, Chief Constable's and Group Statement of Accounts 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 Account, the CFO has:

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

The CFO has also:

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

The CFO should sign and date the Statement of Accounts, stating that it presents a true and fair view of the financial position of the organisation at the reporting date and its income and expenditure for the year ended 31 March 2025.

## Independent Auditor's Report

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The Statement of Accounts includes four primary or core financial statements:

- **Comprehensive Income and Expenditure Statement** - This statement summarises the resources that have been generated and consumed in providing policing and crime reduction services during the year. It includes all day to day expenses and related income on an accruals basis, as well as transactions measuring the value of fixed assets actually consumed and the real projected value of retirement benefits earned by employees in the year.

The expenditure in the 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. 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 in reserves statement.

*Due to the size of the statements, the positions for the Group and the PFCC are shown in separate tables.*

- **Movement in Reserves Statement** - This statement shows the movement in the year on the different reserves held by the Commissioner, analysed into 'Usable Reserves' (i.e. those that can be applied to fund expenditure or reduce taxation) and other 'Unusable Reserves'. The Surplus (or Deficit) on the Provision of Services line shows the true economic cost of providing the Commissioner's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. These are different from the statutory amounts required to be charged to the Police Fund Balance for Council Tax setting purposes. The Net Increase/Decrease before Transfers to Earmarked Reserves line shows the statutory Police Fund Balance before any discretionary transfers to or from earmarked reserves undertaken by the Commissioner.

*Due to the size of the statements, the positions for the Group and the PFCC are shown in separate tables, the figures for 2024/25 and the comparators for 2023/24 are also shown in separate tables.*

- **Balance Sheet** – This statement shows the value as at the balance sheet date of the assets and liabilities recognised by the Commissioner. The net assets (assets less liabilities) are matched by the reserves held by the Commissioner. Reserves are reported in two categories.

The first category of reserves are **usable reserves**, i.e. those reserves that the Commissioner may use 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 **unusable reserves** and relate to those that the Commissioner is not able to use 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 balance sheet for the Group and PFCC are shown side by side and include both 2024/25 figures and 2023/24 comparators.*

- **Cash Flow Statement** - This statement shows the changes in cash and cash equivalents of the Commissioner during the reporting period. The statement shows how the Commissioner 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 Commissioner are funded by way of taxation and grant income or from the recipients of services. Investing activities represent the extent to which cash outflows have been generated from resources which are intended to contribute to the Commissioner's 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).

*The cash flow statement for the Group and PFCC are shown side by side and include both 2024/25 figures and 2023/24 comparators.*

**Police Property Act** – At the 31 March 2025, the Commissioner held £54k (£2k in 2023/24) under the Police Property Act 1997. The Act applies to property that is in the possession of police where the owner of the property cannot be identified and where no order of a competent court has been made. The proceeds, after defraying the costs of handling the property, are available for distribution each year to local charities as directed by the Office of the Police, Fire and Crime Commissioner. During 2024/25 awards totaling £1.5k were made to 1 group from the Police Property Act Fund.

**Proceeds of Crime and Misuse of Drugs Acts** – At the 31 March 2025, the Commissioner held £1.234m (£1.249m in 2023/24) under the Proceeds of Crime Act 2002 and the Misuse of Drugs Act. This is money seized in connection with possible criminal activity and held pending a decision, by the courts, on the lawful owner, or distribution if no legal owner is identified.

These funds are not under the ownership of the Constabulary who acts as steward on behalf of various parties, and as such, does not form part of the Commissioner's accounts.

# Comprehensive Income and Expenditure Statement – Group

Group 2023/24 Gross Expenditure	Group 2023/24 Gross Income	Group 2023/24 Net Expenditure	Comprehensive Income and Expenditure Statement (Group)			Group 2024/25 Gross Expenditure	Group 2024/25 Gross Income	Group 2024/25 Net Expenditure
£000s	£000s	£000s		Notes		£000s	£000s	£000s
130,015	(24,500)	105,515	Cost of Policing and Crime Services	#		137,072	(25,663)	111,409
<b>130,015</b>	<b>(24,500)</b>	<b>105,515</b>	<b>Cost of Policing and Crime Services</b>			<b>137,072</b>	<b>(25,663)</b>	<b>111,409</b>
			<b>Other Operating Expenditure</b>					
0	(23)	(23)	(Gain)/loss on disposal of non current assets	9e		0	(174)	(174)
16,545	(16,493)	52	Transfer to Pension Fund/Pension Top Up Grant			16,440	(16,408)	32
<b>16,545</b>	<b>(16,516)</b>	<b>29</b>				<b>16,440</b>	<b>(16,582)</b>	<b>(142)</b>
			<b>Financing and Investment Income and Expenditure</b>					
480	0	480	Interest payable on PFI unitary payments			535	0	535
57,096	(9,233)	47,863	Net Interest on the net defined benefit liability (asset)	Annex B		58,948	(10,158)	48,790
	(1,009)	(1,009)	Investment interest income				(1,145)	(1,145)
<b>57,576</b>	<b>(10,242)</b>	<b>47,334</b>				<b>59,483</b>	<b>(11,303)</b>	<b>48,180</b>
			<b>Taxation and Non-Specific Grant Income</b>					
0	(52,004)	(52,004)	Income from Council Tax	28		0	(55,578)	(55,578)
0	(4,850)	(4,850)	Council Tax Grant (Freeze & Support)	27		0	(4,850)	(4,850)
0	(37,360)	(37,360)	Formula Funding	27		0	(38,127)	(38,127)
0	(35,496)	(35,496)	Home Office Police Grant	27		0	(39,064)	(39,064)
0	(688)	(688)	PFI Grant	27		0	(659)	(659)
<b>0</b>	<b>(130,398)</b>	<b>(130,398)</b>				<b>0</b>	<b>(138,278)</b>	<b>(138,278)</b>
<b>204,136</b>	<b>(181,656)</b>	<b>22,480</b>	<b>(Surplus) or Deficit on Provision of Services</b>			<b>212,995</b>	<b>(191,826)</b>	<b>21,169</b>
			<b>Surplus or Deficit on revaluation of Property, Plant and Equipment Assets</b>					
		(2,944)	Revaluation (Gains)	20a				(4,546)
		4,490	Revaluation losses (chargeable to revaluation reserve)	20a				10
			<b>Actuarial (gains) / losses on pension assets / liabilities</b>					
		(7,726)	- Matching the entry to the pensions reserve	Annex B				(122,634)
		<b>(6,180)</b>	<b>Other Comprehensive Income and Expenditure</b>					<b>(127,170)</b>
		<b>16,300</b>	<b>Total Comprehensive Income and Expenditure</b>					<b>(106,001)</b>

# A more detailed analysis of the figures that make up the “Cost of Policing and Crime Services” can be found in the Expenditure and Funding Analysis (Note 5) and in the Expenditure and Income Analysed by Nature note (Note 6).

# Comprehensive Income and Expenditure Statement – PFCC

PFCC 2023/24 Gross Expenditure	PFCC 2023/24 Gross Income	PFCC 2023/24 Net Expenditure	Comprehensive Income and Expenditure Statement (PFCC)			PFCC 2024/25 Gross Expenditure	PFCC 2024/25 Gross Income	PFCC 2024/25 Net Expenditure
£000s	£000s	£000s		Notes		£000s	£000s	£000s
18,417	(32,796)	(14,379)	Cost of Policing and Crime Services	#		16,727	(32,672)	(15,945)
146,028	0	146,028	Funding Provided by PFCC to CC			156,652	0	156,652
<b>164,445</b>	<b>(32,796)</b>	<b>131,649</b>	<b>Cost of Policing and Crime Services</b>			<b>173,379</b>	<b>(32,672)</b>	<b>140,707</b>
			<b>Other Operating Expenditure</b>					
0	(23)	(23)	(Gain)/loss on disposal of non current assets	9e		0	(174)	(174)
16,545	(16,493)	52	Transfer to Pension Fund/Pension Top Up Grant			16,440	(16,408)	32
<b>16,545</b>	<b>(16,516)</b>	<b>29</b>				<b>16,440</b>	<b>(16,582)</b>	<b>(142)</b>
			<b>Financing and Investment Income and Expenditure</b>					
480	0	480	Interest payable on PFI unitary payments			535	0	535
234	(261)	(27)	Net Interest on the net defined benefit liability (asset)	Annex B		251	(293)	(42)
0	(1,009)	(1,009)	Investment interest income			0	(1,145)	(1,145)
<b>714</b>	<b>(1,270)</b>	<b>(556)</b>				<b>786</b>	<b>(1,438)</b>	<b>(652)</b>
			<b>Taxation and Non-Specific Grant Income</b>					
0	(52,004)	(52,004)	Income from Council Tax	28		0	(55,578)	(55,578)
0	(4,850)	(4,850)	Council Tax Grant (Freeze & Support)	27		0	(4,850)	(4,850)
0	(37,360)	(37,360)	Formula Funding	27		0	(38,127)	(38,127)
0	(35,496)	(35,496)	Home Office Police Grant	27		0	(39,064)	(39,064)
0	(688)	(688)	PFI Grant	27		0	(659)	(659)
<b>0</b>	<b>(130,398)</b>	<b>(130,398)</b>				<b>0</b>	<b>(138,278)</b>	<b>(138,278)</b>
<b>181,704</b>	<b>(180,980)</b>	<b>724</b>	<b>(Surplus) or Deficit on Provision of Services</b>			<b>190,605</b>	<b>(188,970)</b>	<b>1,635</b>
			<b>Surplus or Deficit on revaluation of Property, Plant and Equipment Assets</b>					
		(2,944)	Revaluation gains	20a				(4,546)
		4,490	Revaluation losses (chargeable to revaluation reserve)	20a				10
			<b>Actuarial (gains) / losses on pension assets / liabilities</b>					
		48	Remeasurement of the net defined pension benefit liability/asset	Annex B				40
		<b>1,594</b>	<b>Other Comprehensive Income and Expenditure</b>					<b>(4,496)</b>
		<b>2,318</b>	<b>Total Comprehensive Income and Expenditure</b>					<b>(2,861)</b>

# A more detailed analysis of the figures that make up the “Cost of Policing and Crime Services” can be found in the Expenditure and Funding Analysis (Note 5) and in the Expenditure and Income Analysed by Nature note (Note 6).



# Movement in Reserves Statement – PFCC

The figures for the group in 2024/25 are provided in the table below:

<b>Movement in Reserves Statement (Group)</b> <b>Figures for 2024/25</b>											
	Note	Balance at 1 April 2024	Adjustment to Opening Balance 1 April 2024	Surplus/ (deficit) on the provision of services	Other comprehensive income and expenditure	Total comprehensive income and expenditure	Adjustment between accounting basis and funding basis under regulations (Note 7)	Net increase / (decrease) before transfers to/from earmarked reserves	Transfers to/(from) earmarked reserves	Increase/ (decrease) in 2024/25	Balance at 31 March 2025
		£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
<b>Usable Reserves</b>											
Police Fund Account	-	4,000	0	(21,169)	0	(21,169)	19,750	(1,419)	1,419	0	4,000
Earmarked Revenue Reserves	8	23,158	0	0	0	0	0	0	300	300	23,458
Earmarked Capital Reserves	8	2,013	0	0	0	0	0	0	(1,719)	(1,719)	294
Capital Receipts Reserve	19	2,231	0	0	0	0	(707)	(707)	0	(707)	1,524
<b>Total Usable Reserves</b>		<b>31,402</b>	<b>0</b>	<b>(21,169)</b>	<b>0</b>	<b>(21,169)</b>	<b>19,043</b>	<b>(2,126)</b>	<b>0</b>	<b>(2,126)</b>	<b>29,276</b>
<b>Unusable Reserves</b>											
Revaluation Reserve	20a	23,999	0	0	4,536	4,536	(274)	4,262	0	4,262	28,261
Capital Adjustment Account	20b	30,731	0	0	0	0	715	715	0	715	31,446
Police Pensions Reserve	20e	(1,079,290)	0	0	124,240	124,240	(21,950)	102,290	0	102,290	(977,000)
LGPS Pensions Reserve	20e	(733)	(362)	0	(1,606)	(1,606)	2,056	450	0	450	(645)
Collection Fund Adjustment A/c	20c	6	0	0	0	0	0	0	0	0	6
Accumulated Absences A/c	20d	(4,460)	0	0	0	0	410	410	0	410	(4,050)
<b>Total Unusable Reserves</b>		<b>(1,029,747)</b>	<b>(362)</b>	<b>0</b>	<b>127,170</b>	<b>127,170</b>	<b>(19,043)</b>	<b>108,127</b>	<b>0</b>	<b>108,127</b>	<b>(921,982)</b>
<b>Total Reserves</b>		<b>(998,345)</b>	<b>(362)</b>	<b>(21,169)</b>	<b>127,170</b>	<b>106,001</b>	<b>0</b>	<b>106,001</b>	<b>0</b>	<b>106,001</b>	<b>(892,706)</b>

The comparative figures for the group in 2023/24 are provided in the table below:

Movement in Reserves Statement (Group) Figures for 2023/24										
	Note	Balance at 1 April 2023	Surplus/(deficit) on the provision of services	Other comprehensive income and expenditure	Total comprehensive income and expenditure	Adjustment between accounting basis and funding basis under regulations (Note 7)	Net increase / (decrease) before transfers to/from earmarked reserves	Transfers to/(from) earmarked reserves	Increase/ (decrease) in 2023/24	Balance at 31 March 2024
		£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
<b>Usable Reserves</b>										
Police Fund Account	-	4,000	(22,480)	0	(22,480)	24,338	1,858	(1,858)	0	4,000
Earmarked Revenue Reserves	8	19,681	0	0	0	0	0	3,477	3,477	23,158
Earmarked Capital Reserves	8	3,632	0	0	0	0	0	(1,619)	(1,619)	2,013
Capital Receipts Reserve	19	2,359	0	0	0	(128)	(128)	0	(128)	2,231
Capital Grants Unapplied	19	1,728	0	0	0	(1,728)	(1,728)	0	(1,728)	0
<b>Total Usable Reserves</b>		<b>31,400</b>	<b>(22,480)</b>	<b>0</b>	<b>(22,480)</b>	<b>22,482</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>31,402</b>
<b>Unusable Reserves</b>										
Revaluation Reserve	20a	25,878	0	(1,546)	(1,546)	(333)	(1,879)	0	(1,879)	23,999
Capital Adjustment Account	20b	31,078	0	0	0	(347)	(347)	0	(347)	30,731
Police Pensions Reserve	20e	(1,065,680)	0	9,890	9,890	(23,500)	(13,610)	0	(13,610)	(1,079,290)
LGPS Pensions Reserve	20e	0	0	(2,164)	(2,164)	1,431	(733)	0	(733)	(733)
Collection Fund Adjustment A/c	20c	84	0	0	0	(78)	(78)	0	(78)	6
Accumulated Absences A/c	20d	(4,805)	0	0	0	345	345	0	345	(4,460)
<b>Total Unusable Reserves</b>		<b>(1,013,445)</b>	<b>0</b>	<b>6,180</b>	<b>6,180</b>	<b>(22,482)</b>	<b>(16,302)</b>	<b>0</b>	<b>(16,302)</b>	<b>(1,029,747)</b>
<b>Total Reserves</b>		<b>(982,045)</b>	<b>(22,480)</b>	<b>6,180</b>	<b>(16,300)</b>	<b>0</b>	<b>(16,300)</b>	<b>0</b>	<b>(16,300)</b>	<b>(998,345)</b>

# Movement in Reserves Statement – PFCC

The figures for the PFCC Single Entity in 2024/25 are provided in the table below:

<b>Movement in reserves Statement (PFCC) Figures for 2024/25</b>											
	Note	Balance at 1 April 2024	Adjustment to Opening Balance 1 April 2024	Surplus/(deficit) on the provision of services	Other comprehensive income and expenditure	Total comprehensive income and expenditure	Adjustment between accounting basis and funding basis under regulations (Note 7)	Net increase/(decrease) before transfers to/from earmarked reserves	Transfers to/(from) earmarked reserves	Increase/(decrease) in 2024/25	Balance at 31 March 2025
		£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
<b>Usable Reserves</b>											
Police Fund Account	-	4,000	0	(1,635)	0	(1,635)	216	(1,419)	1,419	0	4,000
Earmarked Revenue Reserves	8	23,158	0	0	0	0	0	0	300	300	23,458
Earmarked Capital Reserves	8	2,013	0	0	0	0	0	0	(1,719)	(1,719)	294
Capital Receipts Reserve	19	2,231	0	0	0	0	(707)	(707)	0	(707)	1,524
<b>Total Usable Reserves</b>		<b>31,402</b>	<b>0</b>	<b>(1,635)</b>	<b>0</b>	<b>(1,635)</b>	<b>(491)</b>	<b>(2,126)</b>	<b>0</b>	<b>(2,126)</b>	<b>29,276</b>
<b>Unusable Reserves</b>											
Revaluation Reserve	20a	23,999	0	0	4,536	4,536	(274)	4,262	0	4,262	28,261
Capital Adjustment Account	20b	30,731	0	0	0	0	715	715	0	715	31,446
LGPS Pensions Reserve	20e	(14)	(11)	0	(40)	(40)	52	12	0	12	(13)
Collection Fund Adjustment A/c	20c	6	0	0	0	0	0	0	0	0	6
Accumulated Absences A/c	20d	(46)	0	0	0	0	(2)	(2)	0	(2)	(48)
<b>Total Unusable Reserves</b>		<b>54,676</b>	<b>(11)</b>	<b>0</b>	<b>4,496</b>	<b>4,496</b>	<b>491</b>	<b>4,987</b>	<b>0</b>	<b>4,987</b>	<b>59,652</b>
<b>Total Reserves</b>		<b>86,078</b>	<b>(11)</b>	<b>(1,635)</b>	<b>4,496</b>	<b>2,861</b>	<b>0</b>	<b>2,861</b>	<b>0</b>	<b>2,861</b>	<b>88,928</b>

The comparative figures for 2023/24 are provided in the table below:

Movement in Reserves Statement (PFCC) Figures for 2023/24										
	Note	Balance at 1 April 2023	Surplus/ (deficit) on the provision of services	Other comprehensive income and expenditure	Total comprehensive income and expenditure	Adjustment between accounting basis and funding basis under regulations (Note 7)	Net increase / (decrease) before transfers to/from earmarked reserves	Transfers to/(from) earmarked reserves	Increase/ (decrease) in 2023/24	Balance at 31 March 2024
		£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
<b>Usable Reserves</b>										
Police Fund Account	-	4,000	(724)	0	(724)	2,582	1,858	(1,858)	0	4,000
Earmarked Revenue Reserves	8	19,681	0	0	0	0	0	3,477	3,477	23,158
Earmarked Capital Reserves	8	3,632	0	0	0	0	0	(1,619)	(1,619)	2,013
Capital Receipts Reserve	19	2,359	0	0	0	(128)	(128)	0	(128)	2,231
Capital Grants Unapplied	19	1,728	0	0	0	(1,728)	(1,728)	0	(1,728)	0
<b>Total Usable Reserves</b>		<b>31,400</b>	<b>(724)</b>	<b>0</b>	<b>(724)</b>	<b>726</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>31,402</b>
<b>Unusable Reserves</b>										
Revaluation Reserve	20a	25,878	0	(1,546)	(1,546)	(333)	(1,879)	0	(1,879)	23,999
Capital Adjustment Account	20b	31,078	0	0	0	(347)	(347)	0	(347)	30,731
LGPS Pensions Reserve	20e	0	0	(48)	(48)	34	(14)	0	(14)	(14)
Collection Fund Adjustment A/c	20c	84	0	0	0	(78)	(78)	0	(78)	6
Accumulated Absences A/c	20d	(44)	0	0	0	(2)	(2)	0	(2)	(46)
<b>Total Unusable Reserves</b>		<b>56,996</b>	<b>0</b>	<b>(1,594)</b>	<b>(1,594)</b>	<b>(726)</b>	<b>(2,320)</b>	<b>0</b>	<b>(2,320)</b>	<b>54,676</b>
<b>Total Reserves</b>		<b>88,396</b>	<b>(724)</b>	<b>(1,594)</b>	<b>(2,318)</b>	<b>0</b>	<b>(2,318)</b>	<b>0</b>	<b>(2,318)</b>	<b>86,078</b>

# Balance Sheet – PFCC & Group

PFCC		Group		Balance Sheet		PFCC		Group	
31 March 2024	31 March 2024	31 March 2024	31 March 2024		Notes	31 March 2025	31 March 2025	31 March 2025	31 March 2025
£000s	£000s	£000s	£000s			£000s	£000s	£000s	£000s
				<b>Property, Plant &amp; Equipment</b>					
63,775	63,775			Land and Buildings	9	66,575	66,575		
4,989	4,989			Vehicles	9	4,744	4,744		
4,825	4,825			Information Technology Equipment	9	5,498	5,498		
813	813			Furniture, Equipment & Plant	9	765	765		
0	0			Right of Use assets	13	1,988	1,988		
<b>74,402</b>	<b>74,402</b>					<b>79,570</b>	<b>79,570</b>		
20	20			Investment Properties		495	495		
1,107	1,107			Intangible Assets - Software	11	855	855		
<b>75,529</b>	<b>75,529</b>			<b>Long Term Assets</b>		<b>80,920</b>	<b>80,920</b>		
0	0			Short Term Investments	17	2,078	2,078		
0	0			Assets held for sale (within 1yr)	10	560	560		
0	554			Inventories		0	698		
21,144	21,144			Short Term Debtors (external)	14	18,818	18,818		
11,295	0			Short Term Debtors (amounts owed to PFCC by CC re CC share of external Creditors)	14	11,733	0		
6,218	0			Short Term Debtors (funding balance owed to PFCC by CC)	14	7,105	0		
5,136	5,136			Cash and Cash Equivalents	CF6	4,354	4,354		
<b>43,793</b>	<b>26,834</b>			<b>Current Assets</b>		<b>44,648</b>	<b>26,508</b>		
(14,612)	(14,612)			Short Term Creditors (external)	15	(14,932)	(14,932)		
(5,992)	0			Short Term Creditors (amounts owed by PFCC to CC re CC share of external debtors)	15	(6,616)	0		
(8,925)	0			Short Term Creditors (funding balance due from PFCC to CC)	15	(9,967)	0		
(299)	(299)			PFI Finance Lease Liability Due within 1 Year	12	(338)	(338)		
0	0			Finance Lease Liability Due within 1 Year	13	(161)	(161)		
<b>(29,828)</b>	<b>(14,911)</b>			<b>Current Liabilities</b>		<b>(32,014)</b>	<b>(15,431)</b>		
0	(2,372)			Provisions	16	0	(2,445)		
0	(1,079,290)			Other Long Term Liabilities					
				Pensions liability - Police	18	0	(977,000)		
(14)	(733)			Pensions liability - LGPS	18	(13)	(645)		
(3,402)	(3,402)			PFI Finance Lease Liability	12	(3,064)	(3,064)		
0	0			Finance Lease Liability		(1,549)	(1,549)		
<b>(3,416)</b>	<b>(1,085,797)</b>			<b>Long Term Liabilities</b>		<b>(4,626)</b>	<b>(984,703)</b>		
<b>86,078</b>	<b>(998,345)</b>			<b>Net Assets / Net (Liabilities)</b>		<b>88,928</b>	<b>(892,706)</b>		
				<b>Usable reserves</b>	19				
4,000	4,000			Police Fund		4,000	4,000		
23,158	23,158			Earmarked reserves (revenue)	8	23,458	23,458		
2,013	2,013			Earmarked reserves (capital)	8	294	294		
2,231	2,231			Capital Receipts Reserve	7	1,524	1,524		
<b>31,402</b>	<b>31,402</b>					<b>29,276</b>	<b>29,276</b>		
				<b>Unusable Reserves</b>	20				
23,999	23,999			Revaluation Reserve	20a	28,261	28,261		
30,731	30,731			Capital Adjustment Account	20b	31,446	31,446		
0	(1,079,290)			Pensions Reserve - Police	20e	0	(977,000)		
(14)	(733)			Pensions Reserve - LGPS	20e	(13)	(645)		
6	6			Collection Fund Adjustment Account	20c	6	6		
(46)	(4,460)			Accumulated Absences Account	20d	(48)	(4,050)		
<b>54,676</b>	<b>(1,029,747)</b>					<b>59,652</b>	<b>(921,982)</b>		
<b>86,078</b>	<b>(998,345)</b>			<b>Total Reserves</b>		<b>88,928</b>	<b>(892,706)</b>		

The unaudited accounts were authorised for issue on 17 June 2025.

Signature removed for the purpose of publication on the website

Signed: \_\_\_\_\_  
Steven Tickner, PFCC Chief Finance Officer.

# Cash Flow Statement – PFCC & Group

PFCC 2023/24 £000s	Group 2023/24 £000s	Cash Flow Statement (PFCC and Group)	See Note Below	PFCC 2024/25 £000s	Group 2024/25 £000s
724	22,480	Net (Surplus) or Deficit on the provision of services		1,635	21,169
2,501	(19,255)	Adjustment to net surplus or deficit on the provision of services for non-cash movements	CF1	(7,150)	(26,684)
0	0	Adjustment for items included in the net surplus or deficit on the provision of services that are investing and financing activities	CF2	0	0
<b>3,225</b>	<b>3,225</b>	<b>Net cash (inflow)/ outflow from Operating Activities</b>	CF3	<b>(5,515)</b>	<b>(5,515)</b>
4,472	4,472	Investing Activities	CF4	7,708	7,708
264	264	Financing Activities	CF5	(1,411)	(1,411)
<b>7,961</b>	<b>7,961</b>	<b>Net (increase) or decrease in cash and cash equivalents</b>		<b>782</b>	<b>782</b>
(13,097)	(13,097)	Cash and cash equivalents at the beginning of the reporting period		(5,136)	(5,136)
<b>(5,136)</b>	<b>(5,136)</b>	<b>Cash and cash equivalents at the end of the reporting period</b>	CF6	<b>(4,354)</b>	<b>(4,354)</b>
<b>Notes to the Cash Flow Statement</b>					
<b>CF1 - The Adjustment to net surplus or deficit on the provision of services for non-cash movements are made up as follows:</b>					
(4,591)	(4,591)	Depreciation & Amortisation		(5,387)	(5,387)
(820)	(820)	Impairment & Downward Valuations		763	763
0	0	Grants applied to the financing of capital expenditure		310	310
34	(22,069)	Pension Liability (Contributions to/from Pensions Reserve)		52	(19,894)
4,008	4,008	Creditors - Change in Balance Sheet		(320)	(320)
(410)	(410)	Creditors - Change in Balance Sheet (Adjustment for Purchase of Fixed Assets)		20	20
(2)	0	Creditors - Adjustment re CC Share of Debtors		(623)	0
2,317	0	Creditors - Adjustment re Balance of Funding due from PFCC to CC		(1,042)	0
5,260	5,260	Debtors - Change in Balance Sheet		(2,325)	(2,325)
0	0	Debtors - Change in Balance Sheet (Adjustment for Investment Interest)		78	78
(3,217)	0	Debtors - Adjustment re CC Share of Creditors		438	0
(78)	0	Debtors - Adjustment re Balance of Funding due from CC to PFCC		886	0
0	32	Stock - Change in Balance Sheet		0	144
0	(665)	Provisions - Change in Balance Sheet		0	(73)
<b>2,501</b>	<b>(19,255)</b>	<b>Adjustment to net surplus or deficit on the provision of services for non-cash movements</b>		<b>(7,150)</b>	<b>(26,684)</b>

# Cash Flow Statement – PFCC & Group

PFCC 2023/24 £000s	Group 2023/24 £000s	Cash Flow Statement (PFCC and Group)		PFCC 2024/25 £000s	Group 2024/25 £000s
		<b>CF2 - The Adjustment for items included in the net surplus or deficit on the provision of services that are investing and financing activities are made up as follows:</b>			
0	0	Proceeds from the Sale of Property, Plant & Equipment and Intangibles		0	0
0	0	<b>Adjustment for items included in the net surplus or deficit on the provision of services that are investing and financing activities</b>		0	0
		<b>CF3 - The cash flows from <i>Operating Activities</i> include the following items:</b>			
(1,009)	(1,009)	Interest received		(1,067)	(1,067)
4	4	Interest Paid		580	580
<b>(1,005)</b>	<b>(1,005)</b>			<b>(487)</b>	<b>(487)</b>
		<b>CF4 - The cash flows from <i>Investing Activities</i> are made up as follows:</b>			
4,472	4,472	Purchase of property, plant and equipment and intangible assets		6,018	6,018
63,067	63,067	Purchase of short-term and long-term investments		73,856	73,856
(63,067)	(63,067)	Proceeds from short-term and long-term investments		(71,856)	(71,856)
0	0	Other receipts from investing activities		(310)	(310)
<b>4,472</b>	<b>4,472</b>	<b>Net cash flows from investing activities</b>		<b>7,708</b>	<b>7,708</b>
		<b>CF5 - The cash flows from <i>Financing Activities</i> are made up as follows:</b>			
0	0	Repayments of short and long term borrowing		(1,847)	(1,847)
264	264	Cash payments for the reduction of the outstanding liabilities relating to finance leases and on-balance sheet PFI contracts		436	436
<b>264</b>	<b>264</b>	<b>Net cash flows from financing activities</b>		<b>(1,411)</b>	<b>(1,411)</b>
		<b>CF6 - The balance of <i>Cash and Cash Equivalents</i> is made up as follows:</b>			
7	7	Bank current accounts		(66)	(66)
(1,853)	(1,853)	Short-term deposit with bank (overnight)		(1,777)	(1,777)
(3,290)	(3,290)	Investments in Money Market Funds (available on demand)		(2,511)	(2,511)
<b>(5,136)</b>	<b>(5,136)</b>	<b>Total Cash and Cash Equivalents</b>		<b>(4,354)</b>	<b>(4,354)</b>

The accounting policy for cash and cash equivalents can be found in Annex C, section 5.

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The notes to the accounts are provided to aid the understanding of material items within the core financial statements. Where the figures provided are different for the Group and PFCC Single Entity either separate notes will be provided or a single note will show the respective figures in different columns, these will be headed Group or PFCC. Where the figures are the same for the group and single entity a single note is provided, this is headed up PFCC/Group. The notes contain the relevant information for the 2024/25 financial year plus the comparative figures for 2023/24.

The notes sometimes include terms that may require further explanation. Where possible, explanations are provided within the note, otherwise explanations are provided within the “glossary of terms” in pages 99-101. Terms for which an explanation is provided will be depicted by text that is shown in teal coloured text and underlined.

## 1 Accounting Policies

There are a number of accounting policies that determine how items within the accounts are treated. The accounting policies are shown in a separate annex (**Annex C**).

## 2 Critical Judgements in Applying Accounting Policies

In applying the accounting policies as set out alongside the relevant note or in Annex C (AP1-18), the Commissioner has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the Statement of Accounts are:

- There is a high degree of uncertainty about future levels of funding for policing. However, the Commissioner has determined that this uncertainty is not yet sufficient to provide an indication that the assets of the Commissioner might be impaired as a result of a need to close facilities and reduce levels of service provision.
- The Commissioner is deemed to control the services provided under the PFI agreement in relation to the West Cumbria BCU HQ at Workington. The accounting policies for PFI schemes and similar contracts have been applied to the arrangement. The Commissioner has a number of options regarding ownership of the PFI building beyond the initial 25 year contract period including the right to purchase the asset for half of its market value at that time. In December 2015, the PFI building at Hall Brow Workington experienced flooding for the second time in six years. The impact of the flooding on the building highlighted resilience issues for the longer term in respect of both custody and deployment. As a result, options for the future provision of the police estate in West Cumbria are under review and the capital programme includes provision which seeks to address those resilience issues and provide a longer term solution to the PFI arrangement. In accounting for the PFI contract it is assumed that there is reasonable certainty that the Commissioner will exercise the right to purchase the building. Accordingly the PFI land and building are recognised as property, plant and equipment in the Commissioner's balance sheet at full value of £8.1m. In addition, a liability for outstanding obligations to pay for the building, which includes the cost of purchasing the asset for half its market value at the end of the PFI period are also shown on the balance sheet. As the PFI contract approaches its end it may be necessary to reflect an additional liability to recognise that the market value of the asset may exceed the construction cost.

## 3 Events after the Balance Sheet Date

A post balance sheet event is an event, subsequent to the date of the financial statements, and for which International Financial Reporting Standards and the Code require adjustment or disclosure. Consideration has been given as to whether any events meet the requirement to be disclosed as a post balance sheet event and it has been concluded that no such matters require disclosure.

The Statement of Accounts was authorised for issue by the PFCC Chief Finance Officer on 17 June 2025. Events taking place after this date are not reflected in the financial statements or notes. Where events taking place before this date provided information about conditions existing at 31 March 2025, the figures in the financial statements and notes have been adjusted in all material respects to reflect the impact of this information.



## 4 Assumptions made about the future and other Sources of Estimation Uncertainty

The statement of Accounts contains estimated figures that are based on assumptions made by the Commissioner 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 Commissioner's group balance sheet as at 31 March 2025 for which there is significant risk of material adjustment in the forthcoming financial year are as follows:

Item	Uncertainties	Effect if Actual Results Differ from Assumptions
Property, Plant and Equipment	<p>Land and buildings assets are revalued on a two year rolling basis. Therefore, the value of the assets that have not been subject to valuation in the financial year may not reflect the true value of that asset.</p> <p>Each year the valuer conducts an impairment review, whilst the valuer has concluded that there are no impairments of land and building valuations as at 31/03/25.</p> <p>At the balance sheet date 31 March 2025, the value of property, plant and equipment was £80m.</p>	<p>Revaluation gains and losses or disposal proceeds in future years may be significantly different than anticipated. However, as all land and building assets are subject to an annual impairment review, and biennial revaluations, the impact of this is thought to be immaterial.</p> <p>If the useful lives of assets are reduced, depreciation will increase and the carrying amount of the asset falls. It is estimated that the annual depreciation charge for buildings, vehicles and plant would increase by approx. £731k for every year that useful lives had to be reduced. A 10% change in those assets subject to revaluation (£67m) would change the value of those assets on the Balance Sheet by £6.7m and the depreciation charge to the CIES by £133k.</p>
Pensions Liability	<p>Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. Two firms of consulting actuaries are engaged to provide the Commissioner with expert advice about the assumptions to be applied for both the Police Pension Scheme (Government Actuaries Department) and the Local Government Pension Scheme (Mercer Ltd).</p> <p>At the balance sheet date, the liability in respect of the police pension scheme was £977m.</p> <p>In relation to LGPS, the actuary calculated that the valuation resulted in a net asset of £61m, however under IAS 19 Employee Benefits requires that, where a pension plan asset exists, it is measured at the lower of:</p> <ul style="list-style-type: none"> <li>• The surplus in the defined benefit plan; and</li> <li>• The asset ceiling.</li> </ul> <p>The calculation has been completed by the actuary, and an adjustment has been made to reflect the asset ceiling which is nil for funded benefits and £645k for unfunded benefits.</p>	<p>The effects on the net pension liability of changes in individual assumptions can be measured. Examples of the impact of changes in individual assumptions is included in the sensitivity analysis provided in the technical annex to the accounts (Annex B) Pension Disclosures (pages 107-117).</p>

## 5 Expenditure and Funding Analysis

This note shows how annual expenditure is used and funded from resources (government grants, council tax precepts) by the Commissioner in comparison with those resources consumed or earned in accordance with generally accepted accounting practices. It also shows how this expenditure is allocated for decision making purposes between subjective headings. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

*Due to the size of the statements, the positions for the Group and the PFCC are shown in separate tables.*

The figures for the group in 2024/25 are provided in the table below:

Expenditure and Funding Analysis (Group)	Group 2024/25				
	As reported for resource management	Adjustment to arrive at the net amount chargeable to the Police Fund balance (Note 5)	Net Expenditure Chargeable to the Police Fund balance	Adjustments between Funding and Accounting Basis (Note 7)	Net Expenditure in the Comprehensive Income and Expenditure Statement
	£000s	£000s	£000s	£000s	£000s
<b>Cost of Policing &amp; Crime Services</b>					
Police Officer Pay & Allowances	109,012	0	109,012	(28,640)	80,372
PCSO Pay & Allowances	1,622	0	1,622	0	1,622
Police Staff Pay & Allowances	30,879	0	30,879	(258)	30,621
Other Employee Budgets	4,301	0	4,301	0	4,301
Premises Related Expenditure	5,473	0	5,473	0	5,473
Transport Related Expenditure	3,564	0	3,564	0	3,564
Supplies & Services Expenditure	13,595	0	13,595	0	13,595
Third Party Related Expenditure	9,010	0	9,010	0	9,010
Technical Accounting Adjustments	10,119	(5,352)	4,767	(144)	4,623
Income from Fees & Charges	(8,568)	0	(8,568)	0	(8,568)
Grants & Contributions	(33,503)	0	(33,503)	0	(33,503)
Non distributed costs	0	0	0	2	2
Termination Payments	297	0	297	0	297
<b>Net Cost of Services</b>	<b>145,801</b>	<b>(5,352)</b>	<b>140,449</b>	<b>(29,040)</b>	<b>111,409</b>
Other Income and Expenditure	(139,030)	0	(139,030)	48,790	(90,240)
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>6,771</b>	<b>(5,352)</b>	<b>1,419</b>	<b>19,750</b>	<b>21,169</b>
	Police Fund	Earmarked Revenue Reserves	Earmarked Capital Reserves	Total	
Opening Police Fund Balance 1 April 2024	(4,000)	(23,158)	(2,013)	<b>(29,171)</b>	
Less Deficit on Police Fund Balance in Year	0	(300)	1,719	<b>1,419</b>	
<b>Closing Police Fund Balance at 31 March 2025</b>	<b>(4,000)</b>	<b>(23,458)</b>	<b>(294)</b>	<b>(27,752)</b>	

# Notes to the Accounts

The comparative figures for the group in 2023/24 are provided in the table below:

Expenditure and Funding Analysis (Group)	As reported for resource management	Adjustment to arrive at the net amount chargeable to the Police Fund balance (Note 5)	Group 2023/24		Net Expenditure in the Comprehensive Income and Expenditure Statement
			Net Expenditure Chargeable to the Police Fund balance	Adjustments between Funding and Accounting Basis (Note 7)	
	£000s	£000s	£000s	£000s	£000s
<b>Cost of Policing &amp; Crime Services</b>					
Police Officer Pay & Allowances	100,936	0	100,936	(25,470)	75,466
PCSO Pay & Allowances	1,833	0	1,833	(24)	1,809
Police Staff Pay & Allowances	29,485	0	29,485	(386)	29,099
Other Employee Budgets	4,397	0	4,397	0	4,397
Premises Related Expenditure	6,223	0	6,223	0	6,223
Transport Related Expenditure	3,251	0	3,251	0	3,251
Supplies & Services Expenditure	13,950	0	13,950	0	13,950
Third Party Related Expenditure	6,380	0	6,380	0	6,380
Technical Accounting Adjustments	7,732	(4,591)	3,141	2,269	5,410
Income from Fees & Charges	(7,578)	0	(7,578)	0	(7,578)
Grants & Contributions	(33,414)	0	(33,414)	0	(33,414)
Non distributed costs	0	0	0	86	86
Termination Payments	436	0	436	0	436
<b>Net Cost of Services</b>	<b>133,631</b>	<b>(4,591)</b>	<b>129,040</b>	<b>(23,525)</b>	<b>105,515</b>
Other Income and Expenditure	(130,898)	0	(130,898)	47,863	(83,035)
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>2,733</b>	<b>(4,591)</b>	<b>(1,858)</b>	<b>24,338</b>	<b>22,480</b>
	Police Fund	Earmarked Revenue Reserves	Earmarked Capital Reserves	Total	
Opening Police Fund Balance 1 April 2023	(4,000)	(19,681)	(3,632)	<b>(27,313)</b>	
Less Deficit on Police Fund Balance in Year	0	(3,477)	1,619	<b>(1,858)</b>	
<b>Closing Police Fund Balance at 31 March 2024</b>	<b>(4,000)</b>	<b>(23,158)</b>	<b>(2,013)</b>	<b>(29,171)</b>	

# Notes to the Accounts

The figures for the PFCC in 2024/25 are provided in the table below:

Expenditure and Funding Analysis (PFCC)	As reported for resource management	Adjustment to arrive at the net amount chargeable to the Police Fund balance (Note 5)	PFCC 2024/25		Net Expenditure in the Comprehensive Income and Expenditure Statement
			Net Expenditure Chargeable to the Police Fund balance	Adjustments between Funding and Accounting Basis (Note 7)	
	£000s	£000s	£000s	£000s	£000s
<b>Cost of Policing &amp; Crime Services</b>					
Police Officer Pay & Allowances	16,408	0	16,408	0	16,408
Police Staff Pay & Allowances	957	0	957	(10)	947
Other Employee Budgets	396	0	396	0	396
Premises Related Expenditure	(1,498)	0	(1,498)	0	(1,498)
Transport Related Expenditure	1,670	0	1,670	0	1,670
Supplies & Services Expenditure	(906)	0	(906)	0	(906)
Third Party Related Expenditure	4,486	0	4,486	0	4,486
Technical Accounting Adjustments	9,707	(5,352)	4,355	268	4,623
Income from Fees & Charges	(8,568)	0	(8,568)	0	(8,568)
Grants & Contributions	(33,503)	0	(33,503)	0	(33,503)
Funding Provided by PFCC to CC	156,652	0	156,652	0	156,652
<b>Net Cost of Services</b>	<b>145,801</b>	<b>(5,352)</b>	<b>140,449</b>	<b>258</b>	<b>140,707</b>
Other Income and Expenditure	(139,030)	0	(139,030)	(42)	(139,072)
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>6,771</b>	<b>(5,352)</b>	<b>1,419</b>	<b>216</b>	<b>1,635</b>
	<b>Police Fund</b>	<b>Earmarked Revenue Reserves</b>	<b>Earmarked Capital Reserves</b>	<b>Total</b>	
Opening Police Fund Balance 1 April 2024	(4,000)	(23,158)	(2,013)	<b>(29,171)</b>	
Less Deficit on Police Fund Balance in Year	0	(300)	1,719	<b>1,419</b>	
<b>Closing Police Fund Balance at 31 March 2025</b>	<b>(4,000)</b>	<b>(23,458)</b>	<b>(294)</b>	<b>(27,752)</b>	

# Notes to the Accounts

The comparative figures for the PFCC in 2023/24 are provided in the table below:

Expenditure and Funding Analysis (PFCC)	As reported for resource management	Adjustment to arrive at the net amount chargeable to the Police Fund balance (Note 5)	PFCC 2023/24		Net Expenditure in the Comprehensive Income and Expenditure Statement
			Net Expenditure Chargeable to the Police Fund balance	Adjustments between Funding and Accounting Basis (Note 7)	
	£000s	£000s	£000s	£000s	£000s
<b>Cost of Policing &amp; Crime Services</b>					
Police Officer Pay & Allowances	16,493	0	16,493	0	16,493
Police Staff Pay & Allowances	1,022	0	1,022	(93)	929
Other Employee Budgets	307	0	307	0	307
Premises Related Expenditure	(1,296)	0	(1,296)	0	(1,296)
Transport Related Expenditure	991	0	991	0	991
Supplies & Services Expenditure	(375)	0	(375)	0	(375)
Third Party Related Expenditure	3,860	0	3,860	0	3,860
Technical Accounting Adjustments	7,386	(4,591)	2,795	2,616	5,411
Income from Fees & Charges	(7,578)	0	(7,578)	0	(7,578)
Grants & Contributions	(33,414)	0	(33,414)	0	(33,414)
Non distributed costs	0	0	0	86	86
Termination Payments	207	0	207	0	207
Funding Provided by PFCC to CC	146,028	0	146,028	0	146,028
<b>Net Cost of Services</b>	<b>133,631</b>	<b>(4,591)</b>	<b>129,040</b>	<b>2,609</b>	<b>131,649</b>
Other Income and Expenditure	(130,898)	0	(130,898)	(27)	(130,925)
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>2,733</b>	<b>(4,591)</b>	<b>(1,858)</b>	<b>2,582</b>	<b>724</b>
	Police Fund	Earmarked Revenue Reserves	Earmarked Capital Reserves	Total	
Opening Police Fund Balance 1 April 2023	(4,000)	(19,681)	(3,632)	(27,313)	
Less Deficit on Police Fund Balance in Year	0	(3,477)	1,619	(1,858)	
<b>Closing Police Fund Balance at 31 March 2024</b>	<b>(4,000)</b>	<b>(23,158)</b>	<b>(2,013)</b>	<b>(29,171)</b>	

## 5.a Note to the Expenditure Funding Analysis

This note provides a reconciliation of the main adjustments to net expenditure chargeable to the Police Fund to arrive at the amounts in the Comprehensive Income and Expenditure Statement (pages 42-43). The relevant transfers between reserves are explained in the Movement in Reserves Statement (pages 44-45).

The figures for the Group for 2024/25 are set out in the table below:

Note to the Expenditure and Funding Analysis (Group)	Group 2024/25					
	Depreciation	Total to arrive at amount charged to the Police Fund	Adjustment for capital purposes (See below)	Net change for the Pensions Adjustment (See below)	Other Differences (See below)	Total Adjustment Between funding and accounting basis
	£000s	£000s	£000s	£000s	£000s	£000s
<b>Cost of Policing &amp; Crime Services</b>						
Police Officer Pay & Allowances	0	0	0	(28,640)	0	(28,640)
PCSO Pay & Allowances	0	0	0	0	0	0
Police Staff Pay & Allowances	0	0	0	(258)	0	(258)
Technical Accounting Adjustments	(5,352)	(5,352)	266	0	(410)	(144)
Non distributed costs	0	0	0	2	0	2
<b>Net Cost of Services</b>	<b>(5,352)</b>	<b>(5,352)</b>	<b>266</b>	<b>(28,896)</b>	<b>(410)</b>	<b>(29,040)</b>
Other Income and Expenditure	0	0	0	48,790	0	48,790
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>(5,352)</b>	<b>(5,352)</b>	<b>266</b>	<b>19,894</b>	<b>(410)</b>	<b>19,750</b>
<b>Further Analysis of Adjustments</b>						
Depreciation/Amortisation			5,352	0	0	5,352
Minimum Revenue Provision (MRP)			(871)	0	0	(871)
Revaluations			(728)	0	0	(728)
Direct Revenue Contribution			(3,177)	0	0	(3,177)
Capital Grant Reversal			(310)	0	0	(310)
Police Pensions - Interest on Liabilities			0	50,590	0	50,590
Police Pensions - Reverse Employer Contributions			0	(37,680)	0	(37,680)
Police Pensions - Current Service Cost			0	9,040	0	9,040
LGPS - Interest on Liabilities			0	8,358	0	8,358
LGPS - Return on Plan Assets			0	(10,158)	0	(10,158)
LGPS - Reverse Employer Contributions			0	(4,299)	0	(4,299)
LGPS - Current Service Cost			0	4,041	0	4,041
LGPS - Non Distributed Costs			0	2	0	2
Accumulated Absences Account Adj			0	0	(410)	(410)
<b>Total Adjustments</b>			<b>266</b>	<b>19,894</b>	<b>(410)</b>	<b>19,750</b>

# Notes to the Accounts

The comparative figures for the Group for 2023/24 are set out in the table below:

Note to the Expenditure and Funding Analysis (Group)	Group 2023/24					
	Depreciation	Total to arrive at amount charged to the Police	Adjustment for capital purposes (See below)	Net change for the Pensions Adjustment (See below)	Other Differences (See below)	Total Adjustment Between funding and accounting basis
	£000s	Fund £000s	£000s	£000s	£000s	£000s
<b>Cost of Policing &amp; Crime Services</b>						
Police Officer Pay & Allowances	0	0	0	(25,470)	0	(25,470)
PCSO Pay & Allowances	0	0	0	(24)	0	(24)
Police Staff Pay & Allowances	0	0	0	(386)	0	(386)
Technical Accounting Adjustments	(4,591)	(4,591)	2,536	0	(267)	2,269
Non distributed costs	0	0	0	86	0	86
<b>Net Cost of Services</b>	<b>(4,591)</b>	<b>(4,591)</b>	<b>2,536</b>	<b>(25,794)</b>	<b>(267)</b>	<b>(23,525)</b>
Other Income and Expenditure	0	0	0	47,863	0	47,863
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>(4,591)</b>	<b>(4,591)</b>	<b>2,536</b>	<b>22,069</b>	<b>(267)</b>	<b>24,338</b>
<b>Further Analysis of Adjustments</b>						
Depreciation/Amortisation			4,591	0	0	4,591
Minimum Revenue Provision (MRP)			(682)	0	0	(682)
Revaluations			820	0	0	820
Direct Revenue Contribution			(2,193)	0	0	(2,193)
Police Pensions - Interest on Liabilities			0	48,970	0	48,970
Police Pensions - Reverse Employer Contributions			0	(34,720)	0	(34,720)
Police Pensions - Current Service Cost			0	9,250	0	9,250
LGPS - Interest on Liabilities			0	8,126	0	8,126
LGPS - Return on Plan Assets			0	(9,233)	0	(9,233)
LGPS - Reverse Employer Contributions			0	(4,646)	0	(4,646)
LGPS - Current Service Cost			0	4,236	0	4,236
LGPS - Non Distributed Costs			0	86	0	86
Collection Fund Adjustment			0	0	78	78
Accumulated Absences Account Adj			0	0	(345)	(345)
<b>Total Adjustments</b>			<b>2,536</b>	<b>22,069</b>	<b>(267)</b>	<b>24,338</b>

# Notes to the Accounts

The figures for the PFCC for 2024/25 are set out in the table below:

Note to the Expenditure and Funding Analysis (PFCC)	PFCC 2024/25					
	Depreciation	Total to arrive at amount charged to the Police Fund	Adjustment for capital purposes (See below)	Net change for the Pensions Adjustment (See below)	Other Differences (See below)	Total Adjustment Between funding and accounting basis
	£000s	£000s	£000s	£000s	£000s	£000s
<b>Cost of Policing &amp; Crime Services</b>						
Police Staff Pay & Allowances	0	0	0	(10)	0	(10)
Technical Accounting Adjustments	(5,352)	(5,352)	266	0	2	268
<b>Net Cost of Services</b>	<b>(5,352)</b>	<b>(5,352)</b>	<b>266</b>	<b>(10)</b>	<b>2</b>	<b>258</b>
Other Income and Expenditure	0	0	0	(42)	0	(42)
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>(5,352)</b>	<b>(5,352)</b>	<b>266</b>	<b>(52)</b>	<b>2</b>	<b>216</b>
<b>Further Analysis of Adjustments</b>						
Depreciation/Amortisation			5,352	0	0	5,352
Minimum Revenue Provision (MRP)			(871)	0	0	(871)
Revaluations			(728)	0	0	(728)
Direct Revenue Contribution			(3,177)	0	0	(3,177)
Capital Grant Reversal			(310)	0	0	(310)
LGPS - Interest on Liabilities			0	251	0	251
LGPS - Return on Plan Assets			0	(293)	0	(293)
LGPS - Reverse Employer Contributions			0	(153)	0	(153)
LGPS - Current Service Cost			0	143	0	143
Collection Fund Adjustment			0	0	0	0
Accumulated Absences Account Adj			0	0	2	2
<b>Total Adjustments</b>			<b>266</b>	<b>(52)</b>	<b>2</b>	<b>216</b>



# Notes to the Accounts

The comparative figures for the PFCC for 2023/24 are set out in the table below:

Note to the Expenditure and Funding Analysis (PFCC)	PFCC 2023/24					
	Depreciation	Total to arrive at amount charged to the Police Fund	Adjustment for capital purposes (See below)	Net change for the Pensions Adjustment (See below)	Other Differences (See below)	Total Adjustment Between funding and accounting basis
	£000s	£000s	£000s	£000s	£000s	£000s
<b>Cost of Policing &amp; Crime Services</b>						
Police Staff Pay & Allowances	0	0	0	(93)	0	(93)
Technical Accounting Adjustments	(4,591)	(4,591)	2,536	0	80	2,616
Non distributed costs	0	0	0	86	0	86
<b>Net Cost of Services</b>	<b>(4,591)</b>	<b>(4,591)</b>	<b>2,536</b>	<b>(7)</b>	<b>80</b>	<b>2,609</b>
Other Income and Expenditure	0	0	0	(27)	0	(27)
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>(4,591)</b>	<b>(4,591)</b>	<b>2,536</b>	<b>(34)</b>	<b>80</b>	<b>2,582</b>
<b>Further Analysis of Adjustments</b>						
Depreciation/Amortisation			4,591	0	0	4,591
Minimum Revenue Provision (MRP)			(682)	0	0	(682)
Revaluations			820	0	0	820
Direct Revenue Contribution			(2,193)	0	0	(2,193)
LGPS - Interest on Liabilities			0	234	0	234
LGPS - Return on Plan Assets			0	(261)	0	(261)
LGPS - Reverse Employer Contributions			0	(242)	0	(242)
LGPS - Current Service Cost			0	149	0	149
LGPS - Non Distributed Costs			0	86	0	86
Collection Fund Adjustment			0	0	78	78
Accumulated Absences Account Adj			0	0	2	2
<b>Total Adjustments</b>			<b>2,536</b>	<b>(34)</b>	<b>80</b>	<b>2,582</b>

## 6 Expenditure and Income Analysed by Nature

This note provides an analysis of the expenditure and income by the nature of that spend/income.

PFCC 2023/24 £000s	Group 2023/24 £000s	Expenditure and Income	PFCC 2024/25 £000s	Group 2024/25 £000s
		<b>Expenditure</b>		
16,493	100,936	Police Pay & Allowances	16,408	109,012
0	1,833	PCSO Pay & Allowances	0	1,622
936	29,399	Police Staff Pay & Allowances	957	30,877
307	4,397	Other Employee Costs	396	4,301
(1,296)	6,223	Premises Related Costs	(1,498)	5,473
991	3,251	Transport Related Costs	1,670	3,564
(375)	13,950	Supplies & Services	(906)	13,595
3,860	6,380	Third Party Payments	4,486	9,010
480	480	External Interest	535	535
(23)	(23)	Loss on the Disposal of Assets	(174)	(174)
2,873	3,219	Technical Accounting Adjustments	4,356	4,768
86	86	Non Distributed Costs	0	2
52	52	Pension Adjustment	31	31
207	436	Termination Payments	0	297
146,028	0	Funding Between PFCC & CC	156,652	0
<b>170,619</b>	<b>170,619</b>	<b>Total Expenditure</b>	<b>182,913</b>	<b>182,913</b>
		<b>Income</b>		
(7,578)	(7,578)	Income from Fees & Charges	(8,568)	(8,568)
(16,921)	(16,921)	Income from Grant & Contributions	(17,095)	(17,095)
(1,009)	(1,009)	Interest & Investment Income	(1,145)	(1,145)
(688)	(688)	PFI Grant	(659)	(659)
(16,493)	(16,493)	Pensions Top Up grant (Home Office)	(16,408)	(16,408)
<b>(42,689)</b>	<b>(42,689)</b>	<b>Total Income</b>	<b>(43,875)</b>	<b>(43,875)</b>
		<b>Use of Reserves</b>		
3,477	3,477	Transfer to Earmarked Reserves (Revenue)	300	300
(1,619)	(1,619)	Transfer from Earmarked Reserves (Capital)	(1,719)	(1,719)
<b>1,858</b>	<b>1,858</b>		<b>(1,419)</b>	<b>(1,419)</b>
		<b>External Financing</b>		
(52,004)	(52,004)	Income from Council Tax	(55,578)	(55,578)
(78)	(78)	Collection Fund Adjustment	0	0
		General Government Grants		
(35,496)	(35,496)	- Home Office Police Grant	(39,064)	(39,064)
(4,850)	(4,850)	- Council Tax Grants (Freeze & Support)	(4,850)	(4,850)
(37,360)	(37,360)	Formula Funding	(38,127)	(38,127)
<b>(129,788)</b>	<b>(129,788)</b>	<b>Total</b>	<b>(137,619)</b>	<b>(137,619)</b>
<b>0</b>	<b>0</b>	<b>Deficit on the Provision of Services</b>	<b>0</b>	<b>0</b>

## 7 Adjustments between Accounting Basis and Funding Basis under Regulations

This note details the adjustments that are made to the total comprehensive income and expenditure recognised by the Commissioner in the year in accordance with proper accounting practice to the resources that are specified by statutory provisions as being available to the Commissioner to meet future capital and revenue expenditure.

The figures for the Group for 2024/25 are set out in the table below:

Adjustments between Accounting Basis and Funding Basis Under Regulations	Note	Group Police Fund Balance £000s	Group Capital Receipts Reserve £000s	Group Capital Grants Unapplied £000s	Group Total Usable Reserves £000s
<b>Adjustments to the Revenue Resources</b>					
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:					
- Pensions costs (transferred to (or from) the Pensions Reserve)	20e/ Annex B	19,894	0	0	19,894
- Council tax (transfers to or from Collection Fund)	20c/28	0	0	0	0
- Holiday Pay (transfers to or from Accumulated Absences Account)	20d	(410)	0	0	(410)
- Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account)	20b	4,624	0	0	4,624
<b>Total Adjustments to the Revenue Resources</b>		<b>24,108</b>	<b>0</b>	<b>0</b>	<b>24,108</b>
<b>Adjustments between Revenue and Capital Resources</b>					
- Statutory provision for the repayment of debt (MRP) (transfer from the Capital Adjustment Account)	31	(871)	0	0	(871)
- Capital expenditure financed from revenue balances (transfer to the Capital Adjustment Account)	29a	(3,177)	0	0	(3,177)
<b>Total Adjustments between Revenue and Capital Resources</b>		<b>(4,048)</b>	<b>0</b>	<b>0</b>	<b>(4,048)</b>
<b>Adjustments to Capital Resources</b>					
- Use of the Capital Receipts Reserve to finance capital expenditure	29a	0	(707)	0	(707)
- Application of capital grants to finance capital expenditure	20b	(310)	0	0	(310)
<b>Total Adjustments to Capital Resources</b>		<b>(310)</b>	<b>(707)</b>	<b>0</b>	<b>(1,017)</b>
<b>Total Adjustments</b>		<b>19,750</b>	<b>(707)</b>	<b>0</b>	<b>19,043</b>

# Notes to the Accounts

The comparative figures for the Group for 2023/24 are set out in the table below:

Adjustments between Accounting Basis and Funding Basis Under Regulations	Note	Group Police Fund Balance £000s	Group Capital Receipts Reserve £000s	Group Capital Grants Unapplied £000s	Group Total Usable Reserves £000s
<b>Adjustments to the Revenue Resources</b>					
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:					
- Pensions costs (transferred to (or from) the Pensions Reserve)	20e/ Annex B	22,069	0	0	22,069
- Council tax (transfers to or from Collection Fund)	20c/28	78	0	0	78
- Holiday Pay (transfers to or from Accumulated Absences Account)	20d	(345)	0	0	(345)
- Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account)	20b	5,410	0	0	5,410
<b>Total Adjustments to the Revenue Resources</b>		<b>27,212</b>	<b>0</b>	<b>0</b>	<b>27,212</b>
<b>Adjustments between Revenue and Capital Resources</b>					
- Statutory provision for the repayment of debt (MRP) (transfer from the Capital Adjustment Account)	31	(681)	0	0	(681)
- Capital expenditure financed from revenue balances (transfer to the Capital Adjustment Account)	29a	(2,193)	0	0	(2,193)
<b>Total Adjustments between Revenue and Capital Resources</b>		<b>(2,874)</b>	<b>0</b>	<b>0</b>	<b>(2,874)</b>
<b>Adjustments to Capital Resources</b>					
- Use of the Capital Receipts Reserve to finance capital expenditure	29a	0	(128)	0	(128)
- Application of capital grants to finance capital expenditure	20b	0	0	(1,728)	(1,728)
<b>Total Adjustments to Capital Resources</b>		<b>0</b>	<b>(128)</b>	<b>(1,728)</b>	<b>(1,856)</b>
<b>Total Adjustments</b>		<b>24,338</b>	<b>(128)</b>	<b>(1,728)</b>	<b>22,482</b>

# Notes to the Accounts

The figures for the PFCC for 2024/25 are set out in the table below:

Adjustments between Accounting Basis and Funding Basis Under Regulations	Note	PFCC Police Fund Balance £000s	PFCC Capital Receipts Reserve £000s	PFCC Capital Grants Unapplied £000s	PFCC Total Usable Reserves £000s
<b>Adjustments to the Revenue Resources</b>					
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:					
- Pensions costs (transferred to (or from) the Pensions Reserve)	20e/ Annex B	(52)	0	0	(52)
- Council tax (transfers to or from Collection Fund)	20c/28	0	0	0	0
- Holiday Pay (transfers to or from Accumulated Absences Account)	20d	2	0	0	2
- Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account)	20b	4,624	0	0	4,624
<b>Total Adjustments to the Revenue Resources</b>		<b>4,574</b>	<b>0</b>	<b>0</b>	<b>4,574</b>
<b>Adjustments between Revenue and Capital Resources</b>					
- Statutory provision for the repayment of debt (MRP) (transfer from the Capital Adjustment Account)	31	(871)	0	0	(871)
- Capital expenditure financed from revenue balances (transfer to the Capital Adjustment Account)	29a	(3,177)	0	0	(3,177)
<b>Total Adjustments between Revenue and Capital Resources</b>		<b>(4,048)</b>	<b>0</b>	<b>0</b>	<b>(4,048)</b>
<b>Adjustments to Capital Resources</b>					
- Use of the Capital Receipts Reserve to finance capital expenditure	29a	0	(707)	0	(707)
- Application of capital grants to finance capital expenditure	20b	(310)	0	0	(310)
<b>Total Adjustments to Capital Resources</b>		<b>(310)</b>	<b>(707)</b>	<b>0</b>	<b>(1,017)</b>
<b>Total Adjustments</b>		<b>216</b>	<b>(707)</b>	<b>0</b>	<b>(491)</b>

# Notes to the Accounts

The comparative figures for the PFCC for 2023/24 are set out in the table below:

Adjustments between Accounting Basis and Funding Basis Under Regulations	Note	PFCC Police Fund Balance £000s	PFCC Capital Receipts Reserve £000s	PFCC Capital Grants Unapplied £000s	PFCC Total Usable Reserves £000s
<b>Adjustments to the Revenue Resources</b>					
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:					
- Pensions costs (transferred to (or from) the Pensions Reserve)	20e/ Annex B	(34)	0	0	(34)
- Council tax (transfers to or from Collection Fund)	20c/28	78	0	0	78
- Holiday Pay (transfers to or from Accumulated Absences Account)	20d	2	0	0	2
- Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account)	20b	5,410	0	0	5,410
<b>Total Adjustments to the Revenue Resources</b>		<b>5,456</b>	<b>0</b>	<b>0</b>	<b>5,456</b>
<b>Adjustments between Revenue and Capital Resources</b>					
- Statutory provision for the repayment of debt (MRP) (transfer from the Capital Adjustment Account)	31	(681)	0	0	(681)
- Capital expenditure financed from revenue balances (transfer to the Capital Adjustment Account)	29a	(2,193)	0	0	(2,193)
<b>Total Adjustments between Revenue and Capital Resources</b>		<b>(2,874)</b>	<b>0</b>	<b>0</b>	<b>(2,874)</b>
<b>Adjustments to Capital Resources</b>					
- Use of the Capital Receipts Reserve to finance capital expenditure	29a	0	(128)	0	(128)
- Application of capital grants to finance capital expenditure	20b	0	0	(1,728)	(1,728)
<b>Total Adjustments to Capital Resources</b>		<b>0</b>	<b>(128)</b>	<b>(1,728)</b>	<b>(1,856)</b>
<b>Total Adjustments</b>		<b>2,582</b>	<b>(128)</b>	<b>(1,728)</b>	<b>726</b>

## 8 Transfers to/from Earmarked Reserves

This note sets out the amounts set aside from the Police Fund balances in earmarked reserves to provide financing for future expenditure plans and the movement on earmarked reserves during 2024/25 (and comparatives for 2023/24).

PCC/Group Balance 01 April 2023 £000s	PCC/Group Movement in 2023/24 £000s	PCC/Group Balance 31 March 2024 £000s	Earmarked Reserves	Note	PCC/Group Movement in 2024/25 £000s	PCC/Group Balance 31 March 2025 £000s
			<b>Revenue Reserves</b>			
			<b>Future Liability Reserves</b>			
867	(879)	(12)	Insurance Reserve	1	42	30
135	22	157	PFI - Lifecycle Replacements	2	(61)	96
2,497	361	2,858	Commissioned Services Reserve	3	85	2,943
300	0	300	Management of Change Reserve		0	300
0	0	0	Management of Change Reserve		250	250
225	148	373	Ill Health Retirements		140	513
27	(6)	21	PFCC Re-branding		(20)	1
<b>4,051</b>	<b>(354)</b>	<b>3,697</b>			<b>436</b>	<b>4,133</b>
			<b>Budget Stabilisation Reserves</b>			
500	0	500	Chief Constable's Contingency	4	0	500
250	(250)	0	Chief Constable's Operational Reserve	5	250	250
250	0	250	PFCC Operational Reserve	6	0	250
8,049	(122)	7,927	Budget Support Reserve	7	(1,607)	6,320
387	0	387	Body Armour (Future Roll Out)	8	0	387
170	(170)	0	75% Tax Income Guarantee Scheme		0	0
40	0	40	Specialist Services Dilapidation Reserve	9	0	40
<b>9,646</b>	<b>(542)</b>	<b>9,104</b>			<b>(1,357)</b>	<b>7,747</b>
			<b>Short Term Project Reserves</b>	10		
678	(41)	637	The Bridgeway (SASS)		114	751
7	0	7	Safer Cumbria Delivery Board		0	7
180	0	180	HQ Security		0	180
3,691	(731)	2,960	Records Management System		(805)	2,155
28	0	28	Business Intelligence		0	28
206	(10)	196	Business Transformation		0	196
100	(100)	0	CO - Demand Risk Resourcing		0	0
155	(63)	92	Firearms Digitisation		(44)	48
238	0	238	ESN Grant Funding C/Fwd		0	238
701	(416)	285	CCTV Reserve		(76)	209
0	128	128	Change Management (S&E Facilitation)		0	128
0	80	80	Portakabin		(31)	49
0	1,326	1,326	POCA / ARIS Funding		1,084	2,410
0	4,200	4,200	National DDaT		(1,852)	2,348
0	0	0	Hunter Lane Refurb		135	135
0	0	0	Ammunition smoothing reserve		25	25
0	0	0	National DDaT - Investment income		120	120
0	0	0	National DDaT - Finance Support		21	21
0	0	0	Estates Feasibility Reserve		558	558
0	0	0	Op Olympos (Post Office)		200	200
0	0	0	Cambridge Masters Programme		62	62
0	0	0	Targeted Variable Payments		1,330	1,330
0	0	0	Budget Carry Forwards 24/25		380	380
<b>5,984</b>	<b>4,373</b>	<b>10,357</b>			<b>1,221</b>	<b>11,578</b>
<b>19,681</b>	<b>3,477</b>	<b>23,158</b>	<b>Total Earmarked Revenue Reserves</b>		<b>300</b>	<b>23,458</b>
			<b>Capital Reserves</b>	11		
3,302	(1,583)	1,719	Estates West Flood Management		(1,719)	0
294	0	294	HQ adaptations		0	294
36	(36)	0	CCTV		0	0
<b>3,632</b>	<b>(1,619)</b>	<b>2,013</b>	<b>Total Earmarked Capital Reserves</b>		<b>(1,719)</b>	<b>294</b>

The purpose of the groups or individual reserves are as follows:

1. Insurance Reserve – to offset any insurance claims not specifically detailed in the insurance provision.
2. PFI Lifecycle Replacements – to equalise the impact on the comprehensive income and expenditure statement of changing levels of grant income and charges over the period of the PFI contract.
3. Commissioned Services Reserve – to provide resources for future expenditure on existing commitments under PFCC commissioned services.
4. Chief Constables Contingency – reserve held to meet an increase in budget pressure arising in year as a result of budgeting risks taken during the budget process. The establishment of this reserve supported a reduction in the ongoing revenue budget requirement.
5. Chief Constables Operational Reserve – to provide resources to assist in funding unexpected major events, if necessary. The Home Office Financial Management Code recommends that there should be an operational contingency. This reserve was fully utilised in 2023/24 and was replenished by the PFCC in 2024/25.
6. PFCC Operational Reserve – to provide resources both to back up the annual operational contingency and, in addition, to assist in funding unexpected expenditure/budget pressures in line with the Commissioner's responsibilities. The Home Office Financial Management Code recommends that there should be an operational contingency.
7. Budget Support Reserve – to meet the medium term risks associated with balancing the budget in the context of current funding and uncertainties and inflationary pressures.
8. Body Armour Future Roll Out – to equalise the impact on the comprehensive income and expenditure statement of changing levels of expenditure due to the cyclical nature of body armour replacement.
9. Specialist Services Accommodation Reserve- This reserve is to maintain the fabric of the specialist offsite accommodation.
10. Short Term Project Reserves – To support a variety of locally managed initiatives granted under the scheme of devolved resource management. These are primarily multi-year technology based projects or resources to provide funding for unbudgeted revenue costs within the 2024/25 or 2025/26 financial year.
11. Capital Reserves – the capital reserve holds direct contributions from the revenue budget to fund capital schemes within the capital programme.



## 9 Property, Plant and Equipment

The table below summarises the movements in Property, Plant and Equipment during the year:

Property, Plant and Equipment	Land and Buildings £000s	PFC/Group Vehicles £000s	IT and Technology £000s	Furniture Equipment & Plant £000s	Total Property, Plant & Equipment £000s	PFI Assets Included in P.P.E. £000s
<b>Cost or Valuation</b>						
At 1 April 2024	64,926	9,850	8,326	1,263	<b>84,365</b>	8,620
Additions	0	1,324	2,066	104	<b>3,494</b>	0
Enhancements	98	0	0	0	<b>98</b>	11
Revaluation increases/(decreases) recognised in the Revaluation Reserve	3,142	0	0	0	<b>3,142</b>	(132)
Revaluation increases/(decreases) recognised in the Surplus/Deficit on the Provision of Services	149	0	0	0	<b>149</b>	0
Derecognition - Disposals	0	(1,557)	(959)	0	<b>(2,516)</b>	0
Assets reclassified (to)/from Held for Sale	(565)				<b>(565)</b>	
<b>At 31 March 2025</b>	<b>67,750</b>	<b>9,617</b>	<b>9,433</b>	<b>1,367</b>	<b>88,167</b>	<b>8,499</b>
<b>Accumulated Depreciation &amp; Impairment</b>						
At 1 April 2024	(1,151)	(4,861)	(3,501)	(450)	<b>(9,963)</b>	(562)
Depreciation Charge	(1,528)	(1,569)	(1,393)	(152)	<b>(4,642)</b>	(177)
Derecognition - Disposals	0	1,557	959	0	<b>2,516</b>	0
Depreciation written out to the Revaluation Reserve	1,395	0	0	0	<b>1,395</b>	354
Depreciation written out to the Surplus/Deficit on the Provision of Services	144	0	0	0	<b>144</b>	0
Impairment written out to the Surplus/Deficit on the Provision of Services	(35)	0	0	0	<b>(35)</b>	(35)
<b>Depreciation as at 31 March 2025</b>	<b>(1,175)</b>	<b>(4,873)</b>	<b>(3,935)</b>	<b>(602)</b>	<b>(10,585)</b>	<b>(420)</b>
<b>Net Book Value</b>						
<b>At 31 March 2025</b>	<b>66,575</b>	<b>4,744</b>	<b>5,498</b>	<b>765</b>	<b>77,582</b>	<b>8,079</b>
<b>At 31 March 2024</b>	<b>63,775</b>	<b>4,989</b>	<b>4,825</b>	<b>813</b>	<b>74,402</b>	<b>8,058</b>



The Constabulary now has 11 fully electric vehicles and 37 hybrid vehicles on the fleet. These vehicles are made up of a mixture of marked and unmarked fleet. These vehicles are supported by a network of 15 electric vehicle charging points at HQ and the main deployment centres.

# Notes to the Accounts

The comparative figures for 2023/24 are set out in the table below:

Property, Plant and Equipment	Land and Buildings £000s	Vehicles £000s	PFCC/Group IT and Technology £000s	Furniture Equipment & Plant £000s	Assets Under Construction £000s	Total Property, Plant & Equipment £000s	PFI Assets Included in P.P.E. £000s
<b>Cost or Valuation</b>							
At 1 April 2023	67,363	8,211	8,431	1,996	1,147	<b>87,148</b>	8,615
Additions	0	2,112	1,275	517	7	<b>3,911</b>	0
Additions from Assets under construction	1,154	0	0	0	(1,154)	<b>0</b>	0
Enhancements	128	0	0	0	0	<b>128</b>	5
Revaluation increases/(decreases) recognised in the Revaluation Reserve	(2,483)	0	0	0	0	<b>(2,483)</b>	0
Revaluation increases/(decreases) recognised in the Surplus/Deficit on the Provision of Services	(1,236)	0	0	0	0	<b>(1,236)</b>	0
Derecognition - Disposals	0	(473)	(1,380)	(1,250)	0	<b>(3,103)</b>	0
<b>At 31 March 2024</b>	<b>64,926</b>	<b>9,850</b>	<b>8,326</b>	<b>1,263</b>	<b>0</b>	<b>84,365</b>	<b>8,620</b>
<b>Accumulated Depreciation &amp; Impairment</b>							
At 1 April 2023	(1,038)	(4,415)	(3,543)	(1,585)	0	<b>(10,581)</b>	(385)
Depreciation Charge	(1,467)	(919)	(1,338)	(115)	0	<b>(3,839)</b>	(177)
Derecognition - Disposals	0	473	1,380	1,250	0	<b>3,103</b>	0
Depreciation written out to the Revaluation Reserve	937	0	0	0	0	<b>937</b>	0
Depreciation written out to the Surplus/Deficit on the Provision of Services	417	0	0	0	0	<b>417</b>	0
<b>Depreciation as at 31 March 2024</b>	<b>(1,151)</b>	<b>(4,861)</b>	<b>(3,501)</b>	<b>(450)</b>	<b>0</b>	<b>(9,963)</b>	<b>(562)</b>
<b>Net Book Value</b>							
<b>At 31 March 2024</b>	<b>63,775</b>	<b>4,989</b>	<b>4,825</b>	<b>813</b>	<b>0</b>	<b>74,402</b>	<b>8,058</b>
<b>At 31 March 2023</b>	<b>66,325</b>	<b>3,796</b>	<b>4,888</b>	<b>411</b>	<b>1,147</b>	<b>76,567</b>	<b>8,230</b>



Learning and Development Centre , Penrith

## 9.a Valuations Rolling Programme

The Commissioner carries out a rolling programme that ensures that all Property, Plant and Equipment required to be measured at current value is revalued every two years. Valuations of land and buildings are carried out on behalf of the Commissioner by Mr. M. Beales BSc (Hons) MRICS, Carigiet Cowen, Suite 2, Telford House, Riverside, Warwick Road, Carlisle CA1 2BT and were carried out in accordance with the methodologies and bases for estimation set out in the professional standards of the Royal Institute of Chartered Surveyors (RICS). Valuations of vehicles, plant, furniture and equipment are based on historic cost as a proxy for fair value. The basis of the valuations is set out in the accounting policies. The table below sets out details of the land and buildings valuations undertaken over the two year rolling programme.

Valuations Rolling Programme	Land and Buildings £000s	PFCC/Group Vehicles £000s	IT and Technology £000s	Furniture Equipment & Plant £000s	Total Property, Plant & Equipment £000s
Carried at Historical Cost	0	9,617	9,433	1,367	20,417
Valued at Current Value as at:					
- 31 March 2024	29,828				29,828
- 31 March 2025	37,922	0	0	0	37,922
Total Cost or Valuation	67,750	9,617	9,433	1,367	88,167

## 9.b Impairment Review

The Commissioner's professional valuer, Mr. M. Beales BSc (Hons) MRICS, Carigiet Cowen, Suite 2, Telford House, Riverside, Warwick Road, Carlisle CA1 2BT, has made an assessment of the possible effects of material [impairment](#) to land and buildings during the financial year. His assessment was based on a number of specific criteria, which, in his opinion, could affect the valuation of assets. The outcome of the assessment process is the valuer has concluded that there are no new impairments. The existing 5% impairment to Workington has risen in monetary value by £35k in line with the rise in overall valuation at 31.03.2025.

## 9.c Property, Plant and Equipment in the Ownership of the Police, Fire and Crime Commissioner

A brief analysis of the Commissioner's principal assets as at 31 March 2025 is set out below:

Property, Plant and Equipment in Ownership of PFCC	PFCC/Group As at 31 March	
	2024 Number	2025 Number
HQ, TPA HQ & Larger Police Stations	8	8
Other Police Stations / Land	11	10
Police Houses and other Properties	0	0
Surplus Properties/ Held for Sale/ Investment Properties	1	2
Vehicles	364	341

## 9.d Effects of Changes in Estimates

There have been no material changes in estimates in the 2024/25 accounts.

## 9.e Gain / Loss on Sale of Property, Plant and Equipment

The table below analyses the (gain)/loss on sale of property, plant and equipment for the year ended 31 March 2024.

Gain/Loss on Sale of Property, Plant and Equipment	Net Book Value £000s	PFCC/Group		(Gain) / Loss 2024/25 £000s
		Costs of Sale £000s	Proceeds of Sale £000s	
Vehicles	0	4	(178)	(174)
<b>Total</b>	<b>0</b>	<b>4</b>	<b>(178)</b>	<b>(174)</b>

The comparative figures for 2023/24 are set out in the table below:

Gain/Loss on Sale of Property, Plant and Equipment	Net Book Value £000s	PFCC/Group		(Gain) / Loss 2023/24 £000s
		Costs of Sale £000s	Proceeds of Sale £000s	
Vehicles	0	1	(24)	(23)
<b>Total</b>	<b>0</b>	<b>1</b>	<b>(24)</b>	<b>(23)</b>

Note in 2023/24 £178k (£24k in 2023/24) of receipts from proceeds of sale included in the above table were individually below the £10k threshold for recognition as [capital receipts](#) and have therefore been treated as revenue income. This explains why the capital receipts recorded in note 7 show £0k (£0k in 2023/24) rather than £178k (£24k in 2023/24) as above.

## 10 Assets Held for Sale

Assets held for sale relate to land and buildings assets that are available for immediate sale in their present condition subject to terms that are usual and customary for sales of such assets. The assets are being actively marketed for a sale at a price that is reasonable in relation to its current [fair value](#). The sale is expected to qualify for recognition as a completed sale within one year from the date of classification. The table below shows the movement on Assets Held for Sale in 2024/25 with comparative information for 2023/24.

Assets Held for Sale	PFCC/Group As at 31 March	
	2024 £000s	2025 £000s
Balance outstanding at start of year	0	0
Newly classified as held for sale	0	565
Revaluation gains/(losses)	0	(5)
<b>Balance outstanding at end of year</b>	<b>0</b>	<b>560</b>

*During 2024/25 Ravenside Lodge, Wreay was actively marketed for sale and reclassified as HFS.*

*There were no HFS assets in 2023/24 and no assets sold in 2023/24*

## 11 Intangible Assets

The Commissioner accounts for his computer 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 within Property, Plant and Equipment. The intangible assets include computer software development and acquisitions. All software is given a finite useful life (5 years) unless at contract inception the expectation of the period that the software is expected to be of use to the Commissioner is longer. The carrying amount of intangible assets is amortised on a straight line basis and is charged to the Comprehensive Income and Expenditure Statement.

A summary of the movements in intangible assets during the year and the position as at 31 March 2024 (with comparatives for 2022/23) is set out in the table below:

Intangible Assets	PFCC/Group	
	2023/24 £000s	2024/25 £000s
Balance at start of year		
- Gross carrying amount	5,124	3,415
- Accumulated amortisation	(3,287)	(2,308)
<b>Net carrying amount at start of year</b>	<b>1,837</b>	<b>1,107</b>
Additions	22	292
Disposals	(1,731)	(1,064)
Amortisations for the period	(752)	(544)
Amortisation adjustment re disposals	1,731	1,064
<b>Net carrying amount at end of year</b>	<b>1,107</b>	<b>855</b>
Comprising		
- Gross carrying amount	3,415	2,644
- Accumulated amortisation	(2,308)	(1,789)
	<b>1,107</b>	<b>855</b>

**Intangible Assets** are those which do not have physical substance but are controlled as a result of past events (e.g. software licences) where expenditure is capitalised when it is expected that future economic benefits or service potential will flow from the asset.

**Amortisation** is the practice of reducing the value of assets to reflect their reduced worth over time. The term means the same as depreciation.

## 12 Private Finance Initiative (PFI)

**Private Finance Initiatives (PFI)** are arrangements to receive services where the responsibility for making available the property, plant and equipment needed to provide the services passes to the PFI contractor.

There is currently one PFI scheme recognised on the Balance Sheet and this relates to the Cumberland Basic Command Unit (BCU) deployment centre in Workington. Under the terms of the Commissioner's funding arrangement to the Chief Constable the Commissioner controls all property and, accordingly, the PFI building is recorded on the Balance Sheet of the Commissioner. A charge is made by the Commissioner to the Chief Constable in the Comprehensive Income and Expenditure Statement for the Chief Constable's use of the building and the services provided.

The former Police Authority entered an agreement for the construction and subsequent servicing of the building in September 2001 under a PFI arrangement. Under the agreement the PFI provider constructed the facility and undertakes to make the building available to the Commissioner in a



specified condition for a 25 year period in return for a monthly unitary charge payment made by the Commissioner. In addition the provider delivers a range of services in relation to the building which are specified in the PFI contract. At the end of the contract period the Commissioner has the right to acquire the building at 50% of its market value.

The PFI asset is recognised on the Commissioner's balance sheet along with a corresponding PFI finance lease liability which recognises the Commissioner's outstanding liability to pay for the asset. The PFI asset is depreciated and revalued in the same way as any other asset in accordance with accounting policies.

The amount paid to the PFI operator each year (known as the unitary charge payment) is now split into four elements in the accounts as follows:

- **Service Charges** – the fair value of the services received during the year which are debited to the relevant function in the Comprehensive Income and Expenditure Statement.
- **Finance cost** – an interest charge on the outstanding Balance Sheet liability, debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.
- **Payment towards liability** – applied to write down the Balance Sheet liability towards the PFI operator (the profile of write downs is calculated using the same principles as for a finance lease). However, a corresponding increase in the [minimum revenue provision](#) is made in accordance with the Commissioner's minimum revenue provision policy.
- **Lifecycle replacement costs** – a proportion of the amounts payable is posted to the Balance sheet as a prepayment and then recognised as additions to Property, Plant and Equipment when the relevant works are eventually carried out.

The following information is disclosed in relation to the PFI asset.

## 12.a Movement on Fixed Assets

The value and movement in value of the asset held under the PFI agreement is analysed in note 9 above.

## 12.b PFI Finance Lease Liability

The value of Liabilities resulting from the PFI Agreement are shown in the table below:

PFI Lease Liability	PFCC/Group As at 31 March	
	2024 £000s	2025 £000s
Balance at the start of the year	(3,964)	(3,701)
Repayments made during year	263	299
Balance at the end of the year	<b>(3,701)</b>	<b>(3,402)</b>
<b>Split of liability:</b>		
Current Liability	(299)	(338)
Long Term Liability	(3,402)	(3,064)
	<b>(3,701)</b>	<b>(3,402)</b>

## 12.c Payments Due to be made under PFI Contract

An estimate of the future payments to be made under the PFI contract are shown in the table below. Where applicable an estimated inflation index of 2% (linked to the GDP deflator) per annum has been applied to the payments.

Payments Due under PFI Contract	PFCC/Group			Total £000s
	Repayment of Liability £000s	Interest Payments £000s	Service Costs £000s	
Repayable within one year	338	406	682	<b>1,426</b>
Between two and five years	3,064	156	345	<b>3,565</b>
	<b>3,402</b>	<b>562</b>	<b>1,027</b>	<b>4,991</b>

The repayment of liability figures include a sum of £2,910k between 2 and 5 years which recognises that there is reasonable certainty that the Commissioner will exercise his right to purchase the PFI building at the end of the PFI contract period. See critical judgement note 2 (page 50) for further explanation.

## 13 Leases

In 2024/25, the Commissioner applied IFRS 16 Leases as required by the Code of Practice for Local Authority Accounting in the United Kingdom. The main impact of the new requirements is that for arrangements previously accounted for as operating leases (i.e. without recognising the leased property as an asset and future rents as a liability) a right-of-use asset and a lease liability are to be brought into the Balance Sheet at 1 April 2024. Leases for items of low value (less than £10k) and leases that expire on or before 31 March 2025 are exempt from the new arrangements. The Code of practice allowed for some expedients which have resulted in:

- Lease liabilities are measured at the present value of the remaining lease payments at 1 April 2024, discounted by the incremental borrowing rate at that date.
- The weighted average of the incremental borrowing rates used to discount liabilities was 5.09%
- Right-of-use assets are measured at the amount of the lease liability, adjusted for any prepaid or accrued lease payments that were in the balance sheet on 31 March 2024 – any initial direct costs have been excluded
- All leases were assessed as to whether they were onerous at 31 March 2024 and it was decided that there were none.

This has resulted in the following additions to the Balance Sheet:

- £2,060,000 Property, plant and equipment (right-of-use assets)
- £1,617,870 non-current creditors (lease liabilities)
- £137,364 Current creditors (lease liabilities)

The newly recognised lease liabilities of £1,755,234 compare with the operating lease commitments of £4,023,005 at 31 March 2024 disclosed in the notes to the 2023/24 financial statements. When these are discounted to their present value of £887,000 (using the incremental borrowing rate as at 1 April 2024), there is a difference of £868,192 from the newly recognised lease liabilities. This is explained by an error due to the omission of future years lease commitments in the 2023/24 note as many leases had expired & were on a one year rolling provision.

The effective date of the revaluation of right of use assets was 01.04.2024, by external valuer Carigiet Cowan. The valuation method used is Depreciated Replacement Cost (DRC) and the valuations have been undertaken on the special assumption that the instant build approach applies, all other assumptions are in line with PPE assumptions in note 4

## 13.a Right of Use Assets

Right of Use Assets	PFCC/Group			Total Property, Plant & Equipment £000s
	Land and Buildings £000s	Vehicles £000s	Equipment £000s	
At 1 April 2024	1,656	0	404	2,060
Additions	0	94	0	94
Depreciation	(124)	(2)	(40)	(166)
<b>At 31 March 2025</b>	<b>1,532</b>	<b>92</b>	<b>364</b>	<b>1,988</b>

## 13.b The Comprehensive Income and Expenditure Statement charges under these arrangements

CIES Expenses and Cash Flows incurred in relation to leases	2024/25 £000s
<b>Comprehensive Income and Expenditure:</b>	
Interest expense on lease liabilities	90
Expense relating to leases of low-value assets	20
<b>Cash flows statement:</b>	
Total cash outflows for leases	110

## 13.c The value of future payments

Maturity analysis of lease Liabilities	2024/25 £000s
Less than one year	161
One to five years	595
More than five years	954
<b>Total liabilities</b>	<b>1,710</b>



## 14 Short-term Debtors

*Debtors reflect amounts owing to the Police and Crime Commissioner but not yet received at the end of the financial year.*

A breakdown of the amounts owing to the Commissioner as at 31 March 2025 is set out in the table below:

PFCC As at 31 March 2024 £000s	Group As at 31 March 2024 £000s	Short-term Debtors	PFCC As at 31 March 2025 £000s	Group As at 31 March 2025 £000s
12,360	12,360	Trade Receivables	8,408	8,408
2,890	2,890	Prepayments/Payments in Advance	3,754	3,754
		Other Receivable Amounts		
3,132	3,132	- Police Pensioners Prepayment	3,408	3,408
328	328	- Employees (accumulated compensating absences)	209	209
3,872	3,872	- Council Tax - Local Taxpayers (#)	3,872	3,872
352	352	- VAT Reimbursement	962	962
		Less Impairment Allowance for Doubtful Debts:		
(11)	(11)	- Trade Receivables	(16)	(16)
(1,779)	(1,779)	- Local Taxpayers (#)	(1,779)	(1,779)
<b>21,144</b>	<b>21,144</b>		<b>18,818</b>	<b>18,818</b>
		Balances Owed From Chief Constable:		
11,295	0	- Re CC Share of External Creditors	11,733	0
6,218	0	- Re balance of Funding	7,105	0
<b>38,657</b>	<b>21,144</b>	<b>Total Debtors</b>	<b>37,656</b>	<b>18,818</b>

# The debtors in respect of Local Taxpayers represent the Commissioner's share of the debtors recorded by the two unitary councils in respect of Council Tax. This figure is reduced by the Commissioner's share of their respective impairment allowance for doubtful debts. In a requirement from 2018/19 the Commissioner must show the age profile of debtors in respect of local taxation. The table on the next page provides this analysis.

For 2024/25 the unitary councils have not provided the information required to update these notes, for this reason the figures are shown as the same as in 2023/24.

## Debtors for Local Taxation

The past due but not impaired amount for local taxation (council tax) can be analysed by age as follows:

Council Tax Debtors	PFCC/Group	
	31 March 2024 £000s	31 March 2025 £000s
Less than Three Months	0	0
Three to Six Months	0	0
Six Months to One Year	1,279	1,279
less than One year	0	0
More than One Year	2,593	2,593
	<b>3,872</b>	<b>3,872</b>

Please note, in the above table some unitary councils have provided the split of debtors over the wider categories of: less than 3 months, 3 to 6 months, 6 to 12 months and over 1 year whilst others have simply provided figures for under and over 1 year.

At the time of preparing the financial statements for 2024/25 the unitary councils had not provided the Commissioner with his share of the fund balances as at 31/03/25. The figures in the table above are therefore shown as exactly the same as in 2023/24.

## 15 Short-term Creditors

*Creditors reflect amounts owed by the Police and Crime Commissioner for goods and services received which had not been paid for at the end of the financial year.*

An analysis of the amounts owed by the Commissioner as at 31 March 2025 is set out in the table below:

PFCC As at 31 March 2024 £000s		Group 2024 £000s	Short-term Creditors	PFCC As at 31 March 2025 £000s		Group 2025 £000s
(4,329)	(4,329)		Trade Payables	(5,168)	(5,168)	
(573)	(573)		Receipts in Advance	(463)	(463)	
(4,788)	(4,788)		Employees (accumulated compensating absences)	(4,259)	(4,259)	
(1,340)	(1,340)		Council Tax - Local Taxpayers	(1,340)	(1,340)	
(747)	(747)		Council Tax - District Councils	(747)	(747)	
(2,835)	(2,835)		HMRC PAYE Amounts Due	(2,955)	(2,955)	
<b>(14,612)</b>	<b>(14,612)</b>			<b>(14,932)</b>	<b>(14,932)</b>	
			Balances Owed to Chief Constable:			
(5,992)	0		- Re CC Share of External & Employee Debtors	(6,616)	0	
(8,925)	0		- Re balance of Funding	(9,967)	0	
<b>(29,529)</b>	<b>(14,612)</b>		<b>Total Creditors</b>	<b>(31,515)</b>	<b>(14,932)</b>	

## 16 Provisions

The Commissioner is able to maintain [provisions](#) to meet expected future liabilities. The Code of Practice on Local Authority Accounting advises that the value of any provisions be charged to the appropriate part of the Comprehensive Income and Expenditure Statement in anticipation of the liability having to be met in the future. The classification of provisions is consistent with the Code of Practice.

A brief description of the purpose of the individual provisions as at 31 March 2025 is provided below:

**Insurance liabilities** – this provision has been established to meet a number of eventualities from ongoing claims which are not covered by external insurers. In particular, liability risks up to £250k per event (this figure was £25k until 1 November 2014 when the policy excess was increased to £100k, and increased again to £250k from 1 November 2021) are retained by the Commissioner and met internally. The provision for insurance liabilities is subject to an actuarial review on a biennial basis to determine the most appropriate level for the provision based on the circumstances at the time of the review.

**Legal Claims** – this provision has been established to cover the potential costs relating to a number of legal claims that are currently ongoing.

The table below shows the movements during the year on each of the group provisions and the position as at 31 March 2025.

Provisions	Balance as at 01/04/24 £000s	Additional Provisions Made 2024/25 £000s	Amounts Used in 2024/25 £000s	Unused Amounts Reversed in 2024/25 £000s	Balance as at 31/03/25 £000s
Insurance Liabilities	(1,470)	(288)	288	0	(1,470)
Legal Claims	(902)	(457)	194	190	(975)
<b>Total Provisions</b>	<b>(2,372)</b>	<b>(745)</b>	<b>482</b>	<b>190</b>	<b>(2,445)</b>

The comparative information for year ended 31 March 2024 is as follows:

Provisions	Balance as at 01/04/23 £000s	Additional Provisions Made 2023/24 £000s	Amounts Used in 2023/24 £000s	Unused Amounts Reversed in 2023/24 £000s	Balance as at 31/03/24 £000s
Insurance Liabilities	(682)	(988)	200	0	(1,470)
Legal Claims	(1,025)	(330)	285	168	(902)
<b>Total Provisions</b>	<b>(1,707)</b>	<b>(1,318)</b>	<b>485</b>	<b>168</b>	<b>(2,372)</b>

## 17 Financial Instruments

**Financial Instruments** are contracts that give rise to a financial asset in one entity and a financial liability in another. The term covers both **financial assets** such as loans and receivables and **financial liabilities** such as creditors and borrowings.

Under International Financial reporting Standards a full set of disclosure notes are required in respect of financial instruments. These notes for the PFCC/Group are included in Section A of a separate technical appendix at Annex A on pages 102 to 106.

The disclosures include:

- The Categories of Financial Instrument
- Gains and Losses on Financial Instruments
- Fair value of Assets and Liabilities Carried at Amortised Cost
- Disclosure of the Nature and Extent of Risks Arising from Financial Instruments

## 18 Pensions

The PFCC/Group participates in the Local Government Pension Scheme (LGPS) for Police Staff and three pensions schemes in respect of Police Officers. Under International Financial reporting Standards a full set of disclosure notes are required in respect of Pensions. These notes for the PFCC/Group are included in a separate technical appendix at Annex B on pages 107 to 117.

The disclosures include:

- Details of the pension schemes
- A summary of accounting entries in respect of pensions
- Pensions assets and liabilities recognised in the balance sheet
- Reconciliation of the Fair Value of scheme assets
- Basis for estimating assets and liabilities
- A summary of principal assumptions used by the scheme actuary
- Sensitivity analysis in relation to pensions
- Impact on the Commissioner's Cash Flows

## 19 Usable Reserves

***Usable reserves** result from the Commissioner's activities and are available to be spent in future years.*

In addition to the Commissioner's Police Fund, which the Commissioner aims to maintain at 3% of budgeted expenditure, the following reserves are maintained and accounted for in line with the Code of practice.

- [Capital Receipts](#) Reserve – this reserve is used to hold capital receipts until they are utilised to finance capital expenditure or reduce borrowing.
- Capital Grants Unapplied Account – this reserve is used to hold capital grants until they are utilised to finance capital expenditure.
- Capital Reserve – this reserve is a revenue backed earmarked reserve that has been set aside to fund capital expenditure.
- [Earmarked Reserves](#) - The Commissioner has a number of earmarked reserves that exist both to provide a [contingency](#) to cushion the effect of unexpected events and to provide a mechanism to build up funds to meet expected liabilities. The Commissioner's earmarked reserves have been formulated in conjunction with the [CIPFA](#) guidance on Reserves and [Provisions](#). Details of the earmarked reserves in existence and a brief description as to their purpose is included in note 8 to the accounts (see pages 65-66).

The movement in the Commissioner's Group and Single Entity Usable Reserves is detailed in the Movement in Reserves Statement (see pages 44 to 45), and the disclosure notes relating to Adjustments between the Accounting Basis and Funding Basis under regulations (Note 7) and Transfer to/from Earmarked reserves (Note 8).

## 20 Unusable Reserves

**Unusable reserves** derive from accounting adjustments and are not available to be spent.

Certain reserves are kept to manage the accounting processes for [non-current assets](#), financial instruments, retirement and employee benefits and do not represent usable resources for the Commissioner.

### 20.a Revaluation Reserve

The [Revaluation Reserve](#) contains the overall gains made by the Commissioner arising from increases in the value of Property, Plant and Equipment and Intangible assets. 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 records the unrealised net gain from the revaluation of non-current assets 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](#). The balance is made up of individual credit balances associated with specific assets and will be equal to the difference between the current value net book value (NBV) and the historic cost NBV for all assets.

The movements on the reserve during 2024/25 and the previous year are set out in the table below:

PFCC/Group 2023/24 £000s	Revaluation Reserve	PFCC/Group 2024/25 £000s
25,878	Balance at Start of Year	23,999
2,944	Upward revaluation of assets	4,546
(4,490)	Downward revaluation of assets and impairment losses not charged to the Surplus/Deficit on the Provision of Services	(10)
(1,546)	Surplus or deficit on revaluation of non-current assets not posted to the Surplus/Deficit on the Provision of Services	4,536
(333)	Difference between fair value depreciation and historical cost	(274)
(333)	Amount written off to Capital Adjustment Account	(274)
23,999	Balance at End of Year	28,261

## 20.b Capital Adjustment Account

The [Capital Adjustment Account](#) (CAA) 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 or 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. Note 7 provides details of the source of all the transactions posted to the account apart from those involving the revaluation reserve.

The movements on the account during 2024/25 and the previous year are set out in the table below:

PFCC/Group 2023/24 £000s	Capital Adjustment Account	PFCC/Group 2024/25 £000s
<b>31,078</b>	<b>Balance at Start of Year</b>	<b>30,731</b>
	Reversal of items relating to capital expenditure debited or credited to the Comprehensive Income and Expenditure Statement	
(3,838)	Charges for depreciation and impairment of non-current assets	(4,808)
(820)	Revaluation gains/(losses) on Property, Plant and Equipment	728
(752)	Amortisation of Intangible assets	(544)
<b>(5,410)</b>		<b>(4,624)</b>
333	Adjusting amounts written out of the Revaluation Reserve	274
<b>(5,077)</b>	<b>Net written out amount of the cost of non-current assets consumed in the year</b>	<b>(4,350)</b>
	<b>Capital financing applied in the year:</b>	
128	Use of the Capital Receipts Reserve to finance new capital expenditure	707
1,728	Capital grants and contributions credited to the Comprehensive Income and Expenditure Statement that have been applied to capital	310
681	Statutory provision for the financing of capital investment charged against the General Fund (MRP)	871
2,193	Capital expenditure charged against the Police Fund	3,177
<b>4,730</b>		<b>5,065</b>
<b>30,731</b>	<b>Balance at End of Year</b>	<b>31,446</b>

## 20.c Collection Fund Adjustment Account

The Collection Fund Adjustment Account manages the differences arising from the recognition of Council Tax income in the Comprehensive Income and Expenditure Statement as it falls due from Council Taxpayers compared with the statutory arrangements.

The end of year balance on the account reflects the Commissioner's aggregate share of the Surplus/(Deficit) on the Collection fund operated by each of the 6 district councils (or billing authorities) that has yet to be distributed. The movements on the account during 2024/25 and the previous year are set out in the table below:

Collection Fund Adjustment Account	PFCC/Group 2023/24	PFCC/Group 2024/25
	£000s	£000s
Balance at Start of Year	84	6
Amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from council tax income calculated for the year in accordance with statutory requirements	(78)	0
<b>Balance at End of Year</b>	<b>6</b>	<b>6</b>

A further breakdown of the movement in year by district council, is provided in note 28 on page 92.

At the time of preparing the financial statements for 2024/25 the unitary councils had not provided the Commissioner with his share of the fund balances as at 31/03/25. The figures in the table above are therefore shown as exactly the same as in 2023/24.

## 20.d Accumulated Absences Account

The short-term accumulated absences account absorbs the differences that would otherwise arise on the Police Fund balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave, flexi leave, time off in lieu and rest day entitlements carried forward at 31 March. Statutory arrangements require that the impact on the Police Fund Balance is neutralised by transfers to or from the Account.

PFCC 2023/24 £000s	Group 2023/24 £000s	Accumulated Absences Account	PFCC 2024/25 £000s	Group 2024/25 £000s
(44)	(4,805)	Balance at Start of Year	(46)	(4,460)
44	4,805	Settlement or cancellation of accrual made at the end of the preceding year	46	4,460
(46)	(4,460)	Amounts accrued at the end of the current year	(48)	(4,050)
(2)	345	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	(2)	410
(46)	(4,460)	Balance at End of Year	(48)	(4,050)



## 20.e Pensions Reserve

The Pensions [Reserves](#) (LGPS and Police) absorb the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding in accordance with statutory provisions. The Commissioner accounts for post-employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs. However, statutory arrangements require benefits earned to be financed as the Commissioner makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pension Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Commissioner has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

PFCCLGPS 2023/24 £000s	Group LGPS 2023/24 £000s	Group Police 2023/24 £000s	Pensions Reserve	PFCCLGPS 2024/25 £000s	Group LGPS 2024/25 £000s	Group Police 2024/25 £000s
0	0	(1,065,680)	Balance at Start of Year	(14)	(733)	(1,079,290)
0	0	0	Adjustment to Opening Balance #	(11)	(362)	0
0	0	(1,065,680)	<b>Adjusted Balance at Start of Year</b>	<b>(25)</b>	<b>(1,095)</b>	<b>(1,079,290)</b>
359	12,843	9,890	Remeasurement of the net defined pension benefit liability/asset	691	23,549	124,240
(208)	(3,215)	(58,220)	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	(101)	(2,243)	(59,630)
242	4,646	34,720	Employer's pension contributions and direct payments to pensioners payable in the year.	153	4,299	37,680
(407)	(15,007)	0	Impact of Asset Ceiling	(731)	(25,155)	0
<b>(14)</b>	<b>(733)</b>	<b>(1,079,290)</b>	<b>Balance at End of Year</b>	<b>(13)</b>	<b>(645)</b>	<b>(977,000)</b>

## 21 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 his ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Commissioner.

### 21.a Chief Constable for Cumbria Constabulary

The Police, Fire and Crime Commissioner has direct control over the Chief Constable's finances, providing funding for all running costs and taking responsibility for funding of all pensions' liabilities. The Commissioner is responsible for setting the Police and Crime Plan. The Chief Constable retains operational independence and operates within the funding arrangement set by the Commissioner, to deliver the aims and objectives set out in the Police, Fire and Crime Plan.

## 21.b 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 and provides the majority of its funding in the form of grants. Grants received from government departments are set out in the Comprehensive Income and Expenditure Statement (pages 42-43). Government Grants included within the Net Cost of Services are detailed in note 27 below, the extent to which these grants are outstanding at the end of the year is recorded in short-term [debtors](#) note 14.

## 21.c Members

The Commissioner has nine appointed Members, five who serve on the Joint Audit Committee and four who serve on the Community Scrutiny Panel. These members are required to declare any direct financial relationship through outside bodies or companies with the Commissioner. No material transactions have been reported in respect of the 2024/25 financial year. The total members allowances paid in 2024/25 are shown in note 22.

## 21.d Officers and Employees

Employees of the Commissioner and senior officers and staff of the Constabulary were asked to declare any direct financial relationship through outside bodies or companies with the Commissioner. No material transactions have been reported in respect of the 2024/25 financial year.

## 21.e Other Public Bodies

The Commissioner's transactions with the Cumbria Local Government Pension Scheme (administered by the former County Council) are shown in the pension related disclosure notes included within the Technical Annex (Annex B) pages 107-117.

The amounts received in respect of council tax income from the two Cumbrian Unitary Councils are detailed in note 28.

The Commissioner has included within the Comprehensive Income and Expenditure Statement his respective share of costs in relation to collaborative arrangements with other forces/councils. In particular these include:

- The PCC for Cheshire – North West Underwater Search Unit, Northwest Armed Policing Collaboration, Northwest Strategic Automatic Number Plate Recognition (ANPR) and Regional Emergency Services Network (ESN).
- The PCC for Merseyside – Regional Crime Unit, Regional Intelligence Unit, Prison Intelligence Unit, Technical Support Unit, Government Agency Intelligence Network (GAIN), Confiscation Unit, Regional Assets Recovery Team, Operational Security (OPSEY), Cyber Crime, Regional Fraud Team, Regional Insourced Forensic Science Services.
- The PCC for Lancashire – Regional Insourced Forensic Science Services.

## 22 Members Allowances and Expenses

The Code of Practice on Local Authority Accounting requires the disclosure of the total amount of members allowances paid in the year. This is set out in the table below together with a comparative figure for the previous year.

PFCC/Group 2023/24 £000s		Members Allowances	PFCC/Group 2024/25 £000s
44		Basic Allowance	48
7		Travel and Subsistence	7
<b>51</b>			<b>55</b>
		<b>Analysis by Type:</b>	
14		Joint Audit Committee	15
17		Community Scrutiny Panel	22
3		Independent Custody Visitors	3
17		Misconduct Panel	15
<b>51</b>			<b>55</b>

The above table includes expenses for the five appointed members of the Joint Audit Committee, the Community Scrutiny Panel, misconduct panels together with travel allowances payable to independent custody visitors. The table above includes the total costs of members and these apply jointly between the Commissioner and Constabulary.

A full disclosure of allowances and expenses paid to individual members can be found on the Police, Fire and Crime Commissioners website at:  
<https://cumbria-pfcc.gov.uk/finance-governance/allowances>.

## 23 Disclosure of Remuneration for Senior Employees

The following tables set out the remuneration disclosures for Senior Officers and Relevant Police Officers whose salary is more than £50,000 per year. The first table provides the information for 2024/25 and the second provides comparatives for 2023/24.

The table below gives the PFCC and Group information for 2024/25 in £000s.

Postholder Information Post Title	Note	Salary (including Fees & Allowances)	Expense Allowances	Salary Sacrifice	Benefits in Kind	Other Payments (Police Officers Only)	Total Remuneration Excluding pension Contributions	Pension Contributions	Total Remuneration Including pension Contributions
<b>Shown in Single Entity Statements of Police, Fire &amp; Crime Commissioner</b>									
Police, Fire & Crime Commissioner (a)	8	7	0	0	0	0	7	1	8
Police, Fire & Crime Commissioner (b)	9	64	0	0	0	0	64	12	76
PFCC Chief Executive		99	0	(3)	0	0	96	18	114
OPFCC Chief Finance Officer		90	0	0	0	0	90	17	107
									0
<b>Total PFCC</b>		<b>260</b>	<b>0</b>	<b>(3)</b>	<b>0</b>	<b>0</b>	<b>257</b>	<b>48</b>	<b>305</b>
<b>Shown in Single Entity Statements of Chief Constable</b>									
Chief Constable - Robert Carden		186	(2)	0	0	11	195	66	261
Deputy Chief Constable		142	3	0	0	0	145	0	145
Assistant Chief Constable		134	0	0	0	0	134	47	181
Temporary Assistant Chief Constable (a)		126	12	0	0	0	138	38	176
Temporary Assistant Chief Constable (b)	1	107	3	0	1	0	111	38	149
Chief Superintendent (Cumberland)	2	97	3	0	1	0	101	34	135
Chief Superintendent (Corporate Support)	3	108	1	(1)	1	0	109	38	147
Temporary Chief Superintendent (Westmorland & Furness)	4	95	6	0	1	0	102	33	135
Chief Superintendent (Westmorland & Furness)	5	101	4	0	1	0	106	35	141
Chief Superintendent (Operations)		108	2	0	1	0	111	38	149
Temporary Chief Superintendent (Crime & Intel Command)	6	94	6	0	0	0	100	32	132
Chief Superintendent (Crime & Intel Command)	7	81	2	0	1	0	84	28	112
Director of Strategic Development		87	1	0	1	0	89	16	105
Constabulary Chief Finance Officer		86	0	(20)	0	0	66	16	82
Director of Legal Services		99	1	(1)	1	0	100	19	119
<b>Total Chief Constable</b>		<b>1,651</b>	<b>42</b>	<b>(22)</b>	<b>9</b>	<b>11</b>	<b>1,691</b>	<b>478</b>	<b>2,169</b>
<b>Total Group</b>		<b>1,911</b>	<b>42</b>	<b>(25)</b>	<b>9</b>	<b>11</b>	<b>1,948</b>	<b>526</b>	<b>2,474</b>

### Notes

- 1 Ch Supt (Cumberland) appointed to Temporary ACC (b) 17/02/2025
- 2 Temp Ch Supt (Cumberland) was appointed to the role on 09/09/2024.
- 3 Ch Supt (Westmorland & Furness) appointed to Ch Supt Futures and Blue light Collaboration on 08/07/2024.
- 4 Temp Ch Supt (Westmorland & Furness) until 05/05/2024 returned to Detective Supt role.
- 5 Temp Ch Supt (Crime & Intel) appointed to the role of Ch Supt (Westmorland & Furness) on 06/05/2024
- 6 Supt (Crime & Intel) appointed to the role of Ch Supt (Crime & Intel) on 06/05/2024
- 7 Ch Supt (Crime & Intel) appointed on 08/07/2024.
- 8 Police, Fire and Crime Commissioner (a) resigned 8/5/2024
- 9 Police, Fire & Crime Commissioner (b) elected 9/5/2024

# Notes to the Accounts

The comparative PFCC and Group figures for 2023/24 in £000s, are set out in the table below:

Postholder Information Post Title	Note	Salary (including Fees & Allowances)	Expense Allowances	Salary Sacrifice	Termination Pay & Compensation for loss of office	Other Payments (Police Officers Only)	Total Remuneration Excluding pension Contributions	Pension Contributions	Total Remuneration Including pension Contributions
<b>Shown in Single Entity Statements of Police, Fire &amp; Crime Commissioner</b>									
Police, Fire & Crime Commissioner		71	0	0	0	0	71	14	85
PFCC Chief Executive (a)	15	84	0	0	125	0	209	97	306
PFCC Chief Executive (b)		94	0	(3)	0	0	91	18	109
OPFCC Chief Finance Officer		78	0	0	0	0	78	14	92
									0
<b>Total PFCC</b>		<b>327</b>	<b>0</b>	<b>(3)</b>	<b>125</b>	<b>0</b>	<b>449</b>	<b>143</b>	<b>592</b>
<b>Shown in Single Entity Statements of Chief Constable</b>									
Chief Constable - Michelle Skeer	1	55	3	0	0	1	59	0	59
Chief Constable - Robert Carden	2	160	(2)	0	0	11	169	50	219
Deputy Chief Constable (a)	3	99	11	0	0	0	110	0	110
Deputy Chief Constable (b)	4	11	0	0	0	3	14	0	14
Assistant Chief Constable	5	126	2	0	0	0	128	37	165
Temporary Assistant Chief Constable	6	109	10	0	0	1	120	29	149
Assistant Chief Officer	7	46	4	0	62	0	112	8	120
Chief Superintendent (Cumberland) (a)	8	60	2	0	0	1	63	15	78
Temporary Chief Superintendent (Cumberland)	9	78	2	0	0	4	84	24	108
Chief Superintendent (Cumberland) (b)	10	94	1	0	0	1	96	26	122
Temporary Chief Superintendent (Westmorland & Furness) (a)		99	1	(1)	0	1	100	31	131
Temporary Chief Superintendent (Westmorland & Furness) (b)	11	90	1	0	0	1	92	27	119
Chief Superintendent (Operations)		96	4	0	0	1	101	27	128
Temporary Chief Superintendent (Crime & Intel Command)	12	93	4	0	0	1	98	27	125
Director of Performance & Change		78	1	0	0	0	79	15	94
Joint Chief Finance Officer	13	19	0	0	0	0	19	3	22
Constabulary Chief Finance Officer		78	0	(17)	0	0	61	14	75
Director of Corporate Support	14	83	0	0	140	0	223	15	238
Director of Legal Services		94	1	(1)	0	0	94	18	112
<b>Total Chief Constable</b>		<b>1,568</b>	<b>45</b>	<b>(19)</b>	<b>202</b>	<b>26</b>	<b>1,822</b>	<b>366</b>	<b>2,188</b>
<b>Total Group</b>		<b>1,895</b>	<b>45</b>	<b>(22)</b>	<b>327</b>	<b>26</b>	<b>2,271</b>	<b>509</b>	<b>2,780</b>

## Notes

- Chief Constable Michelle Skeer retired on 01/08/23.
- Chief Constable Robert Carden was promoted from Deputy CC in 01/08/23.
- Deputy Chief Constable (a) was appointed on 01/07/23.
- Deputy Chief Constable (b) was seconded to the Police Officer Uplift Programme and associated costs were reimbursed by other forces until her resignation on 30/04/23.
- Assistant Chief Constable was promoted from Temporary ACC to substantive on 16/06/23.
- Temporary Assistant ACC was promoted from Ch Supt Crime & Intel) to T ACC on 26/06/23.
- The Assistant Chief Officer left the organisation on 10/08/23.
- Chief Supt (Cumberland) (a) resigned on 08/10/23.
- Temp Ch Supt (Cumberland) held the post from 26/06/23 until he retired on 09/02/24.
- Ch Supt (Cumberland) (b) moved from Standards, Insight & Performance to Cumberland on 22/01/24.
- Temp Ch Supt (Westmorland & Furness) (b) was appointed to the role on 11/09/23.
- Temp Ch Supt (Crime & Intel) was appointed to the role on 26/06/23.
- The Joint Chief Finance Officer retired on 15/06/23.
- The Director of Corporate Support left the organisation on 29/02/24.
- OPFCC Chief Executive (a) left the organisation on 29/02/24.

## 24 Employee Remuneration

The Code of Practice on Local Authority Accounting requires the disclosure of the number of employees whose remuneration, excluding pension's contributions, exceeded £50,000 and senior police officers (defined as those holding a rank **above** that of superintendent). This is set out in the table below in bands of £5,000:

2023/24				Remuneration Band	2024/25			
PFCC	CC	CC	Group		PFCC	CC	CC	Group
Police Staff	Police Staff	Snr Police Officers	Total		Police Staff	Police Staff	Snr Police Officers	Total
1	18	0	19	£50,000 to £54,999	1	19	0	20
0	3	1	4	£55,000 to £59,999	1	6	0	7
0	2	0	2	£60,000 to £64,999	1	3	0	4
0	1	0	1	£65,000 to £69,999	0	2	0	2
1	4	0	5	£70,000 to £74,999	0	0	0	0
1	3	0	4	£75,000 to £79,999	1	5	0	6
0	0	1	1	£80,000 to £84,999	0	1	1	2
0	0	0	0	£85,000 to £89,999	1	1	0	2
1	2	1	4	£90,000 to £94,999	0	0	0	0
0	0	3	3	£95,000 to £99,999	1	0	0	1
0	0	1	1	£100,000 to £104,999	0	1	1	2
0	0	1	1	£105,000 to £109,999	0	0	2	2
0	1	0	1	£110,000 to £114,999	0	0	2	2
0	0	1	1	£115,000 to £119,999	0	0	0	0
0	0	0	0	£120,000 to £124,999	0	0	0	0
0	0	1	1	£125,000 to £129,999	0	0	0	0
0	0	0	0	£130,000 to £134,999	0	0	1	1
0	0	0	0	£135,000 to £139,999	0	0	1	1
0	0	0	0	£140,000 to £144,999	0	0	1	1
0	0	0	0	£145,000 to £149,999	0	1	0	1
0	0	0	0	£150,000 to £154,999	0	0	0	0
0	0	0	0	£155,000 to £159,999	0	0	0	0
0	0	0	0	£160,000 to £164,999	0	0	1	1
0	0	1	1	£165,000 to £169,999	0	0	0	0
0	0	0	0	£170,000 to £174,999	0	0	0	0
0	0	0	0	£175,000 to £179,999	0	0	0	0
0	0	0	0	£180,000 to £184,999	0	0	0	0
0	0	0	0	£185,000 to £189,999	0	0	0	0
0	0	0	0	£190,000 to £194,999	0	0	0	0
0	0	0	0	£195,000 to £199,999	0	0	0	0
1	1	0	2	£200,000+	0	0	0	0
5	35	11	51	Total	6	39	10	55

In 2024/25 the remuneration for 443 Police Officers (377 in 2023/24) superintendent rank and below (who are not required to be disclosed in the above note under regulations) exceeded £50,000. The large increase represents the full year impact of the September 2023 pay award and part year impact of the September 2024 pay award. The two employees in 2023/24 in the £200k+ line represents the impact of exit payments.

The table above includes those employees and senior police officers that are also required to be disclosed on a more detailed individual basis. Please see note 23 for more information.

## 25 Exit Packages/Termination Payments

The numbers of exit packages with total cost per band and a total cost of the compulsory and other redundancies are set out in the table below:

Exit package cost band (including special payments)	Group		Group		Group		Group	
	Number of Compulsory Redundancies		Number of other Departures Agreed		Total Number of Exit Packages by cost band		Total cost of exit packages in each band	
	2023/24 Headcount	2024/25 Headcount	2023/24 Headcount	2024/25 Headcount	2023/24 Headcount	2024/25 Headcount	2023/24 £000's	2024/25 £000's
£0-£20,000	0	0	0	3	0	3	0	18
£20,001 - £40,000	0	0	1	2	1	2	26	63
£40,001 - £60,000	0	0	0	1	0	1	0	46
£60,001 - £80,000	0	0	1	0	1	0	62	0
£80,001 - £100,000	0	0	0	0	0	0	0	0
£100,001 - £150,000	0	0	1	0	1	0	141	0
£150,001 - £200,000	0	0	0	1	0	1	0	171
£200,001 - £250,000	1	0	0	0	1	0	207	0
<b>Total</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>7</b>	<b>436</b>	<b>298</b>

During 2024/25 the contracts of a small number of employees were terminated incurring termination payments amounting to £229k (£k in 2022/23). This amount is made up of exit packages paid in 2023/24.

The exit packages paid in 2024/25 amount to £298k (£436k in 2023/24). The exit packages can be further split into compensation for loss of employment £161k (£354k in 2023/24) and enhanced pension benefits £137k (£82k in 2023/24). The Exit Packages table above provides details of the number and total cost of exit packages per band and include those exit packages paid in 2024/25.

It should be noted that the total cost of termination payments above is offset by income of £103k elsewhere in the accounts. This is due an agreement to split the redundancy costs with a third party at the end of the secondment contract.

## 26 Audit Fees

In 2024/25 the Commissioner and Chief Constable incurred the following fees relating to external audit services provided by Grant Thornton UK LLP.

Group 2023/24 £000s	External Audit Fees	Group 2024/25 £000s
	<b>Amounts Relating to The Police, Fire and Crime Commissioner</b>	
	Fees payable to Grant Thornton UK LLP with regard to external audit services carried out by the appointed auditor:	
1	- In relation to 2022/23 Audit	0
96	- In relation to 2023/24 Audit	0
0	- In relation to 2024/25 Audit	104
<b>97</b>		<b>104</b>
	<b>Amounts Relating to The Chief Constable</b>	
	Fees payable to Grant Thornton UK LLP with regard to external audit services carried out by the appointed auditor:	
3	- In relation to 2022/23 Audit	0
52	- In relation to 2023/24 Audit	0
0	- In relation to 2024/25 Audit	57
<b>55</b>		<b>57</b>
<b>152</b>	<b>Total External Audit Fees for Year</b>	<b>161</b>

The above table shows the gross fees payable to the external auditor during the year.

The amounts in the table agree to the amounts recorded in the comprehensive income and expenditure statement. External audit fees are determined following a national procurement exercise with the annual scale charges increasing to take account of new audit requirements in areas such as pension scheme valuations and value for money arrangements.



## 27 Grant Income

The Commissioner credited the following grants and contributions to the Comprehensive Income and Expenditure Statement in 2024/25.

Grant Income	PFCC/Group	
	2023/24 £000s	2024/25 £000s
<b>Credited to Taxation and Non Specific Grant Income</b>		
Formula Funding (Home Office)	37,360	38,127
Council Tax Freeze & Local Council Tax Support Support (Home Office)	4,850	4,850
Home Office Police Grant	35,496	39,064
PFI Grant (Home Office)	688	659
<b>TOTAL</b>	<b>78,394</b>	<b>82,700</b>
<b>Credited to other Operating Expenditure</b>		
Police Pension Grant (Home Office)	16,493	16,408
	<b>16,493</b>	<b>16,408</b>
<b>Credited to Services</b>		
<b><i>Grants and Contributions - Central Government</i></b>		
Apprenticeship Levy (Home Office)	787	606
Pension Remedy Grant (Home Office)	0	291
Criminal Records Bureau (Home Office)	427	489
Police Pension Contribution (Home Office)	1,174	3,804
Operation Uplift (Home Office)	3,372	4,592
Fire Gov Funding	52	0
Drugs Testing on Arrest	26	17
ATOM Programme (Home Office)	10	0
Safer Streets Fund (Home Office)	671	355
Hotspot Funding (Home Office)	0	831
Serious Violence Duty (Home Office)	234	268
Local Communities Funding (Home Office)	0	37
Police Pay Award (Home Office)	2,783	1,380
Victims Services (Ministry of Justice)	1,399	1,380
National ICT Charges	169	0
Law Enforcement Data Services	405	243
National DDaT	4,298	0
International Law Enforcement Alerts Platform	20	0
Operations Specific Funding (Home Office)	0	839
Collaborations (Various)	131	127
	<b>15,958</b>	<b>15,259</b>
<b><i>Grants and Contributions - Other</i></b>		
NHS Funding (SASS)	125	18
Local Partnership	487	389
Youth Offending Team (Cumbria CC)	88	53
Safer Cumbria Delivery Board (PCC for Cumbria)	263	1,066
	<b>963</b>	<b>1,526</b>
<b>TOTAL</b>	<b>16,921</b>	<b>16,785</b>

## 28 Income from Council Tax

**Precept**- The demands made by the Police, Fire and Crime Commissioner on the district councils who are the billing authority in relation to the collection of council tax.

The income from Council Tax for 2024/25 is received as precept from the two unitary councils as set out below:

Council Tax Income	Precept Paid 2024/25 £000s	PFCC/Group Adjustment Re Debtors/ (Creditors) £000s	Income from Council Tax £000s
Cumberland Council	27,846	0	27,846
Westmorland & Furness Council	27,732	0	27,732
	<b>55,578</b>	<b>0</b>	<b>55,578</b>

At the time of preparing the financial statements for 2024/25 the unitary councils had not provided the Commissioner with his share of the fund balances as at 31/03/25. The figures in the table above are therefore shown as exactly the same as in 2023/24.

The comparative information for 2023/24 for the unitary councils is as follows:

Council Tax Income	Precept Paid 2023/24 £000s	PFCC/Group Adjustment Re Debtors/ (Creditors) £000s	Income from Council Tax £000s
Cumberland Council	26,085	141	26,226
Westmorland & Furness Council	25,997	(219)	25,778
	<b>52,082</b>	<b>(78)</b>	<b>52,004</b>

## 29 Capital Expenditure and Capital Financing

*Capital expenditure can be defined as expenditure on the acquisition, construction or enhancement of non-current assets which adds to and not merely maintains the value of a non-current asset.*

The commissioner approves on an annual basis a capital programme for the Constabulary. The capital programme is fully funded for a five year period to tie in with the medium term financial forecast. The capital programme covers the routine cyclical replacement of ICT equipment and vehicles and also includes specific one off projects. Due to the cyclical nature of the majority of the capital programme, the programme is also modelled at a high level over a 10 year longer term horizon. The capital programme for 2024/25 was approved by the Commissioner at his Public Accountability Conference on 15 February 2024, papers for which can be found on the Commissioner's website.

The capital outturn report for 2024/25 was approved by the Commissioner at Executive Board Police on 19 May 2025 and can also be found on the Commissioner's website.

The total amount of [capital expenditure](#) incurred in the year is shown in the table below.

Capital Expenditure	PFCC/Group	
	2023/24 £000s	2024/25 £000s
<b>Technology Schemes</b>		
Computer Hardware & Infrastructure	968	1,284
Wide Area Network	0	543
Control Room Futures	94	0
Records Management System	93	43
CCTV Replacement and Analytics	70	109
Other Technology Scheme	50	87
	<b>1,275</b>	<b>2,066</b>
<b>Vehicles Replacement Scheme</b>	<b>2,112</b>	<b>1,324</b>
<b>Building Schemes</b>		
Hunter Lane	25	0
Carlisle Mechanical and Electrical	39	0
Brampton Boiler	27	0
Appleby Refurbishment	0	66
Kendal UPS	0	16
Other Estates Projects	44	16
	<b>135</b>	<b>98</b>
<b>Equipment Schemes</b>		
Drones	34	0
Taser Expansion	197	0
CCTV/Rapid Deployment Cameras	178	31
Telematics	28	12
LaserCam	80	0
CSI Cameras	0	31
Protective Shields	0	30
	<b>517</b>	<b>104</b>
<b>Intangible Assets</b>	<b>22</b>	<b>292</b>
<b>Total Capital Expenditure</b>	<b>4,061</b>	<b>3,884</b>

## 29.a Capital Financing

The table below illustrates the resources used to finance [capital expenditure](#). 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 historically by the Commissioner that has yet to be financed. The CFR is analysed below:

PFCC/Group 2023/24 £000s	Capital Financing Requirement	PFCC/Group 2024/25 £000s
<b>21,468</b>	<b>Opening Capital Financing Requirement</b>	<b>20,799</b>
	<i>Capital investment:</i>	
4,039	Property, Plant and Equipment	3,592
0	Right of Use Assets	2,154
22	Intangible Assets	292
	<i>Sources of Finance:</i>	
(128)	Capital receipts	(707)
(1,728)	Government grants and other contributions	(310)
	Sums set aside from revenue:	
(2,193)	- Direct revenue contributions	(3,177)
(681)	- Minimum revenue provision	(871)
<b>20,799</b>	<b>Closing Capital Financing Requirement</b>	<b>21,772</b>
	<i>Explanation of Movements in Year:</i>	
(681)	Increase in underlying need to borrow (unsupported by government financial assistance)	(871)
12	Notional/Internal Borrowing	0
0	Assets acquired under finance leases	1,844
<b>(669)</b>	<b>Increase/(Decrease) in Capital Financing Requirement</b>	<b>973</b>

## 30 Capital Commitments

The Commissioner has outstanding contractual commitments amounting to £1,659k in respect of a number of schemes from the 2024/25 capital programme (£3,056k in 2023/24).

Outstanding Capital Commitment	PCC/Group As at 31 March	
	2024 £000s	2025 £000s
ICT Core Hardware	364	43
ICT Core Hardware - Radio Replacements	582	154
Control Room Futures	200	200
Records Management System	603	310
Vehicle Replacement	1,205	712
Telematics	68	6
Appleby Refurbishment	0	122
Brampton Wall	0	82
Minor commitments	34	30
<b>Total</b>	<b>3,056</b>	<b>1,659</b>

## 31 Minimum Revenue Provision

Regulations 27 and 28 of the Capital Financing and Accounting Regulations 2003 require the Commissioner to make a provision from revenue for the repayment of any undischarged credit liabilities. This is referred to as the [Minimum Revenue Provision](#) (MRP). Additional voluntary contributions are permitted, which have the effect of reducing the Commissioner's [Capital Financing Requirement](#).

In line with the Capital Finance and Accounting regulations a Statement of MRP Policy was approved in February 2017 as part of the Treasury Management Strategy Statement. The policy states that MRP will be calculated using the regulatory method for debt incurred prior to 1 April 2008 and on the asset life basis for debt incurred after this date. In respect of PFI assets brought onto the balance sheet under the 2009 SORP, the MRP provision will match the annual principal repayment for the associated deferred liability.

The Minimum Revenue Provision charged for the year 2024/25 (and comparatives for 2023/24) is made up as follows:

PFCC/Group 2023/24 £000s	Minimum Revenue Provision	PFCC/Group 2024/25 £000s
	<b>Minimum Revenue Provisions (MRP)</b>	
418	Core MRP	438
263	PFI MRP	299
0	Finance Lease / Right of Use Asset MRP	134
<b>681</b>	<b>Total MRP for Year</b>	<b>871</b>

## 32 Accounting Standards that have been Issued but have not yet been Adopted

For 2024/25 the following accounting policy changes that need to be reported relate to:

- a) IAS 21 The Effects of Changes in Foreign Exchange Rate (Lack of Exchangeability) issued in August 2023. The amendments to IAS 21 clarify how an entity should assess whether a currency is exchangeable and how it should determine a spot exchange rate when exchangeability is lacking, as well as require the disclosure of information that enables users of financial statements to understand the impact of a currency not being exchangeable.
- b) IFRS 17 Insurance Contracts issued in May 2017. IFRS 17 replaces IFRS 4 and sets out principles for recognition, measurement, presentation and disclosure of insurance contracts.
- c) The changes to the measurement of non-investment assets within the 2025/26 Code include adaptations and interpretations of IAS 16 Property, Plant and Equipment and IAS 38 Intangible Assets. These include setting out three revaluation processes for operational property, plant and equipment, requiring indexation for tangible non-investment assets and a requirement to value intangible assets using the historical cost approach. These have the same effect as requiring a change in accounting policy due to an amendment to standards, which would normally be disclosed under IAS 8. However, the adaptations also include a relief from the requirements of IAS 8 following a change in accounting policy as confirmed in paragraph 3.3.1.4.

In the Financial Statements for 2025/26, the effect of the changes will be assessed and where necessary, the comparative figures restated.

## 33 Pension Challenge

The Chief Constable of Cumbria along with other Chief Constables and the Home Office currently has a number of claims in respect of unlawful discrimination arising from transitional provisions in the Police Pension Regulations 2015.

### Legal Claims

In respect of the McCloud Pension case, claimants have lodged claims for compensation under two active sets of litigation, Aarons and Penningtons. Government Legal Department settled the injury to feelings claims for Aarons on behalf of Chief Officers without seeking any financial contributions. Pecuniary loss claims have been stayed until the remedy is brought into force from 1 October 2023. The settlement of the injury to feelings claims for Aarons sets a helpful precedent, therefore no liability in respect of compensation claims is recognised in these accounts. As at 31 March 2025, it is not possible to reliably estimate the extent or likelihood of Penningtons claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

# Police Officer Pension Fund Account

## Police Officer Pension Fund Account

This statement provides information on transactions on the Police Pension Fund Account for the 2024/25 financial year together with comparative information for 2023/24.

Group 2023/24 £000s	Police Officer Pension Fund Account	Group 2024/25 £000s
	<b>Contributions Receivable</b>	
	Employer	
(16,588)	- Contributions (31.0% of Pensionable Pay in 2023/24 and 35.3% in 2024/25)	(19,923)
	Officers' Contributions	
(9)	- 1987 Scheme Member Contributions (see narrative for rates)	(128)
(7,184)	- 2015 Scheme Member Contributions (see narrative for rates)	(7,603)
<b>(23,781)</b>		<b>(27,654)</b>
(96)	Transferees in from Other Schemes	(11)
(172)	Capital Equivalent charge for ill-health schemes	(180)
<b>(268)</b>		<b>(191)</b>
	<b>Benefits Payable</b>	
36,689	Recurrent Pensions	39,220
3,614	Commutations and Lump Sums	5,072
236	Other (Scheme Pays)	(109)
<b>40,539</b>		<b>44,183</b>
	<b>Payments to and on Account of Leavers</b>	
45	Refund of Contributions	94
10	Transfer out to other schemes	8
<b>55</b>		<b>102</b>
<b>16,545</b>	<b>Net Amount Payable for the Year</b>	<b>16,440</b>
(16,545)	Additional Contribution from the Police, Fire & Crime Commissioner	(16,440)
<b>0</b>	<b>Net Amount Payable (Receivable) for the Year</b>	<b>0</b>

## Net Assets Statement

This statement shows the net assets and liabilities of the scheme as at 31 March 2025.

Group 2023/24 £000s	Pension Fund Net Assets & liabilities	Group 2024/25 £000s
	<b>Current Assets</b>	
3,051	Pensions Benefits paid in advance	3,284
	<b>Current Liabilities</b>	
(3,051)	Amount due to the Police, Fire & Crime Commissioner	(3,284)

# Notes to the Police Officer Pension Fund Account

## Accounting Policies

The Police Pension Fund Accounts have been prepared in accordance with the requirements of the Police Pension Fund Regulations 2015 (SI 2015 No 445). The Pension Fund Accounts are administered by the Chief Constable and have been prepared on an accruals basis.

## Operation of Police Pensions Schemes

Since 1 April 2015 the Chief Constable has operated three Pensions Schemes for Police Officers. These are unfunded schemes, meaning that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet actual pension payments as they fall due. The original Police Officer Pension scheme is known as the 1987 scheme. The second scheme was introduced in April 2006 with the intention that joint contributions of employers and employees would finance the full costs of pension liabilities. All Police Officers recruited from April 2006 onwards automatically become members of the 2006 scheme and the previous 1987 scheme was closed to new members. Officers who were members of the 1987 scheme were allowed by regulation to become members of the 2006 scheme if they wished.

From 1 April 2015, a new pension scheme was introduced for Police Officers, known as the 2015 Scheme. The 2015 scheme is based on career average revalued earnings (CARE). All Police Officers recruited from 1 April 2015 automatically become members of the new scheme and the two previous schemes (1987 and 2006) have been closed to new members from that date. Members of the two older police pension schemes received full protection to 31 March 2022, transferred to the new 2015 scheme on 1 April 2015, or transferred on different tapering dates in the future subject to individual circumstances around age and length of service remaining. All members transferred to the 2015 Scheme on 1 April 2022 when the legacy schemes 1987 and 2006 closed. Many members who were previously members of the 1987 or 2006 schemes may be eligible for pension remedy, which gives them the option to choose whether to take benefits from their legacy scheme or the 2015 CARE scheme for 1st April 2015 to 31st March 2022, subject to a pension contribution adjustment. This regardless of whether they were previously protected or not. The members' contribution rates for the new scheme ranged between 12.44% and 13.78% in 2024/25 and 2023/24.

The financial statements for the Police Officer pension fund account do not take account of liabilities to pay pensions and other benefits after the period end. Details of the Chief Constable's long term pensions obligations can be found in the main accounting statements (see Balance Sheet page 46). Detailed disclosure notes regarding the Police Pension schemes can be found in the Technical Annex to the Statement of Accounts (Annex B Pensions on pages 107-117).

## Funding of Police Pension Schemes

In 2006/07 a new arrangement was established to fund Police Pensions. This revised arrangement is for both new and existing police officer schemes, but has no effect on the benefit structures of either scheme. The purpose of the change is to smooth fluctuations in costs, that would previously have been charged to the Chief Constable's Comprehensive Income and Expenditure Statement on a 'pay as you go basis', and to more clearly show the effect of the liability as opposed to current pension payments. Under the revised arrangements the liability for payment of police pensions is removed from the Chief Constable and replaced with an employers' contribution, currently set at 35.3% of pensionable pay, which, along with the employee contributions and any transfer values, is paid into the pensions account. The employees' and employer's contribution levels are based on percentages of pensionable pay set nationally by the Home Office and are subject to periodic revaluation by the Government Actuary's Department. Pensions are then paid from this account. The pensions account is balanced to nil annually, with any shortfall met by a top up from the Commissioner, or vice versa. However, the Home Office indemnify the Commissioner against any financial liability arising from a deficit on the Pension Account by providing a grant to the Commissioner equal to the Commissioner's top up. Similarly, any surplus on the Pension Account is ultimately repayable to the Home Office.



# Glossary of Terms

## Accruals

The concept that income and expenditure are recognised as they are earned or incurred, not when money is paid or received.

## Actuarial Valuation

A valuation of assets held, an estimate of the present value of benefits to be paid and an estimate of required future contributions, by an actuary, for example on behalf of a pension fund.

## Agency Costs

Services which are performed by or for another authority or public body, where the agent is reimbursed for the cost of the work done.

## Amortisation/Amortised Cost

The practice of reducing the value of assets to reflect their reduced worth over time. The term means the same as depreciation, though in practice amortisation tends to be used for the write-off of intangible assets, such as computer software.

## BCU

Basic Command Unit.

## Budget

A statement of the Police, Fire and Crime Commissioner's plans in financial terms. A budget is prepared and approved by the Police, Fire and Crime Commissioner before the start of each financial year and is used to monitor actual expenditure throughout the year.

## Capital Adjustment Account

The CAA records the balance of resources set aside to finance capital expenditure (i.e. Capital Receipts, Minimum Revenue Provision (MRP), Direct Revenue Contributions (DRC) and Deferred Grants Account (DGA)) and also the consumption of resources associated with the historical cost of acquiring, creating or enhancing non-current assets over the life of those assets (i.e. depreciation/impairment).

## Capital Expenditure

As defined in section 16 of the Local Government Act 2003 and regulation 25 of the Capital Finance and Accounting Regulations 2003, but broadly expenditure on the acquisition of a non-current asset or expenditure which adds to and not merely maintains the value of an existing non-current asset.

## Capital Financing Requirement (CFR)

The CFR is a measure of the extent to which the Commissioner needs to borrow to support capital expenditure. It does not necessarily relate to the actual amount of borrowing at any point in time.

## Capital Receipt

Monies received from the sale of capital assets, which may be used to finance new capital expenditure or to repay outstanding loan debt as laid down within rules prescribed by Central Government. Capital Receipts cannot be used to finance revenue expenditure, with the exception that up to 4% of sale proceeds may be transferred to the General Fund to finance costs directly associated with the disposal of the asset.

## Cash and Cash Equivalents

Cash is represented by cash in hand and in bank accounts. Cash Equivalents include demand deposits with financial institutions which are highly liquid in that they are repayable without penalty on notice of not more than 24 hours.

## CC or Chief Constable

The Chief Constable of Cumbria Constabulary.

## CFO

The PFCC Chief Finance Officer.

## CIPFA

The Chartered Institute of Public Finance and Accountancy. The main professional body for accountants working in the public services.

## Commissioner

The Police, Fire and Crime Commissioner for Cumbria.

## Componentisation

Identifying and depreciating the components of an asset separately if they have differing patterns of benefits relative to the total cost of the asset.

## Contingency

A sum set aside to meet unforeseen expenditure.

## Creditors

Amounts owed by the Police, Fire and Crime Commissioner for goods and services provided which had not been paid for at the end of the financial year.

# Glossary of Terms

## Debtors

Amounts owing to the Police, Fire and Crime Commissioner but not received at the end of the financial year.

## Depreciation

The measure of the wearing out, consumption, or other reduction in the useful economic life of a non-current asset, whether arising from use, passage of time or obsolescence through technological or other changes.

## De-minimis

In general the term means lacking in significance or importance. In terms of the accounts, a de-minimis limit is set for inclusion of projects in the capital programme, below this limit projects would be charged to revenue budgets.

## Direct Revenue Contributions (DRC)

Resources provided from the Police, Fire and Crime Commissioner's revenue budget to finance the cost of capital projects.

## Earmarked Reserves

Those elements of the Police Fund that have been set aside, "earmarked", for specific purposes.

## Fair Value

In accounting and economics, fair value is a rational and unbiased estimate of the potential market price of a good, service, or asset.

## Hedge Funds

A hedge fund is a pooled investment vehicle administered by a professional management firm, and often structured as a limited partnership/ limited liability company. Hedge funds invest in a diverse range of markets and use a wide variety of investment styles and financial instruments.

## Heritage Assets

A tangible asset with historical, artistic, scientific, technological, geophysical or environmental qualities that is held and maintained principally for its contribution to knowledge or culture.

## HMICFRS

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services who are a government agency responsible for monitoring the standards and performance of Constabularies and Fire and Rescue Services.

## Impairment/Impaired

A reduction in the value of a non-current asset below its carrying amount on the balance sheet.

## Investment Property

Property (land or building) held solely to earn rentals or for capital appreciation or both, rather than for operational reasons such as the provision of services.

## Leasing

A method of financing expenditure over a period of time. There are two main types of lease:

- Finance Lease - where the risks of ownership are transferred to the lessee and where the assets are recorded in the Police, Fire and Crime Commissioner's balance sheet at a current valuation.
- Operating Lease - where the risks of ownership stay with the leasing company and the annual rental charges are made via the Revenue Account.

## MHCLG

Department for Housing, Communities and Local Government (formerly DLUHC and DCLG).

## Minimum Revenue Provision (MRP)

The minimum amount which must be set aside in the Revenue Account each year as a provision for credit liabilities.

## Non-current Assets

An asset, which will yield a benefit to the Police and Crime Commissioner for a period of more than one year.

## NPCC

The National Police Chiefs Council.

## PFCC

The Police, Fire and Crime Commissioner for Cumbria.

## Pension actuarial gains and losses

For a defined benefit scheme, the changes in actuarial deficits or surpluses that arise because:

- events have not coincided with actuarial assumptions made for the last valuation (experience gains and losses) or
- the actuarial assumptions have changed.

# Glossary of Terms

## **Pension – current service costs**

The increase in the present value of a defined benefit's liabilities expected to arise from employee service in the current period.

## **Pension – defined benefit scheme**

A pension or other retirement benefit scheme other than a defined contribution scheme. The scheme rules define the benefits independently of the contribution payable, and the benefits are not directly related to the investments of the scheme. The scheme may be funded or unfunded.

## **Pension assets – expected rate of return**

For a funded defined benefits scheme, the average rate of return, including both income and changes in fair value but net of scheme expenses, expected over the remaining life of the related obligation on the actual assets held by the scheme.

## **Pension – interest costs**

For a defined benefit scheme, the expected increase during the period in the present value of the scheme liabilities because the benefits are one period closer to settlement.

## **Pension - past service costs**

For a defined benefit scheme, the increase in the present value of the scheme liabilities related to employee service in prior periods arising in the current period as a result of the introduction of, or improvement to, retirement benefits.

## **Police Objective Analysis (POA)**

The Police Objective Analysis (POA) is a model developed by the Home Office for analysing individual policing areas expenditure. It has been developed to support the need for understandable, accurate and consistent costing information to allow internal and inter-force comparisons.

## **Precept**

The demands made by the Police, Fire and Crime Commissioner on the district councils who are the billing authority in relation to the collection of council tax.

## **Private Equity Funds**

A private equity fund is a collective investment scheme used for making investments in various equity (and to a lesser extent debt) securities according to one of the investment strategies associated with private equity.

## **Provision**

An amount set aside to provide for a liability which is likely to be incurred, although the amount and date of that liability are uncertain.

## **Public Works Loan Board (PWLb)**

A Government agency which provides longer term loans to Local Authorities at interest rates which are only slightly higher than those at which the government itself can borrow.

## **Reserves**

An amount set aside for a specific purpose and carried forward to meet expenditure in future years. The Police Fund represents accumulated balances which may be used to support future spending.

## **Revaluation Reserve**

The revaluation reserve records the unrealised net gain from revaluation of non-current assets made after 1 April 2007. The balance is made up of individual credit balances associated with specific assets and will be equal to the difference between the current value net book value (NBV) and the historic cost NBV for all assets.

## **SERCOP**

The CIPFA Service Reporting Code of Practice. It was introduced as part of the Best Value Regime to bring about more consistent accounting treatment of costs and to facilitate more meaningful financial comparisons between Authorities.

## **The Commissioner**

The Police, Fire and Crime Commissioner for Cumbria.

# Annex A – Technical Annex – Financial Instrument Disclosures

**Financial Instruments** are contracts that give rise to a financial asset in one entity and a financial liability in another. The term covers both **financial assets** such as cash & equivalents, investments and debtors and **financial liabilities** such as creditors and borrowings.

## A1 Categories of Financial Instrument

The following categories of financial instrument are carried in the balance sheet:

PFCC Long Term 31 March 2024 £000s	PFCC Current 31 March 2024 £000s	Group Long Term 31 March 2024 £000s	Group Current 31 March 2024 £000s	Categories of Financial Instruments	PFCC Long Term 31 March 2025 £000s	PFCC Current 31 March 2025 £000s	Group Long Term 31 March 2025 £000s	Group Current 31 March 2025 £000s
				<b>Financial Assets</b>				
				<b>Cash and Cash Equivalents</b>				
0	5,137	0	5,137	Imprest and cash	0	4,354	0	4,354
0	5,137	0	5,137	<b>Total cash and cash equivalents</b>	0	4,354	0	4,354
				<b>Debtors</b>				
0	12,321	0	12,337	Debtors held at Amortised Cost	0	8,344	0	8,388
0	26,336	0	8,806	Items not classified as Financial Instruments	0	29,312	0	10,430
0	38,657	0	21,143	<b>Total Debtors</b>	0	37,656	0	18,818
0	43,794	0	26,280	<b>Total Financial Assets</b>	0	42,010	0	23,172
				<b>Financial Liabilities</b>				
				<b>Creditors</b>				
0	(586)	0	(4,329)	Creditors held at Amortised Cost	0	(575)	0	(5,169)
0	(28,944)	0	(10,283)	Items not classified as Financial Instruments	0	(30,941)	0	(9,764)
0	(29,530)	0	(14,612)	<b>Total Creditors</b>	0	(31,516)	0	(14,933)
				<b>Other Long-term Liability (PFI/Finance Lease)</b>				
(3,402)	(299)	(3,402)	(299)	PFI & Finance Lease Liabilities	(4,613)	(498)	(4,613)	(498)
(3,402)	(299)	(3,402)	(299)	<b>Total other long term liabilities</b>	(4,613)	(498)	(4,613)	(498)
(3,402)	(29,829)	(3,402)	(14,911)	<b>Total Financial Liabilities</b>	(4,613)	(32,014)	(4,613)	(15,431)

## A2 Gains and Losses on Financial Instruments

The gains and losses recognised in the Comprehensive Income and Expenditure Statement in 2024/25 relating to financial instruments are made up as follows:

PFCC/Group 2023/24				Gains and Losses on Financial Instruments	PFCC/Group 2024/25			
Financial Liabilities Held at amortised cost	Financial Liabilities PFI/Finance Lease	Financial Assets Loans & Receivables	Total		Financial Liabilities Held at amortised cost	Financial Liabilities PFI/Finance Lease	Financial Assets Loans & Receivables	Total
£000s	£000s	£000s	£000s		£000s	£000s	£000s	£000s
0	480	0	480	Interest Expense	0	535	0	535
0	0	0	0	Impairment Losses (Impairment Allowance for Doubtful Debts Increase)	(5)	0	0	(5)
0	480	0	480	<b>Total Expenses in (Surplus) or Deficit on the Provision of Services</b>	(5)	535	0	530
0	0	(1,010)	(1,010)	Interest Income	0	0	(1,145)	(1,145)
2	0	0	2	Impairment Gain (Impairment Allowance for Doubtful Debts Reduction)	0	0	0	0
2	0	(1,010)	(1,008)	<b>Total Income in (Surplus) or Deficit on the Provision of Services</b>	0	0	(1,145)	(1,145)
2	480	(1,010)	(528)	<b>Net (Gain)/Loss for the Year</b>	(5)	535	(1,145)	(615)

# Annex A – Technical Annex – Financial Instrument Disclosures

## A3 Fair value of Assets and Liabilities Carried at Amortised Cost

Financial liabilities and assets represented by loans, investments, cash and cash equivalents and long term [debtors](#) and [creditors](#) are carried in the balance sheet at amortised cost. Financial Instruments are to be measured at fair value. The fair value hierarchy must now be followed, whereby inputs used in the valuation techniques for assets and liabilities are prioritised to give the most accurate and appropriate measurement of fair value. Inputs to the valuation techniques in respect of assets and liabilities for which fair value is measured or disclosed in the authority's financial statements are categorised within the fair value hierarchy. The three levels are defined based on the observability of significant inputs to the measurement, as follows:

- Level 1 – unadjusted quoted prices in active markets for identical assets or liabilities
- Level 2 – inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly or indirectly. For example, where the instrument is not actively marketed or measurable, quoted prices of similar assets or liabilities may be used.
- Level 3 – unobservable inputs for the asset or liability.

The fair valuation of the PFCC's long term liabilities is classed as level 2 in the hierarchy.

The PFCC reviews the categorisation of inputs when new formal valuations are undertaken and when trigger events occur (for example a major change of tenant of a rented property, or change in Bank of England base lending rate). The change in category is reported at the next financial year-end following the trigger event.

Their [fair value](#) can be assessed by calculating the present value of the cash flows that will take place over the remaining term of the instruments, using the following assumptions:

- No early repayment or impairment is recognised
- Where an instrument will mature in the next 12 months, carrying amount is assumed to be approximate to fair value
- The fair value of trade and other receivables is taken to be the invoiced amount.
- In calculating the fair value of the PFI a discount rate based on the returns of a zero coupon AA corporate bond have been used to discount future cash flows as this instrument has an estimated risk profile equivalent to that of public sector PFI schemes.

The fair values calculated are as follows:

PFCC 31 March 2024 Carrying Amount £000s	PFCC 31 March 2024 Fair Value £000s	Group 31 March 2024 Carrying Amount £000s	Group 31 March 2024 Fair Value £000s	Fair Values of Assets and Liabilities	PFCC 31 March 2025 Carrying Amount £000s	PFCC 31 March 2025 Fair Value £000s	Group 31 March 2025 Carrying Amount £000s	Group 31 March 2025 Fair Value £000s
				<b>Financial Liabilities</b>				
(29,530)	(29,530)	(14,612)	(14,612)	Creditors	(31,516)	(31,516)	(14,933)	(14,933)
(3,701)	(5,028)	(3,701)	(5,028)	Other Long-term Liabilities (PFI/Finance Lease)	(5,111)	(4,808)	(5,111)	(4,808)
<b>(33,231)</b>	<b>(34,558)</b>	<b>(18,313)</b>	<b>(19,640)</b>		<b>(36,627)</b>	<b>(36,324)</b>	<b>(20,044)</b>	<b>(19,741)</b>
				<b>Financial Assets</b>				
5,137	5,137	5,137	5,137	Cash and Cash Equivalents	4,354	4,354	4,354	4,354
38,657	38,657	21,143	21,143	Debtors	37,656	37,656	18,818	18,818
<b>43,794</b>	<b>43,794</b>	<b>26,280</b>	<b>26,280</b>		<b>42,010</b>	<b>42,010</b>	<b>23,172</b>	<b>23,172</b>

For financial assets the fair value is shown to be the same as the carrying amount as the investments are for a short period and there is no option to vary the amount or timing of repayment.

In relation to the PFI, the fair value exceeds the carrying amount as a result of the historically higher level of interest rates prevailing at the inception of the PFI arrangement and the interest rate implicit within the PFI agreement.

## A4 Disclosure of the Nature and Extent of Risks Arising from Financial Instruments

The Commissioner's activities expose it to a variety of financial risks. The Commissioner's annual Treasury Management Strategy focuses on these risks and seeks to minimise potential adverse effects on the resources available to fund services. The Commissioner provides written policies within its Treasury Management Strategy covering interest rate risk, credit risk and the investment of surplus cash balances. A copy of the current Treasury Management Strategy Statement can be found on the Police, Fire and Crime Commissioner's website at: <https://cumbria-pfcc.gov.uk/finance-governance/budget-finance/treasury-management>.

### A4 (i) Credit Risk

**Credit Risk** is the possibility that other parties might fail to pay amounts due to the Commissioner.

Credit risk arises from deposits with banks and financial institutions, as well as credit exposures to the Commissioner's customers.

This risk is minimised through the application of policies set out in the annual Treasury Management Strategy Statement (TMSS), which requires that deposits are not made with financial institutions unless they meet identified minimum credit criteria, as laid down by Fitch and Moody's ratings services. The annual TMSS (approved by the Commissioner in February 2024), also imposes a maximum sum to be invested with a financial institution located within each category.

The credit criteria as set out in the 2024/25 TMSS in respect of financial assets held by the Commissioner are detailed below:

Financial Asset Category	Minimum Criteria	Maximum Investment
Deposits with major UK and non UK Banks and Building Societies (Unsecured)	A- The maximum duration of investments varies according to the credit rating. The only exception to this is the NatWest bank (Currently BBB+) which provides the day to day banking services to the Commissioner	Maximum per institution or Group £2m (varies according to credit rating). Maximum of all deposits £20m.
Deposits with major UK and non UK Banks and Building Societies (Secured)	A- The maximum duration of investments varies according to the credit rating.	Maximum per institution or Group £4m (varies according to credit rating). Maximum of all deposits £20m.
Deposits with Money Market Funds/Pooled Funds	Long Term: AAA	£4m per fund. Maximum of all deposits £20m.
Deposits with Government (includes HM Treasury and other Local Authorities)	Not credit rated but are legally required to set a balanced budget.	£4m per Local Authority, unlimited with HM Treasury. Maximum of all deposits – No Limit.



## Annex A – Technical Annex – Financial Instrument Disclosures

The Commissioner's maximum exposure to credit risk in relation to its investments in banks, building societies and other Local Authority's of £4m at the balance sheet date cannot be assessed generally as the risk of any institution failing to make interest payments or repay the principal sum will be specific to each individual institution. Recent experience has shown that it is rare for such entities to be unable to meet their commitments. A risk of irrecoverability applies to all of the Commissioner's deposits, but there was no evidence at the 31 March 2025 that this was likely to happen.

The following analysis summarises the Commissioner's potential maximum exposure to credit risk, on other financial assets, based on experience of default and uncollectability over the last five financial years, adjusted to reflect current market conditions.

Potential Maximum Exposure to Credit Risk	Amount at 31/03/25 £000s	Historical Experience of Default %	Historical Experience Adjusted for Market Conditions at 31/03/24	Estimated maximum exposure to default and uncollectability £000s	Comparative Estimated maximum exposure at 31/03/24 £000s
Customers - Operational Debtors	10,711	0.02%	0.15%	16	11

The Commissioner does not generally allow credit for customers. At the 31 March 2025, £230k (2.2%) of the £10.711m balance of operational debt was past the due date for payment. This sum has increased from the balance at 31 March 2024 (£106k (0.7%) out of £14.781m overdue). The Commissioner has increased the bad debt provision as at 31 March 2025 to £16k following a detailed analysis of amounts outstanding to reflect the degree of uncertainty around a number of the longer standing debts. The past due amount can be analysed by age as follows:

PFCC/Group As at 31 March 2024 £000s	Aged Debt Past Due Date	PFCC/Group As at 31 March 2025 £000s
14,781	Total Operational Debtors	10,711
	<b>Aged Debt past its due date by:</b>	
63	1-30 Days	158
3	31-60 Days	18
1	61-90 Days	0
3	91-120 Days	1
0	121-150 Days	12
36	150+ Days	41
106		230

### A4 (ii) Liquidity Risk

**Liquidity Risk** is the possibility that the Commissioner might not have funds available to meet its commitments to make payments.

As the Commissioner has ready access to borrowings from the PWLB and had at 31 March 2025 no actual long term external debt having financed a number of recent projects through internal borrowing, there is no significant risk that it will be unable to raise finance to meet its commitments under financial instruments. A more pertinent risk is that the Commissioner will be required to replenish a significant proportion of its internal borrowings at a time of unfavourable interest rates. At the balance sheet date the Commissioner is confident that it has adequate working capital principally as a result of its [reserves](#) to mitigate this risk. Nevertheless, prevailing money market rates are regularly monitored with a view to ensuring that long term debt financing decisions are made at the optimum time.

All operational liabilities are due to be repaid within one year.

### A4 (iii) Market Risk

**Market Risk** is the possibility that financial loss might arise for the Commissioner as a result of changes in such measures as interest rates and stock market movements.

The Commissioner is exposed to some risk due to movements in interest rates on its loans and investments. These potential risks are:

- An increase in interest rates will result in a fall in the fair value of borrowings and investments.
- A decrease in interest rates will result in a rise in the fair value of borrowings and investments.
- The value of interest received from investments will rise or fall depending on increases and decreases in interest rates and will impact on the Comprehensive Income and Expenditure Statement.

As all of the Commissioner's existing borrowings and investments have been placed at fixed rates, this risk has to a large extent been minimised.

Borrowings and investments are carried in the Balance Sheet at fair value, so nominal gains and losses on fixed rate financial instruments have no impact on the Comprehensive Income and Expenditure Statement.

The Commissioner carries out its borrowing and investment function within parameters set out in its Treasury Management Strategy, which assesses interest rate exposure to feed into the budget process. Forecasts are updated regularly throughout the year, which allows any significant changes to interest rates to be reflected in current budget projections.

The Treasury Management Strategy also advises on the limits for new variable and fixed-rate borrowing for the year. No new external long-term borrowing was undertaken in 2024/25.



### B1 Pension Schemes

As part of the terms and conditions of employment of its officers and other employees, the Commissioner offers retirement benefits. Although these benefits will not actually be payable until employees retire, under IAS 19 the Commissioner must recognise its future commitment to make payments, which need to be disclosed at the time that employees earn their future entitlement. In addition, the financial statements should contain adequate disclosure of the costs of providing benefits and related gains/losses.

Individually there are three pension schemes for police officers (1987, 2006 and 2015 schemes) and a single scheme for police staff (LGPS). They are all defined benefits schemes.

- **The Local Government Pension Scheme (LGPS)**

Police staff, subject to certain qualifying criteria, are eligible to join the Local Government Pension Scheme (LGPS), which is a funded defined benefit scheme. 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 LGPS for Police Staff employees, is administered by Westmorland & Furness Council (outsourced to Lancashire County Council) – this is a funded defined benefit scheme, meaning that the Commissioner and employees pay contributions into a fund. Contributions are calculated at a level intended to balance the pensions liabilities with investment assets over the long term. On 01 April 2023 the employer contribution rates were increased and during 2024/25 the Commissioner made a contribution of 18.6% of pensionable pay in respect of OPFCC employees and 18.9% for Constabulary employees. In 2024/25 the Commissioner received a refund of pension fund surplus of £374k (PFCC £12k, Constabulary £362k). For 2023/24 the refund of pension fund surplus was £363k (PFCC £12k, Constabulary £351k). The contribution rate will next be reviewed in March 2025 with a revised rate for employers contributions being applicable from April 2026.

- **The Police Pension Scheme**

There are currently three pension schemes in operation for Police Officers:

- The original Police Pension Scheme (PPS) is governed by the Police Pension Regulations 1987 (as amended) and related regulations that are made under the Police Pensions Act 1976.
- The new Police Pensions Scheme (NPPS) is also governed by the Police Pensions Act 1976 (as amended by the Police Pension Regulations 2006).
- The 2015 Police Pensions Scheme is a career average revalued earnings (CARE) scheme and is governed by the Police Pensions Scheme 2015 Regulations and related regulations under the Police Pensions Act 1976.

The Police Pension Scheme is an unfunded scheme (i.e. there are no investment assets built up to meet pension liabilities and cash has to be generated to meet actual pensions payments as they fall due). The funding arrangements for police officers' pensions changed on 1st April 2006. Before April 2006 pensions of former employees were required to be met on a 'pay as you go' basis with the cost charged to the revenue account. From April 2006 onwards the payments made during the year under the scheme are funded by a combination of employee contributions and employer contributions charged to the Comprehensive Income and Expenditure Statement with the remaining deficit funded by a specific Home Office grant. The employer's contribution rate was increased to 35.3% from 1<sup>st</sup> April 2024 (previously 31% in 2023/24).

## Annex B – Technical Annex – Pensions Disclosures

The Commissioner and employees pay contributions into a separate pensions fund account administered by the Commissioner from which on-going pensions liabilities are met. At the year-end any surplus or deficit on the pensions fund account is paid to or met by the Commissioner who then repays or is reimbursed by the Home Office.

Also from 1st April 2006 legislation required the operation of a Pension Fund Account (shown on pages 97-98). The amounts that must be paid into and out of the fund are specified by regulation. Officers' contributions and the employer's contributions are paid into the pension fund account from which pension payments are made. Any shortfall on the pension fund account is met by a contribution from the Police Fund. A Home Office Grant is received to cover this contribution. Conversely, a surplus on the Pension Fund Account would result in a contribution to the police fund, which would then be recouped by the Home Office.

The principal risk to the Commissioner of the schemes are the longevity assumptions, statutory changes to the scheme, structural changes to the scheme (i.e. large-scale withdrawals from the scheme), changes to inflation, bond yields and the performance of the equity investments held by the scheme. These are mitigated to a certain extent by the statutory requirements to charge the Police Fund the amounts required by statute as described in the accounting policy.

**Defined Benefit Scheme** – A pension or other retirement benefit scheme where the scheme rules define the benefits independently of the contribution payable and the benefits are not directly related to the investments of the scheme. The scheme may be **funded** or **unfunded**.

A **funded** scheme is one where employers and employees pay contributions into a fund. The payments to pensioners are then made from this fund.

An **unfunded** scheme is one where there is no fund with investment assets built up to meet pension liabilities and cash has to be generated (from employee and employer contributions) to meet the actual pension payments as they fall due.

The Accounts show the full implementation of IAS19 (Employee Benefits). IAS19 requires organisations to recognise retirement benefits in the Comprehensive Income and Expenditure Statement when they are earned, even though the benefits will not be payable until employees retire. However, as statutory procedures require the charge against Council Tax to be based on the amounts payable to the pension fund during the year, an appropriation is made within the pensions reserve equal to the net change in the pensions liability recognised in the Comprehensive Income and Expenditure Statement. The neutralising entry is made through the Movement in Reserves Statement. The Balance Sheet discloses the net liability in relation to retirement benefits. The figures are based on the Actuary's latest estimate.

There are 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 and are accounted for using the same policies as applied to the LGPS.

## Annex B – Technical Annex – Pensions Disclosures

The cost of retirement benefits is recognised in the Cost of Services within the Comprehensive Income and Expenditure Statement when employees earn them, rather than when the benefits are eventually paid as pensions. However, the charge required to be made against Council Tax is based on the contributions in the year, so the real cost of retirement benefits is reversed out of the Police Fund in the Movement in Reserves Statement.

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

LGPS		Group Police Scheme				Total	Pension Transactions in MiRS and C&ES	LGPS		Group Police				Total
Funded	Unfunded	1987	2006	2015	All Schemes			Funded	Unfunded	1987	2006	2015	All Schemes	
2023/24	2023/24	2023/24	2023/24	2023/24	2023/24	2023/24		2024/25	2024/25	2024/25	2024/25	2024/25	2024/25	2024/25
£000s	£000s	£000s	£000s	£000s	£000s	£000s		£000s	£000s	£000s	£000s	£000s	£000s	£000s
							<b>Comprehensive Income and Expenditure Statement</b>							
							<i>Cost of Services</i>							
							<i>Service cost comprising:</i>							
4,236	0	490	80	8,680	13,486		• Current service cost	4,041	0	410	0	8,630	13,081	
0	0	0	0	0	0		• Past service costs	2	0	0	0	0	2	
86	0	0	0	0	86		• (Gain)/loss from settlements/curtailments	0	0	0	0	0	0	
							<i>Financing and Investment Income and Expenditure</i>							
(1,141)	34	42,810	1,660	4,500	47,863		• Net interest expense	(1,835)	35	43,390	1,760	5,440	48,790	
3,181	34	43,300	1,740	13,180	61,435		<b>Total Post-employment Benefits charged to the Surplus or Deficit on the Provision of Services</b>	2,208	35	43,800	1,760	14,070	61,873	
							<b>Other Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>							
							<i>Remeasurement of the net defined benefit liability comprising:</i>							
(5,721)	0	0	0	0	(5,721)		• Return on plan assets (excluding the amount included in the net interest expense)	5,358	0	0	0	0	5,358	
(2,060)	(11)	0	0	0	(2,071)		• Actuarial (gains) and losses arising on changes in demographic assumptions	(468)	(2)	(1,160)	(90)	(490)	(2,210)	
(6,404)	(11)	(17,990)	(820)	(3,940)	(29,165)		• Actuarial (gains) and losses arising on changes in financial assumptions	(28,527)	(52)	(91,670)	(7,270)	(23,810)	(151,329)	
1,167	7	10,330	850	1,680	14,034		• Experience (gains) and losses on liabilities	(53)	0	220	200	(170)	197	
190	0	0	0	0	190		• Administration expenses	195	0	0	0	0	195	
14,226	781	0	0	0	15,007		• Impact of Asset Ceiling	25,155	0	0	0	0	25,155	
1,398	766	(7,660)	30	(2,260)	(7,726)		<b>Total Post-employment Benefits charged to Other Comprehensive Income and Expenditure</b>	1,660	(54)	(92,610)	(7,160)	(24,470)	(122,634)	
4,579	800	35,640	1,770	10,920	53,709		<b>Total Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>	3,868	(19)	(48,810)	(5,400)	(10,400)	(60,761)	
							<i>Movement in Reserves Statement</i>							
(3,181)	(34)	(43,300)	(1,740)	(13,180)	(61,435)		• Reversal of net charges made to the Surplus or Deficit for the Provision of Services for post-employment benefits in accordance with the Code.	(2,208)	(35)	(43,800)	(1,760)	(14,070)	(61,873)	
							<i>Actual amount charged against the General Fund Balance for pensions in the year</i>							
4,579	67	0	0	0	4,646		• Employers' contributions payable to the scheme	4,230	69	0	0	0	4,299	
0	0	41,310	170	(6,760)	34,720		• Retirements benefits payable to pensioners	0	0	44,290	510	(7,120)	37,680	
4,579	67	41,310	170	(6,760)	39,366		<b>Total amount charged against the Police Fund Balance for pensions in the year</b>	4,230	69	44,290	510	(7,120)	41,979	

## Annex B – Technical Annex – Pensions Disclosures

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

LGPS Funded 2023/24 £000s	PFCC LGPS Unfunded 2023/24 £000s	Total All Scheme 2023/24 £000s	Pension Transactions in MiRS and CI&ES	LGPS Funded 2024/25 £000s	PFCC LGPS Unfunded 2024/25 £000s	Total All Schemes 2024/25 £000s
			<b>Comprehensive Income and Expenditure Statement</b>			
			<i>Cost of Services</i>			
			<i>Service cost comprising:</i>			
149	0	149	• Current service cost	143	0	143
86	0	86	• (Gain)/loss from settlements/curtailments	0	0	0
			<i>Financing and Investment Income and Expenditure</i>			
(27)	0	(27)	• Net interest expense	(43)	1	(42)
<b>208</b>	<b>0</b>	<b>208</b>	<b>Total Post-employment Benefits charged to the Surplus or Deficit on the Provision of Services</b>	<b>100</b>	<b>1</b>	<b>101</b>
			<b>Other Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>			
			<i>Remeasurement of the net defined benefit liability comprising:</i>			
(161)	0	(161)	• Return on plan assets (excluding the amount included in the net interest expense)	154	0	154
(62)	0	(62)	• Actuarial (gains) and losses arising on changes in demographic assumptions	(15)	0	(15)
(180)	0	(180)	• Actuarial (gains) and losses arising on changes in financial assumptions	(834)	(1)	(835)
37	0	37	• Experience (gains) and losses on liabilities	(2)	0	(2)
7	0	7	• Administration expenses	7	0	7
392	15	407	• Impact of Asset Ceiling	731	0	731
<b>33</b>	<b>15</b>	<b>48</b>	<b>Total Post-employment Benefits charged to Other Comprehensive Income and Expenditure</b>	<b>41</b>	<b>(1)</b>	<b>40</b>
<b>241</b>	<b>15</b>	<b>256</b>	<b>Total Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>	<b>141</b>	<b>0</b>	<b>141</b>
			<i>Movement in Reserves Statement</i>			
(208)	0	(208)	• Reversal of net charges made to the Surplus or Deficit for the Provision of Services for post-employment benefits in accordance with the Code.	(100)	(1)	(101)
			<i>Actual amount charged against the General Fund Balance for pensions in the year</i>			
241	1	242	• Employers' contributions payable to the scheme	152	1	153
<b>241</b>	<b>1</b>	<b>242</b>	<b>Total amount charged against the Police Fund Balance for pensions in the year</b>	<b>152</b>	<b>1</b>	<b>153</b>

## Annex B – Technical Annex – Pensions Disclosures

### B2 Pensions Assets and Liabilities Recognised in the Balance Sheet

Under IAS 19, the financial statements should reflect at [fair value](#) the assets and liabilities arising from an employer's obligation to pay retirement benefits and the funding provided.

The underlying assets and liabilities for retirement benefits attributable to the Group at 31 March 2025 are as follows:

LGPS		Group			Pension Scheme Assets & Liabilities	LGPS		Group		
Funded 2023/24 £000s	Unfunded 2023/24 £000s	1987 2023/24 £000s	Police 2006 2023/24 £000s	2015 2023/24 £000s		Funded 2024/25 £000s	Unfunded 2024/25 £000s	1987 2024/25 £000s	Police 2006 2024/25 £000s	2015 2024/25 £000s
(172,220)	(733)	(935,150)	(37,320)	(106,820)	Present value of the defined benefit obligation	(150,785)	(645)	(842,050)	(31,410)	(103,540)
207,926	0	0	0	0	Fair value of plan assets	211,646	0	0	0	0
(35,706)	0	0	0	0	Impact of Asset Ceiling	(60,861)	0	0	0	0
0	(733)	(935,150)	(37,320)	(106,820)	Net liability arising from defined benefit obligation	0	(645)	(842,050)	(31,410)	(103,540)

The liabilities in the above table show the underlying commitments that the Commissioner has, in the long run, to pay retirement benefits. The total group liability of £978b (£1.080b at 31 March 2024) has a substantial impact on the net worth of the Commissioner as recorded in the group balance sheet, resulting in a negative overall balance of £893b (£998b at 31 March 2024). The reduction in overall liability has arisen as a result in a change in actuarial assumptions.

However, statutory arrangements for funding the deficit mean that the financial position of the group remains healthy, since:

- the deficit on the local government scheme will be made good by increased contributions and changes to benefits over the remaining working life of employees, as assessed by the scheme actuary
- finance is only required to be raised to cover police pensions when the pensions are actually paid.

#### LGPS – Asset Ceiling

Following the pensions valuation by the Commissioner's actuary, Mercer Ltd, the Commissioner determined that the fair value of its pension plan assets outweighed the present value of the plan obligations as 31<sup>st</sup> March 2025 resulting in a pension plan asset. IAS 19 Employee Benefits requires that, where a pension plan asset exists, it is measured at the lower of:

- The surplus in the defined benefit plan; and
- The asset ceiling.

The calculation has been completed by the actuary, and an adjustment has been made to reflect the asset ceiling which is nil for the funded benefits.

This change applied to the Group Accounts above and the PFCC single entity statements below.

## Annex B – Technical Annex – Pensions Disclosures

The underlying assets and liabilities for retirement benefits attributable to the PFCC Single Entity at 31 March 2025 are as follows:

PFCC LGPS			PFCC LGPS		
Funded 2023/24 £000s	Unfunded 2023/24 £000s	Pension Scheme Assets & Liabilities	Funded 2024/25 £000s	Unfunded 2024/25 £000s	
(5,129)	(14)	Present value of the defined benefit obligation	(4,603)	(13)	
5,955	0	Fair value of plan assets	6,160	0	
(826)	0	Impact of Asset Ceiling	(1,557)	0	
0	(14)	Net liability arising from defined benefit obligation	0	(13)	

Reconciliation of present value of scheme liabilities for the group:

Group					Reconciliation of Scheme Liabilities	Group				
LGPS		1987 2023/24 £000s	Police 2006 2023/24 £000s	2015 2023/24 £000s		LGPS		1987 2024/25 £000s	Police 2006 2024/25 £000s	2015 2024/25 £000s
Funded	Unfunded					Funded	Unfunded			
2023/24 £000s	2023/24 £000s					2024/25 £000s	2024/25 £000s			
(170,076)	(781)	(940,820)	(35,720)	(89,140)	Balance at Start of Year	(172,220)	(733)	(935,150)	(37,320)	(106,820)
(4,236)	0	(490)	(80)	(8,680)	Current service cost	(4,041)	0	(410)	0	(8,630)
(8,092)	(34)	(42,810)	(1,660)	(4,500)	Interest cost	(8,323)	(35)	(43,390)	(1,760)	(5,440)
(1,535)	0	0	0	(7,190)	Contributions by Scheme Participants	(1,576)	0	(20)	0	(7,610)
					Remeasurement gains and (losses):					
2,060	11	0	0	0	- Arising from changes in demographic assumptions	468	2	1,160	90	490
6,404	11	17,990	820	3,940	- Arising from changes in financial assumptions	28,527	52	91,670	7,270	23,810
(1,167)	(7)	(10,330)	(850)	(1,680)	- Experience gains/(losses)	53	0	(220)	(200)	170
0	0	0	0	0	Past service cost	(2)	0		0	0
(86)	0	0	0	0	Gains/(losses) on curtailment	0	0		0	0
4,508	67	41,310	170	430	Benefits Paid/Transfers	6,329	69	44,310	510	490
(172,220)	(733)	(935,150)	(37,320)	(106,820)	Balance at End of Year	(150,785)	(645)	(842,050)	(31,410)	(103,540)

*The liabilities under the LGPS and Police Pension Schemes have reduced during 2024/25. The principal reason for these changes is in financial assumptions.*

## Annex B – Technical Annex – Pensions Disclosures

Reconciliation of present value of scheme liabilities for the PFCC Single Entity:

PFCC LGPS		Reconciliation of Scheme Liabilities	PFCC LGPS	
Funded 2023/24 £000s	Unfunded 2023/24 £000s		Funded 2024/25 £000s	Unfunded 2024/25 £000s
(4,902)	(15)	<b>Balance at Start of Year</b>	(5,129)	(14)
(149)	0	Current service cost	(143)	0
(234)	0	Interest cost	(250)	(1)
(63)	0	Contributions by Scheme Participants	(65)	0
		Remeasurement gains and (losses):		
62	0	- Arising from changes in demographic assumptions	15	0
180	0	- Arising from changes in financial assumptions	834	1
(37)	0	- Experience gains/(losses)	2	0
(86)	0	Gains/(losses) on curtailment	0	0
100	1	Benefits Paid/Transfers	133	1
(5,129)	(14)	<b>Balance at End of Year</b>	(4,603)	(13)

*The PFCC single entity liabilities under the LGPS and Police Pension Schemes have reduced during 2024/25. The principal reason for these changes is in financial assumptions.*



## Annex B – Technical Annex – Pensions Disclosures

Reconciliation of fair value of the scheme assets for the group:

Group LGPS		Reconciliation of Scheme Assets	Group LGPS	
Funded 2023/24 £000s	Unfunded 2023/24 £000s		Funded 2024/25 £000s	Unfunded 2024/25 £000s
191,556	0	Balance at Start of Year	207,926	0
0	0	Adjustment to Opening Balance #	(362)	0
191,556	0	Adjusted Balance at Start of Year	207,564	0
9,233	0	Interest Income	10,158	0
5,721	0	Remeasurements - Gains and (Losses)	(5,358)	0
(190)	0	Administration Expenses	(195)	0
4,579	67	Employer Contributions	4,230	69
1,535	0	Contributions by Scheme Participants	1,576	0
(4,508)	(67)	Benefits Paid	(6,329)	(69)
207,926	0	Balance at End of Year	211,646	0

Reconciliation of fair value of the scheme assets for the PFCC single entity:

PFCC LGPS		Reconciliation of Scheme Assets	PFCC LGPS	
Funded 2023/24 £000s	Unfunded 2023/24 £000s		Funded 2024/25 £000s	Unfunded 2024/25 £000s
5,336	0	Balance at Start of Year	5,955	0
0	0	Adjustment to Opening Balance #	(11)	0
5,336	0	Adjusted Balance at Start of Year	5,944	0
261	0	Interest Income	293	0
161	0	Remeasurements - Gains and (Losses)	(154)	0
(7)	0	Administration Expenses	(7)	0
241	1	Employer Contributions	152	1
63	0	Contributions by Scheme Participants	65	0
(100)	(1)	Benefits Paid	(133)	(1)
5,955	0	Balance at End of Year	6,160	0



## Annex B – Technical Annex – Pensions Disclosures

The Police Pension Scheme has no assets to cover its liabilities. The Commissioner's share of assets in the Cumbria Pension Fund (LGPS) consists of the following categories, by proportion of the total assets held:

PFCC 2023/24		Group 2023/24		LGPS Asset Breakdown	Quoted Y/N	PFCC 2024/25		Group 2024/25	
£000s	%	£000s	%			£000s	%	£000s	%
				Equities					
280	4.70%	9,774	4.70%	UK Equity Pooled	Y	117	1.90%	4,021	1.90%
1,628	27.34%	56,832	27.33%	Global Equity Pooled	Y	1,491	24.20%	51,220	24.20%
303	5.09%	10,575	5.09%	Overseas Equity Pooled	Y	524	8.51%	17,990	8.50%
				Bonds					
790	13.27%	27,600	13.27%	UK Government Indexed Pooled	N	893	14.50%	30,688	14.50%
				Property					
296	4.97%	10,347	4.98%	UK	N	6	0.10%	211	0.10%
177	2.97%	6,190	2.98%	Property Funds	N	474	7.69%	16,296	7.70%
				Alternatives					
543	9.12%	18,943	9.11%	Private Equity Funds	N	610	9.90%	20,953	9.90%
829	13.92%	28,956	13.93%	Infrastructure Funds	N	961	15.60%	33,018	15.60%
451	7.57%	15,734	7.57%	Private Debt Funds	N	499	8.10%	17,143	8.10%
111	1.86%	3,887	1.87%	Healthcare Royalties	N	86	1.40%	2,963	1.40%
456	7.66%	15,926	7.66%	Multi Asset Credit	N	407	6.61%	13,969	6.60%
				Cash					
91	1.53%	3,162	1.52%	Cash Accounts	Y	92	1.49%	3,174	1.50%
0	0.00%	0	0.00%	Net Current Assets	N	0	0.00%	0	0.00%
<b>5,955</b>	<b>100.00%</b>	<b>207,926</b>	<b>100.00%</b>			<b>6,160</b>	<b>100.00%</b>	<b>211,646</b>	<b>100.00%</b>

### B3 Basis for estimating assets and liabilities

Liabilities have been assessed on an actuarial basis using the projected unit credit method, which provides an estimate of the pensions that will be payable in future years using assumptions about mortality rates, salary levels, etc. Mercer Ltd an independent firm of actuaries, has carried out the assessment on the Local Government Pension Scheme. These accounts are based on the [actuarial valuation](#) undertaken on 31 March 2025. The Police Scheme estimates have been compiled using a valuation model devised by the Government Actuaries Department.

The principal assumptions used by the actuary have been:

LGPS 2023/24	Police 2023/24	Actuarial Assumptions	LGPS 2024/25	Police 2024/25
		Mortality Assumptions:		
		Longevity at 65 for current pensioners:		
21.5	21.9	- Men	21.5	21.9
23.9	23.6	- Women	24.0	23.9
		Longevity at 65 for future pensioners:		
22.8	23.6	- Men	22.8	23.3
25.7	25.1	- Women	25.7	25.2
2.60%	2.60%	Rate of Inflation (CPI)	2.60%	2.70%
4.10%	3.85%	Rate of increase in salaries	4.10%	3.45%
2.70%	2.60%	Rate of increase in pensions	2.70%	2.70%
2.60%	3.85%	Rate of Revaluation for CARE Pensions	2.60%	3.95%
4.90%	4.75%	Rate for discounting scheme liabilities	5.90%	5.65%

## Annex B – Technical Annex – Pensions Disclosures

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analysis below have been determined based on reasonably possible changes of 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. In practice, this is unlikely to occur, and changes in some of the assumptions may be interrelated. The assumptions in longevity, for example assume that life expectancy increases or decreases for men and women. The estimations in the sensitivity analysis have followed the accounting policies for the scheme, i.e. on an actuarial basis using the projected 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.

### Sensitivity Analysis – LGPS Pension Scheme

Sensitivity Analysis - LGPS	PFCC			Group		
	Impact on Defined Benefit Obligation £000s	Impact on Projected Service Cost for Next Year £000s	Impact on Projected Interest Cost for Next Year £000s	Impact on Defined Benefit Obligation £000s	Impact on Projected Service Cost for Next Year £000s	Impact on Projected Interest Cost for Next Year £000s
<b>Local Government Pension Scheme</b>						
Longevity (1 Year increase in life expectancy)	90	3	6	2,778	76	172
Rate of Inflation (increase by 0.25%)	182	8	11	6,227	218	369
Rate of Increase in Salaries (increase by 0.25%)	38	0	3	1,372	0	84
Rate for Discounting Scheme Liabilities (increase by 0.1	(344)	(15)	(30)	(11,726)	(401)	(1,062)
Change in investment Returns (increase by 1%)	0	0	(4)	0	0	(125)
Change in investment Returns (reduce by 1%)	0	0	4	0	0	125

### Sensitivity Analysis – Police Pension Schemes

Sensitivity Analysis - Police Pensions	Police Pensions 1987 Scheme £000s	Group Police Pensions 2006 Scheme £000s	Police Pensions 2015 Scheme £000s
<b>Assumption Sensitivity</b>			
Longevity (1 Year increase in life expectancy)	19,000	1,000	2,000
Rate of Increase in Pensions (increase by 0.5%)	52,000	3,000	16,000
Rate of Increase in Salaries (increase by 0.5%)	5,000	2,000	0
Rate for Discounting Scheme Liabilities (increase by 0.5%)	(52,000)	(4,000)	(13,000)

The above tables include the impact of an increase in assumptions, a reduction in assumptions will produce approximately an equal and opposite change.

## Annex B – Technical Annex – Pensions Disclosures

### B4 Impact on the Commissioner's Cash Flows

The objectives of the LGPS scheme are to keep employers' contributions at as constant a rate as possible. The Commissioner has agreed a strategy with the scheme's actuary to achieve a funding level of 100% over the next 10 years. Funding levels are monitored on an annual basis. The most recent triennial valuation took place during 2022/23 with a further review due in 2025/26 based on the position at 31 March 2025. The previous revaluation resulted in an increase in contribution rates from 18.4% to 18.9% for the Constabulary and 18.6% for the PFCC which took effect from 1 April 2023.

The pension schemes will need to take account of the national changes to the scheme under the Public Pensions Services Act 2013. Under the Act, the LGPS and the other main existing public service schemes in England and Wales (which includes the Police Pension schemes) may not provide benefits in relation to service after 31 March 2014 (after 31 March 2015 for other main public service schemes e.g. Police Pension Schemes). This means that the LGPS ceased to be a final salary pension scheme from 31 March 2014 and the Police Pension Scheme ceased to be a final salary pension scheme from 31 March 2015. The Act provides for scheme regulations to be made within a common framework, to establish new career average revalued earnings schemes to pay pensions and other benefits to certain public servants.

The total group contributions expected to be made to the Local Government Pension Scheme by the Commissioner in the year to 31 March 2026 are £5.259m (PFCC single entity £346k). Expected contributions for the Police Pension Scheme in the year to 31 March 2026 are £21.516m.

The weighted average duration of the defined benefit obligation for scheme members is shown in the table below:

2023/24 Years	Weighted Average Duration of the Defined benefit Obligation	2024/25 Years
	<b>Pensions Scheme</b>	
20	Local Government Pension Scheme - PFCC	20
21	Local Government Pension Scheme - CC	21
15	Police Pension -1987 Scheme	14
28	Police Pension -2006 Scheme	27
31	Police Pension -2015 Scheme	29



**The Police, Fire and Crime Commissioner for Cumbria**

**&**

**The Chief Constable of Cumbria Constabulary**

# **Accounting Policies**

# Annex C - Statement of Accounting Policies

## 1. General Principles

- 1.1. The Statement of Accounts summarises the financial transactions for the 2024/25 financial year and the financial position at the 31 March 2025. The Police, Fire and Crime Commissioner for Cumbria and The Chief Constable of Cumbria Constabulary are each required to prepare an annual Statement of Accounts (single entity) in accordance with the Accounts and Audit Regulations 2015 which stipulate that the statements be prepared in accordance with proper accounting practices. Those practices primarily comprise the CIPFA/LAASAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code), supported by International Financial Reporting Standards (IFRS) and statutory guidance issued under section 12 of the Local Government Act 2003. The Commissioner is responsible for combining the single entity statements to form a set of consolidated group accounts.
- 1.2. The accounting convention adopted in the Statement of Accounts is principally historical cost, modified by the revaluation of certain categories of non-current assets.

**Historic Cost** – the amount the organisation originally paid for an item.

## 2. Accruals of Income and Expenditure

- 2.1. Activity is accounted for in the year that it takes place, not simply when cash payments are made or received. In particular:
- Revenue from contracts with service recipients, whether for services or the provision of goods, is recognised when (or as) the goods or services are transferred to the service recipient in accordance with the performance obligations in the contract.
  - Supplies are recorded as expenditure when they are consumed – where there is a gap between the date supplies are received and their consumption, they are carried as inventories (stock) on the Balance Sheet.
  - 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.
  - Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows fixed or determined by the contract.
  - Where income and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.
  - An accrual is made in respect of employee benefits payable during employment.

### Accrual Example 1

An electricity invoice received at the start of April will usually relate to the previous quarters electricity consumption (January to March) and as such this expenditure should be shown in the financial statements for the previous financial year. The invoice will actually be paid in the new year but the costs are charged to the previous year by way of an accrual.

### Accrual Example 2

The PFCC/Constabulary insurance premiums are due on 1 November each year. The premium paid covers five months of the current financial year and seven months of the next. A prepayment is made in the accounts to move the cost of the seven months into the correct year.

## Annex C - Statement of Accounting Policies

### 3. Exceptional Items

- 3.1. When exceptional items of income and expense are *material*, their nature and value 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 financial performance.

**Materiality** – information is material if omitting it or misstating it could influence decisions that users make on the basis of the financial information about a specific reporting organisation. In other words, materiality is an organisation specific aspect of relevance based on the *nature* or *magnitude* or *both*, of the items to which the information relates in the context of the individual organisations financial statements.

### 4. Material Estimation Techniques

- 4.1. IAS 1 Presentation of Financial Statements requires disclosure of any estimation techniques applied, such that if a different methodology had been used a material variance in the amounts disclosed would have been arrived at. The only material estimation techniques used is in relation to pensions disclosures as set out in the technical annex, Annex B.

### 5. Cash & Cash Equivalents

- 5.1. Cash is represented by cash in hand, petty cash and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. 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 and cash equivalents may also include overdrawn balances at the bank where they are an integral part of cash management. Generally, cash and cash equivalents will comprise, cash in hand, bank account balances, overnight deposits and deposits with Money Market Funds which are repayable on demand without penalty or loss of interest.

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

In accordance with the Commissioner's framework of governance, with the Chief Constable, the Chief Constable is funded on a cash basis, accordingly all cash and cash equivalent balances are recorded on the balance sheet of the Commissioner.

### 6. Charges to Revenue for Non-current Assets

- 6.1. Services and support services are charged an accounting estimate of the cost of holding non-current assets during the year. This comprises:
- Depreciation attributable to the assets
  - Revaluation and impairment losses on assets used where there are no accumulated gains in the revaluation reserve against which the losses can be written off
  - Amortisation of intangible assets used

Council tax is not required to be raised to cover depreciation or revaluation and impairment losses arising on leased assets. Instead, a prudent annual contribution is made from revenue funds towards the deemed capital investment in accordance with statutory requirements. Depreciation and

## Annex C - Statement of Accounting Policies

revaluation and impairment losses are therefore substituted by a revenue contribution in the Police Fund balance, by way of an adjusting transaction within the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

In accordance with the terms of the Commissioner's framework of governance to the Chief Constable, the Commissioner holds all non-current assets. Accordingly, all depreciation, revaluations and impairments are recorded in the Commissioner's single entity statement. However, the Commissioner makes a charge to the Chief Constable in the Comprehensive Income and Expenditure Statement for the use of non-current assets, which is equivalent to his share of depreciation.

### 7. Council Tax

7.1. Council Tax is collected from local taxpayers by the billing authorities (unitary councils). The billing authorities in England are required by statute to maintain a separate fund, known as the Collection Fund, for the collection and distribution of amounts due in respect of Council Tax. The fund's key features relevant to accounting for Council Tax in the core financial statements of the billing authorities are:

- In its capacity as a billing authority the council acts as agent; it collects and distributes Council Tax income on behalf of the major preceptors (Police, Fire and Crime Commissioner for Cumbria and Cumbria Commissioner Fire and Rescue Authority) and itself.
- While the Council Tax income for the year credited to the collection fund is accrued income for the year, regulations determine when it should be released from the collection fund and transferred to the general fund of the billing authority or paid out of the collection fund to major preceptors.
- Up to 2008/09 the SORP required the Council Tax income included in the Comprehensive Income and Expenditure Statement to be that which under regulation was required to be transferred from the collection Fund to the general fund of the billing authority. The Major precepting bodies were simply required to show the precept received from the billing authority during the year.
- From the year commencing 1 April 2009, the Council Tax income included in the Comprehensive Income and Expenditure Statement for the year shall be the accrued income for the year. The difference between the income included in the Comprehensive Income and Expenditure Statement and the amount required by regulation to be credited to the collection fund shall be taken to the Collection Fund Adjustment Account and included as a reconciling item in the Movement in Reserves Statement.

Since the collection of Council Tax is, in substance, an agency arrangement, cash collected by the billing authority from Council Tax debtors belongs proportionately to the billing authority and the major preceptors. There will be therefore a debtor/creditor position between the billing authorities and each major preceptor to be recognised since the net cash paid to each major preceptor in the year will not be its share of cash collected from Council Taxpayers.

The Comprehensive Income and Expenditure Statement shows the share of cash collected in relation to Council Tax for the year. A transfer has been made to the collection fund adjustment account to record the amount due to/from the unitary councils (billing authorities) as at the year end. The debtors and creditors contained within the balance sheet now shows the share of Council Tax debtors (less an adjustment for bad and doubtful debts), Council Tax creditors, prepayments and a recognition of the amounts owed to or from the billing authorities.



## Annex C - Statement of Accounting Policies

Council Tax income is recorded purely in the financial statements of the Police, Fire and Crime Commissioner, it does not feature in the single entity statement of the Chief Constable of Cumbria Constabulary.

### **8. Employee Benefits**

#### **8.1. 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, bonuses and non-monetary benefits (e.g. cars) for current employees and are recognised as an expense for functions in the year in which employees render service. An accrual is made for the cost of holiday entitlements, time off in lieu, flexi leave and rest days 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 made at the salary rate applicable at the balance sheet date. The employee accrual is then reversed out through the movement in reserves statement so that it is not charged against council tax.

#### **8.2. Termination Benefits**

Termination benefits are amounts payable as a result of a decision to terminate an individual's employment before the normal retirement date or an officer's decision to accept voluntary redundancy. These are charged (on an accruals basis) to the relevant service line in the Comprehensive Income and Expenditure Statement at the earlier of when the organisation can no longer withdraw the offer of those benefits or when the organisation recognises the costs for restructuring.

Where termination benefits involve enhancement of pensions, statutory provisions require the Police Fund balance be charged with the amount payable 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 any such amounts payable but unpaid at the year-end.

#### **8.3. Post-Employment Benefits – CIES Entries/Charges to the Police Fund**

All accounting entries relating to the Comprehensive Income and Expenditure Statement and the subsequent liability for Police Officer pensions are wholly recorded in the single entity statements of the Chief Constable. For Police Staff all Comprehensive Income and Expenditure Statement entries and subsequent balance sheet liabilities in relation to pensions are apportioned between the Commissioner and the Chief Constable single entity statements by the scheme actuary. All accounting entries for Police Officer pensions and Police Staff pensions are consolidated in the group statements.

As outlined above, the single entity statements of the Commissioner do not include any accounting entries in relation to the Police Officer Pensions funds as these are wholly recognised by the Chief Constable. The group accounts however include all relevant accounting entries in relation to Police Pension Funds.

In relation to retirement benefits, statutory provisions require the Police Fund to be charged with the amount payable to the pension funds in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, this means that there are transfers to and from the Pensions reserve to remove the notional debits and credits for retirement 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. The negative balance that arises on the Pension Reserve thereby



## Annex C - Statement of Accounting Policies

measures the beneficial impact to the Police Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

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

Service cost comprising:

- Current service costs – the increase in liabilities as a result of years of service earned this year – allocated in the Comprehensive Income and Expenditure Statement to the services for which the employee worked.
- Past service cost – the increase in liabilities as a result of a 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 on the net defined pension benefit liability (asset) – i.e. the net interest expense for the organisation – the change during the period in the net defined pension benefit liability (asset) that arises from the passage of time charged to the financing and investment income and expenditure line of the Comprehensive Income and Expenditure Statement – this is calculated by applying the discount rate used to measure the defined pension benefit obligation at the beginning of the period to the net defined pension benefit liability (asset) at the beginning of the period – taking into account any changes in the net defined pension benefit liability (assets) during the period as a result of contribution and benefit payments.

Remeasurements comprising:

- Return on plan assets-excluding amounts included in the net interest on the net defined pension liability (asset) – charged to the pensions reserve as Other Comprehensive Income and Expenditure.
- Actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions (demographic and financial) made at the last actuarial valuation or because the actuaries have updated their assumptions –charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Contributions paid to the pension fund
- Cash paid as employer's contributions to the pension fund in settlement of liabilities; not accounted for as an expense.

### 8.4. Measurement of Liabilities

The liabilities of each of the pension funds are included in the Balance Sheet on an actuarial basis using the projected unit method – i.e. 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 earnings for current employees. Liabilities are discounted to their value at current prices using a discount rate (see assumptions set out in Annex B, B3).

Actuarial valuations of the fund are undertaken every three years to determine the contribution rates needed to meet its liabilities.

### 8.5. Measurement of Assets

The assets of the LGPS pension fund are included in the Balance Sheet at their fair value:

## Annex C - Statement of Accounting Policies

- Quoted securities – current bid price
- Unquoted securities – professional estimate
- Unitised securities – current bid price
- Property – market value

### 8.6. Pensions Material Estimation Techniques

IAS 1 Presentation of Financial Statements requires disclosure of any estimation techniques applied, such that if a different methodology had been used a material variance in the amounts disclosed would have been arrived at. For pensions, the material estimation techniques used are as follows:

Where the projected unit method of valuation has been applied and which is consistent with the required methodology in IAS 19. This is a valuation method in which the scheme liabilities make an allowance for projected earnings. An accrued benefits valuation method is one in which the scheme liabilities at the valuation date relate to:

- the benefits pensioners and deferred pensioners (i.e. individuals who have ceased as active members but are entitled to benefits payable at a later date) and their dependents, allowing where appropriate for future increases, and
- the accrued benefits for members in service on the valuation date. The accrued benefits are the benefits for service up to a given point in time, whether vested or not.

### 9. Events after the Reporting Period

9.1. Events after the balance sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date the Statement of Accounts is authorised for issue which have an impact on the financial statements and are treated as follows. Two types of events can be identified:

- Those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events.
- Those that are indicative of conditions that arose after the reporting period – the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the event and their estimated financial effect.

Events taking place after the authorised for issue date are not reflected in the statement of accounts.

### 10. Financial Instruments

#### 10.1. Financial Liabilities

Financial Liabilities are initially measured at fair value and carried at their amortised cost. Annual charges to 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 borrowings this means that the amount presented on the Balance Sheet is the outstanding amount of principal repayable and interest charged to the Comprehensive Income and Expenditure Statement is the amount payable for the year in the loan agreement. Borrowing is undertaken and accounted for in accordance with the Treasury Management Strategy. Where a payable (i.e. creditor) has a maturity of less than 12 months the fair value is taken to be the principal outstanding, or the billed/invoiced

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amount. In accordance with the governance framework between the Commissioner and the Chief Constable, all financial instrument liabilities, including borrowing and trade creditors are held by the Commissioner.

### 10.2. Financial Assets

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 Commissioner holds financial assets measured at amortised costs (investments, cash and cash equivalent and debtors).

Financial Assets are initially measured at fair value and carried at their amortised cost. Annual credits to 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. Where a debtor has a maturity of less than 12 months, the fair value is taken to be the principal outstanding or the billed/invoiced amount. Investments are shown in the balance sheet at cost. Where investments are fixed term deposits, accrued interest owing at the balance sheet date is included in the Comprehensive Income and Expenditure Statement.

Where assets are identified as impaired because of a likelihood arising from a past event that payments due under the contract will not be made, the asset is written down and a charge made to the Comprehensive Income and Expenditure Statement. An example of such a charge would be the adjustment made to the debtors balance as an impairment allowance for doubtful debts.

Investments are undertaken and accounted for in accordance with the Treasury Management Strategy. **Treasury Management** is defined as “the management of the organisation’s investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.’

The **Treasury Management Strategy** is produced on an annual basis and is approved by the Commissioner in February each year. The strategy contains an investment strategy which provides details of approved counterparties with whom investments can be placed and approved limits and durations for investment. The strategy also includes a borrowing strategy should this be needed and approved practices and procedures to be adopted by staff carrying out investment and borrowing activities.

In accordance with the Commissioner’s governance framework with the Chief Constable all financial instrument assets including investments and trade debtors are held by the Commissioner.

### 11. Government Grants and Contributions

11.1. Whether paid on account, by installments or in arrears, government grants and third party contributions and donations are recognised as due when there is reasonable assurance of:

- compliance with the conditions attached to the payments, and
- the grants or contributions will be received.

Amounts recognised as due are not credited to the Comprehensive Income and Expenditure Statement until conditions attached to the grant or contribution have been satisfied. Conditions are stipulations that specify that the future economic benefits or service potential embodied in the asset acquired

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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 body making the grant or contribution.

Monies advanced as grants or contributions for which conditions have not been satisfied are carried on the balance sheet as creditors. When conditions are satisfied, the grant or contribution is credited to the relevant function line (attributable revenue grants and contributions) or Taxation and Non-Specific Grants Income (non-ringfenced revenue 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 Police Fund 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 has been 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.

In accordance with the statutory responsibility of the Commissioner to maintain the Police Fund contained within the Police Reform and Social Responsibility Act 2011, all grants are recognised in the accounts of the Commissioner.

### 12. Intangible Assets

- 12.1. Intangible assets are initially measured at cost amounts and are only revalued where the fair value of the asset can be determined by an active market. The depreciable amount of an intangible asset is amortised over its useful life (usually 5 years) to the relevant function(s) in the Comprehensive Income and Expenditure Statement. Once intangible assets have been fully amortised, at the end of their useful lives, the gross book value and accumulated amortisation for those assets will be written out of the asset register. There will be no impact on the core financial statements (balance sheet) as a result of this as the net book value will already be nil.

Where expenditure on intangible assets qualifies as capital expenditure for statutory purposes, amortisation, impairment losses and disposal gains and losses are not permitted to have an impact on the Police Fund Balance. The amortisation, impairment and gains and losses on disposal are therefore reversed out of the Police Fund in the Movement in Reserves Statement and posted to the Capital Adjustment Account and (for any sale proceeds over £10,000) the Capital Receipts Reserve. An asset is tested for impairment, whenever there is an indication that the asset might be impaired – any losses recognised are posted to the relevant service line(s) in the Comprehensive Income and Expenditure Statement.

In accordance with the terms of the Commissioner's governance framework with the Chief Constable, all intangible assets are held by the Commissioner.

### 13. Inventories

- 13.1. Inventories (stocks) are included in the balance sheet at historic cost. This is a departure from IAS2 which requires inventories to be valued at the lower of cost or net realisable value. However, for many stock items, particularly uniforms, net realisable value would be minimal and would not accurately reflect the value of holding these assets. As inventories predominantly relate to operational stocks (uniform and consumables) these are reported in the single entity statements of the Chief Constable and as such are consolidated into the Commissioner's group accounts.

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### 14. Investment Property

- 14.1. Investment properties are those that are used solely to earn rentals and/or for capital appreciation. The definition is not met if the property is used in any way to facilitate the delivery of services or production of goods or is held for sale.

Investment properties are measured initially at cost and subsequently at fair value, based on the amount at which the asset could be exchanged between knowledgeable parties at arm's length. As a non-financial asset, investment properties are measured at highest and best use. Properties are not depreciated but are revalued annually according to market conditions at the year-end. Gains and losses on revaluation are posted to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. The same treatment is applied to gains and losses on disposal.

Rentals received in relation to investment properties are credited to the Financing and Investment Income line and result in a gain for the Police Fund Balance. However, revaluation and disposal gains and losses are not permitted by statutory arrangements to have an impact on the Police Fund balance. The gains and losses are therefore reversed out of the police fund balance in the Movement in Reserves Statement and posted to the Capital Adjustment Account and (for any sale proceeds greater than £10,000) the Capital Receipts Reserve.

Investment assets are not generally held, however, in some circumstances where a surplus property no longer meets the strict criteria to be classified as "held for sale", it must be classified as an investment property.

### 15. Leases

- 15.1. A new Leases policy, IFRS16, has been adopted, with effect from 1 April 2024. The adoption of the new standard resulted in the balance sheet recognition of a right-of-use asset and related lease liability in relation to all former operating leases.
- 15.2. Leases are classified where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. A contract is, or contains a lease, if the contract conveys the right to control the use of an identified asset for a period of time, and to obtain substantially all of the economic benefits or service potential from that asset and to direct its use. This includes non-commercial leases.

Where a lease covers both land and buildings, the land and building elements are considered separately for classification. Agreements that do not have the legal status of a lease but convey a right to use an asset in return for payment are accounted for under this policy where fulfillment of the arrangement is dependent on the use of specific assets.

#### 15.3. Finance leases (as Lessee)

Right of use property, plant and equipment held as a lease are recognised on the Balance Sheet, initially measured at cost, comprising: the initial lease liability; any lease payments already made less any lease incentives received; initial direct costs; and any dilapidation or restoration costs. For non-commercial leases the fair value of the leased asset will be obtained through valuation.

The asset recognised is matched by a liability for the obligation to pay the lessor. The lease liability is

## Annex C - Statement of Accounting Policies

measured at the commencement of the lease, at the present value of the lease payments, discounted by the rate implicit in the lease, or if that cannot be readily determined, the incremental borrowing rate is used, specific to the term and start date of the lease (i.e. the rate required to borrow funds over a similar term, with a similar security, to acquire an asset of similar value, in a comparable economic environment), PWLB rates will be used.

The lease liability is subsequently remeasured, with a corresponding adjustment to the right of use asset, when there is a change in future lease payments resulting from a rent review, change in an index or rate such as inflation.

The right of use asset is tested for impairment if there are any indicators of impairment.

For leases that were classified as finance leases under IAS 17, the carrying amount of the right-of-use asset and the lease liability at 1 April 2024 are determined at the carrying amount of the lease asset and lease liability under IAS 17 immediately before that date.

Exemptions are applied for leases of low value assets (value when new less than £10,000) and short-term leases of 12 months or less and they are expensed to the Comprehensive Income and Expenditure Statement.

Lease payments are apportioned between:

- A charge for the acquisition of the interest in the property, plant or equipment – applied to write down the lease liability, and
- A finance charge (debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement).

Property, plant and equipment recognised under IFRS16 leases is accounted for using the policies applied generally to such assets, subject to depreciation being charged over the lease term if this is shorter than the asset's estimated useful life (where ownership of the asset does not transfer at the end of the lease period).

Council tax is not required to be raised to cover depreciation or revaluation and impairment losses arising on leased assets. Instead, a prudent annual contribution is made from revenue funds towards the deemed capital investment in accordance with statutory requirements. Depreciation and revaluation and impairment losses are therefore substituted by a revenue contribution in the Police Fund balance, by way of an adjusting transaction within the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

### 15.4. Leases (as Lessor)

There are currently no finance leases as a lessor.

### 15.5. The Chief Constable does not hold any leases (either as lessee or lessor).



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### 16. Overheads and Support Services

- 16.1. The costs of overheads and support services are incorporated within the cost of Policing and Crime Services line of the comprehensive income and expenditure statement in accordance with the principles of the CIPFA Code of practice on Local Authority Accounting, which requires costs to shown on the same basis as used for resource management.

Under the Commissioner's governance framework to the Chief Constable premises costs (except where they are directly attributable to the Chief Constable) are initially recorded in the accounts of the Commissioner and a recharge is made to the Chief Constable in the single entity comprehensive income and expenditure statements on an appropriate basis.

Under the Commissioner's governance framework to the Chief Constable transport, supplies and services costs and those for police staff supporting both the Commissioner and Chief Constable (except where they are directly attributable to the Commissioner) are initially recorded in the accounts of the Chief Constable and a recharge is made to the Commissioner in the single entity comprehensive income and expenditure statements on an appropriate basis.

### 17. Property Plant and Equipment

- 17.1. Assets that have physical substance and are held for use in the production or supply of goods and services, for rental to others, or for administrative purposes and that are expected to be used during more than one financial year are classified as Property, Plant and Equipment. Under the terms of the Commissioner's governance framework with the Chief Constable all property, plant and equipment is held by the Commissioner. Accordingly, all accounting entries in relation to the acquisition, enhancement, revaluation, impairment, depreciation and sale of such assets are recorded in the single entity accounts of the Commissioner. As noted in policy 6 above, the Commissioner makes a charge to the Chief Constable for the use of such assets which is equivalent to the Chief Constable's share of depreciation.

The cost of services are debited with the following amounts to record the cost of holding non-current assets during the year:

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

Council Tax is not required to be raised to fund depreciation, revaluation and impairment losses or amortisations. However, an annual contribution from revenue is required towards the reduction in the overall borrowing requirement equal to an amount calculated on a prudent basis and determined in accordance with statutory guidance. This contribution is known as MRP (Minimum Revenue Provision). Depreciation, revaluation and impairment losses and amortisations are therefore replaced by the contribution in the Police Fund Balance, by way of an adjusting transaction with the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

#### 17.2. Recognition

Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment is capitalised on an accruals basis, provided that it is probable that the future economic benefits or service potential associated with the item will flow and the cost of the item can be measured reliably. Expenditure that maintains but does not add to an asset's potential to deliver future economic benefits (i.e. repairs and maintenance) is charged to revenue as an expense through the Comprehensive Income

## Annex C - Statement of Accounting Policies

and Expenditure Statement when it is incurred.

De-minimis levels have been set for capital projects at £25,000. No de-minimis level is set for individual items within capital projects.

### 17.3. Measurement

Assets are initially measured at cost, comprising:

- The purchase price
- 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

Borrowing costs incurred are not capitalised whilst assets are under construction.

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

Category	Basis of Valuation
Land and Buildings (Specialised)	Depreciated Replacement Cost
Land and Buildings (Non Specialised)	Existing Use Value
Vehicles, Plant, Furniture and Equipment	Depreciated Historic Cost (as a proxy for current value)
Assets Under Construction	Historic Cost

Assets included in the Balance Sheet at current value (i.e. not valued at historic cost) are revalued sufficiently regularly to ensure that their carrying amount is not materially different from their current value at the year-end, but as a minimum every five years.

Increases in valuations are matched by credits to the Revaluation Reserve to recognise unrealised gains. Gains are to be credited to the relevant function line(s) in the Comprehensive Income and Expenditure Statement where they arise from the reversal of a loss previously charged to a function up to the amount of the original loss, adjusted for depreciation (if material) that would have been charged if the loss had not been recognised.

### 17.4. Depreciation

Depreciation is provided for on all Property, Plant and Equipment assets by the systematic allocation of their depreciable amounts over their useful lives. 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).

Depreciation is calculated on the following bases:

- Property - straight-line allocation over the useful life of the property as estimated by the valuer up to a maximum of 50 years
- Vehicles – straight line allocation over the estimated useful life (3 to 10 years)
- IT Equipment – straight line allocation over the estimated useful life (5 to 8 years)

No depreciation charge is made however in the year of acquisition but a full year charge is made in the year of disposal. A full year's depreciation charge is made in the year of revaluation of any asset.

Depreciation also has to be calculated on revaluation gains and is represented by the difference



## Annex C - Statement of Accounting Policies

between depreciation calculated at current cost and depreciation calculated at historic cost. The difference between the two values is transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

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 (see component accounting section below).

Once ICT equipment assets have been fully depreciated, at the end of their useful lives, the gross book value and accumulated depreciation for those assets will be written out of the asset register. There will be no impact on the core financial statements (balance sheet) as a result of this as the net book value will already be nil.

### 17.5. Component Accounting

Under the IFRS based code, separate recognition, depreciation and de-recognition of parts of assets is required. This is often referred to as componentisation. Componentisation is a change that has to be applied prospectively which means that it only needs to be considered for any non-current assets, acquired, improved or revalued after 1 April 2010. A componentisation policy has been established whereby all land and building assets with a value in excess of £1m will be assessed to see if they contain a significant component. A significant component is defined in the policy as one which exceeds £200k in value and has a different life to the remainder of the asset. Where a component of a non-current asset is replaced or restored, the carrying amount of the old component shall be derecognised and the new component reflected in the carrying amount. Each significant component of an item of property, plant or equipment is depreciated separately. Depreciation is calculated on the balance brought forward at the start of each year. Depreciation on the componentised assets will therefore only become effective in the year following revaluation and subsequent split for componentisation.

Under the terms of the Commissioner's funding arrangement to the Chief Constable all property, plant and equipment is held by the Commissioner. Accordingly, all accounting entries in relation to the acquisition, enhancement, revaluation, impairment, depreciation and sale of such assets are recorded in the single entity accounts of the Commissioner. The Commissioner makes a charge to the Chief Constable for the use of such assets which is equivalent to the Chief Constable's share of depreciation.

### 17.6. Valuations

Where decreases in value are identified, they are accounted for as follows:

- 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 against the relevant function lines(s) in the Comprehensive Income and Expenditure Statement.

The Revaluation Reserve contains revaluation gains recognised since 1 April 2007 only, the date of its formal inception. Gains arising before that date have been consolidated into the Capital Adjustment Account. Revaluation gains and losses are not permitted to have an impact on the Police Fund. The gains and losses are therefore reversed out of the Police Fund in the Movement in Reserves Statement and posted to the Capital Adjustment Account.

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### 17.7. Valuations Material Estimation Techniques

IAS 1 Presentation of Financial Statements requires disclosure of any estimation techniques applied, such that if a different methodology had been used a material variance in the amounts disclosed would have been arrived at. For property valuations the only material estimation techniques used is as follows:

All operational buildings are revalued on a rolling two-year programme and the estimation techniques used are based on the "open market value in existing use" or in the case of specialised operational police properties "depreciated replacement cost" which is consistent with proper accounting practice.

### 17.8. Impairment

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 as follows:

- 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 against the relevant function line(s) in the Comprehensive Income and Expenditure Statement.

Where an impairment loss is reversed subsequently by a revaluation gain, the reversal is credited to the relevant function line(s) in the Comprehensive Income and Expenditure Statement, up to the amount of the original loss, adjusted for depreciation (if material) that would have been charged if the loss had not been recognised.

Impairment losses are not a charge against Council Tax. The balance on the Comprehensive Income and Expenditure Statement arising from an impairment loss is appropriated to the Capital Adjustment Account through the Movement in Reserves Statement.

### 17.9. Capital Receipts

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 for new capital investment or set aside to reduce the underlying need to borrow (the capital financing requirement). Receipts are appropriated to the reserve from the Police Fund Balance in the Movement in Reserves Statement.

### 17.10. Disposal and Non-Current Assets Held for Sale

When it becomes probable that the carrying amount of an asset will be recovered principally through a sale transaction rather than through its continuing use, it is reclassified as an Asset Held for Sale. The asset is revalued 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 cost 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 losses previously recognised

## Annex C - Statement of Accounting Policies

in the Surplus or Deficit on Provision of Services. Depreciation is not charged on Assets held for Sale.

If assets no longer meet the criteria 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. In this case the carrying amount is adjusted for depreciation, amortisation or revaluations that would have been recognised had they not been classified as Held for Sale.
- their recoverable amount at the date of the decision not to sell.

Assets that are to be 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 (whether Property, Plant and Equipment or Assets Held for Sale) 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. Disposal costs are shown in other operating expenditure in the Comprehensive Income and Expenditure Statement. Receipts from disposals (if any) are credited to the same line in the Comprehensive Income and Expenditure Statement also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of disposal). In line with Statutory Instrument 2010 No 454, disposal costs of up to 4% of the sale proceeds are financed from capital receipts. Any revaluation gains accumulated for the asset in the Revaluation Reserve are transferred to the Capital Adjustment Account. The written-off value of disposals is not a charge against Council Tax, as the cost of non-current assets is fully provided for under separate arrangements for capital financing. Amounts are appropriated to the Capital Adjustment Account from the Police Fund Balance in the Movement in Reserves Statement.

### **18. Private Finance Initiatives (PFI) and Similar Contracts**

- 18.1. PFI and similar contracts are agreements to receive services, where the responsibility for making available the property, plant and equipment needed to provide the services passes to the PFI contractor. As the services that are provided under the PFI scheme are deemed under the PFI contract to be controlled, the asset is carried on the Balance Sheet as part of Property, Plant and Equipment.

The original recognition of these assets at fair value (based on the cost to purchase the property, plant and equipment) was balanced by the recognition of a liability for amounts due to the scheme operator to pay for the capital investment.

Non-current assets recognised on the Balance Sheet are re-valued and depreciated in the same way as property, plant and equipment.

In accordance with accounting practice, lifecycle replacement costs are now recognised when they are actually incurred. The Commissioner receives specific government funding from MHCLG as a contribution to the costs of financing the scheme.

PFI and similar contracts are agreements to receive services, where the responsibility for making available the property, plant and equipment needed to provide the services passes to the PFI contractor. As the services that are provided under the PFI scheme are deemed under the PFI contract to be controlled, the asset is carried on the Balance Sheet as part of Property, Plant and Equipment.

There is currently one PFI scheme and this relates to the Cumberland BCU Deployment Centre at Workington. Under the terms of the Commissioner's governance framework with the Chief Constable,

## Annex C - Statement of Accounting Policies

the Commissioner controls all property and accordingly the PFI building is recorded on the balance sheet of the Commissioner. A charge is made by the Commissioner to the Chief Constable in the comprehensive income and expenditure statement for the Constabulary's use of the building and the services provided.

### 19. Provisions, Contingent Liabilities and Contingent Assets

#### 19.1. Provisions

Provisions are made when an event has taken place that gives a legal or constructive obligation that probably requires settlement by transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. For instance, involvement in a court case that could eventually result in the making of a settlement or the payment of compensation.

Provisions are charged as an expense to the appropriate function line in the Comprehensive Income and Expenditure Statement in the year that awareness of the obligation arises, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account the relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried on 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 subsequently be required (or a lower settlement than anticipated is made), the provision is reversed and credited back to the relevant function.

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

#### 19.2. Contingent Liability

A contingent liability arises where an event has taken place that gives rise to a possible obligation which will only be confirmed by the occurrence or otherwise of uncertain future events which cannot wholly be controlled.

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

#### 19.3. Contingent Assets

A contingent asset arises where an event has taken place that gives rise to a possible asset which will only be confirmed by the occurrence or otherwise of uncertain future events which cannot wholly be controlled.

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.

### 20. Reserves

- 20.1. Specific amounts are set aside as reserves for future policy purposes or to cover contingencies. Reserves are created by appropriating amounts out of the Police Fund Balance in the Movement in Reserves Statement. When expenditure to be financed from a reserve is incurred, it is charged to the appropriate function in that year to score against the Surplus or Deficit on the Provision of Services in

## Annex C - Statement of Accounting Policies

the Comprehensive Income and Expenditure Statement. The reserve is then appropriated back into the Police Fund balance in the Movement in Reserves Statement so that there is no net charge against Council Tax for the expenditure.

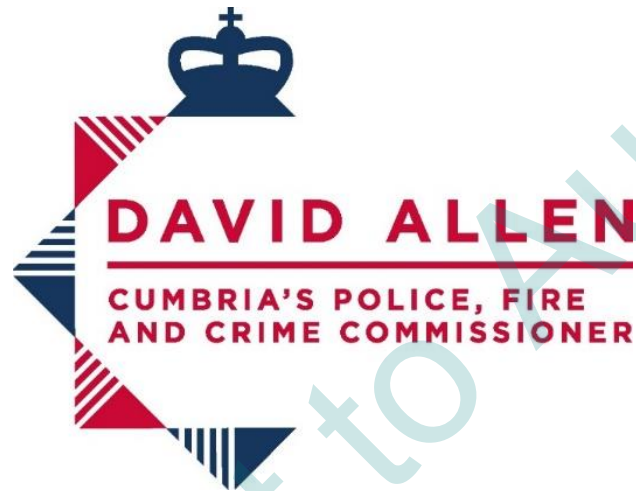
Reserves are classified in the Balance Sheet and the Movement in Reserves Statement as either 'usable' (those that can be applied to fund expenditure or reduce local taxation) and 'unusable' (those held for technical accounting purposes). Under the Commissioner's governance framework with the Chief Constable all usable reserves are controlled by the Commissioner and recorded in the balance sheet of the Commissioner. However, the Chief Constable does hold certain unusable reserves in relation to pensions and accumulated employee absences, which arise from Constabulary activities and are not covered by the funding arrangement and are shown on the Chief Constable's balance sheet.

### **21. VAT**

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



### Police and Crime Commissioner for Cumbria Annual Governance Statement 2024/25



Police, Fire and Crime Commissioner for Cumbria

Annual Governance Statement – Good Governance Principles 2024-25

## Introduction and Scope of Responsibilities

The Police, Fire and Crime Commissioner for Cumbria (the Commissioner) is responsible for ensuring business is carried out in accordance with the law and proper standards, that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.

To meet this overall responsibility, the Commissioner has put in place proper arrangements for overseeing what we do. These arrangements are intended to make sure that we do the right things, in the right way and are fair, open, honest and accountable.

Our arrangements for governance are set out within a Code of Corporate Governance ('The Code'). The Code explains the way the Commissioner governs and the frameworks that are in place to support the overall arrangements for fulfilling his functions. The Code of Corporate Governance is published alongside the Annual Governance Statement on the Commissioner's website at [www.cumbria-pcc.gov.uk](http://www.cumbria-pcc.gov.uk)

This Annual Governance Statement (AGS) describes how the Commissioner has followed The Code. It also meets the requirements of regulation 6(1) and 10(1) of the Accounts and Audit Regulations 2015. The regulations say that we must prepare and publish an Annual Governance Statement (AGS) to accompany the Commissioner's statement of accounts.

### REVIEW OF EFFECTIVENESS

The key systems and processes that comprise the Commissioner's governance arrangements for 2024-25 have been guided by the seven core principles of Corporate Governance from the CIPFA/Solace Governance Framework applicable to the 2024-25 financial year. This is the standard against which all local government bodies, including police, should assess themselves.

The Commissioner has responsibility for conducting, at least annually, a review of the effectiveness of his governance framework including the system of internal control. The review of effectiveness is informed by the work of Chief Officers and senior managers who have responsibility for the development and maintenance of the governance environment. The review process comprises:

- A cyclical detailed review of the key documents within the Commissioner's governance framework.
- A review of the governance arrangements in place to support each core principle, culminating in an updated Code of Corporate governance.
- A review of what has happened during the past year to evidence how the governance framework has been complied with.



- A review of the effectiveness of the arrangements for Internal Audit. The review is supported by consideration of the opinion of the Head of Internal Audit, as set out in his annual report.
- A review of the effectiveness of the Joint Audit Committee against CIPFA guidance on Audit Committees for Police.

The following Annual Governance Statement demonstrates how the Commissioner has complied with the governance framework set out within the Code, to meet each of the seven governance principles. The Annual Governance Statement is published alongside the Statement of Accounts and also incorporates an action plan of planned future improvements for governance arrangements.

Progress has been made on addressing the issues raised in the Annual Governance Statement for 2023-24. During 2024/25 we will continue to monitor the implementation of any outstanding or newly identified actions.

In relation to the 2024-25 identified actions.

Timescales for the work regarding the Serious Violence Duty for Cumbria have been amended to match the national requirement and expectation. A Serious Violence Strategy was published in 2024 and is currently being reviewed with the revised strategy being published in January 2025 with full delivery by March 2025 when national funding will cease.

The new Procurement Act 2023 will change the way public procurement is regulated in the UK with the Act due to go live in October 2024. Work to be carried out to update the Grant Regulations in line with the new Procurement Act regulations.

The annual review of these governance arrangements have enabled the OPFCC to gain a high level of assurance that the arrangements continue to be fit for purpose in accordance with our governance framework. Whilst the review has not identified any significant governance issues in 2024-25, we recognise the importance of continuously improving practices to enable the OPFCC to achieve its objectives.

The RAG ratings in the table below illustrate the level of compliance of each requirement for 2024-25 and updates are provided on outstanding work since last reported.

Subject to Audit

**Core Principle A: Behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of law**

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
<b>A1: Behaving with Integrity and demonstrating strong commitment to ethical values.</b>				
We ensure that members and officers behave with integrity and lead a culture where acting in the public interest is visibly and consistently demonstrated thereby protecting the reputation of the organisation		<ul style="list-style-type: none"> <li>All staff sign up to a Code of Conduct. This is included in any staff induction pack and all staff are required to read and sign up to it.</li> <li>Members of the Community Scrutiny Panel, the Joint Audit Committee and volunteers all sign a Code of Conduct as part of their appointment and induction process.</li> <li>The OPFCC has a Performance Development Review (PDR) process for all staff. Included within the four monthly reviews is an integrity element which must be completed.</li> </ul>		
We take the lead in establishing specific standard operating principles or values for the organisation and its staff and that they are communicated and understood. These should build on the Seven Principles of Public Life (the Nolan Principles)		<ul style="list-style-type: none"> <li>The Chief Executive as Monitoring Officer has the lead responsibility for setting the organisations culture and standards.</li> </ul>		
We lead by example and use standard operating principles or values as a framework for decision making and other actions.		<ul style="list-style-type: none"> <li>The OPFCC has a robust decision-making process for itself, the Constabulary and the Fire Authority.</li> <li>PFCC and Staff registers of interests are referred to when making decisions or declarations of interest.</li> <li>Meetings are conducted utilising the Nolan Principles.</li> <li>The Community Scrutiny Panel carry out the role of a 'standards committee' across all three organisations.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>Compliance with the Scheme of Delegation and codes of conduct are a fundamental part of decision making.</li> </ul>		
	We demonstrate how we communicate and embed the standard operating principles or values through appropriate policies and processes which are reviewed on a regular basis to ensure that they are operating effectively	<ul style="list-style-type: none"> <li>Anti-Fraud &amp; Corruption arrangements were last reviewed in 2023. They include mechanisms for confidential reporting and whistleblowing. The updated arrangements were presented to the Joint Audit Committee who concluded that the arrangements were effective.</li> <li>The OPFCC reports on the effectiveness of these arrangements on an annual basis to the Joint Audit Committee.</li> <li>All staff annually complete a register of interests. The PFCC and Exec Team's interests are published on the OPFCC website.</li> <li>The PFCC and staff complete a monthly gifts and hospitality register which is published on the OPFCC website.</li> <li>A Confidential Reporting (Whistleblowing) Policy is published on the OPFCC website and is reviewed on a three-year cyclical basis.</li> <li>The OPFCC website has information on how members of the public can make complaints regarding different staff, officers, members and volunteers. Any complaints relating to the PFCC are referred to the Police, Fire and Crime Panel and information published on our website.</li> <li>Minutes of meetings are published which illustrate where any declarations of interest have been made.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
<b>A2: Demonstrating strong commitment to ethical values</b>				
Seeking to establish, monitor and maintain the organisation's ethical standards and performance		<ul style="list-style-type: none"> <li>▪ The Community Scrutiny Panel promotes ethical values within the OPFCC, Constabulary and Fire Service. In respect of the arrangements for standards, ethics and integrity, no complaints have been received against the Commissioner or members of his office.</li> <li>▪ During 2024-25 the Panel have carried out dip sample processes and thematic inspections for a number of different areas of business within policing and fire including, adherence with the Code of Ethics and Code of Conduct, public complaints, police misconduct and staff misconduct cases, grievances, civil claims, VAWG; incidents of Stop &amp; Search, Use of Force and Custody Detention all of which were found to support high standards of ethics and integrity. In relation to Fire they reviewed misconduct and workforce complaints, employee absences, DBS checks and safe and well being visits.</li> <li>▪ From 1 February 2020 the OPFCC has been responsible for reviews of public complaints. It appointed an independent reviewing officer to carry out the reviews assessing the complaint handling and whether the outcome provided was reasonable and proportionate, thereby providing an openness and transparency to the process. During 2023 the OPFCC received 49 requests for a review with 22% being upheld.</li> <li>▪ The Community Scrutiny Panel continues to monitor and reports on some specific areas of activity, such as complaint handling, misconduct cases, grievances</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		stop and search, custody detention in relation to ethical issues.		
Underpinning personal behaviour with ethical values and ensuring they permeate all aspects of the organisation's culture and operation	<ul style="list-style-type: none"> <li>As part of the OPFCC's extended team meeting programme, integrity is discussed on a six-monthly basis</li> <li>Ethical awareness is included within induction training for staff, members and volunteers.</li> </ul>			
Developing and maintaining robust policies and procedures which place emphasis on agreed ethical values	<ul style="list-style-type: none"> <li>As part of the staff PDR process, there is a section relating to integrity which included ethical values.</li> <li>Staff recruitment is carried out in line with a recruitment and selection policy which includes ethical principles and values.</li> <li>The OPFCC has a Procurement Policy and procedures.</li> </ul>			
Ensuring that external providers of services on behalf of the organisation are required to act with integrity and in compliance with high ethical standards expected by the organisation	<ul style="list-style-type: none"> <li>The process of commissioning services and awarding of grants present a potentially high risk with regards to integrity. Grant Regulations are in place to ensure that grant awards are made in a fair, transparent and consistent manner and that appropriate conditions are attached to safeguard public money. The Grant Regulations were reviewed in 2023 and the conclusions were reported to the Joint Audit Committee in November 2023.</li> <li>The Procurement Act 2023 was implemented on 24th February 2025 and introduced significant changes to public procurement rules.</li> <li>Key features of the Act include reforming existing procurement rules to create a simpler more flexible system focused on value for money, competition, and objective criteria in decision making; and aiming to</li> </ul>	<p><b>Update:</b> The Procurement Act 2023 was launched in February 2025. Work to review the Commissioning Strategy was carried out in 2024 and will remain under review in line with new publication and guidance.</p>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		improve and streamline the procurement process for public bodies.		
<b>A3</b>	<b>Respecting the rule of law</b>			
We ensure staff demonstrate a strong commitment to the rule of the law as well as adhering to relevant laws and regulations		<ul style="list-style-type: none"> <li>The Commissioner provides funding to the Constabulary's Legal Services Department, who then deliver legal support to the OPFCC on legal matters.</li> </ul>		
We create conditions to ensure that statutory officers, other key post holders and members are able to fulfil their responsibilities in accordance with legislative and regulatory requirements.		<ul style="list-style-type: none"> <li>During the year formal reviews have been undertaken of the role of the Commissioner's Chief Finance Officer and the Head of Internal Audit (HIA) and the Joint Audit Committee against the respective CIPFA statements, which concluded there was full compliance.</li> <li>Compliance with the CIPFA Statement on the Role of the Chief Financial Officer in Local Government is reported through the annual governance statement which accompanies the annual statement of accounts.</li> <li>Officers within the OPFCC receive updates on changes in legislation through their professional bodies, APACCE, PACTS, CIPFA the APCC and from the government.</li> </ul>		
We strive to optimise the use of the full powers available for the benefit of citizens, communities and other stakeholder		<ul style="list-style-type: none"> <li>Legal advice is provided to the OPFCC by the Constabulary's Legal Services Department. If necessary legal advice can be sought from other legal bodies.</li> <li>Legal considerations are included in all reports.</li> </ul>		
We deal with breaches of legal and regulatory provisions effectively.		<ul style="list-style-type: none"> <li>The Chief Executive performs the role of Monitoring Officer. They ensure that the Commissioner and OPFCC carry out their roles in line with legislation.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
We ensure corruption and misuse of power are dealt with effectively.		<ul style="list-style-type: none"> <li>Anti-Fraud &amp; Corruption arrangements were last reviewed in 2023 and presented to the Joint Audit Committee who concluded that the arrangements were effective.</li> <li>Annually the OPFCC reports to the committee on the effectiveness of the arrangements.</li> </ul>		
Ensuring corruption and misuse of power are dealt with effectively		<ul style="list-style-type: none"> <li>Anti-Fraud &amp; Corruption and a Confidential Reporting are included in regular training provided to both officers and the Joint Audit Committee.</li> <li>Internal Audit deliver a review of anti-fraud arrangements against best practice.</li> </ul>		



## Core Principle B: Ensuring openness and comprehensive stakeholder engagement

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
B1	Openness			
We ensure there is an open culture through demonstrating, documenting and communicating the organisation's commitment to openness	<ul style="list-style-type: none"><li>▪ The OPFCC publishes information on it's website in line with the Elected Local Policing Bodies (Specified Information) Orders of 2011, 2012, 2013 and 2018 and guidance provided by the Information Commissioner. This is demonstrated, documented and communicated through an information publication scheme that ensures all aspects of key information are made public.</li><li>▪ Examples of information published are –<ul style="list-style-type: none"><li>○ agendas and reports of public meetings,</li><li>○ guidance on the Commissioner's funds,</li><li>○ freedom of information requests,</li><li>○ financial information and details of key decisions.</li></ul></li><li>▪ The OPFCC produces an Annual Report of the Commissioner's activities and achievements in the previous 12 months.</li><li>▪ The OPFCC has an established process for receiving and responding to Freedom of Information Requests in line with specified timescales. An approved publication scheme is maintained on the OPFCC website.</li></ul>			
We make decisions that are open about actions, plans, resource use, forecasts, outputs and outcomes.	<ul style="list-style-type: none"><li>▪ The OPFCC has a robust decision-making policy and it publishes key decisions. These can be viewed on the OPFCC website.</li><li>▪ To promote openness and transparency, all Public Accountability Conferences are advertised to allow</li></ul>			

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		members of the press and public to attend with all minutes arising from them being published subsequently.		
	We provide clear reasoning and evidence for decisions in both public records and explanations to stakeholders.	<ul style="list-style-type: none"> <li>A pro-forma decision template has been developed for the OPFCC to use. There is a requirement to include all information, rationales, risks and legal issues.</li> <li>Minutes from meetings illustrate discussions and rationales for decisions made.</li> <li>There are agreed timescales for the publication of information (including minutes and decisions).</li> </ul>		
	We use formal and informal consultation and engagement to determine the most appropriate and effective interventions or courses of action.	<ul style="list-style-type: none"> <li>Engagement over the last five years has been comprehensive and flexible, developing to meet the changing needs of how people like to communicate and especially the impact of social media.</li> <li>The OPFCC has a three-year Engagement and Communication Strategy (2021/24) which continues to be a living/working document.</li> </ul>	<b>Update:</b> The Communication and Engagement Strategy has been developed to include CFRS and was implemented during 2024.	
<b>B2</b>	<b>Engaging comprehensively with institutional stakeholders</b>			
	Effectively engage with stakeholders to develop formal and informal partnerships to allow recourses to be used efficiently	<ul style="list-style-type: none"> <li>The Commissioner is actively engaged with a wide range of bodies to encourage a multi-agency approach to matters within his remit. For example, he chairs the Safer Cumbria Partnership Board, which is the Criminal Justice Board for Cumbria, the Combating Drugs Partnership, the strategic board for delivery of the Serious Violence Duty and the Contest (Counter Terrorism) Board for the county and he also chairs the Blue Light Executive Board.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>During 2023/24 the Commissioner has continued to lead a range of partnership working initiatives to deliver his Commissioning Strategy and ensure arrangements are in place for victim support services. In the last year he has secured £1.4m of additional funding mainly for Victims Services and Safer Streets. As the conduit for the nationally provided Serious Violence Duty Funding allocation, and in his role as Chair of the Safer Cumbria Partnership, the Commissioner has worked with the Duty Responsible Authorities to an agreed allocation of the funds to meet the specific needs identified for Cumbria.</li> </ul>		
	We develop formal and informal partnerships to allow for resources to be used efficiently and outcomes achieved more effectively.	<ul style="list-style-type: none"> <li>The Policing Protocol Order highlights the accountability of the Police, Fire and Crime Commissioner to local people.</li> <li>This responsibility is delivered through the OPFCC to ensure a wide range of engagement approaches so that the Commissioner actively listens, considered and effectively uses the view of the people of Cumbria to influence decisions.</li> <li>Commissioning undertaken with third sector partners and other public sector partners to achieve the statutory objectives of the Commissioner.</li> </ul>		
	We ensure that partnerships are based on trust, shared commitment to change, a culture that promotes and accepts challenge and the added value of partnership working is explicit.	<ul style="list-style-type: none"> <li>The OPFCC Commissioning Strategy sets out the principles &amp; framework used to commission services &amp; achieve the objectives within the police &amp; crime plan. The Commissioner sets strategic direction of policing &amp; reflects the community safety priorities for Cumbria.</li> <li>The Commissioner enhances delivery of criminal justice via the LCJB &amp; provides support services to</li> </ul>	<p><b>Update:</b> The Procurement Act 2023 was launched in February 2025. Work to review the Commissioning Strategy was carried out in 2024 and will remain under review in line with new publication and guidance.</p>	

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<p>help victims to cope &amp; recover from the consequences of crime.</p> <ul style="list-style-type: none"> <li>The Police, Fire and Crime Plan is informed by members of the public together with the views of partner organisations to ensure we work together in delivery of shared priorities.</li> </ul>	The Police, Fire and Crime Plan was launched on 8 January 2025.	
<b>B3</b>	<b>Engaging stakeholders effectively including citizens and service users</b>			
	<p>We are clear on the types of issues we will consult with or involve stakeholders or service users to ensure service provision is contributing towards the achievement of intended outcomes.</p>	<ul style="list-style-type: none"> <li>The PFCC leads the Safer Cumbria model which provides strategic input into key strategies and plans that support the joint delivery of priority outcomes critical to Cumbria.</li> <li>The OPFCC publishes the outcomes of public consultation on its website.</li> <li>During 2023-2024 engagement included 4 ICV custody visits, 9 visits to Commissioned Victims Services, 15 meetings with public groups and large events, 18 Property Fund visits, 4 Newsletters, attended 3 Pride events, joined the Force on 9 Days of Action/Operations, went on 11 patrols with CBOs, 5 Road policing 8 Rural Crime and 4 Cyber Crime operations, visited 12 Fire Stations and attended 5 On-Call Appreciation events.</li> <li>The Commissioner launched public consultation on the proposal to increase the policing part of the council tax precept for 2024/25 by 17p a week for a Band A property. 60% of the respondents (427) agreed with raising council tax. The Commissioner also launched public consultation on the proposal to increase the fire part of the council tax precept for 2024/25 by 3p a week for a Band A property. 74% of the respondents (125) agreed with raising council tax.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>The OPFCC logs all quality-of-service issues that are raised with the Commissioner, these are tracked and escalated with the Chief Constable where appropriate. This feedback is also used by the Constabulary to assess what lessons can be learned from examples of poor or unsatisfactory service, to make improvements.</li> <li>The Commissioner launched a public consultation survey on 25<sup>th</sup> July 2024 to obtain the views of residents, stakeholders, partners and employees on policing and fire in Cumbria. The survey ran for six weeks and the findings informed the priorities in his Police, Fire &amp; Crime Plan 2025-2029</li> </ul>		
We ensure that communication methods are effective and that we are clear about our roles with regard to community engagement.		<ul style="list-style-type: none"> <li>The OPFCC has a Communication and Engagement Strategy, which is due to be reviewed during 2024.</li> </ul>	<b>Update:</b> The Communication and Engagement Strategy has been developed to include CFRS and implemented during 2024.	
We collect and evaluate the views and experiences of communities, service users and organisations		<ul style="list-style-type: none"> <li>The OPFCC logs all quality-of-service issues that are raised with the Commissioner, these are tracked and escalated with the Chief Constable or the Chief Fire Officer where appropriate.</li> <li>This feedback is also used by the Constabulary or Fire Service to assess what lessons can be learned from examples of poor or unsatisfactory service, to make improvements.</li> <li>The Commissioner seeks assurance from the Chief Constable and Chief Fire Officer that their respective organisations are dealing with the concerns raised via all quality of service issues through his internal Executive Boards for Policing and Fire.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>Reports to the Community Scrutiny Panel and the Executive Boards which enables the Commissioner and Executive Team to have oversight and scrutiny.</li> </ul>		
	We implement effective feedback mechanisms to demonstrate how views have been taken into account, whilst balancing competing demands.	<ul style="list-style-type: none"> <li>All correspondence sent to the Commissioner receives an individual and tailored response.</li> <li>This feedback is also used by the Constabulary or Fire Service to assess what lessons can be learned from examples of poor or unsatisfactory service, to make improvements. The Commissioner then monitors progress through his internal Executive Boards for Policing and Fire.</li> </ul>		
	We take into account the interests of future generations of taxpayers and service users.	<ul style="list-style-type: none"> <li>Information is published on the OPFCC website and engagement takes place during the year to seek the views of different communities.</li> <li>A six-monthly report is presented to the Community Scrutiny Panel on the difference that has been made due to public correspondence.</li> <li>A 5-year Medium Term Financial Forecast is produced along with a longer-term Capital investment strategy to account for and consider future events that would impact on taxpayers and service users.</li> <li>Budget consultation is undertaken annually and is open to all interested parties to respond to.</li> <li>The PFCC holds the Chief Constable and Chief Fire Officer to account at his monthly Executive Board meetings and during his quarterly Public Accountability Conferences to ensure value for money from service provision.</li> </ul>		

## Core Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
C1	Defining outcomes			
We have a clear vision which is an agreed formal statement of the organisation's purpose and intended outcomes containing appropriate performance indicators, which provides the basis for the organisation's overall strategy, planning and other decisions	<ul style="list-style-type: none"><li>Each Commissioner for their term of office must publish a Police, Fire and Crime Plan which draws on the results of public and partner consultation, an understanding of the crime, fire and community safety trends and emerging issues.</li><li>A new Police, Fire and Crime Plan was launched on 8 January 2025, detailing the new Commissioner's priorities for his term in office.</li></ul>	<b>Update:</b> Following public consultation and review by the Police, Fire and Crime Panel, the Commissioner launched their new Police, Fire and Crime Plan on 8 January 2025.		
We specify the intended impact on, or changes for, stakeholders including citizens and service users. It could be immediately or over the course of a year or longer	<ul style="list-style-type: none"><li>The OPFCC has an established process for receiving and responding to Freedom of Information Requests in line with specified timescales. An approved publication scheme is maintained on the OPFCC's website.</li><li>The OPFCC has published its Police, Fire and Crime Plan and will publish with an annual report identifying achievements throughout the year.</li></ul>			
We deliver defined outcomes on a sustainable basis within the resources that will be available	<ul style="list-style-type: none"><li>The Commissioner has Public Accountability Conferences which illustrate performance and budget progression.</li><li>The Commissioner has a well established new internal accountability boards framework, which consists of several internal boards, all of which help drive and monitor the efficiency and</li></ul>			

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<p>effectiveness of the Constabulary and Fire Authority. The overarching Executive Board provides the forum whereby the Commissioner can maintain oversight of the totality of policing in Cumbria. It enables senior officers from the OPFCC and Constabulary to work together to review key issues affecting the Service, identify solutions to any challenges and issues, including how resources can be used.</p> <ul style="list-style-type: none"> <li>During 2024-25 thematic reports provided assurance on the Constabulary's response rural crime, violence against women and girls, domestic abuse, drugs, serious organised crime, firearms licensing, outcomes for victims and police visibility. In addition, reports were also received covering financial monitoring, crime and response, victim satisfaction and call handling data.</li> <li>His Majesty's Inspectorate of Constabulary and Fire &amp; Rescue Services (HMICFRS) Inspections and thematic reports further support the Commissioner in identifying areas which are working well or which would benefit from improvement. This supports him in holding the Chief Constable to account for performance of the force. All reports are publicly available.</li> <li>Regular news and social media posts inform communities.</li> <li>During 2024-25, the Police, Fire and Crime Panel has continued to facilitate effective scrutiny of delivery of the plan's objectives through quarterly meetings. Thematic reports</li> </ul>		



Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		are presented to the Panel and follow terms of reference agreed in advance with the Panel Chair.		
We identify and manage risks to the achievement of outcomes.		<ul style="list-style-type: none"> <li>Performance is reported through quarterly Public Accountability Conferences and regular internal reporting to Executive Boards.</li> <li>The OPFCC also undertakes a continuous review of its risk management responsibilities by ensuring that it maintains an up-to-date Operation Risk Register and Strategic Risk Register.</li> </ul>		
<b>C2</b>	<b>Sustainable economic, social and environmental benefits</b>			
We consider and balance the combined economic, social and environmental impact of policies, plans and decisions when taking service provision decisions		<ul style="list-style-type: none"> <li>Capital Investment Strategy in place, focused on future use, with links to the Medium-Term Financial Forecast and compliant with the Prudential Code. This has been revised to ensure compliance with the new requirements linking capital investment decisions with the Prudential Code and TM investment decisions).</li> <li>Equality Impact Assessments are carried out on all policies and procedures.</li> <li>Risk management processes are in place and reviewed regularly.</li> </ul>		
Taking a longer-term view with regard to decision making, taking account of risk and acting transparently where there are potential conflicts between the organisation's intended		<ul style="list-style-type: none"> <li>Scheme of Delegation provides the basis for decision-making.</li> <li>The OPFCC publishes on its website: <ul style="list-style-type: none"> <li>Committee/Panel agendas and reports</li> <li>Minutes of meetings</li> <li>OPFCC decisions</li> </ul> </li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
outcomes and short-term factors such as the political cycle or financial constraints		<ul style="list-style-type: none"> <li>Advice is sought from Finance and Legal Services before any decision is made.</li> </ul>		
Determining the wider public interest associated with balancing conflicting interests between achieving the various economic, social and environmental benefits, through consultation where possible, in order to ensure appropriate trade-offs		<ul style="list-style-type: none"> <li>The OPFCC has a Communication and Engagement Strategy which details the various protocols for consultation.</li> <li>To support procurement and commissioning activity, the OPFCC &amp; Constabulary have in place Joint Procurement Regulations and a Social Value Policy, incorporating a modern slavery statement.</li> <li>Decisions are required to be on a pro-forma to ensure that all issues are identified and risk assessed.</li> </ul>	<p><b>Update:</b> The Communication and Engagement Strategy has been developed to include CFRS and implemented during 2024.</p>	

<p>We ensure that there is fair access to services</p>	<ul style="list-style-type: none"> <li>▪ The Partnerships and Commissioning Manager ensures that the services commissioned are consistent with the PFCC's objectives as set out in the Police, Fire &amp; Crime Plan.</li> <li>▪ Services will be commissioned taking into account Sections 13-14 of the Victims and Prisoners Act 2024 which requires local policing bodies, local authorities and integrated care boards to collaborate when commissioning services for victims of domestic and sexual abuse and serious violence.</li> <li>▪ A joint needs assessment and local strategy must be developed demonstrating how they will collaborate to deliver and improve relevant victim support services.</li> <li>▪ During 2024/2025 the Commissioner has committed funding to projects and initiatives aimed at reducing offending and reoffending and supporting victims of crime. A significant proportion of that funding has been committed to supporting victims of domestic abuse and sexual violence during the pandemic. By working with partners the OPFCC ensures that services are available to as many groups as possible.</li> <li>▪ The OPFCC sits on county wide boards and groups which gives it the ability for it to influence positively.</li> <li>▪ Equality Impact Assessments where required are completed and published alongside consultation exercises</li> </ul>	<p><b><u>Update:</u></b> Services continue to be commissioned to support victims in line with the new Police, Fire and Crime Plan.</p>	
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**Core Principle D: Determining the interventions necessary to optimise the achievement of the intended outcomes.**

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
D1	Determining interventions			
We ensure that decision makers receive objective and rigorous analysis, including achieved & intended outcomes and their associated risks.	<ul style="list-style-type: none"><li>▪ Scheme of Delegation and Corporate Governance Framework provide the basis for decision making.</li><li>▪ All reports and decisions records have consideration of legal, financial, HR, equality, risk and procurement issues.</li></ul>			
We consider feedback from citizens and service users when making decisions about service improvements or where services are no longer required to prioritise competing demands.	<ul style="list-style-type: none"><li>▪ The OPFCC has a Medium-Term Financial Planning process (MTFP) which integrates budget and corporate planning to match resources to the priorities (mid-year review of MTFP will take into account any revisions to priorities).</li><li>▪ There is an annual budget consultation involving the public, local businesses, staff and the Trade Unions. Further stakeholder engagement with the public is achieved through social media messaging and promotion of specific consultations and surveys. The OPFCC also engages with its institutional stakeholders.</li></ul>			
D2:	Planning interventions			
We establish and implement robust planning and control cycles that cover strategic and operational plans, priorities and targets. Ensuring that they are flexible and agile to adapt delivery outputs and changing circumstances.	<ul style="list-style-type: none"><li>▪ Funding arrangement and Corporate Governance Framework including Scheme of Delegation provide the basis for decision making.</li><li>▪ The OPFCC administers internal Executive Boards for both Police and Fire, and Executive Team Gold</li></ul>			

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		Meetings are chaired by the Commissioner to make decisions.		
We engage with internal and external stakeholders in determining how services and other courses of action should be planned and delivered.		<p>During the last year, the Commissioner has continued to build on partnership working to address priorities in the Police, Fire &amp; Crime. Projects have included:</p> <ul style="list-style-type: none"> <li>▪ Development of assertive outreach in known hot spot areas working with Remedi &amp; The Well Communities to address issues of ASB and the impact upon individuals and communities.</li> <li>▪ The commissioner has provided funding towards the Rural Crime Team, Op' Lantern to increase capacity, awareness and sharing best practice through multi-agency working.</li> <li>▪ The commissioner funded Get Safe Online to raise awareness and reduce vulnerability towards online crime and fraud.</li> <li>▪ New projects were developed in support of victims of DA in partnership with the constabulary &amp; Cumbria Gateway Ltd to provide supported accommodation to perpetrators of DA for a short period of 28 days to remove the threat of violence from the family home while ensuring a support plan is in place.</li> <li>▪ Works closely with the new Community Safety Partnerships in each of the new Local Authority areas, Cumberland Council and Westmorland and Furness Council.</li> <li>▪ The OPFCC works closely with the new Community Safety Partnerships in each of the new Local Authority areas, Cumberland Council and Westmorland &amp; Furness Council.</li> </ul>	<p><b>Update:</b> Partnership working continues to address priorities identified within the Police, Fire and Crime Plan</p>	

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>■ The Partnership and Commissioning Manager attends the Cumberland, W&amp;F CSP DA/SV Groups, the Cumberland W&amp;F DHLUC subgroup of the CSP DA groups in relation to supported accommodation &amp; extended partnership working. Also attending the Drug Harms Prevention Group a sub group of the combatting Drugs Partnership.</li> <li>■ They are also a member of both Cumberland, W&amp;F Youth Justice Boards, Deputy Chair of the Female Justice Partnership.</li> </ul>		
We consider and monitor risks facing each partner when working collaboratively including shared risks.		<ul style="list-style-type: none"> <li>■ The OPFCC identifies risks with partners, through contract management and project management processes. There is an escalation process to the operational and strategic risks registers which are monitored by the OPFCC Executive Team.</li> </ul>		
We have established performance indicators to identify how the performance of services and projects is to be measured.		<ul style="list-style-type: none"> <li>■ The Commissioner has embedded internal accountability boards to help drive and monitor the efficiency and effectiveness of the Constabulary. They provide the forum whereby the Commissioner can maintain oversight of the totality of policing in Cumbria. It enables senior officers from the OPFCC and Constabulary to work together to review key issues affecting the Service, identify solutions to any challenges or issues, including how resources can be used. To support this, the Commissioner has a performance framework which measures a suite of key performance indicators (KPI) on a bi-monthly basis.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>During the course of 2024-25 the Commissioner continued to hold the Chief Constable to account through his Public Accountability Conferences. Through this forum, the Commissioner received assurance from the Chief Constable against many areas of policing.</li> <li>In the February meeting, the Commissioner approved the budget for Cumbria Constabulary</li> <li>The Commissioner has held regular one-to-one meetings with the Chief Constable and Chief Fire Officer. These internal meetings allow the Commissioner, Chief Constable and Chief Fire Officer to discuss strategic issues, focus on finance, national considerations, HMICFRS and anything else that is relevant to the successful delivery of policing in Cumbria. This forum allows for full and frank conversations in a confidential environment.</li> </ul>		
We inform medium and long-term resource planning by drawing up realistic estimates of revenue and capital expenditure aimed at developing a sustainable funding strategy.		<ul style="list-style-type: none"> <li>There is a Medium-Term Financial Planning process (MTFP) which integrates budget and corporate planning to match resources to the priorities (annual review of MTFP will take into account any revised corporate priorities).</li> <li>There is an annual budget consultation involving the public, local businesses, staff and the trade Unions. Further stakeholder engagement with the public is achieved through social media messaging and promotion of specific consultations and surveys. The OPFCC also engages with its institutional stakeholders through the strategic partnerships with local authorities, health, fire, police, public agencies and the business sector.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>▪ The budget for 2024-25 has been balanced, however savings will be required from 2025/26 onwards.</li> <li>▪ Against this background, modelling of a range of financial scenarios through the Medium-Term Financial Planning process, undertaken jointly by the OPFCC and Constabulary, have continued to inform wider business planning and develop savings proposals, as a means of balancing the budget over the medium term.</li> <li>▪ The Commissioning Strategy sets out the processes by which the Commissioner will identify and fund services to support his priorities. For each service commissioned, whether through the giving of a grant or a contractual relationship, specific outcomes and measurable indicators are included which define how the impact can be assessed.</li> </ul>	<p><b>Update:</b> Following the launch of the new Police, Fire and Crime Plan on 8 January 2025 work was carried out to review and update the Commissioning Strategy and include the requirements of the Procurement Act 2023. This was approved and published in December 2024. It remains under review following guidance and understanding of the new Procurement Act 2023 and publication of national templates.</p>	
<b>D3</b>	<b>Optimising Achievement of Intended Outcomes</b>			
We ensure that the services we commission achieve social value		<ul style="list-style-type: none"> <li>▪ The Violence Against Women and Girls Scrutiny Panel was set up as part of a local and national strategy to reduce violence against women and girls. Whilst commissioned by the Office of the Police, Fire and Crime Commissioner, it is fully supported by Cumbria Constabulary and set within the context of their work to transform the way they deal with violence against women and girls. The Panel is chaired and attended by the volunteer members of Cumbria Victims Charitable Trust with</li> </ul>		



Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<p>attendance by members of Cumbria Constabulary and the Office of the Police, Fire and Crime Commissioner.</p> <ul style="list-style-type: none"> <li>▪ The panel scrutinises various subject areas which centre around how the constabulary deals with cases of violence against women and girls. All feedback from the meeting is submitted to the Central Repository for Scrutiny within the Constabulary so to guide Officers on good or bad working practices and to improve on the service provided.</li> <li>▪ The panel works to ensure the voice of the victim is heard and provides challenge where it appears not to have been considered.</li> <li>▪ The meetings are held quarterly at headquarters and feature a Subject Matter Expert presentation at each meeting to assist in creating better awareness around the subject for the panel.</li> <li>▪ The key issues identified through the Scrutiny Panel are feedback to the Commissioner through his internal Executive Board for Policing on a quarterly basis. This enables the Commissioner to hold the Chief Officers to account for any recommendations / areas for improvement identified by the Scrutiny Panel.</li> </ul>		
		<ul style="list-style-type: none"> <li>▪ Safer Cumbria's Quality Assessment Framework (QAF) has been developed to ensure victims and witnesses of crime get the services, support and help they need from the Criminal Justice System (CJS). This also provides evidence of the compliance of the code for those agencies who have a statutory responsibility.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>A key part of this goal is increasing compliance with the Victims Code which outlines the statutory rights for victims and witnesses. If these are fully implemented this would ensure victims and witnesses are treated fairly and with respect, as well as being kept informed. It will also enable them to be able to access any special measures and support services they are entitled to and support them to be heard in the Criminal Justice Process.</li> <li>This assessment is conducted on an annual basis by the Office of Police Fire and Crime Commissioner with involvement by all agencies within the CJS. The report once completed is presented to the Safer Cumbria Board and any learning from the report will then be actioned and measured moving forward.</li> </ul>		
We ensure the achievement of 'social value' through service planning and commissioning. The Public Services (Social Value) Act 2012 states that this is " <i>the additional benefit to the community .....over and above the direct purchasing of goods, services and outcomes</i> ".		<ul style="list-style-type: none"> <li>The OPFCC has a Procurement and Commissioning Strategy that ensures best value is achieved (supported by the financial regulations and contract standing orders) whilst ensuring obligations to stakeholders are achieved through the setting out of clear social, economic and environmental responsibilities.</li> <li>As part of the procurement process there is consideration of the wider social, economic and environmental benefits. Public Services (Social Value) Act serves as a tool to aide Commissioners get more value for money from procurement, speak to local providers to design and develop better services and encourage innovation.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
We ensure the medium-term financial strategy sets the context for ongoing decisions on significant delivery issues or responses to changes in the external environment that may arise during the budgetary period in order for outcomes to be achieved while optimising resource usage.		<ul style="list-style-type: none"> <li>The OPFCC has a Medium-Term Financial Planning process (MTFP) which integrates budget and corporate planning to match resources to organisational priorities.</li> </ul>		

Subject to Audit

**Core Principle E: Develop the capacity and capability of OPFCC Staff to be effective and to deliver services effectively**

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
E1: Developing the OPFCC's capacity				
We review our operations, performance and use of assets on a regular basis to ensure their continued effectiveness.	<ul style="list-style-type: none"><li>▪ The Executive Team and Executive Team Gold meetings review OPFCC activities and accountability of both Cumbria Constabulary and Cumbria Fire and Rescue Service.</li><li>▪ Performance against the Police, Fire and Crime Plan is reported through Public Accountability Conferences.</li><li>▪ The Police, Fire and Crime Panel hold the Commissioner to account at meetings throughout the year.</li><li>▪ Strategies and policies are regularly reviewed and updated, particularly as part of the budget setting process where Estates, Fleet, DDAT/ICT and Procurement strategies are all updated to inform the process.</li></ul>			
We recognise the benefits of partnership and collaborative working where added value can be achieved.	<ul style="list-style-type: none"><li>▪ The OPFCC carries out partnership working and collaboration across the county and on a regional or national basis through S22 agreements.</li></ul>			
We develop and maintain an effective workforce plan to enhance the strategic allocation of resources.	<ul style="list-style-type: none"><li>▪ The key functions and roles of the Commissioner and the Chief Constable are set out in the Police Reform and Social Responsibility Act 2011 (PRSRA).</li><li>▪ This also sets out the function and roles of statutory officers, namely the Monitoring Officer (Chief Executive) and the Chief Finance Officer (s.151). The monitoring officer has specific legal, financial and governance duties in addition to</li></ul>			

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<p>a statutory responsibility for the lawfulness of decision making. The functions and roles set out in legislation and guidance are codified in the Commissioner's Scheme of Delegation.</p> <ul style="list-style-type: none"> <li>▪ The Chief Finance Officer continues to have oversight of the OPFCC, Constabulary and Fire finances.</li> <li>▪ The Head of Estates enables the realisation and rationalisation of the Commissioners estate in both policing and fire.</li> <li>▪ The Commissioner's Police, Fire and Crime Plans identifies the objectives to be achieved.</li> <li>▪ The Corporate Plan provides a focus to the OPFCC on providing the highest level of support and professional advice to the PFCC in delivering their statutory functions.</li> <li>▪ OPFCC staff training plan identifies new and cyclical training required for all staff. Staff PDRs identify individual training requirements.</li> </ul>		
<b>E2</b>	<b>Developing the capability of OPFCC's leadership</b>			
	<p>We develop the capabilities of senior management to achieve effective shared leadership and to enable the organisation to respond successfully to changing legal and policy demands as well as economic, political and environmental changes and risks.</p>	<ul style="list-style-type: none"> <li>▪ The Chief Executive receives support through the Association of Police and Crime Commissioner Chief Executives (APACCE).</li> <li>▪ The Chief Finance officer continues to receive support from the Police and Crime Commissioner's Treasurer's Society (PaCCTS) and the associated technical information service.</li> <li>▪ The Chief Finance Officer and the wider Finance Team have continued to actively participate in the 'Achieving Financial Excellence in Policing' programme developed by the Chartered Institute of Public Finance and Accountancy (CIPFA)</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<ul style="list-style-type: none"> <li>Regular Performance Development Reviews (PDR) reviews are carried out with all OPFCC Staff.</li> </ul>		
	We ensure the Commissioner and the chief executive have clearly defined and distinctive leadership roles within a structure whereby the chief executive leads in implementing strategy and managing the delivery of Commissioners objectives	<ul style="list-style-type: none"> <li>The roles and responsibilities are set out in the Corporate Governance Framework which is published on the OPFCC website.</li> <li>Job descriptions for all staff outline individual roles and responsibilities.</li> </ul>		
<b>E3</b>	<b>Developing the capability of staff within the OPFCC</b>			
	We develop the capability of staff within the OPFCC	<ul style="list-style-type: none"> <li>All new members of staff undergo an induction process and receive support from line managers to develop during their first six months.</li> </ul>		
		<ul style="list-style-type: none"> <li>A comprehensive OPFCC Training Plan has been developed. This sets out the overall training plan for the office and cascades into individual responsibilities.</li> </ul>		
		<ul style="list-style-type: none"> <li>Annual Performance Development Reviews (PDR) for all staff, monitored on a four monthly-basis with 1-2-1 meetings held in between.</li> </ul>		
		<ul style="list-style-type: none"> <li>Weekly team and tasking meetings for the whole OPFCC were introduced in 2024-25 to ensure transparency and communication across the whole team.</li> </ul>		
		<ul style="list-style-type: none"> <li>Monthly extended team meetings are held for all staff. They are planned across the year with focused themes throughout.</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
	We hold staff to account through regular performance reviews which take into account training or develop needs	<ul style="list-style-type: none"> <li>All staff have four-monthly PDRs with their line manager where they discuss performance and training needs, setting any development plans required.</li> <li>Interim 1-2-1 meetings are held to support staff in their PDR achievements.</li> </ul>		
	We ensure that there are arrangements to maintain the health and wellbeing of the workforce, both physical and mental wellbeing.	<ul style="list-style-type: none"> <li>The OPFCC has a number of policies and procedures to support members of staff with their health and wellbeing. These include the Fair Passport process and desk station assessments.</li> <li>As part of the PDR process there is a section where health and wellbeing is discussed.</li> <li>Access to the Constabulary's Occupational Health Department and approved services for both staff and members.</li> </ul>		
<b>E4</b>	<b>Developing the capability of members and volunteers appointed by the OPFCC</b>			
	We develop the capability of appointed members and volunteers to assist them in performing their roles.	<ul style="list-style-type: none"> <li>Development sessions for the Joint Audit Committee members were held over the year. A formal review of the Committee's effectiveness was carried out and published as part of the meeting papers in September 2024.</li> </ul>	<b>Update:</b> A 360-degree review was carried out in late 2024 with the results being presented to the Joint Audit Committee in February 2025.	
		<ul style="list-style-type: none"> <li>Throughout the year volunteer independent custody visitors received induction training upon appointment, continued ICVA bitesize training; and via attendance at conferences and training events.</li> </ul>		
		<ul style="list-style-type: none"> <li>Throughout the year the Community Scrutiny Panel carrying out a diverse range of thematic sessions. Prior to each of these they are provided with information to assist them</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		understand the business area and officers/staff at the session provide further information. The Panel membership has a diverse range of backgrounds, skills and knowledge which assists with the different business areas.		



## Core Principle F: Managing risks and performance through robust internal control and strong public financial management

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
<b>F1</b>	<b>Managing Risk</b>			
	We recognise that risk management is an integral part of all activities and must be considered in all aspects of decision making.	<ul style="list-style-type: none"> <li>▪ The OPFCC has a Risk Management Strategy which is reviewed on a three-year cyclical basis and was last reviewed in 2023.</li> <li>▪ This was presented to the Joint Audit who gave their approval.</li> </ul>		
	We implement robust and integrated risk management arrangements ensuring that they are work effectively.	<ul style="list-style-type: none"> <li>▪ OPFCC Strategic, Operational and Project risks are reviewed by staff on a quarterly basis. Updates are then reported to the Executive Team for oversight and scrutiny.</li> <li>▪ Each OPFCC funded project has a risk register which is updated on a monthly basis. Any risks which score highly are also placed on the OPFCC risk registers for monitoring purposes.</li> <li>▪ OPFCC strategic risk management is reported to the Joint Audit Committee on a six-monthly basis</li> </ul>		
	We ensure that responsibilities for managing individual risks are clearly allocated.	<ul style="list-style-type: none"> <li>▪ Each risk register format has an area to identify the risk holder and the overall risk manager for that area of business.</li> </ul>		
<b>F2</b>	<b>Managing Performance</b>			
	We ensure we monitor service delivery effectively by securing reports (including financial information) on service	<ul style="list-style-type: none"> <li>▪ The Chief Constable is held to account for delivery of policing objectives through the Commissioner's Public Accountability</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
delivery, plans and progress towards outcome achievement.		<p>Conferences (PACs). The dates for these meetings are agreed 12 months in advance.</p> <ul style="list-style-type: none"> <li>During 2024-25 thematic reports provided assurance on the Constabulary's response to rural crime, violence against women and girls, domestic abuse, drugs, serious organised crime, firearms licensing, outcomes for victims and police visibility. In addition, reports were also received covering financial monitoring, crime and response data, victim satisfaction and call handling.</li> <li>At the Public Accountability Conference in Feb, the Commissioner approved the budget for policing.</li> <li>Regular budget monitoring is reported to Executive Team Gold and Executive Board Police to demonstrate that budgets are being spent correctly. The quarterly reports are also scrutinised by the Police, Fire and Crime Panel.</li> </ul>		
		<ul style="list-style-type: none"> <li>The Commissioner has established a number of internal accountability boards to help drive and monitor the efficiency and effectiveness of the Constabulary and the Fire Authority.</li> </ul>		
		<ul style="list-style-type: none"> <li>Relevant HMICFRS inspections (local, regional and national) and other regulatory reports are reviewed and monitored through new internal accountability boards.</li> </ul>		
		<ul style="list-style-type: none"> <li>The Commissioner holds regular one-to-one meetings with the Chief Constable and the Chief Fire Officer.</li> </ul>		
<b>F2</b>	<b>Robust Internal Control</b>			
We evaluate and monitor the Corporate Governance Framework, risk		<ul style="list-style-type: none"> <li>A number of areas of the corporate governance framework have been subject to cyclical review and update. This</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
management and internal control on a regular basis		<p>process is supported by the professional advice of the Joint Audit Committee.</p> <ul style="list-style-type: none"> <li>The Committee has considered and provided scrutiny of the Commissioner's Code of Corporate Governance, the Internal Audit Charter, the PFCC Scheme of Delegation, the PFCC's Arrangements for Anti-Fraud and Corruption activities, the Treasury Management Strategy, Statement of Accounts and Annual Governance Statement.</li> </ul>		
We ensure additional assurance on the overall adequacy and effectiveness of the framework of governance, risk management and control is provided by the internal auditor.		<ul style="list-style-type: none"> <li>Internal controls have also been reviewed through the annual process of management assurances and the annual internal audit plan. Seventeen audits were completed in 2024/25 with One deferred to 2025/26. This has allowed the Head of Internal audit to provide 'Reasonable Assurance' on the PFCC's arrangements for risk management, governance and internal control.</li> <li>Overall, of the seventeen audits completed in 2024/25 covering the activities of the OPFCC and Constabulary, 100% provided either substantial or reasonable assurance. Management have put in place to address all audit recommendations.</li> </ul>		
We ensure effective counter fraud and anti-corruption arrangements are in place.		<ul style="list-style-type: none"> <li>Robust arrangements for Anti-Fraud and Corruption are in place. These were presented to the Joint Audit Committee and approved.</li> <li>The OPFCC provides an annual report to the Joint Audit Committee on the effectiveness of these arrangements.</li> <li>The Constabulary on behalf of the OPFCC participates in the annual National Fraud initiative, completing a fraud risk assessment each financial year.</li> </ul>		
<b>F3</b>	<b>Managing Data</b>			

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
We ensure there are effective arrangements for the safe collection, storage, use and sharing of data.		<ul style="list-style-type: none"> <li>▪ We have a Data Protection policy and guidance to support staff in receipting, storing and deleting data as appropriate.</li> <li>▪ On a six-monthly basis the OPFCC Governance Manager will provide refresher training/information at an Extended Team meeting to support staff.</li> <li>▪ The OPFCC has a joint Data Protection Officer with Cumbria Constabulary. Any identified data breaches notified to, or within, the OPCC are highlighted to the Joint DPO to assess and advise of any course of action to be taken.</li> </ul>		
Where information is shared with other organisations we ensure there are effective arrangements for data sharing in place.		<ul style="list-style-type: none"> <li>▪ The OPFCC has a number of information sharing agreements with partner agencies.</li> <li>▪ For suppliers we have Data Processing Contracts, Confidentiality Agreements and conduct Data Protection Impact Assessments.</li> <li>▪ Members of the Community Scrutiny Panel and our volunteers all sign confidentiality agreements to cover any information they are made aware of as part of their respective roles.</li> </ul>		
<b>F4</b>	<b>Strong Public Financial Management</b>			
Ensuring financial management supports both long-term achievement of outcomes and short-term financial and operational performance.		<ul style="list-style-type: none"> <li>▪ The OPFCC has a duty to comply the key principles contained within the revised CIPFA statement of the 'Role of the Chief Financial Officer in Local Government' and the OPFCC continues to comply with 5 key principles of the CIPFA statement.</li> <li>▪ The OPFCC Chief Finance Officer (S151 Officer) is a qualified accountant and is a key member of the Executive Team and as such, has direct access to the Chief Executive. The Chief Finance Officer is supported by a capable and resourced finance team in the Constabulary, who support the proper administration of the OPFCC financial affairs,</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		<p>including leading the promotion and delivery of good financial management to safeguard public money at all times; to ensure the effective, efficient and economic use of resources; and to ensure that the short and long term implications of all material business decisions are fully considered and aligned to the Medium Term Financial Plan.</p> <ul style="list-style-type: none"> <li>The main controls for financial management are set out in the Corporate Governance Framework – these are the Budget and Policy Framework and the Financial Regulations. These cover the arrangements for Financial Management, Financial Planning, Risk Management and Control of Resources, Financial Systems and Procedures and External arrangements. The OPFCC also complies with the Prudential Framework for Local Authority Finance.</li> </ul>		
We ensure well-developed financial management is integrated at all levels of planning and control, including management of financial risks and controls.		<ul style="list-style-type: none"> <li>Financial implications and impact on service delivery is reported monthly through Executive Team Gold and Executive Board Police meetings as well as quarterly to the Police, Fire and Crime Panel.</li> </ul>		
		<ul style="list-style-type: none"> <li>During 2024/25 the finance team have continued to participate in the Achieving Financial Excellence in Policing programme promoted by the Chartered Institute of Public Finance and Accountancy. Work has continued to implement the action plan following a self-assessment of all aspects of financial management.</li> </ul>		
		<ul style="list-style-type: none"> <li>The Financial Management Code developed by the Chartered Institute of Public Finance and Accountancy came into effect from the 1<sup>st</sup> April 2020, with the aim of supporting</li> </ul>		

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		good practice in financial management in local authorities including the policing sector. In the most recent self-assessment undertaken, the Constabulary largely meets the requirements of the code.		

Subject to Audit

**Core Principle G: Implementing good practices in transparency, reporting and audit to deliver effective accountability.**

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
G1	Implementing good practice in transparency			
We report at least annually on performance, value for money and the stewardship of its resources.	<ul style="list-style-type: none"><li>▪ The Commissioner is committed to good transparency. Every opportunity is taken to demonstrate the good work that the Commissioner is involved with especially around the support to third-parties and commissioned services. This is further reinforced by publishing information from across the OPFCC using different formats to allow people to access information in range of forms. The Commissioner’s website remains the central place for all information to be accessed.</li><li>▪ Throughout the year the Commissioner has published regular financial monitoring information in a short and succinct format that aims to increase the transparency and accessibility of financial information. Further to this, the statutory financial statements for 2023-24, published in January 2025, include the Chief Finance Officers’ Narrative Report. The Narrative report incorporates a more accessible summary of the statements and financial and performance information, alongside a business review.</li><li>▪ An Annual Report is published in the autumn of each year.</li></ul>	<p><b>Update:</b> The Annual Report was published in September 2024 Financial reporting to the Police, Fire and Crime Panel.</p>		
We ensure robust arrangements for assessing the extent to which the principles contained in the Framework have been applied and publishing the	<ul style="list-style-type: none"><li>▪ Annual governance statement prepared annually including opinion by internal audit service on controls in place.</li></ul>			

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
	results on this assessment including an action plan for improvement and evidence to demonstrate good governance (annual governance statement)	<ul style="list-style-type: none"> <li>Annual Governance Statement presented to and approved by Joint Audit committee, which includes (if necessary) an action plan to address any significant control weaknesses.</li> <li>Annual governance statement prepared annually including opinion by internal audit service on controls in place. Annual Governance Statement presented to and approved by the Joint Audit Committee. Formally signed off by the Commissioner, Chief Executive and S151 Officer</li> </ul>		
<b>G2</b>	<b>Implementing good practices in reporting</b>			
	We provide assurance on the work carried out by the Commissioner.	<ul style="list-style-type: none"> <li>The Commissioner's activities, performance and achievements have been published in an annual report, which can be found on the Commissioner's website at <a href="http://www.cumbria-pcc.gov.uk">www.cumbria-pcc.gov.uk</a>:               <ul style="list-style-type: none"> <li>Dedicated funding directed towards many community projects and support services to help them tackle the key priorities in the Police, Fire &amp; Crime Plan and maintain vital services for victims.</li> <li>Setting the policing budget for 2024/2025,.</li> <li>Prioritised and supported work to address the top public concerns raised with him namely, antisocial behaviour, antisocial driving, drugs and rural crime.</li> </ul> </li> </ul>		
		<ul style="list-style-type: none"> <li>An updated Code of Corporate Governance has been prepared for 2024/25 in line with the 2016 CIPFA/Solace Good Governance Framework for Local Government.</li> </ul>		
		<ul style="list-style-type: none"> <li>A review of the arrangements for internal audit have confirmed that the service meets the requirements of the</li> </ul>		



Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
		Public Sector Internal Audit Standards (PSIAS) during 2024/25		
We report on our performance, value for money and stewardship of our resources.		<ul style="list-style-type: none"> <li>An annual report is published which details the work carried out and achieved by the Commissioner during the year. This is published on the OPFCC website and supports the other elements of performance information also contained on the website.</li> </ul>	<p>The Annual Report will be published in the autumn.</p> <p><b>Update:</b> the Annual Report was published in September 2024.</p>	
		<ul style="list-style-type: none"> <li>The annual statement of accounts are presented to the Joint Audit Committee for scrutiny and are subsequently published on the OPFCC's website</li> </ul>		
<b>G3</b>	<b>Assurance and effective accountability</b>			
We ensure that recommendations for corrective action made by external audit are acted upon.		<ul style="list-style-type: none"> <li>The Constabulary's unaudited financial statements for 2023/24 were released in June 2024, with the final version published in January 2025.</li> <li>The External Auditor's Annual Report gave an unqualified audit opinion. In relation to value for money in the External Auditor concluded that the Constabulary has appropriate arrangements in place to manage the risks it faces in respect of its financial resilience and that they had not identified any significant weaknesses in the Constabulary's arrangements for financial sustainability, governance and improving economy, efficiency and effectiveness.</li> </ul>		
We ensure an effective internal audit service with direct access to members is in place which provides assurance with		<ul style="list-style-type: none"> <li>A review of the arrangements for internal audit have confirmed that the service meets the requirements of the Public Sector Internal Audit Standards (PSIAS) during 2024-25.</li> </ul>	Action plan to be put in place with internal audit provider to ensure performance and quality of internal audits are the required standard.	

Details	How We Meet these Principles	Evidence	Improvements/Updates	RAG
regard to governance arrangements and recommendations are acted upon.			Confirmation of compliance with PSIAS to be received.  <b>Update:</b> A remedial action plan was developed agreed in September 2024 and is being implemented.	
		<ul style="list-style-type: none"> <li>Implementation of recommendations arising from the internal audit plan, external audit reports and HMICFRS are monitored by the Joint Audit Committee.</li> </ul>		



DAVID ALLEN

CUMBRIA'S POLICE, FIRE  
AND CRIME COMMISSIONER

on X  
pfcc

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com/cumbriapfcc

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The Chief Constable of Cumbria Constabulary  
**STATEMENT OF ACCOUNTS**  
2024/25



[www.cumbria.police.uk](http://www.cumbria.police.uk)

The draft Statement of Accounts was approved by the Constabulary Chief Finance Officer on 16 June 2025. At this point the Grant Thornton LLP 'appointed auditor' has not yet completed her annual audit and as such has not given an opinion on the accounts. The accounts are therefore watermarked 'subject to audit'. Once the audit has been completed, which is expected to be in September 2025, the Chief Constable will be asked to approve the Statements and the audit opinion provided will be inserted at pages 20-27 and the watermarking removed. Pages 20 and 30 of these accounts include signatures which have been removed for the purposes of publication on the website.



The Chief Constable of Cumbria  
Constabulary

Statement of Accounts 2024/25

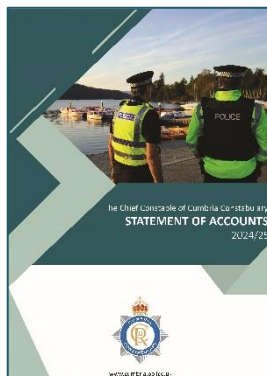
## About this Publication

This publication contains the single entity financial statements for the Chief Constable of Cumbria Constabulary. All funding for the Constabulary comes from the Police, Fire and Crime Commissioner for Cumbria (the Commissioner). For an overall (group) financial position please see the Commissioner's Statement of Accounts which incorporates those of the Chief Constable.



The Statement of Accounts for 2024/25 is available on the Constabulary's website at [www.cumbria.police.uk](http://www.cumbria.police.uk)

The corresponding accounts for the Police, Fire and Crime Commissioner can be found on the Commissioner's website at: [www.cumbria-pfcc.gov.uk](http://www.cumbria-pfcc.gov.uk).



The Statement of Accounts is also available in printed format from the office of the Police, Fire and Crime Commissioner for a nominal fee of £10 per copy.

## Alternative Formats



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# The Chief Constable of Cumbria Constabulary

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# Constabulary Chief Finance Officer Narrative Report

## Introduction

I am pleased to introduce the financial Statement of Accounts for the 2024/25 financial year. This financial statement sets out the single entity statements of the Chief Constable of Cumbria Constabulary. The Police, Fire and Crime Commissioner for Cumbria (the Commissioner) has also produced group accounts, which consolidate the single entity statements of the Chief Constable and the Commissioner. The accounts are published in accordance with the Accounts and Audit Regulations 2015.

The statement provides a breakdown of net spending during the year and shows the overall financial position of the Chief Constable as at 31 March 2025. The reporting format is specifically designed to meet the requirements of the Code of Practice on Local Authority Accounting. A series of notes are provided to assist readers in their understanding of the statement, whilst the presentational format is designed to make for easier reading by those who access the document through the Chief Constable's website: [www.cumbria.police.uk](http://www.cumbria.police.uk)

The narrative report provides a simplified summary of the financial statements with expanded information on the objectives, activities, performance and future financial prospects of the Constabulary. This aims to give the reader greater understanding of the context in which the financial statements are set. The narrative report is also available as a stand-alone document on the same website. The Commissioner's consolidated financial statements showing the group position can be accessed from the Commissioner's website: <https://cumbria-pfcc.gov.uk/>

## Statutory Framework

The Chief Constable was established as a statutory entity under the Police Reform and Social Responsibility Act 2011 (PRSRA 2011). The PRSRA 2011 provides that there will be a Police and Crime Commissioner for each police area with responsibility for ensuring the maintenance of the police force for the area, securing that the police force is efficient and effective and holding the Chief Constable to account. The Commissioner has wider responsibilities than those solely relating to the police force. These include responsibility for the delivery of community safety and crime reduction, the enhancement of the delivery of criminal justice in their area and providing support to victims.

The PRSRA 2011 established the Chief Constable as a separate statutory entity, distinct from the Commissioner and with operational independence. The Chief Constable is responsible for maintaining the King's peace and the exercise of police powers. The Chief Constable is accountable to the Commissioner for leadership of the force, the delivery of efficient and effective policing and the management of resources and expenditure for the police force.

The PRSRA 2011 sets out the statutory financial framework for the Commissioner and Chief Constable. The legislation provides for the Secretary of State to issue a financial code of practice in relation to the proper administration of



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financial affairs. The Home Office, under the legislation, issues a Financial Management Code of Practice for the Police Forces of England and Wales

The Code supports the statutory framework further setting out the financial relationships and requirements for the Commissioner and Chief Constable.

This financial framework provides that the Commissioner receives all funding, including government grants, council tax income and other sources of income related to policing and crime reduction. All funding for the Chief Constable must come from the Commissioner. This, in addition to the powers of the Commissioner to set the strategic direction for policing and appoint and dismiss the Chief Constable, creates a subsidiary relationship between the Commissioner and the Chief Constable. As such, the Commissioner must publish a set of group consolidated accounts in addition to single entity accounts. The Chief Constable must publish single entity accounts and provide information to the Commissioner to support the publication of group accounts.

## Organisational Structure

The Chief Constable is supported by a Deputy Chief Constable, and two Assistant Chief Constables who are responsible for a portfolio of functions within the organisation.

During 2022/23 a forcewide restructure was undertaken with the aim of more clearly establishing accountability for policing outcomes and to facilitate improved engagement and collaboration with partner public sector authorities following Local Government Reform in Cumbria. As a result of the restructure, the Constabulary has been split into five commands, each headed by a Chief Superintendent, reporting to an Assistant Chief Constable.

The **Standards, Insight and Performance Command** performs a number of strategic functions including responsibility for management information, performance management, business change and benefits management. The **Operations Command** is responsible for Command and Control, Civil Contingencies and Event Planning, and specialist functions such as Armed Policing, Public Order and Roads Policing. The **Crime and Intel Command** is responsible for investigating crime and includes specialist units for gathering intelligence, major crime investigation, countering serious and organised crime, public protection, digital investigation, forensics, serious collision investigation, scientific support and the criminal justice unit. Specialist functions, provide support to Operations Command and BCUs. There are two basic command units (BCUs), one for **Cumberland** and the other for **Westmorland & Furness**. These align to the unitary authority boundaries created under Local Government Reform in Cumbria. The BCUs are responsible for local policing, response and crime investigation. There are also two support directorates, known as enabling services, both of which report to one of the Assistant Chief Constables. The Corporate Support Directorate includes finance, people, estates, fleet, learning & development, commercial and central services. In overall terms, the Corporate Support directorate aims to provide cohesive and integrated support for operational policing. The Digital, Data and

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Technology Directorate is responsible for all aspects ICT development and data management. Legal Services is a small specialist function, which operates independently from the main directorate structure and provides services to the Chief Constable and Commissioner.

## Chief Constable's Report

It has been my privilege to serve as the Chief Constable of Cumbria Constabulary since July 2023. Performance in Cumbria has continued to improve, and I am proud of the officers and staff who work tirelessly within the Constabulary. Our force mission is to **'deliver an outstanding policing service to keep Cumbria safe'**. This mission consists of four pillars known as the '4Cs'. They are:

- Contempt for criminality
- Compassion for victims
- Community focus
- Care for colleagues



In terms of crime and disorder, Cumbria remains one of the safest places to live, work and visit in England and Wales. Cumbria has some of the lowest reported levels of crime and anti-social behaviour incidents in the country and is delivering some of the highest outcome rates nationally for all crime investigations.

In relation to levels of crime, during 2024/25 we have seen a 4% increase in overall recorded crime. Cumbria has seen increases in a number of categories including violence against the person, sexual offences, unlawful driving offences, drug and public order offences. Cumbria has, however, seen reductions in robbery, theft, burglary, vehicle offences, criminal damage and arson offences. The increases in drugs offences are largely as a result of an increase in stop search activity recorded in the country. Crime continues to become more complex as society and technology evolve. Although, this increases the challenges faced by our front-line officers in protecting the public, we constantly review our demand to inform our resourcing options, making sure that we address changing criminality.

The other major challenge faced by the Constabulary during 2024/25 was to maintain impetus on the local implementation of the Government's Operation Uplift Programme, to recruit an additional 20,000 officers nationally. Cumbria's target over the three years was to recruit an additional 169 FTE police officers. The Constabulary was able to achieve each year's target ahead of schedule and in 2024/25 the Home Office asked us to recruit an additional 25 officers to support the overall national efforts, a higher than anticipated level of leavers in the latter stages of 2024/25 meant that we were only able to have 17 of these additional 25 officers in place at the year end. Looking ahead to 2025/26 financial year, as part of the Governments Neighbourhood Policing Guarantee (a national initiative to provide 13,000 extra police resources in neighbourhood teams over the life of the parliament), the Constabulary has been funded to not only maintain the original 194 uplift officers but also to provide and additional 46 police resources in

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neighbourhood teams, this is to be delivered through a mix of new police officers (10), new PCSOs (12), police specials (8) and new police staff (16) where these resources allow existing police officers to be redeployed to neighbourhood team from back office duties. Work is already underway to ensure the increased numbers can be delivered. Ringfenced Home Office grant in relation to operation uplift is provided and is conditional on achieving the numbers on two checkpoint dates of 30/09/25 and 31/03/26. The Neighbourhood Policing Guarantee, which is also funded by ringfenced grant, is paid subject to monthly and quarterly returns.

As the Chair of the NPCC Digital, Data and Technology Coordination Committee, I am immensely proud of our representation as a leading force in rolling out mobile technology. Work has continued on developing the digital infrastructure. During 2024/25 the force went live with the first phase of a new records management system as part of an exciting programme of work with its partner Mark 43.

The Constabulary is inspected and graded as part of a regime known as PEEL (Police Efficiency, Effectiveness and Legitimacy) by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). In March 2024, the evidence gathering phase of an extensive period of inspection came to an end and the PEEL inspection report was issued in July 2024. The report, graded Cumbria Constabulary's performance across nine areas of policing and found the force was 'outstanding' in one area, 'good' in six areas and 'adequate' in two areas. HMICFRS congratulated the Constabulary on its overall good performance. Whilst I am pleased with the outcome of the inspection and its recognition of the steps taken to improve performance in Cumbria, the Constabulary will continue to strive to make further improvements with the aim of delivering an outstanding police service to keep Cumbria safe.

The force strategy remains pivotal to the delivery of a policing service to meet the future needs of the county. It seeks to bring together business and change planning into a single cohesive plan, which is aligned to the national policing vision. During 2024/25, in addition to the continued development of operational ICT systems highlighted, we have:

- Launched the Digital Toolkit, which has been developed to assist officers in identifying digital lines of enquiry, across all investigation types.
- Taken part in the National Home Office Robotics Process Automation to reduce demand around repetitive administrative tasks to become more efficient.
- The force implemented the use of telematic data for more efficient vehicle asset management.
- Launched a CCTV and Doorbell Camera Registry programme. By accessing the Operations Platform 'Fūsus by Axon' officers collect real-time intelligence from residents and businesses.
- Launched a Neighbourhood Policing Pledge, in demonstration of our commitment to neighbourhood policing, which remains firmly at the heart of the organisation. This pledge further reinforces our ongoing commitment to providing a quality policing service for the people of Cumbria through providing a visible policing presence and prompt response to issues our communities say matter the most.

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- Several prevention initiatives were successfully launched such as Clear, Hold, Build, Problem Solving, and Hotspot policing with the objectives of preventing crime.
- Cumbria received a grading of 'outstanding' for building, supporting and protecting the workforce from HMICFRS during PEEL.
- Successfully launched its new records management system Mark43.

The plan will continue to be developed during 2025/26 under the leadership of the Chief Officer team.

Whilst the grant funding for Operation Uplift has been maintained and flexibility afforded to Commissioners to increase the precept in 2024/25 is appreciated and has allowed officer numbers to be maintained, this takes place in the context of uncertainty regarding the longer-term financial outlook. The continued high levels of inflation throughout 2024/25 have put a pressure on the budget. This when combined with constraints on national funding as the Government deals with the financial consequences of the pandemic will compound existing financial risks regarding the sustainability of funding, as will the financial burden of national policing initiatives, pensions costs and potential changes to the police funding formula. In the meantime, the Constabulary will continue to operate as efficiently as possible and deliver savings to balance the budget.

The budget setting process for the 2025/26 financial year was concluded in February and a medium-term financial forecast (MTFF) covering 5 years to 31/03/30 was approved. The MTFF shows that the Police, Fire and Crime Commissioner and Constabulary collectively need to identify savings of up to £11m by 2029/30. During 2024/25 the programme of work to deliver the required savings under the leadership of the Deputy Chief Constable has continued, this programme of work is known as the 'Futures Programme'.

In closing, I would like reiterate that it has been my privilege to serve the people of Cumbria in my role as Chief Constable, In the autumn I will move on from Cumbria to take up my new role as Chief Constable of Merseyside, I am however confident that I am leaving Cumbria Constabulary in a strong position to continue its work to 'Keep Cumbria Safe'.

**Rob Carden, Chief Constable**

## 2024/25 Grant Settlement and Budget

Under the provisions of the Police and Social Responsibility Act 2011, the Commissioner receives external funding, principally in the form of central government grants and council tax. The Commissioner is responsible for setting the budget and maintaining the force through the provision of funding to the Chief Constable. Details of the 2024/25 grant settlement, the Commissioner's overall budget and the level of Council Tax levied are provided in the Commissioner's combined financial statements.

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In summary, the Government provided significant additional grant funding in 2024/25, which was directed towards the continued maintenance of the additional police officers as part of Operation Uplift; the Government's programme to recruit 20,000 officers nationally. The principal challenge presented from the grant settlement was the lack of provision to meet the rising cost of providing existing services. To this end, Police and Crime Commissioners were afforded flexibility to increase council tax above inflation to make up the shortfall. Following public consultation, the Commissioner increased the precept by £12.96 for a band D property, which is equivalent to 4.36%. This enabled services to be maintained, offsetting the effect of pay and price increases and other unavoidable commitments, whilst the additional grant has allowed the Constabulary to proceed with the maintenance of the Uplift target of an additional 169 police officers for Cumbria. During 2024/25, the Home Office also provided specific grant funding for a further increase in officers numbers of 25 to help achievement of the national target of 20,000. The Constabulary budget for 2024/25 was based on a police officer budget of 1,359 Full Time Equivalent (FTE) which equated to a headcount of 1,393 police officers.

## Performance

### Summary Budget and Outturn

Summary Budget & Outturn	Base Budget 2024/25 £000s	Revised Budget 2024/25 £000s	Outturn 2024/25 £000s	(Under)/Overspend 2024/25 £000s
Police Officers	108,222	109,907	110,039	132
PCSOs	1,921	1,748	1,619	(129)
Police Staff	30,813	29,755	29,588	(167)
Other Employee	2,374	2,455	2,454	(1)
Transport	2,658	2,695	3,013	318
Supplies & Services	12,329	12,513	12,243	(270)
Third Party Related	4,471	6,019	6,265	246
<b>Total Expenditure</b>	<b>162,788</b>	<b>165,092</b>	<b>165,221</b>	<b>129</b>
Income	(4,774)	(9,163)	(9,715)	(552)
<b>Total Constabulary</b>	<b>158,014</b>	<b>155,929</b>	<b>155,506</b>	<b>(423)</b>

The Chief Constable's budget amounting to £158m is based upon the funding arrangements with the Commissioner. The table shows the summary budget for 2024/25 as set on 15 February 2024, the revised budget (taking into account budget changes made during the year) and the outturn position.

The presentation is as the figures are reported throughout the year in the management accounts. At the year-end a number of technical accounting adjustments (required by proper accounting practice) are made. For this reason, the outturn in the table above will not reconcile directly to the

summary Comprehensive Income and Expenditure Statement.

The budget is predominantly made up of funding for employee costs, amounting in total to £143.330m, which is broken down into Police Officers £108.222m, PCSOs £1.921m, Police Staff £30.813m and other employee costs of £2.374m. The remainder of the budget relates to non-staff costs including, transport costs of £2.658m and

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supplies/other costs of £16.800m. Income of (£4.774m), which is generated through policing activities, is also shown within the Chief Constable's budget.

## In-Year Financial Performance

**Revenue Expenditure:** The Chief Constable's final expenditure position for 2024/25, compared to the revised budget is an underspend of (£0.423m), which represents 0.27% of the budget.

Police Officer pay was overspent by £0.132m through a combination of changes to the workforce plan, a conscious decision to recruit early to ensure achievement of the additional Operation Uplift targets. This is partially offset by savings on police staff and PCSOs as a result of a higher than expected level of vacancies, reduced supplies and services expenditure and additional income.

**Capital Expenditure:** Under the terms of the funding arrangement between the Commissioner and the Chief Constable, all non-current assets are under the control of the Commissioner. Details of capital expenditure and funding in relation to the acquisition and enhancement of assets, which amounted to £3.884m in 2024/25 are shown in the financial statements of the Commissioner. This figure was significantly less than capital budget of £6.160m. Expenditure on DDAT amounted to £2.389m, which included upgrading the records management system, rapid deployment CCTV cameras, improved ANPR capability and cyclical hardware and software. In relation to the Estate £0.098m, the majority related to refurbishment of Appleby Police Station and works to the UPS at Kendal. A further £1.336m was expended on the cyclical replacement of the vehicle fleet and installation of vehicle telematics. Other expenditure amounted to £0.061m and included replacement of protective shields and CSI camera equipment.

## Organisational Performance

The Constabulary operates a comprehensive framework of performance measures to ensure it is meeting its objectives and support the Commissioner in delivering the Police, Fire and Crime Plan. The following section provides a summary of performance in relation to crime, incidents and other outcomes for 2024/25.

Overall crime increased by 4% (1,486 crimes) compared to the previous financial year.



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This table summarises the Constabulary's performance indicators.

	Number of Crimes 2024/25	% Change from previous year
<b>All Crime</b>	<b>37,072</b>	<b>4%</b>
Violence against the person	16,631	8%
Homicide	4	33%
Death or Serious Injury - Unlawful Driving	74	51%
Stalking and Harassment	5,180	12%
Violence with injury	4,602	0%
Assault - cause serious harm	254	1%
Assault with injury	4,311	3%
Other violence with Injury	37	-78%
Violence without injury	6,771	11%
Assault without injury	5,776	11%
Assault without injury on a Constable	432	-3%
Other violence without injury	563	22%
Rape and sexual offences	1,821	14%
Robbery	134	-26%
Theft offences	5,241	-2%
Burglary	1,057	-20%
Vehicle offences	837	-14%
Criminal damage and arson offences	3,847	-11%
Drugs offences	2,002	20%
Public order offences	3,802	14%
Miscellaneous Crimes Against Society	1,162	30%
Possession of weapons offences	538	0%

- 'Violence against the person', experienced an increase of 8% which equates to 1,236 crimes. However, within this broad category, certain crime types such as homicides and death and serious injury from unlawful driving increased.

- Acquisitive crimes such as robbery, theft and burglary reduced overall in 2024/25. The combined reduction was 6% (409 crimes).

- We encourage the reporting of rape and sex offences; reported crimes increased by 14% (230 offences) compared to the previous year.

- Drug offences experienced an increase of 20% which equates to 338 crimes. This is an indication of increased levels of pro-activity, targeting those who cause significant harm in our communities whilst addressing the threat

of County Lines and Serious Organised Crime.

- Reported antisocial behaviour (ASB) has reduced by 21.4% (985 fewer incidents). This significant decrease is influenced by Operation Enhance and subsequent increased foot patrols within ASB hotspots.
- Work has also targeted increased reporting for domestic abuse. During 2024/25 domestic abuse crimes increased by 2.7% which equates to 163 additional crimes.
- Cumbria generally has a low level of hate crime compared to other forces both nationally and in the North West, however, the latest figures for crimes with a hate indicator show an annual increase of 210 crimes, which represents an increase of 18.9%.
- The Constabulary is consistently achieving some of the highest levels of call handling performance nationally, further improving our services to our communities.
- Latest CSEW data (year ending December 2024) indicates that overall confidence in policing within Cumbria is at 72.3%, which is the fourth highest figure nationally and above the national average. Additionally, 58.0% of respondents in Cumbria agreed that the police were doing a good or excellent job, which was the second highest figure nationally and substantially above the national average of 48.5%

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## People

The Constabulary recognises that its workforce is its most important asset and that maintaining healthy, engaged and motivated officers and staff is critical to the delivery of effective services.

The Constabulary re-launched its People Strategy in 2021/22, which brings together the key themes of:

- health, safety and well-being
- workforce planning, recruitment and talent management
- employee relations
- reward and recognition
- managing workforce change
- learning and development

During 2024/25 there has again been particular focus on recruitment of officers to maintain the Government's Uplift programme.

Occupational Health has continued to play a significant role in maintaining the health and wellbeing of officers and staff. Key activities have included:

- Following successful completion of OH Foundation Standards, the Occupational Health Team is now focused on completion of the Enhanced Standards and the commitment to translate this across to the industry wide SEQOHS Standards.
- OH is leading the tactical team who will deliver the next level of the Better Health at Work Award – Continuing Excellence. Evidence will be submitted in August prior to an on-site assessment on Sep 13th 2024.
- Occupational Health continues to provide input in training of recruits, leadership courses, specialist roles e.g., AFO, Dispatch, CID. Additional bespoke stress and resilience training in support of the Force Futures Plan has been developed and delivery is underway.
- The Wiser Mind programme has been adapted to provide input into response officer development days; focusing on practical techniques to process trauma and build resilience. This is backed up with fortnightly drop in practice sessions, available to all officers and staff. The drop in sessions are being revised to offer specific techniques for maintaining resilience through change.
- A new Trauma Informed Supervision Training Programme is being implemented with the support of Dr Noreen Tehrani; this aims to equip crime supervisors to have effective 1:1 and group sessions with their staff so they can successfully demobilise, diffuse, identify red flags and develop skills to mitigate accumulative trauma impact whilst cases are ongoing using an evidence-based model.



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At the 31<sup>st</sup> March 2025 the Constabulary employed:

- 1,344 Police Officers
  - 35 PCSOs
  - 621 Police staff
- (all expressed in full time equivalents)

As part of the Commissioner's council tax pledge in 2024/25 the police officer establishment was maintained at 1,359 FTE, which represented the Constabulary's additional uplift officers to help the achievement of the national Operation Uplift programme. The achievement of the Uplift target was made a high priority by the Constabulary. Over 2024/25 the numbers of police staff and PCSOs operated below establishment due to an increase in the level of vacancies.

Actual Employees as at 31 March 2025	CC		Total FTE
	Male FTE	Female FTE	
Directors/Chief Officers	11.0	2.0	<b>13.0</b>
Senior Managers	9.0	6.0	<b>15.0</b>
All Other Employees	977.3	995.8	<b>1,973.0</b>
<b>Total CC Employees</b>	<b>997.3</b>	<b>1,003.8</b>	<b>2,001.0</b>

This table provides a breakdown of the Constabulary workforce (expressed in full time equivalents (FTE)) by gender.

The 2024/25 average percentage of working time lost due to sickness increased for both officers staff compared with the previous year. The police officer rate increased from 4.0% to 5.8%, whilst police staff rate increased from 4.7% to 5.0%. An attendance action plan is in place with a wide range of actions to pro-actively manage sickness.

The Constabulary is committed to promoting a workforce which reflects our communities and a culture that respects and celebrates all aspects of diversity. Achieving this aim will also lead to a working environment that is free from discrimination, harassment, bullying and victimisation. The Constabulary's diversity strategy covers the period 2020 to 2025 has three objectives:

- 1) Develop a more diverse and inclusive workforce, utilising positive action to reflect the communities of Cumbria Constabulary
- 2) Increase awareness of emerging crime types and effectively work with the public sector to understand vulnerabilities and work together to deliver confidence building projects
- 3) Enhance service delivery and accessibility to protected groups and communities where there is perception of inequality by involving them in our work

The Constabulary recognises the importance of developing the skills and knowledge of its workforce. The Constabulary's has an annual training plan, which aims to ensure that officers, PCSOs and staff are equipped with the

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requisite skills to perform their role, including mandatory accreditation for specialist responsibilities. During 2024/25 particular training resource was directed to:

- Training for new officer recruits through the Police Educational and Qualification Framework for new officers (developing apprenticeship and degree entry training courses in conjunction with the University of Central Lancashire) including innovative Professional Policing Degree and direct entry Detective programmes.
- Re-introduction of non-degree cohorts as a fourth entry route alongside other PEQF routes.
- Leadership and skills courses for sergeants, inspectors and police staff.
- Specialist crime including an in house developed Investigative Manager course for detective supervisors and forensic interview training.
- Enhanced personal safety and Taser training.

## Sustainability

Sustainability is at the heart of the Constabulary's approach to change and business improvement, with the focus on streamlining processes and emphasising quality by putting in systems to get things right first time. In addition, the Constabulary's Demand Strategy delivers sustainability by looking at how demand can be managed down through preventative and collaborative working with other public agencies.

Within the Commissioner's estate sustainability is promoted both in day to day management of the assets and in new capital developments. The capital programme promotes sustainability within design and strives to better the requirements of the current building regulations by 10%. Specific holistic design targets are set, encouraging use of natural ventilation and sustainable renewable technology where possible. Previous projects have set specific BREEAM energy efficiency targets of a minimum of very good.

Procurement of sustainable goods and services is encouraged with targets set for local labour and supply of materials. Larger specifications of work include a percentage of 'green' and where possible recycled products. Tender evaluation considers whole life costing, including running costs for the life of the building and a sustainability / environmental assessment. These measures are consistent with the social value policy.

The estate is served by a force wide building management system which is used for:

- Regular monitoring and control of consumption.
- Controlling mechanical building services.
- Monitoring faults for timely repair.

Both new and refurbishment work include specific specifications for low energy technology. A move to LED lighting installations and low emission air conditioning across the estate is the standard.

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As a result of the measures put in place during the covid pandemic, a more agile approach to home working has developed with many police staff working partly from home and partly from the office. This agile approach delivers sustainability benefits reduced travel between sites, improve space efficiency, reduces estate footprint and drives down the energy and environmental footprint at a number of sites. The measures also improve wellbeing.

For many years the Constabulary has operated a recycling policy.

In line with the national fleet strategy, the Constabulary still operates a mostly diesel fleet, with the strategy being continually reviewed as technology advances. There are now a number of petrol vehicles in the fleet, reflecting the technological improvements in these engines. In addition, there is now a small electric fleet, a mix of both unmarked and marked operational vehicles.

In 2019 a web of electric chargers was fitted throughout the estate to provide infrastructure support to these and future electric vehicles.

The fleet includes vehicles of many different types, which are required to perform a number of roles. Each role has specific targets for emissions and the purchasing criteria for new vehicles dictates that they must be within these limits.

Where appropriate arrangements exist vehicles are purchased on a national framework, which includes sustainability and environmental criteria. The maintenance of vehicles is carried out at garages located strategically throughout the county, reducing downtime and transportation. Parts are bought locally and make use of the wider local supply chain where possible.

In a geographically large county, staff are encouraged to make use of virtual meetings as an alternative to physical meetings and the transport time and costs, which that entails. Where journeys are essential, public transport via travel plans, car sharing and cycle to work schemes are promoted. During 2024/25 as part of the Futures Programme, a number of people carriers (mini busses) have been introduced which shuttle officers and staff between locations in a single vehicle rather than having multiple vehicles undertaking the same journey. This provides both cost efficiencies and environmental/sustainability benefits.

## The Financial Statements

This section of the financial summary provides an explanation of the various parts of the financial statements. The aim of the financial statements are to demonstrate to the reader the overall financial position of the Chief Constable at the end of the financial year, together with the cost of the services provided during the year and the financing of that expenditure. The key financial statements are:

# Constabulary Chief Finance Officer Narrative Report

- The Comprehensive Income and Expenditure Statement (CIES)
- The Movement in Reserves Statement (MiRS)
- The Balance Sheet (BS)
- The Cash Flow Statement (CFS)
- The Police Officer Pension Fund Accounts

## Comprehensive Income and Expenditure Statement

Summary CI&ES	Gross Expenditure 2024/25 £000s	Gross Income 2024/25 £000s	Net Expenditure 2024/25 £000s
Cost of Police Services	128,144	(790)	<b>127,354</b>
Funding Provided by PFCC to CC	0	(156,652)	<b>(156,652)</b>
<b>Cost of Services</b>	<b>128,144</b>	<b>(157,442)</b>	<b>(29,298)</b>
Financing Costs and Investment Income	58,697	(9,865)	<b>48,832</b>
<b>(Surplus)/Deficit on the Provision of Services</b>	<b>186,841</b>	<b>(167,307)</b>	<b>19,534</b>
Other Comprehensive Income and Expenditure			<b>(122,674)</b>
<b>Total Comprehensive Income and Expenditure</b>			<b>(103,140)</b>

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 Chief Constable prepares this statement in accordance with the expenditure analysis as prescribed by Code of Practice on Local Authority Accounting issued by the Chartered Institute of Public Finance and Accountancy (CIPFA). The CIES is shown on page 28 of the full statement of accounts.

The statement shows that the gross cost of providing policing services amounted to £127.354m in 2024/25. This figure included the costs of neighbourhood policing, incident response, crime investigation, roads policing, communication with the public, criminal justice arrangements and a range of support services.

In addition, the CIES also records a number of technical adjustments including 'financing costs & investment income' £48.832m and 'other comprehensive income & expenditure' net income of (£122.674m).

These adjustments principally relate to changes to future pensions obligations over the year based on proper accounting practices. The overall effect of the cost of providing services and the pensions adjustment is to produce an accounting surplus of (£103.140m) for the year, which largely impacts on unusable pensions reserves. The analysis on page 8 of this summary, based on the management accounts, shows an underspend of (£0.423m).

An Income and Expenditure analysis that sets out what those costs are (e.g. staffing, transport etc.) is provided in the note 6 to the statement of accounts on page 37.

# Constabulary Chief Finance Officer Narrative Report

## Movement in Reserves Statement

Summary Movement in Reserves	Balance 31/03/2024 £000s	Movements 2024/25 £000s	Balance 31/03/2025 £000s
Police Pensions Reserve	(1,079,290)	102,290	(977,000)
LGPS Pensions Reserve	(719)	87	(632)
Accumulated Absences Reserve	(4,414)	412	(4,002)
<b>Total Reserves</b>	<b>(1,084,423)</b>	<b>102,789</b>	<b>(981,634)</b>

This statement shows the different reserves held by the Chief Constable analysed into 'Usable Reserves', which can be applied to fund expenditure and other 'Unusable Reserves', which are principally accounting adjustments. It shows the opening balance on each

reserve at the start of the year, movements in year and the closing balance. The Chief Constable's statement of movements in reserves is shown on page 29 in the full statement of accounts.

The reserves shown above on the Chief Constable's movement in reserves statement are all classed as 'unusable' and provide a mechanism through which accounting adjustments can be made to present the accounts in accordance with proper accounting practices, whilst allowing the statutory amounts required to be charged for council tax purposes.

The Chief Constable's movements in reserves statement principally records the net impact of the Chief Constable's negative reserve in relation to the Police Pension and the Local Government Pension Schemes, reflecting the requirement to record pension assets and liabilities as they are earned rather than when they become due for payment. During 2024/25, the overall negative balance on the police pension scheme and the local government pension scheme have reduced, largely as a result of changes to actuarial assumptions.

All usable reserves are controlled by the Commissioner and are recorded in the balance sheet of the Commissioner, who formally recognises the need to provide contingencies to meet unplanned and planned expenditure in the future. The Commissioner's usable reserves include a general reserve of £4.000m to meet unplanned risks and earmarked reserves of £23.752m for specific revenue and capital purposes. During 2024/25, a total of £1.419m has been transferred from the Commissioner's earmarked reserves to support revenue and capital expenditure.

## The Balance Sheet

Balance 31/03/2024 £000s	Summary Balance Sheet	Balance 31/03/2025 £000s
15,471	Current Assets	17,281
(17,513)	Current Liabilities	(18,838)
(1,082,381)	Long Term Liabilities	(980,077)
<b>(1,084,423)</b>	<b>Net Liabilities</b>	<b>(981,634)</b>
(1,084,423)	Unusable Reserves	(981,634)
<b>(1,084,423)</b>	<b>Total Reserves</b>	<b>(981,634)</b>

The balance sheet shows the value as at the balance sheet date (31 March 2025) of the Chief Constable's assets and liabilities.

# Constabulary Chief Finance Officer Narrative Report

The Chief Constable's current assets (£17.281m) are comprised of the Chief Constable's share of short-term debtors and the balance of funding between the Commissioner and the Chief Constable. Current liabilities (£18.838m) reflect amounts owed by the Chief Constable. They include the Chief Constable's share of short-term creditors and the balance of funding between the Chief Constable and the Commissioner. Long-term liabilities (£980.077m) represent the Chief Constable's share of the pensions deficit together with a small number of provisions to meet future liabilities. The net assets (assets less liabilities) are matched on the balance sheet by the Chief Constable's reserves. The balance sheet reserves reflect the position at year end and therefore match the final position shown in the movement in reserves statement. The balance sheet is shown on page 30 in the full statement of accounts.

The Chief Constable's 2024/25 balance sheet shows a combined pensions deficit of (£978m) ((£1,080m) in 2023/24) for the LGPS and the Police Pension Scheme to which its employees and former employees belong. However, statutory arrangements for funding the deficit, through increased contributions over a period designed to balance the pensions account and central government funding mean that the financial position of the Chief Constable remains healthy.

## The Cash Flow Statement

Cash flows 2023/24 £000s	Summary Cash Flow Statement	Cash flows 2024/25 £000s
	<b>0 Cash &amp; Cash Equivalents 1 April</b>	<b>0</b>
21,757	Net (Surplus)/Deficit on the provision of services	19,534
(21,757)	Adjustments for Non-cash Movements	(19,534)
	<b>0 Net Cash Flows from Operating Activities</b>	<b>0</b>
	<b>0 Cash &amp; Cash Equivalents 31 March</b>	<b>0</b>

The Cash Flow Statement shows the changes in cash and cash equivalents of the Chief Constable during the reporting period. Under the terms of the funding arrangement between the Commissioner and the Chief Constable, all cash and cash equivalents are held by the Commissioner and as such, the Chief Constables cash flow statement simply reflects the surplus or deficit from the provision of services less adjustments for non-cash movements. The statement is shown on page 31 of the full statement of accounts.

# Constabulary Chief Finance Officer Narrative Report

## Police Officer Pension Fund Account

Pension Fund A/C 2023/24 £000s	Summary Police Pension Fund	Pension Fund A/C 2024/25 £000s
(16,588)	Contributions - Employer	(19,923)
(7,193)	Contributions - Officers	(7,731)
(268)	Contributions - Other	(191)
40,539	Benefits Payable	44,183
55	Other Payments	102
<b>16,545</b>	<b>Net Amount Payable</b>	<b>16,440</b>
(16,545)	Contribution from Home Office	(16,440)
0	Net Amount Payable	0

This statement sets out the transactions on the Police Officer pension fund account for the year. The statement records all of the contributions that have been made to the pension fund during the year. These are primarily contributions from employees and the Constabulary, as employer. Contribution rates are set nationally by the Home Office. There are also small amounts of other contributions, either from officers joining the scheme in the year and transferring in existing pensions benefits or additional contributions from the employer to cover the cost of ill-health retirements.

The fund also records the benefits paid out of the fund to its members. Any difference between the contributions received into the fund and amount paid out is met by government grant, paid through the Commissioner. This means that the police pension fund always balances to nil.

The statement identifies contributions made in 2024/25 totaling (£27.845m). The pension benefits that are payable from the fund, together with other payments amounted to £44.285m. The balance between contributions and pensions' benefits paid of £16.440m has been funded by the Home Office via the Police, Fire and Crime Commissioner. The full pensions fund accounts and note can be found on pages 50-51 of the full statement of accounts.

## Supporting Information to the Financial Statements

The key financial statements are supplemented by an explanation of the accounting policies used in preparing the statements which are shown in Annex C. They also contain a comprehensive set of notes that explain in more detail a number of entries in the primary financial statements. A glossary of terms provides an explanation of the various technical accounting terms and abbreviations. The statements are published alongside the Annual Governance Statement for the Chief Constable in accordance with the 2015 Accounts and Audit (England) Regulations. The Annual Governance Statement (AGS) of the Chief Constable can be found in Annex D of this Statement of Accounts or on the Constabulary website at [www.cumbria.police.uk](http://www.cumbria.police.uk).



# Constabulary Chief Finance Officer Narrative Report

## The Financial Outlook

The financial statements provide a breakdown of net spending during the year with the balance sheet showing the strong overall financial position of the Commissioner and Chief Constable as at 31 March 2025. This has primarily arisen as a result of positive action on behalf of the Constabulary to manage costs in the context of increasing demand for services and real terms reductions in funding over the last decade.

Looking forward, the Government has continued to provide funding in respect of the Uplift Programme (the scheme to recruit an additional 20,000 officers nationally). In Cumbria's case, further additional ringfenced grant of £4.3m has been provided for 2025/26 (conditional on maintaining the Uplift numbers), which, in combination with continued flexibility afforded to Police and Crime Commissioners to levy increased council tax has enabled the budget for 2025/26 to be balanced.

Whilst the position is financially resilient in the short term, there are uncertainties which have the potential to impact negatively on the budget in the medium term. Based on the MTFF assumptions, savings will need to be delivered from 2026/27 to balance the budget. The cumulative budget gap by 2029/30 is forecast as £11m. The uncertain impact of inflation on future budget prospects compounds existing financial risks in relation to the adequacy and sustainability of funding beyond Operation Uplift, the cost of national policing programmes, particularly the Emergency Services Network, pensions issues and the review of the police funding formula. The required savings are considered to be challenging, and will need diligence to ensure they are achievable and manageable. The announcement of a spending review in 2025 is hoped to provide greater clarity in relation to funding for the 3 year period 2026/27 to 2028/29.

Within the Constabulary a programme of work, known as the 'Futures Programme' is underway to better understand demand and seek efficiencies. In 2024/25 this programme consisted of 16 individual projects. Against this background, the level of required savings highlighted in the MTFF are considered to be achievable.

A reserves policy has also been developed, which seeks to balance pro-actively utilising reserves to support current policing services with maintaining reserves at a level that provides some financial resilience.

In light of the financial outlook presented above and in the context of the MTFF and savings plans, the Chief Constable and the Chief Finance Officer have reviewed the going concern position of the Constabulary and have concluded that it is appropriate to produce the Chief Constable's accounts on a going concern basis.

## Risks

The focus of the Constabulary's strategic risk register is closely aligned with the financial challenges faced by the Constabulary outlined above and the consequential impact of implementing change across the organisation.



# Constabulary Chief Finance Officer Narrative Report

There are currently four risks on Constabulary strategic risk register which are as follows:

- The implications of longer-term reduction in budget and the level of savings required.
- ISO Accreditation - the organisation does not achieve accreditation in line with the Forensic Science Regulator statutory code
- Continued use of Airwave due to delays in ESMCP & ESN
- Unable to investigate cyber-crime effectively, or promptly due to the increased volume and complexity of reported incidents

Wherever possible the Constabulary actively mitigates and manages its strategic risks.

## Acknowledgements

The financial statements were authorised for issue by me as the Constabulary Chief Finance Officer, on 16 June 2025.

In closing, it is appropriate to acknowledge the dedication and professionalism of Lorraine Holme and the wider finance team in again achieving the closure of accounts and the publication of these statements against tight deadlines.

**Michelle Bellis**

**Constabulary Chief Finance Officer**

The accounts present a true and fair view of the position of the Chief Constable of Cumbria Constabulary as at 31 March 2025 and its income and expenditure for the year there ended.

[Signatures removed for the purposes of publication on website](#)

Michelle Bellis CPFA

Constabulary Chief Finance Officer

Date: 16 June 2025

# Responsibilities for the Statement of Accounts

## 1 The Chief Constable's Responsibilities

The Chief Constable is accountable to the Police, Fire and Crime Commissioner for the management of resources and expenditure by the police force. All funding for the Chief Constable comes from the Police, Fire and Crime Commissioner. The Chief Constable is required to:

- make arrangements for the proper administration of their financial affairs and to secure that one of his officers has the responsibility for the administration of those affairs. In this organisation, that officer is the Constabulary Chief Finance Officer (CFO).
- manage their affairs to secure economic, efficient and effective use of resources and safeguard its assets.
- approve the Statement of Accounts including annexes to the Statement of Accounts.

## 2 The Constabulary Chief Finance Officer's Responsibilities

The CFO is responsible for the production of the Statement of Accounts for the Chief Constable, Commissioner and Group. The CFO is responsible for the preparation of the Statement of Accounts 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 Account, the CFO has:

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

The CFO has also:

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

The CFO should sign and date the Statement of Accounts, stating that it presents a true and fair view of the financial position of the organisation at the reporting date and its income and expenditure for the year ended 31 March 2025.

## Independent Auditor's Report

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# Comprehensive Income and Expenditure Statement

This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices.

CC 2023/24 Gross Expenditure	CC 2023/24 Gross Income	CC 2023/24 Net Expenditure	Comprehensive Income and Expenditure Statement (CC)			CC 2024/25 Gross Expenditure	CC 2024/25 Gross Income	CC 2024/25 Net Expenditure
£000s	£000s	£000s		Notes	£000s	£000s	£000s	
120,545	(650)	119,895	Cost of Policing and Crime Services	#	128,144	(790)	127,354	
0	(146,028)	(146,028)	Funding Provided by PFCC to CC		0	(156,652)	(156,652)	
120,545	(146,678)	(26,133)	Cost of Policing and Crime Services		128,144	(157,442)	(29,298)	
			Financing and Investment Income and Expenditure					
56,862	(8,972)	47,890	Net Interest on the net defined benefit liability (asset)	Annex B	58,697	(9,865)	48,832	
56,862	(8,972)	47,890			58,697	(9,865)	48,832	
177,407	(155,650)	21,757	(Surplus) or Deficit on Provision of Services		186,841	(167,307)	19,534	
		(7,774)	Remeasurement of the net defined pension benefit liability/asset	Annex B			(122,674)	
		(7,774)	Other Comprehensive Income and Expenditure				(122,674)	
		13,983	Total Comprehensive Income and Expenditure				(103,140)	

# A more detailed analysis of the figures that make up the “Cost of Policing and Crime Services” can be found in the Expenditure and Funding Analysis (Note 5) and in the Expenditure and Income Analysed by Nature note (Note 6).

# Movement in Reserves Statement

This statement shows the movement in the year on the different reserves held by the Chief Constable, analysed into 'Usable Reserves' (i.e. those that can be applied to fund expenditure) and other 'Unusable reserves'. The Surplus (or Deficit) on the Provision of Services line shows the true economic cost of providing the Chief Constable's services, more details of which are shown in the Comprehensive Income and Expenditure Statement.

The figures for the Chief Constable in 2024/25 are provided in the table below:

<b>Movement in Reserves Statement (CC)</b> <b>Figures for 2024/25</b>									
	Note	Balance at 1 April 2024	Adjustment to Opening Balance 1 April 2024	Surplus/ (deficit) on the provision of services	Other comprehensive income and expenditure	Total comprehensive income and expenditure	Adjustment between accounting basis and funding basis under regulations (Note 7)	Increase/ (decrease) in 2024/25	Balance at 31 March 2025
		£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
<b>Usable Reserves</b>									
Chief Constable's Constabulary Fund	-	0	0	(19,534)	0	(19,534)	19,534	0	0
<b>Total Usable Reserves</b>		<b>0</b>	<b>0</b>	<b>(19,534)</b>	<b>0</b>	<b>(19,534)</b>	<b>19,534</b>	<b>0</b>	<b>0</b>
<b>Unusable Reserves</b>									
Chief Constable's Police Pension Reserve	14a	(1,079,290)	0	0	124,240	124,240	(21,950)	102,290	(977,000)
Chief Constable's LGPS Pension Reserve	14a	(719)	(351)	0	(1,566)	(1,566)	2,004	438	(632)
Chief Constable's Accumulated Absences A/c	14b	(4,414)	0	0	0	0	412	412	(4,002)
<b>Total Unusable Reserves</b>		<b>(1,084,423)</b>	<b>(351)</b>	<b>0</b>	<b>122,674</b>	<b>122,674</b>	<b>(19,534)</b>	<b>103,140</b>	<b>(981,634)</b>
<b>Total Reserves</b>		<b>(1,084,423)</b>	<b>(351)</b>	<b>(19,534)</b>	<b>122,674</b>	<b>103,140</b>	<b>0</b>	<b>103,140</b>	<b>(981,634)</b>

The comparative figures for 2023/24 are provided in the table below:

<b>Movement in Reserves Statement (CC)</b> <b>Figures for 2023/24</b>								
	Note	Balance at 1 April 2023	Surplus/ (deficit) on the provision of services	Other comprehensive income and expenditure	Total comprehensive income and expenditure	Adjustment between accounting basis and funding basis under regulations (Note 7)	Increase/ (decrease) in 2023/24	Balance at 31 March 2024
		£000s	£000s	£000s	£000s	£000s	£000s	£000s
<b>Usable Reserves</b>								
Chief Constable's Constabulary Fund	-	0	(21,757)	0	(21,757)	21,757	0	0
<b>Total Usable Reserves</b>		<b>0</b>	<b>(21,757)</b>	<b>0</b>	<b>(21,757)</b>	<b>21,757</b>	<b>0</b>	<b>0</b>
<b>Unusable Reserves</b>								
Chief Constable's Police Pension Reserve	14a	(1,065,680)	0	9,890	9,890	(23,500)	(13,610)	(1,079,290)
Chief Constable's LGPS Pension Reserve	14a	0	0	(2,116)	(2,116)	1,397	(719)	(719)
Chief Constable's Accumulated Absences A/c	14b	(4,760)	0	0	0	346	346	(4,414)
<b>Total Unusable Reserves</b>		<b>(1,070,440)</b>	<b>0</b>	<b>7,774</b>	<b>7,774</b>	<b>(21,757)</b>	<b>(13,983)</b>	<b>(1,084,423)</b>
<b>Total Reserves</b>		<b>(1,070,440)</b>	<b>(21,757)</b>	<b>7,774</b>	<b>(13,983)</b>	<b>0</b>	<b>(13,983)</b>	<b>(1,084,423)</b>

# Balance Sheet

This statement shows the value as at the balance sheet date of the assets and liabilities recognised by the Chief Constable. The net assets (assets less liabilities) are matched by the reserves held by the Chief Constable.

CC 31 March 2024		CC 31 March 2025	
£000s		Notes	£000s
554	Inventories		698
5,664	Short Term Debtors (amounts owed to CC by PFCC re CC share of external Debtors)	10	6,407
328	Short Term Debtors (amounts owed to CC by employees re accumulated absences)	10	209
8,925	Short Term Debtors (funding balance owed to CC by PFCC)	10	9,967
<b>15,471</b>	<b>Current Assets</b>		<b>17,281</b>
(6,553)	Short Term Creditors (amounts owed by CC to PFCC re share of external creditors)	11	(7,522)
(4,742)	Short Term Creditors (amounts owed by CC to employees re accumulated absences)	11	(4,211)
(6,218)	Short Term Creditors (funding balance due from CC to PFCC)	11	(7,105)
<b>(17,513)</b>	<b>Current Liabilities</b>		<b>(18,838)</b>
(2,372)	Provisions	12	(2,445)
	Other Long Term Liabilities		
(1,079,290)	Pensions liability - Police	Annex B	(977,000)
(719)	Pensions liability - LGPS	Annex B	(632)
<b>(1,082,381)</b>	<b>Long Term Liabilities</b>		<b>(980,077)</b>
<b>(1,084,423)</b>	<b>Net Liabilities</b>		<b>(981,634)</b>
	<b>Unusable Reserves</b>		
(1,079,290)	Pensions Reserve - Police	14a	(977,000)
(719)	Pensions Reserve - LGPS	14a	(632)
(4,414)	Accumulated Absences Account	14b	(4,002)
<b>(1,084,423)</b>			<b>(981,634)</b>
<b>(1,084,423)</b>	<b>Total Reserves</b>		<b>(981,634)</b>

The unaudited accounts were authorised for issue on 16 June 2025.

Signature removed for the purposes of publication on the website

Signed: \_\_\_\_\_

Michelle Bellis, Constabulary Chief Finance Officer.

# Cash Flow Statement

The Cash Flow statement shows the changes in cash and cash equivalents of the Chief Constable during the reporting period. Under the funding arrangement between the Police and Crime Commissioner and the Chief Constable, the Chief Constable does not engage in investment and financing activities therefore all cash flows are classified as operating activities.

CC 2023/24 £000s	Cash Flow Statement (CC)		CC 2024/25 £000s
21,757	Net (Surplus) or Deficit on the provision of services		19,534
(21,757)	Adjustment to net surplus or deficit on the provision of services for non-cash movements	CF1	(19,534)
0	<b>Net cash (inflow)/ outflow from Operating Activities</b>		<b>0</b>
	<b>CF1 - The Adjustment to net surplus or deficit on the provision of services for non-cash movements are made up as follows:</b>		
(22,103)	Pension Liability (Contributions to/from Pensions Reserve)		(19,946)
2	Debtors - Adjustment re CC Share of Debtors		623
(2,317)	Debtors - Adjustment re Balance of Funding due from PFCC to CC		1,042
3,217	Creditors - Adjustment re CC Share of Creditors		(438)
78	Creditors - Adjustment re Balance of Funding due from CC to PFCC		(886)
32	Stock - Change in Balance Sheet		144
(666)	Provisions - Change in Balance Sheet		(73)
(21,757)	<b>Adjustment to net surplus or deficit on the provision of services for non-cash movements</b>		<b>(19,534)</b>

# Notes to the Accounts

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The notes to the accounts are provided to aid the understanding of material items within the core financial statements. The notes contain the relevant information for the 2024/25 financial year plus the comparative figures for 2023/24.

The notes sometimes include terms that may require further explanation. Where possible, explanations are provided within the note, otherwise explanations are provided within the “glossary of terms” in pages 52-54. Terms for which an explanation is provided will be depicted by text that is shown in teal coloured text and underlined.

## 1 Accounting Policies

There are a number of accounting policies that determine how items within the accounts are treated. The accounting policies are shown in a separate annex (**Annex C**).

## 2 Critical Judgements in Applying Accounting Policies

In applying the accounting policies as set out in Annex C (pages AP1 to AP18), the [Chief Constable](#) has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the Statement of Accounts are:

- There is a high degree of uncertainty about future levels of funding for policing. However, the Chief Constable and Commissioner have determined that this uncertainty is not yet sufficient to provide an indication that the assets of the [Commissioner](#) might be impaired as a result of a need to close facilities and reduce levels of service [provision](#).

## 3 Events after the Balance Sheet Date

A post balance sheet event is an event, subsequent to the date of the financial statements, and for which International Financial Reporting Standards and the code require adjustment or disclosure. Consideration has been given as to whether any events meet the requirement to be disclosed as a post balance sheet event and it has been concluded that no such matters require disclosure.

The Statement of Accounts was authorised for issue by the Constabulary Chief Finance Officer on 16 June 2025. Events taking place after this date are not reflected in the financial statements or notes. Where events taking place before this date provided information about conditions existing at 31 March 2025, the figures in the financial statements and notes have been adjusted in all material respects to reflect the impact of this information.

## Notes to the Accounts

### 4 Assumptions made about the future and other 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 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 as at 31 March 2025 for which there is significant risk of material adjustment in the forthcoming financial year are as follows:

Item	Pensions Liability
Uncertainties	<p>Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets.</p> <p>Two firms of consulting actuaries are engaged to provide the Chief Constable with expert advice about the assumptions to be applied for both the Police Pension Scheme (Government Actuaries Department) and the Local Government Pension Scheme (Mercer Ltd).</p> <p>At the balance sheet date, the liability in respect of the police pension scheme was £977m.</p> <p>In relation to LGPS, the actuary calculated that the valuation resulted in a net asset of £59m, however under IAS 19 Employee Benefits requires that, where a pension plan asset exists, it is measured at the lower of:</p> <ul style="list-style-type: none"> <li>• The surplus in the defined benefit plan; and</li> <li>• The asset ceiling.</li> </ul> <p>The calculation has been completed by the actuary, and an adjustment has been made to reflect the asset ceiling which leaves a deficit of £632k in relation to unfunded benefits, with the funded benefits being reduced to Nil.</p>
Effect if Actual Results Differ from Assumptions	<p>The effects on the net pension liability of changes in individual assumptions can be measured. Examples of the impact of changes in individual assumptions is included in the sensitivity analysis provided in the technical annex to the accounts Annex B, Pensions on pages 57-64.</p>

# Notes to the Accounts

## 5 Expenditure and Funding Analysis

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

The figures for the Chief Constable in 2024/25 and comparatives for 2023/24 are provided in the table below:

Net Expenditure Chargeable to the Police Fund balance and as reported for resource management £000s	CC 2023/24		Expenditure and Funding Analysis (CC)	Net Expenditure Chargeable to the Police Fund balance and as reported for resource management £000s	CC 2024/25	
	Adjustments between Funding and Accounting Basis (Note 5 & 7) £000s	Net Expenditure in the Comprehensive Income and Expenditure Statement £000s			Adjustments between Funding and Accounting Basis (Note 5 & 7) £000s	Net Expenditure in the Comprehensive Income and Expenditure Statement £000s
			<b>Cost of Policing &amp; Crime Services</b>			
84,443	(25,470)	58,973	Police Officer Pay & Allowances	92,604	(28,640)	63,964
1,833	(24)	1,809	PCSO Pay & Allowances	1,622	0	1,622
28,463	(293)	28,170	Police Staff Pay & Allowances	29,922	(248)	29,674
4,090	0	4,090	Other Employee Budgets	3,905	0	3,905
7,519	0	7,519	Premises Related Expenditure	6,971	0	6,971
2,260	0	2,260	Transport Related Expenditure	1,894	0	1,894
14,325	0	14,325	Supplies & Services Expenditure	14,501	0	14,501
2,520	0	2,520	Third Party Related Expenditure	4,524	0	4,524
346	(346)	0	Technical Accounting Adjustments	412	(412)	0
0	0	0	Non distributed costs	0	2	2
229	0	229	Termination Payments	297	0	297
(146,028)	0	(146,028)	Funding Provided by PFCC to CC	(156,652)	0	(156,652)
<b>0</b>	<b>(26,133)</b>	<b>(26,133)</b>	<b>Net Cost of Services</b>	<b>0</b>	<b>(29,298)</b>	<b>(29,298)</b>
0	47,890	47,890	Other Income and Expenditure	0	48,832	48,832
<b>0</b>	<b>21,757</b>	<b>21,757</b>	<b>(Surplus)/Deficit on the Provision of Services</b>	<b>0</b>	<b>19,534</b>	<b>19,534</b>



# Notes to the Accounts

## 5.a Note to the Expenditure Funding Analysis

This note provides a reconciliation of the main adjustments to net expenditure chargeable to the Police Fund to arrive at the amounts in the Comprehensive Income and Expenditure Statement (page 28). The relevant transfers between reserves are explained in the Movement in Reserves Statement (page 29).

The figures for 2024/25 and comparatives for 2023/24 are shown in the table below:

Net change for the Pensions Adjustment (See below)	CC 2023/24		Note to the Expenditure and Funding Analysis (CC)	Net change for the Pensions Adjustment (See below)	CC 2024/25	
	Other Differences (See below)	Total Adjustment Between funding and accounting basis			Other Differences (See below)	Total Adjustment Between funding and accounting basis
£000s	£000s	£000s		£000s	£000s	£000s
			<b>Cost of Policing &amp; Crime Services</b>			
(25,470)	0	(25,470)	Police Officer Pay & Allowances	(28,640)	0	(28,640)
(24)	0	(24)	PCSO Pay & Allowances	0	0	0
(293)	0	(293)	Police Staff Pay & Allowances	(248)	0	(248)
0	(346)	(346)	Technical Accounting Adjustments	0	(412)	(412)
0	0	0	Non distributed costs	2	0	2
<b>(25,787)</b>	<b>(346)</b>	<b>(26,133)</b>	<b>Net Cost of Services</b>	<b>(28,886)</b>	<b>(412)</b>	<b>(29,298)</b>
47,890	0	47,890	Other Income and Expenditure	48,832	0	48,832
<b>22,103</b>	<b>(346)</b>	<b>21,757</b>	<b>(Surplus)/Deficit on the Provision of Services</b>	<b>19,946</b>	<b>(412)</b>	<b>19,534</b>
			<b>Further Analysis of Adjustments</b>			
48,970	0	48,970	Police - Interest on Liabilities	50,590	0	50,590
(34,720)	0	(34,720)	Police - Reverse Employer Contributions	(37,680)	0	(37,680)
9,250	0	9,250	Police - Current Service Cost	9,040	0	9,040
7,892	0	7,892	LGPS - Interest on Liabilities	8,107	0	8,107
(8,972)	0	(8,972)	LGPS - Return on Plan Assets	(9,865)	0	(9,865)
(4,404)	0	(4,404)	LGPS - Reverse Employer Contributions	(4,146)	0	(4,146)
4,087	0	4,087	LGPS - Current Service Cost	3,898	0	3,898
0	0	0	LGPS - Non Distributed Costs	2	0	2
0	(346)	(346)	Accumulated Absences Account Adj	0	(412)	(412)
<b>22,103</b>	<b>(346)</b>	<b>21,757</b>	<b>Total Adjustments</b>	<b>19,946</b>	<b>(412)</b>	<b>19,534</b>

# Notes to the Accounts

## 6 Expenditure and Income Analysed by Nature

This note provides an analysis of the expenditure and income by the nature of that spend/income.

CC 2023/24 £000s	Expenditure and Income	CC 2024/25 £000s
	<b>Expenditure</b>	
84,443	Police Pay & Allowances	92,604
1,833	PCSO Pay & Allowances	1,622
28,463	Police Staff Pay & Allowances	29,920
4,090	Other Employee Costs	3,905
7,519	Premises Related Costs	6,971
2,260	Transport Related Costs	1,894
14,325	Supplies & Services	14,501
2,520	Third Party Payments	4,524
346	Technical Accounting Adjustments	412
0	Pension Adjustment	0
0	Non Distributed Costs	2
229	Termination Payments	297
(146,028)	Funding Between PFCC & CC	(156,652)
<b>0</b>	<b>Total Expenditure</b>	<b>0</b>
<b>0</b>	<b>(Surplus)/Deficit on the Provision of Services</b>	<b>0</b>

## 7 Adjustments between Accounting Basis and Funding Basis under Regulations

This note details the adjustments that are made to the total comprehensive income and expenditure recognised by the [Chief Constable](#) in the year in accordance with proper accounting practice to the resources that are specified by statutory [provisions](#) as being available to the Chief Constable to meet future expenditure.

The figures for 2024/25 are set out in the table below:

Adjustments between Accounting Basis and Funding Basis Under Regulations	Note	CC Constabulary Fund Balance £000s	CC Police Pension Reserve £000s	CC LGPS Pension Reserve £000s	CC Accumulated Absences Account £000s
<b>Adjustments to the Revenue Resources</b>					
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:					
- Pensions costs (transferred to (or from) the Pensions Reserve)	<b>Annex B</b>	19,946	(21,950)	2,004	<b>0</b>
- Holiday Pay (transfers to or from Accumulated Absences Account)	<b>14b</b>	(412)	0	0	<b>412</b>
<b>Total Adjustments</b>		<b>19,534</b>	<b>(21,950)</b>	<b>2,004</b>	<b>412</b>

## Notes to the Accounts

The comparative figures for 2023/24 are set out in the table below:

Adjustments between Accounting Basis and Funding Basis Under Regulations	Note	CC Constabulary Fund Balance £000s	CC Police Pension Reserve £000s	CC LGPS Pension Reserve £000s	CC Accumulated Absences Account £000s
<b>Adjustments to the Revenue Resources</b>					
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:					
- Pensions costs (transferred to (or from) the Pensions Reserve)	<b>Annex B</b>	22,103	(23,500)	1,397	<b>0</b>
- Holiday Pay (transfers to or from Accumulated Absences Account)	<b>14b</b>	(346)	0	0	<b>346</b>
<b>Total Adjustments</b>		<b>21,757</b>	<b>(23,500)</b>	<b>1,397</b>	<b>346</b>

### 8 Audit Fees

In 2024/25 the [Chief Constable](#) incurred the following fees relating to external audit services provided by Grant Thornton UK LLP.

CC 2023/24 £000s	External Audit Fees	CC 2024/25 £000s
	<b>Amounts Relating to The Chief Constable</b>	
	Fees payable to Grant Thornton UK LLP with regard to external audit services carried out by the appointed auditor:	
0	- In relation to 2022/23 Audit	0
3	- In relation to 2023/24 Audit	0
52	- In relation to 2024/25 Audit	57
<b>55</b>	<b>Total External Audit Fees for Year</b>	<b>57</b>

The above table shows the gross fees payable to the external auditor during the year. The amounts in the table agree to the amounts recorded in the comprehensive income and expenditure statement. External audit fees are determined following a national procurement exercise with the annual scale charges increasing to take account of new audit requirements in areas such as pension scheme valuations and value for money arrangements.

# Notes to the Accounts

## 9 Financial Instruments

**Financial Instruments** are contracts that give rise to a financial asset in one entity and a financial liability in another. The term covers both **financial assets** such as loans and receivables and **financial liabilities** such as creditors and borrowings.

Under International Financial Reporting Standards a full set of disclosure notes are required in respect of financial instruments. These notes for the Chief Constable are included in a separate technical appendix at Annex A on pages 55 to 56.

The disclosures include:

- The Categories of Financial Instrument
- Gains and Losses on Financial Instruments
- Fair value of Assets and Liabilities Carried at Amortised Cost
- Disclosure of the Nature and Extent of Risks Arising from Financial Instruments

## 10 Short-term Debtors

A breakdown of the amounts owing to the [Chief Constable](#) as at 31 March 2025 with comparative information for the previous year is set out in the table below:

CC As at 31 March 2024 £000s	Short-term Debtors	CC As at 31 March 2025 £000s
	<b>Balance Owed from PFCC re CC Share of External Debtors</b>	
39	- Trade Receivables	65
3,132	- Police pensions prepayment	3,408
2,493	- Prepayments/Payments in Advance	2,934
<b>5,664</b>		<b>6,407</b>
328	Balance Owed from Employees (re accumulated Absences)	209
8,925	Balance Owed from PFCC re Balance of Funding	9,967
<b>14,917</b>	<b>Total Debtors</b>	<b>16,583</b>

# Notes to the Accounts

## 11 Short-term Creditors

An analysis of the amounts owed by the [Chief Constable](#) as at 31 March 2025 with comparative information for the previous year is set out in the table below:

CC As at 31 March 2024 £000s		Short-term Creditors	CC As at 31 March 2025 £000s	
		<b>Balance Owed to PFCC re CC Share of External Creditors</b>		
(3,743)		- Trade Payables	(4,594)	
(2,810)		- HMRC PAYE Amounts Due	(2,928)	
<b>(6,553)</b>			<b>(7,522)</b>	
(4,742)		Balance owed to Employees (re accumulated absences)	(4,211)	
(6,218)		Balance owed to PFCC re balance of Funding	(7,105)	
<b>(17,513)</b>		<b>Total Creditors</b>	<b>(18,838)</b>	

## 12 Provisions

The [Chief Constable](#) is able to maintain [provisions](#) to meet expected future liabilities. The Code of Practice on Local Authority Accounting advises that the value of any provisions be charged to the appropriate part of the Comprehensive Income and Expenditure Statement in anticipation of the liability having to be met in the future. The classification of provisions is consistent with the Code of Practice.

A brief description of the purpose of the individual provisions as at 31 March 2025 is provided below:

**Insurance liabilities** – this provision has been established to meet a number of eventualities from ongoing claims which are not covered by external insurers. In particular, liability risks up to £250k per event (this figure was £25k until 1 November 2014 when the policy excess was increased to £100k, and increased again to £250k from 1 November 2021) are retained by the Chief Constable and met internally. The provision for insurance liabilities is subject to an actuarial review on a biennial basis to determine the most appropriate level for the provision based on the circumstances at the time of the review.

**Legal Claims** – this provision has been established to cover the potential costs relating to a number of legal claims that are currently ongoing.

## Notes to the Accounts

The table below shows the movements during the year on each of the provisions and the position as at 31 March 2025.

Provisions	Balance as at 01/04/24	Additional Provisions Made 2024/25	Amounts Used in 2024/25	Unused Amounts Reversed in 2024/25	Balance as at 31/03/25
	£000s	£000s	£000s	£000s	£000s
Insurance Liabilities	(1,470)	(288)	288	0	(1,470)
Legal Claims	(902)	(457)	194	190	(975)
<b>Total Provisions</b>	<b>(2,372)</b>	<b>(745)</b>	<b>482</b>	<b>190</b>	<b>(2,445)</b>

The comparative information for year ended 31 March 2024 is as follows:

Provisions	Balance as at 01/04/23	Additional Provisions Made 2023/24	Amounts Used in 2023/24	Unused Amounts Reversed in 2023/24	Balance as at 31/03/24
	£000s	£000s	£000s	£000s	£000s
Insurance Liabilities	(682)	(988)	200	0	(1,470)
Legal Claims	(1,025)	(330)	285	168	(902)
<b>Total Provisions</b>	<b>(1,707)</b>	<b>(1,318)</b>	<b>485</b>	<b>168</b>	<b>(2,372)</b>

### 13 Pensions

The Chief Constable participates in the Local Government Pension Scheme (LGPS) for Police Staff and three pensions schemes in respect of Police Officers. Under International Financial reporting Standards a full set of disclosure notes are required in respect of Pensions. These notes for the Chief Constable are included in a separate technical appendix at Annex B on pages 57 to 64.

The disclosures include:

- Details of the pension schemes
- A summary of accounting entries in respect of pensions
- Pensions assets and liabilities recognised in the balance sheet
- Reconciliation of the Fair Value of scheme assets
- Basis for estimating assets and liabilities
- A summary of principal assumptions used by scheme actuary
- Sensitivity analysis in relation to pensions
- Impact on the Chief Constable's Cash Flows

# Notes to the Accounts

## 14 Unusable Reserves

*Unusable reserves derive from accounting adjustments and are not available to be spent.*

Certain [reserves](#) are kept to manage the accounting processes for retirement and employee benefits and do not represent usable resources for the [Chief Constable](#).

### 14.a Pensions Reserve

The Pensions Reserves (LGPS and Police) absorb the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding 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 the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs. However, statutory arrangements require benefits earned to be financed as the Chief Constable makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pension Reserves therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Chief Constable has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

CC LGPS 2023/24 £000s	CC Police 2023/24 £000s	Pensions Reserve	CC LGPS 2024/25 £000s	CC Police 2024/25 £000s
0	(1,065,680)	Balance at Start of Year	(719)	(1,079,290)
0	0	Adjustment to Opening Balance #	(351)	0
0	(1,065,680)	<b>Adjusted Balance at Start of Year</b>	<b>(1,070)</b>	<b>(1,079,290)</b>
12,484	9,890	Remeasurement of the net defined pension benefit liability/asset	22,858	124,240
(3,007)	(58,220)	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	(2,142)	(59,630)
4,404	34,720	Employer's pension contributions and direct payments to pensioners payable in the year.	4,146	37,680
(14,600)	0	Impact of Asset Ceiling	(24,424)	0
(719)	(1,079,290)	<b>Balance at End of Year</b>	<b>(632)</b>	<b>(977,000)</b>

# The adjustment to the balance b/fwd reflects a late adjustment to the 2023/24 pensions asset values where the decision was taken not to adjust on the grounds of materiality.

# Notes to the Accounts

## 14.b Accumulated Absences Account

The accumulated absences account absorbs the differences that would otherwise arise on the Police Fund balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave, flexi leave, time off in lieu and rest day entitlements carried forward at 31 March. Statutory arrangements require that the impact on the Police Fund Balance is neutralised by transfers to or from the Account.

CC 2023/24 Accumulated Absences Account £000s		CC 2024/25 £000s
(4,760)	Balance at Start of Year	(4,414)
4,760	Settlement or cancellation of accrual made at the end of the preceding year	4,414
(4,414)	Amounts accrued at the end of the current year	(4,002)
346	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	412
(4,414)	Balance at End of Year	(4,002)

## 15 Members Allowances and Expenses

The Code of Practice on Local Authority Accounting requires the disclosure of the total amount of members allowances paid in the year. This is set out in the table below together with a comparative figure for the previous year.

CC 2023/24 Members Allowances £000s		CC 2024/25 £000s
44	Basic Allowance	48
6	Travel and Subsistence	7
51		55
	<b>Analysis by Type:</b>	
14	Joint Audit Committee	15
17	Community Scrutiny Panel	22
3	Independent Custody Visitors	3
17	Misconduct Panel	15
51		55

The above table includes expenses for the appointed members of the Joint Audit Committee, the Community Scrutiny Panel, misconduct panels together with travel allowances payable to independent custody visitors. The table above includes the total costs of members and these apply jointly between the Commissioner and Constabulary.

A full disclosure of allowances and expenses paid to individual members can be found on the Police, Fire and Crime Commissioners website at: <https://cumbria-pfcc.gov.uk/finance-governance/allowances>.



## 16 Disclosure of Remuneration for Senior Employees

The following table sets out the remuneration disclosures for Senior Officers and Relevant Police Officers whose salary is more than £50,000 per year.

The tables include members of the Extended Chief Officer Group which is the formal decision making body for the Constabulary.

The table below gives the information for 2024/25 in £000s.

Postholder Information Post Title	Note	Salary (including Fees & Allowances)	Expense Allowances	Salary Sacrifice	Benefits in Kind	Other Payments (Police Officers Only)	Total Remuneration Excluding pension Contributions	Pension Contributions	Total Remuneration Including pension Contributions
Chief Constable - Robert Carden		186	(2)	0	0	11	195	66	261
Deputy Chief Constable		142	3	0	0	0	145	0	145
Assistant Chief Constable		134	0	0	0	0	134	47	181
Temporary Assistant Chief Constable (a)		126	12	0	0	0	138	38	176
Temporary Assistant Chief Constable (b)	1	107	3	0	1	0	111	38	149
Chief Superintendent (Cumberland) (a)	2	97	3	0	1	0	101	34	135
Chief Superintendent (Corporate Support)	3	108	1	(1)	1	0	109	38	147
Temporary Chief Superintendent (Westmorland & Furness)	4	95	6	0	1	0	102	33	135
Chief Superintendent (Westmorland & Furness)	5	101	4	0	1	0	106	35	141
Chief Superintendent (Operations)		108	2	0	1	0	111	38	149
T/Chief Superintendent (Crime & Intel Command)	6	94	6	0	0	0	100	32	132
Chief Superintendent (Crime & Intel Command)	7	81	2	0	1	0	84	28	112
Director of Strategic Development		87	1	0	1	0	89	16	105
Constabulary Chief Finance Officer		86	0	(20)	0	0	66	16	82
Director of Legal Services		99	1	(1)	1	0	100	19	119
<b>Total Chief Constable</b>		<b>1,651</b>	<b>42</b>	<b>(22)</b>	<b>9</b>	<b>11</b>	<b>1,691</b>	<b>478</b>	<b>2,169</b>

### Notes

- Ch Supt (Cumberland) appointed to Temporary ACC (b) 17/02/2025
- Temp Ch Supt (Cumberland) was appointed to the role on 09/09/2024.
- Ch Supt (Westmorland & Furness) appointed to Ch Supt Futures and Blue light Collaboration on 08/07/2024.
- Temp Ch Supt (Westmorland & Furness) until 05/05/2024 returned to Detective Supt role.
- Temp Ch Supt (Crime & Intel) appointed to the role of Ch Supt (Westmorland & Furness) on 06/05/2024
- Supt (Crime & Intel) appointed to the role of Ch Supt (Crime & Intel) on 06/05/2024
- Ch Supt (Crime & Intel) appointed on 08/07/2024.

# Notes to the Accounts

The table below gives the comparative information for 2023/24 in £000s.

Postholder Information Post Title	Note	Salary (including Fees & Allowances)	Expense Allowances	Salary Sacrifice	Termination Pay & Compensation for loss of office	Other Payments (Police Officers Only)	Total Remuneration Excluding pension Contributions	Pension Contributions	Total Remuneration Including pension Contributions
Chief Constable - Michelle Skeer	1	55	3	0	0	1	59	0	59
Chief Constable - Robert Carden	2	160	(2)	0	0	11	169	50	219
Deputy Chief Constable (a)	3	99	11	0	0	0	110	0	110
Deputy Chief Constable (b)	4	11	0	0	0	3	14	0	14
Assistant Chief Constable	5	126	2	0	0	0	128	37	165
Temporary Assistant Chief Constable	6	109	10	0	0	1	120	29	149
Assistant Chief Officer	7	46	4	0	62	0	112	8	120
Chief Superintendent (Cumberland) (a)	8	60	2	0	0	1	63	15	78
Temporary Chief Superintendent (Cumberland)	9	78	2	0	0	4	84	24	108
Chief Superintendent (Cumberland) (b)	10	94	1	0	0	1	96	26	122
Temporary Chief Superintendent (Westmorland & Furness) (a)		99	1	(1)	0	1	100	31	131
Temporary Chief Superintendent (Westmorland & Furness) (b)	11	90	1	0	0	1	92	27	119
Chief Superintendent (Operations)		96	4	0	0	1	101	27	128
Temporary Chief Superintendent (Crime & Intel Command)		93	4	0	0	1	98	27	125
Director of Performance & Change		78	1	0	0	0	79	15	94
Joint Chief Finance Officer	13	19	0	0	0	0	19	3	22
Constabulary Chief Finance Officer		78	0	(17)	0	0	61	14	75
Director of Corporate Support	14	83	0	0	140	0	223	15	238
Director of Legal Services		94	1	(1)	0	0	94	18	112
<b>Total Chief Constable</b>		<b>1,568</b>	<b>45</b>	<b>(19)</b>	<b>202</b>	<b>26</b>	<b>1,822</b>	<b>366</b>	<b>2,188</b>

## Notes

- Chief Constable Michelle Skeer retired on 01/08/23.
- Chief Constable Robert Carden was promoted from Deputy CC in 01/08/23.
- Deputy Chief Constable (a) was appointed on 01/07/23.
- Deputy Chief Constable (b) was seconded to the Police Officer Uplift Programme and associated costs were reimbursed by other forces until her resignation on 30/04/23.
- Assistant Chief Constable was promoted from Temporary ACC to substantive on 16/06/23.
- Temporary Assistant ACC was promoted from Ch Supt Crime & Intel) to T ACC on 26/06/23.
- The Assistant Chief Officer left the organisation on 10/08/23.
- Chief Supt (Cumberland) (a) resigned on 08/10/23.
- Temp Ch Supt (Cumberland) held the post from 26/06/23 until he retired on 09/02/24.
- Ch Supt (Cumberland) (b) moved from Standards, Insight & Performance to Cumberland on 22/01/24.
- Temp Ch Supt (Westmorland & Furness) (b) was appointed to the role on 11/09/23.
- Temp Ch Supt (Crime & Intel) was appointed to the role on 26/06/23.
- The Joint Chief Finance Officer retired on 15/06/23.
- The Director of Corporate Support left the organisation on 29/02/24.

# Notes to the Accounts

## 17 Employee Remuneration

The Code of Practice on Local Authority Accounting requires the disclosure of the number of employees whose remuneration, excluding pension's contributions, exceeded £50,000 and senior police officers (defined as those holding a rank **above** that of superintendent). This is set out in the table below in bands of £5,000:

2023/24			Remuneration Band	2024/25		
CC Police Staff	CC Snr Police Officers	CC Total		CC Police Staff	CC Snr Police Officers	CC Total
18	0	18	£50,000 to £54,999	19	0	19
3	1	4	£55,000 to £59,999	6	0	6
2	0	2	£60,000 to £64,999	3	0	3
1	0	1	£65,000 to £69,999	2	0	2
4	0	4	£70,000 to £74,999	0	0	0
3	0	3	£75,000 to £79,999	5	0	5
0	1	1	£80,000 to £84,999	1	1	2
0	0	0	£85,000 to £89,999	1	0	1
2	1	3	£90,000 to £94,999	0	0	0
0	3	3	£95,000 to £99,999	0	0	0
0	1	1	£100,000 to £104,999	1	1	2
0	1	1	£105,000 to £109,999	0	2	2
1	0	1	£110,000 to £114,999	0	2	2
0	1	1	£115,000 to £119,999	0	0	0
0	0	0	£120,000 to £124,999	0	0	0
0	1	1	£125,000 to £129,999	0	0	0
0	0	0	£130,000 to £134,999	0	1	1
0	0	0	£135,000 to £139,999	0	1	1
0	0	0	£140,000 to £144,999	0	1	1
0	0	0	£145,000 to £149,999	1	0	1
0	0	0	£150,000 to £154,999	0	0	0
0	0	0	£155,000 to £159,999	0	0	0
0	0	0	£160,000 to £164,999	0	1	1
0	1	1	£165,000 to £169,999	0	0	0
0	0	0	£170,000 to £174,999	0	0	0
0	0	0	£175,000 to £179,999	0	0	0
0	0	0	£180,000 to £184,999	0	0	0
0	0	0	£185,000 to £189,999	0	0	0
0	0	0	£190,000 to £194,999	0	0	0
0	0	0	£195,000 to £199,999	0	0	0
1	0	1	£200,000+	0	0	0
35	11	46	Total	39	10	49

In 2024/25 the remuneration for 443 Police Officers (377 in 2023/24) superintendent rank and below (who are not required to be disclosed in the above note under regulations) exceeded £50,000. The employee in the £200k+ line in 2023/24 comparative represents the impact of an exit payment.

The table above includes those employees and senior police officers that are also required to be disclosed on a more detailed individual basis. Please see note 16 for more information.

# Notes to the Accounts

## 18 Exit Packages/Termination Payments

The numbers of exit packages with total cost per band and a total cost of the compulsory and other redundancies are set out in the table below:

Exit package cost band (including special payments)	Number of Compulsory Redundancies		Number of other Departures Agreed		Total Number of Exit Packages by cost band		Total cost of exit packages in each band	
	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25
	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	£000's	£000's
£0-£20,000	0	0	0	3	0	3	0	18
£20,001 - £40,000	0	0	1	2	1	2	26	63
£40,001 - £60,000	0	0	0	1	0	1	0	46
£60,001 - £80,000	0	0	1	0	1	0	62	0
£80,001 - £100,000	0	0	0	0	0	0	0	0
£100,001 - £150,000	0	0	1	0	1	0	141	0
£150,001 - £200,000	0	0	0	1	0	1	0	171
£200,001 - £250,000	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>7</b>	<b>229</b>	<b>298</b>

During 2024/25 the contracts of a small number of employees were terminated incurring termination payments amounting to £298k (£229k in 2023/24). This amount is made up of exit packages paid in 2024/25.

The exit packages paid in 2024/25 amount to £298k (£229k in 2023/24). The exit packages can be further split into compensation for loss of employment £161k (£229k in 2023/24) and enhanced pension benefits £137k (£0k in 2023/24). The Exit Packages table above provides details of the number and total cost of exit packages per band and include those exit packages paid in 2024/25.

It should be noted that the total cost of termination payments above is offset by income of £103k elsewhere in the accounts. This is due an agreement to split the redundancy costs with a third party at the end of the secondment contract.

## 19 Related Party Transactions

The [Chief Constable](#) is required to disclose 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 his ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Chief Constable.

### 19.a Police, Fire and Crime Commissioner

The Police, Fire and Crime Commissioner has direct control over the Chief Constable's finances, providing funding for all running costs. [The Commissioner](#) is responsible for setting the Police and Crime Plan. The Chief Constable retains operational independence and operates within the funding agreement set by the Commissioner, to deliver the aims and objectives set out in the Police and Crime Plan.

### 19.b Central Government

Central government has effective control over the general operations of the Chief Constable – it is responsible for providing the statutory framework within which the Chief Constable operates and provides the majority of its funding via [the Commissioner](#).

### 19.c Officers and Employees

Senior officers and staff of the Constabulary were asked to declare any direct financial relationship through outside bodies or companies with the Chief Constable. No material transactions have been reported in respect of the 2024/25 financial year.

### 19.d Other Public Bodies

The Chief Constable's transactions with the Cumbria Local Government Pension Scheme (administered by the former County Council) are shown in the pension related disclosure notes included within the Technical Annex (Annex B) pages 57-64.

The Chief Constable has included within the Comprehensive Income and Expenditure Statement his respective share of costs in relation to collaborative arrangements with other forces/councils. In particular these include:

- The PCC for Cheshire – North West Underwater Search Unit, Northwest Armed Policing Collaboration, Northwest Strategic Automatic Number Plate Recognition (ANPR) and Regional Emergency Services Network (ESN).
- The PCC for Merseyside – Regional Crime Unit, Regional Intelligence Unit, Prison Intelligence Unit, Technical Support Unit, Government Agency Intelligence Network (GAIN), Confiscation Unit, Regional Assets Recovery Team, Operational Security (OPSEY), Cyber Crime, Regional Fraud Team, Regional Insourced Forensic Science Services.
- The PCC for Lancashire – Regional Insourced Forensic Science Services.

## 20 Pension Challenge

The Chief Constable of Cumbria along with other Chief Constables and the Home Office currently has a number of claims in respect of unlawful discrimination arising from transitional provisions in the Police Pension Regulations 2015.

### Legal Claims

In respect of the McCloud Pension case, claimants have lodged claims for compensation under two active sets of litigation, Aarons and Penningtons. Government Legal Department settled the injury to feelings claims for Aarons on behalf of Chief Officers without seeking any financial contributions. Pecuniary loss claims have been stayed until the remedy is bought into force from 1 October 2023. The settlement of the injury to feelings claims for Aarons sets a helpful precedent, therefore no liability in respect of compensation claims is recognised in these accounts. As at 31 March 2025, it is not possible to reliably estimate the extent or likelihood of Penningtons claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

## 21 Accounting Standards that have been Issued but have not yet been Adopted

For 2024/25 the following accounting policy changes that need to be reported relate to:

- a) IAS 21 The Effects of Changes in Foreign Exchange Rate (Lack of Exchangeability) issued in August 2023. The amendments to IAS 21 clarify how an entity should assess whether a currency is exchangeable and how it should determine a spot exchange rate when exchangeability is lacking, as well as require the disclosure of information that enables users of financial statements to understand the impact of a currency not being exchangeable.
- b) IFRS 17 Insurance Contracts issued in May 2017. IFRS 17 replaces IFRS 4 and sets out principles for recognition, measurement, presentation and disclosure of insurance contracts.
- c) The changes to the measurement of non-investment assets within the 2025/26 Code include adaptations and interpretations of IAS 16 Property, Plant and Equipment and IAS 38 Intangible Assets. These include setting out three revaluation processes for operational property, plant and equipment, requiring indexation for tangible non-investment assets and a requirement to value intangible assets using the historical cost approach. These have the same effect as requiring a change in accounting policy due to an amendment to standards, which would normally be disclosed under IAS 8. However, the adaptations also include a relief from the requirements of IAS 8 following a change in accounting policy as confirmed in paragraph 3.3.1.4.

In the Financial Statements for 2025/26, the effect of the changes will be assessed and where necessary, the comparative figures restated.

# Police Officer Pension Fund Account

## Police Officer Fund Account

This statement provides information on transactions on the Police Pension Fund Account for the 2024/25 financial year together with comparative information for 2023/24.

CC 2023/24 £000s	Police Officer Pension Fund Account	CC 2024/25 £000s
	<b>Contributions Receivable</b>	
	Employer	
(16,588)	- Contributions (31.0% of Pensionable Pay in 2023/24 and 35.3% in 2024/25)	(19,923)
	Officers' Contributions	
(9)	- 1987 Scheme Member Contributions (see narrative for rates)	(128)
(7,184)	- 2015 Scheme Member Contributions (see narrative for rates)	(7,603)
<b>(23,781)</b>		<b>(27,654)</b>
(96)	Transferees in from Other Schemes	(11)
(172)	Capital Equivalent charge for ill-health schemes	(180)
<b>(268)</b>		<b>(191)</b>
	<b>Benefits Payable</b>	
36,689	Recurrent Pensions	39,220
3,614	Commutations and Lump Sums	5,072
236	Other (Scheme Pays)	(109)
<b>40,539</b>		<b>44,183</b>
	<b>Payments to and on Account of Leavers</b>	
45	Refund of Contributions	94
10	Transfer out to other schemes	8
<b>55</b>		<b>102</b>
<b>16,545</b>	<b>Net Amount Payable for the Year</b>	<b>16,440</b>
(16,545)	Additional Contribution from the Police, Fire & Crime Commissioner	(16,440)
<b>0</b>	<b>Net Amount Payable (Receivable) for the Year</b>	<b>0</b>

## Net Assets Statement

This statement shows the net assets and liabilities of the scheme as at 31 March 2025.

CC 2023/24 £000s	Pension Fund Net Assets & liabilities	CC 2024/25 £000s
	<b>Current Assets</b>	
3,051	Pensions Benefits paid in advance	3,284
	<b>Current Liabilities</b>	
(3,051)	Amount due to the Police, Fire & Crime Commissioner	(3,284)



# Notes to the Police Officer Pension Fund Account

## Accounting Policies

The Police Pension Fund Accounts have been prepared in accordance with the requirements of the Police Pension Fund Regulations 2015 (SI 2015 No 445). The Pension Fund Accounts are administered by the Chief Constable and have been prepared on an accruals basis.

## Operation of Police Pensions Schemes

Since 1 April 2015 the Chief Constable has operated three Pensions Schemes for Police Officers. These are unfunded schemes, meaning that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet actual pension payments as they fall due. The original Police Officer Pension scheme is known as the 1987 scheme. The second scheme was introduced in April 2006 with the intention that joint contributions of employers and employees would finance the full costs of pension liabilities. All Police Officers recruited from April 2006 onwards automatically become members of the 2006 scheme and the previous 1987 scheme was closed to new members. Officers who were members of the 1987 scheme were allowed by regulation to become members of the 2006 scheme if they wished.

From 1 April 2015, a new pension scheme was introduced for Police Officers, known as the 2015 Scheme. The 2015 scheme is based on career average revalued earnings (CARE). All Police Officers recruited from 1 April 2015 automatically become members of the new scheme and the two previous schemes (1987 and 2006) have been closed to new members from that date. Members of the two older police pension schemes received full protection to 31 March 2022, transferred to the new 2015 scheme on 1 April 2015, or transferred on different tapering dates in the future subject to individual circumstances around age and length of service remaining. All members transferred to the 2015 Scheme on 1 April 2022 when the legacy scheme 1987 and 2006 closed. Many members who were previously members of the 1987 or 2006 schemes may be eligible for pension remedy, which gives them the option to choose whether to take benefits from their legacy scheme or the 2015 CARE scheme for 1st April 2015 to 31st March 2022, subject to a pension contribution adjustment. This regardless of whether they were previously protected or not. The members' contribution rates for the new scheme ranged between 12.44% and 13.78% in 2024/25 and 2023/24.

The financial statements for the Police Officer pension fund account do not take account of liabilities to pay pensions and other benefits after the period end. Details of the Chief Constable's long term pensions obligations can be found in the main accounting statements (see Balance Sheet page 30). Detailed disclosure notes regarding the Police Pension schemes can be found in the Technical Annex to the Statement of Accounts (Annex B Pensions on pages 57-64).

## Funding of Police Pension Schemes

In 2006/07 a new arrangement was established to fund Police Pensions. This revised arrangement is for both new and existing police officer schemes, but has no effect on the benefit structures of either scheme. The purpose of the change is to smooth fluctuations in costs, that would previously have been charged to the Chief Constable's Comprehensive Income and Expenditure Statement on a 'pay as you go basis', and to more clearly show the effect of the liability as opposed to current pension payments. Under the revised arrangements the liability for payment of police pensions is removed from the Chief Constable and replaced with an employers' contribution, currently set at 35.3% of pensionable pay, which, along with the employee contributions and any transfer values, is paid into the pensions account. The employees' and employer's contribution levels are based on percentages of pensionable pay set nationally by the Home Office and are subject to periodic revaluation by the Government Actuary's Department. Pensions are then paid from this account. The pensions account is balanced to nil annually, with any shortfall met by a top up from the Commissioner, or vice versa. However, the Home Office indemnify the Commissioner against any financial liability arising from a deficit on the Pension Account by providing a grant to the Commissioner equal to the Commissioner's top up. Similarly, any surplus on the Pension Account is ultimately repayable to the Home Office.



# Glossary of Terms

## Accruals

The concept that income and expenditure are recognised as they are earned or incurred, not when money is paid or received.

## Actuarial Valuation

A valuation of assets held, an estimate of the present value of benefits to be paid and an estimate of required future contributions, by an actuary, for example on behalf of a pension fund.

## Agency Costs

Services which are performed by or for another authority or public body, where the agent is reimbursed for the cost of the work done.

## Amortisation/Amortised Cost

The practice of reducing the value of assets to reflect their reduced worth over time. The term means the same as depreciation, though in practice amortisation tends to be used for the write-off of intangible assets, such as computer software.

## BCU

Basic Command Unit.

## Budget

A statement of the Police, Fire and Crime Commissioner's plans in financial terms. A budget is prepared and approved by the Police, Fire and Crime Commissioner before the start of each financial year and is used to monitor actual expenditure throughout the year.

## Capital Adjustment Account

The CAA records the balance of resources set aside to finance capital expenditure (i.e. Capital Receipts, Minimum Revenue Provision (MRP), Direct Revenue Contributions (DRC) and Deferred Grants Account (DGA)) and also the consumption of resources associated with the historical cost of acquiring, creating or enhancing non-current assets over the life of those assets (i.e. depreciation/impairment).

## Capital Expenditure

As defined in section 16 of the Local Government Act 2003 and regulation 25 of the Capital Finance and Accounting Regulations 2003, but broadly expenditure on the acquisition of a non-current asset or expenditure which adds to and not merely maintains the value of an existing non-current asset.

## Capital Financing Requirement (CFR)

The CFR is a measure of the extent to which the Commissioner needs to borrow to support capital expenditure. It does not necessarily relate to the actual amount of borrowing at any point in time.

## Capital Receipt

Monies received from the sale of capital assets, which may be used to finance new capital expenditure or to repay outstanding loan debt as laid down within rules prescribed by Central Government. Capital Receipts cannot be used to finance revenue expenditure, with the exception that up to 4% of sale proceeds may be transferred to the General Fund to finance costs directly associated with the disposal of the asset.

## Cash and Cash Equivalents

Cash is represented by cash in hand and in bank accounts. Cash Equivalents include demand deposits with financial institutions which are highly liquid in that they are repayable without penalty on notice of not more than 24 hours.

## CC or Chief Constable

The Chief Constable of Cumbria Constabulary.

## CFO

The Constabulary Chief Finance Officer.

## CIPFA

The Chartered Institute of Public Finance and Accountancy. The main professional body for accountants working in the public services.

## Commissioner

The Police, Fire and Crime Commissioner for Cumbria.

## Componentisation

Identifying and depreciating the components of an asset separately if they have differing patterns of benefits relative to the total cost of the asset.

## Contingency

A sum set aside to meet unforeseen expenditure.

## Creditors

Amounts owed by the Police, Fire and Crime Commissioner for goods and services provided which had not been paid for at the end of the financial year.

# Glossary of Terms

## Debtors

Amounts owing to the Police, Fire and Crime Commissioner but not received at the end of the financial year.

## Depreciation

The measure of the wearing out, consumption, or other reduction in the useful economic life of a non-current asset, whether arising from use, passage of time or obsolescence through technological or other changes.

## De-minimis

In general the term means lacking in significance or importance. In terms of the accounts, a de-minimis limit is set for inclusion of projects in the capital programme, below this limit projects would be charged to revenue budgets.

## Direct Revenue Contributions (DRC)

Resources provided from the Police, Fire and Crime Commissioner's revenue budget to finance the cost of capital projects.

## Earmarked Reserves

Those elements of the Police Fund that have been set aside, "earmarked", for specific purposes.

## Fair Value

In accounting and economics, fair value is a rational and unbiased estimate of the potential market price of a good, service, or asset.

## Hedge Funds

A hedge fund is a pooled investment vehicle administered by a professional management firm, and often structured as a limited partnership/ limited liability company. Hedge funds invest in a diverse range of markets and use a wide variety of investment styles and financial instruments.

## Heritage Assets

A tangible asset with historical, artistic, scientific, technological, geophysical or environmental qualities that is held and maintained principally for its contribution to knowledge or culture.

## HMICFRS

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services who are a government agency responsible for monitoring the standards and performance of Constabularies and Fire and Rescue Services.

## Impairment/Impaired

A reduction in the value of a non-current asset below its carrying amount on the balance sheet.

## Investment Property

Property (land or building) held solely to earn rentals or for capital appreciation or both, rather than for operational reasons such as the provision of services.

## Leasing

A method of financing expenditure over a period of time. There are two main types of lease:

- Finance Lease - where the risks of ownership are transferred to the lessee and where the assets are recorded in the Police, Fire and Crime Commissioner's balance sheet at a current valuation.
- Operating Lease - where the risks of ownership stay with the leasing company and the annual rental charges are made via the Revenue Account.

## MHCLG

Department for Housing, Communities and Local Government (formerly DLUHC and DCLG).

## Minimum Revenue Provision (MRP)

The minimum amount which must be set aside in the Revenue Account each year as a provision for credit liabilities.

## Non-current Assets

An asset, which will yield a benefit to the Police, Fire and Crime Commissioner for a period of more than one year.

## NPCC

The National Police Chiefs Council.

## PFCC

The Police, Fire and Crime Commissioner for Cumbria.

## Pension actuarial gains and losses

For a defined benefit scheme, the changes in actuarial deficits or surpluses that arise because:

- events have not coincided with actuarial assumptions made for the last valuation (experience gains and losses) or
- the actuarial assumptions have changed.

## Pension – current service costs

The increase in the present value of a defined benefit's liabilities expected to arise from employee service in the current period.

# Glossary of Terms

## **Pension – defined benefit scheme**

A pension or other retirement benefit scheme other than a defined contribution scheme. The scheme rules define the benefits independently of the contribution payable, and the benefits are not directly related to the investments of the scheme. The scheme may be funded or unfunded.

## **Pension assets – expected rate of return**

For a funded defined benefits scheme, the average rate of return, including both income and changes in fair value but net of scheme expenses, expected over the remaining life of the related obligation on the actual assets held by the scheme.

## **Pension – interest costs**

For a defined benefit scheme, the expected increase during the period in the present value of the scheme liabilities because the benefits are one period closer to settlement.

## **Pension - past service costs**

For a defined benefit scheme, the increase in the present value of the scheme liabilities related to employee service in prior periods arising in the current period as a result of the introduction of, or improvement to, retirement benefits.

## **Police Objective Analysis (POA)**

The Police Objective Analysis (POA) is a model developed by the Home Office for analysing individual policing areas expenditure. It has been developed to support the need for understandable, accurate and consistent costing information to allow internal and inter-force comparisons.

## **Precept**

The demands made by the Police, Fire and Crime Commissioner on the district councils who are the billing authority in relation to the collection of council tax.

## **Private Equity Funds**

A private equity fund is a collective investment scheme used for making investments in various equity (and to a lesser extent debt) securities according to one of the investment strategies associated with private equity.

## **Provision**

An amount set aside to provide for a liability which is likely to be incurred, although the amount and date of that liability are uncertain.

## **Public Works Loan Board (PWLb)**

A Government agency which provides longer term loans to Local Authorities at interest rates which are only slightly higher than those at which the government itself can borrow.

## **Reserves**

An amount set aside for a specific purpose and carried forward to meet expenditure in future years. The Police Fund represents accumulated balances which may be used to support future spending.

## **Revaluation Reserve**

The revaluation reserve records the unrealised net gain from revaluation of non-current assets made after 1 April 2007. The balance is made up of individual credit balances associated with specific assets and will be equal to the difference between the current value net book value (NBV) and the historic cost NBV for all assets.

## **SERCOP**

The CIPFA Service Reporting Code of Practice. It was introduced as part of the Best Value Regime to bring about more consistent accounting treatment of costs and to facilitate more meaningful financial comparisons between Authorities.

## **The Commissioner**

The Police, Fire and Crime Commissioner for Cumbria.

# Annex A – Technical Annex – Financial Instrument Disclosures

## A1 Categories of Financial Instrument

The following categories of financial instrument are carried in the balance sheet:

CC Current 31 March 2024 £000s	Categories of Financial Instruments	CC Current 31 March 2025 £000s
	<b>Financial Assets</b>	
	<b>Debtors</b>	
17	Debtors held at Amortised Cost	44
14,901	Items not classified as Financial Instruments	16,539
<b>14,918</b>	<b>Total Financial Assets</b>	<b>16,583</b>
	<b>Financial Liabilities</b>	
	<b>Creditors</b>	
(3,743)	Creditors held at Amortised Cost	(4,594)
(13,770)	Items not classified as Financial Instruments	(14,244)
<b>(17,513)</b>	<b>Total Financial Liabilities</b>	<b>(18,838)</b>

**Financial Instruments** are contracts that give rise to a financial asset in one entity and a financial liability in another. The term covers both **financial assets** such as debtors and **financial liabilities** such as creditors and borrowings.

## A2 Fair value of Assets and Liabilities Carried at Amortised Cost

Financial liabilities and assets represented by long term [debtors](#) and [creditors](#) are carried in the balance sheet at amortised cost. Their [fair value](#) can be assessed by calculating the present value of the cash flows that will take place over the remaining term of the instruments, using the following assumptions:

- The fair value of trade and other receivables is taken to be the invoiced amount.

As the [Chief Constable](#) only holds debtors and creditors as financial instruments, the fair value is estimated to be the same as the carrying amount as set out in the table above.

## A3 Disclosure of the Nature and Extent of Risks Arising from Financial Instruments

The [Chief Constable's](#) activities expose him to a variety of financial risks:

- Credit Risk – the possibility that other parties might fail to pay amounts due to the Chief Constable.
- Liquidity Risk – the possibility that the Chief Constable might not have funds available to meet its commitments to make payments.

### Credit Risk

***Credit Risk*** is the possibility that other parties might fail to pay amounts due to the Chief Constable.

As the [Chief Constable](#) is funded by the [Commissioner](#), the Chief Constable's credit risk arises indirectly through the Commissioner's deposits with banks and financial institutions, as well as credit exposures to the Commissioner's customers.

This risk is minimised through the application of policies set out in the annual Treasury Management Strategy Statement (TMSS), which requires that deposits are not made with financial institutions unless they meet identified minimum credit criteria, as laid down by Fitch and Moody's ratings services. The annual TMSS (approved by the Commissioner in February 2024), also imposes a maximum sum to be invested with a financial institution located within each category.

### Liquidity Risk

***Liquidity Risk*** is the possibility that the Chief Constable might not have funds available to meet his commitments to make payments.

Under the terms of the funding arrangement between the Commissioner and the Chief Constable the Commissioner provides funding to the Chief Constable on a cash basis. As the Commissioner has ready access to borrowings from the Public Works Loans Board (PWLb) and had at 31 March 2025 no actual long term external debt, having financed a number of recent projects through internal borrowing, there is no significant risk that it will be unable to raise finance to meet its commitments to the Chief Constable within the terms of the funding arrangement.

### B1 Pension Schemes

As part of the terms and conditions of employment of its officers and other employees, the [Chief Constable](#) offers retirement benefits. Although these benefits will not actually be payable until employees retire, under IAS 19 the Chief Constable must recognise its future commitment to make payments, which need to be disclosed at the time that employees earn their future entitlement. In addition, the financial statements should contain adequate disclosure of the costs of providing benefits and related gains/losses.

Individually, there are three pension schemes for police officers (1987, 2006 and 2015 schemes) and a single scheme for police staff. They are all defined benefits schemes.

- **The Local Government Pension Scheme (LGPS)**

Police staff, subject to certain qualifying criteria, are eligible to join the LGPS, which is a funded defined benefit scheme. 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 LGPS for Police Staff employees is administered by Westmorland & Furness Council (outsourced to Lancashire County Council) – this is a funded [defined benefit scheme](#), meaning that the Chief Constable and employees pay contributions into a fund. Contributions are calculated at a level intended to balance the pensions liabilities with investment assets over the long term. In 2024/25 the Chief Constable received a refund of pension fund surplus of £362k. The contribution rate was last reviewed in March 2022 with a revised rate for employers contributions of 18.9% being applicable from April 2023. The contribution rate will next be reviewed in March 2025 with a revised rate for employers contributions being applicable from April 2026.

- **The Police Pension Scheme**

There are currently three pension schemes in operation for Police Officers:

- The original 1987 Police Pension Scheme is governed by the Police Pension Regulations 1987 (as amended) and related regulations that are made under the Police Pensions Act 1976.
- The 2006 Police Pensions Scheme is also governed by the Police Pensions Act 1976 (as amended by the Police Pension Regulations 2006).
- The 2015 Police Pensions Scheme is a career average revalued earnings (CARE) scheme and is governed by the Police Pensions Scheme 2015 Regulations and related regulations under the Police Pensions Act 1976.

The Police Pension Scheme is an unfunded scheme (i.e. there are no investment assets built up to meet pension liabilities and cash has to be generated to meet actual pensions payments as they fall due). The funding arrangements for police officers' pensions changed on 1st April 2006. Before April 2006 pensions of former employees were required to be met on a 'pay as you go' basis with the cost charged to the revenue account. From April 2006 onwards the payments made during the year under the scheme are funded by a combination of employee contributions and employer contributions charged to the Comprehensive Income and Expenditure Statement with the remaining deficit funded by a specific Home Office grant. The employer's contribution was increased to 35.3% from 1<sup>st</sup> April 2024 and has remained at this level for 2024/25.



## Annex B – Technical Annex – Pension Disclosures

The Chief Constable and employees pay contributions into a separate pensions fund account administered by the Chief Constable from which on-going pensions liabilities are met. At the year-end any surplus or deficit on the pensions fund account is paid to or met by the Commissioner who then repays or is reimbursed by the Home Office.

Also from 1st April 2006 legislation required the operation of a Pension Fund Account (shown on pages 50-51). The amounts that must be paid into and out of the fund are specified by regulation. Officers' contributions and the employer's contributions are paid into the pension fund account from which pension payments are made. Any shortfall on the pension fund account is met by a contribution from the police fund. A Home Office Grant is received to cover this contribution. Conversely, a surplus on the Pension Fund Account would result in a contribution to the police fund, which would then be recouped by the Home Office. As the Commissioner is responsible for maintaining the police fund the receipt of Home Office pension grant and corresponding contribution to the Police Pension Fund Account are shown in the accounts of the Commissioner.

**Defined Benefit Scheme** – A pension or other retirement benefit scheme where the scheme rules define the benefits independently of the contribution payable and the benefits are not directly related to the investments of the scheme. The scheme may be **funded** or **unfunded**.

A **funded** scheme is one where employers and employees pay contributions into a fund. The payments to pensioners are then made from this fund.

An **unfunded** scheme is one where there is no fund with investment assets built up to meet pension liabilities and cash has to be generated (from employee and employer contributions) to meet the actual pension payments as they fall due.

The Accounts show the full implementation of IAS19 (Employee Benefits). IAS19 requires organisations to recognise retirement benefits in the Comprehensive Income and Expenditure Statement when they are earned, even though the benefits will not be payable until employees retire. However, as statutory procedures require the charge against Council Tax to be based on the amounts payable to the pension fund during the year, an appropriation is made within the pensions reserve equal to the net change in the pensions liability recognised in the Comprehensive Income and Expenditure Statement. The Balance Sheet discloses the net liability in relation to retirement benefits. The figures are based on the Actuary's latest estimate.

There are 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 and are accounted for using the same policies as applied to the LGPS.

## Annex B – Technical Annex – Pension Disclosures

The cost of retirement benefits is recognised in the Cost of Services within the Comprehensive Income and Expenditure Statement when employees earn them, rather than when the benefits are eventually paid as pensions.

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

LGPS Scheme		CC Police Scheme		Total		Pension Transactions in MiRS and CI&ES	LGPS Scheme		CC Police Scheme		Total	
Funded 2023/24	Unfunded 2023/24	1987 2023/24	2006 2023/24	2015 2023/24	All Schemes 2023/24		Funded 2024/25	Unfunded 2024/25	1987 2024/25	2006 2024/25	2015 2024/25	All Schemes 2024/25
£000s	£000s	£000s	£000s	£000s	£000s		£000s	£000s	£000s	£000s	£000s	£000s
						<b>Comprehensive Income and Expenditure Statement</b>						
						<i>Cost of Services</i>						
						<i>Service cost comprising:</i>						
4,087	0	490	80	8,680	13,337	• Current service cost	3,898	0	410	0	8,630	12,938
0	0	0	0	0	0	• Past service costs	2	0	0	0	0	2
0	0	0	0	0	0	• (Gain)/loss from settlements/curtailments	0	0	0	0	0	0
						<i>Financing and Investment Income and Expenditure</i>						
(1,114)	34	42,810	1,660	4,500	47,890	• Net interest expense	(1,792)	34	43,390	1,760	5,440	48,832
2,973	34	43,300	1,740	13,180	61,227	<b>Total Post-employment Benefits charged to the Surplus or Deficit on the Provision of Services</b>	2,108	34	43,800	1,760	14,070	61,772
						<b>Other Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>						
						<i>Remeasurement of the net defined benefit liability comprising:</i>						
(5,560)	0	0	0	0	(5,560)	• Return on plan assets (excluding the amount included in the net interest expense)	5,204	0	0	0	0	5,204
(1,998)	(11)	0	0	0	(2,009)	• Actuarial (gains) and losses arising on changes in demographic assumptions	(453)	(2)	(1,160)	(90)	(490)	(2,195)
(6,224)	(11)	(17,990)	(820)	(3,940)	(28,985)	• Actuarial (gains) and losses arising on changes in financial assumptions	(27,693)	(51)	(91,670)	(7,270)	(23,810)	(150,494)
1,130	7	10,330	850	1,680	13,997	• Experience (gains) and losses on liabilities	(51)	0	220	200	(170)	199
183	0	0	0	0	183	• Administration expenses	188	0	0	0	0	188
13,834	766	0	0	0	14,600	• Impact of Asset Ceiling	24,424	0	0	0	0	24,424
1,365	751	(7,660)	30	(2,260)	(7,774)	<b>Total Post-employment Benefits charged to Other Comprehensive Income and Expenditure</b>	1,619	(53)	(92,610)	(7,160)	(24,470)	(122,674)
4,338	785	35,640	1,770	10,920	53,453	<b>Total Post-employment Benefits charged to the Comprehensive Income and Expenditure Statement</b>	3,727	(19)	(48,810)	(5,400)	(10,400)	(60,902)
						<i>Movement in Reserves Statement</i>						
(2,973)	(34)	(43,300)	(1,740)	(13,180)	(61,227)	• Reversal of net charges made to the Surplus or Deficit for the Provision of Services for post-employment benefits in accordance with the Code.	(2,108)	(34)	(43,800)	(1,760)	(14,070)	(61,772)
						<i>Actual amount charged against the General Fund Balance for pensions in the year</i>						
4,338	66	0	0	0	4,404	• Employers' contributions payable to the scheme	4,078	68	0	0	0	4,146
0	0	41,310	170	(6,760)	34,720	• Retirements benefits payable to pensioners	0	0	44,290	510	(7,120)	37,680
4,338	66	41,310	170	(6,760)	39,124	<b>Total amount charged against the Police Fund Balance for pensions in the year</b>	4,078	68	44,290	510	(7,120)	41,826



## Annex B – Technical Annex – Pension Disclosures

### B2 Assets and Liabilities in relation to Retirement Benefits

Under IAS 19, the financial statements should reflect at [fair value](#) the assets and liabilities arising from an employer's obligation to pay retirement benefits and the funding provided.

The underlying assets and liabilities for retirement benefits attributable to the [Chief Constable](#) at 31 March 2025 with comparative information for the previous year are as follows:

CC					Pension Scheme Assets & Liabilities	CC				
LGPS Scheme		Police Scheme				LGPS Scheme		Police Scheme		
Funded	Unfunded	1987	2006	2015		Funded	Unfunded	1987	2006	2015
2023/24	2023/24	2023/24	2023/24	2023/24		2024/25	2024/25	2024/25	2024/25	2024/25
£000s	£000s	£000s	£000s	£000s		£000s	£000s	£000s	£000s	£000s
(167,091)	(719)	(935,150)	(37,320)	(106,820)	Present value of the defined benefit obligation	(146,182)	(632)	(842,050)	(31,410)	(103,540)
201,971	0	0	0	0	Fair value of plan assets	205,486	0	0	0	0
(34,880)	0	0	0	0	Impact of Asset Ceiling	(59,304)	0	0	0	0
0	(719)	(935,150)	(37,320)	(106,820)	Net liability arising from defined benefit obligation	0	(632)	(842,050)	(31,410)	(103,540)

The liabilities in the above table show the underlying commitments that the Chief Constable has, in the long run, to pay retirement benefits. The total liability of £978m (£1.080b in 2024/25) has a substantial impact on the net worth of the Chief Constable as recorded in the balance sheet, resulting in a negative overall balance of £982m (£1.084b in 2023/24). The reduction in overall liability has arisen as a result in a change in actuarial assumptions.

However, statutory arrangements for funding the deficit mean that the financial position of the Constabulary remains healthy, since:

- the deficit on the local government scheme will be made good by increased contributions and changes to benefits over the remaining working life of employees, as assessed by the scheme actuary
- finance is only required to be raised to cover police pensions when the pensions are actually paid.

#### LGPS – Asset Ceiling

Following the pensions valuation by the Constabulary's actuary, Mercer Ltd, the Constabulary determined that the fair value of its pension plan assets outweighed the present value of the plan obligations as 31<sup>st</sup> March 2025 resulting in a pension plan asset. IAS 19 Employee Benefits requires that, where a pension plan asset exists, it is measured at the lower of:

- The surplus in the defined benefit plan; and
- The asset ceiling.

The calculation has been completed by the actuary, and an adjustment has been made to reflect the asset ceiling which is nil for funded benefits.

## Annex B – Technical Annex – Pension Disclosures

### Reconciliation of present value of scheme liabilities:

CC					Reconciliation of Scheme Liabilities	CC				
LGPS Scheme		Police Scheme				LGPS Scheme		Police Scheme		
Funded	Unfunded	1987	2006	2015		Funded	Unfunded	1987	2006	2015
2023/24	2023/24	2023/24	2023/24	2023/24		2024/25	2024/25	2024/25	2024/25	2024/25
£000s	£000s	£000s	£000s	£000s		£000s	£000s	£000s	£000s	£000s
(165,174)	(766)	(940,820)	(35,720)	(89,140)	Balance at Start of Year	(167,091)	(719)	(935,150)	(37,320)	(106,820)
(4,087)	0	(490)	(80)	(8,680)	Current service cost	(3,898)	0	(410)	0	(8,630)
(7,858)	(34)	(42,810)	(1,660)	(4,500)	Interest cost	(8,073)	(34)	(43,390)	(1,760)	(5,440)
(1,472)	0	0	0	(7,190)	Contributions by Scheme Participants	(1,511)	0	(20)	0	(7,610)
					Remeasurement gains and (losses):					
1,998	11	0	0	0	- Arising from changes in demographic assumptions	453	2	1,160	90	490
6,224	11	17,990	820	3,940	- Arising from changes in financial assumptions	27,693	51	91,670	7,270	23,810
(1,130)	(7)	(10,330)	(850)	(1,680)	- Experience gains/(losses)	51	0	(220)	(200)	170
0	0	0	0	0	Past service cost	(2)	0	0	0	0
4,408	66	41,310	170	430	Benefits Paid/Transfers	6,196	68	44,310	510	490
(167,091)	(719)	(935,150)	(37,320)	(106,820)	Balance at End of Year	(146,182)	(632)	(842,050)	(31,410)	(103,540)

*The liabilities under the LGPS and Police pension Schemes have reduced during 2024/25. The principal reason for these changes is in relation to changes to financial assumptions.*

### Reconciliation of [fair value](#) of the scheme assets:

CC LGPS			CC LGPS		
Funded 2023/24 £000s	Unfunded 2023/24 £000s	Reconciliation of Scheme Assets	Funded 2024/25 £000s	Unfunded 2024/25 £000s	
186,220	0	Balance at Start of Year	201,971	0	
0	0	Adjustment to Opening Balance #	(351)	0	
186,220	0	Adjusted Balance at Start of Year	201,620	0	
8,972	0	Interest Income	9,865	0	
5,560	0	Remeasurements - Gains and (Losses)	(5,204)	0	
(183)	0	Administration Expenses	(188)	0	
4,338	66	Employer Contributions	4,078	68	
1,472	0	Contributions by Scheme Participants	1,511	0	
(4,408)	(66)	Benefits Paid	(6,196)	(68)	
201,971	0	Balance at End of Year	205,486	0	

## Annex B – Technical Annex – Pension Disclosures

The Police Pension Scheme has no assets to cover its liabilities. The [Chief Constable's](#) share of assets in the Cumbria Pension Fund (LGPS) consists of the following categories, by proportion of the total assets held:

CC 2023/24		LGPS Asset Breakdown		Quoted Y/N	CC 2024/25	
£000s	%				£000s	%
		Equities				
9,494	4.70%		UK Equity Pooled	Y	3,904	1.90%
55,204	27.33%		Global Equity Pooled	Y	49,729	24.20%
10,272	5.09%		Overseas Equity Pooled	Y	17,466	8.50%
		Bonds				
26,810	13.27%		UK Government Indexed Pooled	N	29,795	14.50%
		Property				
10,051	4.98%		UK	N	205	0.10%
6,013	2.98%		Property Funds	N	15,822	7.70%
		Alternatives				
18,400	9.11%		Private Equity Funds	N	20,343	9.90%
28,127	13.93%		Infrastructure Funds	N	32,057	15.60%
15,283	7.57%		Private Debt Funds	N	16,644	8.10%
3,776	1.87%		Healthcare Royalties	N	2,877	1.40%
15,470	7.66%		Multi Asset Credit	N	13,562	6.60%
		Cash				
3,071	1.52%		Cash Accounts	Y	3,082	1.50%
0	0.00%		Net Current Assets	N	0	0.00%
<b>201,971</b>	<b>100.00%</b>				<b>205,486</b>	<b>100.00%</b>

### B3 Basis for estimating assets and liabilities

Liabilities have been assessed on an actuarial basis using the projected unit credit method, which provides an estimate of the pensions that will be payable in future years using assumptions about mortality rates, salary levels, etc. Mercer Ltd, an independent firm of actuaries, has carried out the assessment on the Local Government Pension Scheme. These accounts are based on the [actuarial valuation](#) undertaken on 31 March 2025. The Police Scheme estimates have been compiled using a valuation model devised by the Government Actuaries Department.

## Annex B – Technical Annex – Pension Disclosures

The principal assumptions used by the actuary have been:

LGPS 2023/24	Police 2023/24	Actuarial Assumptions	LGPS 2024/25	Police 2024/25
		Mortality Assumptions:		
		Longevity at 65 for current pensioners:		
21.5	21.9	- Men	21.5	21.9
23.9	23.6	- Women	24.0	23.9
		Longevity at 65 for future pensioners:		
22.8	23.6	- Men	22.8	23.3
25.7	25.1	- Women	25.7	25.2
2.60%	2.60%	Rate of Inflation (CPI)	2.60%	2.70%
4.10%	3.85%	Rate of increase in salaries	4.10%	3.45%
2.70%	2.60%	Rate of increase in pensions	2.70%	2.70%
2.60%	3.85%	Rate of Revaluation for CARE Pensions	2.60%	3.95%
4.90%	4.75%	Rate for discounting scheme liabilities	5.90%	5.65%

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analysis below have been determined based on reasonably possible changes of 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 projected 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.

### Sensitivity Analysis – LGPS Pension Scheme

Sensitivity Analysis - LGPS	CC		
	Impact on Defined Benefit Obligation £000s	Impact on Projected Service Cost for Next Year £000s	Impact on Projected Interest Cost for Next Year £000s
<b>Local Government Pension Scheme</b>			
Longevity (1 Year increase in life expectancy)	2,688	73	166
Rate of Inflation (increase by 0.25%)	6,045	210	358
Rate of Increase in Salaries (increase by 0.25%)	1,334	0	81
Rate for Discounting Scheme Liabilities (increase by 0.5%)	(11,382)	(386)	(1,032)
Change in investment Returns (increase by 1%)	0	0	(121)
Change in investment Returns (reduce by 1%)	0	0	121

## Annex B – Technical Annex – Pension Disclosures

### Sensitivity Analysis – Police Pension Schemes

Sensitivity Analysis - Police Pensions	Police Pensions 1987 Scheme £000s	CC Police Pensions 2006 Scheme £000s	Police Pensions 2015 Scheme £000s
<b>Assumption Sensitivity</b>			
Longevity (1 Year increase in life expectancy)	19,000	1,000	2,000
Rate of Increase in Pensions (increase by 0.5%)	52,000	3,000	16,000
Rate of Increase in Salaries (increase by 0.5%)	5,000	2,000	0
Rate for Discounting Scheme Liabilities (increase by 0.5%)	(52,000)	(4,000)	(13,000)

The above tables include the impact of an increase in assumptions, a reduction in assumptions will produce approximately an equal and opposite change.

#### B4 Impact on the Chief Constable's Cash Flows

The objectives of the LGPS scheme are to keep employers' contributions at as constant a rate as possible. The [Chief Constable](#) has agreed a strategy with the scheme's actuary to achieve a funding level of 100% over the next 10 years. Funding levels are monitored on an annual basis. The most recent triennial valuation took place during 2022/23 with a further review due in 2025/26 based on the position at 31 March 2025. The previous revaluation resulted in an increase in contribution rates from 18.4% to 18.9% for the Constabulary which took effect from 1 April 2023.

The pension schemes will need to take account of the national changes to the scheme under the Public Pensions Services Act 2013. Under the Act, the LGPS and the other main existing public service schemes in England and Wales (which includes the Police Pension schemes) may not provide benefits in relation to service after 31 March 2014 (after 31 March 2015 for other main public service schemes e.g. Police Pension Schemes). This means that the LGPS ceased to be a final salary scheme from 31 March 2014 and the Police Pension Scheme ceased to be a final salary pension scheme from 31 March 2015. The Act provides for scheme regulations to be made within a common framework, to establish new career average revalued earnings schemes to pay pensions and other benefits to certain public servants.

The total contributions expected to be made to the Local Government Pension Scheme by the Chief Constable in the year to 31 March 2026 are £4.913m. Expected contributions for the Police Pension Scheme in the year to 31 March 2026 are £21.516m.

The weighted average duration of the defined benefit obligation for scheme members is shown in the table below:

Weighted Average Duration of the Defined benefit Obligation			2023/24 Years	2024/25 Years
Pensions Scheme				
21	Local Government Pension Scheme - CC			21
15	Police Pension -1987 Scheme			14
28	Police Pension -2006 Scheme			27
31	Police Pension -2015 Scheme			29



**The Police, Fire and Crime Commissioner for Cumbria**

**&**

**The Chief Constable of Cumbria Constabulary**

# **Accounting Policies**

# Annex C - Statement of Accounting Policies

## 1. General Principles

- 1.1. The Statement of Accounts summarises the financial transactions for the 2024/25 financial year and the financial position at the 31 March 2025. The Police, Fire and Crime Commissioner for Cumbria and The Chief Constable of Cumbria Constabulary are each required to prepare an annual Statement of Accounts (single entity) in accordance with the Accounts and Audit Regulations 2015 which stipulate that the statements be prepared in accordance with proper accounting practices. Those practices primarily comprise the CIPFA/LAASAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code), supported by International Financial Reporting Standards (IFRS) and statutory guidance issued under section 12 of the Local Government Act 2003. The Commissioner is responsible for combining the single entity statements to form a set of consolidated group accounts.
- 1.2. The accounting convention adopted in the Statement of Accounts is principally historical cost, modified by the revaluation of certain categories of non-current assets.

**Historic Cost** – the amount the organisation originally paid for an item.

## 2. Accruals of Income and Expenditure

- 2.1. Activity is accounted for in the year that it takes place, not simply when cash payments are made or received. In particular:
- Revenue from contracts with service recipients, whether for services or the provision of goods, is recognised when (or as) the goods or services are transferred to the service recipient in accordance with the performance obligations in the contract.
  - Supplies are recorded as expenditure when they are consumed – where there is a gap between the date supplies are received and their consumption, they are carried as inventories (stock) on the Balance Sheet.
  - 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.
  - Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows fixed or determined by the contract.
  - Where income and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.
  - An accrual is made in respect of employee benefits payable during employment.

### Accrual Example 1

An electricity invoice received at the start of April will usually relate to the previous quarters electricity consumption (January to March) and as such this expenditure should be shown in the financial statements for the previous financial year. The invoice will actually be paid in the new year but the costs are charged to the previous year by way of an accrual.

### Accrual Example 2

The PFCC/Constabulary insurance premiums are due on 1 November each year. The premium paid covers five months of the current financial year and seven months of the next. A prepayment is made in the accounts to move the cost of the seven months into the correct year.

## Annex C - Statement of Accounting Policies

### 3. Exceptional Items

- 3.1. When exceptional items of income and expense are *material*, their nature and value 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 financial performance.

**Materiality** – information is material if omitting it or misstating it could influence decisions that users make on the basis of the financial information about a specific reporting organisation. In other words, materiality is an organisation specific aspect of relevance based on the *nature* or *magnitude* or *both*, of the items to which the information relates in the context of the individual organisations financial statements.

### 4. Material Estimation Techniques

- 4.1. IAS 1 Presentation of Financial Statements requires disclosure of any estimation techniques applied, such that if a different methodology had been used a material variance in the amounts disclosed would have been arrived at. The only material estimation techniques used is in relation to pensions disclosures as set out in the technical annex, Annex B.

### 5. Cash & Cash Equivalents

- 5.1. Cash is represented by cash in hand, petty cash and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. 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 and cash equivalents may also include overdrawn balances at the bank where they are an integral part of cash management. Generally, cash and cash equivalents will comprise, cash in hand, bank account balances, overnight deposits and deposits with Money Market Funds which are repayable on demand without penalty or loss of interest.

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

In accordance with the Commissioner's framework of governance, with the Chief Constable, the Chief Constable is funded on a cash basis, accordingly all cash and cash equivalent balances are recorded on the balance sheet of the Commissioner.

### 6. Charges to Revenue for Non-current Assets

- 6.1. Services and support services are charged an accounting estimate of the cost of holding non-current assets during the year. This comprises:
- Depreciation attributable to the assets
  - Revaluation and impairment losses on assets used where there are no accumulated gains in the revaluation reserve against which the losses can be written off
  - Amortisation of intangible assets used

Council tax is not required to be raised to cover depreciation or revaluation and impairment losses arising on leased assets. Instead, a prudent annual contribution is made from revenue funds towards the deemed capital investment in accordance with statutory requirements. Depreciation and



## Annex C - Statement of Accounting Policies

revaluation and impairment losses are therefore substituted by a revenue contribution in the Police Fund balance, by way of an adjusting transaction within the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

In accordance with the terms of the Commissioner's framework of governance to the Chief Constable, the Commissioner holds all non-current assets. Accordingly, all depreciation, revaluations and impairments are recorded in the Commissioner's single entity statement. However, the Commissioner makes a charge to the Chief Constable in the Comprehensive Income and Expenditure Statement for the use of non-current assets, which is equivalent to his share of depreciation.

### 7. Council Tax

7.1. Council Tax is collected from local taxpayers by the billing authorities (unitary councils). The billing authorities in England are required by statute to maintain a separate fund, known as the Collection Fund, for the collection and distribution of amounts due in respect of Council Tax. The fund's key features relevant to accounting for Council Tax in the core financial statements of the billing authorities are:

- In its capacity as a billing authority the council acts as agent; it collects and distributes Council Tax income on behalf of the major preceptors (Police, Fire and Crime Commissioner for Cumbria and Cumbria Commissioner Fire and Rescue Authority) and itself.
- While the Council Tax income for the year credited to the collection fund is accrued income for the year, regulations determine when it should be released from the collection fund and transferred to the general fund of the billing authority or paid out of the collection fund to major preceptors.
- Up to 2008/09 the SORP required the Council Tax income included in the Comprehensive Income and Expenditure Statement to be that which under regulation was required to be transferred from the collection Fund to the general fund of the billing authority. The Major precepting bodies were simply required to show the precept received from the billing authority during the year.
- From the year commencing 1 April 2009, the Council Tax income included in the Comprehensive Income and Expenditure Statement for the year shall be the accrued income for the year. The difference between the income included in the Comprehensive Income and Expenditure Statement and the amount required by regulation to be credited to the collection fund shall be taken to the Collection Fund Adjustment Account and included as a reconciling item in the Movement in Reserves Statement.

Since the collection of Council Tax is, in substance, an agency arrangement, cash collected by the billing authority from Council Tax debtors belongs proportionately to the billing authority and the major preceptors. There will be therefore a debtor/creditor position between the billing authorities and each major preceptor to be recognised since the net cash paid to each major preceptor in the year will not be its share of cash collected from Council Taxpayers.

The Comprehensive Income and Expenditure Statement shows the share of cash collected in relation to Council Tax for the year. A transfer has been made to the collection fund adjustment account to record the amount due to/from the unitary councils (billing authorities) as at the year end. The debtors and creditors contained within the balance sheet now shows the share of Council Tax debtors (less an adjustment for bad and doubtful debts), Council Tax creditors, prepayments and a recognition of the amounts owed to or from the billing authorities.

## Annex C - Statement of Accounting Policies

Council Tax income is recorded purely in the financial statements of the Police, Fire and Crime Commissioner, it does not feature in the single entity statement of the Chief Constable of Cumbria Constabulary.

### **8. Employee Benefits**

#### **8.1. 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, bonuses and non-monetary benefits (e.g. cars) for current employees and are recognised as an expense for functions in the year in which employees render service. An accrual is made for the cost of holiday entitlements, time off in lieu, flexi leave and rest days 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 made at the salary rate applicable at the balance sheet date. The employee accrual is then reversed out through the movement in reserves statement so that it is not charged against council tax.

#### **8.2. Termination Benefits**

Termination benefits are amounts payable as a result of a decision to terminate an individual's employment before the normal retirement date or an officer's decision to accept voluntary redundancy. These are charged (on an accruals basis) to the relevant service line in the Comprehensive Income and Expenditure Statement at the earlier of when the organisation can no longer withdraw the offer of those benefits or when the organisation recognises the costs for restructuring.

Where termination benefits involve enhancement of pensions, statutory provisions require the Police Fund balance be charged with the amount payable 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 any such amounts payable but unpaid at the year-end.

#### **8.3. Post-Employment Benefits – CIES Entries/Charges to the Police Fund**

All accounting entries relating to the Comprehensive Income and Expenditure Statement and the subsequent liability for Police Officer pensions are wholly recorded in the single entity statements of the Chief Constable. For Police Staff all Comprehensive Income and Expenditure Statement entries and subsequent balance sheet liabilities in relation to pensions are apportioned between the Commissioner and the Chief Constable single entity statements by the scheme actuary. All accounting entries for Police Officer pensions and Police Staff pensions are consolidated in the group statements.

As outlined above, the single entity statements of the Commissioner do not include any accounting entries in relation to the Police Officer Pensions funds as these are wholly recognised by the Chief Constable. The group accounts however include all relevant accounting entries in relation to Police Pension Funds.

In relation to retirement benefits, statutory provisions require the Police Fund to be charged with the amount payable to the pension funds in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, this means that there are transfers to and from the Pensions reserve to remove the notional debits and credits for retirement 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. The negative balance that arises on the Pension Reserve thereby

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measures the beneficial impact to the Police Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

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

Service cost comprising:

- Current service costs – the increase in liabilities as a result of years of service earned this year – allocated in the Comprehensive Income and Expenditure Statement to the services for which the employee worked.
- Past service cost – the increase in liabilities as a result of a 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 on the net defined pension benefit liability (asset) – i.e. the net interest expense for the organisation – the change during the period in the net defined pension benefit liability (asset) that arises from the passage of time charged to the financing and investment income and expenditure line of the Comprehensive Income and Expenditure Statement – this is calculated by applying the discount rate used to measure the defined pension benefit obligation at the beginning of the period to the net defined pension benefit liability (asset) at the beginning of the period – taking into account any changes in the net defined pension benefit liability (assets) during the period as a result of contribution and benefit payments.

Remeasurements comprising:

- Return on plan assets-excluding amounts included in the net interest on the net defined pension liability (asset) – charged to the pensions reserve as Other Comprehensive Income and Expenditure.
- Actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions (demographic and financial) made at the last actuarial valuation or because the actuaries have updated their assumptions –charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Contributions paid to the pension fund
- Cash paid as employer's contributions to the pension fund in settlement of liabilities; not accounted for as an expense.

### 8.4. Measurement of Liabilities

The liabilities of each of the pension funds are included in the Balance Sheet on an actuarial basis using the projected unit method – i.e. 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 earnings for current employees. Liabilities are discounted to their value at current prices using a discount rate (see assumptions set out in Annex B, B3).

Actuarial valuations of the fund are undertaken every three years to determine the contribution rates needed to meet its liabilities.

### 8.5. Measurement of Assets

The assets of the LGPS pension fund are included in the Balance Sheet at their fair value:

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- Quoted securities – current bid price
- Unquoted securities – professional estimate
- Unitised securities – current bid price
- Property – market value

### 8.6. Pensions Material Estimation Techniques

IAS 1 Presentation of Financial Statements requires disclosure of any estimation techniques applied, such that if a different methodology had been used a material variance in the amounts disclosed would have been arrived at. For pensions, the material estimation techniques used are as follows:

Where the projected unit method of valuation has been applied and which is consistent with the required methodology in IAS 19. This is a valuation method in which the scheme liabilities make an allowance for projected earnings. An accrued benefits valuation method is one in which the scheme liabilities at the valuation date relate to:

- the benefits pensioners and deferred pensioners (i.e. individuals who have ceased as active members but are entitled to benefits payable at a later date) and their dependents, allowing where appropriate for future increases, and
- the accrued benefits for members in service on the valuation date. The accrued benefits are the benefits for service up to a given point in time, whether vested or not.

### 9. Events after the Reporting Period

9.1. Events after the balance sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date the Statement of Accounts is authorised for issue which have an impact on the financial statements and are treated as follows. Two types of events can be identified:

- Those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events.
- Those that are indicative of conditions that arose after the reporting period – the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the event and their estimated financial effect.

Events taking place after the authorised for issue date are not reflected in the statement of accounts.

### 10. Financial Instruments

#### 10.1. Financial Liabilities

Financial Liabilities are initially measured at fair value and carried at their amortised cost. Annual charges to 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 borrowings this means that the amount presented on the Balance Sheet is the outstanding amount of principal repayable and interest charged to the Comprehensive Income and Expenditure Statement is the amount payable for the year in the loan agreement. Borrowing is undertaken and accounted for in accordance with the Treasury Management Strategy. Where a payable (i.e. creditor) has a maturity of less than 12 months the fair value is taken to be the principal outstanding, or the billed/invoiced

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amount. In accordance with the governance framework between the Commissioner and the Chief Constable, all financial instrument liabilities, including borrowing and trade creditors are held by the Commissioner.

### 10.2. Financial Assets

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 Commissioner holds financial assets measured at amortised costs (investments, cash and cash equivalent and debtors).

Financial Assets are initially measured at fair value and carried at their amortised cost. Annual credits to 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. Where a debtor has a maturity of less than 12 months, the fair value is taken to be the principal outstanding or the billed/invoiced amount. Investments are shown in the balance sheet at cost. Where investments are fixed term deposits, accrued interest owing at the balance sheet date is included in the Comprehensive Income and Expenditure Statement.

Where assets are identified as impaired because of a likelihood arising from a past event that payments due under the contract will not be made, the asset is written down and a charge made to the Comprehensive Income and Expenditure Statement. An example of such a charge would be the adjustment made to the debtors balance as an impairment allowance for doubtful debts.

Investments are undertaken and accounted for in accordance with the Treasury Management Strategy. **Treasury Management** is defined as “the management of the organisation’s investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.’

The **Treasury Management Strategy** is produced on an annual basis and is approved by the Commissioner in February each year. The strategy contains an investment strategy which provides details of approved counterparties with whom investments can be placed and approved limits and durations for investment. The strategy also includes a borrowing strategy should this be needed and approved practices and procedures to be adopted by staff carrying out investment and borrowing activities.

In accordance with the Commissioner’s governance framework with the Chief Constable all financial instrument assets including investments and trade debtors are held by the Commissioner.

### 11. Government Grants and Contributions

11.1. Whether paid on account, by installments or in arrears, government grants and third party contributions and donations are recognised as due when there is reasonable assurance of:

- compliance with the conditions attached to the payments, and
- the grants or contributions will be received.

Amounts recognised as due are not credited to the Comprehensive Income and Expenditure Statement until conditions attached to the grant or contribution have been satisfied. Conditions are stipulations that specify that the future economic benefits or service potential embodied in the asset acquired

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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 body making the grant or contribution.

Monies advanced as grants or contributions for which conditions have not been satisfied are carried on the balance sheet as creditors. When conditions are satisfied, the grant or contribution is credited to the relevant function line (attributable revenue grants and contributions) or Taxation and Non-Specific Grants Income (non-ringfenced revenue 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 Police Fund 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 has been 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.

In accordance with the statutory responsibility of the Commissioner to maintain the Police Fund contained within the Police Reform and Social Responsibility Act 2011, all grants are recognised in the accounts of the Commissioner.

### 12. Intangible Assets

- 12.1. Intangible assets are initially measured at cost amounts and are only revalued where the fair value of the asset can be determined by an active market. The depreciable amount of an intangible asset is amortised over its useful life (usually 5 years) to the relevant function(s) in the Comprehensive Income and Expenditure Statement. Once intangible assets have been fully amortised, at the end of their useful lives, the gross book value and accumulated amortisation for those assets will be written out of the asset register. There will be no impact on the core financial statements (balance sheet) as a result of this as the net book value will already be nil.

Where expenditure on intangible assets qualifies as capital expenditure for statutory purposes, amortisation, impairment losses and disposal gains and losses are not permitted to have an impact on the Police Fund Balance. The amortisation, impairment and gains and losses on disposal are therefore reversed out of the Police Fund in the Movement in Reserves Statement and posted to the Capital Adjustment Account and (for any sale proceeds over £10,000) the Capital Receipts Reserve. An asset is tested for impairment, whenever there is an indication that the asset might be impaired – any losses recognised are posted to the relevant service line(s) in the Comprehensive Income and Expenditure Statement.

In accordance with the terms of the Commissioner's governance framework with the Chief Constable, all intangible assets are held by the Commissioner.

### 13. Inventories

- 13.1. Inventories (stocks) are included in the balance sheet at historic cost. This is a departure from IAS2 which requires inventories to be valued at the lower of cost or net realisable value. However, for many stock items, particularly uniforms, net realisable value would be minimal and would not accurately reflect the value of holding these assets. As inventories predominantly relate to operational stocks (uniform and consumables) these are reported in the single entity statements of the Chief Constable and as such are consolidated into the Commissioner's group accounts.



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### 14. Investment Property

- 14.1. Investment properties are those that are used solely to earn rentals and/or for capital appreciation. The definition is not met if the property is used in any way to facilitate the delivery of services or production of goods or is held for sale.

Investment properties are measured initially at cost and subsequently at fair value, based on the amount at which the asset could be exchanged between knowledgeable parties at arm's length. As a non-financial asset, investment properties are measured at highest and best use. Properties are not depreciated but are revalued annually according to market conditions at the year-end. Gains and losses on revaluation are posted to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. The same treatment is applied to gains and losses on disposal.

Rentals received in relation to investment properties are credited to the Financing and Investment Income line and result in a gain for the Police Fund Balance. However, revaluation and disposal gains and losses are not permitted by statutory arrangements to have an impact on the Police Fund balance. The gains and losses are therefore reversed out of the police fund balance in the Movement in Reserves Statement and posted to the Capital Adjustment Account and (for any sale proceeds greater than £10,000) the Capital Receipts Reserve.

Investment assets are not generally held, however, in some circumstances where a surplus property no longer meets the strict criteria to be classified as "held for sale", it must be classified as an investment property.

### 15. Leases

- 15.1. A new Leases policy, IFRS16, has been adopted, with effect from 1 April 2024. The adoption of the new standard resulted in the balance sheet recognition of a right-of-use asset and related lease liability in relation to all former operating leases.
- 15.2. Leases are classified where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. A contract is, or contains a lease, if the contract conveys the right to control the use of an identified asset for a period of time, and to obtain substantially all of the economic benefits or service potential from that asset and to direct its use. This includes non-commercial leases.

Where a lease covers both land and buildings, the land and building elements are considered separately for classification. Agreements that do not have the legal status of a lease but convey a right to use an asset in return for payment are accounted for under this policy where fulfillment of the arrangement is dependent on the use of specific assets.

#### 15.3. Finance leases (as Lessee)

Right of use property, plant and equipment held as a lease are recognised on the Balance Sheet, initially measured at cost, comprising: the initial lease liability; any lease payments already made less any lease incentives received; initial direct costs; and any dilapidation or restoration costs. For non-commercial leases the fair value of the leased asset will be obtained through valuation.

The asset recognised is matched by a liability for the obligation to pay the lessor. The lease liability is

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measured at the commencement of the lease, at the present value of the lease payments, discounted by the rate implicit in the lease, or if that cannot be readily determined, the incremental borrowing rate is used, specific to the term and start date of the lease (i.e. the rate required to borrow funds over a similar term, with a similar security, to acquire an asset of similar value, in a comparable economic environment), PWLB rates will be used.

The lease liability is subsequently remeasured, with a corresponding adjustment to the right of use asset, when there is a change in future lease payments resulting from a rent review, change in an index or rate such as inflation.

The right of use asset is tested for impairment if there are any indicators of impairment.

For leases that were classified as finance leases under IAS 17, the carrying amount of the right-of-use asset and the lease liability at 1 April 2024 are determined at the carrying amount of the lease asset and lease liability under IAS 17 immediately before that date.

Exemptions are applied for leases of low value assets (value when new less than £10,000) and short-term leases of 12 months or less and they are expensed to the Comprehensive Income and Expenditure Statement.

Lease payments are apportioned between:

- A charge for the acquisition of the interest in the property, plant or equipment – applied to write down the lease liability, and
- A finance charge (debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement).

Property, plant and equipment recognised under IFRS16 leases is accounted for using the policies applied generally to such assets, subject to depreciation being charged over the lease term if this is shorter than the asset's estimated useful life (where ownership of the asset does not transfer at the end of the lease period).

Council tax is not required to be raised to cover depreciation or revaluation and impairment losses arising on leased assets. Instead, a prudent annual contribution is made from revenue funds towards the deemed capital investment in accordance with statutory requirements. Depreciation and revaluation and impairment losses are therefore substituted by a revenue contribution in the Police Fund balance, by way of an adjusting transaction within the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

### 15.4. Leases (as Lessor)

There are currently no finance leases as a lessor.

### 15.5. The Chief Constable does not hold any leases (either as lessee or lessor).



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### 16. Overheads and Support Services

- 16.1. The costs of overheads and support services are incorporated within the cost of Policing and Crime Services line of the comprehensive income and expenditure statement in accordance with the principles of the CIPFA Code of practice on Local Authority Accounting, which requires costs to be shown on the same basis as used for resource management.

Under the Commissioner's governance framework to the Chief Constable premises costs (except where they are directly attributable to the Chief Constable) are initially recorded in the accounts of the Commissioner and a recharge is made to the Chief Constable in the single entity comprehensive income and expenditure statements on an appropriate basis.

Under the Commissioner's governance framework to the Chief Constable transport, supplies and services costs and those for police staff supporting both the Commissioner and Chief Constable (except where they are directly attributable to the Commissioner) are initially recorded in the accounts of the Chief Constable and a recharge is made to the Commissioner in the single entity comprehensive income and expenditure statements on an appropriate basis.

### 17. Property Plant and Equipment

- 17.1. Assets that have physical substance and are held for use in the production or supply of goods and services, for rental to others, or for administrative purposes and that are expected to be used during more than one financial year are classified as Property, Plant and Equipment. Under the terms of the Commissioner's governance framework with the Chief Constable all property, plant and equipment is held by the Commissioner. Accordingly, all accounting entries in relation to the acquisition, enhancement, revaluation, impairment, depreciation and sale of such assets are recorded in the single entity accounts of the Commissioner. As noted in policy 6 above, the Commissioner makes a charge to the Chief Constable for the use of such assets which is equivalent to the Chief Constable's share of depreciation.

The cost of services are debited with the following amounts to record the cost of holding non-current assets during the year:

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

Council Tax is not required to be raised to fund depreciation, revaluation and impairment losses or amortisations. However, an annual contribution from revenue is required towards the reduction in the overall borrowing requirement equal to an amount calculated on a prudent basis and determined in accordance with statutory guidance. This contribution is known as MRP (Minimum Revenue Provision). Depreciation, revaluation and impairment losses and amortisations are therefore replaced by the contribution in the Police Fund Balance, by way of an adjusting transaction with the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

#### 17.2. Recognition

Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment is capitalised on an accruals basis, provided that it is probable that the future economic benefits or service potential associated with the item will flow and the cost of the item can be measured reliably. Expenditure that maintains but does not add to an asset's potential to deliver future economic benefits (i.e. repairs and maintenance) is charged to revenue as an expense through the Comprehensive Income

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and Expenditure Statement when it is incurred.

De-minimis levels have been set for capital projects at £25,000. No de-minimis level is set for individual items within capital projects.

### 17.3. Measurement

Assets are initially measured at cost, comprising:

- The purchase price
- 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

Borrowing costs incurred are not capitalised whilst assets are under construction.

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

Category	Basis of Valuation
Land and Buildings (Specialised)	Depreciated Replacement Cost
Land and Buildings (Non Specialised)	Existing Use Value
Vehicles, Plant, Furniture and Equipment	Depreciated Historic Cost (as a proxy for current value)
Assets Under Construction	Historic Cost

Assets included in the Balance Sheet at current value (i.e. not valued at historic cost) are revalued sufficiently regularly to ensure that their carrying amount is not materially different from their current value at the year-end, but as a minimum every five years.

Increases in valuations are matched by credits to the Revaluation Reserve to recognise unrealised gains. Gains are to be credited to the relevant function line(s) in the Comprehensive Income and Expenditure Statement where they arise from the reversal of a loss previously charged to a function up to the amount of the original loss, adjusted for depreciation (if material) that would have been charged if the loss had not been recognised.

### 17.4. Depreciation

Depreciation is provided for on all Property, Plant and Equipment assets by the systematic allocation of their depreciable amounts over their useful lives. 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).

Depreciation is calculated on the following bases:

- Property - straight-line allocation over the useful life of the property as estimated by the valuer up to a maximum of 50 years
- Vehicles – straight line allocation over the estimated useful life (3 to 10 years)
- IT Equipment – straight line allocation over the estimated useful life (5 to 8 years)

No depreciation charge is made however in the year of acquisition but a full year charge is made in the year of disposal. A full year's depreciation charge is made in the year of revaluation of any asset.

Depreciation also has to be calculated on revaluation gains and is represented by the difference

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between depreciation calculated at current cost and depreciation calculated at historic cost. The difference between the two values is transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

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 (see component accounting section below).

Once ICT equipment assets have been fully depreciated, at the end of their useful lives, the gross book value and accumulated depreciation for those assets will be written out of the asset register. There will be no impact on the core financial statements (balance sheet) as a result of this as the net book value will already be nil.

### 17.5. Component Accounting

Under the IFRS based code, separate recognition, depreciation and de-recognition of parts of assets is required. This is often referred to as componentisation. Componentisation is a change that has to be applied prospectively which means that it only needs to be considered for any non-current assets, acquired, improved or revalued after 1 April 2010. A componentisation policy has been established whereby all land and building assets with a value in excess of £1m will be assessed to see if they contain a significant component. A significant component is defined in the policy as one which exceeds £200k in value and has a different life to the remainder of the asset. Where a component of a non-current asset is replaced or restored, the carrying amount of the old component shall be derecognised and the new component reflected in the carrying amount. Each significant component of an item of property, plant or equipment is depreciated separately. Depreciation is calculated on the balance brought forward at the start of each year. Depreciation on the componentised assets will therefore only become effective in the year following revaluation and subsequent split for componentisation.

Under the terms of the Commissioner's funding arrangement to the Chief Constable all property, plant and equipment is held by the Commissioner. Accordingly, all accounting entries in relation to the acquisition, enhancement, revaluation, impairment, depreciation and sale of such assets are recorded in the single entity accounts of the Commissioner. The Commissioner makes a charge to the Chief Constable for the use of such assets which is equivalent to the Chief Constable's share of depreciation.

### 17.6. Valuations

Where decreases in value are identified, they are accounted for as follows:

- 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 against the relevant function lines(s) in the Comprehensive Income and Expenditure Statement.

The Revaluation Reserve contains revaluation gains recognised since 1 April 2007 only, the date of its formal inception. Gains arising before that date have been consolidated into the Capital Adjustment Account. Revaluation gains and losses are not permitted to have an impact on the Police Fund. The gains and losses are therefore reversed out of the Police Fund in the Movement in Reserves Statement and posted to the Capital Adjustment Account.

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### 17.7. Valuations Material Estimation Techniques

IAS 1 Presentation of Financial Statements requires disclosure of any estimation techniques applied, such that if a different methodology had been used a material variance in the amounts disclosed would have been arrived at. For property valuations the only material estimation techniques used is as follows:

All operational buildings are revalued on a rolling two-year programme and the estimation techniques used are based on the "open market value in existing use" or in the case of specialised operational police properties "depreciated replacement cost" which is consistent with proper accounting practice.

### 17.8. Impairment

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 as follows:

- 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 against the relevant function line(s) in the Comprehensive Income and Expenditure Statement.

Where an impairment loss is reversed subsequently by a revaluation gain, the reversal is credited to the relevant function line(s) in the Comprehensive Income and Expenditure Statement, up to the amount of the original loss, adjusted for depreciation (if material) that would have been charged if the loss had not been recognised.

Impairment losses are not a charge against Council Tax. The balance on the Comprehensive Income and Expenditure Statement arising from an impairment loss is appropriated to the Capital Adjustment Account through the Movement in Reserves Statement.

### 17.9. Capital Receipts

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 for new capital investment or set aside to reduce the underlying need to borrow (the capital financing requirement). Receipts are appropriated to the reserve from the Police Fund Balance in the Movement in Reserves Statement.

### 17.10. Disposal and Non-Current Assets Held for Sale

When it becomes probable that the carrying amount of an asset will be recovered principally through a sale transaction rather than through its continuing use, it is reclassified as an Asset Held for Sale. The asset is revalued 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 cost 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 losses previously recognised

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in the Surplus or Deficit on Provision of Services. Depreciation is not charged on Assets held for Sale.

If assets no longer meet the criteria 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. In this case the carrying amount is adjusted for depreciation, amortisation or revaluations that would have been recognised had they not been classified as Held for Sale.
- their recoverable amount at the date of the decision not to sell.

Assets that are to be 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 (whether Property, Plant and Equipment or Assets Held for Sale) 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. Disposal costs are shown in other operating expenditure in the Comprehensive Income and Expenditure Statement. Receipts from disposals (if any) are credited to the same line in the Comprehensive Income and Expenditure Statement also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of disposal). In line with Statutory Instrument 2010 No 454, disposal costs of up to 4% of the sale proceeds are financed from capital receipts. Any revaluation gains accumulated for the asset in the Revaluation Reserve are transferred to the Capital Adjustment Account. The written-off value of disposals is not a charge against Council Tax, as the cost of non-current assets is fully provided for under separate arrangements for capital financing. Amounts are appropriated to the Capital Adjustment Account from the Police Fund Balance in the Movement in Reserves Statement.

### **18. Private Finance Initiatives (PFI) and Similar Contracts**

- 18.1. PFI and similar contracts are agreements to receive services, where the responsibility for making available the property, plant and equipment needed to provide the services passes to the PFI contractor. As the services that are provided under the PFI scheme are deemed under the PFI contract to be controlled, the asset is carried on the Balance Sheet as part of Property, Plant and Equipment.

The original recognition of these assets at fair value (based on the cost to purchase the property, plant and equipment) was balanced by the recognition of a liability for amounts due to the scheme operator to pay for the capital investment.

Non-current assets recognised on the Balance Sheet are re-valued and depreciated in the same way as property, plant and equipment.

In accordance with accounting practice, lifecycle replacement costs are now recognised when they are actually incurred. The Commissioner receives specific government funding from MHCLG as a contribution to the costs of financing the scheme.

PFI and similar contracts are agreements to receive services, where the responsibility for making available the property, plant and equipment needed to provide the services passes to the PFI contractor. As the services that are provided under the PFI scheme are deemed under the PFI contract to be controlled, the asset is carried on the Balance Sheet as part of Property, Plant and Equipment.

There is currently one PFI scheme and this relates to the Cumberland BCU Deployment Centre at Workington. Under the terms of the Commissioner's governance framework with the Chief Constable,

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the Commissioner controls all property and accordingly the PFI building is recorded on the balance sheet of the Commissioner. A charge is made by the Commissioner to the Chief Constable in the comprehensive income and expenditure statement for the Constabulary's use of the building and the services provided.

### 19. Provisions, Contingent Liabilities and Contingent Assets

#### 19.1. Provisions

Provisions are made when an event has taken place that gives a legal or constructive obligation that probably requires settlement by transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. For instance, involvement in a court case that could eventually result in the making of a settlement or the payment of compensation.

Provisions are charged as an expense to the appropriate function line in the Comprehensive Income and Expenditure Statement in the year that awareness of the obligation arises, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account the relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried on 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 subsequently be required (or a lower settlement than anticipated is made), the provision is reversed and credited back to the relevant function.

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

#### 19.2. Contingent Liability

A contingent liability arises where an event has taken place that gives rise to a possible obligation which will only be confirmed by the occurrence or otherwise of uncertain future events which cannot wholly be controlled.

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

#### 19.3. Contingent Assets

A contingent asset arises where an event has taken place that gives rise to a possible asset which will only be confirmed by the occurrence or otherwise of uncertain future events which cannot wholly be controlled.

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.

### 20. Reserves

- 20.1. Specific amounts are set aside as reserves for future policy purposes or to cover contingencies. Reserves are created by appropriating amounts out of the Police Fund Balance in the Movement in Reserves Statement. When expenditure to be financed from a reserve is incurred, it is charged to the appropriate function in that year to score against the Surplus or Deficit on the Provision of Services in

## Annex C - Statement of Accounting Policies

the Comprehensive Income and Expenditure Statement. The reserve is then appropriated back into the Police Fund balance in the Movement in Reserves Statement so that there is no net charge against Council Tax for the expenditure.

Reserves are classified in the Balance Sheet and the Movement in Reserves Statement as either 'usable' (those that can be applied to fund expenditure or reduce local taxation) and 'unusable' (those held for technical accounting purposes). Under the Commissioner's governance framework with the Chief Constable all usable reserves are controlled by the Commissioner and recorded in the balance sheet of the Commissioner. However, the Chief Constable does hold certain unusable reserves in relation to pensions and accumulated employee absences, which arise from Constabulary activities and are not covered by the funding arrangement and are shown on the Chief Constable's balance sheet.

### **21. VAT**

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





The Chief Constable of Cumbria Constabulary

Annual Governance Statement 2024/25





# The Chief Constable of Cumbria Constabulary

Annual Governance Statement  
2024/25

## INTRODUCTION AND SCOPE OF RESPONSIBILITIES

The Chief Constable of Cumbria Constabulary (the Chief Constable) is responsible for ensuring 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. They are responsible for putting in place proper arrangements for the governance of affairs and facilitating the exercise of functions, which includes arrangements for the management of risk.

The key elements of the system and processes that comprise the Chief Constable's governance arrangements are detailed in this document. The elements are based on the seven core principles of Corporate Governance from the CIPFA/Solace Governance Framework, the standard against which all local government bodies, including police, should assess themselves.

The Chief Constable has approved and adopted a Code of Corporate Governance 'The Code'. The Code gives clarity to the way the Chief Constable governs and sets out the frameworks to support the overall arrangements that are in place for fulfilling the Chief Constable's functions. This Annual Governance Statement explains how the Chief Constable has complied with The Code. It also meets the requirements of regulation 6(1) and 10(1) of the Accounts and Audit (England) Regulations 2015 in relation to the publication of an annual governance statement including an action plan of planned future improvements for governance arrangements, which must accompany the Chief Constable's statement of accounts.

## THE REVIEW OF EFFECTIVENESS

The Chief Constable has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control. The review of effectiveness is informed by the work of Chief Officers and senior managers within the Constabulary who have responsibility for the development and maintenance of the governance environment. The review comprises:

- A cyclical detailed review of the key documents within the Chief Constable's governance framework e.g. Financial Regulations.
- An overarching review of the governance arrangements in place to support each core principle within the CIPFA Solace guidance.
- A review of what has happened during the past year to evidence how the Code has been complied with, which is articulated in the Annual Governance Statement.
- A review of the effectiveness of the arrangements for internal audit against the Public Sector Internal Audit Standards and the Internal Audit Charter.

- Formal reviews of the role of the Chief Constable's Chief Finance Officer and the Head of Internal Audit (HIA) against the respective CIPFA statements, which demonstrated full compliance. A review of the effectiveness of the Joint Audit Committee against CIPFA guidance.

Signed: Signature removed for the purposes of publication on website	Signed: Signature removed for the purposes of publication on website
<b>Darren Martland</b> Temporary Chief Constable	<b>Michelle Bellis</b> Constabulary Chief Finance Officer
<b>09 June 2025</b>	<b>09 June 2025</b>

## Core Principle A: Behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of law.

During 2024/25 the Constabulary continued to take a pro-active approach to communicating and promoting the highest standards of integrity in all elements of its business. Work has continued to embed and develop ethical behaviour based on:

- The Constabulary's Corporate Values
- The College of Policing Code of Ethics
- Preventing the abuse of authority for sexual gain.
- The Constabulary's Anti-Fraud and Corruption Policy and Procedures.

These arrangements are supported by the Director of Legal Services, who is a qualified solicitor and acts as the Chief Constable's 'Monitoring Officer', providing advice to the Constabulary on all legal matters and is consulted on all strategic decisions to ensure that laws are not contravened.

The Constabulary's Professional Standards Department is central to the maintenance of high standards of conduct and behaviour within the Constabulary and its priorities are shaped by a Strategic Assessment of threats and risks, which reflects the Regional Strategic Threat Assessment.

The People Control Strategy is broken down into four main areas as follows:

- People - employee vulnerability (associations, financial matters, wellbeing), abuse of position for sexual purposes and vetting.
- Areas - security and areas we work
- Standards - disclosure of information / confidentiality and discreditable conduct.
- Systems - misuse of force systems and social media.

Regular internal meetings are held to deliver these priorities, based on a framework of:

### Pursue

- Intelligence development relating to officers and staff behaviour towards vulnerable members of the community.
- Creation of operational packages for adoption by Anti-Corruption Unit (ACU) relating to the four priority areas.
- Implementation of with-cause drug testing of officers in response to intelligence

### Prevent

- Integrity interviews with officers or staff where concerns are raised relating to behaviour that does not meet the threshold for misconduct.

- Force Reputational Panels in response to developed intelligence identifying vulnerable associations.
- Review and collation of force policy linked to corruption

### Prepare

- Training, advice, engagement and guidance provided to HQ and local based courses on priorities linked to standards of professional behaviour.
- Attendance and input at Digital Policing Board to futureproof new ICT systems and force software systems.

### Protect

- Meetings held with the Business Improvement Unit to seek improvement in terms of officers' use and deployment of Body Worn Video (BWV)
- Engaging with partners regarding Abuse of Position for a Sexual Purpose/Sexual Harassment and highlighting the reporting mechanisms relating to employee behaviour should they have concerns

The Professional Standards Department operate a preventative approach designed to ensure all officers and staff are aware of their responsibilities and potential consequences if their conduct falls below required professional standards. This includes the issue of a quarterly newsletter (The Standard), which provides guidance on matters of integrity and reports the issues raised and outcomes of misconduct hearings. During 2024/25 the quarterly issues have covered the following topics:

- The Angiolini inquiry
- Escaped detainees
- impolite language or tone
- Register business interests
- Maintain your status (vetting status)
- What should I do if I suspect a head or brain injury
- Safe to Speak (be upstanders, not bystanders)
- Off-duty conduct
- The benefits of body worn video/CCTV
- Reflective Practice Review Process
- Using other people's login details
- Code of ethics
- Vetting, change of circumstances
- Learning from complaints and misconduct hearings

This preventative approach is further underpinned through the use of a Prevent and Diversion Officer. The role promotes an organisational culture of reflection, improvement and learning.

The key areas of vulnerability remain as:

Abuse of Position for a sexual purpose/ Sexual misconduct (APSP)

- Disclosure of Information
- Neighbour/ Associate Issues
- Drugs misuse.

APSP also includes additional national requirements associated with Violence Against Woman and Girls.

In relation to complaints, the Constabulary remains committed to delivering effective customer service. The process has been enhanced through the recruitment of Initial Complaint Handlers ensuring effective resolution through Service Recovery on relevant cases when appropriate. The remaining cases are then investigated. Complaints can also be dealt with “there and then” by local management, but are still logged to ensure compliance with reporting requirements .

The Constabulary has adopted a digitalised solution, to manage the Reflective Practice Review Process (RPRP). This follows recommendations for improvement from an internal audit of RPRP in late 2020/21. A key functionality of this system enables the abstraction of individual and organisational learning which links in with the role of the Prevent and Diversion Officer.

A revised solution is currently being designed, with key stakeholders, to link reflective practice to the PDR system and allow the abstraction of individual and team level data to link into the role of the Prevention and Diversion Officer, learning and development and the force feedback register to increase accountability and support the development of our staff.

The Constabulary demonstrates a progressive attitude towards learning / mistakes. A key element of any PSD investigation is to highlight any actions which could prevent similar mistakes being repeated. To this end, following every investigation the lead officer, with the assistance of the Prevent and Diversion Officer, carries out a rigorous assessment to determine key actions and lessons learned, with wider Force wide learning, examples of possible actions are:

- Mistakes/sub-optimal conduct – Practice Requires Improvement (PRI), via RPRP.
- Systemic breakdown – change in policy/ reminder to all staff via a The Standard newsletter.
- Serious Misconduct (defined as misconduct that would justify a Written Warning or above) - Official misconduct proceedings.

In the interests of openness and transparency, police officer gross misconduct hearings are held in public. Six public hearings took place in 2024/25, as a result of which three police officers were dismissed without notice and three former officers would have been dismissed if still serving. All police officer hearings were presided over by a chief officer or legally qualified chair. The outcomes of misconduct hearings are publicised on the Constabulary website in accordance with the Police (Conduct) Regulations 2020.

The Community Scrutiny Panel (formerly the Ethics and Integrity Panel) continue to provide independent oversight for the OPFCC and Constabulary in relation to standards, ethics and integrity. The Panel also reviews 'Quality of Service and Policing Issues' raised by members of the public including public complaints, internal grievances, police misconduct and staff misconduct cases. The Panel's work is reported to the Commissioner's Public Accountability Conference to improve transparency and support public scrutiny. Whilst the Panel's conclusions provide assurance regarding high standards of ethics and integrity, where applicable, recommendations to enhance or improve the level of service provided by the Constabulary have been made.

Subject to Audit

## Core Principle B: Ensuring openness and comprehensive stakeholder engagement.

### Openness

To support transparency and ensure that the Chief Constable's vision is clearly communicated, the Chief Officer Group continue to hold strategy days for senior management and online virtual, and face to face road shows across the county, for all officers and staff. This has been supported by a range of communications media across the force. The Constabulary continues to use and develop Viva Engage, which is an internal social media platform to increase the potential and effectiveness of internal engagement. The platform enables interactions across the whole organisation - such as channels and a mechanism to provide feedback and questions to senior management - Ask the Force and One Change. There are channels for wellbeing support, staff support groups, staff notice board and specialist interest groups, which cover a wide range of areas such as specific projects, such as roll-out of new technology or change in processes. The force proactively use Stream – an internal video channel to support communications, these are used for a range of things such as the Chief Constable's fortnightly VLOG, weekly local management briefings, briefings for specific operations and events such as Appleby Fair as well as to support campaigns, learning and development across the force.

### Engaging Effectively with Institutional Stakeholders

The Constabulary works closely with the OFPCC through formal mechanisms (such as Public Accountability Conferences and Executive Board Police meetings) and informally through one to one meetings with senior staff from both organisations.

The Constabulary continues to work with partners, both at a strategic and tactical level, as this can deliver a more effective policing service to the public and meet the aims of the Commissioner's Police, Fire and Crime Plan. Examples include:

- the Local Resilience Forum (major incident planning)
- the Cumbria Road Safety Partnership
- the Safer Cumbria Board
- the Cumbria Safeguarding Children's Partnership (CSCP)
- Community Safety Partnerships (CSP), there are now 2 CSPs Cumberland CSP and Westmorland & Furness CSP
- The Cumbria Addictions Board (countering alcohol and drug abuse)



- Work with the Lake District National Park Authority and other district and county partners to support visitor management within the county
- Further development of links with criminal justice and mental health agencies and other blue-light partners. This now includes the Right Care Right Person initiative around mental health.
- Local Focus Hubs in each area, where the Constabulary works closely with a range of local agencies to prevent and solve problems at the earliest opportunity. These are ongoing but now sit under the two new CSPs.
- Scoping collaboration with Cumbria Fire and Rescue Service.

In accordance with the Joint Financial Regulations, arrangements are in place to ensure that for significant partnerships and joint working relationships there is appropriate governance including, a legal power to engage, appropriate approval by the Chief Constable and Commissioner, clear objectives, documentation of financial and other resource commitments and risk assessment.

#### Engaging stakeholders effectively, including community and service users

The Constabulary has a Community Engagement and Consultation Strategy, which co-ordinates all on-going consultation activities and is refreshed on an annual basis to understand the needs of our communities. Throughout the year the Constabulary consulted with the public to understand their policing priorities, how confident they felt, how they would like to be engaged with, and their areas of concern. These informed the development of the Constabulary's and Commissioner's plans to tackle crime and anti-social behaviour.

The Constabulary has a well embedded and effective media and communications approach which establishes clear channels of communication with all sections of the community.

Newsletters and alerts are effective communication tools to keep people informed and updated in our communities. The current number of subscribers to our newsletter and alert service has increased to almost 46,500 which relates to more than 120,000 subscriptions to our selection of newsletters and alerts.

The Constabulary has a range of regular newsletters targeting specific themes or local communities. Themes include rural crime, fraud, and recruitment.

Media and Communications team work with Neighbourhood policing teams to provide monthly updates to subscribers on what they are doing to tackle crime and ASB in their area, provide the latest advice and information, as well as the latest performance statistics.

The Constabulary's digital presence has grown, and across social media the force has more than 421,000 followers. The force has several central social media accounts (Facebook, X, Instagram LinkedIn and recently launched TikTok), managed by the force's Media & Communications department. Neighbourhood Policing Teams and other specialist teams (such as Roads Policing Unit and the Dogs Section) have their own selected social media accounts, supported by Media & Communications.

Whilst the recommended channels to report crime online are via the website (Single Online Home), the force can respond to urgent crimes reported via direct message on social media. This is managed by our Digital Desk, which is monitored by the Command and Control Room out of hours and the Constabulary's Media and Communications department during office hours.

Engagement with the public is pivotal to the work of neighbourhood policing teams. This is achieved through Community Engagement Plans, which detail contact with all stakeholders particularly those that are under-represented communities or with protected characteristics. The Community Engagement Strategy, and supporting toolkit, includes our key principles of consultation and engagement, which are:

- Officers, staff, and volunteers being responsible for and having a targeted, visible presence in neighbourhoods.
- A clearly defined and transparent purpose for engagement activities.
- Regular formal and informal contact with communities.
- Working with partners, such as sharing opportunities for engagement.
- Making information available about local crime and policing issues to communities.
- Engagement that recognises and is tailored to the needs and challenges of different communities.
- Using engagement to identify local priorities and inform problem-solving.
- Officers, staff, and volunteers providing feedback and being accountable to communities.
- Officers, staff, and volunteers supporting communities, where appropriate, to be more active in the policing of their local areas.
- Promote proactive work via their respective local social media account and respond to concerns raised by the public.
- Officers, staff, and volunteers working closely with the Constabulary's Media and Communications department to engage with members of the media and the public to highlight work conducted to tackle local issues.
- Specific types of engagement are set out in our minimum standards of engagement.
- Senior leaders will ensure support for officers in attendance at suitable training or CPD activities.

The Constabulary has a Diversity, Equality and Inclusion Strategy, which seeks to support the workforce and to work with partners and the community to provide an effective policing service for a diverse community. There are a number of ways that we can engage with communities including:

- Encouragement for Neighbourhood Policing Teams to engage with local businesses from diverse backgrounds, especially around significant dates e.g. Chinese New Year
- On-line events to promote inclusion for recruitment, women in policing, positive action, LGBTQ, Disability.
- On-line events to highlight areas of concern e.g. Domestic Violence
- Advertising significant dates via social media and in local communities
- Engaging with different Community Groups e.g. Anti-Racist Cumbria, Multicultural Cumbria etc and encouraging them to work with us
- Increasing the Diversity of the Strategic Independent Advisory Group
- Supporting the delivery of the Race Action Plan, including training to all senior leaders from Anti-Racist Cumbria.

The Constabulary has also been active in trying to promote diversity in the recruitment of officers and staff and to provide support for existing employees from diverse backgrounds. Specific actions have included:

- Coordinating Positive Action resources and activity to support the forces commitment to attract, recruit and retain staff and officers from under- represented groups to be reflective of the community we serve.
  - Recruitment events are held across the county, and through various mediums (I.E at educational establishments, at stations, online) to offering accessibility to different demographics and wider audiences.
  - Representation of officers from ethnic minority backgrounds has increased to 4.33% aligning with the community we serve, where the latest County Census reports an ethnic minority population of 4%.
- The Inclusion Hub is a central repository that staff can access for support with wellbeing or various protected characteristics. The Hub has information files and signposting to available internal and external support services. or to seek help and information from any of staff support groups and information. This includes officers who can provide lived experience advice.
- Cumbria remains one female officer recruited at 44% this was recognised by

- In a recent HMICFRS Peel inspection, the constabulary were graded OUTSTANDING at building, supporting and protecting the workforce.
- The Gender pay gap data is annually reported and published on the [Constabulary's website here](#).
- An Equality report is annually reported and published on the [Constabulary's website here](#), including the Constabulary's Equality objectives and steps taken to meet them.
- The Constabulary is committed to advancing equality within our workforce and within the community we serve. As part of our legislative requirements to comply with the Equality Act 2010, we undertake Equality Impact Assessments on relevant Policies, Procedures, Strategies and activity.
- The Constabulary uses Community Impact Assessments to identify issues that may affect a community's confidence in the ability of the police to respond effectively to their needs, thereby enhancing the police response, particularly after major incidents.

Internally, frequent bulletins from the Chief Constable, Deputy Chief Constable and Assistant Chief Constable(s) have communicated important messages to the workforce via a variety of methods including face to face briefings, online events, blogs, vlogs, email, newsletters and the intranet and viva engage. This includes key information on standards and performance, wellbeing, new legislation, our policing approach, practical advice and guidance on changes to working practices, advice and guidance to keep safe, and our role to help to achieve the Chief's vision to provide an excellent policing service.

## Core Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits.

### Defining Outcomes

For 2024/25, the Chief Constable continued the strategic direction for the Constabulary, which is 'To Deliver an Outstanding Police Service to Keep Cumbria Safe' based on the core operational objectives, known as the 4C'S, of:

- Contempt for criminality
- Compassion for victims
- Community focus
- Care for colleagues



The Commissioner approved these key objectives and incorporated them into the Police, Fire & Crime Plan to complement its aims.

The Plan on a Page shows how everyone in the organisation contributes to the overall aim of Delivering an Outstanding Police Service to Keep Cumbria Safe and improves knowledge and understanding pay by linking strategic objectives to operational and business daily activity on the ground and maintaining performance and re-enforcing our values.

### Sustainable economic, social and environmental benefits

During 2024/25, work continued to deliver the Chief Constable's Vision which complements the Constabulary's priorities, builds on achievements to date and provides direction to transform policing to meet the challenges of delivering an effective service for communities.

During 2024/25 the Commissioner incorporated the Constabulary's budget proposals into his 2025/26 budget in the context of a medium term financial forecast (MTFF) covering five years to 2029/30.

The 2025/26 policing grant settlement included additional grant to cover pay inflation, Uplift officer costs, national insurance and also provided Commissioners with a degree of flexibility to levy increased council tax. Following a public consultation exercise, the Commissioner approved the 2025/26 budget in February

2025 based on a council tax increase of £13.95 for a band D property (4.50%). The funding provided to the Constabulary will allow existing services to be maintained and the increased number of police officers recruited as part of Operation Uplift to be retained for a further year. In addition, the Government also provided additional funding in respect of the Neighbourhood Policing Guarantee which seeks to ensure nationally an additional 13,000 police resources allocated to Neighbourhood policing teams over the life of this parliament. In 2025, the Chief Constable launched a new Neighbourhood Policing Pledge which sets out how we deliver an outstanding Neighbourhood Policing service to our communities. The pledge has been launched in partnership with the Police, Fire and Crime Commissioner. The pledge focuses on 10 priority areas which are:

- Dedicated Neighbourhood Policing Model
- Contact and accessibility
- Increasing dedicated neighbourhood resources
- Rural Crime Team (RCT)
- Improving equipment and technology
- Engagement, Visibility and Reassurance
- Communication
- Tackling Crime and Anti-social behaviour
- Making our roads safer
- Developing our Neighbourhood workforce

In consultation with the Commissioner, once trained, the additional officers will be deployed by the Chief Constable to areas, which will support the Police, Fire and Crime Plan's principal objective of Keeping Cumbria Safe.

The budget settlement for 2025/26 was provided on a one year basis. The government is planning to provide a 3 year Comprehensive Spending Review (covering 2026/27 to 2028/29) with an announcement expected in June 2025. The budget for 2025/26 has been balanced, however savings will be required in future.

Against this background, modelling of a range of financial scenarios through the Medium Term Financial Planning process, undertaken jointly by the OPFCC and Constabulary, has continued to inform wider business planning. An on-going theme of each of the strategic objective work-streams is to develop savings options and realise business benefits, particularly in areas where investment in new technology has been made, as a means of balancing the budget over the medium term.

During 2024/25, existing strategies in relation to people, DDAT, fleet, estates and procurement have been progressed and reported to the Commissioner.

A critical priority for the Data, Digital and Technology (DDAT) Command in 2024/25 has been the continued development of the digital infrastructure, supporting our staff and enhancing efficient and effective delivery of operational capabilities. We have continued to enhance mobility options for all frontline officers and staff through investment and this has included enhancements to Bodycam/Vehicle Cameras and Axon products, delivering further efficiency, productivity, and improved community safety. This has been done alongside further improvements to the constabulary CCTV. Work has continued to enhance our mobility through the expansion of our Wider Area Network (WAN), which has improved connectivity and speed across the constabulary estate, this programme will conclude in early 2026.

A wide range of digital projects have continued and delivered during 2024/25 including the further development of our Command-and-Control System, through DCS, LEDs and the CCTV system. We have delivered a new firearms licensing system, as well as the innovative Robotic Process Automation (RPA) for Firearms licensing, which is the first in the country. Others include Athoc a duties resource messaging system, Cohort – a replacement Occupation Health System, Iken a new system for Legal services.

The Constabulary is working in partnership with Mark 43 to develop a replacement for the current records management, property, and case and custody systems, which will allow for information to seamlessly flow from one module to another, whereas these were previously disparate systems. Mark43 also provides efficiencies by reducing double keying for officers and staff. Police Digital Service and the Home Office are supporting this programme. The programme is highly innovative and ambitious and is split into three phases. In March 2024 the Constabulary went live with the Phase one, Community Safety Platform – which includes Briefing and Tasking, Intelligence, Crime, Investigations, Missing Person and property amongst other modules. This delivery was one of the biggest ever implemented by the constabulary and included a whole force GSB structure. This included the migration of the full data from Red Sigma. The force is now moving into the Phase 2 of the programme, which is Case and Custody, which will be expected to deliver early 2027.

We continue to work on and support National programmes including Single online Home (Firearms RPA) and LEDs where we have been early adopters of some modules like person 2024/25.

Recognising that digital, data and technology is central to all aspects of Policing, the Constabulary continues to develop a Digital Leadership Programme which has been delivered to all managers and supervisors across the organisation with the aim of ensuring that the benefits offered by technology are recognised and embedded within working practice. This programme is being developed in partnership with the College of Policing and Police Digital Service nationally and shared with other forces.

During 2024/25 work to the estate focussed on improvements to Hunter Lane and Appleby Police Stations. At the end of 2024/25 responsibility for the estates team transferred from the Constabulary to the OPFCC. The PFI building at Workington is due to end in 2026, the OPFCC Head of Estates is working closely with the governments infrastructure and projects authority to manage the contract expiry and post contract transition.

The fleet replacement programme continues to be maintained despite significant challenges around supply and conversion of vehicles. The continued approach of in-house conversions has been maintained to good effect and the Workington garage was re-opened in 2024 to improve fleet availability. During the current year, the fleet manager has introduced vehicle telematics with initial data sets supporting vehicle allocation and usage. A detailed review of the fleet has been conducted and recommendations are already well underway with changes to the fleet structure and delivery of savings has been made with significant reductions in use of hire vehicles. , This review will inform the future capital programme .

The People Strategy has been written for the period 2024-2028. Significant effort within the HR Department has continued to recruit and maintain the Constabulary's additional officers as part of Operation Uplift. Work is now underway to retain the additional officers from the programme. The Constabulary continue to work to a headcount figure of maintaining this number of 1,393 (1,359 FTE). Recruitment of staff, including PCSOs and Command and Control room operators continue. Recruitment and retention of police officers continues to be monitored monthly at a national level. Work continues in relation to Positive Action to increase representation within the force, this has resulted in an increase in diversity, including ethnicity.

Retention Measures involving "Stay Conversations", Targeted Variable Payments, a new Exit Interview format and improved metrics to measure attrition in a more detailed manner.

Work continues to improve the accuracy of workforce establishment data, in order to assist in future aspirations around strategic workforce planning. This has involved the re-purposing of the workforce



governance structure and processes. Change management, absence, grievance management and dynamic development of all HR policies also remain a priority for the department.

HR continues to be involved to ensure the establishment is accurate and up to date including:

- Regular review of HR Processes and systems with regular updates to ensure continuous improvement.

Review of the HR process through the weekly Force Resourcing Meeting. This includes scrutiny of all moves and vacancies at a Chief Officer level. This is a much more rigorous and accountable process, resulting in increased demand for the HR Department, but ensures a more efficient and effective workforce plan is in place to improve service delivery.

Development of a Strategic Workforce Plan.

- There continues to be a high volume of performance and capability processes for student officers. HR work closely with management to ensure full support is provided and the policy is adhered to.
- Leadership development is a priority for the force and HR are involved with developing a Leadership approach, linking into the wider College of Policing Leadership program.
- Policies continue to be regularly reviewed and updated through the Workforce Board.
- Pay Progression Standards for officers is now fully implemented.
- Cumbria now host the Regional Chronicle Collaboration.
- Pension remedy work continues.
- Embedding of Fair Passport to support wellbeing.
- The Constabulary achieved Disability Confident Leaders status and work continues to maintain this.
- The Constabulary has recently been awarded the Silver Armed Forces Covenant award.
- Implementation of Targeted Variable Payments for officers in OS and WAF.
- Established Pay Panel process to ensure fairness and a consistent approach
- Transfer to the national Police Staff Terms & Conditions.
- The Constabulary have implemented the full national recruitment process for Officers, PCSOs and SCs. The Constabulary are also one of the pilot forces for Home Visits.

Occupational Health has continued to play a significant role in maintaining the health and wellbeing of officers and staff. Key activities have included:

- Following successful completion of OH Foundation Standards, the Occupational Health Team is now focussed on completion of the Enhanced Standards and the commitment to translate this across to the industry wide SEQOHS Standards.

- Cumbria Constabulary has continued to use the Better Health at Work Awards as a gauge of the quality of the support services it provides to its staff. This is an assessment across a range of wellbeing areas. Since our last PEEL inspection, the Constabulary has been successful in achieving the Gold Award.
- Occupational Health continues to provide input in training of recruits, leadership courses, specialist roles e.g., AFO, Dispatch, CID. Additional bespoke stress and resilience training in support of the Force Futures Plan has been developed and delivery is underway.
- The Wiser Mind programme has been adapted to provide input into response officer development days; focussing on practical techniques to process trauma and build resilience. This is backed up with fortnightly drop in practice sessions, available to all officers and staff. The drop in sessions are being revised to offer specific techniques for maintaining resilience through change.
- A new Trauma Informed Supervision Training Programme is being implemented with the support of Dr Noreen Tehrani; this aims to equip crime supervisors to have effective 1:1 and group sessions with their staff so they can successfully demobilise, diffuse, identify red flags and develop skills to mitigate accumulative trauma impact whilst cases are ongoing using an evidence-based model.
- Financial well-being processes are in place with emergency financial assistance loans introduced in 2023/24.

## Core Principle D: Determining the interventions necessary to optimise the achievement of intended outcomes.

### Planning Interventions

The Chief Officer Group is the Constabulary's strategic decision making forum. The Chief Officer Team meet twice weekly to review progress against plans, resolve emerging issue, carry out strategic planning activity and review force performance measures. All decisions support delivery of the Chief Constable's vision and requirement to deliver the objectives contained in the Police, Fire and Crime Plan. Actions and decisions are recorded, and the Chief Constable is held to account by the Police, Fire and Crime Commissioner (PFCC) for the delivery of Police, Fire and Crime Plan priorities and objectives. To improve communication and transparency all COG decisions are published on a decision log, which is made available to key stakeholders. The Chief Constable also attends the budget setting meeting of the Police, Fire and Crime Panel to provide context to Commissioner's precept proposal.

The Chief Officer Group is supported by several other boards, which are aligned to the Chief's vision, this includes a Strategic Management Board, Workforce Board, Strategic Change Board, and the Strategic Performance Board which is responsible for scrutiny and performance management. All have terms of reference.

### Determining Interventions & Optimising Outcomes

Performance for all crime types is reported to Chief Officer Group on a weekly basis and is monitored through the Strategic Performance Board (at the strategic level), and through Local Accountability Meetings held within Commands. Key actions are recorded and tracked, and key messaging is agreed within the Strategic Performance Board which helps focus and prioritise local activity to improve performance. This messaging is delivered through the performance meeting structure, and within briefings as part of our visible leadership strategy.

The PFCC Public Accountability Conference receives a twice-yearly detailed presentation around the Constabulary Performance against a set of local and national measures. Other thematic reports in 2024/25 have focused on the Constabulary's response to;

- the Casey Review (Culture & Integrity)
- how the Constabulary is responding to the Serious Violence Duty (this is a statutory duty)
- Outcomes for Victims,
- the constabulary's response to the Angiolini inquiry,

- improvements made against the HMICFRS RASSO thematic report,
- We also received a presentation from the Cyber and Digital Crime Unit detailing how it deals with cyber-crime.

In the operational environment, on a monthly basis, senior police officers carry out a full assessment of operational risk, harm and threat to communities and an assessment of performance changes and their root causes. This encompasses consideration of vulnerable people, repeat offenders, vulnerable missing from home, significant domestic abuse, prison issues, organised crime groups, threats to life, crime and anti-social behaviour trends. Action has been taken and resources tasked to deal with the operational issues raised.

Officers in each BCU hold a Daily Management Meeting which identifies and prioritises the threat, risk, and harm associated with reported crimes, incidents, and intelligence within the previous 24 hours, and allocates resource to mitigate those threats accordingly. A supporting force-wide Pacesetter meeting, chaired by a Chief Officer, ensures that resources are directed to meet strategic priorities across the county, and some key performance measures are monitored.

As part of the Constabulary's work on managing demand, the principles of THRIVESC (threat, harm, risk, investigative opportunity, vulnerability, engagement, safeguarding, and ethical crime recording) are now well embedded within the communications room when grading calls for service. Acting within the framework of the National Decision Making Model, this informs decisions as to:

- Whether to deploy officers to incidents.
- The types of officers to deploy, including specialist resources.
- A proportionate, reasonable and effective response.
- Whether to resolve the call in the control room at the first point of contact.
- Refer to partner agencies.

The Constabulary has continued to improve its standards of investigation through the development and implementation of our Investigative Principles work. This provides a clear framework which defines our required minimum standards for all investigations at every stage, and compliance against which is tracked and monitored through the performance and governance arrangements.

## Core Principle E: Developing entity's capacity including the capability of its leadership and the individuals within it.

### Developing the Entity's capacity & leadership

The key functions and roles of the Chief Constable and the Police, Fire and Crime Commissioner are set out in the Police Reform and Social Responsibility Act 2011 (PRSRA) and the Policing Protocol Order 2011 (PPO). The Chief Constable's statutory responsibilities for maintaining the King's Peace are set out in various Police Acts. Both the Chief Constable and Commissioner are statutorily required to employ a Chief Finance Officer.

The Constabulary has used HMICFRS Value for Money profiles and Police Objective Analysis to inform its Futures Programme and applied zero based budgeting, with robust financial challenge to budget holders, to secure maximum value from the resources available. Although there are difficulties in ensuring true comparisons benchmarking data is used to challenge and inform decision making.

A review is underway by the Business Change function to assess the effectiveness of the wider working arrangements across the organisation, with a particular focus on the Resourcing Unit and the policies and processes that underpin resource management. The goal is to identify opportunities for improvement and ensure optimal resource allocation in a way that balances the need to improve productivity alongside colleagues' well-being and work-life balance. The review was in response to direct feedback received by leaders from officers and staff during visibility briefings and patrols, which has highlighted challenges and inconsistency relating to:

- Force resourcing,
- Force structure,
- Crown duties system,
- RSLs,
- Flexible working arrangements,
- Restricted and recuperative duties,
- Market supplements and honorariums,
- Annual leave restrictions,
- Abstractions – training/operations,
- Overtime,
- Shift Patterns, &
- Travel, accommodation and expense allowances.

## Developing the Capability of Individuals within the entity

The Constabulary's annual training plan for mandatory training delivered by the L&D department is developed each year for finalisation by March in conjunction with operational leadership teams and training leads. For 2024/25 the approach has been expanded to include undertaking an operational skills audit and a training needs analysis within crime command with a view to further implementing this within the uniformed sections of the BCU's. The learning panel also allows for the development and dissemination of new mandated training for both force wide and niche audience through a variety of methods, including development days and e-learning. Flexibility in the training plan is key to meet unexpected or new training demands. Planning has now been extended where possible to an 18-month timeframe. This was originally undertaken jointly with the Resource Coordination Group, latterly the Resource Coordination Teams. In the latter half of 2024, the Resource Coordination Group assumed this responsibility, to ensure the effective, efficient, and sustainable approach to resource co-ordination.

Development for leaders across all ranks and grades is delivered through a combination of classroom based training events, ongoing CPD and stand-alone workshops. It is recognised that leadership is not confined by rank or role and the development of leadership skills in an ongoing process.

L&D run a two-week development programme designed specifically for new and acting Sergeants with a focus on operational leadership and leading people, running three times each year. There is also a one-week development programme for new and acting Inspectors exploring operational leadership and people leadership, running twice each year. Officers are eligible to attend the relevant programme as soon as they become eligible for an acting role on passing the NPPF Sgts Exam. All delegates leave the programme with a development plan to apply their new skills in a practical setting.

Staff leaders also now have a bespoke course consisting of three two-day modules spread over a three month period. Between each module, delegates complete reflection and development tasks. A mentoring programme is also available. A range of experienced officers and staff across the organisations have volunteered their time to assist anyone who would like to work with a mentor on particular skills or areas.

L&D run an annual leadership conference online which is open to all officers and staff. The conference is recorded and available via the L&D SharePoint pages for anyone not able to attend on the day. A lending library stocked with the latest leadership and management books and other resources for use by course delegates and others.

During summer 2024, Senior officers and staff attended a leadership development event which covered the subject areas of finance, HR , business acumen, efficiency and productivity. This was designed to raise awareness of core management competencies as a way to address financial challenges.

Leadership and Development opportunities are communicated via L&D SharePoint pages and the Development Hub Yammer community.

The Constabulary is a Supporting Provider for Apprenticeships and has successfully been retained on the Register of Apprenticeship training Providers by the ESFA. As a supporting provider the Constabulary is able to recoup some of the apprenticeship levy paid to the government by working in collaboration to deliver the PCDA apprenticeship programme to initial entry Police Officers.

The Constabulary continues to deliver the Police Constable Entry Routes (PCER) Initial Entry Police Officer Training which includes the Police Constable Degree Apprenticeship (PCDA) in collaboration with the University of Central Lancashire (UCLan). Alongside the existing Police Constable Degree Apprenticeship (PCDA) the Constabulary now recruits to and delivers the Police Constable Entry Programme (PCEP) and more recently the DCEP Detective Constable Entry Programme. The Constabulary continue to offer the Professional Policing Degree Programme (PPD) entry route, which recruited a small number of Officers who had previously completed the Degree in Professional Policing.

The Tutor Constables Initial Development programme has been reviewed to support the progression of tutors through the programme and qualification. It remains a modular design which includes both direct teaching and workplace coaching, to support engagement and development, delivery is now undertaken out in area. This includes the provision of all tutors becoming A1 assessors which is a force skills gap.

The Constabulary operates an individual Performance Management Review (PDR) process focussed on three key themes:

- Performance
- Well-being
- Professional Continuous Improvement

The PDR system which was revised in 2023/24 continues to be seen as a high priority and compliance levels are subject to detailed monitoring.

## Core Principle F: Managing risks and performance through robust internal control and strong public financial management.

### Managing risk

The risk management policy stresses that it is the responsibility of all officers and staff to identify and manage risk. This is supported by a horizon scanning exercise, which is conducted monthly, and circulated to key individuals within the Constabulary to help identify other potential risks.

Risk management is a standing agenda item on all Constabulary boards, including programme and project management boards. Mitigating actions are identified and tracked to ensure that risks are minimised. Key strategic risks are managed by Chief Officers.

During 2024/25 emerging risks have been added to the Strategic Risk Register during the year, in relation to:

- ISO Accreditation - the organisation does not achieve accreditation in line with the Forensic Science Regulator statutory code,
- The implications of longer-term reduction in budget and the level of savings required.
- Cyber-criminality due to the increased volume and complexity of reported incidents.

The risk regarding continued use of Airwave due to delays in ESMCP & ESN has now been removed from the Strategic Risk Register but continues to be monitored.

Policy management through the constabulary's policy library continues to be governed through the operations Board where monthly updates are provided to ensure compliance is achieved against statutory requirements (e.g. the necessity for every policy to possess and a completed Equality Impact Assessment and Data Protection Impact Assessment) and timely reviews are completed and remain aligned to both national and force level changes in operational practice and standards.

All new policies, or significant reform to existing policies are formally ratified by the Chief Constable in the Strategic Management Board. A progress report is also provided to this forum which indicates to what extent existing policies are being effectively managed.



## Managing performance

Cumbria constabulary implemented a performance management framework to measure, monitor and manage all elements of the force's response to criminality. This includes Key Performance Indicators (KPI's) that were introduced October 2023, which are renewed on an annual basis and are aligned to national and local policing priorities. The KPI's consider Cumbria's Most Similar Force Group performance, national targets, relativity and forecasting to ensure the force set achievable targets. Performance against the KPIs is governed across a number of strategic performance meetings. Each KPI has a lower and upper range, with the upper range designed to be a 'stretch' target. Outcomes for victims are core measures within the framework and are monitored on a monthly basis with assessments provided at strategic performance meetings on whether the force is achieving its lower and upper KPI targets. KPI's for the new financial year are currently being ratified but will include:

- Residential Burglary of a Home
- Domestic Abuse
- Stalking
- Hate Crime
- Rape
- Other Sexual Offences
- Robbery
- All crime
- Victim Based Crime
- Vehicle Crime

The Standards Insight and Performance command has designed a programme of work known as the "Futures Programme" in order to ensure the Constabulary improves performance, drives out inefficiencies, improves processes and services, generates income and delivers the financial savings targets. The programme of work will focus on five key objectives:

- Understanding Demand
- Driving efficiencies
- Savings opportunities
- Income generation
- Investment in future

The Futures Programme commissioned 16 projects for the financial year 2024/25 which each have an allocated Chief Officer Sponsor and senior leaders as Project Lead. They will be supported through the

change management and change governance procedures by the Business Change Team, who are responsible for directing the projects through the project timeline, implementation, and evaluation.

The Futures Programme will ensure we provide maximum value for public money, while improving our services to the communities of Cumbria.

The Force Management Statement for 2025 has now been completed and submitted to HMICFRS. The FMS is the force's assessment of its current demand and the demand it expects to face in the foreseeable future with particular focus on the performance, condition, composition, capacity, capability, wellbeing, serviceability and security of supply of the force's workforce and other assets, and the extent to which current force assets will be able to meet expected future demand. Work is now underway to inform the Futures Programme, risk management and the wider strategic planning cycle to inform future decisions on capacity, capability, value for money and performance to support the force in delivering its priorities.

A programme of audit activity is conducted by the Business Improvement Unit (BIU) to ensure compliance around key force priority areas, such as Victims Code of Practice, Principles of Investigation and Use of Force. Organisational learning is fed back to senior leads through strategic meetings such as the Local Accountability Meetings.

Stop and search feedback is supplied on both an officer level and disseminated to the Confidence and Equality Board, and the community scrutiny panel to ensure the constabulary is transparent and accountable.

The BIU have oversight and facilitate the completion of all national recommendations and Areas for Improvement reported by HMICFRS.

Evaluations are also conducted by both IMS and the BIU to identify areas for improvement through in-depth assessment of an entire investigative process. Evaluations have been completed on the constabulary's response to Domestic Abuse and Rape, which informed action plans which are now governed through Operation thematic meetings.

From October 2024 resource from the Crime Management Support Unit (CMSU) now work a seven-day work pattern and are now situated within the Command and Control Room (CCR). This enables CMSU staff

to conduct live monitoring of National Crime Recording Standards and to return logs to officers imminently if any NCRS issues are identified.

### Robust internal control

The Constabulary maintains robust internal controls systems. Assurance with regard to internal controls is provided by:

- A risk based internal audit plan. Overall, 88% (15/17) of audits completed in 2024/25, including all those relating to finance, were graded as providing either substantial or reasonable assurance. Robust management action plans have been put in place to address all internal audit recommendations, these action plans are now tracked through the relevant governance board on a monthly basis.
- The Head of Internal Audit's overall opinion was that the Office of the Police, Fire and Crime Commissioner for Cumbria and Cumbria Constabulary have reasonable and effective risk management, control and governance processes in place.
- Action plans to respond to recommendations, which are monitored through the Constabulary's governance board structure and which are reported through Joint Audit Committee.
- A Joint Audit Committee, which is self-assessed against CIPFA guidance, and is judged as being highly effective in its role.
- The OPFCC and Constabulary have consistently achieved an unqualified (clean) external audit opinion on the financial statements. The auditors have noted that the accounts were prepared to a high standard and are supported by clear and comprehensive working papers.

### Managing Data

The Digital Data and Technology Strategy has been revised, to include the management of data.

Governance reporting arrangements are in place including a cross functional Information Management Board (chaired by the Senior Information Risk Owner – SIRO) and an Information Asset Owner framework for critical systems and services.

Process and procedures for identifying, recording and mitigating information risk are well adopted across technical projects. Security and assurance assessments are undertaken, and appropriate agreements and contracts are completed where necessary.

There is further work to be done on determining performance metrics and visualising management information to assess progress and maturity of the key factors.

The force undertook, managed and delivered, a huge Data Migration of operational data – led by the CIO. This included data cleansing to maximise effective and efficient use and future management. As part of this work the force developed a blue print for PDS and the Home Office – which will be used as good practice by other forces.

**Business Intelligence Programme** - The Force is launching a large cross-departmental project to deliver improvements surrounding the provision of management information to members of the Force. As the demand for data grows considerably throughout all areas of business, the Force has identified a number of issues with its existing reporting and analytics capability. Currently the Force primarily utilises Microsoft PowerBI as its management information platform, using an on-premise report server. Through internal review it has been identified that there are a number of capability issues and gaps in reporting with the current systems. The ability to provision accurate, intuitive and easy to use management information is essential to enable data-driven decision making throughout the organisation.

### Strong public financial management

Strong financial management provides a framework for all business decision making and planning within the Constabulary. For 2024/25, this included the Constabulary Chief Finance Officer being a member of the leadership team and finance representation at all significant decision making forums. Regular financial reporting, clear budget ownership and responsibilities (as set out in the Chief Constable's Scheme of Delegation and scheme of budget management) and consideration of the medium term financial position in all strategic decision making are also key features of the financial management framework within the force.

During 2024/25 the financial services team have continued to develop financial reporting internally. Regular support has been provided to the Futures Programme with periodic updates provided to Chief Officers and the OPFCC in relation to progress on savings and efficiencies work. The finance team have continued to participate in the Achieving Financial Excellence in Policing programme promoted by the Chartered Institute of Public Finance and Accountancy and the Constabulary Chief Finance Officer is part of the NPCC Finance Coordination Committee and is working with the NPCC and BlueLight as part of the national police Savings and Efficiencies Board.

Work continued to further enhance the budget reporting within the Constabulary, a suite of reports is being developed for Chief Officers, budget holders and various performance meetings. In relation to budget setting and MTF development the CFO gives an assurance on the underlying budget assumptions.

Principle G: Implementing good practices in transparency, reporting and audit to deliver effective accountability.

Implementing good practice in Transparency & Reporting

The principal means by which the Constabulary reports to the public are through themed presentations to the Commissioner’s Public Accountability Conferences, which are open to the public. Reports are also available through the Commissioner’s website.

The Constabulary’s unaudited financial statements for 2023/24 were released on 7 June 2024, with the final version published on 26 February 2025 following the external audit process. The External Auditor provided an unqualified (clean) opinion on the financial statements and concluded that the Constabulary has made proper arrangements for securing economy, efficiency and effectiveness in the use of resources.

Assurance & Effective Accountability

During 2023/24 the Constabulary was inspected by His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). The results, which were notified in July 2024, graded Cumbria Constabulary’s performance across nine areas of policing and found the force was ‘outstanding’ in one area, ‘good’ in six areas and ‘adequate’ in two areas, as illustrated in the chart below:

Outstanding	Good	Adequate	Requires improvement	Inadequate
Developing a positive workplace	Preventing crime	Recording data about crime		
	Investigating crime	Police powers and public treatment		
	Responding to the public			
	Protecting vulnerable people			
	Managing offenders			
	Leadership and force management			

In continually improving the constabulary and the service provided to members of the public, informed by the observations of the HMICFRS, the Constabulary has made significant progress over the previous inspection period, most notably in relation to the establishment of force wide Neighbourhood policing

structures; improvements in emergency and non-emergency call handling performance; and the development and introduction of a strategic governance framework and performance structure.

The establishment of a Performance; Standards and Insight command within the demonstrates a continuous improvement ethos to improve upon previously good levels of performance and deliver an outstanding service. This command is responsible for the facilitation of inspections by the HMICFRS and inspectorate partners; to audit, scrutinise, quality assure and develop our internal processes and performance; and to coordinate any recommendations or areas for improvement identified by the HMICFRS via the National Inspectorate Monitoring Portal. They are responsible for informing the majority of meetings within the newly established strategic governance framework to ensure appropriate oversight and accountability from the most senior leaders within the Constabulary.

During 2024/25 the Chief Constable received assurances with regard to the Constabulary's arrangements for risk management, internal control and governance from a number of sources which included:

- The PFCC CFOs annual review of internal audit.
- The Head of Internal Audit and PFCC CFO's assessment of the internal audit service against Public Sector Internal Audit Standards.
- The Head of Internal Audit's opinion on the framework of governance, risk management and internal control.
- A review of the effectiveness of the Joint Audit Committee against CIPFA guidelines.
- Monitoring of the implementation of actions in response to HMICFRS, internal and external audit recommendations through the Joint Audit Committee.
- Management assurances in respect of financial systems and processes.
- The CFO's fraud risk assessment.

## Appendix A Update on 2024/25 Development and Improvement Plan

Ref	B/fwd from 2023/24 (ref)	Action	Lead Officer	Implementation by	Action Updates as of 31/05/2025	Status
Core Principle A: Focusing on behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of law.						
CPA/1		The Constabulary achieves and maintains compliance with Authorised Professional Practice (APP) with regards to vetting standards and implements an appropriate strategy to prevent and address corruption.	Deputy Chief Constable	31st March 2025	<p><b>January 2025</b> - The (revised) Authorised Professional Practice (APP) was circulated by the College of Policing in early December 2024. We are in the process of reviewing the guidance and amending the Constabulary policy and working practices, to ensure that we meet the requirements of the APP as soon as possible.</p> <p><b>May 2025</b> - A (revised) Vetting Policy, which is compliant with the (amended) APP and recent legislation changes, included in the Police &amp; Crime Bill, has been written and was presented for approval at the SMB on Wed. 7th May 2025.</p>	Completed
Core Principle B: Focusing on ensuring openness and comprehensive stakeholder engagement.						
CPB/1		The Constabulary enhances and develops the Internet site to include, where appropriate, access to necessary services and information, and an opportunity to identify and communicate with local officers / PCSO's with regards to community issues and concerns in order to improve community engagement and enhance public trust and confidence.	Head of Marketing and Communications	31st March 2025	<p><b>January 2025</b> - The Constabulary has adopted the national police website platform, we have adopted a lot of online services which means the public are able to easily access the police if they need information, advice or to report crime and anti-social behaviour. Members of the public can find out about policing services in their local area, including their named local policing officers and PCSOs by inputting their postcode.</p>	Completed
Core Principle C: Focusing on defining outcomes in terms of sustainable economic, social and environmental benefits						
CPC/1		Undertake a formal review of the OPFCC/Constabulary Estate: - Use condition survey to plan works needed to estate. - Futures programme will inform space requirement. - Review of agile working will also review space requirements. - Review of estates costs to commence in 2024/25.	ACC Blackwell	31st March 2025	<p><b>January 2025</b> - Responsibility for the estate rests with the OPFCC under the direction of the PFCC Head of Estates.</p> <ul style="list-style-type: none"> <li>• During 2024 a full condition review of the police (&amp; fire) estate was conducted by the OPFCC. This review is informing the estates strategy and capital programme and will promote sustainability where possible.</li> <li>• The Futures Programme is developing a number of reviews that will reshape the Constabulary over coming years to help meet the savings challenge and provide a police service in Cumbria that is fit for the future and continues to 'Keep Cumbria Safe'. The reviews may result in changes to staffing levels and estates requirements.</li> <li>• The agile working arrangements promote a mix of working from home and working from the office. This agile approach is seen as a benefit to staff (aligned with the 'care of colleagues' aspect of the Chief Constables' vision and to the wider environment as a result of a reduction in the requirement to travel. As with the futures programme above, when arrangements settle this may or may not result in changes to the estate requirement.</li> <li>• During the budget setting process for 2025/26, all premises budgets were reviewed and the budget/MTFF is based on reasonable estimates of future requirements. Work will continue as the estates strategy is further developed and budget efficiency and sustainability will be promoted where possible.</li> </ul> <p><b>May 2025</b> - The review of the condition of the police and fire estate has now been completed and the Head of Estates is using this to inform the estates strategy and review potential for BlueLight collaboration. The responsibility for estates moved from the Constabulary to the OPFCC in April 2025 and as such any follow up actions will appear in the OPFCC AGS action plan.</p>	Completed

## Appendix A Update on 2024/25 Development and Improvement Plan

Ref	B/fwd from 2023/24 (ref)	Action	Lead Officer	Implementation by	Action Updates as of 31/05/2025	Status
Core Principle D: Focusing on determining the interventions necessary to optimise the achievement of intended outcomes.						
CPD/1		<p>Strategic Workforce Planning</p> <ul style="list-style-type: none"> <li>- Uplift Officers to be allocated across the Constabulary.</li> <li>- Futures Programme will determine Police Staff strategic workforce plan.</li> <li>- Strategic Workforce Plan to be developed during 2024/25 as part of futures programme review of HR.</li> </ul>	ACC Blackwell	31st March 2025	<p><b>January 2025</b> - A Strategic Workforce Plan (SWP) was developed during 2024 and this continues to be updated as the futures programme makes strategic decisions over the coming months. There are external decisions on the horizon that will significantly impact the SWP in terms of the National Neighbourhood Pledge that has been announced by Government.</p> <p>The SWP was submitted to the College of Policing for the 24/25 period and positive feedback was received. This is positive news as it was benchmarked against all forces that submitted a plan.</p> <p><b>May 2025 Update</b> - The Constabulary conducted a review of all officer roles in the Constabulary in late 2024 / early 2025 with several roles being displaced and redistributed based on force priorities and demand. Police Staff reviews continue through the Futures Programme with several of these completed and structures implemented / savings realised. The Constabulary bid for an extra 10 officers for NHP, along with 12 PCSOs and 8 SCs. The Constabulary will also look to redeploy 16 Officers to NHP and replace them with Police</p>	Completed
Core Principle E: Focusing on developing the entity's capacity, including the capability of its leadership and individuals within it.						
CPE/1		<p>Uplift Programme</p> <ul style="list-style-type: none"> <li>- Uplift Target Achieved</li> <li>- Temp additional officers recruited and funding obtained. Awaiting HO decision re future funding.</li> <li>- Recruitment plan in place to ensure required officer numbers are maintained.</li> <li>- Increased workforce diversity achieved.</li> <li>- Assumption is that Uplift target will remain in place.</li> </ul>	Deputy Chief Constable	31st March 2025	<p><b>January 2025</b> - The core PO establishment was increased by 169 from a baseline headcount of 1,199 to 1,368. Further to this in 2024/25 we have been given an additional target of 25 PO, taking the headcount target to 1,393. As at the first checkpoint date for the year, 30/09/24, the actual number of police officers was 1,398 meaning that the target was achieved at the half year stage. A grant claim has been submitted for the first instalment of the PUP specific grant. Recruitment for the remainder of the year is ongoing and being closely monitored, the current forecasts are that the numbers will be achieved by the final checkpoint date for the year 31/03/25.</p> <p><b>May 2025 Update</b> - The Constabulary hit the maintenance uplift target headcount of 1,385 in March 2025, the 8 additional officer target was not met due to a high number of leavers. The maintenance target has now been increased to 1,393. The next checkpoint for this is September 2025, the currently are on track to meet this at the time of writing due to a reduction in leavers.</p>	Completed



## Appendix A Update on 2024/25 Development and Improvement Plan

Ref	B/fwd from 2023/24 (ref)	Action	Lead Officer	Implementation by	Action Updates as of 31/05/2025	Status
CPE/2		Training Needs Analysis - TNA to be carried out as part of futures Programme Learning & Development Review.	ACC Blackwell	31st March 2025	<p><b>January 2025</b> - A review is currently underway in relation to learning and development across Cumbria Constabulary. As part of 'normal business' though commands have submitted their training needs and this has been centrally coordinated by the L+D team. The force is now looking how the training needs can be achieved with minimum impact on the force in terms of abstraction and financial costs. A number of pilots have been approved to look at how we can deliver things differently.</p> <p><b>May 2025</b> - First Aid training is now delivered in the BCU's on planned Development Days to minimise financial and abstraction costs. All required force training is now overlaid on one training calendar, accessible via SharePoint, which shows what training is taking place across the force each day and how spaces are available for each training course- work is ongoing with IT to further develop this to show how many officers and staff are allocated to respective training courses which will assist with training attendance and compliance.</p> <p>Further work in ongoing in L&amp;D with regards to the delivery of other training, PPST and Taser, to align where officers have more than one skill and further minimise the impact with regards to abstraction and financial cost.</p>	Completed
CPE/3	Part CPF/1	Leadership - Leadership course based on ELP course to be developed and delivered to senior officers and staff to enhance leadership capability within the Constabulary.	Deputy Chief Constable	30th September 2024	The Constabulary has employed Gary Ridley (former CFO of Durham) on a consultancy basis to support the futures programme. Through this work Gary has provided leadership training to inspectors and police staff equivalents to two cohorts (Summer and Autumn 2024) over 2 days each. The sessions have covered role of PCC/political framework, current issues, finance, business acumen, efficiency, productivity and HR and wellbeing.	Completed
Core Principle F: Focusing on managing risks and performance through internal control and strong public financial management.						
CPF/1	Part CPF/2	Benchmarking - Police Objective Analysis data used to inform the Futures Programme. - Police Objective Analysis data to be used for further strategic planning.	Constabulary Chief Finance Officer	31st March 2025	<b>January 2025</b> - HMICFRS VFM Dashboard /Data is being included in each of the Futures Programme Reviews to provide context. Report on 2024 data provided to COG and JAC in September 2024	Completed
CPF/2		Medium Term Financial Forecast - Plan produced and agreed as part of budget setting for 2024/25. - Forecast budget deficits used to inform Futures Programme.	Constabulary Chief Finance Officer	31st March 2025	<p><b>January 2025</b> - The MTFF was approved in Feb'24. Significant work undertaken to review plan and budgeting assumptions during 2024 resulting in changes in assumption that have contributed towards bridging the budget gap. A mid year review of the MTFF was presented to Police Executive Board in September. The futures programme is fully aware of the revised budget gap per the budget/MTFF currently being finalised. Some initial savings as part of the futures programme have been incorporated into the MTFF. A high level plan is in place with reviews planned to bridge the emerging gap in future years.</p> <p><b>May 2025</b> - The MTFF covering the period 2025/26 to 2029/30 was approved by the PFCC in Feb'25, this MTFF saw a reduction in the savings target from £16m to £11m as a result of savings identified to date. Regular updates are now provided to Chief Officers and the OPFCC with regards to progress to date identifying savings.</p>	Completed

## Appendix B 2025/26 Development and Improvement Plan

Ref	Action	Lead Officer	Implementation By
Core Principle A: Focusing on behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of law.			
CPA/1	A revised Vetting APP was published in December 2024, alongside a code of practice. Police (Vetting) Regulations 2025 went live in May 2025. Both have brought about significant changes to working practices within the Force Vetting Unit (FVU) and wider Professional Standards Department, which we are working through to embed as usual practice.	Detective Chief Inspector / Head of PSD	31 March 2026
CPA/2	Code of Ethics - The College of Policing launched the revised Code of Ethics in February 2024. The code provides guidance on ethical and professional behaviour for everyone in policing. It is distinct from the Standards of Professional Behaviour, which are the standards against which conduct should be assessed. Standards for Professional Behaviour are set by Police Conduct Regulations and terms of employment. The constabulary rolled out the College of Policing training modules during 2024/25 and is now working to embed the code into everyday policing. To support this, Professional Standards have an Ethical Policing Viva Engage page on Yammer, where we try to encourage the workforce to discuss ethical dilemmas, and regularly publish ethical issues in our quarterly publication, The Standard. As the Ethical Policing lead, the Head of PSD will now attend the Vulnerable Individuals Group, where ethical issues will be shared to get insights from those attending.	Detective Chief Inspector / Head of PSD	31 March 2026
Core Principle B: Focusing on ensuring openness and comprehensive stakeholder engagement.			
CPB/1	Review and update the constabulary's Internal communications approach and channels, to ensure effective and engaging content to keep officers and staff updated, involved and nudge positive performance and culture change.	Head of Media and Communications	31 May 2026
CPB/2	Review and update the social media estate for the constabulary. Ensure our accounts have a positive and engaging presence on the relevant platforms, with Officers and staff trained and supported to use local channels for local engagement.	Head of Media and Communications	31 December 2025
CPB/3	To further develop external community advice and scrutiny within organisational governance. The Constabulary worked with the OPFCC to restructure the Ethics and Integrity Panel to a Community Scrutiny Panel with a revised terms of reference. The Constabulary have increased the volume of incidents across use of force and stop search reviewed by the panel and now incorporate disproportionality data across use of policing powers with analysis. The Constabulary has restructured the Strategic IAG and Local IAGs into a single Community Advisory Group, with a revised terms of reference and handbook. Ongoing work includes improved training for members of the groups, induction of new members, improving diversity and developing an enhanced feedback capture and action register.	Assistant Chief Constable	31 March 2026

## Appendix B 2025/26 Development and Improvement Plan

Ref	Action	Lead Officer	Implementation By
Core Principle C: Focusing on defining outcomes in terms of sustainable economic, social and environmental benefits.			
CPC/1	The Constabulary has increased the number of hybrid vehicles available within the fleet. However the estates department is currently exploring the technical (and grid capacity issues) that would need to be overcome to transition to more electric vehicles. The fleet strategy will be aligned to the estates strategy currently being developed by the OPFCC.	Assistant Chief Constable	31 March 2026
Core Principle D: Focusing on determining the interventions necessary to optimise the achievement of intended outcomes.			
CPD/1	To meet the requirements of Neighbourhood Policing Guarantee (NPG) and maintain policing numbers under uplift. The Constabulary has already added an additional Inspector role to assist with the attraction and engagement of potential candidates for recruitment. This has resulted in increased events, improved candidate experience and potential attrition of candidates across all routes. The Constabulary will regularly monitor performance against NPG and uplift targets.	Deputy Chief Constable	31 March 2026
CPD/2	Cumbria Constabulary's Performance Management Framework (PMF) measures the forces functionality through a number of key performance indicators (KPI's) which are reviewed annually and governed across a number of local and strategic performance meetings. The core of the PMF is aimed at ensuring the Constabulary continues to deliver an effective policing function, by answering calls and attending incidents on time, effectively investigating crime and achieving successful outcomes for victims, and keeping the public safe by reducing further crime.	Director of Performance & Change	31 March 2026
Core Principle E: Focusing on developing the entity's capacity, including the capability of its leadership and individuals within it.			
CPE/1	The constabulary is developing a revised 'leadership' programme for 'front line' supervisors / leaders, which will be delivered in the summer, and we also hope (subject to availability) to introduce the Aspire programme, devised by the College of Policing, as an option for staff from under represented groups.	Deputy Chief Constable	31 March 2026
CPE/2	The constabulary is launching a Business Intelligence Programme, which is a large cross-departmental project to deliver improvements surrounding the provision of management information to members of the Force. Work to map the requirements are currently underway with DDAT. Once complete, supervisors will have core information to more effectively manage their resource.	Deputy Chief Constable	31 March 2026

Ref	Action	Lead Officer	Implementation By
Core Principle F: Focusing on managing risks and performance through internal control and strong public financial management.			
CPF/1	Develop the use of Police Objective Analysis data and HMICFRS VFM profiles to inform areas of future activity in relation to the Futures Programme.	Constabulary Chief Finance Officer	31 March 2026
CPF/2	Incorporate into quarterly financial reporting to Chief Officers and OPFCC information in relation to progress against the budget savings target.	Constabulary Chief Finance Officer	31 March 2026







## **Cumbria Office of the Police, Fire and Crime Commissioner Report**

**Title:** Treasury Management Activities 2024/25 Quarter 4 (January to March 2025) and Annual Report 2024/25

**Executive Board Police 24 April 2025 and JAC Meeting 25 June 2025**

### **Purpose of the Report**

The purpose of this paper is to report on the Treasury Management Activities (TMA), which have taken place during the period January to March 2025, in accordance with the requirements of CIPFA's Code of Practice on Treasury Management.

TMA are undertaken in accordance with the Treasury Management Strategy Statement (TMSS) and Treasury Management Practices (TMPs) approved by the Commissioner in February each year.

### **Recommendations**

The Commissioner is asked to note the contents of this report.

JAC Members are asked to note the contents of this report. The report is provided as part of the arrangements to ensure members are briefed on Treasury Management and maintain an understanding of activity in support of their review of the annual strategy.

### **Economic Background**

Investment returns remained robust throughout 2024/25 with the Bank Rate reducing steadily through the course of the financial year (three 0.25% rate cuts in total), and even at the end of March the yield curve was still relatively flat, which might be considered unusual as further Bank Rate cuts were expected in 2025/26.

During 2024/25, investors were able to achieve returns in excess of 5% for all periods ranging from 1 month to 12 months in the spring of 2024, however by March 2025 deposit rates were some 0.75% - 1% lower

Bank Rate reductions of 0.25% occurred in August, November and February, bringing the headline rate down from 5.25% to 4.5%. Each of the Bank Rate cuts occurred in the same month as the Bank of England publishes its Quarterly Monetary Policy Report, therein providing a clarity over the timing of potential future rate cuts.

As of early April 2025, market sentiment has been heavily influenced of late by President Trump's wide-ranging trade tariffs policy. Commentators anticipate a growing risk of a US recession, whilst UK GDP is

projected by the Office for Budget Responsibility to remain tepid, perhaps achieving 1% GDP growth in 2025/26.

Interest forecasts have not been straight-forward, concerns over rising inflation after the Autumn Statement in October led to reduced expectations for the Bank Rate to fall. The CPI measure of inflation is expected to reach c3.75% by the autumn of 2025, which could provide for some presentational issues for the Bank whose primary mandate is to ensure inflation is close to 2% on a two-to-three-year timeframe. At the end of March, only two further rate cuts were priced into the market for 2025 (4% at December 2025). A week later and sentiment had changed dramatically in the wake of the equity market sell-off, to the extent that markets now expect three Bank Rate reductions between May and December 2025 (Bank Rate to fall to 3.75%). However, as we know, the market & forecasts remain volatile.

## TM Operations and Performance Measures

The Commissioners day to day TMA are undertaken in accordance with the TMSS. The TMSS establishes an investment strategy with limits for particular categories of investment and individual counterparty limits within the categories.

**Outstanding Investments:** As at 31 March 2025 the total value of investments was £6.243m and all were within TMSS limits.

The chart below shows the outstanding investments at 31 March by category.

Category	Category Limit (£m)	Investments at 31 Mar (£m)	Compliance with Limit
1 - Banks Unsecured	20	3.770	Yes
2 - Banks Secured	20	0.000	Yes
3 - Government (inc LA)	10	0.000	Yes
4 - Registered Providers	10	0.000	Yes
5 - Pooled Funds	15	2.473	Yes
Total		<b>6.243</b>	

A full list of the investments that make up the balance of £6.243m is provided at **Appendix A**.

**Investment Activity:** During quarter 4 a total of 4 investments with a combined value of £11m were made within TM categories 1-3 (banks unsecured, banks secured and Government). In addition to these, 22 investments with a combined value of £30.1m were placed in category 5 (money market pooled funds).

**Non-specified investments:** The TMSS sets a limit for investments with a duration of greater than 364 days at the time the investment is made (known as non-specified investments), this limit is £5m. At 31 March the Commissioner had no investments meeting this description.

**Investment Income:** The base budget for investment interest receivable in 2024/25 was set at £400k based on the interest rate predictions at the time, since then interest rates have sharply risen & then started to fall again. The actual income achieved against this target was £1.145m.

The average return on investments during quarter 4 was 4.73%. As a measure of investment performance, the rate achieved on maturing investments of over 3 months in duration would normally be compared with the average BOE base rate for the period of the investment., this was 4.58%.

**Cash Balances:** The aim of the TMSS is to invest surplus funds and minimise the level of un-invested cash balances. The actual un-invested cash balances for the period January to March are summarised in the table below:

	Number of Days	Average Balance £	Largest Balance £
<b>Quarter 4</b>			
Days In Credit	90	61,611	308,796
Days Overdrawn	0	0	0

There were a number of occasions where the bank balance exceeded the target balance of £7.5k as the practice of sweeping smaller balances daily into the liquidity select account was halted in August 2021. The time taken to perform and verify the transfers outweighed the lost interest from holding higher balances in the main fund. Both the main fund and liquidity select account are held at the Commissioners main bank (the NatWest) so there was no change to the risk profile in halting this practice.

The overnight balance of £309k occurred in January 2025, seized cash was received into the PFCC's main fund account during the afternoon, after the money market funds had closed. The funds were held overnight in the current account as they are not guaranteed to be cleared until the next working day.

**Loan Activity:** There were no external loans in place on the 31 March 2025.

## Prudential Indicators

In accordance with the Prudential Code, the TMSS includes a number of measures known as Prudential Indicators which determine if the TMSS meets the requirements of the Prudential Code in terms of ***Affordability, Sustainability and Prudence.***

An analysis of the current position with regard to those prudential indicators for the financial year 2024/25 is provided at **Appendix B**. The analysis confirms that the Prudential Indicators set for 2024/25 have all been complied with.



## Annual Report on Treasury Management Operations 2024/25

**Treasury Strategy:** In February 2024 the Commissioner approved the 2024/25 Treasury Management Strategy Statement (TMSS). The TMSS incorporated the investment and borrowing strategies for the 2024/25 financial year. The investment strategy approved for 2024/25 was largely the same as had been adopted for the previous year. The limits for each category of investment were based on the relative security of each class of financial institution and a percentage of the estimated balances, which would be available for investment during the year.

In relation to borrowing, the Commissioner has an underlying need to borrow funds to finance the capital programme, which is measured by the Capital Financing requirement (CFR).

The CFR at the start of 2024/25 amounted to £20.799m (including £3.700m relating to the PFI agreement for Workington BCU HQ) leaving a £17.099m exposure to external borrowing at some time in the future, which is presently being covered by the use of internal funds (reserves).

The forecasted closing CFR for 2024/25 is £20.063, of which £3.402m relates to the PFI thereby leaving a £16.660m exposure to the requirement to undertake external borrowing at some point.

During 2024/25 the Commissioner has maintained this strategy of using cash balances, arising primarily from reserves, to meet the cash flow commitments and was not therefore compelled to borrow.

Long term borrowing rates were high during 2024/25 and the core advice from MUFG Corporate Markets was to reappraise any capital expenditure plans/profiles, and internally borrow for any financing, or use short dated borrowing, this advice will remain until the long term rates reduce.

The provision of treasury management advice services is through a contract with MUFG Corporate Markets.

The Commissioner, in consultation with the treasury advisors continues to look for the most opportune time to undertake any longer term borrowing to fund the capital financing requirement.

## Key Statistics

### Principal:

Number of investments placed during 2024/25 was **122** (89 in 2023/24).

Value of investments placed during 2024/25 was **£169.731** (£157.714m in 2023/24).

Of these investments made, 121 were to external counterparties and as such will have attracted a £10 transfer fee per transaction. The transfer to the NatWest Liquidity Select account for overnight money is classed as an inter-account transfer' as the NatWest holds the Commissioner's main bank account. This type of transfer is free although we do pay a small fee to access the internet banking site.

The **average** daily investment balance during 2024/25 was **£23.002m** (£20.242m in 2023/24).

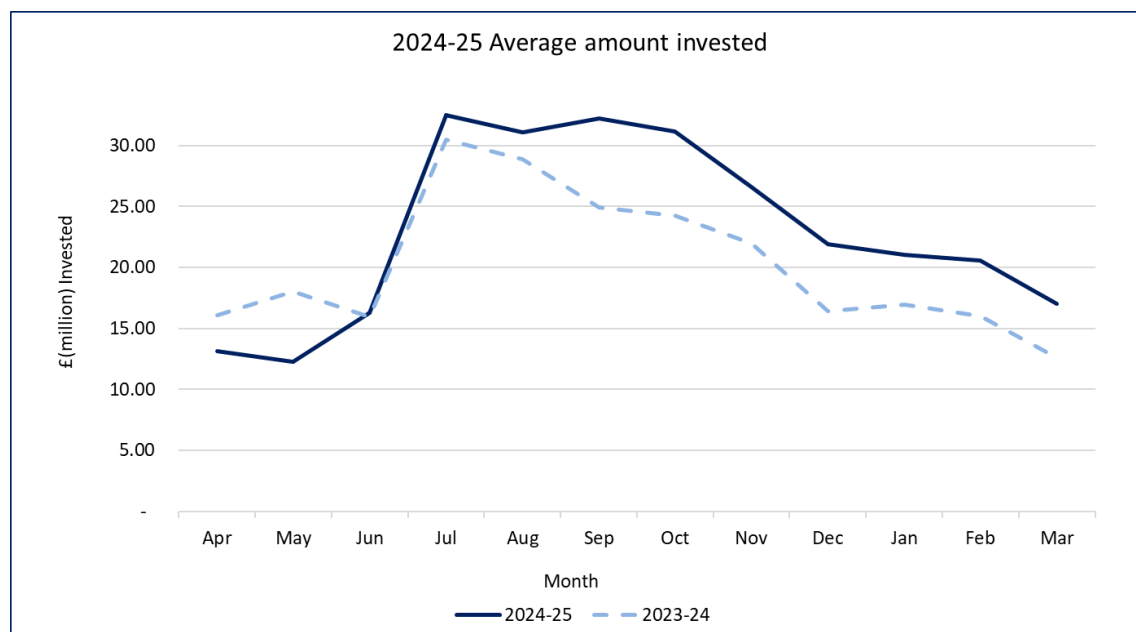
The **highest** daily investment balance in 2024/25 was **£36.859m** (£34.129m in 2023/24)

The **lowest** daily investment balance in 2024/25 was **£5.126m** (£5.126m in 2023/24).

The lowest daily balance in 2324 occurred on the 31/03/2025 and was carried over the easter weekend at the start of April 2024 – that is why the lowest recorded balance is identical for both years.

A detailed breakdown of the closing balance invested as at 31 March 2025 is provided at **Appendix A**.

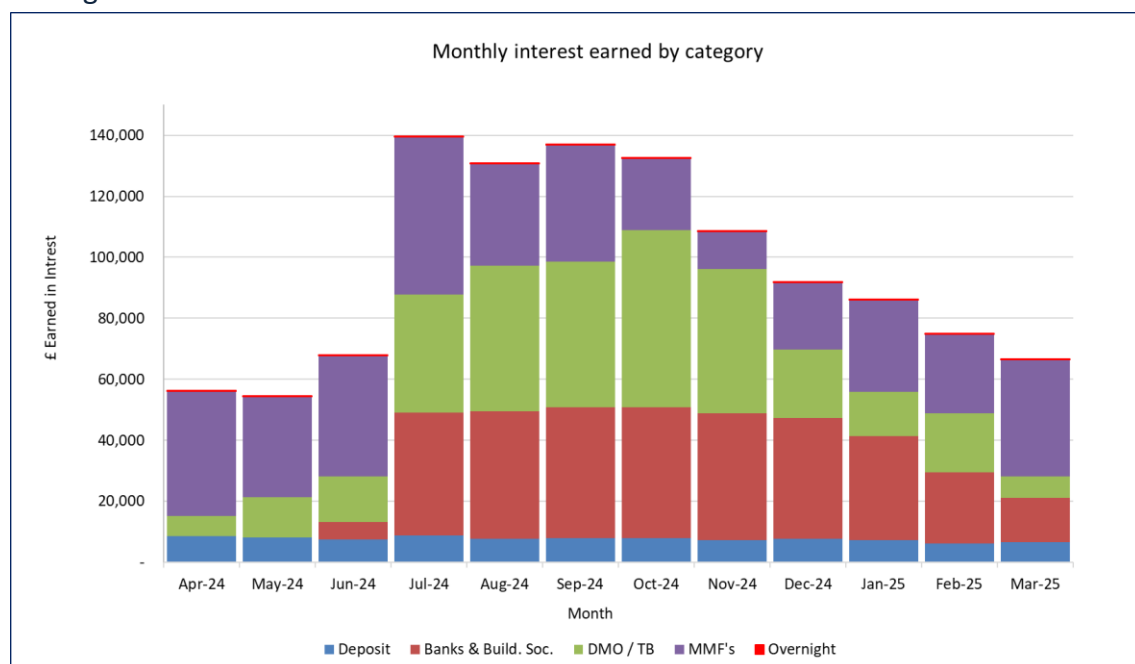
The level of cash reserves available to invest has followed the same pattern as seen in previous years. Following the introduction of the Home Office Police Pensions Grant in 2007/08, there has been an annual spike in investments in July, when the majority of the grant is received, followed by a gradual decline in balances as pension payments are made throughout the remainder of the year.



This chart illustrates the monthly average amounts invested during 2024/25 (with monthly comparatives for 2023/24).

## Interest:

A total of £1.145m was earned in 2024/25 (£1.009k in 2023/24) from the Commissioner's treasury management activities and can be broken down as follows:



This chart illustrates the monthly interest receipts during 2024/25 by category of investment.

The average return on investments for 2024/25 was 4.98% (4.97% in 2023/24). The base rate started the year at 5.25 % and was decreased 3 times during the financial year as follows:

Date	Decrease	Rate
09/05/2024	0.00	5.25%
01/08/2024	-0.25%	5.00%
07/11/2024	-0.25%	4.75%
06/02/2025	-0.25%	4.50%

The rate has been held at 4.50% since February 2025, it is expected that rates will continue to reduce during 2025 and 2026.

The table above shows the outturn on investment interest as £1.145m for 2024/25 which is considerably above the £400k base budget. The base budget was set when interest rates were uncertain and still volatile, this was subsequently revised to £1.076m. In each quarterly treasury management activities report the latest expected outturn has been reported, namely, June £1.193m, September £1.297m and December £1.144m

The latest forecasts estimate that rates will reduce to 3.75% by the end of the financial year although the economy is still volatile, and this is the current forecast.

**Treasury Operations - Investments:** As discussed above the aim of the Treasury Management Strategy is to invest surplus cash and minimise the level of un-invested cash balances, whilst limiting risks to the Commissioner's funds.

Actual un-invested balances for 2024/25 for the Commissioner's main bank account are summarised in the table below:

	Number of Days	Average Balance £	Largest Balance £
<b>2024/25</b>			
Days In Credit	365	84,295	6,504,482
Days Overdrawn	0	0	0

There have been instances in each quarter where the credit balance has been above normal operating levels. Policing operations are regularly securing higher amounts of seized cash, occasionally these amounts are received into the PFCC's main fund account during late afternoon, after the money market funds have closed. This means the funds are held overnight as they are not guaranteed as cleared until the next working day. A high balance of £6,504,482 occurred on 8th November 2024, where, due to dual authorisation, a UK Government DMO investment did not get authorised in time. These funds were held overnight and invested the following day.

#### **Treasury Operations – Borrowing:**

No borrowing activities were carried out during 2024/25.

#### **Compliance with Prudential Indicators**

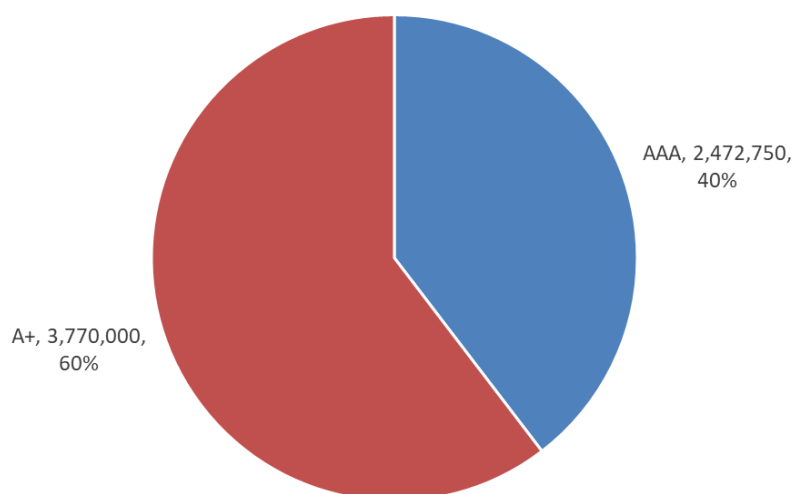
All treasury related Prudential Indicators for 2024/25, which were set in February 2024 as part of the annual Statement of Treasury Management Strategy, have been complied with. Further details can be found at Appendix B

## Appendix A

### Investment Balance at 31 March 2025

Category/Institution	Credit Rating	Investment Date	Investment Matures	Rate (%)	Counterparty Total (£)
<b>Category 1 - Banks Unsecured (Includes Banks &amp; Building Societies)</b>					
Lloyds Bank	A+	01/04/2024	On Demand		1,760,000
MUFG - Nat Bank Kuwait	A+	03/07/2024	04/04/2025	5.260%	2,000,000
NatWest (Liquidity Select Acc)	A+	01/04/2024	On Demand	1.25%	10,000
					<b>3,770,000</b>
<b>Category 2 - Banks Secured (Includes Banks &amp; Building Societies)</b>					
None					
					<b>0</b>
<b>Category 3 - Government (Includes HM Treasury and Other LA's)</b>					
None					
					<b>0</b>
<b>Category 4 - Registered Providers (Includes Providers of Social Housing)</b>					
None					
					<b>0</b>
<b>Category 5 - Pooled Funds (Includes AAA rated Money Market Funds)</b>					
Invesco	AAA	Various	On demand	4.53%	1,118,500
BlackRock	AAA	Various	On demand	4.41%	42,500
Fidelity	AAA	Various	On demand	4.51%	165,875
Goldman Sachs	AAA	Various	On demand	4.43%	17,500
Aberdeen Standard	AAA	Various	On demand	4.54%	1,128,375
					<b>2,472,750</b>
<b>Total</b>					
					<b>6,242,750</b>

Analysis of Outstanding Investments by Credit Rating of Counterparty as at 31 Mar 2025



Note – The credit ratings in the table & chart relate to the standing as at 31 March 2025, these ratings are constantly subject to change.

## Appendix B

### Prudential Indicators 2024/25

Treasury Management Indicators		Result	RAG	Prudential indicators		Result	RAG
<b>The Authorised Limit</b>				<b>Ratio of Financing Costs to Net Revenue Stream</b>			
<i>The authorised limit represents an upper limit of external borrowing that could be afforded in the short term but may not sustainable. It is the expected maximum borrowing need with some headroom for unexpected movements. This is a statutory limit under section3(1) of the Local Government Act 2003.</i>	<b>TEST - Is current external borrowing within the approved limit</b>	YES	●	<i>This is an indicator of affordability and highlights the revenue implications of existing and proposed capital expenditure by identifying the proportion of revenue budget required to meet financing costs.</i>	<b>TEST - Is the ratio of capital expenditure funded by revenue within planned limits</b>	YES	●
<b>The Operational Boundary</b>				<b>Net Borrowing and the Capital Financing Requirement</b>			
<i>The operational boundary represents and estimate of the most likely but not worse case scenario it is only a guide and may be breached temporarily due to variations in cash flow.</i>	<b>TEST - Is current external borrowing within the approved limit</b>	YES	●	<i>This indicator is to ensure that net borrowing will only be for capital purposes. The Commissioner should ensure that the net external borrowing does not exceed the total CFR requirement from the preceding year plus any additional borrowing for the next 2 years.</i>	<b>TEST - Is net debt less than the capital financing requirement</b>	YES	●
<b>Actual External Debt</b>				<b>Capital Expenditure and Capital financing</b>			
<i>It is unlikely that the Commissioner will actually exercise external borrowing until there is a change in the present structure of investment rates compared to the costs of borrowing.</i>	<b>TEST - Is the external debt within the Authorised limit and operational boundry</b>	YES	●	<i>The original and current forecasts of capital expenditure and the amount of capital expenditure to be funded by prudential borrowing for 2024/25.</i>	<b>TEST - Is the current capital outturn within planned limits</b>	YES	●
<b>Gross and Net Debt</b>				<b>Capital Financing Requirement</b>			
<i>The purpose of this indicator is to highlight a situation where the Commissioner is planning to borrow in advance of need.</i>	<b>TEST - Is the PFCC planning to borrow in advance of need</b>	NO	●	<i>The CFR is a measure of the extent to which the Commissioner needs to borrow to support capital expenditure only. It should be noted that at present all borrowing has been met internally.</i>	<b>TEST - Is the capital financing requirment within planned limits</b>	YES	●
<b>Maturity Structure of Borrowing</b>							
<i>The indicator is designed to exercise control over the Commissioner having large concentrations of fixed rate debt needing to be repaid at any one time.</i>	<b>TEST - Does the PFCC have large amounts of fixed rate debt requiring repayment at any one time</b>	NO	●				
<b>Upper Limit for total principal sums invested for over 365 Days</b>							
<i>The purpose of this indicator is to ensure that the Commissioner has protected himself against the risk of loss arising from the need to seek early redemption of principal sums invested.</i>	<b>TEST - Is the value of long term investments witin the approved limit</b>	YES	●				