



Chief Constable of West Midlands Police: Statement of Accounts 2020-21



STATEMENT OF ACCOUNTS 2020-21

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NARRATIVE REPORT

About The West Midlands and West Midlands Police

West Midlands Police is the second largest police force in the country after London's Metropolitan Police Service. It covers an area of 384 square miles and serves a population in the region of 3 million (over 1 million households). The region sits at the very heart of the country and covers the three major cities of Birmingham, Coventry and Wolverhampton. It also includes the busy and thriving districts of Dudley, Sandwell, Solihull and Walsall. The majority of the area is densely populated but there are some rural areas.

The region's economy has diversified from its historic heavy industry roots of the Industrial Revolution. With the decline in traditional manufacturing, both the public and private sectors have rejuvenated the area. Birmingham now has a commercial and shopping area which is among the largest in Europe. This is complemented by a wide range of social amenities such as the National Exhibition Centre, National Indoor Arena, International Convention Centre, theatres, galleries and many large conference facilities. The area boasts a thriving nightlife, centred around Birmingham City Centre. West Midlands hosts Premier League and Championship football clubs together with many others in the other leagues of the football pyramid.

The region is well served by rail and road links. Road and rail travel is supplemented by significant air traffic through Birmingham International and Coventry airports. The area is proud of its academic institutions, being home to a number of universities located in Birmingham, Coventry, Walsall and Wolverhampton.

The West Midlands is the second most diverse population in the UK with a higher than average percentage of minority ethnic groups including Pakistani at 4.1%, Indian at 3.9% and Caribbean at 1.5%. It also had a lower than average White ethnic group at 82.7% and White British at 79.2%. Approximately 12% of the region's population were born outside the UK. Average earnings, the employment rate and house prices for the region are lower than the national average.

There are seven local authorities within the area, Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton, each with a Crime and Disorder Reduction Partnership/Community Safety Partnership. The area is also served by three Local Enterprise Partnerships (LEPs), Staffordshire and West Midlands Probation Trust and a number of NHS structures, adding complexity to the partnership landscape. West Midlands Police is one of the best performing metropolitan police forces in the country. Significant and sustained reductions across volume crime have been achieved. At the same time, through headquarter departments and formal collaborative arrangements with other forces and law enforcement agencies, resources and expertise have been focused on a range of inter and cross-force activities.

Local policing is delivered through eight neighbourhood policing units (NPUs). Due to its size Birmingham has two NPUs, whilst the other six NPUs are coterminous with local authority boundaries. Each NPU is headed by a Chief Superintendent and the local NPU work is supported by a number of specialist central and support departments.

West Midlands Police has a reputation for continuous improvement, innovation and empowering leadership with a talent to continuously evolve and meet changing needs. The Force aims to deliver policing that is accessible and responds to the needs of local people. Neighbourhood policing provides a named team of local officers who can influence the policing priorities within their neighbourhood. They work with colleagues and partner agencies to address the concerns of their communities.

Role of Chief Constable

The Chief Constable has overall responsibility for the direction and control of West Midlands Police Force. Chief constables and their officers must answer to the courts and the law for how police powers are used. They must also answer to the Police and Crime Commissioner (PCC) in terms of delivering efficient and effective policing, and the way resources and spending are managed. Chief constables will deliver the



strategy and aims set out in the PCC's police and crime plan, and they will help the PCC plan the force's budget and give them access to information, officers and staff whenever this is needed.

The Chief Constable is responsible for ensuring a Force's business is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for and used economically, efficiently and effectively. The Chief Constable also has a duty under the Local Government Act 1999 to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.

In discharging this overall responsibility, the Chief Constable is also responsible for putting in place proper arrangements for the governance of its affairs and facilitating the exercise of its functions, which includes ensuring a sound system of internal control is maintained through the year and that arrangements are in place for the management of risk.

The Chief Constable has approved and adopted a code of corporate governance, which is consistent with the principles of the CIPFA/SOLACE 2016 updated framework: *Delivering Good Governance in Local Government*, a copy is on our website at www.west-midlands.police.uk or can be obtained by contacting us, details at www.west-midlands.police.uk/contact-us/index.aspx. This statement explains how the Chief Constable has complied with the code and also meets the requirements of Accounts and Audit Regulations 2015 (Amended 2020), regulation 6(1), which requires all relevant bodies to prepare an annual governance statement.

The Chief Constable of the West Midlands is supported by a Deputy Chief Constable, four Assistant Chief Constables, a Director of Commercial Services and a Director of People and Organisational Development. Information on West Midlands Police can be found at www.west-midlands.police.uk

The Statement of Accounts

This Statement of Accounts sets out the overall financial position of the Chief Constable of West Midlands Police (CCWMP). The accounts have been prepared following the International Financial Reporting Standards on which the accounts of the Chief Constable are required to be based.

The primary function of the Office of Chief Constable of West Midlands Police is the exercise of operational policing duties under the Police Act 1996. The role of the Office for the Police and Crime Commissioner is to hold the Chief Constable to account for the exercise of these duties thereby securing the maintenance of an efficient and effective police force in the West Midlands.

The Statement of Accounts for the CCWMP consists of:

1. Chief Constable's Approval of the accounts

This includes the date and signature of the Chief Constable of West Midlands Police on the approval of the Statement of Accounts.

2. Annual Governance Statement

This statement describes how the Chief Constable of West Midlands Police conducts its business in accordance with proper standards. The Annual Governance Statement does not form part of the Statement of Accounts but is shown here for reporting purposes.

3. Statement of responsibilities for the Statement of Accounts

This details the financial responsibilities of the CCWMP and his Chief Finance Officer in relation to the Statement of Accounts.



4. Auditors report

This is the External Auditors report and opinion on the accounts and any exceptions noted during their work on the arrangements in place for securing economy, efficiency and effectiveness in the use of resources.

5. The Statement of Accounts

This brings together the key financial statements of the Chief Constable of West Midlands Police and accompanying notes. The financial statements consist of:

- **Comprehensive Income and Expenditure Statement for the Chief Constable of West Midlands Police**
This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices. It summarises the resources that have been generated and consumed in providing policing services during the year. The statement has been prepared in accordance with the accounting principles set out in the CIPFA Code of Practice on Local Authority Accounting and highlights the financial consequences of policing activities in the West Midlands in 2020-21 under the direction and control of the Chief Constable.

- **Movement in Reserves Statement for the Chief Constable of West Midlands Police** – This statement shows the movement in the year on the reserves held by the Chief Constable.

- **Balance Sheet as at 31 March 2021**

The Balance Sheet shows the value, as at the Balance Sheet date of the assets and liabilities recognised by the Chief Constable. The Chief Constable recognises the Pension Liabilities of all Police Officers and staff who are deemed to be under his direction and control excluding those staff working in the Office for the Police and Crime Commissioner. The statement also recognises the cost of short term accumulated absences for police officers and police staff. The statement shows a reserve to match these liabilities.

- **Cash Flow Statement as at 31 March 2021**

The Cash Flow statement aims to show the effect of the cash based transactions between the PCCWM and the CCWMP. This demonstrates the effect of the income received from the PCCWM to enable the CCWMP to deliver a policing service for the force area.

Notes to the account include:

- **Police Pension Fund, Net Asset Statement and notes to the police pension fund scheme.**

The Police Pension Fund Account contains the contributions from the CCWMP at a rate of 31% of police officers' pay which are used to pay police pensions during the year. The deficit on this account is met by a top-up grant from the Home Office which is credited to the Chief Constables Comprehensive Income and Expenditure Statement.

- **Expenditure and Funding Analysis**

The objective of the Expenditure and Funding Analysis is to demonstrate to Council tax payers how the funding available to the authority for the year has been used in providing services in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. The Expenditure and Funding Analysis also shows how this expenditure is allocated for decision making purposes between the Group's directorates. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement

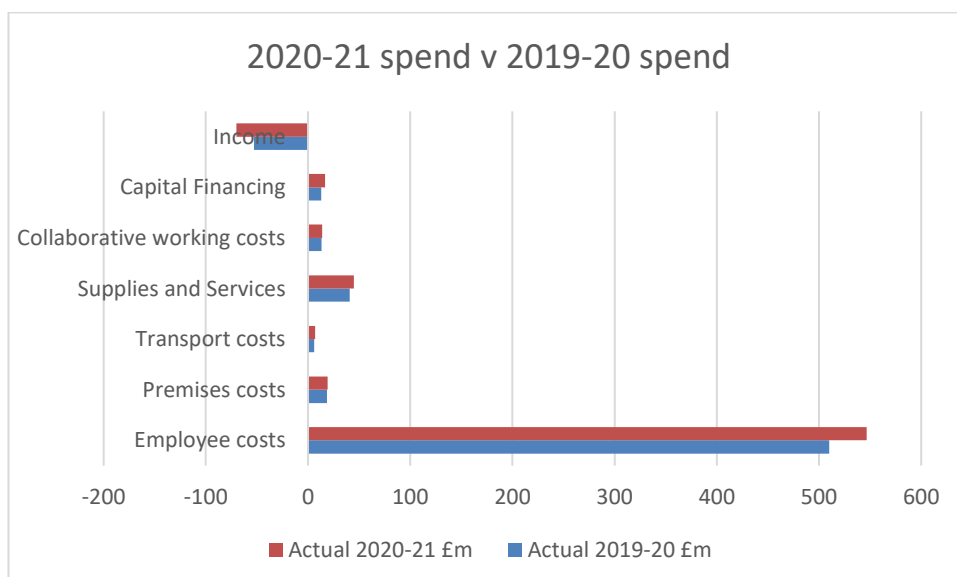


CHIEF CONSTABLE REVENUE OUTTURN 2020-21

The revenue outturn is based on the budget which is produced in setting council tax, but the accounts are prepared on the basis of a set of statutory regulations which permit some transactions to be either included or excluded so that they do not impact on the value of council tax that the Group is permitted to raise. Due to the Governance arrangements that result from two separate entities of the PCCWM and the CCWMP the budget setting view focuses mainly on the group position.

The outturn position of the Chief Constable is shown in the table below:

Actual 2019-20 £m	Revenue Expenditure	Actual 2020-21 £m
	Financial Resources of the PCCWM consumed at the request of the Chief Constable	
509.9	Employee costs	546.6
18.6	Premises costs	19.1
6.0	Transport costs	7.1
40.9	Supplies and Services	44.8
13.1	Collaborative working costs	13.8
12.9	Capital Financing	16.6
(52.7)	Income	(70.1)
548.7	Police Force (Excl. Change Programme & COVID 19)	577.9
11.0	Change Programme	17.0
0.0	COVID-19	(0.7)
559.7	Police Force (Incl. Change Programme & COVID 19)	594.2





HOW WEST MIDLANDS POLICE HAS PERFORMED IN 2020-21

The table below shows some key crime statistics for West Midlands Police for the year ended 31 March 2021 compared to the same time in the previous year.

	2019-20	2020-21	% change
Total recorded Crime	260,847	280,162	7.4%
Business Crime	38,243	27,868	-27.1%
Burglary	24,162	17,976	-25.6%
Robbery	8,176	6,457	-21.0%

The levels of crime were significantly affected by the Covid pandemic, overall crime increased which driven by significant increases in the reporting of Domestic Abuse and Harassment with significant levels being conducted online. As expected with lockdowns, business crime fell sharply with many shops shut and with more people staying at home an inevitable consequence was a reduction burglary and robbery.

Performance rated by PEEL assessment

PEEL reports are annual assessments carried out by Her Majesty's Inspectorate of Constabulary Fire and Rescue Services (HMICFRS) into police forces in England and Wales examining three pillars, efficiency, effectiveness and legitimacy.

HMICFRS changed their approach to inspections in 2018 and integrated all three inspections into one report based on continual monitoring through field work, insight visits and data analysis.

West Midlands police were graded good across all three pillars in 2018 and this grading remains until HMICFRS revisit the force in June 2021.

HMICFRS tested how efficient the force was at keeping people safe and reducing crime and have deemed the force to be good in this area. They found that the force is good at operating efficiently and sustainably. HMICFRS found that the force is outstanding in the way that it is planning for the future and manages its change programme well.

In respect of how effective the force is at keeping people safe and reducing crime, HMICFRS found that the force has a good understanding of the nature and scale of vulnerability within the West Midlands. They recognised that the force has taken steps to address issues identified within the control rooms in 2017 and that the force is working to make further improvements in this area. They found that the force approach to domestic abuse risk assessment has improved, and that the force is working to improve this further and that the mental health triage service is effective ensuring that people experiencing mental health problems are taken to appropriate places of safety rather than police cells.

HMICFRS tested the legitimacy of the force at keeping people safe and reducing crime. It recognised the force as good and commented that it treats both the public and its workforce fairly. It found that the force communicates well with the public, including those parts of the community that are harder to reach. The inspection recognised that whilst all officers and staff employed by the force have been subject to vetting checks the force needs to address the delay in renewing vetting. They did recognise that the force has clear standards of behaviour and that officers and staff are confident that they can raise issues with senior leaders within the force.



HMICFRS publishes its Value for Money (VfM) profiles for each force annually. VfM profiles provide comparative data on a wide range of policing activities from 2012 up to the most recent data release for 2020/21 and allow for detailed analysis of:

- how much forces spend on different policing activities;
- how crime levels compare across forces, as well as what outcomes forces achieve; and
- Work force costs, broken down by role, rank and gender.

West Midlands Police compares favourably with other forces in all areas despite losing £145m government funding since 2010.

At the end of March 2020 HMICFRS suspended in force inspection activity until further notice due to the Coronavirus pandemic whilst thematic and remote inspections continued.

In 2021 the force has been inspected remotely in the following areas:

- Mental Health
- Armed Policing
- Serious and Organised Crime
- Management of Sexual or Violent Offenders
- Victim Services Assessment
- Counter Corruption and Vetting

These inspections all contribute towards the 2021 WMP Peel Inspection which commences on 14th July 2021

MATERIAL ASSETS ACQUIRED, LIABILITIES INCURRED AND FINANCING OF CAPITAL EXPENDITURE

The Chief Constable does not have ownership of any capital assets or liabilities and therefore has no capital expenditure.

The Chief Constable is charged for the revenue costs of buildings, transport and equipment as the consumption of these assets are deemed to be under his direction.

PENSIONS

Pension liabilities in respect of Police Officers and police staff whose costs have been recognised in the Chief Constable's Comprehensive Income and Expenditure Statement have been recognised in the Balance Sheet of the Chief Constable. As at 31 March 2021 the Chief Constable recognised net pension liabilities of £8,571m. Overall statutory arrangements for funding the deficit mean that the financial position of the Group remains healthy.

The actuarial gain / loss on pension funds in 2020-21 totalled £546.2m and compared to actuarial gains in 2019-20 of £736.1m. This is shown in the CIES on page 28. The increase in the liability of £748m is due to a reduction in the discount rate for future cashflows and increases in the assumed increases in salaries and in the rate of CPI inflation which will increase the liability for active members of the scheme. It should be noted that actuarial gains and losses do change each year as can be seen from the defined benefit pension scheme notes starting on page 49 of the Statement of Accounts.

CHANGES TO ACCOUNTING POLICIES

There have been no changes to Accounting Policies which affect the Chief Constable's Statement of Accounts in 2020-21.



FUTURE OUTLOOK

Since 2010 the West Midlands has faced a challenge of managing one of the largest reductions in Government funding for any police area in the country whilst maintaining and improving the services needed by local people and businesses. The election of the new PCC, Simon Foster, will result in a new police and Crime Plan being published within his first year in office.

In 2019 the government announced further investment in policing with a pledge to recruit an additional 20,000 police officers by 2023. Based on the Police Grant Funding Formula this would give WMP an extra 1,200 officers, which provides the Force with a significant opportunity to increase its service levels. Good progress has been made in recruiting these officers as well as putting in place the infrastructure to support them.

The COVID-19 pandemic has presented the Commissioner and the Chief Constable with some unprecedented challenges. The Force has seen some immediate effects on crime, including a reduction in some crime types but increases elsewhere. The full social and financial implications of the pandemic are being closely monitored and resources may need to be diverted to higher demand areas. The future impact of the pandemic on the group will depend on the success of the UK vaccination programme (protection against COVID variants etc.) and future Government policy towards lockdowns.

FUTURE FUNDING LEVELS

The Police and Crime Commissioner is funded through annualised grants from central government, based on the police funding formula and the police precept component of local council tax. Annual funding settlements and one off funding in areas such as regional organised crime, firearms and violence make it extremely difficult to deliver on long term issues and exacerbates financial pressures for the force as they can end suddenly. Whilst there have been discussions on revisiting the funding formula no specific review date has been set, therefore there is a reasonable expectation that the current methodology will continue to be used in the short term. Any new funding formula introduced may pose a risk to funding levels and will be closely monitored, including the impact on the medium term financial plan and the reserve strategy.

The medium term financial plan of the PCC and Force includes a number of assumptions around resource levels and financial commitments. We will revisit these assumptions as we work through the impact of COVID-19 and other factors on the force and our stakeholders. Continued cost of COVID-19 have been built into the budget for the first 6 months of 2021-22.

Great Britain left the European Union on 31 December 2020. The effects of this are being monitored however the impact on future funding levels is expected to be minimal.

The financial pressures will remain until a longer term spending review is carried out by government.

EVENTS AFTER THE REPORTING PERIOD

There are no material events to report after 31 March.



Annual Governance Statement

Position as at 31st March 2021 including plans for the financial year 2021-22

1. Introduction

This Annual Governance Statement (AGS) explains how the Chief Constable governs West Midlands Police Force through a system of internal controls. The Chief Constable has adopted a Code of Corporate Governance, consistent with the principles of the CIPFA/SOLACE 2016 updated framework: *Delivering Good Governance in Local Government*, a copy of which is on our website at www.west-midlands.police.uk or can be obtained by contacting us, details at www.west-midlands.police.uk/contact-us/index.aspx. This statement explains how the Chief Constable has complied with the code and also meets the requirements of the Accounts and Audit Regulations 2015, regulation 6(1), which requires all relevant bodies to prepare an annual governance statement.

2. Scope

The Chief Constable is responsible for ensuring the force's business is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for and used economically, efficiently and effectively. The Chief Constable also has a duty under the Local Government Act 1999 to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.

In discharging this overall responsibility, the Chief Constable is also responsible for putting in place proper arrangements for the governance of its affairs and facilitating the exercise of its functions, which includes ensuring a sound system of internal control is maintained through the year and that arrangements are in place for the management of risk.

3. The Governance Framework

The governance framework comprises the systems, processes, culture and values by which the Chief Constable directs and controls activities through which it accounts and engages with the community. It enables the Chief Constable to monitor the achievement of strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost effective services, including achieving value for money.

The system of internal control is a significant part of the governance framework and is designed to manage risk. It cannot eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Chief Constable's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them effectively, efficiently and economically.

The Chief Constable is responsible for operational policing matters, the direction and control of police personnel, and for putting in place proper arrangements for the governance of the force. The Chief Constable is held to account for the exercise of those functions and those of the persons under his direction and control, by the Police and Crime Commissioner.

It therefore follows that the Commissioner must satisfy himself that the force has appropriate mechanisms in place for the maintenance of good governance. For these to operate in practice, the Commissioner and the Chief Constable have separate but complimentary governance structures. These facilitate the achievement of effective governance arrangements, including the monitoring and assessment of performance in line with statutory responsibilities.



West Midlands Police Strategic Governance Structure:



The 'Delivering Good Governance standard for public services 2016' sets out the seven good governance core principles. The key elements of the systems and processes that have been put in place for the force and how the force adheres to these seven principles is evidenced below.

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

Evidence to demonstrate Principle A includes;



- ✓ The Chief Constable's Vision and Values, in conjunction with the Code of Ethics, define the standards expected of everyone working in policing and is communicated to all officers and staff.
- ✓ The Standards of Professional Behaviour reflect the expectations of the public and are governed by specific policies, procedural rules and internal management processes that cover the activities of the force:
 - Financial Management
 - Procurement
 - Health and safety
 - Gifts and Hospitality
 - Business Interests
 - 'Whistleblowing' – Confidential Reporting
 - Complaints Handling
 - Anti-Fraud, Bribery and Corruption
 - Information Security
 - Information sharing
 - Data Protection
 - General Data Protection Regulations
- ✓ At a national level, the force cooperates in the National Fraud Initiative which attempts to identify fraud by sharing and comparing employee data across the public sector.
- ✓ Within the force there are two formal codes of conduct, one for police officers and one for police staff. Both codes define the standards of personal behavior expected. The officer code also sets out requirements in terms of use of force, performance, execution of duties and other general conduct expectations. Certain staff, e.g. qualified accountants or solicitors, will have professional codes of conduct to which they are held to account.
- ✓ An Ethics Committee has been established which is responsible for providing the Chief Constable and PCC with independent advice around ethical issues arising from the data analytics projects.

5. Principle B: Ensuring openness and comprehensive stakeholder engagement

Evidence to demonstrate Principle B includes;

- ✓ The West Midlands Police web site includes the current Freedom of Information (FOI) publication scheme in its 'Your right to information' pages.
- ✓ The Office of the Police and Crime Commissioner sets the overall strategic direction for the Chief Constable and the force through the objectives contained in the Police and Crime Plan, setting the force budget and



determining the precept, commissioning services, and holding the Chief Constable to account on behalf of the public. The Police and Crime Plan covers the period 2016-2020, due to Covid-19 the Police and Crime Commissioner Elections scheduled for May 2020 were put back to May 2021.

- ✓ The force website aids agile accessibility to the police service by providing advice, enabling a member of the public to report an incident, track their case and undertake live web chat to report all non-emergency crimes online.
- ✓ The force actively involves communities across the force geography. The approach involves public meetings including community forums, independent advisory groups, scrutiny panels and messaging via WMNOW.
- ✓ There is also active involvement with the full range of media such as press, TV, social media and public surveys.
- ✓ The force works closely with Independent Advisory Groups and independent scrutiny panels to increase levels of trust and understanding in our diverse communities, support the most vulnerable and make sure our engagement is targeted and meaningful.
- ✓ Governed by the Citizens in Policing Board, the force has a comprehensive Citizens in Policing programme which seeks to increase citizen participation in policing and community safety by developing the scale and variety of opportunities for volunteers, special constables, cadets and a number of watch schemes.
- ✓ The force engages and collaborates with a significant number of partners within the region. An example being the work of the *West Midlands Violence Reduction Unit* which is jointly chaired by an Assistant Chief Constable and Public Health Lead. *The WMVRU aims to bring together partners to work together with the shared understanding that violence and its associated harms are preventable. The WMVPA is a member of the World Health Organisation Violence Prevention Alliance international network.*
- ✓ WMP regularly speaks to its communities and partners to share the experiences and develop ideas and practices. We use the Four Key Principles (Voice, Dignity and Respect, Trustworthy Motives and Neutrality) to ensure we all understand what we're doing. Understanding what people think of the Force's practices helps WMP to change and constantly improve what it does. With greater levels of citizen satisfaction comes an increase in trust and legitimacy.



6. Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits

Evidence to demonstrate Principle C includes;



- ✓ The WMP strategy defines a number of economic, social and environmental outcomes to be delivered during the next three years.
- ✓ The Policing Vision 2025 highlighted trends most likely to impact policing by 2025 and the College of Policing's Future Operating Environment 2040 provides an insight into policing's operating environment as far as 2040, we consider the implications of these kind of trends, scenarios and future challenges on WMP as part of our annual strategic assessment within our strategy and business planning cycle.

7. Principle D: Determining the outcomes necessary to optimise the achievement of the intended outcomes

Evidence to demonstrate Principle D includes;

- ✓ Strategic governance is in place to monitor and track activity against WMPs three year strategy. This includes the monthly Force Leadership Conference and quarterly Strategic Tasking and Co-ordination group meeting which are in place to drive the key limbs of the strategy.
- ✓ Force performance is scrutinized via both strategic and tactical force level governance structures. Portfolio and thematic boards are in place to manage performance within the portfolio areas and provide the necessary oversight and assurance.
- ✓ The force planning cycle incorporates an annual strategic assessment, annual Force Management Statement (FMS) and financial plans.
- ✓ The Medium Term Financial Plan (MTFP) has been updated which forms the basis of the annual budgets and provides a framework for the evaluation of future proposals.
- ✓ Decision-making at all levels of the force is undertaken within the framework of the National Decision Model, which has the Code of Ethics at its core.
- ✓ WMP continue to utilise the Threat Harm Risk Investigation Vulnerability Engagement (THRIVE) framework across functions. It underpins all decision making in the force and encourages flexible and adaptable risk management, while empowering staff and officers at all levels to have confidence in the decisions that they make.



Principle E: Developing the Force's capacity, including the capability of its leadership and the individuals within it

Evidence to demonstrate Principle E includes;



- ✓ As part of WMP's strategy, a 'People Strategy' has been launched which outlines what WMP expects from its personnel and what people can expect, in return, from the organisation.
- ✓ The strategy incorporates a future facing leadership framework, with individuals aiming to be champions in the workplace; creating an environment which supports, challenges and enables WMP officers and staff to be the best they can be in order to bring the vision and values, as referenced under Principle A, to life.
- ✓ The Force Executive Team have clearly defined leadership roles and objectives; they are responsible for implementing strategy and managing the delivery of services within their respective portfolios.
- ✓ WMP Conversations continues to be delivered across the force as a way of engaging with the workforce and evidencing individual and team performance and capability. This has recently been re-launched with a focus on measuring and improving our performance to meet the strategic objectives and drive personal, departmental and force wide deliverables.
- ✓ To build on capacity, collaboration arrangements are in place with neighboring forces for significant service areas including CMPG and Legal Services and future collaboration is being planned.
- ✓ Regional and national governance arrangements are in place in relation to national and regional programmes (Single Online Home, Specialist Capabilities, and Blue Light Collaboration etc.)
- ✓ The innovative Data Driven Insight (DDI) project continues to drive the force wide agenda in terms of data analytics. It delivers a single, cleansed and integrated data set which provides an enterprise wide search capability directly into the hands of our front line officers on their mobile devices, transforming data access, intelligence and tools. This system provides deep insight and analytics, creating the step change in how information drives our actions.
- ✓ As part of the HMICFRS Integrated PEEL Assessment (IPA), WMP's arrangement planning for future demand was graded as 'Outstanding'.
- ✓ An in-house automation capability within IT&D continues to deliver force wide capabilities.
- ✓ To build on the force's expertise, there are knowledge transfer arrangements in place as part of the previous five year strategy (WMP2020), along with numerous academic collaboration work streams.
- ✓ The Chief Constable continues to host a number of Lead2Achieve and Senior Leadership events to develop the capability of its leadership at all levels within the organisation.



9. Principle F: Managing risks and performance through robust internal control and strong public financial management

Evidence to demonstrate Principle F includes;

- ✓ The force has an Organisational Risk Management Policy and Risk Register, prepared and reviewed by the Deputy Chief Constable and managed via the Risk and Organisational Learning Board. The Joint Audit Committee (with the PCC) is responsible for independent assurance on the adequacy of the risk management framework.
- ✓ The force ensures all decision-making processes are overseen by correct governance structures. Each member of the Force Executive Team (FET) leads a specific portfolio board and chairs thematic boards, all of which incorporate sub-groups for specific functions and themes. This oversight from the highest level ensures that there is no disconnect at any level of management in the continued delivery of force performance and ambitions. Risk is discussed as a regular agenda item within these portfolio and thematic boards. These meetings ensure risks are being managed and mitigated as well as providing the gateway for force wide risks to be escalated through the force governance structures.
- ✓ Objectives are defined within the WMP Conversations of each executive team member and cascaded throughout the organisation's approach to performance management.
- ✓ Performance management forms part of the force governance arrangements. Performance information is scrutinised by the Force Executive Team via the boards they chair and the Quarterly Performance Reviews (QPRs) they hold. Deep dives of performance take place at the most senior level of the organization.
- ✓ An increasing number of ready available performance dashboards allow for detailed performance information to be available to supervisors.
- ✓ Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) independently assesses operational policing processes and reports the performance of the force at a national level. The force tracks and monitors all recommendations and areas for improvement from HMICFRS via the force governance structures.
- ✓ Strong public financial management is evidenced through the following strategies and reports:
 - Medium Term Financial Plan
 - Annual Financial Strategy
 - Budget Monitoring reports
 - Annual Statement of Accounts



- Treasury Management Strategy
- Treasury Management Reports
- Reserves Strategy
- Benefit Realisation plans
- HMICFRS Value for Money Profile
- CIPFA Financial Management Capability Review

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

Evidence to demonstrate Principle G includes;

- ✓ A Joint Audit Committee is responsible for independent assurance on the adequacy of the risk management framework and the associated control environment, the independent scrutiny of the Chief Constable's and the PCC 's financial performance to the extent that it affects the Chief Constable and PCC's exposure to risk and weakens the control environment.
- ✓ The Joint Scheme of Corporate Governance sets out in detail the respective roles and functions of the Commissioner and Chief Constable, outlining all significant decisions which are consented or delegated and which are of a statutory, financial or management nature.
- ✓ All major change and transformation programmes and projects have their own project boards and adhere to consistent force change control processes which include addressing risk management and mitigation.
- ✓ An External Audit function reports to "those charged with governance" in respect of the Annual Accounts to ensure they are prepared in accordance with legislation, accounting standards and good practice. As well as issuing a statutory opinion on the accounts they also issue a narrative Annual Auditor's report including arrangements for securing value for money, measured as economy, efficiency and effectiveness, which sits alongside the HMICFRS assessment work.
- ✓ This Annual Governance Statement is published alongside the Statement of Accounts.
- ✓ Regular publication (subject to confidentiality tests) of reports presented to the Strategic Policing and Crime Board.

11. Review of CIPFA's FM Code

The CIPFA Financial Management Code (CIPFA FM Code) is designed to support good practice in financial management and to assist police organisations in demonstrating their financial sustainability. The CIPFA FM Code therefore sets the standards of financial management for Forces. A key goal of the FM Code is to improve the financial resilience of organisations by embedding enhanced standards of financial management. There are also clear links between the FM Code and the Governance Framework, particularly with its focus on achieving sustainable outcomes.



An annual compliance review of the CIPFA FM Code has been completed across the Force in 2020/21 as part of the shadow year of introduction of the code. The majority of the assessment is RAG rated as green with no areas of concern. Therefore the Force have complied with the principles of the FM code.

Work will continue in 2021/22 to improve accountability this includes financial responsibilities in senior manager job descriptions and increasing a formalised finance induction programme for employees who are new to their role.

The Force have recently started including workforce data and payroll information in monthly performance reports. The Force are now looking to include data on policing performance and outcomes, to inform operational decision making. Also continuing the improvements made on monthly financial reporting, the month end timetable is being reviewed to shorten the time taken to produce monitoring reports.

12. Review of effectiveness

The Chief Constable has responsibility for an annual review of the effectiveness of the Governance Framework. The review of effectiveness is informed by the work of the Force Executive Team within West Midlands Police, who have responsibility for the development and maintenance of the governance environment, the Internal Audit Annual report, and also by comments made by the external auditors and other review agencies and inspectorates. In maintaining and reviewing the effectiveness of the governance arrangements, the following roles are undertaken:

The Force

The Chief Constable operates a system of strongly controlled arrangements for the delivery of operational policing in its communities, together with management and monitoring arrangements for:

- Performance management and associated reporting;
- Financial management;
- Standards of data quality that underpin key reporting requirements;
- The professional standards of police officers and staff in the force;
- Programme and project management.

These functions are organised within clear reporting structures in the force, designed to provide the Chief Constable and the Executive Team with assurances as to the effective delivery of operational policing and the Commissioner's Policing and Crime plan.

To increase understanding and improve transparency around force governance, a 'Governance and Knowledge' portal has been developed where all staff and officers are able to access key governance documents such as board terms of references, actions and decisions and summaries of meetings.

The Joint Audit Committee

The Commissioner and Chief Constable have established a Joint Audit Committee to be responsible, on behalf of both Corporations Sole, to:

- Advise the Commissioner and the Chief Constable according to good governance principles;
- Provide independent assurance on the adequacy and effectiveness of the Commissioner's and Chief Constable's internal control environment and risk management framework;
- Oversee the effectiveness of the framework in place for ensuring compliance with statutory requirements;



- Independently scrutinise financial and non-financial performance to the extent that it affects the Commissioner's and Chief Constable's exposure to risks and weakens the internal control environment;
- Oversee the financial reporting process.
- Ensure the Force is implementing agreed actions resulting from HMICFRS inspections and thematic reviews/reports.

Internal Audit

The system of Internal Audit is a primary tenet of corporate governance and is the responsibility of the Commissioner. The provision and maintenance of an effective shared Internal Audit service for the PCC and CC has been delegated to the PCC's Chief Finance Officer. The Audit Committee oversees the provision of this service, reviewing associated plans and work outputs.

13. Significant governance issues 2020-21

During the Coronavirus pandemic, key parts of force governance have run uninterrupted via virtual channels, including the Strategic Tasking, Force Leadership Conference and Force Tasking.

A small number of the forces 'business as usual' functions were paused alongside the corresponding governance structures including a number of thematic boards. As the force is returning to business as usual, these thematic boards have since been re-established.

During COVID-19, a separate but complementary governance framework was put in place to deliver against local and national objectives. This included a Strategic Co-ordination Group chaired by a Gold Commander (at Assistant Chief Constable level), which together with external partners, was responsible for delivering the regional response to the pandemic.

A Silver Commander at Assistant Chief Constable level, was also put in place to focus on the forces internal response, focusing and driving key issues such as resilience, welfare and resourcing etc.

A Covid Recovery Board, chaired by the Deputy Chief Constable, was also established to ensure the force continued to operate, whilst also capturing and embedding the learning from Covid as the force moves back to business as usual.

Full consultation with external partners continued to take place, this has included Independent Advisory Groups, consultation with Children and Adult Services and Key Individual Networks and engagement with the Multi Agency Public Protection Arrangement process.

In respect of Internal Audit, the plan in 2020-21 was subject to revisions as a result of COVID-19 which restricted the availability of resources across the force. The audits completed considered the risks relating to Covid as part of each review. Regular updates on progress against the plan along with significant findings from completed audits were reported to Joint Audit Committee throughout the year.

Other significant structures continued including Misconduct Hearings by WMPs Professional Standards Department.

A Governance improvement plan has been devised but there are no significant issues on this and all of the areas refer to business as usual.

14. Conclusion and Commitment Statement

The scale of change facing the Chief Constable remains extremely challenging, at a time when the demand and need for sustained and improved service to the public continues to increase. This will require firm leadership, careful management, innovation and robust governance.



The systems and processes the Chief Constable has in place to monitor the implementation of the Police and Crime Plan will ensure activities detailed in this statement are implemented. The governance arrangements of the PCC and the Chief Constable will remain under constant review in the forthcoming financial year.

Signed

D Thompson

Dave Thompson
Chief Constable of West Midlands Police

N Chamberlain

Neil Chamberlain.
Director of Commercial Services West Midlands



STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

THE RESPONSIBILITIES OF THE CHIEF FINANCE OFFICER TO THE CHIEF CONSTABLE

The Chief Finance Officer is responsible for the preparation of the Chief Constable of West Midlands Police Statement of Accounts which, in terms of the CIPFA/LASAAC Code of Practice on Local Authority Accounting in Great Britain ("the Code of Practice"), is required to give a true and fair view of the financial position of the Force at the accounting date and its income and expenditure for the year ended 31 March 2021.

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

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that were reasonable and prudent; and
- complied with the CIPFA IFRS Code of Practice on Local Government Accounting.

The Chief Finance Officer has also:

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

CHIEF FINANCE OFFICER TO THE CHIEF CONSTABLE OF WEST MIDLANDS POLICE CERTIFICATE

In accordance with regulation 9 of the Account and Audit Regulations 2015, I certify that the Statement of Accounts presents a true and fair view of the financial position of the Chief Constable of West Midlands Police as at 31 March 2021 and his income and expenditure for the year then ended.

N Chamberlain

N Chamberlain CPFA
Chief Finance Officer to the Chief Constable of West Midlands Police
Date: 6 December 2021



THE RESPONSIBILITIES OF THE CHIEF CONSTABLE OF WEST MIDLANDS POLICE

The Chief Constable of West Midlands Police is required:

- to make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In this entity that officer is the Chief Constable's Chief Finance Officer.
- to manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets.
- to approve the Statement of Accounts.

CHIEF CONSTABLE OF WEST MIDLANDS POLICE CERTIFICATE

I certify that the Statement of Accounts has been certified by the responsible financial officer and approved for issue by the Chief Constable of West Midlands Police on 6 December 2021, in accordance with regulation 9 of the Accounts and Audit Regulations 2015. All known material events that have occurred up to and including this date which relate to 2020-21 or before have been reflected in the accounts.

D Thompson

Dave Thompson
Chief Constable of West Midlands Police
Date: 6 December 2021



Independent auditor's report to the Chief Constable of West Midlands Police

Report on the Audit of the Financial Statements

Opinion on financial statements

We have audited the financial statements of the Chief Constable of West Midlands Police (the 'Chief Constable') for the year ended 31 March 2021 which comprise the Comprehensive Income and Expenditure Statement for the Chief Constable, the Movement in Reserves Statement for the Chief Constable, the Balance Sheet for the Chief Constable, the Cash Flow Statement for the Chief Constable and notes to the financial statements, including a summary of significant accounting policies, and include the police pension fund financial statements comprising the Police Pension Fund Account, the Net Assets Statement and notes to the Police Pension Fund. The notes to the financial statements include Notes to the Comprehensive Income and Expenditure Statement for the Chief Constable, Notes to the Balance Sheet for the Chief Constable and Joint Operations. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC code of practice on local authority accounting in the United Kingdom 2020/21.

In our opinion, the financial statements:

- give a true and fair view of the financial position of the Chief Constable as at 31 March 2021 and of its expenditure and income for the year then ended;
- have been properly prepared in accordance with the CIPFA/LASAAC code of practice on local authority accounting in the United Kingdom 2020/21; and
- have been prepared in accordance with the requirements of the Local Audit and Accountability Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law, as required by the Code of Audit Practice (2020) ("the Code of Audit Practice") approved by the Comptroller and Auditor General. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the financial statements' section of our report.

We are independent of the Chief Constable in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We are responsible for concluding on the appropriateness of the Chief Finance Officer's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Chief Constable's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify the auditor's opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the Chief Constable to cease to continue as a going concern.

In our evaluation of the Chief Finance Officer's conclusions, and in accordance with the expectation set out within the CIPFA/LASAAC code of practice on local authority accounting in the United Kingdom 2020/21 that the Chief Constable's financial statements shall be prepared on a going concern basis, we considered the inherent risks associated with the continuation of services provided by the Chief Constable. In doing so we had regard to the guidance provided in Practice Note 10 Audit of financial statements and regularity of public sector bodies in the United Kingdom (Revised 2020) on the application of ISA (UK) 570 Going Concern to public sector entities. We assessed the reasonableness of the basis of preparation used by the Chief Constable and the Chief Constable's disclosures over the going concern period.

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

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

The responsibilities of the Chief Finance Officer with respect to going concern are described in the 'Responsibilities of the Chief Constable and the Chief Finance Officer for the financial statements' section of this report.

Other information



The Chief Finance Officer is responsible for the other information. The other information comprises the information included in the Statement of Accounts, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge of the Chief Constable obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Other information we are required to report on by exception under the Code of Audit Practice

Under the Code of Audit Practice published by the National Audit Office in April 2020 on behalf of the Comptroller and Auditor General (the Code of Audit Practice) we are required to consider whether the Annual Governance Statement does not comply with the 'delivering good governance in Local Government Framework 2016 Edition' published by CIPFA and SOLACE or is misleading or inconsistent with the information of which we are aware from our audit. We are not required to consider whether the Annual Governance Statement addresses all risks and controls or that risks are satisfactorily addressed by internal controls.

We have nothing to report in this regard.

Opinion on other matter required by the Code of Audit Practice

In our opinion, based on the work undertaken in the course of the audit of the financial statements and our knowledge of the Chief Constable, the other information published together with the financial statements in the Statement of Accounts for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

Under the Code of Audit Practice, we are required to report to you if:

- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014 in the course of, or at the conclusion of the audit; or
- we make a written recommendation to the Chief Constable under section 24 of the Local Audit and Accountability Act 2014 in the course of, or at the conclusion of the audit; or
- we make an application to the court for a declaration that an item of account is contrary to law under Section 28 of the Local Audit and Accountability Act 2014 in the course of, or at the conclusion of the audit; or
- we issue an advisory notice under Section 29 of the Local Audit and Accountability Act 2014 in the course of, or at the conclusion of the audit; or
- we make an application for judicial review under Section 31 of the Local Audit and Accountability Act 2014, in the course of, or at the conclusion of the audit.

We have nothing to report in respect of the above matters.

Responsibilities of the Chief Constable and the Chief Finance Officer for the financial statements

As explained more fully in the Statement of Responsibilities for the Statement of Accounts set out on pages 21 to 22, the Chief Constable is required to make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. That officer is the Chief Finance Officer. The Chief Finance Officer is responsible for the preparation of the Statement of Accounts, which includes the financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC code of practice on local authority accounting in the United Kingdom 2020/21, for being satisfied that they give a true and fair view, and for such internal control as the Chief Finance Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Finance Officer is responsible for assessing the Chief Constable's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless there is an intention by government that the services provided by the Chief Constable will no longer be provided.



The Chief Constable is Those Charged with Governance. Those charged with governance are responsible for overseeing the financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

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

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Chief Constable and determined that the most significant, which are directly relevant to specific assertions in the financial statements, are those related to the reporting frameworks (international accounting standards as interpreted and adapted by the CIPFA/LASAAC code of practice on local authority accounting in the United Kingdom 2020/21, The Local Audit and Accountability Act 2014, the Accounts and Audit Regulations 2015, the Local Government Act 2003 and the Police Reform and Social Responsibility Act 2011. We also identified the following additional regulatory frameworks in respect of the police pension fund Public Service Pensions Act 2013, The Police Pension Fund Regulations 2007, The Police Pensions Regulations 2015 and The Police Pensions Regulations 2006.
- We enquired of senior officers and the Chief Constable, concerning the Chief Constable's policies and procedures relating to:
 - the identification, evaluation and compliance with laws and regulations;
 - the detection and response to the risks of fraud; and
 - the establishment of internal controls to mitigate risks related to fraud or non-compliance with laws and regulations.
- We enquired of senior officers, internal audit and the Chief Constable, whether they were aware of any instances of non-compliance with laws and regulations or whether they had any knowledge of factual, suspected or alleged fraud.
- We assessed the susceptibility of the Chief Constable's financial statements to material misstatement, including how fraud might occur, by evaluating officers' incentives and opportunities for manipulation of the financial statements. This included the evaluation of the risk of management override of controls. We determined that the principal risks were in relation to:
 - manual journal entries that may be prone to management override of controls; and
 - key accounting estimates that are subject to management judgement and increased estimation uncertainty.
- Our audit procedures involved:
 - evaluation of the design effectiveness of controls that the Chief Finance Officer has in place to prevent and detect fraud;
 - journal entry testing, with a focus with a focus on manual journals which are at higher risk of manipulation in comparison to automatic system generated journals and those posted around the reporting date which had an impact on the Comprehensive Income and Expenditure Statement;
 - challenging assumptions and judgements made by management in its significant accounting estimates in respect of in respect of the valuation of liabilities in the balance sheet;
 - assessing the extent of compliance with the relevant laws and regulations as part of our procedures on the related financial statement item.



- These audit procedures were designed to provide reasonable assurance that the financial statements were free from fraud or error. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error and detecting irregularities that result from fraud is inherently more difficult than detecting those that result from error, as fraud may involve collusion, deliberate concealment, forgery or intentional misrepresentations. Also, the further removed non-compliance with laws and regulations is from events and transactions reflected in the financial statements, the less likely we would become aware of it.
- The team communications in respect of potential non-compliance with relevant laws and regulations, including the potential for fraud in revenue and expenditure recognition, and the significant accounting estimates related to the pension liability.
- Assessment of the appropriateness of the collective competence and capabilities of the engagement team included consideration of the engagement team's:
 - understanding of, and practical experience with audit engagements of a similar nature and complexity through appropriate training and participation
 - knowledge of the police sector
 - understanding of the legal and regulatory requirements specific to the Chief Constable including:
 - the provisions of the applicable legislation
 - guidance issued by CIPFA, LASAAC and SOLACE
 - the applicable statutory provisions.
- In assessing the potential risks of material misstatement, we obtained an understanding of:
 - the Chief Constable's operations, including the nature of its income and expenditure and its services and of its objectives and strategies to understand the classes of transactions, account balances, expected financial statement disclosures and business risks that may result in risks of material misstatement.
 - the Chief Constable's control environment, including the policies and procedures implemented by the Chief Constable to ensure compliance with the requirements of the financial reporting framework.

Report on other legal and regulatory requirements - the Chief Constable's arrangements for securing economy, efficiency and effectiveness in its use of resources

Matter on which we are required to report by exception – the Chief Constable's arrangements for securing economy, efficiency and effectiveness in its use of resources

Under the Code of Audit Practice, we are required to report to you if, in our opinion, we have not been able to satisfy ourselves that the Chief Constable has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2021.

Our work on the Chief Constable's arrangements for securing economy, efficiency and effectiveness in its use of resources is not yet complete. The outcome of our work will be reported in our commentary on the Chief Constable's arrangements in our Auditor's Annual Report. If we identify any significant weaknesses in these arrangements, these will be reported by exception in a further auditor's report. We are satisfied that this work does not have a material effect on our opinion on the financial statements for the year ended 31 March 2021.

Responsibilities of the Chief Constable

The Chief Constable is responsible for putting in place proper arrangements for securing economy, efficiency and effectiveness in its use of resources, to ensure proper stewardship and governance, and to review regularly the adequacy and effectiveness of these arrangements.

Auditor's responsibilities for the review of the Chief Constable's arrangements for securing economy, efficiency and effectiveness in its use of resources

We are required under Section 20(1)(c) of the Local Audit and Accountability Act 2014 to be satisfied that the Chief Constable has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources. We are not required to consider, nor have we considered, whether all aspects of the Chief Constable's arrangements for securing economy, efficiency and effectiveness in its use of resources are operating effectively.

We undertake our review in accordance with the Code of Audit Practice, having regard to the guidance issued by the Comptroller and Auditor General in April 2021. This guidance sets out the arrangements that fall within the scope of



'proper arrangements'. When reporting on these arrangements, the Code of Audit Practice requires auditors to structure their commentary on arrangements under three specified reporting criteria:

- Financial sustainability: how the Chief Constable plans and manages its resources to ensure it can continue to deliver its services;
- Governance: how the Chief Constable ensures that it makes informed decisions and properly manages its risks; and
- Improving economy, efficiency and effectiveness: how the Chief Constable uses information about its costs and performance to improve the way it manages and delivers its services.

We document our understanding of the arrangements the Chief Constable has in place for each of these three specified reporting criteria, gathering sufficient evidence to support our risk assessment and commentary in our Auditor's Annual Report. In undertaking our work, we consider whether there is evidence to suggest that there are significant weaknesses in arrangements.

Report on other legal and regulatory requirements - Delay in certification of completion of the audit

We cannot formally conclude the audit and issue an audit certificate for the Chief Constable of West Midlands Police for the year ended 31 March 2021 in accordance with the requirements of the Local Audit and Accountability Act 2014 and the Code of Audit Practice until we have completed:

- our work on the Chief Constable's arrangements for securing economy, efficiency and effectiveness in its use of resources and issued our Auditor's Annual Report,
- the work necessary to issue our Whole of Government Accounts (WGA) Component Assurance statement for the Chief Constable for the year ended 31 March 2021.

We are satisfied that this work does not have a material effect on the financial statements.

Use of our report

This report is made solely to the Chief Constable, as a body, in accordance with Part 5 of the Local Audit and Accountability Act 2014 and as set out in paragraph 43 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. Our audit work has been undertaken so that we might state to the Chief Constable those matters we are required to state to the Chief Constable in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Chief Constable as a body, for our audit work, for this report, or for the opinions we have formed.

Iain Murray

Iain Murray, Key Audit Partner
for and on behalf of Grant Thornton UK LLP, Local Auditor

London

9 December 2021



COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT FOR THE CHIEF CONSTABLE

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. It summarises the resources that have been generated and consumed in providing policing and crime reduction services during the year.

2019-20 Gross Exp £'000	2019-20 Gross Income £'000	2019-20 Net Exp £'000	Note	2020-21 Gross Exp £'000	2020-21 Gross Income £'000	2020-21 Net Exp £'000
744,661	(105,633)	639,028	Financial Resources consumed	858,884	(142,936)	715,949
14,122	(3,085)	11,037	WMP 2020 Projects	19,440	(4,952)	14,488
758,783	(108,718)	650,065	Total Financial Resources consumed	878,324	(147,888)	730,437
0	(558,529)	(558,529)	PCC Funding for Financial Resources Consumed	0	(613,502)	(613,502)
758,783	(667,247)	91,536	NET COST - POLICING SERVICES	878,324	(761,390)	116,935
205,239	0	205,239	Net Pension Interest Cost	176,599	0	176,599
205,239	0	205,239	Financing and Investment income and expenditure	176,599	0	176,599
0	(89,347)	(89,347)	Pensions Top Up Grant receivable from the PCC	0	(84,636)	(84,636)
0	(89,347)	(89,347)	Other Operating income	0	(84,636)	(84,636)
964,022	(756,594)	207,428	(Surplus) or Deficit on Provision of Services	1,054,923	(846,026)	208,898
		(736,144)	Re-measurements of the net defined benefit liability			546,217
		(736,144)	OTHER COMPREHENSIVE INCOME AND EXPENDITURE			546,217
		(528,716)	Total comprehensive Income and Expenditure			755,115

This Comprehensive Income and Expenditure Statement should be compared with the analysis within the PCC and Group accounts to compare the costs over which the Chief Constable has direction and control to the total costs of the PCC and the Group.

The PCC funding for financial resources consumed represents non-specific funding received by the PCC which is transferred to the Chief Constable to enable him to deliver effective police services.



MOVEMENT IN RESERVES STATEMENT FOR THE CHIEF CONSTABLE

This statement shows the movement in the 2019-20 and 2020-21 financial years on the different reserves held by the Chief Constable. This is analysed into usable reserves (i.e. those that can be used to fund expenditure or reduce local taxation) and unusable reserves. At present, the only transactions shown in this statement relate to the pensions reserve and the accumulated absences account reflecting movements relating to police officers and staff under the direction and control of the Chief Constable. All other reserves are managed by the PCC. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income and Expenditure Statement.

	General Fund Balance (Useable)	Pensions Reserve	Accumulated Absences Account	Total Unusable Reserves	Total Reserves
	£'000	£'000	£'000	£'000	£'000
Balance as at 01 April 2019	(2,962)	8,355,327	3,255	8,358,583	8,355,620
Total Comprehensive Income and Expenditure	207,428	(736,144)	0	(736,144)	(528,716)
Actual Amounts charged against the pensions fund for the year	94,208	(94,208)	0	(94,208)	0
Difference in pension costs between accounting basis and funding basis	(298,212)	298,212	0	298,212	0
Difference in employee remuneration costs (between accounting and funding basis)	(462)	0	462	462	0
Adjustments between accounting basis and funding basis under regulations	(204,466)	204,004	462	204,466	0
Net increase or (decrease)	2,962	(532,140)	462	(531,678)	(528,716)
Balance as at 31 March 2020 carried forward	0	7,823,187	3,717	7,826,904	7,826,904
Total Comprehensive Income and Expenditure	208,898	546,217	0	546,217	755,115
Actual Amounts charged against the pensions fund for the year	108,288	(108,288)	0	(108,288)	0
Difference in pension costs between accounting basis and funding basis	(310,443)	310,443	0	310,443	0
Difference in employee remuneration costs (between accounting and funding basis)	(7,558)	0	7,558	7,558	0
Adjustments between accounting basis and funding basis under regulations	(209,713)	202,155	7,558	209,713	0
Net increase or (decrease)	(815)	748,372	7,558	755,930	755,115
Balance as at 31 March 2021	(815)	8,571,559	11,275	8,582,834	8,582,019

Following the impact of the COVID-19 pandemic it was agreed that all staff would automatically carry forward up to 10 days of untaken annual leave from 2020-21 into 2021-22 which has resulted in an increase in the balance on the Accumulated Absences Account as at 31 March 2021.



BALANCE SHEET FOR THE CHIEF CONSTABLE

The Balance Sheet for the Chief Constable of West Midlands Police shows the value as at 31 March 2021 (the Balance Sheet date) of the assets and liabilities recognised by the CCWMP. The assets and liabilities recognised relate to the Police Officers and Police Staff under the direction and control of the Chief Constable. The net liabilities of the CCWMP are met by the reserves held by the entity.

	As at 31 March 2020	As at 31 March 2021	Notes
	£'000	£'000	
Long Term Assets	0	0	
Total Long term Assets	0	0	
Current Assets	0	0	
Total Current Assets	0	0	
Current Liabilities			
Short Term Creditors	(3,717)	(11,275)	16
Total Current Liabilities	(3,717)	(11,275)	
Long term Liabilities			
Liability relating to defined benefit pension scheme	(7,823,187)	(8,570,744)	17
Total Long term Liabilities	(7,823,187)	(8,570,744)	
Net Assets/(Liabilities)	(7,826,904)	(8,582,019)	
Reserves			
Usable Reserves	0	(815)	
Unusable Reserves	7,826,904	8,582,835	17
Total reserves	7,826,904	8,582,019	

The unusable reserves consist of a reserve for short term compensated absences of £11.3m and pension reserves of £8,571.6m.



CASH FLOW STATEMENT FOR THE CHIEF CONSTABLE

The Cash Flow Statement shows the changes in cash and cash equivalents of the CCWMP during the reporting period. However, all the payments were made from the Police Fund which is held by the PCC. Similarly, all income and funding is received by the PCC so the Chief Constable does not have any real cash flows from operating activities.

As at 31 March 2020		Notes	As at 31 March 2021	
£'000	£'000		£'000	£'000
	207,428	Net deficit on the provision of services		208,898
		Adjust the net deficit on provision of services for non-cash movements		
(206,966)		Pensions Movements	(201,340)	
0		Increase/(decrease) in debtors	0	
(462)		(Increase)/decrease in creditors	(7,558)	
	0	Net cash flows from operating activities		0
	0	Cash and cash equivalents		0



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NOTES TO THE ACCOUNTS

1. STATEMENT OF ACCOUNTING POLICIES

General Principles

The Statement of Accounts summarises the Force's transactions for the 2020-21 financial year and its position at the year end of 31 March 2021. The Chief Constable is required to prepare an Annual Statement of Accounts by the Accounts and Audit Regulations 2015. The regulations require the Statement of Accounts to be prepared in accordance with proper accounting practices. These practices primarily comprise the Code of Practice on Local Authority Accounting in the United Kingdom 2020-21 published by the Chartered Institute of Public Finance and Accountancy (CIPFA) and supported by International Financial reporting Standards. Guidance notes issued by CIPFA on the application of accounting standards to local authorities have in general been followed, and any exceptions to this are disclosed below. The policies below reflect the powers and responsibilities of the Chief Constable of West Midlands Police as designated by the Police Reform and Social Responsibility Act 2011 and the Home Office Financial Management Code of Practice for the Police Service of England and Wales 2012.

a. Operating Costs

Costs are recognised within the Chief Constable's accounts to reflect the resources consumed by activities under his direction and control.

All expenditure within the group accounts is paid for by the PCCWM as the Office for the Police and Crime Commissioner holds all the funds and controls the bank accounts for the Group. Hence an intra-group adjustment is made to account for the resources consumed by the Chief Constable so that the net cost of police services for the Chief Constable are transferred to the PCC/Group.

b. Treatment of Grants

The Chief Constable recognises specific revenue grants which relate to particular aspects of the Force's functions and have been shown as income in determining net expenditure. These include the Counter Terrorism Grant and other non-material Home Office grants. The Chief Constable also recognises the Police pensions top-up grant in other operating income in the Comprehensive Income and Expenditure account.

c. Employee Benefits

Benefits payable during employment

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include such benefits as wages and salaries, paid annual leave and paid sick leave, bonuses and non-monetary benefits (e.g. cars) for current employees and these benefits are recognised as an expense in the year in which the employee renders service to the CCWMP.

IAS 19 Employee Benefits requires the CCWMP to account for short term compensating absences which include time owing and annual leave accrued by accruing for the benefits which have accumulated but have not been taken by the Balance Sheet date. The amount will be recognised in the Comprehensive Income and Expenditure Statement in the period in which officers gain entitlement to the benefit. The cost of annual leave entitlement and time off in lieu earned but not taken at the end of the period is recognised in the financial statements to the extent that employees are permitted to carry forward leave into the next period. The full cost of short term compensated absences will be recognised in the accounts of the Chief Constable as the vast



majority of staffing costs are recognised in the Chief Constable's accounts and any charge to the PCC would not be material.

Termination Benefits

Termination benefits are amounts payable as a result of a decision by the Organisation to terminate a member of staff's employment before their normal retirement date or their decision to accept voluntary redundancy. These are charged as an expense in the Comprehensive Income and Expenditure Statement when the Chief Constable can no longer withdraw the offer of those benefits and when the Chief Constable recognises costs for a restructuring within the scope of IAS 37 involving the payment of such benefits.

Post employment benefits

The Police Pensions Scheme is unfunded and therefore net pension payments are charged against the year in which they are made, rather than being provided for by means of a pension fund. All receipts and payments relating to the 1987, 2006 and 2015 Police Pensions Regulations are generally receivable into and payable out of the pensions fund and specific provision is made for officers' contributions and inward transfer values to be paid into the fund and for awards payable and outward transfer values to be paid out of the fund. Transfers into and out of the fund are recognised as income to (or expenditure from) the Police Pension fund account in the year in which the transfer occurs.

The Police Pension Scheme note includes a separate disclosure of the 1987 Police Pension Scheme liabilities, the 1987 Police Pension Scheme injury awards liabilities the 2006 Police Pension Scheme liabilities and the 2015 Police Pension Scheme liabilities. This disclosure reflects the material nature of all four schemes in operation. Scheme liabilities are shown on the Balance Sheet following the requirements of the code and IAS 19.

Pension payments to former members of Police Staff are funded through an employer's contribution to the West Midlands Metropolitan Authorities Superannuation Fund (the LGPS), administered by Wolverhampton City Council. This is accounted for as a defined benefit scheme:

- a. The rate of contribution in 2020-21 was 18.8%.
- b. The liabilities of the scheme attributable to the Chief Constable 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 future earnings for current employees.
- c. Liabilities are discounted to their value at current prices, using an appropriate discount rate set by the Actuary (usually based on the indicative rate of return on AA rated corporate bonds of appropriate duration).
- d. The assets of the fund attributable to the Group are included in the Balance Sheet at their fair value:
 - i. Quoted securities – current bid price
 - ii. Unquoted securities – professional estimate
 - iii. Unitised securities – current bid price
 - iv. Property – market value
- e. The change in the net pensions liability is analysed into the following components:
 - i. *Current service cost* – the increase in liabilities as a result to years of service earned this year
 - ii. *Past service cost* – the increase in liabilities arising from current year decisions whose effect relates to years of service earned in earlier years – this is debited to the surplus or deficit on the provision of services in the Comprehensive Income and Expenditure Statement as part of Non Distributed Costs



- iii. *Net Interest on the net defined benefit liability (asset)* – the net interest expenses for the organisation. This is debited to the financing and investing income and expenditure line in the Comprehensive Income and Expenditure Statement
- iv. *Gains or losses on settlements and curtailments* – the result of actions to relieve the Group of liabilities or events that reduce the expected future service or accrual of benefits of employees. This is debited or credited to the surplus or deficit on the provision of services in the Comprehensive Income and Expenditure Statement as part of Non Distributed Costs
- v. *Remeasurements* – this comprises of (1) the return on plan assets excluding the amount included in net interest on the net defined benefit liability (asset) charged to the Pensions Reserve as Other Comprehensive Income and Expenditure and (2) actuarial gains and losses changes – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions. These are charged to the Pensions Reserve as other Comprehensive Income and Expenditure.
- vi. *Contributions paid to the pension fund* – cash paid as employers' contributions to the pension fund in settlement of liabilities; not accounted for as an expense.

In relation to retirement benefits, statutory provisions require the General Fund balance to be charged with the amount payable by the Chief Constable to the pension fund in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement this means that there are appropriations 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 any amounts payable to the fund but unpaid at the year-end.

The Chief Constable recognises pension costs for all police officers in these accounts. The Chief Constable also recognises the costs of police staff pensions to the extent that the staff are under his direction and control. The staff of the Office for Policing and Crime are not recognised by the Chief Constable as they are deemed to be under the direction and control of the Police and Crime Commissioner. All other staff are deemed to be under the direction and control of the Chief Constable.

The value of actuarial gains and losses and overall pensions liability within the Local Government Pension Scheme has been split by the actuary between the Chief Constable and PCC.

d. Value Added Tax

The Chief Constable is not registered for VAT as an entity. The PCCWM submits a single VAT return to HM Revenue and Customs on behalf of the Group. Income and Expenditure excludes any amounts related to VAT as all VAT collected is payable to HM Revenue and Customs and all VAT paid is recoverable from them.

e. Events after the end of the Reporting Period

Events which occur between the end of the reporting period (31 March) and the date when the Statement of Accounts are authorised for issue are known as post-Balance Sheet events. Two types of events can be identified:

- Those that provide evidence of conditions that existed at the end of the reporting period – these are known as adjusting events and the Statement of Accounts is adjusted to reflect these events. The Operating cost statement of the Chief Constable will reflect any adjustments where appropriate.
- Those that are indicative of conditions that arose after the reporting period – these are known as non adjusting events and the Statement of Accounts is not adjusted to reflect such events. However, where the event would have a material effect on the accounts, disclosure is made in the notes of the nature of the events and their estimated financial effect.



Events which appear after the date of authorisation for issue are not reflected in the Statement of Accounts.

f. Accruals of Income and Expenditure

Activity is accounted for in the year that it takes place, not simply when cash payments are made or received by the PCCWM. In particular:

- Revenue from the sale of goods is recognised at the time of transfer to the purchaser and when it is probable that economic benefits or service potential associated with the transaction will flow to the CCWMP.
- Revenue from the provision of services is recognised when the CCWMP can measure reliably the performance obligations of the transaction which are completed and it is probable that economic benefits or service potential associated with the transaction will flow to the CCWMP.
- 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.

g. Prior period adjustments, changes in accounting policies and estimates and errors

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

Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the Chief Constable of West Midlands Police's financial position or financial performance.

Where a change is made, it is applied retrospectively by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied. Material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparable amounts for the prior period.

h. Joint Operations

Joint operations are arrangements where the parties have joint control of the arrangement have rights to the assets and obligations for the liabilities relating to the arrangement. Two joint operations are ongoing. These are the Regional Organised Crime Unit (ROCU) and the Central Motorway Police Group (CMPG). The activities undertaken by CCWMP in conjunction with other joint operators involve the use of the assets and resources of the joint operators. Agreements for these joint operations are between the PCCs for the Forces. In relation to its interest in a joint operation, the Force recognises:

- Its assets, including its share of any assets held jointly
- Its liabilities, including its share of any liabilities incurred jointly
- Its revenue from the sale of its share of the output arising from the joint operation
- Its share of the revenue from the sale of the output by the joint operation
- Its expenses, including its share of any expenses incurred jointly



2. ACCOUNTING STANDARDS THAT HAVE BEEN ISSUED BUT HAVE NOT YET BEEN ADOPTED

The Code of Practice on Local Authority Accounting in the United Kingdom 2020-21 (the Code) and IAS 8 requires the PCCWM to disclose information relating to the impact of an accounting change that will be required by a new standard that has been issued but not yet adopted by the Code for the relevant financial year. There are no amendments which are expected to have a material effect on the information provided in the financial statements.

IFRS 16 Leases

The IASB issued IFRS 16 Leases in January 2016. The standard has an effective date of 01 January 2019 and was due to be adopted in the Code in the 2019-20 financial year. Following decisions taken at the meeting of the government's Financial Reporting Advisory Board (FRAB) on 22 November 2018 to defer implementation for the majority of rest of the public sector, the Local Authority accounting Code Board has agreed to delay implementation until 1 April 2020. The CIPFA/LASAAC Local Authority Accounting Code Board (CIPFA/LASAAC) agreed in April 2020 to defer the implementation of IFRS 16 Leases for one year in-line with the government's Financial Reporting Advisory Board's proposals for central government departments, moving the effective date for implementation to 1 April 2021. The CIPFA LASAAC Local Authority Accounting Code Board agreed in late 2020 in response to pressures on council finance teams as a result of the COVID-19 pandemic to defer the implementation of IFRS 16 Leases in the Code of Practice on Local Authority Accounting in the United Kingdom (the code) until the 2022-23 financial year. This aligns with the decision at the Government's Financial Reporting Advisory Board to establish a new effective date of 1 April 2022 for the implementation of IFRS 16.

The standard establishes a new accounting model for lessees in which all leases for assets for more than 12 months above a de minimis value will be accounted for by recognising a 'right to use' asset on the Balance Sheet, together with a liability for the present value of the lease payments. This means that leases currently accounted for as operating leases would be treated similarly to finance leases but recognising only a proportion of the assets value.

3. CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

In applying the accounting policies set out in pages 32 to 35 the CCWMP has had to make certain judgements about complex transactions involving uncertainty about future events. The critical judgements made in the statement of accounts are:

- A judgement has been made about the cost to include in the financial statements in relation to the Chief Constable and the impacts of this on the PCC and Group accounts. Following the stage 2 transfer of resources which was interpreted based on the Scheme of Consents and Delegation between the 2 corporation soles, the Chief Constable controls and directs police officers, PCSOs and the majority of police staff (excluding those staff directly employed by the PCC to manage his office), therefore all pay and pensions costs associated with these staff groups are presented in the Chief Constables accounts. The CFOs for the PCC and Chief Constable have determined that the non-pay costs attributable to the assets and liabilities of the PCC will also form part of the cost of the Chief Constable since these are consumed under his direction. The carrying value of the assets and liabilities remain with the PCC as he has control of them.



4. MAJOR SOURCES OF ESTIMATION UNCERTAINTY

The Statement of Accounts contains estimated figures that are based on assumptions made by the CCWMP 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 Constables Balance Sheet as at 31 March 2021 for which there are significant risks of material adjustment in the next financial year are detailed in the table below.

Item	Uncertainties	Effect if actual results differ from assumptions
Pensions liability	Estimation of the net liability to pay pensions depends on a number of complex actuarial judgements related to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and the expected rate of return on the assets invested in the pension scheme. The CC uses 2 firms of actuaries to provide expert advice about the assumptions to be applied to the Police Pension Schemes and the Local Government Pension Scheme.	The effect on the net pension liability of changes in individual assumptions can be measured but they interact in complex ways. The liability as at 31 March 2021 is £8,571m (£7,823m in 2019-20) so a small percentage change in the overall liability can have a material impact on the accounts

5. EVENTS AFTER THE BALANCE SHEET DATE

There are no material events to report after 31 March.



NOTES TO THE COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT FOR THE CHIEF CONSTABLE

6. EXPENDITURE AND FUNDING ANALYSIS

2019-20 Net Expenditure Chargeable to the General Fund Balance £'000	2019-20 Adjustments between Funding and Accounting Basis £'000	2019-20 Net Expenditure in the Comprehensive Income and Expenditure Statement £'000	Chief Constable	2020-21 Net Expenditure Chargeable to the General Fund Balance £'000	2020-21 Adjustments between Funding and Accounting Basis £'000	2020-21 Net Expenditure in the Comprehensive Income and Expenditure Statement £'000
545,698	93,330	639,028	Chief Constable			
11,060	(23)	11,037	Chief Constable	571,374	144,575	715,949
(553,796)	(4,733)	(558,529)	WMP2020 Projects	17,202	(2,714)	14,488
			Funding from the PCC	(589,391)	(24,111)	(613,502)
2,962	88,574	91,536	Net Cost of Services	(815)	117,750	116,935
0	115,892	115,892	Other Income and Expenditure	0	91,963	91,963
2,962	204,466	207,428	Surplus or Deficit	(815)	209,713	208,898

	Chief Constable	
	2019-20	2020-21
Opening General Fund Balance	(2,962)	0
Less Deficit on General Fund Balance in Year	2,962	(815)
Closing General Fund Balance at 31 March	0	(815)

7. NOTE TO THE EXPENDITURE AND FUNDING ANALYSIS

2019-20 Net Change for the Pensions Adjustment (Note 1) £'000	2019-20 Other Differences (Note 2) £'000	2019-20 Total Adjustments between Funding and Accounting Basis £'000	Chief Constable	2020-21 Net Change for the Pensions Adjustment (Note 1) £'000	2020-21 Other Differences (Note 2) £'000	2020-21 Total Adjustments between Funding and Accounting Basis £'000
88,170	5,160	93,330	Chief Constable			
0	(23)	(23)	Chief Constable	110,106	34,469	144,575
(58)	(4,675)	(4,733)	WMP2020 Projects	0	(2,714)	(2,714)
			Funding from the PCC	86	(24,197)	(24,111)
88,112	462	88,574	Net Cost of Services	110,192	7,558	117,750
115,892	0	115,892	Other Income and Expenditure	91,963	0	91,963
204,004	462	204,466	Surplus or Deficit	202,155	7,558	209,713

Note 1 – This shows which lines have been affected by the removal of pension contributions and replaced with IAS 19 transactions

Note 2 – This column includes adjustments for Accumulated Absences and capital adjustments from PCC funding



8. SUBJECTIVE ANALYSIS OF THE NET COST OF POLICE SERVICES

2019-20 £'000		2020-21 £'000
	Financial Resources of the PCCWM consumed at the request of the Chief Constable	
494,930	Police Pay and Allowances	502,861
169,919	Police Staff and PCSO Pay and Allowances	190,927
6,548	Other Employee Expenses	6,397
671,397	Sub Total Employee Costs	700,186
21,944	Premises Related Costs	23,255
7,104	Transport/Travel Costs	7,985
67,628	Supplies and Services	88,727
15,144	Collaborative Working Expenditure	15,216
15,472	Capital Financing Costs	42,751
(108,718)	Income	(147,888)
(39,906)	Non distributed costs	205
650,065	Total Financial Resources of the PCCWM consumed at the request of the Chief Constable	730,437
(558,529)	PCC funding for financial resources consumed	(613,502)
91,537	Net Cost of Policing Services	116,935
205,239	Financing and investment income and expenditure	176,599
(89,347)	Other Operating Income	(84,636)
207,428	Deficit on the provision of services	208,898
(736,144)	Other Comprehensive Income and Expenditure	546,217
(528,716)	Net Comprehensive Income and Expenditure	755,115



9. EMPLOYEE REMUNERATION

The following table shows the remuneration of employees under the direction and control of the Chief Constable of West Midlands Police whose remuneration is more than £50,000 per year. The values in this table exclude the staff of the Office for the Police and Crime Commissioner.

2019-20 Police Officers	2019-20 Police Staff	2019-20 Total	Earnings Band	2020-21 Police Officers	2020-21 Police Staff	2020-21 Total
5,406	4,105	9,511	Less than £49,999	6,047	4,329	10,376
601	53	654	£50,000 - £54,999	583	49	632
347	17	364	£55,000 - £59,999	403	45	448
81	15	96	£60,000 - £64,999	145	15	160
31	12	43	£65,000 - £69,999	35	9	44
21	7	28	£70,000 - £74,999	20	9	29
9	3	12	£75,000 - £79,999	12	7	19
10	1	11	£80,000 - £84,999	11	4	15
10	2	12	£85,000 - £89,999	12	1	13
9	3	12	£90,000 - £94,999	12	1	13
15	0	15	£95,000 - £99,999	14	2	16
6	0	6	£100,000 - £104,999	4	1	5
0	1	1	£105,000 - £109,999	2	0	2
1	0	1	£110,000 - £114,999	1	0	2
0	0	0	£115,000 - £119,999	0	1	1
0	0	0	£120,000 - £124,999	0	0	0
0	0	0	£125,000 - £129,999	0	0	0
1	0	1	£130,000 - £134,999	0	1	1
0	0	0	£135,000 - £139,999	1	0	0
0	0	0	£140,000 - £144,999	0	0	0
0	0	0	£145,000 - £149,999	1	0	1
1	0	1	£150,000 - £154,999	0	0	0
0	0	0	£155,000 - £159,999	0	0	0
0	0	0	£160,000 - £164,999	0	0	0
0	0	0	£165,000 - £169,999	0	0	0
0	0	0	£170,000 - £174,999	0	0	0
0	0	0	£175,000 - £179,999	0	0	0
0	0	0	£180,000 - £184,999	0	0	0
0	0	0	£185,000 - £189,999	0	0	0
0	0	0	£190,000 - £194,999	0	0	0
0	0	0	£195,000 - £199,999	0	0	0
1	0	1	£200,000 - £204,999	0	0	0
0	0	0	£205,000 - £209,999	1	0	1
6,550	4,219	10,769	Totals	7,304	4,474	11,778



10. SENIOR OFFICERS REMUNERATION

This note has been prepared in accordance Account and Audit Regulations 2015. This aims to provide greater transparency and accountability to local taxpayers in respect of the total remuneration package for the senior team charged with stewardship of the organisation. In respect of the CCWMP the information is reported for the senior command team of the police force. The regulations require that persons whose annual salary is more than £150,000 are identified by their job title and their name, and that senior employees and relevant police officers earning more than £50,000 (but less than £150,000) are identified by their job title.

Senior Officers' remuneration in 2020-21

Post holder information	Notes	Salary (inc fees and allowances)	Benefits in Kind	Total remuneration (Exc employer pension contributions)	Employers pension contributions	Total Remuneration (Inc. employers pension contributions)
		£'000	£'000	£'000	£'000	£'000
Chief Constable for West Midlands Police						
Chief Constable D Thompson		205.4	5.5	210.9	22.6	233.5
Deputy Chief Constable L Rolfe	1	38.2	1.3	39.5	11.6	51.1
Deputy Chief Constable V Jardine	2	149.6	5.9	155.5	45.3	200.8
Assistant Chief Constable (1)	3	52.7	1.6	54.3	14.2	68.5
Assistant Chief Constable (2)	4	79.4	0	79.4	17.6	97.0
Assistant Chief Constable (3)	5	15.1	0.5	15.6	3.1	18.8
Assistant Chief Constable (4)		104.5	7.4	111.9	31.3	143.2
Assistant Chief Constable (5)		110.1	5.3	115.4	34.1	149.6
Assistant Chief Constable (6)	6	69.9	0.2	70.1	19.8	89.9
Assistant Chief Constable (7)	7	4.4	0.2	4.6	1.0	5.6
Assistant Chief Constable (8)		96.3	5.3	101.6	28.9	130.5
Director of Commercial Services		115.2	0.5	115.7	21.6	137.3
Director of People & Organisation Development		130.7	0	130.7	21.6	152.3
Total:		1,171.4	33.7	1,205.1	272.9	1,478.0

Notes:

1. DCC - Louisa Rolfe vacated her role as Deputy Chief Constable on 28th June 2020
2. DCC - Vanessa Jardine commenced her role as Deputy Chief Constable on 29th June 2020, having been promoted from Assistant Chief Constable
3. ACC (1) commenced temporary role of Assistant Chief Constable on 28th September 2020
4. ACC (2) vacated role of Assistant Chief Constable on 25th September 2020
5. ACC (3) vacated role of Temporary Assistant Chief Constable on 14th June 2020
6. ACC (6) commenced his role of Temporary Assistant Chief Constable on 1st August 2020
7. ACC (7) vacated role of Assistant Chief Constable on 20th April 2020



Senior Officers' remuneration in 2019-20

Post holder information	Notes	Salary (inc fees and allowances)	Benefits in Kind	Total remuneration (Exc employer pension contributions)	Employers pension contributions	Total Remuneration (Inc. employers pension contributions)
		£'000	£'000	£'000	£'000	£'000
Chief Constable for West Midlands Police						
Chief Constable D Thompson		200.5	4.7	205.2	61.2	266.4
Deputy Chief Constable L Rolfe		154.7	4.8	159.5	46.9	206.4
Assistant Chief Constable (1)	1	74.2	2.3	76.5	20.3	96.8
Assistant Chief Constable (2)	2	86.0	0.8	86.8	25.7	112.5
Assistant Chief Constable (3)		114.4	1.0	115.4	34.4	149.8
Assistant Chief Constable (4)	3	47.4	3.0	50.4	12.7	63.1
Assistant Chief Constable (5)	4	4.3	0.6	4.9	1.2	6.1
Assistant Chief Constable (6)	5	85.2	0.4	85.6	26.4	112.0
Assistant Chief Constable (7)		69.0	5.0	74.0	35.9	109.9
Assistant Chief Constable (8)	6	28.6	1.9	30.5	8.8	39.3
Director of Commercial Services		108.5	4.0	112.5	18.3	130.8
Director of People & Organisation Development	7	53.5	0	53.5	7.9	61.4
Director of People & Organisation Development	8	8.0	0	8.0	1.4	9.4
Director of People & Organisation Development	9	52.1	0	52.1	7.7	59.8
Total:		1,086.4	28.5	1,114.9	308.8	1,423.7

Notes:

- ACC (1) vacated her role of Assistant Chief Constable on 27th October 2019
- ACC (2) commenced role of Assistant Chief Constable on 8th July 2019
- ACC (4) commenced temporary role of Assistant Chief Constable on 10th June 2019
- ACC (5) commenced temporary role of Assistant Chief Constable on 16th March 2020
- ACC (6) commenced temporary role of Assistant Chief Constable on 3rd June 2019
- ACC (8) vacated temporary role of Assistant Chief Constable on 9th July 2019 and recommenced temporary role of Assistant Chief Constable on 23rd March 2020
- Director of POD vacated her role of Director of People & Organisation Development on 30th August 2019
- Director of POD commenced temporary role of Director of People and Organisation Development on 2nd September 2019 until 4th November 2019
- Director of POD commenced role of Director of People and Organisation Development on 4th November 2019



11. TERMINATION BENEFITS

The Code of Practice on Local Authority Accounting requires the disclosure of the number and cost of agreed exit packages. This note splits exit packages between those which relate to a compulsory redundancy and those which relate to other redundancy and departure costs.

Cost band	No. of compulsory redundancies		No. of other agreed departures		Total No. of exit packages by cost band		Total cost of exit packages in each band	
	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21	2019-20 £'000	2020-21 £'000
£0 - £19,999	2	4	10	10	12	14	78	126
£20,000 - £39,999	1	0	1	2	2	2	57	48
£40,000 - £59,999	0	0	1	1	1	1	54	51
£60,000 - £79,999	0	0	1	2	1	2	75	137
£80,000 - £99,999	0	0	1	0	1	0	90	0
£100,000 +	0	0	0	1	0	1	0	179
Total	3	4	14	16	17	20	355	541

The termination benefits note in the group accounts shows the addition of one member of staff in 2019-20 and one in 2020-21 who left the Office for the Police and Crime Commissioner.

12. EXTERNAL AUDIT COSTS

In 2020-21 the Chief Constable incurred the following fees relating to external audit:

	2019-20 £'000	2020-21 £'000
Fees payable to Grant Thornton UK LLP with regard to audit services carried out by the appointed auditor	17	17
Fees payable to Grant Thornton UK LLP with regard to external audit services carried out by the appointed auditor for a prior year	2	7
Fees Refunded by PSAA with regard to a prior year	(2)	0

The appointed auditor in 2020-21 was Grant Thornton UK LLP. The audit fee for the Chief Constable's accounts for the year was £17,325. Additional fees were charged of £6,641 for work done relating to the 2019-20 accounts.



13. GRANT INCOME

The Chief Constable credited the following grants to the Comprehensive Income and Expenditure Statement. The Police Services income received by the Chief Constable is income that is directly attributable to the Chief Constable. It includes income for services provided such as events and airports but also grant income that is credited to the net cost of services rather than non-specific grant income.

	2019-20	2020-21
	£'000	£'000
<i>Credited to Other Operating Income</i>		
Pensions top up grant receivable	89,347	84,636
Total	89,347	84,636
<i>Credited to Police Services</i>		
Loan Charges Grant	566	571
Counter Terrorism Grant	57,198	61,138
Serious Violence Grant	7,189	5,065
COVID-19 Grant	1,041	12,995
Commonwealth Games	1,647	6,506
ROCU Grants	5,301	13,752
Police Uplift Programme	652	10,257
Other Grants	5,590	7,765
	79,184	116,886

14. RELATED PARTY TRANSACTIONS

The PCCWM and Chief Constable of West Midlands Police are 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 him. Disclosure of these transactions allows readers to assess the extent to which the Chief Constable might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with him.

Central Government

The UK Government exerts significant influence over the operations of the Chief Constable – it is responsible for providing the statutory operating framework and provides the majority of funding in the form of grants which are paid to the PCCWM. It also prescribes the terms of many of the transactions that the PCCWM Group has with other parties. The grants received from Central Government to the PCCWM are set out in the PCCWM and Group Statement of Accounts.

Pension schemes

The Local Government Pension Scheme is administered by Wolverhampton City Council and payments of £30.7m were made to them in 2020-21 (£24.7m in 2019-20)

Officers

No Chief Officers of the Force have declared any related party transactions in 2020-21.



15. COLLABORATIVE WORKING EXPENDITURE

	31 March 2020 £'000	31 March 2021 £'000
Levies	4,584	5,458
Government Departments	228	188
NHS Bodies	67	45
Academies	4	9
Other Police Forces	6,391	5,435
Other Local Authorities	1,609	1,550
All other bodies	2,261	2,531
Total Collaborative expenditure	15,144	15,216

Collaborative working expenditure is included within the net cost of policing services in the Chief Constable's accounts.



NOTES TO THE BALANCE SHEET FOR THE CHIEF CONSTABLE

16. UNUSABLE RESERVES

The Chief Constable recognises two unusable reserves in his Balance Sheet. These relate to Police and Police staff pensions and accumulated compensated absences.

Pensions Reserve

The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions. The CCWMP 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 CCWMP makes employer's contributions to pension funds, or eventually pay any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the CCWMP 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.

	31 March 2020 £'000	31 March 2021 £'000
Balance at 1 April	8,355,327	7,823,187
Remeasurements of the net defined benefit liability or asset	(736,144)	546,217
Reversal of items related to retirement benefits debited or credited to the Surplus or Deficit on the provision of service in the Comprehensive Income and Expenditure Statement	298,212	310,443
Employers' pensions contributions and direct payments to pensioners payable in the year	(94,208)	(108,288)
Balance as at 31 March	7,823,187	8,571,559

Accumulated Compensated Absences Account

The Accumulated Compensated Absences Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave entitlement and time owing balances carried forward at 31 March. Statutory arrangements require that the impact on the General Fund Balance is neutralised by transfers to or from the account. The Balances in the table below represent the liability of the CCWMP to pay outstanding compensating absences.

	2019-20 £'000	2020-21 £'000
Balance at 1 April	3,255	3,717
Settlement or cancellation of accrual made at the end of the previous year	0	0
Amounts accrued at the end of the current year	3,255	3,717
Amounts by which officers 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 provisions	462	7,558
Balance at 31 March	3,717	11,275



Following the impact of the COVID-19 pandemic it was agreed that all staff would automatically carry forward up to 10 days of untaken annual leave from 2020-21 into 2021-22 which has resulted in an increase in the balance on the Accumulated Absences Account as at 31 March 2021.

17. DEFINED BENEFIT 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 will not actually be payable until employees retire, the Chief Constable, through the Group accounts has a commitment to make the payments that need to be disclosed at the time that employees earn their future entitlement.

The Group participates in two post-employment schemes:

- The Local Government Pension Scheme for civilian employees, administered by West Midlands Pension Fund. This is a funded defined benefit final salary scheme, meaning that the PCCWM and employees pay contributions into a fund, calculated at a level intended to balance the pension's liabilities with investment assets.
- The Police Pension Scheme (defined benefit) for police officers - this is an unfunded defined benefit final salary scheme, meaning that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet actual pensions payments as they eventually fall due.

Police pensions operate under three schemes: The 1987 scheme which no new members can now join, the 2006 Police pension scheme which all officers joining a pension scheme since 1 April 2006 became a member of and the 2015 pension scheme which all new officers join and many officers from the 2006 scheme have transferred into. In addition the disclosures which follow also show the costs of police injury awards separately as the costs of injury pensions are material in their own right. Under the Police Pension Fund Regulations 2007, if the amounts receivable by the pensions fund for the year is less than the amounts payable, the Group must annually transfer an amount required to meet the deficit to the pension fund. Subject to parliamentary scrutiny and approval, up to 100% of this cost is met by Central Government pension top-up grant. If however the pension fund is in surplus for the year, the surplus is required to be transferred from the pension fund to the Group which then must repay the amount to Central Government.

The costs of retirement benefits are recognised in the reported cost of services when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge we are required to make against council tax is based on the cash payable in the year, so the real cost of retirement benefits is reversed out of the General Fund in the Group Movement in Reserves Statement.

The tables which follow show pension transactions have been made in the Comprehensive Income and Expenditure Statement and the General Fund Balance via the Movement in Reserves Statement during the year. The Chief Constable is responsible for the pension payments for all Police Officers and Police staff with the exception of the staff of the Office for Policing and Crime. The statements which follow show transactions for the Chief Constable and the Group separately because the assets and liabilities in the Local Government pension Scheme are now disclosed separately by the group's actuary.

The following tables show how the transactions have been recognised in the Comprehensive Income and Expenditure Statement, Movement in Reserves and Balance Sheet during the year.



Pension transactions within the Comprehensive Income and Expenditure Statement

2020-21	Local Government Pension Scheme CC element £'000	1987 Police Pension Scheme £'000	Police Injury Awards £'000	2006 Police Pension Scheme £'000	2015 Police Pension Scheme £'000	Total £'000
<u>Net cost of services:</u>						
Current Service Cost	(41,306)	(18,130)	(4,090)	(1,430)	(153,320)	(218,276)
Past service (cost) / gain						
Curtailments	(205)					(205)
<u>Financing and Investing Income & Expenditure:</u>						
Net Interest cost	(6,891)	(146,190)	(2,390)	(6,750)	(13,910)	(176,131)
Administration cost	(468)					(468)
Total post-employment benefits charged to the surplus or deficit on the provision of Services	(48,870)	(164,320)	(6,480)	(8,180)	(167,230)	(395,080)
Other post-employment benefits charged to the Comprehensive Income and Expenditure Statement	0	0	0	0	0	0
<u>Re-measurements of the net defined benefit liability/asset comprising:</u>						
Return on plan assets (excluding the amount included in the net interest cost)	112,157					112,157
Actuarial gains and losses arising on changes in demographic assumptions	12,613	0	0	0	0	12,613
Actuarial gains and losses arising on changes in financial assumptions	(351,118)	(664,370)	(9,350)	(57,810)	(130,310)	(1,212,958)
Experience gains and losses arising on the pension liabilities	10,641	458,910	9,920	(32,080)	94,580	541,971
Other actuarial gains and losses	0					0
Net charge to CIES	(264,577)	(369,780)	(5,910)	(98,070)	(202,960)	(941,297)



2019-20	Local Government Pension Scheme CC element £'000	1987 Police Pension Scheme £'000	Police Injury Awards £'000	2006 Police Pension Scheme £'000	2015 Police Pension Scheme £'000	Total £'000
<u>Net cost of services:</u>						
Current Service Cost	(39,296)	(28,460)	(3,620)	(1,810)	(149,040)	(222,226)
Past service (cost) / gain		(27,500)		67,640		40,140
Curtailments	(234)					(234)
<u>Financing and Investing Income & Expenditure:</u>						
Net Interest cost	(8,606)	(171,940)	(2,730)	(9,450)	(12,100)	(204,826)
Administration cost	(413)					(413)
Total post-employment benefits charged to the surplus or deficit on the provision of Services	(48,549)	(227,900)	(6,350)	56,380	(161,140)	(387,559)
Other post-employment benefits charged to the Comprehensive Income and Expenditure Statement	0	0	0	0	0	0
<u>Re-measurements of the net defined benefit liability/asset comprising:</u>						
Return on plan assets (excluding the amount included in the net interest cost)	(42,270)					(42,270)
Actuarial gains and losses arising on changes in demographic assumptions	(25,729)	205,580	4,060	12,400	17,660	213,971
Actuarial gains and losses arising on changes in financial assumptions	139,546	202,800	2,360	20,740	23,080	388,526
Experience gains and losses arising on the pension liabilities	(11,478)	132,990	2,260	(4,750)	23,870	142,892
Other actuarial gains and losses	33,035					33,035
Net charge to CIES	44,555	313,470	2,330	84,770	(96,530)	348,595



Pension transactions within the Movement in Reserves Statement

2020-21	Local Government Pension Scheme CC element £'000	1987 Police Pension Scheme £'000	Police Injury Awards £'000	2006 Police Pension Scheme £'000	2015 Police Pension Scheme £'000	Total £'000
Reversal of Net Charges for retirement benefits in accordance with IAS 19	48,870	164,320	6,480	8,180	167,230	395,080
Actual amount charged against the General Fund balance for pensions in the year:						
Employer's contributions payable to the scheme	(23,770)	0	0	0	0	(23,770)
Retirement benefits payable to pensioners (net of employee contributions)	0	(192,840)	(3,530)	(980)	26,660	(170,690)

2019-20	Local Government Pension Scheme CC element £'000	1987 Police Pension Scheme £'000	Police Injury Awards £'000	2006 Police Pension Scheme £'000	2015 Police Pension Scheme £'000	Total £'000
Reversal of Net Charges for retirement benefits in accordance with IAS 19	48,549	227,900	6,350	(56,380)	161,140	387,559
Actual amount charged against the General Fund balance for pensions in the year:						
Employer's contributions payable to the scheme	(17,893)	0	0	0	0	(17,893)
Retirement benefits payable to pensioners (net of employee contributions)	0	(183,910)	(2,560)	(890)	23,180	(164,180)

In the above table the reversal of net charges for retirement benefits in accordance with International Financial Accounting Standards includes the pension top up grant (£84,636k in 2020-21) payable to the PCC and passed to the Chief Constable from the Home Office. This grant is excluded in the Movement in Reserves Statement on page 29 which shows the adjustments within the pensions reserve affecting the overall movement in reserves.



Assets and Liabilities in relation to Post-employment benefits

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

2020-21	Funded liabilities: LGPS CC element £'000	Unfunded liabilities: 1987 Police Pension Scheme £'000	Unfunded liabilities: Injury Awards Pensions £'000	Unfunded liabilities: 2006 Police Pension Scheme £'000	Unfunded liabilities: 2015 Police Pension Scheme £'000	Total £'000
Present value of the defined benefit obligation	(1,342,818)	(6,761,210)	(108,280)	(397,010)	(758,510)	(9,367,828)
Fair value of plan assets	797,084	0	0	0	0	797,084
Sub-total	(545,734)	(6,761,210)	(108,280)	(397,010)	(758,510)	(8,570,744)
Other movements in the liability	0	0	0	0	0	0
Net liability arising from the defined benefit obligation	(545,734)	(6,761,210)	(108,280)	(397,010)	(758,510)	(8,570,744)

2019-20	Funded liabilities: LGPS CC element £'000	Unfunded liabilities: 1987 Police Pension Scheme £'000	Unfunded liabilities: Injury Awards Pensions £'000	Unfunded liabilities: 2006 Police Pension Scheme £'000	Unfunded liabilities: 2015 Police Pension Scheme £'000	Total £'000
Present value of the defined benefit obligation	(961,687)	(6,584,200)	(105,900)	(299,750)	(528,410)	(8,479,947)
Fair value of plan assets	656,760	0	0	0	0	656,760
Sub-total	(304,927)	(6,584,200)	(105,900)	(299,750)	(528,410)	(7,823,187)
Other movements in the liability	0	0	0	0	0	0
Net liability arising from the defined benefit obligation	(304,927)	(6,584,200)	(105,900)	(299,750)	(528,410)	(7,823,187)



Reconciliation of present value of the scheme liabilities (defined benefit obligation):

2020-21	Funded liabilities: Local Govt Pension Scheme (CC element) £'000	Unfunded liabilities: 1987 Police Pension Scheme £'000	Unfunded liabilities: Injury Awards Pensions £'000	Unfunded liabilities: 2006 Police Pension Scheme £'000	Unfunded liabilities: 2015 Police Pension Scheme £'000	Total £'000
1 April -20	(961,687)	(6,584,200)	(105,900)	(299,750)	(528,410)	(8,479,947)
Current service cost	(41,306)	(18,130)	(4,090)	(1,430)	(153,320)	(218,276)
Interest cost	(22,477)	(146,190)	(2,390)	(6,750)	(13,910)	(191,717)
Contributions by scheme participants	(7,876)	(3,980)	0	(330)	(28,320)	(40,506)
Transfers into the scheme	0	(70)	0	(170)	(480)	(720)
Re-measurement of the defined benefit obligation	(327,864)	(205,460)	570	(89,890)	(35,730)	(658,374)
Benefits paid	18,597	196,820	3,530	1,310	1,660	221,917
Curtailments	(205)	0	0	0	0	(205)
Past service costs	0	0	0	0	0	0
Other movements in the liability	0	0	0	0	0	0
31 March-21	(1,342,818)	(6,761,210)	(108,280)	(397,010)	(758,510)	(9,367,828)

2019-20	Funded liabilities: Local Govt Pension Scheme (CC element) £'000	Unfunded liabilities: 1987 Police Pension Scheme £'000	Unfunded liabilities: Injury Awards Pensions £'000	Unfunded liabilities: 2006 Police Pension Scheme £'000	Unfunded liabilities: 2015 Police Pension Scheme £'000	Total £'000
1 April -19	(1,013,113)	(7,081,300)	(110,790)	(385,060)	(407,850)	(8,998,113)
Current service cost	(39,296)	(28,460)	(3,620)	(1,810)	(149,040)	(222,226)
Interest cost	(24,165)	(171,940)	(2,730)	(9,450)	(12,100)	(220,385)
Contributions by scheme participants	(6,821)	(5,700)	0	(390)	(24,740)	(37,651)
Transfers into the scheme	0	(280)	0	(350)	(850)	(1,480)
Re-measurement of the defined benefit obligation	102,339	541,370	8,680	28,390	64,610	745,389
Benefits paid	19,603	189,610	2,560	1,280	1,560	214,613
Curtailments	(234)	0	0	0	0	(234)
Past service costs	0	(27,500)	0	67,640	0	40,140
Other movements in the liability	0	0	0	0	0	0
31 March-20	(961,687)	(6,584,200)	(105,900)	(299,750)	(528,410)	(8,479,947)



Reconciliation of fair value of the scheme assets:

	Local Government Pension Scheme CC Element £'000	
	2019-20	2020-21
1 April	645,738	656,760
Interest on plan assets	15,559	15,586
Return on plan assets excluding the amount included in the net interest expense	(42,270)	112,157
Other actuarial gains and (losses)	33,035	0
Employer contributions	17,893	23,770
Member contributions	6,821	7,876
Benefits paid	(19,603)	(18,597)
Administration expenses	(413)	(468)
31 March	656,760	797,084

The total value of the liability for the pension schemes disclosed in the Chief Constables Balance Sheet excludes the PCC element of the Local Government Pension Scheme and is thus £8,570m.

The liabilities show the underlying commitments that the CCWMP has in the long run to pay post-employment (retirement) benefits. The total liability of £8,570m within the Chief Constable's Balance Sheet has a substantial impact on the net worth of the Group recorded in the Group Balance Sheet, resulting in a negative overall balance of £8,370m. Statutory arrangements for funding the deficit mean that the financial position of the pension deficit will always be funded:

- The deficit on the local government scheme will be made good by increased contributions over the remaining working life of employees (i.e. before payments fall due), as assessed by the scheme actuary.
- Finance is only required to be raised to cover police pensions when the pensions are actually paid.

Basis for Estimating Assets and Liabilities

Liabilities have been assessed on an actuarial basis using the projected unit method, and estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels, etc. The Police Scheme liabilities have been assessed by the Government Actuary's Department and the Police Staff liabilities have been assessed by Barnett Waddingham, an independent firm of actuaries.

Under the projected unit method of estimating liabilities the current service cost will increase as the members of that scheme approach retirement. This is more evident in schemes such as the 1987 Police pension scheme where the age profile of the active membership is significantly rising.

The principal assumptions in the calculations made are:-



	Chief Constable Portion of Local Government Pension Scheme		Police Pension Scheme	
	£'000		£'000	
	2019-20	2020-21	2019-20	2020-21
	Years	Years	Years	Years
Mortality Assumptions:				
Longevity at 65 for current pensioners:				
Men	21.9	21.6	21.9	22.0
Women	24.1	23.9	23.6	23.7
Longevity at 65 for future pensioners:				
Men	23.8	23.4	23.6	23.7
Women	26.0	25.8	25.2	25.3
	%	%	%	%
Rate of CPI inflation	1.85	2.80	2.00	2.40
Rate of increase in salaries	2.85	3.80	4.00	4.15
Rate of increase in pensions	1.85	2.80	2.00	2.40
Rate for discounting scheme liabilities	2.35	2.00	2.25	2.00

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the above table. The sensitivity analyses below have been determined based on reasonably possible changes in the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while other assumptions remain constant. It is noted that some assumptions are interrelated.

The estimations in this analysis are completed on an actuarial basis using the projected unit credit method.

Local Government Pension Scheme Chief Constable		Impact on the defined benefit obligation in the scheme		
Sensitivity analysis		£000's	£000	£000
Adjustment to the discount rate	Present value of total obligation	+0.1%	0%	-0.1%
	Projected service cost	1,311,132	1,342,818	1,375,303
Adjustment to long term salary increase	Present value of total obligation	+0.1%	0%	-0.1%
	Projected service cost	74,308	77,104	79,995
Adjustments to pension increases and deferred valuations	Present value of total obligation	+0.1%	0%	-0.1%
	Projected service cost	1,347,218	1,342,818	1,338,460
Adjustment to life expectancy assumptions	Present value of total obligation	+0.1%	0%	-0.1%
	Projected service cost	1,370,615	1,342,818	1,315,703
Adjustment to life expectancy assumptions	Present value of total obligation	+ 1 year	No change	- 1 year
	Projected service cost	79,967	77,104	74,333
Adjustment to life expectancy assumptions	Present value of total obligation	+ 1 year	No change	- 1 year
	Projected service cost	1,403,354	1,342,818	1,285,020
Adjustment to life expectancy assumptions	Present value of total obligation	+ 1 year	No change	- 1 year
	Projected service cost	80,504	77,104	73,832



Police Pension Scheme	Impact on the defined benefit obligation in the scheme	
	Increase in assumption	Decrease in assumption
	£000's	£000's
Longevity (increase or decrease of 1 year)	234,000	(234,000)
Rate of increase in pensions / deferred revaluation (increase or decrease by 0.5%)	547,000	(547,000)
Rate of increase in salaries (increase or decrease by 0.5%)	73,000	(73,000)
Rate of discounting scheme liability (increase or decrease by 0.5%)	(598,000)	598,000

The police pension scheme has no assets to cover its liabilities. Assets in the West Midlands Metropolitan Authorities Pension Fund relating to the Chief Constable are valued at fair value, (the bid price of investments held), totalling £797.1m for the fund as a whole at 31 March 2021 (£656.8m at 31 March 2020). The Fund assets consist of the following categories by proportion of the total assets of the Fund:

		Fair value of assets held	
		31 March 2020	31 March 2021
Asset category	Sub category	£'000	£'000
Cash and cash equivalents	Cash instruments and accounts	23,570	38,971
Total Cash		23,570	38,971
Equity Instruments	Equity Instruments	295,011	420,179
	Index Futures	24,311	0
	Private Unquoted	54,535	59,911
Total equity		373,857	480,090
Bonds	UK Government fixed	8,486	12,637
	UK Government indexed	41,774	53,706
	Other bonds	53,523	50,556
Total Bonds		103,783	116,899
Property	UK and Property Funds	58,416	59,812
Total property		58,416	59,812
Alternatives	Infrastructure	35,380	35,618
	Absolute Return	19,299	13,456
	Other fixed interest	41,169	52,238
	Futures	(3,217)	0
	Other long term assets	4,503	0
Total Alternatives		97,134	101,312
Total Assets held		656,760	797,084

The Chief Constable, along with other Chief Constables and the Home Office, currently has 739 claims in respect of unlawful discrimination arising from transitional provisions in the Police Pension Regulations 2015. The claims against the Police pension scheme (the Aarons case) had previously been stayed behind the McCloud/Sargeant judgement, but a case management was held in Oct 2019, with the resulting Order including an interim declaration that the claimants are entitled to be treated as if they had been given full transitional protection and had remained in their existing scheme after 1 April 2015. Whilst the interim declaration applied only to claimants, the Government made clear through a Written Ministerial Statement on 25 March 2020 that non-claimants would be treated in the same way.



On 16 July 2020, HM Treasury issued a consultation regarding transitional arrangements for public sector pensions to eliminate discrimination as identified through the McCloud/Sargeant cases. This consultation introduced a requirement for members to have been members of the scheme on or before 31 March 2012 and on or after 1 April to be eligible for remedy.

On 4 February 2021, HM Treasury issued their response to the consultation which confirmed the remedy arrangements set out in the consultation, and states that members would be given a choice as to whether to retain benefits from their legacy pension scheme, or their new scheme, during the remedy period (2015-2022). This choice will be deferred for members until retirement. As the findings of the original Employment Tribunal did not identify that the introduction of the new public sector pension schemes were discriminatory (rather it was the transitional provisions), the legacy schemes will be removed from April 2022 to be replaced by the new pension schemes originally introduced in 2015.

Impact on pension liability

Allowing for all eligible members to accrue benefits from their legacy scheme during the remedy period would lead to an increase in the Police Pension Scheme liabilities. Scheme actuaries originally estimated the increase in scheme liabilities for the West Midlands Police to be 4.4% or £337m of pension scheme liabilities. This increase was reflected in the IAS 19 disclosure as a past service cost in the 2018-19 accounts. In 2019-20, scheme actuaries reviewed these assumptions at a force level and estimated a decrease in scheme liabilities. In 2020-21, the impact of the McCloud judgment is included within the current service cost.

The impact of an increase in scheme liabilities arising from McCloud/Sargeant judgement will be measured through the pension valuation process, which determines employer and employee contribution rates. The next Police Pension valuation is due to be reported in 2023/24, although this timetable is subject to change.

The impact of an increase in annual pension payments arising from McCloud/Sargeant is determined through the Police Pension Fund Regulations 2007. These require a police authority to maintain a pension fund into which officer and employer contributions are paid and out of which pension payments to retired officers are made. If the police pension fund does not have sufficient funds to meet the cost of pensions in year the amount required to meet the deficit is then paid by the Secretary of State to the police authority in the form of a central government top-up grant.

18. DISCRETIONARY PENSION PAYMENTS

The table below shows the capitalised value of payments made during the year to former employees under the conditions of the Local Government Superannuation Scheme.

	2019-20 Capitalised Value £'000	2020-21 Actual Payments £'000	2020-21 Capitalised Value £'000
Payments made in respect of decisions made in the year	0	0	0
Payments made in respect of decisions made in previous years	1,758	103	1,850
	1,758	103	1,850



19. CONTINGENT LIABILITIES AND ASSETS

McCloud/Sargeant Compensation Claims

Claimants have lodged claims for compensation. Test cases for these claims are due to be heard by the Employment Tribunal in December 2021. Claims for financial losses are currently stayed as consideration is given to the HM Treasury consultation response. As at 31 March 2021, it is not possible to reliably estimate the extent or likelihood of these claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

The Chief Constable of West Midlands Police along with other Chief Constables had claims lodged against them in the County Courts. These claims are in respect of the Police Regulations 2003 in particular, failure to pay overtime, compensatory leave and other on call allowances to CHIS (Covert Human Intelligence Source) handlers. Provision has been made in the Group Accounts for known claims, however further claims may be received from officers, including those in undercover roles. These claims are expected to have a financial impact on West Midlands Police, but the level of such impact is unclear at this stage as the number of Claimants is not yet fully realised and the investigation into the likely value of compensation to the Claimants is still ongoing.



20. JOINT OPERATIONS

(a) CENTRAL MOTORWAY POLICE GROUP

The PCCWM is engaged in a joint operation with his opposite number in Staffordshire for the Policing of the Motorway network in the West Midlands area known as the Central Motorway Police Group. The PCCWM provides the financial administration service for this joint unit. Operational activities are under the direction of the Chief Constables.

The assets of the unit in respect of police vehicles, equipment and land and buildings are held individually by each police PCC and are shown on each PCC's balance sheet.

The two Police forces have an agreement in place for funding this unit with contributions to the agreed budget of 70% from West Midlands Police and 30% from Staffordshire. The same proportions are used to meet any deficit or share any surplus arising on the pooled budget at the end of each financial year.

The revenue account for the Unit covers all operating costs. The details for 2020-21 are as follows:

2019-20 £'000		2020-21 £'000
	Funding provided to the pooled budget	
(4,428)	Contribution from West Midlands Police	(4,775)
(2,201)	Contribution from Staffordshire Police	(2,304)
(6,629)	Total funding provided to the pooled Budget	(7,079)
	Expenditure met from the pooled budget	
6,070	Pay and allowances	6,492
401	Transport costs	408
158	Supplies and Services	179
6,629	Total expenditure	7,079
	Income received to the Pooled budget	
0	Miscellaneous income	0
0	External funding	0
0	Total income received	0
6,629	Total Net Expenditure	7,079
0	Net surplus/(deficit) arising during the year	0
0	West Midlands Police share of 70% of the net surplus/(deficit) arising during the year	0

The funding provided by the pooled budget is adjusted between the Forces to ensure the agreed percentage split is applied to the final expenditure less any surplus. In 2020-21 the final contribution paid by the PCCWM was £4.95m.



(b) WEST MIDLANDS REGIONAL ORGANISED CRIME UNIT

The West Midlands Regional Organised Crime Unit (ROCU) is a collaboration between the police forces of Staffordshire, Warwickshire, West Midlands and West Mercia to fight organised crime across the region. The collaboration is agreed between the PCCs for the forces with the operational activity under the direction of the Chief Constables.

The aim of the West Midlands ROCU is to reduce the impact and increase the disruption of serious and organised crime within the region and beyond. West Midlands Police acts as the lead force for this joint arrangement and provides the financial management service for this unit.

The unit is funded in part by force contributions and also by grants from the Home Office and the National Cyber Security Programme (NCSP). The revenue account for this unit covers all operating costs. The details are as follows:

2019-20 £'000		2020-21 £'000
	Funding provided to WMROCU	
(14,026)	Contribution from West Midlands Police	(14,721)
(3,783)	Contribution from West Mercia Police **	(4,002)
(3,675)	Contribution from Staffordshire Police **	(3,887)
(1,837)	Contribution from Warwickshire Police **	(1,944)
(2,399)	WMROCU Grant	(2,399)
(270)	National Cyber Security Programme funding	(140)
(166)	Regional Asset Recovery Team grant	(178)
(693)	ROCU Reserves	(482)
(1,134)	Police Transformation Fund grants	0
0	UCOL Funding	(1,096)
0	ROCTA Funding	(112)
0	Disruption Team Funding	(256)
0	Dark Web Funding	(250)
0	OSPY Income	(34)
(27,983)	Total funding	(29,500)
	WMROCU expenditure	
995	Regional Asset Recovery Team (RART)	1,066
196	RART – ACE team	187
637	Regional Cyber Crime Unit	739
288	Regional Fraud Team	320
922	Regional Prisons Intelligence Unit	952
8	UKPPS (protected Persons)	0
61	Operational Security (OPSY)	63
50	Regional Government Agency Intelligence Network (GAIN)	61
1,533	Command Team	1,440
5,527	Regional Confidential Unit	5,679
624	TIDU – Technical Intelligence	765
305	Enabling Services	251
4,628	SOCU	5,197
8,266	Regional Surveillance Unit (FSU)	7,531
122	Threat Assessment Team (ROCTA)	112
266	Disruption Team	385
	Dark Web	249
3,555	Other Regional Operations	3,649
0	Additional Contribution to Reserves	853
27,983	Total expenditure ***	29,500
0	Total Net Expenditure	0

** Not included in PCCWM Accounts

*** Expenditure is incurred proportionally by all parties within the collaboration in line with the funding transferred to WMROCU. In 2020-21 £22.15m was incurred directly by West Midlands Police.



POLICE PENSION FUND ACCOUNT

From 1 April 2006 the funding arrangements for the Police Pension Scheme were changed. This is an unfunded scheme, meaning that there are no investment assets built up to meet the pensions liabilities and that cash has to be generated to meet actual pensions payments as they eventually fall due. Each year the pension fund is balanced to nil by the transfer of top up grant to/from the Police Fund.

2019-20 £'000	Police Pension Fund Account	2020-21 £'000	£'000
	Fund Account		
	Contributions receivable:		
	From employer:		
(70,648)	Normal	(76,157)	
(1,370)	Early retirements	(2,222)	
(7)	AV contributions	(20)	
(72,025)		(78,399)	
(30,833)	From members	(32,724)	
(30,833)		(32,724)	
(1,477)	Transfers in	(1,160)	
(1,477)		(1,160)	
(104,335)	Total income into the Pension Fund		(112,283)
	Benefits payable:		
160,398	Pensions	165,278	
32,238	Lump sums	30,873	
309	Lump sum death benefits	154	
88	Benefits payable to other regional forces re earlier reorganisations	79	
193,033		196,384	
	Payments to and on account of leavers:		
488	Refunds of contributions	450	
161	Individual transfers out to other schemes	86	
0	Other	0	
649		536	
193,682	Total payments from the pension fund		196,919
89,347	Net amount payable for the year		84,636
(89,347)	Additional contribution received from the Home Office		(84,636)
0			0



Net Assets Statement

Net current assets and liabilities	2019-20	2020-21
	£'000	£'000
Current assets	0	0
Current liabilities	0	0
Total	0	0

Notes to the Police Pension Fund Account

1. The police pension fund account has been prepared in accordance with the Police Pension Regulations 2007 and the accounting policies detailed on page 33 of this Statement of Accounts.
2. The police pension fund is administered by the Chief Constable of West Midlands Police.
3. All benefits payable during 2020-21 have been accounted for within the pension fund account; however, liabilities that are due after the 31 March 2021 are not included. These liabilities are recognised within the Comprehensive Income and Expenditure Statement and are detailed in note 17.
4. The police pension fund scheme is an unfunded defined benefit scheme. This means that there are no assets to the scheme and that all benefits payable are funded by contributions from employers and employees. Any difference that arises in the year between the benefits payable and the contributions received is met by a top up grant received from the Home Office.
5. Employee and employer contributions into the scheme are based on percentages of pensionable pay set nationally by the Home Office and subject to a triennial revaluation by the Government Actuaries Department. During 2020-21 the contribution rates were as follows :-

Employers Contribution – 31% for the 1987 2006 & 2015 Police pension schemes

For tier 1 officers (salaries under £27,000 a year)

Employee Contribution – 14.25% for 1987 police pension scheme

Employee Contribution – 11% for 2006 police pension scheme

Employee Contribution – 12.44% for 2015 police pension scheme

For tier 2 officers (salaries between £27,000 and £60,000 a year)

Employee Contribution – 14.25% for 1987 police pension scheme

Employee Contribution – 12.05% for 2006 police pension scheme

Employee Contribution – 13.44% for 2015 police pension scheme

For tier 3 officers (salaries over £60,000 a year)

Employee Contribution – 15.05% for 1987 police pension scheme

Employee Contribution – 12.75% for 2006 police pension scheme

Employee Contribution – 13.78% for 2015 police pension scheme



GLOSSARY OF TERMS

ACCRUAL – The recognition, in the correct accounting period, of income and expenditure as it is earned or incurred, rather than as cash is received or paid.

ACTUARIAL GAINS AND LOSSES – For a defined benefit scheme, the changes in actuarial deficits or surpluses that arise because events have not coincided with the actuarial assumptions made for the last valuation (experience gains or losses) or the actuarial assumptions have changed.

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, on behalf of a pension fund.

AGENCY SERVICES – The provision of services by an authority (the agent) on behalf of another authority, which is legally responsible for providing those services. The responsible authority reimburses the authority providing the service.

ASSET – An item owned by the PCC, which has a value, for example, land & buildings, vehicles, equipment, cash.

BEST VALUE ACCOUNTING CODE OF PRACTICE – A CIPFA guide to accounting for best value which provides a consistent and comparable calculation of the total costs of services. This was replaced in 2011 with the Service Reporting Code of Practice (SeRCOP).

BUDGET – A statement of the PCC's plans in financial terms. A budget is prepared and approved by the PCC before the start of each financial year and is used to monitor actual expenditure throughout the year.

CAPITAL EXPENDITURE – Expenditure on new assets or on the enhancement of existing assets so as to prolong their life or enhance market value.

CCWMP – Chief Constable of West Midlands Police. This is the name of the entity which has direction and control over the police force and is headed by the Chief Constable.

CIPFA – The Chartered Institute of Public Finance and Accountancy. This is the professional body for accountants working in the public services.

CONTINGENCY – a sum of money set aside to meet unforeseen expenditure or a liability.

COUNCIL TAX – The local tax levied on householders, based on the relative market values of property, which helps to fund local services.

CURRENT SERVICE COSTS (PENSIONS) – The increase in the present value of a defined benefit scheme's liabilities expected to arise from the employee service in the current period.

DEFINED BENEFIT SCHEME – a pension scheme which defines the benefits independently of the contributions payable, and the benefits are not directly related to the investments of the scheme.

FINANCIAL YEAR – The period of twelve months for the accounts commencing 1 April and ending on 31 March the following year.

GOVERNMENT GRANTS – Assistance by government and inter-government agencies and similar bodies, whether local, national or international, in the form of cash or transfers of assets to a PCC in return for past or future compliance with certain restrictions and/or conditions relating to the activities of the PCC.



INTEREST INCOME – The money earned from the investment of surplus cash.

INTEREST COSTS (PENSIONS) – 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.

INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS) – The standards developed by the International Accounting Standards Board (IASB) and supported by interpretations of the International Financial Reporting Interpretations Committee (IFRIC) on which these accounts are based.

NET BOOK VALUE – The amount at which fixed assets are included in the balance sheet, i.e. their historical cost or current value less the cumulative amounts provided for depreciation.

NON DISTRIBUTED COSTS – This is where overheads are not charged or apportioned to activities within the Service Expenditure Analysis.

NON DOMESTIC RATES – The non domestic rate in the pound is the same for all non domestic rate payers and is set annually by the Government. Income from non domestic rates goes into a Central Government pool that is then distributed to Local Authorities and Police and Fire bodies according to resident population.

OUTTURN – The actual amount spent in the financial year.

PAST SERVICE COST – 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.

PCCWM – This stands for Police and Crime Commissioner for West Midlands. This is the entity which is headed by the Police and Crime Commissioner and whose role is to hold the Chief Constable to Account, to agree the Policing and Crime Plan, and to agree the budget for the Police Force.

PENSION FUND – A fund which makes pension payments on retirement of its participants.

REMEASUREMENTS – These are re-measurements of the net defined pension liability which comprise of returns on pension plan assets (excluding an amount including in net interest) and changes in actuarial gains and losses. These are shown on the Comprehensive Income and Expenditure Statement as other Comprehensive Income and Expenditure.

RESERVES – Monies set aside by the PCC that do not fall within the definition of provisions.

RETIREMENT BENEFITS – All forms of consideration given by an employer in exchange for services rendered by employees that are payable after the completion of employment.

REVENUE EXPENDITURE AND INCOME – Day to day expenses mainly salaries and general running expenses.

SeRCOP – Service Reporting Code of Practice. This replaced the BVACOP as a method of providing a consistent and comparable total cost of services in Local Authority Accounting.