

# Gloucestershire Constabulary

## Chief Constable for Gloucestershire

Statement of accounts 2023 to 2024

Subject to audit



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# STATEMENT OF ACCOUNTS 2023/24

## NARRATIVE REPORT BY THE CHIEF CONSTABLE'S CHIEF FINANCE OFFICER

The purpose of this report is to provide a clear guide to the most significant matters reported in the accounts and to comment on the Constabulary's financial performance and economy, efficiency and effectiveness during the year.

The Police Reform and Social Responsibility Act 2011 established the Chief Constable for Gloucestershire and the Police and Crime Commissioner (PCC) for Gloucestershire as separate legal entities (corporations sole). The primary function of the Chief Constable is the exercising of operational policing duties under the Police Act 1996. The PCC's function is to hold the Chief Constable to account for the exercise of these duties, thereby securing the maintenance of an efficient and effective police force in Gloucestershire. The Chief Constable is accountable to the PCC.

Both the PCC and the Chief Constable are required to publish statement of accounts. For accounting purposes the PCC and the Chief Constable together are known as the Group. A separate set of statutory accounts has been published for the PCC and Group to recognise all of the financial transactions incurred during 2023/24 for policing Gloucestershire. The accounts which follow show the Chief Constable's financial results for 2023/24.

The Chief Constable holds office as a servant of the crown and is not an employee. He has a statutory responsibility for the control over officers and employs the majority of the staff. The PCC is elected by the public every four years (reduced to three years following the COVID-19 pandemic) and holds the Chief Constable to account for the exercise of his functions and those of persons under his direction and control. The PCC has retained employment only of staff in the Office of the PCC (OPCC). The PCC has retained ownership of all assets, and all contracts are let in the name of the PCC. The PCC is responsible for establishing all reserves and controls the cash flow. Chris Nelson, the Conservative candidate was re-elected as Police and Crime Commissioner (PCC) for Gloucestershire on 2nd May 2024 for a period of four years. It is Mr Nelson's second term in office following his election in 2021 (his first term was reduced to three years following the COVID-19 pandemic).

### Organisational Overview and External Environment

Gloucestershire is a largely rural county encompassing the Cathedral city of Gloucester, the historic Spa town of Cheltenham, the Royal Forest of Dean and a number of picturesque Cotswolds villages. Gloucestershire's urban centres are diverse with a thriving night-time economy.

The County hosts a number of significant events throughout the year which attract national attention. These include the National Hunt Festival (Gold Cup) at Cheltenham Racecourse, the Royal International Air Tattoo at Fairford, the Tall Ships Festival at Gloucester Docks and the annual Cheese Rolling competition at Cooper's Hill.

There are a number of royal households including Highgrove, the residence of King Charles and Queen Camilla and Gatcombe Park, two airports and two universities; the University of Gloucestershire and the Royal Agricultural University. GCHQ is one of the UK's leading intelligence agencies and as such a large employer in the county.



## STATEMENT OF ACCOUNTS 2023/24

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In May 2024 the PCC was re-elected and the Police and Crime Plan for 2024/2028 is currently being developed. The previous Police and Crime Plan for 2021/2025 sets out the following priorities:

- Creating safer communities
- Tackling violence against women and girls
- Strengthening your Constabulary
- Targeting the causes of crime
- Supporting victims and reducing reoffending
- Empowering local communities

The Constabulary has appointed a police lead for each priority who works together with the priority lead to ensure that delivery plans are developed for each priority. Every six months each police lead reports the progress on these plans to the PCC's Governance Board.

### Governance

The Accounts and Audit Regulations 2015 require that the Annual Governance Statement accompanies the Statement of Accounts. The Chief Constable and the PCC have prepared a joint statement and have elected to publish the statement as a separate document. The Annual Governance Statement gives an assessment of the effectiveness of internal control procedures, and should report any significant governance issues that have been identified. There are no significant governance issues.

Our approach to good governance:

- Governance of all ongoing operational matters is a Constabulary responsibility
- The Office of the Police and Crime Commissioner (OPCC) is represented effectively at all appropriate groups and boards
- Without prejudice to the operational independence of the Chief Constable and the specific duties of the Police and Crime Commissioner, governance is undertaken only once (where possible) on behalf of both legal entities
- Decision-making will take place at the most efficient and effective level in a style that is supportive and inclusive
- There is appropriate opportunity by relevant stakeholders to influence direction and key decisions
- Clear communication and visibility of decision making is available to staff and the public.

The Constabulary is subject to rigorous scrutiny and checks by a number of bodies to ensure that it is operating in accordance with its mandate. A number of these have statutory obligations including His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) which makes judgments on various areas of the Constabulary's activity, identifies areas for improvement and makes recommendations

The force is headed by the Chief Constable who is supported by two Assistant Chief Constables and the Assistant Chief Officer. Our policing style is clear and based upon a local presence through visible and accessible neighbourhood policing teams, together with teams who respond to emergencies, investigate serious crimes and tackle cybercrime as well as a range of other support units.

We work with our partners, local communities and those who come into contact with us as victims, witnesses, partners, volunteers and staff, so that we are clear on what it is we need to do to deliver our priorities and make improvements to our policing services.

# STATEMENT OF ACCOUNTS 2023/24

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## Strategic Objectives

Our Strategic Objectives are simple:

<b>Making Our Communities Safer</b>	We will reduce the number of crimes which have the greatest harm and impact on our communities, working collaboratively with private, public and voluntary partners.
<b>High Professional Standards</b>	We will serve our communities with pride and care. We will maintain high standards of professional and operational practices, and investigative excellence, ensuring evidence informs our decision making and that we are accessible to all who need us. Our increased range of digital services will keep us connected.
<b>People are our greatest asset</b>	We will be renowned for recruiting, developing and retaining a motivated and diverse workforce that has the right skills and capabilities to provide an efficient and effective service. We will work in a positive, data driven, digitally equipped environment which recognise the unique pressures of policing and the value of supportive leadership and wellbeing.

The Constabulary is fully committed to the protection of the environment and recognises the need for the principles of environmental management and sustainable development to become an integral part of day-to-day activities and future planning. To achieve this, the Constabulary has developed and implemented an environmental management system (EMS) externally audited against the ISO 14001 standard. It first achieved ISO 14001 certification in 2006 and the most recent recertification was achieved in January 2022. Each certification lasts for three years.

The Constabulary successfully bid for and received grant funding to install air source heat pumps, our investment in electric vehicles is recognised as being the leading force nationally in this area.

## Operational Model

It was identified and recognised that our operating model was not working as effectively as it needed to be to fulfil our operational requirements. In June 2023 the Constabulary launched the Enhanced Operating Model (EOM) after a wholesale review.

The results of the analysis identified where we need to reprioritise our resources to match our demand. The expected benefits of this new approach being:

1. Improved officer and staff workload and wellbeing
2. Improve call answering times
3. Increased application of Threat, Risk and Harm (THRIVE) and crime recording including better identification of vulnerability and repeat victims and offenders
4. Improved Response performance, safeguarding and initial investigation
5. Increase incidents that are resolved with a victim outcome
6. Improve crime allocation, ownership and investigative standards
7. Increase level of support to victims.

The new model is currently embedding and the benefits are being monitored and measured by the Performance Quality and Business Intelligence team.

## Risks and Opportunities

Effective risk management is an essential element of the Constabulary's planning and accurate and timely identification, assessment and management of risks are key to our decision making. We ensure that there are appropriate structures and processes in place to identify and evaluate risks and that appropriate controls and mitigation techniques are developed to address them.

We face three types of risks - strategic, operational and ethical. We comply with the National Police Chiefs' Council (NPCC) Risk Principles in our management of those risks.

## STATEMENT OF ACCOUNTS 2023/24

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Risks are identified through the delivery plans held by each business area and may then be escalated to our Strategic Risk Register via the Risk Review Group, which meets quarterly to scrutinise high scoring 'red' risks (collated from delivery plans). These risks are monitored so they can be mitigated/identified at an early stage. Risks are reported by exception to the Constabulary's Governance Board. Decisions are made through these fora to accept or mitigate escalated risks, in line with risk appetite and tolerance levels.

In relation to financial risks and opportunities the approach is to maintain a register which is regularly reviewed by the Finance Panel, with reporting by exception to the Constabulary's Governance Board. Risks and opportunities may then either be mitigated or reduced through management action such as applying a control. If they cannot be reduced or mitigated in this way they will then be escalated to in year reporting in the financial performance reports or through to the Medium Term Financial Plan.

### Financial Performance

The resources put into Policing are split into three separate areas: revenue, capital and pensions.

Revenue budgets pay for the staffing and day to day running costs of the organisation and also allow for a prudent level of reserves set aside for known future needs. This is funded from a combination of Central Government funding and Council Tax. The central government bodies (Home Office and the Ministry of Housing Communities and Local Government) determine their contributions as part of the national funding settlements made in December each year and the PCC makes the decisions about how much Council Tax to set in February. Central government funds its contributions from all the taxes paid to HMRC and Council Tax is collected by local councils.

In February 2023 the PCC approved a revenue expenditure budget for April 2023 to March 2024 of £145.788m made up of £74.833m (52%) from central government and £70.955m (48%) from Council Tax. The police element of the Band D Council Tax was set at £295.08, an increase of £15.00, an increase of 5.4% on that set for 2022/23.

This constabulary revenue budget (before the use of £3.865m reserves) was £146.674m. The remainder of the budget relates to the PCC.

### Pension Costs

The Pensions costs for existing staff and officers which will need to be paid in the future are met from contributions from the revenue budget. Police pensions are paid by the local Policing Pensions Fund and then any costs in excess of current contributions are recovered from central government as a grant.

Police staff are eligible to be members of the Local Government Pension scheme. Both the employee and Constabulary make contributions into the scheme which are invested into a pension fund administered by Gloucestershire County Council.

### Financial Monitoring

Financial performance against the revenue budget is monitored throughout the year and reported monthly to the Finance Panel meeting attended by both the PCC and the Chief Constable or their representatives.

#### High level outturn – revenue

The revenue budget for 2023/24 was approved based on the one off use of reserves totalling £3.865m. The Outturn for the year to 31 March 2024 shows a draft underspend of £0.363m, 0.3% of the Net Revenue Budget, after reserves transfers.

The opening General Fund Balance at 31 March 2023 was £28.737m, including general reserves of £5.596m.

The closing position as at 31 March 2024 is £25.239m, with a general fund reserve of £5.835m (£5.835m is 4% of the net expenditure budget in 2023/24 of £145.788m).

The reserves of the Group are held by the PCC and are available for the Chief Constable to utilise in the performance of his duties, with approval by the PCC. Details of these reserves and their purposes are included in these financial statements. The PCC has a Reserves Strategy which is published on the OPCC website.

The main points to note in these accounts are that:

## STATEMENT OF ACCOUNTS 2023/24

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- The Balance Sheet mainly reflects police pension scheme liabilities, which are underwritten by the PCC.
- All bank accounts are held by the PCC and all income and funding is received by the PCC. Hence the Cash Flow Statement for the Chief Constable does not show any figures.

### Strategy and Resource Allocation

Gloucestershire received just a £1.3m (1.96%) increase in government grant for 2023/24 set against a £9.2m (6.6%) increase in net cost. Government grant funding now represents just 52% of the total funding for Gloucestershire, compared to 66% in 2010.

For 2024/25 the PCC intends to use the maximum precept flexibility of £13. He has also indicated his intention to use the maximum flexibility across the Spending Review period.

In July 2019 the Prime Minister promised 20,000 extra police officers, recruited over the subsequent three years. In addition to the original allocation to Gloucestershire of 153 officers, bids were invited from forces to recruit extra officers; Gloucestershire secured a further 21 Officers on a permanent basis and have made 2 bids for a further 15 (6 plus 9) officers on initially a temporary basis, subject to funding allocations from the Home Office.

In return for the significant increase in investment in policing, the Home Office expects the police to continue to build on the progress made on improving efficiency and productivity. The Government expects to see £80 million of efficiency savings from across the law enforcement sector.

Nearly 80% of budgeted expenditure is for the cost of officers and staff. The additional funding coming into Policing is beginning to see increases but we are still not yet back to 2010 levels.

The Budget for 2024/25 provides the resources to deliver the Police and Crime Plan, and over the medium term, focussing this on Strengthening the Constabulary. This budget will provide much needed investment in staffing, ICT systems and equipment which will enable officers to carry out their core role of policing.

In their most recent published assessment in 2021, following a change of direction in their assessment in some key areas, HMICFRS rated Gloucestershire Constabulary as inadequate for efficiency, and value for money.

This assessment was based on two findings the first one being that: "Budgets and plans were not balanced over the medium term"

The second of the two findings was that: "There was not a strong enough link between the budget, the medium term planning and demand analysis.

The follow up review during 2023/24 acknowledged that both of these areas for improvement had been addressed and were **no longer causes for concern**. The Constabulary recognises that although there have been significant improvements in this area, a continued focus on delivering efficiencies and savings is required to meet the fiscal challenge across the medium term.

In order to develop the MTFP it is necessary to make a number of assumptions regarding funding and costs for 2025/26, 2026/27 and 2027/28. The assumptions below are very likely to change and will be kept under review.

The assumptions for the MTFP are:

- There will be a pay rise for officers and staff in September 2024 of 2.5% and this will be repeated across the planning period, as per the assumptions within the Comprehensive Spending Review
- Inflation assumptions are based upon the rates for the Consumer Price Index (CPI) projected by the Office for Budget Responsibility (OBR)
- Grant funding will increase by the Constabulary's national share of funding of the amounts announced for the spending review period
- There will be no formula funding review during the planning period
- It is assumed that the tax base will increase by 1.0% per year for the next three years. For 2024/25 the tax base has increased by 1.16%.
- The MTFP assumes that there is a small Collection Fund surplus and that deficits can be met from the funding provided in 2020/21 for the MTFP period
- The PCC will put the council tax up each year by the maximum flexibility

## STATEMENT OF ACCOUNTS 2023/24

- The investment in the plan is frontloaded and any further investment in officers is not assumed. Therefore any further investment in officers in that period would need to come from efficiency savings.

### Operational Performance

In the 12 months to March 2024, Gloucestershire Constabulary recorded 52,334 crimes. In the year prior, there were 57,584 crimes which is a 9.1 per cent reduction. The Constabulary receives approximately 12,112 “101 calls” per month and 8,381 “999 calls” per month (based on a twelve month average). Our officers arrive at the scene of an emergency incident on average within 11 minutes, and at “prompt” incidents within two hours 21 minutes. Our Force operational priorities are set based upon understanding the threat, harm and risk posed by criminality within the county. They are:

- Child Abuse and Exploitation
- Domestic Abuse
- Violence and Intimidation Against Women and Girls
- Serious and Organised Crime
- Road Traffic Collisions

Each priority has an operational lead and has developed a plan to prevent crime, protect victims and pursue offenders.

Operational performance is monitored through the newly-structured Chief Constables Performance Board which followed the cessation of the Operational Policing Board and the creation of ACC-led Accountability meetings. The board is chaired by the Chief Constable and is enabled by Performance, Quality and Business Intelligence.

### Basis of Preparation and Presentation

The Statement of Accounts are prepared on a going concern basis, assuming that Gloucestershire Constabulary will continue in operation for the foreseeable future.

It is the purpose of the statement of accounts to demonstrate that the Chief Constable has accounted for public money properly and in accordance with all relevant financial standards. The accounts provide useful information to a wide range of users about the financial position, financial performance and cash flows of Gloucestershire Constabulary because they are in the same format as those prepared by others and therefore directly comparable. The accounts are, therefore, necessarily detailed and technical with explanatory notes.

The Chief Constable is required by statute to make funding decisions on a different basis from the way in which these decisions are reported within the Statement of Accounts. The Expenditure and Funding Analysis statement shows how the managed costs differ from the reported costs in these statements. This is because a number of adjustments are made in the statement of accounts to incorporate accounting adjustments in the areas of pensions, employee benefits and depreciation which are not funded by statute.

For accounting purposes the concept of “substance over form” requires that the economic substance of transactions and events must be recorded in the financial statements rather than just their legal form, in order to present a true and fair view of the affairs of the entity. These accounts are produced in line with this concept.

The format and content of the Accounts are laid down by the Code of Practice on Local Authority Accounting in the UK 2023/24 (the ‘Code’) based on International Financial Reporting Standards, adopted by CIPFA, the professional body of public sector accountants. The accounting policies adopted by the Chief Constable comply with recommended accounting practices and are explained on pages 20 to 23.

The Accounts reflect the current legislative framework as well as the local arrangements operating in practice. Key elements of this framework include:

- The Police Reform and Social Responsibility Act 2011
- The Home Office Financial Management Code of Practice for the Police Service of England and Wales
- Scheme of Delegation between the PCC and the Chief Constable
- Corporate Governance Framework for the Group.

These financial statements include the following:

- Statement of Responsibilities. This sets out the responsibilities of the Chief Constable and the Chief Finance Officer in respect of the Statement of Accounts

## STATEMENT OF ACCOUNTS 2023/24

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- Comprehensive Income and Expenditure Statement. This recognises the financial resources belonging to the PCC consumed at the request of the Chief Constable for the year to 31st March 2024 (as opposed to the overall cost of policing Gloucestershire as shown by the Group Accounts)
- Movement in Reserves Statement. This statement summarises the movements to and from the reserves for the year 2023/24. The only movements applicable to the Chief Constable accounts are those relating to pensions. It should be noted that all reserves are held by the PCC, not by the Chief Constable
- Balance Sheet as at 31st March 2024. The Balance Sheet shows the value of the assets and liabilities recognised by the Chief Constable. The Balance Sheet includes pension liabilities and assets. The net pension liability is underwritten by an intra-group debtor with the PCC
- Cash Flow Statement. This shows the changes in cash and cash equivalents of the Chief Constable during the accounting period. The Chief Constable does not manage any of these transactions and accordingly this statement does not show any figures. Movements of monies are included in the Accounts of the PCC
- Police Pension Fund Accounts. These comprise the Fund account, the Net assets Statement and the related notes, shown at the end of the Statement of Accounts.

### Pension Schemes

The Group participates in two pension schemes: the Police Pension Scheme and the Local Government Pension Scheme (LGPS). Both schemes are categorised as 'defined benefit' schemes.

The Police Pension Scheme is an unfunded defined benefit scheme. There are no investment assets built up to meet pension liabilities, and cash has to be generated to meet actual pension's payments as they fall due. Under the Police Pension Fund Regulations 2007, if the amounts receivable by the pension funds for the year are 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 a central government top-up grant. The Group received a top up grant for 2023/24 of £21.906m for 100% of the deficit.

The Group is obliged to include the police pension accounts in their statement of accounts, and the Fund Account and Notes are shown on pages 39 to 41.

In accordance with the requirements of International Accounting Standard No 19 – Employee Benefits (IAS19), as amended, the Chief Constable Statement of Accounts includes net pension liabilities and a pension's asset in its Balance Sheet, and entries in the Comprehensive Income and Expenditure Statement to reflect movements in the assets and liabilities relating to the pension schemes.

I hope that the explanatory notes to these Accounts have been helpful. A summary set of accounts for the Group has been produced and is published on the Gloucestershire Constabulary website.

**Peter Robinson FCPFA**

Section 151 and Chief Constable's Chief Finance Officer

Date: 1 October 2024

# **STATEMENT OF ACCOUNTS 2023/24**

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## **RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS**

### **The Chief Constable's Responsibilities**

The Chief Constable is required to:

- Make arrangements for the proper administration of his financial affairs and to secure that one of his officers (the Chief Finance Officer) has the responsibility for the administration of those affairs
- Manage his affairs to secure economic, efficient and effective use of resources and to safeguard his assets
- Approve the Statement of Accounts.

### **The Chief Finance Officer's Responsibilities**

The Chief Finance Officer is responsible for the preparation of the Chief Constable's Statement of Accounts in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code).

In preparing this Statement of Accounts the Chief Constable's Chief Finance Officer has:

- Selected suitable accounting policies and then applied them consistently
- Made judgements and estimates that were reasonable and prudent
- Complied with the local authority Code.

The Chief Constable's Chief Finance Officer has also:

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

**STATEMENT OF ACCOUNTS 2023/24**

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**Independent auditor's report to the Chief Constable of Gloucestershire**









## STATEMENT OF ACCOUNTS 2023/24

### Chief Constable Comprehensive Income and Expenditure Statement for the year ended 31st March 2024

2022/23			2023/24		
Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s	Gross Expenditure £000s	Gross Income £000s	Net Expenditure £000s
<b>Financial resources of the PCC consumed at the request of the Chief Constable</b>					
160,308	0	160,308	150,482	0	150,482
<b>Total financial resources of the PCC consumed at the request of the Chief Constable (Note 8)</b>					
<b>160,308</b>	<b>0</b>	<b>160,308</b>	<b>150,482</b>	<b>0</b>	<b>150,482</b>
0	(160,308)	(160,308)	0	(150,482)	(150,482)
<b>160,308</b>	<b>(160,308)</b>	<b>0</b>	<b>150,482</b>	<b>(150,482)</b>	<b>0</b>
<b>Net Cost of Service</b>					
44,201	0	44,201	50,022	0	50,022
0	(44,201)	(44,201)	0	(50,022)	(50,022)
<b>44,201</b>	<b>(44,201)</b>	<b>0</b>	<b>50,022</b>	<b>(50,022)</b>	<b>0</b>
20,281	(20,281)	0	21,906	(21,906)	0
617,452	0	617,452	18,321	0	18,321
<b>637,733</b>	<b>(20,281)</b>	<b>617,452</b>	<b>40,227</b>	<b>(21,906)</b>	<b>18,321</b>
<b>637,733</b>	<b>(20,281)</b>	<b>617,452</b>	<b>40,227</b>	<b>(21,906)</b>	<b>18,321</b>
0	(617,452)	(617,452)	0	(18,321)	(18,321)
<b>0</b>	<b>(617,452)</b>	<b>(617,452)</b>	<b>0</b>	<b>(18,321)</b>	<b>(18,321)</b>
<b>Total Comprehensive Income and Expenditure</b>					
<b>637,733</b>	<b>(637,733)</b>	<b>0</b>	<b>40,227</b>	<b>(40,227)</b>	<b>0</b>

The Comprehensive Income & Expenditure Statement above reflects the PCC financial resources consumed at the request of the Chief Constable for 2023/24. In practice all the respective costs are paid for by the PCC and the Comprehensive Income and Expenditure Statement includes the intra-group adjustments referred to below in the Notes to the Accounts (Note 2), resulting in a nil balance for Total Comprehensive Income and Expenditure.

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### Movement in Reserves Statement for the Chief Constable 2022/23 and 2023/24

	General Fund Balance	Capital Receipts Reserve	Revenue Contribution to capital unapplied	Capital Contributions Unapplied	Capital Grants Unapplied	Total Usable Reserves	Unusable Reserves	Total Reserves
	£000	£000	£000	£000	£000	£000	£000	£000
<b>Balance at 31st March 2022</b>	0	0	0	0	0	0	0	0
<b><u>Movement in reserves during 2022/23</u></b>								
Total Comprehensive Expenditure and Income	(617,452)	0	0	0	0	(617,452)	617,452	0
Adjustments between accounting basis & funding basis under regulations	617,452	0	0	0	0	617,452	(617,452)	0
Increase or (decrease) in 2022/23	0	0	0	0	0	0	0	0
<b>Balance at 31st March 2023 carried forward</b>	0	0	0	0	0	0	0	0

## STATEMENT OF ACCOUNTS 2023/24

	General Fund Balance	Capital Receipts Reserve	Revenue Contribution to capital unapplied	Capital Contributions Unapplied	Capital Grants Unapplied	Total Usable Reserves	Unusable Reserves	Total Reserves
	£000	£000	£000	£000	£000	£000	£000	£000
<b>Balance at 31st March 2023</b>	0	0	0	0	0	0	0	0
<b><u>Movement in reserves during 2023/24</u></b>								
Total Comprehensive Expenditure and Income	(18,321)	0	0	0	0	(18,321)	18,321	0
Adjustments between accounting basis & funding basis under regulations	18,321	0	0	0	0	18,321	(18,321)	0
Increase or (decrease) in 2022/23	0	0	0	0	0	0	0	0
<b>Balance at 31st March 2024 carried forward</b>	0	0	0	0	0	0	0	0

These statements show only the remeasurement of the net defined benefit liability relating to pensions for the years ended 31st March 2023 and 31st March 2024. All reserves are held by the PCC. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income & Expenditure Statement.

**STATEMENT OF ACCOUNTS 2023/24**

**Chief Constable Balance Sheet as at 31st March 2024**

<b>31st March 2023 £'000</b>		<b>31st March 2024 £'000</b>
16,551	Pensions Assets (Note 9)	0
1,083,300	Long Term Debtors-Intra group (Note 9)	1,071,900
<b>1,099,851</b>	<b>Total Long Term Assets</b>	<b>1,071,900</b>
<hr/>		
5,770	Short term Debtors	8,981
<b>5,770</b>	<b>Total Current Assets</b>	<b>8,981</b>
<hr/>		
5,770	Short term creditors & provisions	8,981
<b>5,770</b>	<b>Total Current Liabilities</b>	<b>8,981</b>
<hr/>		
1,083,300	Pension Liabilities (Note 9)	1,071,900
16,551	Long term Creditors-Intra group (Note 9)	0
<b>1,099,851</b>	<b>Total Long Term Liabilities</b>	<b>1,071,900</b>
<hr/>		
<b>0</b>	<b>Net Assets</b>	<b>0</b>
<hr/>		
	<b>Financed by:</b>	
0	Usable reserves	0
0	Unusable Reserves	0
<b>0</b>	<b>Total Reserves</b>	<b>0</b>
<hr/>		

The Balance Sheet includes:

<b>31st March 2023 £'000</b>		<b>31st March 2024 £'000</b>
	<u>Long term assets/liabilities</u>	
1,066,749	Police officer and staff pension assets/liabilities	1,071,900
	<u>Short term assets/liabilities</u>	
3,495	Police pension fund Home Office grant	5,207
1,584	Short term compensated absences	3,018
579	March pay paid in April	756
112	Backdated pay award	0
<b>5,770</b>	<b>Total short term assets/liabilities</b>	<b>8,981</b>

Peter Robinson FCPFA  
Chief Finance Officer  
Date: 01/10/2024

## STATEMENT OF ACCOUNTS 2023/24

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### Chief Constable Cash Flow Statement for the year ended 31st March 2024

2022/23 £'000		2023/24 £'000
	<b>Operating Activities</b>	
0	Cash inflows	0
0	Cash outflows	0
<b>0</b>	<b>Net cash flows from operating activities</b>	<b>0</b>
0	<b>Investing Activities</b>	0
0	<b>Financing Activities</b>	0
<b>0</b>	<b>Net (increase)/decrease in cash and cash equivalents</b>	<b>0</b>
0	<b>Cash and cash equivalents at the beginning of the reporting period</b>	0
0	<b>Cash and cash equivalents at the end of the reporting period</b>	0

This statement does not show any cash flows for the years ending 31st March 2023 and 2024 as all payments were made from the Police Fund which is held by the PCC and similarly all income and funding is received by the PCC during the year. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income and Expenditure Statement

# STATEMENT OF ACCOUNTS 2023/24

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## NOTES TO THE ACCOUNTS

### 1. Statement of accounting policies 2023/24

#### a. General principles

These financial statements have been prepared in accordance with the *Code of Practice on Local Authority Accounting in the United Kingdom 2023/24*.

Following the passing of the Police Reform and Social Responsibility Act 2011 the Gloucestershire Police Authority was replaced on 22nd November 2012 with two 'corporation sole' bodies, the Police and Crime Commissioner (PCC) for Gloucestershire and the Chief Constable for Gloucestershire. Both bodies are required to prepare separate Statement of Accounts. The accounting policies below reflect the powers and responsibilities of the Chief Constable as designated by the Act and the Home Office Financial Management Code of Practice for the Police Service, England and Wales 2012. The accounting policies defined here are consistent with local regulations and practice as well as the Group policies.

The Financial Statements included here represent the accounts for the Chief Constable. The Financial Statements cover the twelve months to 31st March 2024.

All expenditure is paid for by the PCC, including the wages of police staff and officers, and no actual cash transactions or events take place between the two entities. Costs are however recognised within the Chief Constable's accounts to reflect the financial resources consumed at the request of the Chief Constable and the economic benefit this brings about. For example an economic benefit is recognised to reflect the utilisation of the PCC owned long term assets which mirrors depreciation of property, plant and equipment.

#### b. Estimation Techniques

Accounting policies and estimation techniques have been selected and exercised, having regard to the accounting principles and contents set out in IAS 8 and IPSAS 3 (*Accounting Policies, Changes in Accounting Estimates and Errors*), specifically:

- The qualitative characteristics of financial information
- Relevance
- Reliability
- Comparability
- Understandability
- Materiality
- Pervasive accounting concepts
- Accruals
- Going concern
- Primacy of legislative requirements

#### c. Accruals of expenditure & Income

Activity is accounted for in the year it takes place, not simply when cash payments are made. Supplies are recorded as expenditure when they are consumed and the provision of services (including services provided by employees) are recorded as expenditure when the service is received rather than when payments are made. All manual accruals with a value of £500 or more will be processed in the accounts. For manual accruals with a value of less than £500 inclusion in the accounts will be at the discretion of the relevant finance officer.

#### d. Material Items

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

## STATEMENT OF ACCOUNTS 2023/24

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### e. Provisions

Provisions are made when an event has taken place that gives the Group a legal or constructive obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. Provisions are charged as an expense to the appropriate service line in the Comprehensive Income and Expenditure Statement in the year that the Group becomes aware of the obligation, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

### f. Grants and contributions

Grants and contributions, including donated assets, shall not be recognised until there is reasonable assurance that the Chief Constable will comply with the conditions attached to them and that the grants or contributions will be received. Grants and contributions shall be accounted for on an accruals basis, and recognised immediately in the Comprehensive Income and Expenditure Statement as income, except to the extent that the grant or contribution has a condition that the Chief Constable has not satisfied.

### g. Leases

Leases are classified as finance leases where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. All other leases are classified as operating leases. Rentals paid under operating leases are charged to the Comprehensive Income and Expenditure Statement as an expense of the services benefiting from use of the leased property, plant or equipment.

### h. Overheads

The Chief Constable has a policy of not recharging support service overhead costs to front line service providing departments, they are reported separately. However for the purposes of the preparation of the Comprehensive Income and Expenditure Statement the full cost of support service overheads are included in Police Services under the net cost of services.

### i. Employee Benefits

#### Post employment benefits

As part of the terms and conditions for its officers and for staff employees, the Group offers retirement benefits. Although these benefits will not actually be payable until employees retire, the Group has a commitment to make payments that need to be disclosed at the time that employees earn their future entitlement. The Group participates in two separate pension schemes:

- o The Local Government Pension Scheme (LGPS) for staff employees, administered locally by Gloucestershire County Council. This is a funded defined benefit salary scheme, meaning that the Group and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets.
- o The Police Pension Scheme for police officers, comprising three separate elements:
  - a. Police Pension Scheme (PPS)
  - b. New Police Pension Scheme (NPPS)
  - c. 2015 CARE scheme

These schemes (old, new and 2015) are not viewed as materially different as each scheme provides benefits of a similar nature or character - a defined benefit index linked pension, payable from a retirement date. Each scheme also provides survivor benefits, a death in service benefit, injury pension and payment of an ill-health pension. The differences between the schemes are how the benefits are accrued - the accrual rate with which a member earns benefits and the salary used to calculate the pension (pension is linked to final salary or career average salary). These differences do not make the schemes materially different in nature or character. Each scheme is also subject to the same risks.

## STATEMENT OF ACCOUNTS 2023/24

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The costs of retirement benefits are included in the Chief Constable Comprehensive Income and Expenditure Statement when they are earned by employees, rather than when the benefits are eventually paid as pensions. Accrued net pension liabilities have been assessed on an actuarial basis in accordance with IAS 19 Employee Benefits. The net liability and a pensions debtor for all schemes has been recognised on the Chief Constable Balance Sheet, as have entries in the Chief Constable Comprehensive Income and Expenditure Statement for movements in the asset/liability relating to the schemes. These are offset by an intra-group adjustment transferring costs to the PCC.

Actuarial gains and losses are recognised when changes in the net pension liability arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions.

### Benefits payable during employment

Short term employee benefits are those due to be settled within 12 months of the year end. These include such benefits as wages and salaries, paid annual leave and paid sick leave, bonuses and non-monetary benefits for current employees. The financial consequences of these benefits are recognised in the Chief Constable Comprehensive Income and Expenditure Statement in the year in which the employee renders service to the Chief Constable.

Compensated absences are periods during which an employee does not provide services to the employer, but benefits continue to be paid. Compensated absences may be accumulating e.g. annual leave and flexi-time, or non-accumulating e.g. sick leave and maternity leave. Accumulating absences are those that are carried forward and can be used in future periods if the current period entitlement is not used in full. Short-term (due to be settled within 12 months after the year end of the period in which the employee renders the service) accumulating compensated absences shall be:

- recognised when employees render services that increases their entitlement to future compensated absences.
- measured as the additional amount that the Chief Constable expects to pay as a result of unused entitlement that has accumulated at the Balance Sheet date including associated employers national insurance and pension contributions.

### Termination benefits

Termination benefits are amounts payable as a result of a decision by the Chief Constable to terminate a member of staff's employment before their normal retirement date or their decision to accept voluntary redundancy. These are recognised in the Chief Constable Comprehensive Income and Expenditure Statement when the Chief Constable is demonstrably committed to the termination of the employment of an individual or group of employees or making an offer to encourage voluntary redundancy.

## **j. VAT**

The Chief Constable does not submit a VAT return. The PCC submits a single VAT return on behalf of the Group. Expenditure in the Chief Constable Comprehensive Income and Expenditure Statement excludes any amounts relating to VAT as all VAT is remitted to /from HM Revenue & Customs.

## **k. Events after the Balance Sheet date**

The Chief Constable will account for events after the reporting period in accordance with IAS 10 (Events after the Reporting Period), except where interpretations or adaptations to fit the public sector are detailed in the Code.

Two types of events after the Reporting Period can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period (adjusting events), and
- those that are indicative of conditions that arose after the reporting period (non-adjusting events).

## STATEMENT OF ACCOUNTS 2023/24

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The Chief Constable will adjust the amounts recognised in its Comprehensive Income and Expenditure Statement to reflect adjusting events after the reporting period, but will not adjust its statements for non-adjusting events. However for material non-adjusting events the Chief Constable will disclose the nature of the event and provide an estimate of its financial effect.

### **2. The creation of the Police and Crime Commissioner for Gloucestershire (PCC) and Chief Constable for Gloucestershire**

Following the Police Reform and Social Responsibility Act 2011, the Gloucestershire Police Authority (GPA) was replaced on 22 November 2012 with two 'corporation sole' bodies, the Police and Crime Commissioner for Gloucestershire (PCC) and the Chief Constable for Gloucestershire.

The 2023/24 Comprehensive Income and Expenditure Statements (CIES) for the PCC and the Group differ due to the treatment of IAS19 pension liabilities in the Chief Constable accounts. The net cost of service sub-total within the PCC Comprehensive Income and Expenditure Statement includes payment for PCC resources consumed at the request of the Chief Constable. The decision to account for this expenditure within the PCC net cost of service is in accordance with the SeRCOP definition of total cost of services. In contrast in the Chief Constable Comprehensive Income and Expenditure, the net cost of policing is £nil for 2023/24 as the resources consumed at the request of the Chief Constable are completely offset by the intra-group adjustment.

The PCC second stage transfer, effective from 1<sup>st</sup> April 2014, resulted in the transfer of all Police officers and the majority of Police staff to the Chief Constable, with those staff employed in the Office of the PCC remaining with the PCC. All assets, liabilities and reserves remain with the PCC.

### **3. Assumptions made about the future and other major sources of estimation uncertainty**

The Statement of Accounts contains estimated figures that are based on assumptions made by the Chief Constable about the future or that are otherwise uncertain. Estimates are made 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 estimates and assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised.

The items in the Chief Constable 2023/24 Comprehensive Income and Expenditure Statement for which there is a significant risk of material adjustment in the forthcoming financial year are as follows:

- a. Pension scheme liabilities. Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the Group with expert advice about the assumptions to be applied. The impact of the McCloud judgement and GMP are included as estimates in the pension schemes. The value of these pension scheme liabilities at 31st March 2024 was £1.072 billion (2022/23: £1.067 billion). A sensitivity analysis on the assumptions made is detailed in note 9.
- b. Pensions Asset ceiling (LGPS): We have carried out a calculation in perpetuity under IFRIC 14 for the current year based on a discount rate of 4.85%, a salary increase rate of 3.25%, and projected service costs per annum of £6.349m. Any one or all of these factors could change over the next year before the next triennial revaluation. The value of the LGPS pension scheme asset as at 31 March 2024 before any asset ceiling adjustments was £37.822m, after the asset ceiling adjustment the asset value was reduced to £nil (31 March 2023: £16.551m). See further details in note 9.

## STATEMENT OF ACCOUNTS 2023/24

### 4. Accounting Standards that have been issued but have not yet been adopted

The following standards have been issued but have not yet been adopted:

- IFRS 16 Leases
- Classification of Liabilities as Current or Non-current (Amendments to IAS 1)
- Lease Liability in a Sale and Leaseback (Amendments to IFRS 16)
- Non-current Liabilities with Covenants (Amendments to IAS 1)
- International Tax Reform: Pillar Two Model Rules (Amendments to IAS 12)
- Supplier Finance Arrangements (Amendments to IAS 7 and IFRS 7)

### 5. Critical Judgements in applying accounting policies

In applying the accounting policies set out earlier in this document, the Chief Constable has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the Statement of Accounts are:

- A judgement has been made of the expenditure allocated between the PCC and the Chief Constable to reflect the financial resources of the PCC consumed at the request of the Chief Constable. The Chief Constable is judged to incur all expenditure in the Net Cost of Service (£160.3m (2022/23: £176.2m)) apart from that generated directly by the Office of the Police and Crime Commissioner (£6.0m (2022/23: £5.2m)). All income is judged to be received by the PCC. The basis adopted for this allocation was determined by the Group in accordance with the standard set of activities for each corporate body identified in CIPFA's SeRCOP.

### 6. Expenditure and Funding Analysis

The Expenditure and Funding Analysis shows how annual expenditure is used and funded from resources by the Chief Constable in comparison with those resources consumed or earned by the Chief Constable in accordance with generally accepted accounting practices. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

#### Expenditure and Funding analysis

Net expenditure chargeable to the General Fund	2022/23			2023/24		
	Fund	Net expenditure in the Comprehensive Income and Expenditure Statement		Fund	Net expenditure in the Comprehensive Income and Expenditure Statement	
£000s	Pensions Adjustments between the Funding and Accounting basis £000s	£000s		£000s	£000s	
156,347	3,961	160,308	Police services	175,598	(25,116)	150,482
(156,347)	(3,961)	(160,308)	Intragroup adjustment	(175,598)	25,116	(150,482)
<b>0</b>	<b>0</b>	<b>0</b>	<b>Net Cost of Services</b>	<b>0</b>	<b>0</b>	<b>0</b>
0	617,452	(617,452)	Other income & Expenditure	0	18,321	(18,321)
<b>0</b>	<b>617,452</b>	<b>(617,452)</b>	<b>Surplus or deficit</b>	<b>0</b>	<b>18,321</b>	<b>(18,321)</b>
<b>0</b>			<b>Opening General Fund balance</b>	<b>0</b>		
0			Less/plus surplus/deficit on general fund balance in year	0		
<b>0</b>			<b>Closing General Fund balance at 31st March</b>	<b>0</b>		

#### Note a – Net changes for the pensions adjustments

This column represents the removal of employer pension contributions as allowed by statute and the replacement with current service and past service costs on the net cost of services line. The net interest on the defined benefit liability charged to the Comprehensive Income and Expenditure Statement is included in the other income and expenditure line.

## STATEMENT OF ACCOUNTS 2023/24

### 7. Expenditure and Income analysed by nature

The Chief Constable's expenditure and income is analysed as follows:

#### Expenditure and Income analysed by nature

	2022/23 £'000	2023/24 £'000
<u>Expenditure</u>		
Actuarial gain/loss on police pensions	617,452	18,321
Police Pension fund	20,281	21,906
<b>Total Expenditure</b>	<b>637,733</b>	<b>40,227</b>
<u>Income</u>		
Government grants & contributions	(20,281)	(21,906)
<b>Total Income</b>	<b>(20,281)</b>	<b>(21,906)</b>
<b><u>Surplus/Deficit on the provision of services</u></b>	<b><u>617,452</u></b>	<b><u>18,321</u></b>

### 8. Subjective analysis of spending

2022/23 £000		2023/24 £000
	<b>Financial resources of the PCC consumed at the request of the CC</b>	
63,209	Police pay and allowances	68,586
39,843	Staff pay and allowances	44,150
1,596	Other employee expenses	3,506
14,577	Police pensions	16,013
4,300	IAS19 Pension costs	(26,550)
7,288	Premises	9,681
2,451	Transport	2,844
20,602	Supplies and services	25,866
1,332	Agency and contracted services	1,751
5,110	Depreciation	4,635
<b>160,308</b>	<b>Total financial resources of the PCC consumed at the request of the CC</b>	<b>150,482</b>
(160,308)	Intra group adjustment	(150,482)
<b>0</b>	<b>Net Cost of Service</b>	<b>0</b>

This table presents the Net Cost of Service expenditure detailed in the Comprehensive Income and Expenditure Statement in the form of a subjective analysis.

## STATEMENT OF ACCOUNTS 2023/24

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### 9. Pension costs

As part of the terms and conditions of employment of its officers and staff, the Group makes contributions towards the cost of post-employment benefits. Although these benefits will not actually be payable until employees retire, the Group has a commitment to make the payments (for those benefits) and to disclose them at the time that employees earn their future entitlement.

The Group participates in two separate pension schemes:

- o The Local Government Pension Scheme (LGPS) for police staff, administered locally by Gloucestershire County Council. This is a funded defined benefit salary scheme, meaning that the Group and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets. The defined benefit is based on a combination of final and average salary dependent on when the participant joined the scheme. The scheme is operated under the regulatory framework for the Local Government Pension Scheme and the governance of the scheme is the responsibility of the pensions committee of Gloucestershire County Council. Policy is determined in accordance with the Pension Fund Regulations.

The investment managers of the fund are appointed by the committee and consist of:

- BlackRock Advisors (UK) Limited
  - CBRE Global Investment Partners Limited
  - Grantham, Mayo, Van Otterloo & Co LLC
  - Hermes Real Estate Investment Management Limited
  - Standard Life Investments Limited
  - Western Asset Management Company Limited
  - Yorkshire Fund Managers Equity Partners LLP
- o The Police Pension Scheme, comprising three elements: Police Pension Scheme (PPS), the New Police Pension Scheme (NPPS) and the CARE scheme for police officers. These are unfunded defined benefit final salary schemes, administered by the Group, meaning that there are no investment assets built up to meet the pension liabilities and cash has to be generated to meet actual pensions payments as they eventually fall due. Under the Police Pension Fund Regulations 2007, if the amounts receivable by the pension fund for the year are 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 must then repay the amount to central government. The scheme is operated under the regulatory framework for the Police Pension Schemes and the governance of the scheme is the responsibility of the Chief Constable, who is the Scheme Manager for the Force. From April 2015 the Scheme Manager is assisted by a Pensions Board. There are no investment assets, so investment managers have not been appointed.

The principal risks to the Group of the pension schemes are:

- The longevity assumptions,
- Statutory changes to the schemes,
- Structural changes to the schemes (i.e. Large scale withdrawals from the scheme),
- Changes to inflation,
- Bond yields and the performance of the equity investments held by the LGPS.

These are mitigated to a certain extent by the statutory requirements to charge to the General Fund the amounts required by statute as described in the accounting policies note.

McCloud / Sargeant

### Background

On 16 July 2020 HM Treasury published their Public service pension schemes consultation: changes to the transitional arrangements to the 2015 Schemes, which contained the proposed remedy regarding the McCloud/Sargeant remedy.

## STATEMENT OF ACCOUNTS 2023/24

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On 4 Feb 2021 HM Treasury published their response to the consultation. This response confirmed: that the legacy schemes would be closed from 31 March 2022; a remedy would be introduced for the period 2015-2022 based on a deferred choice underpin basis; and, eligibility criteria for members to access the remedy.

On 19 July 2021 the Public Service Pensions and Judicial Offices Act 2022 was taken to the House of Lords. This got royal assent on 10 March 2022 and the Act came into force from 1 April 2022. HMT directions to accompany the act were published on 14th December 2022. The Act closed the legacy schemes from 31 March 2022 and brought the retrospective remedy into force from 1 October 2023.

### Remedy

The Public Service Pensions and Judicial Offices Act 2022 (PSPJOA 2022) legislates for how the government will remove the discrimination identified by the courts in the way that the 2015 reforms were introduced for some members.

The main elements of the Act are:

- Changes implemented across all the main public service pension schemes in response to the Court of Appeal judgment in the McCloud and Sargeant cases:
- Eligible members of the main unfunded pension schemes have a choice of the benefits they wish to take for the “remedy period” of April 2015 to 31 March 2022.
- From 1 April 2022, when the remedy period ends, all those in service in main unfunded schemes will be members of the reformed pension schemes, ensuring equal treatment from that point on.
- Ensures there are no reductions to member benefits as a result of the 2016 cost control valuations.

### 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. For Gloucestershire Constabulary, this effects 1,179 members. Scheme actuaries originally estimated the increase in scheme liabilities for Gloucestershire Constabulary to be £63.2m of pension scheme liabilities.

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 2024/25, 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.

### Compensation Claims

In addition to the remedy, claimants have lodged claims for compensation for injury to feelings. Claims are separated into two litigation cases; Aarons and Ors claims bought by Leigh Day representing individual officers in a group claim. Roderick and Slade, claims bought by Penningtons on behalf of the Police Federation. These claims were brought after the finding of discrimination by the Court of Appeal in McCloud and Sargeant.

### Aarons & Ors

Government Legal Department settled the injury to feelings claims for Aarons on behalf of Chief Officers without seeking any financial contributions. Pecuniary loss claims have been stayed until the remedy is bought into force from 1 October 2023. The settlement of the injury to feelings claims for Aarons sets a helpful precedent. Therefore no liability in respect of compensation claims is recognised in these accounts.

## STATEMENT OF ACCOUNTS 2023/24

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### Penningtons

As at 31 March 2024, 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.

### Transactions relating to post-employment benefits

The costs of retirement benefits are included in the Net Cost of Service when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge made against the council tax precept is based on the cash payable in the year, so the real cost of retirement benefits is reversed out of the General Fund via the Movement in Reserves Statement.

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

	<b>2022/23</b>	<b>2023/24</b>
	<b>£000</b>	<b>£000</b>
<b><u>Local Government Pension Scheme (LGPS)</u></b>		
<b>Comprehensive Income and Expenditure Statement</b>		
Net cost of services		
Current service cost	14,313	7,208
Past service costs (including curtailments)	137	0
Amount charged against the General Fund Balance for pensions in the year: Employers' contributions payable to the scheme	(6,350)	(6,858)
Financing and investment income and expenditure		
Net interest on the net defined benefit liability	7,195	8,522
Expected return on assets in the scheme	(5,394)	(9,300)
Remeasurement of the net defined benefit liability		
Actuarial gains and losses arising on changes in demographic assumptions	(4,190)	(1,067)
Actuarial gains and losses arising on changes in financial assumptions	(110,134)	(12,659)
Other experience	17,152	5,635
IFRIC 14 Asset Ceiling	0	37,822
Return on plan assets (excluding the amount included in the net interest expense)	9,220	(12,752)
<b>Net charge to the Comprehensive Income &amp; Expenditure Statement</b>	<b>(78,051)</b>	<b>16,551</b>
<b>Movement in Reserves Statement</b>		
Reversal of net charges made for retirement benefits in accordance with IAS19	78,051	(16,551)

## STATEMENT OF ACCOUNTS 2023/24

	2022/23 £000	2023/24 £000
<b><u>Police Pension Schemes (PPS, NPPS &amp; CARE)</u></b>		
<b>Comprehensive Income and Expenditure Statement</b>		
Net cost of services		
Current service cost	32,300	12,600
Past service costs (including curtailments)	600	200
Amount charged against the General Fund Balance for pensions in the year: Retirement benefits payable to pensioners	(36,700)	(39,700)
Financing and investment income and expenditure		
Net interest on the net defined benefit liability	42,400	50,800
Remeasurement of the net defined benefit liability		
Actuarial gains and losses arising on changes in demographic assumptions	(17,800)	(5,600)
Actuarial gains and losses arising on changes in financial assumptions	(562,800)	(58,200)
Other experience	51,100	28,500
<b>Net charge to the Comprehensive Income &amp; Expenditure Statement</b>	<b>(490,900)</b>	<b>(11,400)</b>
<b>Movement in Reserves Statement</b>		
Reversal of net charges made for retirement benefits in accordance with IAS19	490,900	11,400

An intra-group adjustment transfers these costs from the Chief Constable accounts to those of the PCC.

### Assets and liabilities in relation to retirement benefits

Reconciliation of present value of the scheme liabilities:

	<b>LGPS</b>		<b>Police Pension Schemes</b>	
	2022/23 £000	2023/24 £000	2022/23 £000	2023/24 £000
As at 1st April	(255,389)	(177,160)	(1,574,200)	(1,083,300)
Current service cost	(14,313)	(7,208)	(32,300)	(12,600)
Net interest on the net defined benefit liability	(7,195)	(8,522)	(42,400)	(50,800)
Contributions by scheme participants	(2,018)	(2,237)	(6,300)	(6,800)
Transfers (in)out	0	0	(100)	(100)
<u>Remeasurement of the net defined benefit liability</u>				
- Actuarial gains/losses arising from changes in demographic assumptions	4,190	1,067	17,800	5,600
- Actuarial gains/losses arising from changes in financial assumptions	110,134	12,659	562,800	58,200
- Other experience	(15,983)	(5,635)	(51,100)	(28,500)
- IFRIC 14 Asset Ceiling	0	(37,822)	0	0
Benefits paid	3,551	4,894	43,100	46,600
Past service cost (including curtailments)	(137)	0	(600)	(200)
As at 31st March	<b>(177,160)</b>	<b>(219,964)</b>	<b>(1,083,300)</b>	<b>(1,071,900)</b>

## STATEMENT OF ACCOUNTS 2023/24

Reconciliation of fair value of the scheme assets:

	LGPS	
	2022/23 £000	2023/24 £000
As at 1st April	193,889	193,711
Expected rate of return	5,394	9,300
Remeasurement of the net defined benefit liability		
- Return on assets	(9,220)	12,752
- Other experience	(1,169)	0
Employers contributions	6,350	6,858
Contributions by scheme participants	2,018	2,237
Benefits paid	(3,551)	(4,894)
As at 31st March	193,711	219,964

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

### Scheme History

	2018/19 £000	2019/20 £000	2020/21 £000	2021/22 £000	2022/23 £000	2023/24 £000
Present value of liabilities						
- LGPS	(209,210)	(183,118)	(258,946)	(255,389)	(177,160)	(182,142)
- IFRIC14 Asset Ceiling	0	0	0	0	0	(37,822)
	(209,210)	(183,118)	(258,946)	(255,389)	(177,160)	(219,964)
- Police Pension Schemes	(1,438,600)	(1,337,400)	(1,657,400)	(1,574,200)	(1,083,300)	(1,071,900)
- Total	(1,647,810)	(1,520,518)	(1,916,346)	(1,829,589)	(1,260,460)	(1,291,864)
Fair value of assets in LGPS	141,613	135,651	176,993	193,889	193,711	219,964
Surplus/(deficit) in the scheme						
- LGPS	(67,597)	(47,467)	(81,953)	(61,500)	16,551	0
- Police Pension Schemes	(1,438,600)	(1,337,400)	(1,657,400)	(1,574,200)	(1,083,300)	(1,071,900)
- Total	(1,506,197)	(1,384,867)	(1,739,353)	(1,635,700)	(1,066,749)	(1,071,900)

The corporate bond yield (upon which the discount rate is derived) has risen over the period, which has led to a 0.10% increase in the discount rate used by the Constabulary's actuary to calculate pension fund assets and liabilities. This increased the overall LGPS pension results, before any asset ceiling adjustment, from a net surplus of £16.551m in 2022/23 to a net surplus of £37.822m in 2023/24. The surplus position on funded liabilities is £39.124m and a deficit of £1.302m on unfunded liabilities in 2023/24.

Under IFRIC 14 a defined benefit liability is calculated as the net total of the present value of the defined benefit obligation minus the fair value at the end of the reporting date of the plan assets. If the fair value of the plan assets exceeds the calculated obligations (an "asset"), IAS 19 contains a restriction over the amount of the asset that can be recognised. In effect it requires a calculation of the 'Asset Ceiling' this being based on the future current and past service costs less expected contributions. The Constabulary has commissioned the actuary to carry out this calculation for us and the result for 2023/24 is a restriction on the Surplus recognised, thus the net surplus on the LGPS scheme of £37.822m before the asset ceiling adjustment was reduced to £nil (£16.551m was recognised in 2022/23 on the group Balance Sheet as a long term asset, as the asset ceiling in that year was not reached).

The Group has elected not to restate the fair value of scheme assets for previous periods as permitted by IAS19. The liabilities show the underlying commitments that the Group has in the long run to pay retirement benefits. The present value of the Defined Benefit Obligation and projected pension expense have decreased as at 31<sup>st</sup> March 2024 due to:

## STATEMENT OF ACCOUNTS 2023/24

- a rise in real bond yields, resulting in a gain appearing in the “Change in financial assumptions” line within the disclosures; and
- the mortality assumptions have been updated with reference to the Government Actuary’s Department’s recently published Actuarial Valuation as at 31 March 2020 of the Police Pension Schemes (England). This has resulted in a small gain coming through in the “Change in demographic assumptions” line within the disclosures.

The total liability of £1,072m has a substantial impact on the net worth of the Group as recorded in the Balance Sheet, resulting in a negative overall balance of £1,016m. However, statutory arrangements for funding the deficit mean that the financial position of the Group remains healthy.

The total contributions expected to be made to the LGPS by the Group in the year to 31st March 2025 is £6.593m and the projected current service cost is £6.349m. The projected current service costs for the Police Pension Schemes for 2024/25 are £11.400m. The current service cost represents the increase in the benefits earned by the employees in the current period based on their pay and length of service.

Lump sum commutation payments are based on the position at 29<sup>th</sup> February 2024 i.e. eleven months of actual data.

### Basis for estimating assets and liabilities

Liabilities have been assessed on an actuarial basis using the projected unit credit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels etc. Both the Police Pension Schemes and the Local Government Pension Scheme have been assessed by Hymans Robertson LLP, an independent firm of actuaries. Estimates for the Local Government Pension Scheme have been based on the latest full valuation of the scheme as at 31st March 2022. Estimates for the Police Pension schemes are based on the latest full valuation of the scheme as at 31st March 2020. The principal assumptions used by the Actuary have been:

	LGPS		Police Pension Schemes	
	2022/23	2023/24	2022/23	2023/24
Long term expected rate of return on assets in the scheme:				
Equity investments	4.75%	4.85%	-	-
Bonds	4.75%	4.85%	-	-
Property	4.75%	4.85%	-	-
Cash	4.75%	4.85%	-	-
Mortality Assumptions:				
Longevity at 65 for current pensioners:				
Male	21.6	21.4	21.7	21.5
Female	24.2	24.1	24.2	24.4
Longevity at 65 for future pensioners:				
Male	22.1	21.9	23.1	22.9
Female	25.8	25.6	25.6	25.7
Rate of inflation	2.95%	2.75%	3.20%	3.10%
Rate of increase in salaries	3.45%	3.25%	3.20%	3.10%
Rate of increase in pensions	2.95%	2.75%	2.95%	2.75%
Expected return on assets	4.75%	4.85%	-	-
Rate for discounting scheme liabilities	4.75%	4.85%	4.75%	4.85%
Take-up of option to convert annual pension into retirement lump sum	50% all schemes	50% all schemes	90% all schemes	90% all schemes

## STATEMENT OF ACCOUNTS 2023/24

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analyses below, prepared by the actuary (Hymans Robertson LLP), have been determined based on reasonably possible changes of the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all the other assumptions remain constant. The estimations in the sensitivity analysis have followed the accounting policies for the scheme i.e. on an actuarial basis using the projected unit credit method. The methods and types of assumptions used in preparing the sensitivity analysis below did not change from those used in the previous period.

### LGPS

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

<b>Change in financial assumptions at year ended 31st March 2024</b>	<b>Approximate % increase to Employer Liability</b>	<b>Approximate monetary amount (£000)</b>
0.1% decrease in Real Discount Rate	2%	3,983
1 year increase in member life expectancy	4%	7,286
0.1% increase in the Salary Increase Rate	0%	437
0.1% increase in the Pension Increase Rate (CPI)	2%	3,617

<b>Change in financial assumptions at year ended 31st March 2023</b>	<b>Approximate % increase to Employer Liability</b>	<b>Approximate monetary amount (£000)</b>
0.1% decrease in Real Discount Rate	2%	3,807
1 year increase in member life expectancy	4%	7,086
0.1% increase in the Salary Increase Rate	0%	468
0.1% increase in the Pension Increase Rate (CPI)	2%	3,395

### Police Pension Schemes

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below:

<b>Change in financial assumptions at year ended 31st March 2024</b>	<b>Approximate % increase to Employer Liability</b>	<b>Approximate monetary amount (£000)</b>
0.5% decrease in Real Discount Rate	10%	105,230
1 year increase in member life expectancy	3%	32,160
0.5% increase in the Salary Increase Rate	<1%	6,570
0.5% increase in the Pension Increase Rate (CPI)	8%	84,380

<b>Change in financial assumptions at year ended 31st March 2023</b>	<b>Approximate % increase to Employer Liability</b>	<b>Approximate monetary amount (£000)</b>
0.5% decrease in Real Discount Rate	10%	105,263
1 year increase in member life expectancy	3%	32,497
0.5% increase in the Salary Increase Rate	<1%	6,758
0.5% increase in the Pension Increase Rate (CPI)	8%	85,250

## STATEMENT OF ACCOUNTS 2023/24

### Local Government Pension Scheme Assets

The Police Pension Schemes have no assets to cover their liabilities.

The Local Government Pension Scheme's assets consist of the following categories:

Asset Category	Fair value of scheme assets at 31st March 2023			Fair value of scheme assets at 31st March 2024		
	Quoted prices in active markets (£000)	Quoted prices not in active markets (£000)	Total (£000)	Quoted prices in active markets (£000)	Quoted prices not in active markets (£000)	Total (£000)
<b>Cash &amp; cash equivalents</b>	<b>1,853.8</b>	<b>-</b>	<b>1,853.8</b>	<b>5,423.4</b>	<b>-</b>	<b>5,423.4</b>
<b>Property</b>						
UK	6,792.2	6,148.9	12,941.1	7,948.7	5,600.7	13,549.4
Overseas	-	3,384.7	3,384.7	-	4,301.8	4,301.8
<b>Total Property</b>	<b>6,792.2</b>	<b>9,533.6</b>	<b>16,325.8</b>	<b>7,948.7</b>	<b>9,902.5</b>	<b>17,851.2</b>
<b>Private equity</b>	<b>-</b>	<b>3,686.4</b>	<b>3,686.4</b>	<b>-</b>	<b>5,262.5</b>	<b>5,262.5</b>
<b>Investment funds and Unit trusts</b>						
Equities	-	123,955.6	123,955.6	-	132,689.5	132,689.5
Bonds	12,385.2	20,884.9	33,270.1	16,110.2	23,658.8	39,769.0
Other	-	14,619.3	14,619.3	-	18,753.2	18,753.2
<b>Total Investment funds and Unit trusts</b>	<b>12,385.2</b>	<b>159,459.8</b>	<b>171,845.0</b>	<b>16,110.2</b>	<b>175,101.5</b>	<b>191,211.7</b>
<b>Derivatives</b>						
Foreign exchange	-	-	-	215.2	-	215.2
Other	-	-	-	-	-	-
<b>Total Derivatives</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>215.2</b>	<b>-</b>	<b>215.2</b>
<b>TOTAL ASSETS</b>	<b>21,031.2</b>	<b>172,679.8</b>	<b>193,711.0</b>	<b>29,697.5</b>	<b>190,266.5</b>	<b>219,964.0</b>

None of the property assets included in the scheme are occupied by the Police and Crime Commissioner for Gloucestershire. The LGPS year-end asset values are at bid value as required under IAS19.

### Impact on the Group's cash Flows

The objectives of the schemes are to keep employers' contributions at as constant a rate as possible. With regards the LGPS the County Council has agreed a strategy with the scheme's actuary to use a balanced investment strategy to minimise long-term cash contributions from employers and meet the regulatory requirement for long-term cost efficiency. Funding levels are monitored on an annual basis. The latest triennial valuation for the LGPS was completed on 31st March 2022 and for the Police Pension schemes on 31st March 2020.

The LGPS scheme was amended from 1<sup>st</sup> April 2014 to become a career average scheme for benefits built up from that date. The Police pension scheme reforms came into place from 1<sup>st</sup> April 2015.

The weighted average durations of the defined benefit obligation for scheme members are detailed below:

	Weighted average duration as at 31st March 2023 (years)	Weighted average duration as at 31st March 2024 (years)
LGPS	21	21
Police pension schemes	18.4	18.5

## STATEMENT OF ACCOUNTS 2023/24

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### 10. Exit packages

The numbers of exit packages with total cost per band and total cost of the compulsory and other departures for the Chief Constable are set out below.

#### 2022/23

Exit package cost band (£)	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages	Total cost of exit packages £000
1 – 4,999	0	3	3	4.6
5,000 – 20,000	0	2	2	23.2

#### 2023/24

Exit package cost band (£)	Number of compulsory redundancies	Number of other departures agreed	Total number of exit packages	Total cost of exit packages £000
1 – 4,999	0	3	3	10.2
5,000 – 15,000	1	1	2	19.9

The total cost of exit packages includes pension strain costs arising from early retirement without actuarial reduction of pension.

## STATEMENT OF ACCOUNTS 2023/24

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### 11. Remuneration of Senior Staff

The Chief Constable is required, under the Accounts and Audit (England) Regulations 2014, to report the numbers of staff with pay and benefits in excess of £50,000 in multiples of £5,000. This includes the remuneration of senior employees and relevant police officers which are also disclosed individually.

Remuneration Band	Number of Employees	
	2022/23	2023/24
£50,000 - £54,999	131	188
£55,000 - £59,999	111	114
£60,000 - £64,999	40	85
£65,000 - £69,999	15	33
£70,000 - £74,999	8	14
£75,000 - £79,999	9	8
£80,000 - £84,999	5	9
£85,000 - £89,999	5	5
£90,000 - £94,999	1	1
£95,000 - £99,999	2	2
£100,000 - £104,999	1	2
£105,000 - £109,999	0	0
£110,000 - £114,999	0	0
£115,000 - £119,999	0	1
£120,000 - £124,999	1	0
£125,000 - £129,999	0	1
£130,000 - £134,999	0	2
£135,000 - £139,999	0	0
£140,000 - £144,999	0	0
£145,000 - £149,999	0	0
£150,000 - £154,999	1	1

The Chief Constable is required, under the Accounts and Audit (England) Regulations 2014, to disclose individual remuneration details for senior employees and relevant police officers. Details for 2022/23 and 2023/24 are as follows:

## STATEMENT OF ACCOUNTS 2023/24

<b>2023/24</b>								Total		
Post holder information	Salary (including fees & allowances)	Bonuses	Expense allowances	Compensation for loss of office	Benefits in Kind	Other Payments	Remuneration excluding pension contributions 2023/24	Employers pension contributions	Total Remuneration including pension contributions 2023/24	
	£	£	£	£	£	£	£	£	£	
<b>Mr. Hansen Chief Constable</b>	152,778	0	780	0	18,498	0	<b>172,056</b>	47,873	<b>219,929</b>	
<b>Deputy Chief Constable</b>	129,616	0	0	0	7,587	0	<b>137,203</b>	40,181	<b>177,383</b>	
<b>Seconded Officer to SW Regional ACC</b>	129,258	0	780	0	989	0	<b>131,027</b>	39,081	<b>170,108</b>	
<b>ACC - Crime, Justice and Vulnerability</b>	113,011	0	6,405	0	0	0	<b>119,416</b>	32,660	<b>152,076</b>	
<b>ACC - Temporary - Crime, Justice and Vulnerability from 08/01/24</b>	26,592	0	310	0	0	0	<b>26,902</b>	8,598	<b>35,499</b>	
<b>ACC - Operations and Local Policing from 04/12/2023</b>	37,414	0	7,000	0	2,508	0	<b>46,922</b>	11,598	<b>58,521</b>	
<b>ACO - Director of People and Business Services from 01/04/2023</b>	126,068	0	6,405	0	0	0	<b>132,473</b>	24,961	<b>157,434</b>	
<b>Interim CC Chief Finance Officer (see Note 1) Leaver 05/04/23</b>	5,530	0	0	0	0	0	<b>5,530</b>	271	<b>5,801</b>	
<b>PCC Chief Finance Officer (part time) CC Chief Finance Officer (part time between 06/04/2023 to 18/06/2023) Leaver 10/10/2023</b>	56,533	0	0	0	0	0	<b>56,533</b>	11,194	<b>67,727</b>	

### Notes:

1. From 19/06/23 the role of CC Chief Finance Officer was undertaken on a part time basis by CIPFA through a contract for services. The cost of this from 19/06/23 to 31/03/24 was £105,596.
2. The expense allowances includes the taxable value of payments made.
3. The benefits in kind entries do not refer to cash payments made to the officers but to the notional value of the benefit provided instead of cash payments. The benefits refer to the provision of home security alarms, vehicles and a telephone line.

## STATEMENT OF ACCOUNTS 2023/24

<b><u>2022/23</u></b>								Total		
Post holder information	Salary (including fees & allowances) £	Bonuses £	Expense allowances £	Compensation for loss of office £	Benefits in Kind £	Other Payments £	Remuneration excluding pension contributions 2022/23 £	Employers pension contributions £	Remuneration including pension contributions 2022/23 £	
<b>Mr. Hansen Chief Constable</b>	<b>151,886</b>	<b>0</b>	<b>780</b>	<b>0</b>	<b>15,758</b>	<b>0</b>	<b>168,424</b>	<b>30,614</b>	<b>199,038</b>	
<b>Deputy Chief Constable Seconded 19/04/2022</b>	<b>6,510</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>52</b>	<b>0</b>	<b>6,562</b>	<b>1,901</b>	<b>8,463</b>	
<b>Deputy Chief Constable from 30/08/2022</b>	<b>73,302</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,806</b>	<b>0</b>	<b>78,108</b>	<b>22,724</b>	<b>100,831</b>	
<b>ACC - Crime Command seconded 30/08/2022</b>	<b>51,008</b>	<b>0</b>	<b>325</b>	<b>0</b>	<b>412</b>	<b>0</b>	<b>51,746</b>	<b>15,401</b>	<b>67,146</b>	
<b>ACC - Local Policing retired 10/08/2022</b>	<b>44,212</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>344</b>	<b>0</b>	<b>44,556</b>	<b>13,282</b>	<b>57,838</b>	
<b>ACC - Acting - Operations from 18/08/2022</b>	<b>70,989</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>70,989</b>	<b>17,306</b>	<b>88,296</b>	
<b>CC Chief Finance Officer</b>	<b>98,547</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>98,547</b>	<b>19,512</b>	<b>118,059</b>	

Notes:

1. The expense allowances includes the taxable value of payments made.
2. The benefits in kind entries do not refer to cash payments made to the officers but to the notional value of the benefit provided instead of cash payments. The benefits refer to the provision of home security alarms, vehicles and a telephone line

## STATEMENT OF ACCOUNTS 2023/24

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### 12. Related Party Transactions

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

His Majesty's Government has significant influence over the general operations of the Chief Constable. It is responsible for providing the statutory framework within which the Chief Constable operates and provides a significant proportion of the main funding (56% (2022/23 56%)) in the form of grants which are paid to the PCC. It also prescribes the terms of many of the transactions that the Group has with other parties. Grants received from His Majesty's Government by the PCC are set out in the PCC and Group Statement of Accounts 2023/24.

Officers and staff – during 2023/24 there were no financial material declared related party transactions to disclose.

### 13. Payments to External Auditors

The following fees were paid to external auditors during the year:

	<b>2022/23</b>	<b>2023/24</b>
	<b>£000</b>	<b>£000</b>
External Audit services – Chief Constable Scale Fee	15	47

Additional fees of £5.5k are billed for the CC in relation to the 2022/23 statutory audit.

These costs are included in the Agency and Contracted section of the subjective analysis (Note 8).

### 14. Post Balance Sheet Events

There are no adjusting or non-adjusting post balance sheet events.

### 15. Contingent Liabilities

In respect of the McCloud Pension case, claimants have lodged claims for compensation under two active sets of litigation, Aarons and Penningtons. Government Legal Department settled the injury to feelings claims for Aarons on behalf of Chief Officers without seeking any financial contributions. Pecuniary loss claims have been stayed until the remedy is brought into force from 1 October 2023. The settlement of the injury to feelings claims for Aarons sets a helpful precedent, therefore no liability in respect of compensation claims is recognised in these accounts. As at 31 March 2024, it is not possible to reliably estimate the extent or likelihood of Penningtons claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

**Gloucestershire Police Pension Fund Account  
For the year ended 31st March 2024**

2022/23 £'000		2023/24 £'000
	<b>Contributions receivable</b>	
	From employer	
14,577	- basic contributions at 31% of pensionable pay	15,976
866	- other (maternity/paternity/sickness, remedy, capital charge ill health & the 30+ scheme)	1,121
15,443		17,097
6,290	From members	7,016
	<b>Transfers in</b>	
70	Individual transfers in from other schemes	415
43	Transfer from Avon & Somerset Constabulary	42
113		457
<b>21,846</b>		<b>24,570</b>
	<b>Benefits payable</b>	
35,279	Pensions	39,043
6,572	Commutations and lump sum retirement benefits	7,338
247	Lump sum death benefits	0
42,097		46,381
	<b>Payments to and on account of leavers</b>	
30	Individual transfers out to other schemes	96
<b>42,127</b>		<b>46,477</b>
<b>-20,281</b>	<b>Sub-total for the year before transfer from the PCC of amount equal to the deficit</b>	<b>-21,906</b>
<b>20,281</b>	<b>Additional funding payable by PCC to meet deficit for the year</b>	<b>21,906</b>
<b>-</b>	<b>Net amount payable for the year</b>	<b>-</b>

**Gloucestershire Police Pension Fund Net  
Assets Statement  
as at 31st March 2024**

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>	<b>Current Assets</b>	<b>£'000</b>
3,495	Funding to meet deficit receivable from PCC – Top up grant	5,207
3,155	Other current assets – Pensions prepaid	3,446
6,649		8,653
	<b>Current Liabilities</b>	
6,649	Other current liabilities	8,653
<b>0</b>	<b>Net Assets</b>	<b>0</b>

### **Notes to the Gloucestershire Police Pension Fund Accounts**

#### **1. General Description of Fund's Operations**

The Police Officer Pension Fund is administered by the Chief Constable in accordance with the Police Pensions Act 1976, as amended by the Police Reform and Social Responsibility Act 2011. This is administered from a separate local police pensions account, rather than direct from the Comprehensive Income and Expenditure Statement. The pensions account is topped up by the Group if the contributions are insufficient to meet the cost of pension payments. The Group receives a Police Pension Top Up Grant from the Home Office for an amount equal to the deficit on the Police Pension Fund Account.

It should be noted that the Police Pension Fund has no investment assets, and pensions are paid from employer and employee contributions, plus additional funding from the Group. Employer contributions are based on percentages of pensionable pay set nationally by the Home Office and subject to triennial revaluation by the Government Actuary's Department. For the year ended 31<sup>st</sup> March 2024 the percentage Employer contribution was 31%. Under IAS19 the Police Pension Scheme is classed as a defined benefit scheme. Therefore the risk of shortfall remains with the Group. Accordingly the Group has obtained an actuarial valuation for the scheme.

#### **2. Accounting Policies**

- a. The Accounts have been prepared to meet the requirements of Regulation 7(1) (d) of the Accounts and Audit (England) Regulations 2014 which states that the Group is obliged to include the police pensions account in its statement of accounts. They also meet the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2023/24.
- b. The Accounts have been prepared on an accruals basis.
- c. The Accounts do not take account of liabilities to pay pensions and other benefits in the future. This is reported upon separately in the Actuary's statement, details of which can be found in note 9 of the main statement of accounts.
- d. There are no significant estimation techniques employed in the production of the pension fund accounts.

## **STATEMENT OF ACCOUNTS 2023/24**

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### **Joint Annual Governance Statement**

The Accounts and Audit Regulations 2015 require that the Annual Governance Statement accompanies the Statement of Accounts. The Chief Constable and the PCC have prepared a joint statement and have elected to publish the Joint Annual Governance Statement as a separate document to the Statement of Accounts.

The Annual Governance Statement is a statutory document, which explains the governance processes and procedures in place to enable the Chief Constable and the PCC to carry out his functions effectively. The Statement is available on the Constabulary website.

## **STATEMENT OF ACCOUNTS 2023/24**

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### **GLOSSARY OF ACCOUNTING TERMINOLOGY**

#### **ACCOUNTING PERIOD**

The period of time covered by the accounts, usually a full year, which for this Group runs from 1st April to 31st March.

#### **ACCOUNTING POLICIES**

Those principles, bases, conventions, rules and practices applied by an entity that specify how the effects of transactions and other events are to be reflected in its financial statements through:

- recognising
- selecting measurement bases for, and
- presenting assets, liabilities, gains, losses and changes to reserves.

Accounting policies define the process whereby transactions and other events are reflected in financial statements.

#### **ACCRUALS**

The concept that income and expenditure are recognised as they are earned or incurred, not as money is received or paid. For example, expenditure accruals relate to the value of goods/services/works received or carried out, but not necessarily paid for, in the period.

#### **AGENCY SERVICES**

Services provided by one body (the agent) on behalf of, and generally with payment from, the responsible body.

#### **ANNUAL GOVERNANCE STATEMENT**

The Annual Governance Statement comprises mainly a policy statement; recognition of core principles of good governance; the corporate governance arrangements; and an annual governance review. The Annual Governance Statement is a self-contained statement which is submitted to the Audit Committee for review.

#### **AUDITOR'S OPINION**

The opinion required by statute from the Chief Constable's external auditors, indicating whether the statement of accounts presents fairly the financial position of the Chief Constable.

#### **BALANCE SHEET**

This statement sets out the financial position of the Chief Constable at year-end 31 March. It shows a summary of non-current assets held, the current assets employed, the balances and reserves of the Chief Constable and the Chief Constable's financial liabilities.

#### **BUDGET**

The PCC's plan for providing resources to meet his service obligations. The PCC has most recently set an annual budget within a four year financial strategy covering the period 2024/25 to 2027/28.

#### **CASH FLOW STATEMENT**

This statement summarises the Chief Constable's inflows and outflows of cash and cash equivalents arising from transactions with third parties during the year, for revenue and capital purposes.

#### **CHIEF CONSTABLE FOR GLOUCESTERSHIRE**

The Chief Constable is a separate corporation sole, which was established on 22 November 2012 under the Police Reform and Social Responsibility Act 2011.

#### **CIPFA**

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

#### **COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT (CIES)**

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

## **STATEMENT OF ACCOUNTS 2023/24**

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### **CURRENT SERVICE COST (PENSIONS)**

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

### **CURTAILMENT (PENSIONS)**

For a defined benefit pension scheme, an event that reduces the expected years of future service of present employees or reduces for a number of employees the accrual of defined benefits for some or all of their future service. Curtailments include:

- (a) termination of employees' services earlier than expected, and
- (b) termination or amendment to the terms, of a defined benefit scheme, so that some or all future service by current employees will no longer qualify for benefits or will qualify only for reduced benefits.

### **DEFINED BENEFIT SCHEME**

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

### **DEFINED CONTRIBUTION SCHEME**

A pension or other retirement benefit scheme into which an employer pays regular contributions fixed as an amount or as a percentage of pay and will have no legal or constructive obligation to pay further contributions if the scheme does not have sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

### **DEPRECIATION**

The measure of the wearing out, consumption, or other reduction in the useful economic life of a fixed asset.

### **ESTIMATION TECHNIQUES**

The methods adopted to arrive at estimated monetary amounts, corresponding to the measurement bases selected, for assets, liabilities, gains, losses and changes to reserves. These implement the measurement aspects of the accounting policies, and include selecting methods of depreciation and making provision for bad debts.

### **EVENTS AFTER THE BALANCE SHEET DATE**

Events after the Balance Sheet date are those events, favourable and unfavourable, that occur between the Balance Sheet date and the date when the Statement of Accounts is authorised for issue.

### **FINANCE LEASE**

Finance Leases are where the terms of the lease, or a right to use an asset in return for payment, transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. Finance lease(s), as defined by IAS 17, are accounted for as deferred liabilities (within Long Term Liabilities on the Balance Sheet); and the finance charges (i.e. interest element) and principal element, respectively, are charged to the CIES (Financing and Investment Income and Expenditure) and to write down the long-term liability. IAS 17 requires the recognition of any leases embedded within contracts.

### **GROUP**

The term Group refers to the Police and Crime Commissioner for Gloucestershire and the Chief Constable for Gloucestershire.

### **INTERNATIONAL FINANCIAL REPORTING STANDARDS (IFRS)**

International Financial Reporting Standards (IFRS) replaced the annual Statement of Recommended Practice (SoRP) based on GAAP, for all local authorities in the UK from the financial year commencing 1st April 2010.

### **MOVEMENT IN RESERVES STATEMENT (MIRS)**

This statement shows the movement in the year on the different reserves held by the CC, analysed into 'usable reserves' (including the General Fund Balance), and other (unusable) reserves.

## **STATEMENT OF ACCOUNTS 2023/24**

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### **OPERATING LEASE**

An operating lease involves the lessee paying a rental for the hire of an asset for a period of time that is substantially less than its useful economic life. The lessor retains most of the risks and rewards of ownership. Expenditure financed by operating leasing does not count in capital expenditure. Rentals paid under operating leasing agreements are accrued and accounted for through the revenue account in the period to which they relate.

### **PAST SERVICE COST (PENSIONS)**

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

### **POLICE AND CRIME COMMISSIONER FOR GLOUCESTERSHIRE (PCC)**

The PCC is a separate corporation sole, which was established on 22 November 2012 under the Police Reform and Social Responsibility Act 2011.

### **POST BALANCE SHEET EVENTS**

Events arising after the balance sheet date which provide additional evidence of conditions that existed at the balance sheet date and are of a material nature.

### **PROVISION**

An amount set aside in the accounts for anticipated future liabilities or specific losses that are reasonably certain to be incurred, but which cannot be quantified accurately at the balance sheet date (are uncertain in amount and date). Provisions have been recognised in the accounts when there is a legal or constructive obligation to transfer economic benefits that can be estimated with a degree of certainty as a result of a past event. Any provision is intended to represent the best estimate at the Balance Sheet date of expenditure required to settle the present obligation; and, later, should only be applied to the precise purpose for which the provision was recognised. Provisions are shown in a note in the full Statement of Accounts.

### **RELATED PARTY TRANSACTIONS**

A related party transaction is the transfer of assets or liabilities or the performance of services by, to or for a related party irrespective of whether a charge is made. Two or more parties are related parties when at any time during the financial period:

- (i) One party has direct or indirect control of the other party, or
- (ii) The parties are subject to common control from the same source, or
- (iii) one party has influence over the financial and operational policies of the other party to an extent that the other party might be inhibited from pursuing at all times its own separate interests, or
- (iv) The parties, in entering a transaction, are subject to influence from the same source to such an extent that one of the parties to the transaction has subordinated its own separate interests.

### **REMUNERATION**

All sums paid to or receivable by an employee and sums due by way of expenses allowances (as far as those sums are chargeable to UK income tax) and the money value of any other benefits received other than in cash. Pension contributions payable by the employer are excluded.

### **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. Retirement benefits do not include termination benefits payable as a result of either (i) an employer's decision to terminate an employee's employment before the normal retirement date or (ii) an employee's decision to accept voluntary redundancy in exchange for those benefits.

### **SECONDED OFFICERS**

These are police officers who, for agreed periods, temporarily work for other organisations. Their salaries and expenses are not included in the Operating Cost Statement.

### **SHORT-TERM ACCUMULATING COMPENSATED ABSENCES**

Absences earned but not taken by the end of the financial year e.g. annual leave entitlement.

## **STATEMENT OF ACCOUNTS 2023/24**

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### **TERMINATION BENEFITS**

Termination benefits (e.g. redundancy payments), whether they are resulting from a decision by the Group to terminate an employee's employment before normal retirement date or an employee's decision to accept voluntary redundancy, are charged to the relevant service line in the Operating Cost Statement.

### **THIRD PARTY PAYMENTS**

Payments made to outside contractors and other bodies who provide specialist or support services for the Chief Constable.