



**Serving our communities to  
make them safer and stronger**

# **THE CHIEF CONSTABLE OF HUMBERSIDE**

## **FINANCIAL STATEMENTS**

**2020/21**

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## **NARRATIVE REPORT TO THE STATEMENT OF ACCOUNTS**

### **INTRODUCTION**

This is the Statement of Accounts for the Chief Constable of Humberside Police for the year ended 31 March 2021. These accounts have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2020/21 published by the Chartered Institute of Public Finance and Accountancy (CIPFA).

The purpose of the narrative report is to offer interested parties a fair, balanced and easily understandable guide to the most significant matters reported in the accounts. A 'Glossary of Terms' (to help explain some of the technical terms) can be found in the appendices.

### **ABOUT HUMBERSIDE POLICE**

The Humberside Police Force area is located in the east of England and covers the local authority areas of the East Riding of Yorkshire, Kingston upon Hull, North East Lincolnshire and North Lincolnshire.

It has a total area of 1,300 square miles around the Humber Estuary and has a population of over 0.9 million. Nearly 90% of the area is rural. Its main settlement and commercial capital is Kingston upon Hull. Major settlements include the port and local town of Grimsby, the renaissance resorts of Cleethorpes and Bridlington, and the industrial 'garden town' of Scunthorpe. The predominantly rural areas of the East Riding, North Lincolnshire and North East Lincolnshire include the market towns of Beverley, Brigg, Epworth and Barton and there is a logistics hub to the west, around Goole, the UK's most inland port.

The area maintains its strong maritime heritage and the port infrastructure accounts for more than 15% of UK overseas trade. Around one million people a year travel to and from continental Europe by ferry via Hull and a further quarter of a million people travel on domestic and international flights from Humberside Airport.

Jonathan Evison is the Police and Crime Commissioner (PCC) (elected in May 2021) and Lee Freeman is the Chief Constable. The previous PCC's Police and Crime Plan covered the period 2017-21. The new PCC is currently working on his Police and Crime Plan for the period 2021 onwards.

The following page shows the Force Plan on a Page, refreshed during 2020/21 to ensure it remains relevant and focused, which clearly articulates our strategic priorities and is designed to deliver our overall aim of 'Serving our communities to make them safer and stronger'.

# CULTURE, VALUES AND BEHAVIOURS

Our values are that we always act with **Fairness, Integrity and Respect** and deliver policing with **Professionalism, Compassion** and a strong **Victim Focus**.

## To deliver our mission, we will:



- Ensure Humberside Police is a place where our people feel engaged, can be themselves and are proud to work for an organisation that our communities trust.
- Help our staff and communities to feel they have a voice which is listened to and that can make a difference.
- Encourage innovation so that it is seen as a big part of who we are.

We recognise that the public come first, but how we involve, value and treat our staff is fundamental to us ensuring that we can serve our communities to make them safer and stronger. Every single person in Humberside Police has a role to play in bringing these values to life.

## PEOPLE

### Our staff are the key to our success, we will:



#### Prioritise the health and wellbeing of our staff

- To support their physical and mental wellbeing.
- Create an environment where people are developed and stretched, encouraging them to be accountable, take personal responsibility, recognising problems and responding quickly with solutions.



#### Retain and develop the best people

- Through a culture of continuous improvement and organisational learning, provide our staff with the skills they require to respond to the increasingly complex demands that we face.
- Develop diverse leaders who lead by example, are positive role models and who gain trust and respect by actively listening to the needs of their staff and the communities we serve.



#### Be an employer of choice

- Build on our reputation as a great place to work.
- Attract, recruit and retain talented and passionate people who reflect our diverse communities and our values.

## RESOURCES

### To enable us to continuously improve, we will:



#### Optimise the use of our resources to deliver victim focussed outcomes

- Effectively align our resources to meet both current and future demand.
- Develop the most effective and efficient working practices to deliver value for money.



#### Be innovative and transformational

- Support our staff to proactively put forward new ideas about how to work better and improve performance.
- Continue our commitment to support change initiatives and new ideas.
- Continue with our investment in digital innovation to transform our services.
  - Intelligently use data to inform evidence based decision-making.



#### Apply organisational learning

- Continue to learn and develop from what has gone well and what has not gone so well.
- Create a safe and transparent learning environment that allow us to clarify and verify the outcomes of our actions.



## PARTNERSHIPS

### To deliver the right services, we will:



#### Be accessible to, and engage with, our partners

- Work together with our communities, partners, third sector organisations and volunteers to deliver services that improve people's lives.
- Work with partners to ensure that we can identify, assess and effectively manage the most vulnerable in our communities and jointly provide long-term solutions.



#### Understand and prioritise the needs and demands in our communities

- Recognise the diverse challenges of our communities, responding to those who require our help and that of our partners, ensuring we work together to protect those who are most vulnerable.



#### Work effectively with partners

- Work together to develop effective preventative strategies which focus on multi-agency delivery.
- Through early intervention, work to ensure those in need of additional support will receive the right care by the right organisation.

## COMMUNITIES

### To serve our communities to make them safer and stronger, we will:



#### Deliver a visible and accessible police service

- Continue to deliver a place based policing service that places victims at the heart of how we deal with them.
- Our Neighbourhood Policing Teams will be focussed on the delivery of Problem Orientated Policing which will incorporate both early intervention and crime prevention.



#### Prevent, reduce and investigate crime and anti-social behaviour (ASB)

- Provide a victim focussed response to offences which have taken place.
- Deliver proactive and preventative activities to reduce crime and ASB, including the proactive management of offenders.
- Continue to proactively target and disrupt organised crime groups.



#### Build trust and confidence

- We will communicate openly and honestly with the public, ensuring that our actions and intentions align.
- Give a voice to our communities by actively seeking and listening to their feedback to improve our response in line with their needs.
- Ensure that we treat everyone with fairness, respect and compassion.

## FORCE PERFORMANCE

Throughout 2020/21, the Force has continued to engage extensively with Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), building on a positive working relationship that has contributed to genuine improvements in policing and services to the public.

A great deal of work has been undertaken through planning and liaison to prepare for the new Police Effectiveness Efficiency and Legitimacy (PEEL) 2020 inspection framework and to ensure this is now part of the overall business and the corporate planning process for the Force. For 2020/21, the judgements from our inspection in 2018 remain formally in place, having been graded as Good across all three pillars and ten questions.

QUESTIONS	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
YEAR	EFFECTIVENESS					EFFICIENCY		LEGITIMACY		
2015	-	-	RI	-	-	I	I	-	-	-
2016	G	RI	I	G	-	RI	RI	G	G	RI
2017	G	RI	RI	G	-	RI	G	G	G	G
2018	G	G	G	G	-	G	G	G	G	G

G = Good RI = Requires Improvement I = Inadequate

In 2020/21 the Force performed as follows:

- answered 128,588 emergency (999) calls, answering 94.5% of 999 calls within 10 seconds.
- answered 312,542 non-emergency (101) calls, answering 80.1% of 101 calls within 30 seconds.
- comparing 2020/21 with 2019/20, recorded a reduction in the number of abandoned 999 and non-emergency (101) calls
- 999 abandoned calls 2019/20: 0.03%, 2020/21: 0.02%
- 101 abandoned calls 2019/20: 6.3%, 2020/21: 5.1%
- switchboard abandoned calls 2019/20: 1.7%, 2020/21: 1.4%
- achieved faster response times (Assign to Arrival) Force wide when comparing 2020/21 with 2019/20, with response times to emergency calls reducing by an average of 1 minute 38 seconds.
- achieved average faster response times (Assign to Arrival) Force wide when comparing 2020/21 with 2019/20, with response to emergency Domestic Abuse calls reducing by an average of 40 seconds.
- 17,193 custodies, 30,915 arrests and 4,532 charges for the year 2020/21.
- caught 579 drivers using mobile phones, 271 not in a position to have proper control.
- arrested 1,770 drivers under the influence of drink or drugs.
- led 546 mentally ill people to a place of safety through the use of Section 136
- reduction of 43% of reported missing persons from children's homes when comparing 2020/21 with 2019/20.
- £780,150 forfeited cash seized and £419,865 in compensation returned to victims of financial crime.
- criminals paid over £389,762 in confiscation.
- a total of £1,625,822 has been taken from Humberside criminals
- stopped and searched 6,189 people (plus a further 552 searches for vehicle only)

## **Covid-19 Response and Recovery**

The Force received £292k from the Home Office during 2020/21 to meet the costs of Personal Protective Equipment (PPE) relating to Covid-19 and £483k for increased capacity required for Covid-19 related policing. A further £935k was allocated to the Force late in the year and will be available to meet other costs relating to Covid-19 in the future.

The Force's policing response to the Covid-19 pandemic has received praise from HMICFRS. Speaking about the report, HMI Matt Parr said: *"In a time of unparalleled change, the public looked to the police to keep services running and to keep order. Stepping in when many others could not or would not, the police took immediate and decisive action to keep people safe, tackle crime and find answers to problems brought by the pandemic."*

The report highlighted how Humberside Police protected vulnerable people, with the report highlighting how the Force, *'worked with local authorities to identify children considered to be at increased risk of harm from sexual exploitation and other criminal activity'* and as a result *'more at-risk children were identified and interventions increased, including joint home visits'*.

The report also said how well the Force worked with other organisations during the pandemic, stating, *'the force and its partner organisations, such as health and social care, had already considered switching to video technology for multi-agency safeguarding hub (MASH) meetings'* as a result *'attendance improved, resulting in enhanced information exchange, leading to earlier and more informed decision-making. This meant better results for vulnerable people'*.

We were also specifically praised for how we used The Four Es: Engage, Explain, Encourage, Enforce and how we increased our engagement using social media and our website having trained over *'400 staff to improve social media skills so that they could engage with the public more effectively'*.

We will continue to respond to the Covid-19 pandemic through Operation Flame, our strategic operation to work with relevant partners to mitigate the impact of Covid-19 on our local communities, and to work together with others to promote recovery to a state of normality. We will continue to focus on improving the Force by embedding the lessons learned around remote engagement with the public, partnership working and organisational efficiency.

## **Operation Uplift**

As part of the national programme to provide 20,000 more police officers to UK forces, we have successfully progressed the first year of our Operation Uplift programme, to bring on board 97 new operational posts. 30 officer posts have been provided to form Safeguarding Units within our local policing command Domestic Abuse teams, 29 posts to support response and patrol teams across the region and 23 posts to support the permanent establishment of our highly successful proactive Operation Galaxy. Other specialist posts have been created in our Roads Policing Unit, Professional Standards department and to support rural policing.

## CHIEF FINANCE OFFICER'S STATEMENT

The accounts provide a record of the financial position and performance for the year and incorporate transactions relating to the Force.

The Annual Governance Statement for Humberside Police for 2020/21 has been published separately and is available on the force website.

### Explanation of Accounting Statements

The financial statements have been prepared in accordance with the CIPFA Code of Practice on Local Authority Accounting.

The financial statements 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 (PRSRA);
- The Home Office Financial Management Code of Practice for the Police Forces for England and Wales and Fire and Rescue Authorities created under Section 4A of the Fire and Rescue Services Act 2004 (July 2018).

The Corporate Governance Framework includes:-

- A Statement of corporate governance – statutory framework and local policy;
- A Code of corporate governance – setting out how the good governance core principles will be implemented;
- A Scheme of corporate governance – defines the parameters within which the corporations sole will conduct their business;
- Separate policy and procedures for each corporation sole, with protocols where they operate jointly.

The Police and Crime Commissioner is responsible for the finances of the whole PCC Group and controls the assets, the majority of liabilities and reserves. The PCC receives all income and funding and makes all payments for the PCC Group from the PCC Police Fund.

In turn, the Chief Constable has a duty to fulfil prescribed functions under the PRSRA within the annual budget (set by the PCC in consultation with the Chief Constable) in line with the approved Corporate Governance Framework. This Framework sets out how the two "corporations sole" will discharge their respective responsibilities.

**The Statement of Responsibilities** details the responsibilities of the Chief Constable and the Chief Finance Officer/S.151 Officer for the Accounts. This statement is signed and dated by Chief Finance Officer/S.151 Officer under a statement that the Accounts give a True and Fair View of the financial position of the Chief Constable at the accounting date and its income and expenditure for the year ended 31 March 2021.

**The Movement in Reserves Statement** shows the movement in the year on the different Reserves held by the Chief Constable. This statement is split into usable and unusable Reserves; the usable Reserves are those that can be used by the Chief Constable to fund expenditure; and the unusable Reserves are those Reserves that are required to mitigate the effect of some transactions on council tax and those Reserves that are created to mitigate unrealised gains and losses.

**The Comprehensive Income and Expenditure Statement** shows the accounting cost of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation.

**The Balance Sheet** shows the value of the Assets and Liabilities recognised by the Chief Constable at the Balance Sheet date.

**The Cash Flow Statement** shows the changes in cash and cash equivalents during the year. This statement shows how the Chief Constable generates and uses its cash and cash equivalents by classifying cash flows as operating, investing and financing activities.

**The Pension Fund Account** shows the movements relating to the Police Pension Fund.

The notes to the accounting records provide more detail about the accounting policies and individual transactions.

### **2020/21 Financial Year**

The PCC approved an original budget in February 2020 of £198.760m which following a mid-year financial review was revised to £197.277m after consultation with Branch Commanders/ Heads of Department in conjunction with the Force Finance Team. The budget was realigned in November to reflect these changes and monitoring against this revised budget was undertaken during the second half of the year.

Actual expenditure for the year was £193.858m, an underspend of £3.419m. There were underspends in the following areas:

- £0.935m Covid-19 funding received late in the year;
- £0.811m due to a pay underspend in a number of areas;
- £0.459m underspend on Digital Innovation spending;
- £0.335m primarily due to a reduction in training due to Covid-19;
- £0.376m National Enabling Programme and National ANPR Service;
- £0.263m telephony and network costs.

Reserves at the start of 2020/21 totalled £17.2m. The total level of reserves at 31 March 2021 stands at £20.4m.

The original savings target within the Medium Term Resource Strategy (MTRS) for 2020/21 was £2.1m which was delivered in full by the Force. The main areas of savings were achieved through:

- Decoupling Human Resources from South Yorkshire Police (£0.383m);
- Overtime savings (£0.500m);
- Police staff for vacant hours in part time posts (£0.767m).

A summary of capital performance compared to budget is shown in the table below:-

<b>CAPITAL PROGRAMME</b>	<b>CURRENT BUDGET £000</b>	<b>2020/21 ACTUAL £000</b>	<b>VARIANCE £000</b>
Estates Programme	13,660	11,396	(2,263)
ICT Programme	6,301	5,104	(1,197)
Vehicles & Equipment	2,873	1,991	(0.882)
<b>Grand Total</b>	<b>22,834</b>	<b>18,491</b>	<b>(4,343)</b>

The main areas of expenditure during 2020/21 were on Melton 2 and IT expenditure.



### **Financing of Capital Expenditure**

The PCC has a rolling capital programme that is reviewed throughout the year. The programme is financed by external borrowing, capital receipts and revenue contributions.

### **Future Spending Plans**

The PCC has published a MTRS for 2021/22 to 2025/26 which sets out the overall shape of the PCCs budget. It establishes how available resources will best deliver the Police and Crime Plan and mitigate corporate risks identified. The current level of PWLB borrowing is £88.588m. The operational boundary is £150.000m and the authorised limit is £180.000m (these are part of the PCC's prudential indicators that have been previously agreed in the PCC's Treasury Management report; Published March 2021).

### **International Accounting Standard 19 (IAS 19)**

IAS 19 requires employers to report the full cost of pension benefits as they are earned, regardless of whether they have been paid for. The total liability is £2,725m (2019/20 was £2,383m); this is split between the Local Government Pension Scheme £407m (2019/20 was £289m) and the Police Pension Schemes (1987 and 2015) £2,318m (2019/20 was £2,094m). It should be noted that IAS 19 does not impact upon the level of balances held by the PCC. (Under IAS 19 injury awards are now recognised in the PCC Group accounts).

### **Humberside Police Pension Fund Account**

The Financial Statements include a separate section for the Humberside Police Pension Fund Account. Under the pension funding arrangements each Chief Constable in England is required by legislation to operate a Pension Fund and the amounts that must be paid into and out of the fund are specified by regulation.

### **Change in Statutory Function**

There have been no changes to the Chief Constable's statutory functions during 2020/21.

### **Significant Changes in Accounting Policies**

There have been no significant changes to the accounting policies used by the Chief Constable.

### **Material Events after 31 March**

There have been no material events after the Balance Sheet date.

### **Going Concern**

The MTRS ensures a balanced budget over the medium term. The Chief Constable for Humberside and Humberside Police will remain a Going Concern.

### **Further Information**

You can also find more information about the finances of the Force on the respective websites and [www.humberside.police.uk](http://www.humberside.police.uk)

## **Acknowledgement**

I would like to express my appreciation to Sabine Braddy, who completed the majority of the work on these accounts, and to colleagues within the Force Finance Team for their assistance in compiling the financial statements. I would also like to thank the Assistant Chief Officer (Resources), other operational managers within the Force and the PCC Chief Finance Officer (CFO) and Deputy CFO for their support.

**Jim Wright, BA(Hons), MSc, CPFA**  
Head of Finance and Business Services

# Independent auditor's report to the Chief Constable for Humberside

## Report on the audit of the financial statements

### Opinion on the financial statements

We have audited the financial statements of Chief Constable for Humberside (Chief Constable) for the year ended 31 March 2021, which comprise the Chief Constable's Comprehensive Income and Expenditure Statement, the Chief Constable's Movement in Reserves Statement, the Chief Constable's Balance Sheet, the Chief Constable's Cash Flow Statement, the Chief Constable's Police Pension Fund and Net Assets Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21.

In our opinion, the financial statements:

- give a true and fair view of the financial position of the Chief Constable as at 31<sup>st</sup> March 2021 and of the Chief Constable's expenditure and income for the year then ended; and
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities section of our report. We are independent of the Chief Constable in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

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

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

Our responsibilities and the responsibilities of the the Chief Finance Officer with respect to going concern are described in the relevant sections of this report.

### Other information

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

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

We have nothing to report in this regard.

## **Responsibilities of the Chief Finance Officer for the financial statements**

As explained more fully in the Statement of Responsibilities, the Chief Finance Officer is responsible for the preparation of the Statement of Accounts, which includes the financial statements, in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21, and for being satisfied that they give a true and fair view. The Chief Finance Officer is also responsible for such internal control as the Chief Finance Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The Chief Finance Officer is required to comply with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2020/21 and prepare the financial statements on a going concern basis, on the assumption that the functions of the Chief Constable will continue in operational existence for the foreseeable future. The Chief Finance Officer is responsible for assessing each year whether or not it is appropriate for the Chief Constable to prepare their accounts on the going concern basis and disclosing, as applicable, matters related to going concern.

## **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the Chief Constable, we identified that the principal risks of non-compliance with laws and regulations related to the Local Government Act 2003 (and associated regulations made under section 21), the Local Government Finance Acts of 1988, 1992 and 2012, and the Accounts and Audit Regulations 2015, and we considered the extent to which non-compliance might have a material effect on the financial statements.

We evaluated the Chief Finance Officer's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- discussing with management and the Chief Constable, the policies and procedures regarding compliance with laws and regulations;
- communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- considering the risk of acts by the Chief Constable which were contrary to applicable laws and regulations, including fraud.

Our audit procedures in relation to fraud included but were not limited to:

- making enquiries of management and the Chief Constable on whether they had knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risks related to fraud;
- discussing amongst the engagement team the risks of fraud; and
- addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management and the Chief Constable. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

We are also required to conclude on whether the Chief Finance Officer's use of the going concern basis of accounting in the preparation of the financial statements is appropriate. We performed our work in accordance with Practice Note 10: Audit of financial statement and regularity of public sector bodies in the United Kingdom, and Supplementary Guidance Note 01, issued by the National Audit Office in April 2021.

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

### **Report on the Chief Constable's arrangements for securing economy, efficiency and effectiveness in the use of resources**

#### **Matters on which we are required to report by exception**

We are required to report to you if, in our view, we are not satisfied that the Chief Constable has made proper arrangements for securing economy, efficiency and effectiveness in the use of resources for the year ended 31 March 2021.

We have not completed our work on the Chief Constable's arrangements. On the basis of our work to date, having regard to the guidance issued by the Comptroller and Auditor General in April 2021, we have not reported any significant weaknesses in arrangements for the year ended 31 March 2021.

We will report the outcome of our work on the Chief Constable's arrangements in our commentary on those arrangements within the Auditor's Annual Report. Our audit completion certificate will set out any matters which we are required to report by exception.

#### **Responsibilities of the Chief Constable for Humberside**

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

#### **Auditor's responsibilities for the review of arrangements for securing economy, efficiency and effectiveness in the use of resources**

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

We have undertaken our work in accordance with the Code of Audit Practice, having regard to the guidance issued by the Comptroller and Auditor General in April 2021.

#### **Matters on which we are required to report by exception under the Code of Audit Practice**

We are required by the Code of Audit Practice to report to you if:

- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014;
- we make a recommendation under section 24 of the Local Audit and Accountability Act 2014; or
- we exercise any other special powers of the auditor under sections 28, 29 or 31 of the Local Audit and Accountability Act 2014.

We have nothing to report in these respects.

### **Use of the audit report**

This report is made solely to the Chief Constable for Humberside, as a body, in accordance with part 5 of the Local Audit and Accountability Act 2014 and as set out in paragraph 44 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. Our audit work has been undertaken so that we might state to the Chief Constable for Humberside those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Chief Constable for Humberside, as a body, for our audit work, for this report, or for the opinions we have formed.

### **Delay in certification of completion of the audit**

We cannot formally conclude the audit and issue an audit certificate until we have completed:

- the work necessary to issue our assurance statement in respect of the Group's Whole of Government Accounts consolidation pack; and
- the work necessary to satisfy ourselves that the Chief Constable has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources.



Gavin Barker  
Director  
For and on behalf of Mazars LLP

The Corner  
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15 March 2022

## STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

### Chief Constable's Responsibilities

The Chief Constable is required:

- To make arrangements for the proper administration of its financial affairs and to ensure that one of its officers (Chief Finance Officer) has the responsibility for the administration of those affairs.
- To manage its affairs to ensure economic, efficient and effective use of resources and to safeguard its assets.
- To approve the Statement of Accounts.

**I approve this Statement of Accounts.**



**Date** 9 March 2022

**Lee Freeman**  
**Chief Constable of Humberside**

### Chief Finance Officer's Responsibilities

The Chief Finance Officer is responsible for the preparation of the Chief Constable's statement of accounts which, in accordance with the *Code of Practice on Local Authority Accounting in the United Kingdom* (the 'Code of Practice'), issued by CIPFA is required to present fairly the financial position of the Chief Constable at the accounting date, and its income and expenditure for the year ended 31 March 2021.

In preparing this statement of accounts, the Chief Finance Officer has:

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

The 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.

**I certify that the attached Statement of Accounts present a true and fair view of the position of the Chief Constable of Humberside as at 31 March 2021 and its income and expenditure for the year.**



**Jim Wright**  
**Head of Finance/S151 Officer**

**Date** 9 March 2022

## COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT OF THE CHIEF CONSTABLE OF HUMBERSIDE

This statement shows the accounting cost in the year for the Chief Constable 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 of the Chief Constable in accordance with statutory requirements; this may be different from the accounting cost. The taxation position is shown in both the Expenditure and Funding Analysis and the Movement in Reserves Statement.

Year Ended 31 March 2020			Year Ended 31 March 2021				
£'000	£'000	£'000		£'000	£'000	£'000	
Expenditure	Income	Net		Note	Expenditure	Income	Net
6,415	-	6,415	Criminal Justice (combined into Corporate Development in 20-21)		4	-	4
43,413	-	43,413	Northbank Division		43,128	-	43,128
29,317	-	29,317	Southbank Division		29,152	-	29,152
18,943	-	18,943	Force Control Room		17,663	-	17,663
13,047	-	13,047	Protecting Vulnerable People		11,892	-	11,892
9,719	-	9,719	Regional Collaboration		10,025	-	10,025
13,230	-	13,230	Special Operations Unit		13,513	-	13,513
16,338	-	16,338	Specialist Crime		16,054	-	16,054
10,852	-	10,852	People Services		7,430	-	7,430
11,097	-	11,097	Estates Services		11,741	-	11,741
9,938	-	9,938	Information Services		10,982	-	10,982
4,196	-	4,196	Corporate Development		11,381	-	11,381
23,869	-	23,869	Centrally Managed Services		33,986	-	33,986
20,751	-	20,751	Other Services		20,185	-	20,185
<b>231,125</b>	-	<b>231,125</b>	<b>Financial Resources Consumed</b>		<b>237,136</b>	-	<b>237,136</b>
(239,853)	-	(239,853)	Intra-Group Adjustment	<b>3</b>	(244,816)	-	(244,816)
<b>(8,728)</b>	-	<b>(8,728)</b>	<b>Net Cost of Policing Services</b>		<b>(7,680)</b>	-	<b>(7,680)</b>
57,274	-	57,274	Financing and Investment Income and Expenditure - Pension interest cost net of interest on pension assets		48,412	-	48,412
		<b>48,546</b>	<b>(Surplus) or Deficit on Provision of Services</b>				<b>40,732</b>
		(226,705)	Remeasurements of the net defined benefit liability	<b>16</b>			252,589
		<b>(226,705)</b>	<b>Other Comprehensive Income and Expenditure (Surplus)/Deficit</b>				<b>252,589</b>
		<b>(178,159)</b>	<b>Total Comprehensive Income and Expenditure (Surplus)/Deficit</b>				<b>293,321</b>

The PCC receives all income and funding and makes all payments for the PCC Group from the PCC Police Fund. In turn, the Chief Constable consumes resources to deliver policing services within an annual budget.

The 2019/20 intergroup and remeasurements of the net defined benefit liability figures within the CIES have been restated as a result of a prior period adjustment. Note 20 to the accounts provides further details of this amendment.



## MOVEMENT IN RESERVES STATEMENT FOR THE CHIEF CONSTABLE OF HUMBERSIDE

This statement shows the movement in the year on the different reserves held by the Chief Constable, analysed into 'usable reserves' (i.e. those that can currently be used to fund expenditure or reduce local taxation) and other 'unusable reserves'. It shows how the movements in year of the Chief Constable's reserves are broken down between gains and losses incurred in accordance with generally accepted accounting practices and the statutory adjustments required to return to the amounts chargeable to council tax for the year. The Net Increase / Decrease line shows the statutory General Fund Balance movements in the year following those adjustments.

	<b>General Fund Balance</b>	<b>Total Usable Reserves</b>	<b>Total Unusable Reserves</b>	<b>Total Reserves</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Balance at 31 March 2020</b>	-	-	(2,157,802)	<b>(2,157,802)</b>
<b>Total Comprehensive Income &amp; Expenditure</b>	(40,732)	(40,732)	(252,589)	<b>(293,321)</b>
Adjustments between Accounting Basis & Funding Basis under Regulations	40,732	40,732	(40,732)	-
<b>Increase / (Decrease) in Year</b>	-	-	<b>(293,321)</b>	<b>(293,321)</b>
<b>Balance at 31 March 2021</b>	-	-	<b>(2,451,123)</b>	<b>(2,451,123)</b>

	<b>General Fund Balance</b>	<b>Total Usable Reserves</b>	<b>Total Unusable Reserves</b>	<b>Total Reserves</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Balance at 31 March 2019</b>	-	-	(2,335,961)	<b>(2,335,961)</b>
<b>Total Comprehensive Income &amp; Expenditure</b>	(48,546)	(48,546)	226,705	<b>178,159</b>
Adjustments between Accounting Basis & Funding Basis under Regulations	48,546	48,546	(48,546)	-
<b>Increase / (Decrease) in Year</b>	-	-	<b>178,159</b>	<b>178,159</b>
<b>Balance at 31 March 2020</b>	-	-	<b>(2,157,802)</b>	<b>(2,157,802)</b>

A breakdown of the Adjustments between Accounting and Funding Basis under Regulations can be found in Note 9 of the accounts.

**BALANCE SHEET OF THE CHIEF CONSTABLE OF HUMBERSIDE**

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Chief Constable. The net assets/(liabilities) of the Chief Constable are matched by reserves held by the Chief Constable. Reserves are reported in two categories. The first category of reserves are usable reserves, i.e. those reserves that the Chief Constable may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use. The second category of reserves includes reserves that hold timing differences shown in the Movement in Reserves Statement line 'Adjustments between Accounting Basis and Funding Basis under Regulations'.

<b>31 March 2020</b>			<b>31 March 2021</b>
<b>£'000</b>		<b>Note</b>	<b>£'000</b>
-	Property, Plant & Equipment		-
-	Assets under Construction		-
-	Intangible Assets		-
-	Long Term Debtors		-
-	<b>Long Term Assets</b>		-
-	Assets Held for Sale		-
-	Inventories		-
-	Short Term Investments		-
4,559	Short Term Debtors	<b>10</b>	3,256
-	Cash and Cash Equivalents		-
<b>4,559</b>	<b>Current Assets</b>		<b>3,256</b>
-	Cash and Cash Equivalents (liability)		-
8,684	Short Term Creditors	<b>10</b>	5,638
-	Short Term Provisions		-
-	Short Term Borrowing		-
<b>8,684</b>	<b>Current Liabilities</b>		<b>5,638</b>
-	Long Term Borrowing		-
2,153,677	Other Long Term Liabilities	<b>12</b>	2,448,741
<b>2,153,677</b>	<b>Long Term Liabilities</b>		<b>2,448,741</b>
<b>(2,157,802)</b>	<b>Net Assets/ (Liabilities)</b>		<b>(2,451,123)</b>
-	Usable Reserves		-
(2,157,802)	Unusable Reserves	<b>11</b>	(2,451,123)
<b>(2,157,802)</b>	<b>Total Reserves</b>		<b>(2,451,123)</b>

**CASH FLOW STATEMENT OF THE CHIEF CONSTABLE OF HUMBERSIDE**

This statement does not show any cash and cash equivalents during the reporting period 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. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income and Expenditure Statement.

<b>31 March 2020 £'000</b>		<b>31 March 2021 £'000</b>
48,546	Net (Surplus) or Deficit on the Provision of Services	40,732
(48,546)	Adjustments to Net Surplus or Deficit on the Provision of Services for Non Cash Movements	(40,732)
-	Adjustments for items included in the Net Surplus or Deficit on the Provision of Services that are Investing and Financing Activities	-
<b>0</b>	<b>Net Cash Flows from Operating Activities</b>	<b>0</b>
-	Investing Activities	-
-	Financing Activities	-
<b>0</b>	<b>Net (Increase) or Decrease in Cash and Cash Equivalents</b>	<b>0</b>
-	Cash and Cash Equivalents at the Beginning of the Reporting Period	-
-	<b>Cash and Cash Equivalents at the End of the Reporting Period</b>	-

A breakdown of the adjustments to the provision of services for non-cash movements can be found in Note 17 of the accounts.

## **STATEMENT OF ACCOUNTING POLICIES FOR THE CHIEF CONSTABLE OF HUMBERSIDE**

### **Accounting Policies**

The financial statements must meet the accounting requirements of the CIPFA Code of Practice on Local Authority Accounting which has been agreed with HM Treasury. Consequently, the financial statements have been prepared in accordance with the CIPFA Code of Practice on Local Authority Accounting. The accounting policies contained in the CIPFA Code of Practice follow International Financial Reporting Standards to the extent that they are meaningful and appropriate to Local Authority accounts, as determined by HM Treasury, which is advised by the Financial Reporting Advisory Board. Where the CIPFA Code of Practice on Local Authority Accounts permits a choice of accounting policy, the accounting policy which is judged to be the most appropriate to the particular circumstances of the Chief Constable for the purpose of presenting fairly the position of the Chief Constable has been selected. The particular policies adopted by the Chief Constable are described below. They have been applied consistently in dealing with items considered material in relation to the financial statements.

The accounting policies also reflect the powers and responsibilities of the Chief Constable of Humberside as designated by the Police Reform and Social Responsibility Act 2011 and the revised Home Office Financial Management Code of Practice (July 2018). The accounting policies defined here are consistent with local regulations, local agreement and practice as well as the PCC Group policies.

### **Accounting convention**

These financial statements have been prepared under the historical cost convention modified to account for the revaluation of property, plant and equipment, intangible assets and inventories. Where appropriate financial assets and liabilities have been impaired or discounted to bring them to current value.

### **Acquisitions and discontinued operations**

Activities are considered to be 'acquired' only if they are transferred from outside the public sector. Activities are considered to be 'discontinued' only if they cease entirely. They are not considered to be 'discontinued' if they transfer from one public sector body to another.

### **Going Concern**

After making enquires, the Chief Constable has formed a judgement at the time of approving the financial statements that there is a reasonable expectation that the Chief Constable or its successors has access to adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements.

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

In the application of the Chief Constable's accounting policies, management is required to make judgements about complex transactions involving uncertainty about future events. There have been no critical judgements made in these Statement of Accounts regarding uncertainty of future events.

### **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 items as at 31 March for which there are significant risks of material adjustment in the forthcoming financial year are as follows:

- **Short Term Employee Benefits**

In calculating the cost of the above, the uncertainty is that the number of days of accrued annual leave or the rate used to cost the accrual are incorrect.

- **Allocation of Expenditure between the PCC and the Chief Constable**

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.

### **Cost recognition**

All expenditure is paid for by the PCC including the wages of Police Officers and Police Staff and no actual cash transactions or events take place between the two entities. Costs are however recognised in the Chief Constable's accounts to reflect the financial resources consumed at the request of the Chief Constable.

### **Employee Benefits**

- **Short-term employee benefits**

Employee benefits are those due to be settled within 12 months of the year-end. The financial consequences of these benefits are recognised in the Chief Constable's financial statements in the year in which the employee renders service to the Chief Constable. IAS 19 Employee Benefits also requires the PCC Group to account for short-term compensated absences which include time owing and annual leave accrued by accruing for the benefits which have accumulated but are untaken by the Balance Sheet date.

- **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 costs are recognised in the financial statements of the Chief Constable 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.

- **Retirement benefit costs**

The PCC Group participates in three pension schemes for Police Officers and one for Police staff. All of the schemes provide members with defined benefits related to pay and service.

- **Police Officers**

The 1987, 2006 and 2015 Police Pension Schemes are contributory occupational pension schemes. Officers pay contributions from their pensionable pay based on salary bandings. The contribution rates are set nationally by the Home Office. The Chief Constable administers Police Pensions through the Police Pension Fund Accounts. The cost to the PCC Group is via an employers' contribution and a charge for Officers who retire on ill health. Any balance on the Pension Fund Accounts is received from or paid to Central Government. Injury awards are not part of the Police Pension Fund and are paid out of the Chief Constable's budget.

- **Police Staff**

The PCC is an admitted body to the East Riding Pension Fund, which is administered by East Riding of Yorkshire Council. Police staff are eligible to join the Local Government Pension Scheme which has varying contribution rates based on members' salaries. The PCC makes employers' contributions as required into the East Riding Pension Fund.

The PCC Group has fully adopted IAS 19 Employee Benefits. The financial statements reflect the Chief Constable's commitment to make up any shortfall in attributable net assets in the Pension Fund. The pension liability is included in the Chief Constable's Balance Sheet and service costs are reflected in the Chief Constable's Comprehensive Income and Expenditure Statement. The current economic cost outflow of police officer and police staff pensions is recognised in the Chief Constable's financial statements to reflect the cost of operating the four pension schemes.

### **Reserves**

The Chief Constable sets aside specific amounts as reserves for future policy purposes or to cover contingencies. Reserves are created by appropriating amounts out of the General Fund Balance in the Movement in Reserves Statement. When expenditure to be financed from a reserve is incurred, it is charged to the Comprehensive Income and Expenditure Statement in that year to score against the Surplus or Deficit on the account. The reserve is then appropriated back into the General Fund Balance in the Movement in Reserves Statement so that there is no net charge against Council Tax for the expenditure.

Certain reserves are kept to manage the accounting processes for retirement and employee benefits and do not represent usable resources for the Chief Constable. Details of these reserves are provided in the relevant note to the financial statements.

### **Jointly Controlled Operations**

The Chief Constable engages in jointly controlled operations by collaborative working with other parties to deliver a number of specific services on a regional basis.

The PCC Group accounts in its financial statements for the assets it controls, the liabilities it incurs, the expenses that it incurs and the income it earns in relation to these arrangements.

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

The standards and amendment to standards have been issued but not yet adopted:

- Definition of a Business: Amendments to IFRS 3 Business Combinations
- Interest Rate Benchmark Reform: Amendments to IFRS 9, IAS 39 and IFRS 7
- Interest Rate Benchmark Reform – Phase 2: Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16.

None of the above amendments are expected to have any material impact on future financial statements of the Chief Constable.

### **Accounting standards issued that have been adopted early**

There are no accounting standards issued that have been adopted early.

### **Exceptional items**

Exceptional items shall be included in the costs of the service to which they relate and noted accordingly.

### **Prior period adjustments**

Unless otherwise sanctioned by the CIPFA Code of Practice on Local Authority Accounting, material prior period adjustments shall result in restatement of prior year figures and disclosure of the effect.

### **Events after the Reporting Period**

Material events after the balance sheet date, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue shall be disclosed as a note to the financial statements and the financial statements amended as required. Other events after the balance sheet date will be disclosed in a note with an estimate of the likely effect.

Two types of event can be identified as:

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

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

The Chief Constable submits single VAT returns on behalf of the PCC Group. Most of the activities of the PCC Group are outside the scope of VAT and, in general, output tax does not apply. Input tax on purchases is largely recoverable from Her Majesty's Revenue and Customs. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase costs of property, plant and equipment. Where output tax is charged or input tax is recoverable, the amounts are stated net of VAT.

## NOTES TO THE CORE FINANCIAL STATEMENTS

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## 2. EXPENDITURE AND FUNDING ANALYSIS – ADJUSTMENTS BETWEEN FUNDING AND ACCOUNTING BASIS

Year Ended 31 March 2020				Adjustments from the General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Year Ended 31 March 2021			
Adjustments for Capital Purposes (Note i) £'000	Net Change for the Pensions Adjustments (Note ii) £'000	Other Differences (Note iii) £'000	Total Adjustments £'000		Adjustments for Capital Purposes (Note i) £'000	Net Change for the Pensions Adjustments (Note ii) £'000	Other Differences (Note iii) £'000	Total Adjustments £'000
-	560	37	597	Criminal Justice	-	-	-	-
-	(2,162)	380	(1,782)	Northbank Division	-	(3,514)	(512)	(4,026)
-	(1,437)	259	(1,178)	Southbank Division	-	(2,384)	(341)	(2,725)
-	2,758	137	2,895	Force Control Room	-	1,294	(192)	1,102
-	(447)	94	(353)	Protecting Vulnerable People	-	(914)	(110)	(1,024)
-	(2)	8	6	Regional Collaboration	-	(51)	(9)	(60)
-	(722)	109	(613)	Special Operations Unit	-	(994)	(149)	(1,143)
-	(29)	106	77	Specialist Crime	-	(692)	(147)	(839)
-	(71)	43	(28)	People Services	-	217	(72)	145
-	288	18	306	Estates Services	-	174	(23)	151
-	10	-	10	Information Services	-	9	-	9
-	491	40	531	Corporate Development	-	431	(116)	315
-	(10,354)	2	(10,352)	Centrally Managed Services	-	56	(9)	47
-	1,095	61	1,156	Other Services	-	431	(63)	368
-	(10,022)	1,294	(8,728)	<b>Net Cost of Services</b>	-	(5,937)	(1,743)	(7,680)
-	57,274	-	57,274	Other Income and Expenditure	-	48,412	-	48,412
-	47,252	1,294	48,546	<b>(Surplus) or Deficit</b>	-	42,475	(1,743)	40,732

**Note i – Adjustments for Capital Purposes**

This adds in depreciation and impairments in the service line which are offset by intra group funding.

**Note ii – Net change for the Pensions Adjustments**

This is the net change for the removal of pension contributions Grant and IAS19 Employee Benefits related expenditure and income:

- For service lines, this represents the removal of employer pension contributions as allowed by statute and the replacement with current service costs and past service costs.
- Financing and Investment Income and Expenditure – the net interest on the defined benefit liabilities is charged to the Comprehensive Income and Expenditure Statement.

**Note iii – Other Differences**

This represents the timing difference on employee benefits for accumulated absences between amounts debited/credited to the Comprehensive Income and Expenditure Statement and amounts payable/receivable to be recognised under statute.

### 3. INTERCOMPANY FUNDING

As the Chief Constable has no resources with which to fulfil devolved responsibilities to provide a policing service, the expenditure is funded by the PCC. The annual budget is set by the PCC in consultation with the Chief Constable. Similarly, access is granted to PCC staff and assets and a scheme of delegation operates between the two bodies determining the local arrangements and respective responsibilities.

The tables below show the movement through the intra-group accounts within the respective Balance Sheets during 2020/21 and 2019/20.

<b>Intra-Group Movements 2020-2021:</b>	<b>PCC</b>	<b>Chief Constable</b>	<b>PCC Group</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Opening Balance as at 1 April 2020	(4,525)	4,525	-
PCC resources consumed at the request of the Chief Constable	244,816	(244,816)	-
PCC intra-group adjustment (resource funding)	(244,816)	244,816	-
	<b>(4,525)</b>	<b>4,525</b>	<b>-</b>
Year end adjustments:			
Accumulated absences movement	1,743	(1,743)	-
Pensions actuarial adjustments	(499,760)	499,760	-
PCC intra-group adjustment	498,018	(498,018)	-
Payroll creditors and debtors movement	1,385	(1,385)	-
<b>Closing Balance as at 31 March 2021</b>	<b>(3,139)</b>	<b>3,139</b>	<b>-</b>

#### **Intra-Group Movements 2019-2020:**

Opening Balance as at 1 April 2019	(85,287)	85,287	-
Correction to 19-20 Opening Balance	81,147	(81,147)	-
PCC resources consumed at the request of the Chief Constable	239,853	(239,853)	-
PCC intra-group adjustment (resource funding)	(239,853)	239,853	-
	<b>(4,140)</b>	<b>4,140</b>	<b>-</b>
Year end adjustments:			
Accumulated absences movement	(1,293)	1,293	-
Pensions actuarial adjustments	(70,857)	70,857	-
PCC intra-group adjustment	72,150	(72,150)	-
Payroll creditors and debtors movement	(385)	385	-
<b>Closing Balance as at 31 March 2020</b>	<b>(4,525)</b>	<b>4,525</b>	<b>-</b>

The financial consequences of PCC resources consumed at the request of the Chief Constable in pursuance of the Chief Constable's operational responsibilities are shown in the Comprehensive Income and Expenditure Statement. This shows the net cost of policing for the Chief Constable and the financial consequences recognised are offset by an intra-group adjustment to reflect the payment of the PCC resources consumed at the request of the Chief Constable to give a nil position on the Comprehensive Income and Expenditure Statement (CIES), apart from the year end adjustments for pensions actuarial adjustments and accumulated absences. In contrast, the PCC "Net Cost of Services" includes the intra-group adjustment ("Funding of Resources at the request of the Chief Constable") in addition to the cost of administering the PCC itself to show the overall net cost of policing Humberside.

#### 4. SUMMARY SPENDING DETAILS

The statement below reflects the financial resources of the PCC consumed at the request of the Chief Constable. In practice, all the respective costs are paid for by the PCC and the intra-group adjustments referred to in Note 3 are shown in the statements below, resulting in a nil balance for the net cost of policing services apart from year-end adjustments.

The financial resources of the PCC consumed at the request of the Chief Constable are shown below in a subjective analysis format. The subjective analysis is used by management to aid decisions about resource allocation in internal management reports.

<b>2019/20</b> <b>£'000</b>	<b>Expenditure</b>	<b>2020/21</b> <b>£'000</b>
177,256	Pay and Other Employment Costs	184,826
148	Agency Costs	-
9,260	Premises	9,631
1,446	Transport	2,012
8,584	Supplies and Services	10,587
26,964	Third Party Payments	23,538
7,331	Capital Charges & Impairment of Assets	6,478
136	Non Distributable Cost	64
<b>231,125</b>	<b>Total Expenditure</b>	<b>237,136</b>
(239,853)	Intra-Group Adjustments*	(244,816)
<b>(8,728)</b>	<b>Net Cost of Policing Services</b>	<b>(7,680)</b>

\* PCC funding during the year for financial resources of the PCC consumed at the request of the Chief Constable and year-end adjustments as shown in Note 3.

The financial resources of the PCC consumed at the request of the Chief Constable analysed by operating functions are shown in the CIES on Page 16.

## 5. PENSIONS INCOME & EXPENDITURE ACCOUNT

As part of the terms and conditions of employment the PCC Group offers retirement benefits for Police Officers and Police Staff. There are four pension schemes as described in the Statement of Accounting Policies. Further details of the Police Pension Schemes can be found in the Police Pension Fund Accounts. Details of actuarial valuations of all four pension schemes can be found in these financial statements.

To reflect the full financial consequences of utilising the services of Police Officers and Police Staff during the year, an amount for pension's costs is reflected in the Chief Constable's financial statements. In accordance with IAS 19 Employee Benefits, this amount equates to the present value of the pension benefits earned by active employees and is intended to reflect the true economic cost for the year based on current market conditions. The cost is determined independently of the funding of the schemes and measures the full liability estimated to have been generated in the year (at today's prices).

The following amounts have been included in the financial statements for the year:

	Local Government Pension Scheme		Police Pension Schemes	
	31 March 2021 £'000	31 March 2020 £'000	31 March 2021 £'000	31 March 2020 £'000
<b>Comprehensive Income and Expenditure Statement</b>				
Net Cost of Service				
Current Service Cost (Gross)	12,000	14,411	40,770	43,660
Non Distributed Costs	64	136	-	(10,460)
Reversal of IAS19 Contributions	(7,004)	(6,032)	(51,767)	(51,736)
	<b>5,060</b>	<b>8,515</b>	<b>(10,997)</b>	<b>(18,536)</b>
Net Operating Expenditure				
Interest Cost	6,661	8,426	46,990	54,780
Interest Income	(5,239)	(5,933)	-	-
	<b>1,422</b>	<b>2,493</b>	<b>46,990</b>	<b>54,780</b>
<b>Net Charge to the Comprehensive Income and Expenditure Statement</b>	<b>6,482</b>	<b>11,008</b>	<b>35,993</b>	<b>36,244</b>
<b>Statement of Movement in the General Fund Balance</b>				
Reversal of Net Charges made for Retirement Benefits in Accordance with IAS19	(6,482)	(11,008)	(35,993)	(36,244)
<b>Actual amount charged against the General Fund Balance for Pensions in the Year</b>				
Employer's Contributions Payable to Scheme	6,082	5,471	21,487	20,212
Police Officer Injury and Ill Health Pension Costs	-	-	1,787	1,293

## **6. EXTERNAL AUDIT FEES**

The external audit fees payable to Mazars LLP for 2020/21 are £13,910 for the Chief Constable (2019/20 £15,886). The 2020/21 fee includes recurring increases in the base audit fee arising from regulatory pressures of £2,360 (2019/20 £2,360). The 2019/20 figures include an additional fee of £1,976 in relation one-off fee increases in respect of extra work arising from the Covid-19 pandemic.

**7. OFFICERS’ REMUNERATION AND EXIT PACKAGES****OFFICERS’ REMUNERATION - BANDINGS**

The number of employees whose remuneration, excluding employer’s pension contributions was £50,000 or more in bands of £5,000 was:

2019/20			Remuneration Band £	2020/21		
Police Officers No.s	Support Staff - CC No.s	Total No.s		Police Officers No.s	Support Staff - CC No.s	Total No.s
102	4	<b>106</b>	50,000 - 54,999	107	8	<b>115</b>
87	1	<b>88</b>	55,000 - 59,999	90	1	<b>91</b>
11	-	<b>11</b>	60,000 - 64,999	28	-	<b>28</b>
3	-	<b>3</b>	65,000 - 69,999	5	1	<b>6</b>
2	2	<b>4</b>	70,000 - 74,999	3	-	<b>3</b>
3	4	<b>7</b>	75,000 - 79,999	4	4	<b>8</b>
7	-	<b>7</b>	80,000 - 84,999	3	3	<b>6</b>
1	-	<b>1</b>	85,000 - 89,999	5	-	<b>5</b>
4	-	<b>4</b>	90,000 - 94,999	1	-	<b>1</b>
1	-	<b>1</b>	95,000 - 99,999	2	1	<b>3</b>
-	1	<b>1</b>	100,000 - 104,999	-	-	<b>-</b>
-	-	<b>-</b>	105,000 - 109,999	-	-	<b>-</b>
-	-	<b>-</b>	110,000 - 114,999	-	-	<b>-</b>
1	1	<b>2</b>	115,000 - 119,999	-	1	<b>1</b>
-	1	<b>1</b>	120,000 - 124,999	-	1	<b>1</b>
1	-	<b>1</b>	125,000 - 129,999	1	-	<b>1</b>
-	-	<b>-</b>	130,000 - 134,999	1	-	<b>1</b>
-	-	<b>-</b>	135,000 - 139,999	-	-	<b>-</b>
-	-	<b>-</b>	140,000 - 144,999	1	-	<b>1</b>
-	-	<b>-</b>	145,000 - 149,999	-	-	<b>-</b>
-	-	<b>-</b>	150,000 - 154,999	-	-	<b>-</b>
1	-	<b>1</b>	155,000 - 159,999	1	-	<b>1</b>
<b>224</b>	<b>14</b>	<b>238</b>		<b>252</b>	<b>20</b>	<b>272</b>

The Officers disclosed separately in the Senior Officers’ note below are included in the bands above. Support staff only includes those staff employed by the Chief Constable, and not those employed by the PCC.

**OFFICERS’ REMUNERATION – SENIOR OFFICERS**

The remuneration paid to senior employees and senior police officers is as follows:

<b>2020/21</b>		<b>Salary (Including Fees &amp; Allowances) £000</b>	<b>Other Emoluments £000</b>	<b>Total Remuneration excluding Pension Contributions £000</b>	<b>Pension Contributions £000</b>	<b>Total Remuneration including Pension Contributions £000</b>
	<b>Chief Constable</b>					
	<b>Note</b>					
	Chief Constable - Lee Freeman	159	-	159	48	207
	Deputy Chief Constable	137	6	143	40	183
	Assistant Chief Constable - Operations	118	7	125	37	162
	Assistant Chief Constable - Communities	132	-	132	38	170
	Assistant Chief Officer	118	-	118	21	139
	Assistant Chief Officer (Resources)	124	-	124	21	145
		<b>788</b>	<b>13</b>	<b>801</b>	<b>205</b>	<b>1,006</b>

1. Deputy Chief Constable – ended in post March 2021

<b>2019/20</b>		<b>Salary (Including Fees &amp; Allowances) £000</b>	<b>Other Emoluments £000</b>	<b>Total Remuneration excluding Pension Contributions £000</b>	<b>Pension Contributions £000</b>	<b>Total Remuneration including Pension Contributions £000</b>
	<b>Chief Constable</b>					
	<b>Note</b>					
	Chief Constable - Lee Freeman	155	-	155	47	202
	Deputy Chief Constable	130	-	130	39	169
	Assistant Chief Constable - Operations	116	-	116	36	152
	Assistant Chief Constable - Communities	43	1	44	11	55
	Assistant Chief Constable - Communities	70	-	70	20	90
	Assistant Chief Constable	49	1	50	13	63
	Assistant Chief Officer	116	-	116	21	137
	Assistant Chief Officer (Resources)	121	-	121	21	142
		<b>800</b>	<b>2</b>	<b>802</b>	<b>208</b>	<b>1,010</b>

1. Assistant Chief Constable Communities – ended in post August 2019.
2. Assistant Chief Constable Communities – started in post 2<sup>nd</sup> September 2019.
3. Assistant Chief Constable – ended in post 31<sup>st</sup> August 2019.
4. Assistant Chief Officer NECB (North East Collaboration Board)



**OFFICERS’ REMUNERATION – EXIT PACKAGES**

The numbers of employee compulsory and voluntary exit packages agreed with total cost per band and total cost of the redundancies are set out below:

Exit Package Cost Band £	2020/21			Total cost of exit packages in each band £000
	No. of compulsory redundancies	No. of other agreed departures	Total No. of exit packages by cost band	
0 - 20,000	6	3	9	94
40,001 - 60,000	2	1	3	133
	<b>8</b>	<b>4</b>	<b>12</b>	<b>227</b>

Exit Package Cost Band £	2019/20			Total cost of exit packages in each band £000
	No. of compulsory redundancies	No. of other agreed departures	Total No. of exit packages by cost band	
0 - 20,000	9	26	35	180
20,001 - 40,000	3	2	5	148
40,001 - 60,000	2	2	4	225
80,001 - 100,000	1	-	1	82
	<b>15</b>	<b>30</b>	<b>45</b>	<b>635</b>

## 8. REGIONAL COLLABORATION

### REGIONAL COLLABORATION BOARD (RCB)

The Regional Collaboration Programme was developed to bring opportunities to participating Forces across many policing activities whilst retaining local Police Forces, local identity and local accountability.

A Regional Collaboration Board (RCB) has governance of the arrangements. This Board comprises the four PCCs within the Yorkshire and Humberside Region together with their respective Chief Constables and Chief Executives. The arrangements are subject to agreement under Section 22A of the Police Act 1996 (as amended).

Regional Collaboration is funded from contributions made by the four participating PCCs and the level of contribution from each PCC is dependent upon an assessment of the benefit to be derived from each specific project or initiative.

The North East Collaboration Board (NECB) has been established between Humberside, the three Yorkshire forces and Cleveland, Durham and Northumbria.

### LEAD FORCE COLLABORATION ARRANGEMENTS

A Lead Force model has been adopted for each functional area of regional collaboration, with the RCB having governance over all the arrangements.

The PCC for Humberside has Lead Force responsibility within the regional programme for Underwater Search services.

The Underwater Search Unit made a surplus of £0.007m in the financial year 2020/21 (Surplus £0.009m in 2019/20) with the PCC for Humberside contributing £0.394m (£0.375m in 2019/20).

The PCC for Humberside has made contributions during the year ended 31 March 2021 to other Lead Forces as follows:

Lead Force	Functional Area	Contributions Made	
		2020/21 £'000	2019/20 £'000
OPCC for South Yorkshire	Procurement and Stores	504	427
	Firearms	11	58
OPCC for West Yorkshire	Serious and Organised Crime	1,270	1,361
	Scientific Support	5,041	5,046
	Collision Investigation	454	370

**OTHER REGIONAL COLLABORATION ARRANGEMENTS**

The PCC for Humberside collaborates in a two force partnership with the Office of the Police and Crime Commissioner (OPCC) for South Yorkshire on the provision of Information Services. The previous collaboration on the provision of Human Resources and Training ended in 2020/21. The cost of the collaboration is shared based on the total size of the respective force budgets assessed using a measure of net revenue expenditure. The summary position for the joint operations is outlined below:

	<b>Human Resources &amp; Training</b>		<b>Information Services</b>	
	<b>2020/21 £'000</b>	<b>2019/20 £'000</b>	<b>2020/21 £'000</b>	<b>2019/20 £'000</b>
<b><u>Expenditure</u></b>				
Staff Costs	-	10,405	6,497	6,361
Property related expenses	-	5	4	2
Supplies and services	-	636	6,708	7,312
Transport related expenses	-	307	71	114
Third party costs	-	4	-	-
	<b>-</b>	<b>11,357</b>	<b>13,280</b>	<b>13,789</b>
<b><u>Income</u></b>				
Contributions (see below)	-	11,345	13,280	13,789
Other income	-	12	-	-
	<b>-</b>	<b>11,357</b>	<b>13,280</b>	<b>13,789</b>
<b>Deficit/(Surplus) in year</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b><u>Contributions:</u></b>				
Humberside Police	-	4,721	5,703	6,111
South Yorkshire Police	-	6,624	7,577	7,678
	<b>-</b>	<b>11,345</b>	<b>13,280</b>	<b>13,789</b>

**LOCAL COLLABORATION ARRANGEMENTS**

Humberside Police and Humberside Fire Authority collaborate on a joint operation in respect of their emergency vehicle maintenance requirements, which are delivered by Emergency Services Fleet Management (Humberside) Ltd (ESFM), a company limited by guarantee which was established for that purpose. Humberside Police retain joint control of this company with Humberside Fire Authority.

The Net Cost of ESFM Ltd in relation to the Humberside Police in 2020/21 was £1.760m (2019/20 £1.676m), with a closing Net Assets figure of £0.480m (2019/20 £0.671m).

Humberside Police provide Estates Management Services to Humberside Fire Authority on a lead Authority basis. The Joint Estates Service (JES) provides premises repairs, regular maintenance, utility management and support for capital projects. Governance for the JES is provided by the JES board chaired by the Assistant Chief Officer (Resources). The Director of Support Services from Humberside Fire and Rescue Service also sits on the board. The overall operational cost of the JES is £11.504m (2019/20 £10.686m) with income of £2.9m received from Humberside Fire and Rescue Service (2019/20 £2.2m) and other income of £1.063m received from other organisations (2019/20 £1.253m).

## 9. ADJUSTMENTS BETWEEN ACCOUNTING AND FUNDING BASIS UNDER REGULATIONS

The note below details the adjustments that are made to the total Comprehensive Income and Expenditure recognised by the Chief Constable within the year to ensure that the revenue for the year within the General Fund is calculated in accordance with statutory requirements.

Year Ended 31 March 2020				Year Ended 31 March 2021			
General Fund Balance	Total Usable Reserves	Total Unusable Reserves	Total Reserves	General Fund Balance	Total Usable Reserves	Total Unusable Reserves	Total Reserves
£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
(57,768)	<b>(57,768)</b>	57,768	-	(58,792)	<b>(58,792)</b>	58,792	-
105,020	<b>105,020</b>	(105,020)	-	101,267	<b>101,267</b>	(101,267)	-
1,294	<b>1,294</b>	(1,294)	-	(1,743)	<b>(1,743)</b>	1,743	-
-	-	-	-	-	-	-	-
<b>48,546</b>	<b>48,546</b>	<b>(48,546)</b>	-	<b>40,732</b>	<b>40,732</b>	<b>(40,732)</b>	-

### Adjustments Relating to Capital Resources:

Depreciation charged to the CIES

Revaluation Losses charged to the CIES

### Adjustments Relating to the Pension Reserve:

Reversal and Allocation of items relating to IAS19 pensions in CIES

Employer's pension contributions and direct payments to pensioners

### Adjustments Relating to the Accumulated Absences Reserve:

Holiday pay accrual charged to the CIES

### Adjustments Relating to the Collection Fund:

Collection Fund adjustment charged to the CIES

### Total Adjustments

**10. SHORT TERM DEBTORS AND CREDITORS****SHORT TERM DEBTORS**

The short term debtors held on the Chief Constables balance sheet contain the following categories of debtors;

<b>2019/20</b>		<b>2020/21</b>
<b>£'000</b>	<b>Short-Term Debtor by Source:</b>	<b>£'000</b>
-	Government Departments	1
4,525	Other Police and Local Authorities	3,140
34	Other	115
<b>4,559</b>	<b>Total Short Term Debtors</b>	<b>3,256</b>
	<b>Short-Term Debtor by Type:</b>	
4,559	Debtors & Accruals	3,256
-	Prepayments	-
<b>4,559</b>	<b>Total Short Term Debtors</b>	<b>3,256</b>

**SHORT TERM CREDITORS**

The short term creditors held on the Chief Constables balance sheet contain the following categories of creditors;

<b>2019/20</b>		<b>2020/21</b>
<b>£'000</b>	<b>Short-Term Creditor by Source:</b>	<b>£'000</b>
3,896	Government Departments	2,287
-	Other Police and Local Authorities	-
4,788	Other	3,351
<b>8,684</b>	<b>Total Short Term Creditors</b>	<b>5,638</b>
	<b>Short-Term Creditor by Type:</b>	
8,684	Creditors & Accruals	5,638
-	Income in Advance	-
<b>8,684</b>	<b>Total Short Term Creditors</b>	<b>5,638</b>

**11. UNUSABLE RESERVES**

<b>2019/20</b>		<b>2020/21</b>
<b>£'000</b>		<b>£'000</b>
(2,153,677)	Pensions Reserve	(2,448,741)
(4,125)	Accumulated Absences Adjustment Account	(2,382)
<b>(2,157,802)</b>	<b>Total Unusable Reserves</b>	<b>(2,451,123)</b>

**Pensions Reserve**

The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions. The Chief Constable accounts for post-employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs.

However, statutory arrangements require benefits earned to be financed as the Chief Constable makes employer's contributions to pension funds or eventually pay any pensions for which they are directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Chief Constable has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

<b>2019/20</b>		<b>2020/21</b>
<b>£'000</b>		<b>£'000</b>
(2,333,129)	Opening Balance	(2,153,677)
227,430	Actuarial Gains or (losses) on the pensions assets and liabilities	(252,589)
58,059	Reversal of items relating to retirement benefits debited/credited to the Surplus or Deficit on the Provision of Services in the CIES	58,792
(106,037)	Employers Pension Contributions and direct payments to pensioners	(101,267)
<b>(2,153,677)</b>	<b>Closing Balance</b>	<b>(2,448,741)</b>

**Accumulated Absences Adjustment Account**

The Accumulated Absences Adjustment Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave entitlement carried forward at 31 March. Statutory arrangements require that the impact on the General Funding Balance is neutralised by transfers to or from the Account.

<b>2019/20</b>		<b>2020/21</b>
<b>£'000</b>		<b>£'000</b>
(2,832)	Opening Balance	(4,125)
(1,293)	Adjustment based on calculation for untaken leave	1,743
<b>(4,125)</b>	<b>Closing Balance</b>	<b>(2,382)</b>

**12. ASSETS AND LIABILITIES IN RELATION TO RETIREMENT BENEFITS**

The underlying assets and liabilities for retirement benefits of the Chief Constable at 31 March 2021 and 31 March 2020 are as follows:

	Local Government Pension Scheme		Police Pension Schemes		TOTAL	
	31 March 2021 £'000	31 March 2020 £'000	31 March 2021 £'000	31 March 2020 £'000	31 March 2021 £'000	31 March 2020 £'000
Estimated liabilities in the Scheme	(406,955)	(289,275)	(2,317,532)	(2,093,772)	(2,724,487)	(2,383,047)
Estimated assets in the Scheme	273,832	229,066	-	-	273,832	229,066
<b>Net Asset/(Liability)</b>	<b>(133,123)</b>	<b>(60,209)</b>	<b>(2,317,532)</b>	<b>(2,093,772)</b>	<b>(2,450,655)</b>	<b>(2,153,981)</b>

	31 March 2021 £'000	31 March 2020 £'000
Allocation of Net Asset/(Liability):		
PCC	(1,914)	(304)
Chief Constable	(2,448,741)	(2,153,677)
	<b>(2,450,655)</b>	<b>(2,153,981)</b>

The liabilities show the PCC's and PCC Group's long term commitments to pay retirement benefits. The total liability of £2,451m has a substantial impact on the net worth of the PCC and PCC Group as recorded in the balance sheet, resulting in a negative overall balance of £2,432m for the PCC Group. It must be noted however that the deficit on the Local Government Pension Scheme (LGPS) will be made good by increased contributions assessed by the scheme actuary every three years. Finance is only required to be raised to cover Police Pensions when pensions are actually paid.

The last actuarial valuation on the Police Pension Scheme was carried out as at 31 March 2020. The next Police Pension valuation is due to be reported in 2023/24. The last actuarial review was carried out on the Local Government Pension Scheme as at 31 March 2019. The next actuarial review takes place as at 31 March 2022.

In March 2020 the World Health Organisation declared the outbreak of Covid-19 as a global pandemic which led initially to a material negative impact in publicly quoted markets. This caused additional uncertainty in the valuation of unquoted investments which are challenging to value even in normal market conditions.

In their reports, the actuaries for the pension schemes have stated that the current population mortality projections make no specific allowance for the impact of Covid-19 or any other pandemics. The starting rates of mortality improvement are based on projections of past trends in UK mortality and the effects of past pandemics will already be reflected in these trends. In general, the effects of pandemics on mortality rates are usually expected to be short term. It's the actuaries' view that it is too early to determine whether Covid-19 changes the long term view of life expectancy in the UK. Any death rate from Covid-19 in excess of that already allowed for would emerge as an experience gain over the next year's accounts.

**13. RECONCILIATION OF PRESENT VALUE OF SCHEME ASSETS AND LIABILITIES****RECONCILIATION OF SCHEME LIABILITIES**

	<b>Unfunded Liabilities: Police Pension Schemes</b>		<b>Funded Liabilities: Local Government Pension Scheme</b>	
	<b>2020/21</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2019/20</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
1st April	(2,093,772)	(2,234,162)	(289,275)	(345,920)
Current service cost	(40,770)	(43,660)	(12,280)	(14,760)
Past service costs (including curtailments)	-	10,460	(64)	(136)
Interest cost	(46,990)	(54,780)	(6,758)	(8,470)
Contributions by scheme participants	(9,680)	(9,770)	(2,487)	(2,270)
Benefits paid	61,447	61,506	5,275	5,291
Remeasurements:				
Gains and losses from changes in assumptions	(241,917)	130,274	(101,366)	76,990
Experience gains and losses	54,150	46,360	-	-
31st March	<b>(2,317,532)</b>	<b>(2,093,772)</b>	<b>(406,955)</b>	<b>(289,275)</b>

The expected contributions to the LGPS for 2020/21 are £7.3m (2019/20 was £6.5m) and £22.7m for the Police Pension Fund (2019/20 was £21.3m).

**RECONCILIATION OF SCHEME ASSETS**

	<b>Local Government Pension Scheme</b>	
	<b>2020/21</b>	<b>2019/20</b>
	<b>£'000</b>	<b>£'000</b>
1st April	229,066	246,394
Interest income on Plan assets	5,315	5,963
Employer contributions	7,112	6,178
Contributions by scheme participants	2,487	2,270
Benefits paid	(5,219)	(5,291)
Remeasurements:		
Return on assets excluding net interest	35,071	(26,448)
31st March	<b>273,832</b>	<b>229,066</b>



## 14. BASIS FOR ESTIMATING ASSETS AND LIABILITIES

Liabilities have been assessed on an actuarial basis using the projected unit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels etc.

The Police Schemes have been assessed by the Government Actuaries Department and the Local Authority Scheme, which is administered by the East Riding of Yorkshire Council, has been assessed by Hymans Robertson, actuaries.

The main assumptions used in their calculations have been:

	Local Government Pension Scheme		Police Pension Schemes	
	2020/21 %	2019/20 %	2020/21 %	2019/20 %
Rate of Inflation	2.80	1.80	2.40	2.00
Rate of Increases in Salaries:				
Long term	2.80	2.70	2.40	4.00
Short term	2.05	N/A	2.00	1.00
Rate of increase in Pensions	-	1.80	3.65	2.00
Rate for Discounting Scheme Liabilities	-	2.30	-	2.25
CARE Revaluation			-	3.25
Take up option to convert annual pension into retirement grant:				
Pre April 2008 service	-	60		
Post April 2008 service	-	80		

The sensitivity of scheme liabilities to changes in the main assumptions are:

2020/21	Local Government Pension Scheme		Police Pension Schemes	
	%	£000	%	£000
Change in assumption:				
0.5% increase in salaries increase rate	1.00	5,521	1.00	22,000
0.5% increase in pensions increase rate	11.00	43,191	9.00	206,000
0.5% decrease in discounting of liabilities rate	12.00	49,776	9.50	216,000
1 year increase in member life expectancy rate	3.00	12,209	3.50	81,000

  

2019/20	Local Government Pension Scheme		Police Pension Schemes	
	%	£000	%	£000
Change in assumption:				
0.5% increase in salaries increase rate	1.00	4,099	1.00	20,000
0.5% increase in pensions increase rate	10.00	29,506	7.50	157,000
0.5% decrease in discounting of liabilities rate	12.00	33,927	9.50	196,000
1 year increase in member life expectancy rate	3.00	8,678	3.00	6,000

Opposite changes in assumptions would produce equal and opposite changes in scheme liabilities. Doubling the changes in assumptions would produce approximately double the change in scheme liabilities.

The weighted average duration of the scheme liabilities are:

	<b>Local Government Pension Scheme</b>	<b>Police Pension Schemes</b>
	<u>Years</u>	<u>Years</u>
<b>2020/21</b>	24.0	20.0
<b>2019/20</b>	24.0	20.0

The Police Pension Schemes have no assets to cover the liabilities incurred.

Assets in the LGPS are valued at fair value, principally market value for investments, and consist of the following categories, by proportion of the assets held by the fund:

		<b>2020/21</b>		<b>2019/20</b>
<b>Asset quoted prices:</b>	<u>%</u>	<u>£000</u>	<u>%</u>	<u>£000</u>
Equity securities	12.1	33,187	8.7	19,910
Debt securities	13.6	37,182	13.2	30,233
Private equity	5.7	15,615	5.3	12,161
Real estate	11.6	31,834	13.3	30,484
Investment funds	54.2	148,409	54.8	125,442
Cash and cash equivalents	2.8	7,605	4.7	10,836
<b>Total</b>		<b><u>273,832</u></b>		<b><u>229,066</u></b>
In active markets	77.1	211,175	73.2	167,688
Not in active markets	22.9	62,657	26.8	61,378
		<b><u>273,832</u></b>		<b><u>229,066</u></b>

**15. ASSUMED MORTALITY RATES**

Mortality rates are projected using published tables. Future mortality improvements are in line with the 2014-based UK principle population projections.

**POLICE PENSION FUND****2020/21**

<b>Current Pensioners</b>		
<b>Exact Age</b>	<b>Expectation of life (in years) for existing pensioners</b>	
	Males	Females
65	22	23.7

<b>Future Pensioners</b>		
<b>Exact Age</b>	<b>Expectation of life (in years) for existing pensioners</b>	
	Males	Females
65	23.7	25.3

**2019/20**

<b>Current Pensioners</b>		
<b>Exact Age</b>	<b>Expectation of life (in years) for existing pensioners</b>	
	Males	Females
65	21.9	23.6

<b>Future Pensioners</b>		
<b>Exact Age</b>	<b>Expectation of life (in years) for existing pensioners</b>	
	Males	Females
65	23.6	25.2

**LOCAL GOVERNMENT PENSION SCHEME****2020/21**

<b>Current Pensioners</b>		
<b>Exact Age</b>	<b>Expectation of life (in years) for existing pensioners</b>	
	Males	Females
65	21	23.7

<b>Future Pensioners</b>		
<b>Exact Age</b>	<b>Expectation of life (in years) for existing pensioners</b>	
	Males	Females
65	22.2	25.5

**2019/20**

<b>Current Pensioners</b>		
<b>Exact Age</b>	<b>Expectation of life (in years) for existing pensioners</b>	
	Males	Females
65	20.9	23.3

<b>Future Pensioners</b>		
<b>Exact Age</b>	<b>Expectation of life (in years) for existing pensioners</b>	
	Males	Females
65	21.8	24.8

**16. REMEASUREMENTS OF THE NET DEFINED BENEFIT LIABILITY**

The IAS 19 remeasurement movements on the Pensions Reserve can be analysed into the following remeasurement categories, measured as absolute amounts and as percentages of assets or liabilities at 31 March:

**LOCAL GOVERNMENT**

	2016/17		2017/18		2018/19		2019/20		2020/21	
	£'000	%	£'000	%	£'000	%	£'000	%	£'000	%
Return on assets, excluding net interest	12,369	5.77	1,009	0.45	9,430	4.12	(26,448)	(11.55)	35,071	12.81
Difference between actuarial assumptions about liabilities and actual experience	22,023	7.84	(26)	(0.01)	(15)	(0.01)	27,544	9.52	2,903	0.71
Changes in the demographic and financial assumptions used to estimate liabilities	(48,515)	(17.26)	6,939	2.36	(31,373)	(10.70)	49,446	17.09	(104,269)	(25.62)
<b>Total IAS19 Remeasurements</b>	<b>(14,123)</b>	<b>5.03</b>	<b>7,922</b>	<b>2.70</b>	<b>(21,958)</b>	<b>(25.90)</b>	<b>50,542</b>	<b>17.47</b>	<b>(66,295)</b>	<b>(16.29)</b>

**POLICE PENSION SCHEMES**

	2016/17		2017/18		2018/19		2019/20		2020/21	
	£'000	%	£'000	%	£'000	%	£'000	%	£'000	%
Difference between actuarial assumptions about liabilities and actual experience	6,820	0.34	15,550	0.76	6,633	0.32	46,360	2.21	54,150	2.34
Changes in the demographic and financial assumptions used to estimate liabilities	(344,000)	(16.91)	9,180	0.45	(61,020)	(3.00)	130,274	6.22	(241,917)	(10.44)
<b>Total IAS19 Remeasurements</b>	<b>(337,180)</b>	<b>(16.58)</b>	<b>24,730</b>	<b>1.23</b>	<b>(54,387)</b>	<b>(2.65)</b>	<b>176,634</b>	<b>8.44</b>	<b>(187,767)</b>	<b>(8.10)</b>

**Allocation of IAS19 Remeasurements:**

	2020/21	2019/20
	£'000	£'000
PCC	1,473	21,596
Chief Constable	252,589	(248,772)
<b>Total IAS19 Remeasurements</b>	<b>254,062</b>	<b>(227,176)</b>

**17. NOTE TO THE CASH FLOW STATEMENT**

The adjustments to the net surplus or deficit on the provision of services for non-cash movements within the cash flow statement are as follows:

<b>2019/20</b>		<b>2020/21</b>
<b>£'000</b>	<b>Adjustments to Net Surplus or Deficit on the Provision of Services for Non Cash Movements</b>	<b>£'000</b>
(1,293)	Movement in Accumulated Absences Reserve	1,743
(57,274)	Pension interest cost net of interest on pension assets	(48,412)
(12,046)	Adjustments in the Cost of Services relating to the Pension Reserve	5,937
<b>(70,613)</b>		<b>(40,732)</b>

## 18. RELATED PARTY TRANSACTIONS

In accordance with the reporting requirements of IAS 24, the Chief Constable is required to disclose details of material transactions with related parties, that is bodies or individuals that have the potential to influence the Chief Constable or to be controlled or influenced by the Chief Constable.

Central Government has significant influence over the general operations of the Chief Constable. It is responsible for providing the statutory framework within which the Chief Constable operates as well as providing substantial resources in the form of grants which are paid to the PCC. It also prescribes the terms of many of the transactions that the PCC Group has with other parties. Grants received from Central Government to the PCC are set out in the PCC Group and PCC financial statements.

The Chief Constable is represented on the National Police Chiefs Council which is an independent professional body of chief police officers and senior staff equivalents.

The Chief Constable is a member of the BlueLight Commercial Board. This board monitors and oversees the operations of BlueLight Commercial Ltd, a government funded procurement company designed to support emergency services procurement.

The relationship between the PCC and the Chief Constable is explained in note 3 to these financial statements. The monetary value of transactions between the Chief Constable and the PCC are also disclosed in these financial statements.

Two Senior Officers of Humberside Police are also Directors of ESFM (Humberside) Ltd – Deputy Chief Constable Chris Rowley (up to 29<sup>th</sup> March 2021)/Paul Anderson (from 29<sup>th</sup> March 2021) and Assistant Chief Officer (Resources) Nancie Shackleton. ESFM (Humberside) Ltd is a joint operation that provides vehicle maintenance services to Humberside Police and Humberside Fire Authority. The company supplied services with a value of £1,922,204 to Humberside Police during 2020/21 (£2,297,368 in 2019/20). The PCC Group leases part of its Melton workshop facility to the company for which a rent of £198,799 was charged in 2020/21 (£198,799 2019/20). Details of Humberside Police's share of income, expenditure, assets and liabilities of this joint operation are disclosed in Note 8 to the financial statements.

From the 1 April 2020 the Assistant Chief Officer (Resources) became treasurer for the British Association of Women in Policing (BAWP). Humberside Police hold a separate bank account for BAWP, along with an account for the Senior Women in Policing (SwiP), which is a part of BAWP. The BAWP is a national charity which exists to raise awareness and understanding of issues affecting women within the Police Service. Apart from a £350 corporate membership fee paid to the charity, Humberside Police does not have any transactions with the charity.

A survey of the Chief Constable and Senior Officers of Humberside Police and parties related to them was undertaken in preparing these financial statements. Except as disclosed above, no material related party transactions were identified.

**19. EVENTS AFTER THE BALANCE SHEET DATE**

The audited Statement of Accounts were issued on 9 March 2022. The Chief Constable reviewed events occurring between 31 March and the issue date, and did not identify any events that were adjusting events in respect of conditions existing at the Balance Sheet date.

**20. PRIOR PERIOD ADJUSTMENT**

During the completion of the 2020/21 accounts it was discovered that the split between the PCC and the Chief Constable within the Expenditure and Funding Analysis (EFA) Disclosure note for 2019/20 was incorrect (See Notes 1 & 2). The CIPFA Code requires that material prior period errors must be corrected by retrospective restatement of the financial statements.

The error specifically relates to the split between Capital Adjustments, including depreciation and revaluations, IAS19 Pension Adjustments and the Collection Fund. Additionally, the adjustment within the EFA for the Pension Grant was within net cost of services rather than under Other Income and Expenditure in error. This error does not have an overall impact on the General Fund Balance at the end of 2019/20.

In order to correct this misstatement, the 2019/20 figures within the EFA disclosure notes (See notes 1 and 2) have been restated to show the correct split between the PCC and Chief Constable. In addition the 2019/20 figures within the Chief Constable CIES have been restated for the impact of this restatement on the intergroup funding and remeasurement of the net defined benefits liability.

The following are the relevant extracted lines from the CIES.

<b><u>CC - Amended CIES</u></b>	<b>Originally Stated 19-20 Net Expenditure £000</b>	<b>RESTATED 19-20 Net Expenditure £000</b>	<b>Amount of Restatement £000</b>
<b>Cost of Services</b>	<b>231,125</b>	<b>231,125</b>	-
Intra-Group Funding	- 217,786 -	239,853 -	22,067
<b>(Surplus) or Deficit on Provision of Services</b>	<b>13,339 -</b>	<b>8,728 -</b>	<b>22,067</b>
Remeasurements of the Net Defined Benefit Liability	- 248,772 -	226,705	22,067
<b>Total Comprehensive Income and Expenditure</b>	<b>- 178,159 -</b>	<b>178,159</b>	-

The CIPFA Code requires that a Balance Sheet at the beginning of the preceding period be presented when a restatement is made. However in this case the prior period error has not impacted on the opening Balance Sheet for 2019/20 and therefore no third Balance Sheet has been presented.

## **POLICE PENSION FUND ACCOUNTS**

The Code of Practice on Local Authority Accounting sets out the accounting treatment for the Police Pension Fund Accounts in the financial year 2020/21.

The Chief Constable is responsible for administering the Police Pension Fund in accordance with the Police Reform and Social Responsibility Act 2011. All payments and receipts are made to and from the PCC Police Fund. These Police Pension Fund Accounts do not form part of the Chief Constable's or PCC Group Financial Statements.

### **TRANSACTIONS RELATING TO RETIREMENT BENEFITS**

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

The PCC Group participates in the following pension schemes:

The Police Pension Schemes for police officers – three schemes are provided for police officers, the 1987 Scheme with officers' contributions for 2020/2021 in a range of 14.25% to 15.05% (2019/20 14.25% to 15.05%), the 2006 scheme has officers' contributions in a range 11.00% to 12.75% (2019/20 11.00% to 12.75%) and the 2015 scheme which has officers' contributions in a range of 12.44% to 13.78% (2019/20 12.44% to 13.78%). All schemes are unfunded schemes, i.e. no investment assets are built up to meet the pensions liabilities and cash has to be generated to meet actual pensions payments as they eventually fall due.

The Local Government Pension Scheme for police staff, administered by the East Riding of Yorkshire Council – is a funded scheme, i.e. the PCC and employees pay contributions into a fund, calculated at a level intended to balance the pensions liabilities with investment assets.



The accounting and funding arrangements for Police Pensions are detailed below:

### **POLICE PENSIONS FUND ACCOUNT**

2019/20 £'000		2020/21 £'000
	<b>CONTRIBUTIONS RECEIVABLE</b>	
	Police and Crime Commissioner ("PCC"):	
(18,482)	- contributions at 31%	(19,660)
(392)	- early retirements - Ill Health	(83)
(8,733)	Officers' Contributions	<u>(9,293)</u>
		(29,036)
	<b>TRANSFERS IN</b>	
(1,042)	Transfers in from other Pension Schemes	(385)
	<b>BENEFITS PAYABLE</b>	
51,907	- Pensions	53,400
9,491	- Commutations and lump sum retirement benefits	7,685
363	- Lump sum death benefits	<u>133</u>
		61,218
	<b>PAYMENTS TO AND ON ACCOUNT OF LEAVERS</b>	
92	- Refunds of contributions	52
49	- Transfers out to other Pension Scheme	258
-	- Transfers out to other Police Forces: 1974 arrangements	<u>-</u>
		310
<b>33,253</b>	<b>NET AMOUNT PAYABLE FOR THE YEAR BEFORE TRANSFER FROM THE PCC</b>	<b>32,107</b>
(31,524)	Additional funding payable by the PCC to meet the deficit (funded by the Home Office)	(30,268)
(1,729)	Additional funding payables by the PCC to meet the deficit (NOT funded by the Home Office)	(1,839)
<b>-</b>	<b>NET AMOUNT PAYABLE/RECEIVABLE FOR THE YEAR</b>	<b>-</b>

### **NET ASSETS STATEMENT**

2019/20 £'000		2020/21 £'000
	<b>CURRENT ASSETS</b>	
1,996	Police Fund Debtor	4,496
4,428	Pensions Paid in Advance	4,464
	<b>CURRENT LIABILITIES</b>	
161	Unpaid Pensions Due	-
6,263	Humberside Police and Crime Commissioner	<u>8,960</u>
<b>-</b>		<b>-</b>

## NOTES TO THE POLICE PENSION FUND ACCOUNTS

The Police Pension Fund Account was established during 2006/07 with legal status being given by the Police Pension Fund Regulations 2007 (SI 2007 no. 1932).

The Police Officer Pension Schemes make up the account:

- 1987 Police Pension Scheme, contribution rates 14.25% to 15.05%
- 2006 Police Pension Scheme, contribution rates 11.00% to 12.75%
- 2015 Police Pension Scheme, contribution rates 12.44% to 13.78%

PCCs are obliged to include the Pension Fund Account in their Statement of Accounts in accordance with regulation 7(1)(d) of the Accounts and Audit Regulations 2003. The Fund is administered and managed by the Humberside Police Finance Section.

The fund is charged with all pensions expenditure in accordance with Home Office guidance, with income being employee contributions, employer contributions, which for 2020/21 was 31% of pensionable pay (2019/20 31%).

Other income items within the fund are transfer payments from other pension schemes and a capital charge that is twice the average pensionable pay of officers that retire on ill health.

The Home Office provide a pension “top up” grant to fund differences on the fund account, 80% is received up front for the relevant financial year, with the balance provided on submission of the PCC’s financial statements.

There has been an adjustment of 2.9% to the cash flow to the Police Pension Fund due to the reduction in the employer contribution rate from 33.9% to 31% being reflected in a reduction in HM Treasury pensions top up funding of £1.839k (2019/20 £1.729k).

There are no investment assets, the fund is balanced to nil at the year-end by either a contribution from the Police Fund, or if a surplus balance on the fund, a transfer to the Police Fund.

The fund does not account for benefits payable in the future (IAS 19 Employee Benefits), which is a divergence from the accounting policy for the Police Fund Account as stated in the statement of accounting policies. Details of the long term pension obligations and the cost of pensions can be found in the PCC Group’s financial statements.

Employees’ and employer’s contribution levels are based on percentages of pensionable pay set nationally by the Home Office and are subject to triennial revaluation by the Government Actuary’s Department.

The responsibility for future pension benefits still lies with the PCC Group, through the Police Fund Account. The responsibility for amounts due to/from the Fund Account and the Home Office is shown within the Police Fund, not the Pensions Fund.

As previously stated the Chief Constable is responsible for administering the Police Pension Fund in accordance with the Police Reform and Social Responsibility Act 2011. All payments and receipts are made to and from the PCCs Police Fund. As such, the Chief Constable and the PCC are the only related parties to the Fund and all the transactions shown in the Police Pension Fund Accounts have been processed through the PCC.

A number of claims have been made against the Chief Constable of Humberside, please see Note 17 for detail.

## GLOSSARY OF ACCOUNTING TERMS

The Force has adopted the International Financial Reporting Standards (“IFRS”) based Code of Practice on Local Authority Accounting as its standard basis of accounting.

Definitions of accounting terms used are given below:

<b>Term</b>	<b>Definition</b>
<b>Accounting period</b>	The period of time covered by the financial statements, normally a period of twelve months.
<b>Accruals basis</b>	Under the accruals concept, expenses are recognised when incurred, not when the cash is actually paid out, and revenue is recognised when it is earned, not when the cash is actually received.
<b>Agency cost</b>	Services which are performed by or for another authority or public body, where the agent is reimbursed for the cost of the work done.
<b>Asset</b>	An item owned or leased by the Chief Constable, which has a value, for example, land and buildings, vehicles, equipment, cash.
<b>Assets held for sale</b>	Assets are held for sale if their value will be recovered through a sale transaction rather than through continuing use.
<b>Balance Sheet</b>	This represents a summary of all the assets and liabilities of the Chief Constable.
<b>Carry overs</b>	These are underspends at the end of the financial year, which are carried forward into the next financial year to support that year’s expenditure plans.
<b>Cash and cash equivalents</b>	Cash includes cash held in bank accounts and cash in hand. Cash equivalents are assets that can be readily converted into cash such as deposits and certain short term investments.
<b>CIPFA</b>	The Chartered Institute of Public Finance and Accountancy. This is the main professional accountancy body relating to the public sector.
<b>Contingent asset or liability</b>	An asset or liability that is not recognised in the financial statements due to the level of uncertainty surrounding it but is disclosed as it is possible that it may result in a future inflow or outflow of resources.
<b>Creditors</b>	Amounts owed by the Chief Constable for goods received or services rendered but not yet paid for at the end of the financial year.
<b>Current asset or liability</b>	An asset or liability that the Chief Constable expects to hold or discharge for a period of less than one year from the Balance Sheet date.
<b>Debtors</b>	Sums of money due to the Chief Constable for work done or services supplied but not received at the end of the financial year.
<b>Deferred liabilities</b>	Liabilities which by arrangement are payable beyond the next year at some points in the future or paid off by an annual sum over a period of time.
<b>Employee benefits</b>	All forms of consideration given to employees for services rendered. These are salaries and wages, social security costs (national insurance), superannuation contributions, paid sick leave, paid annual and long service leave and termination payments.
<b>Going concern basis</b>	The underlying assumption used in producing the financial statements that the Chief Constable will continue to operate for at least 12 months from the Balance Sheet date.
<b>Income Received in Advance</b>	Income received that should be classed as a benefit in the next financial year.

<b>Intangible assets</b>	Capital expenditure which does not create a tangible asset.
<b>Leases</b>	A method of financing expenditure over a period of time. There are two types of lease: <ul style="list-style-type: none"> <li>▪ Finance lease, where the risks of ownership are transferred to the lessee and where the assets are recorded in the Chief Constable's Balance Sheet at a current valuation.</li> <li>▪ Operating lease, where the risks of ownership stay with the leasing company and the annual rental charges are made via the Comprehensive Income and Expenditure Statement.</li> </ul>
<b>Liability</b>	An amount owing to a third party such as a loan or unpaid invoice from a supplier.
<b>Net assets</b>	Total assets less total liabilities.
<b>Non current asset or liability</b>	An asset or liability that the Chief Constable expects to hold or discharge for a period of more than one year from the Balance Sheet date.
<b>Non Distributed Cost</b>	This is where overheads are not charged or apportioned to activities within the SeRCOP service expenditure analysis.
<b>Prepayment</b>	Where an amount of expenditure is paid in the current financial year, but the goods or services are a benefit in the next/following year.
<b>Provision</b>	An amount set aside to provide for a liability which is likely to be incurred but the exact amount and the date on which it will arise are uncertain.
<b>Reserves</b>	General reserves are accumulated balances available to support revenue or capital spending and meet unforeseen events. Earmarked reserves are amounts set aside for an agreed purpose in one financial year and carried forward to meet expenditure in future years.
<b>Revenue expenditure</b>	Spending on day to day items, including salaries, premises costs and supplies and services.

**Acronyms and Abbreviations**

BAWP	British Association of Women in Policing
CARE	Career Average Revalued Earnings
CIES	Comprehensive Income and Expenditure Statement
CIPFA	Chartered Institute of Public Finance and Accountancy
ESFM	Emergency Services Fleet Management
HMICFRS	Her Majesty's Inspector of Constabulary and Fire and Rescue Services
IAS	International Accounting Standards
IFRS	International Financial Reporting Standards
JES	Joint Estates Service
LGPS	Local Government Pension Scheme
MTRS	Medium Term Resource Strategy
NECB	North East Collaboration Board
OPCC	Office of Police and Crime Commissioner
PCC	Police and Crime Commissioner
PEEL	Police Effectiveness Efficiency and Legitimacy
PPE	Personal Protective Equipment
PRSRA	Police Reform and Social Responsibility Act
RCB	Regional Collaboration Board
SeRCOP	Service Reporting Code of Practice for Local Authorities
VAT	Value-Added Tax