



Statement of Accounts Year ending 31 March 2025



HAMPSHIRE & ISLE OF WIGHT



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Annual Report

The Statement of Accounts sets out the overall financial position of the Police and Crime Commissioner (PCC) for Hampshire and Isle of Wight, and the Group Accounts which include the Chief Constable for Hampshire and the Isle of Wight, for the year ending 31 March 2025. The accounts provide a wealth of information on the Commissioner's financial position and are a critical part of our stewardship of large sums of public money. They have been prepared using the International Financial Reporting Standards (IFRS), in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2024/25 and the narrative that follows here draws out key issues from these accounts to provide a clearer explanation of the financial performance and activities during the financial year.

The Police and Crime Plan, published in November 2024 sets out the Commissioner's vision and priorities for policing and community safety across Hampshire and the Isle of Wight and is available on the Commissioner's website at www.hampshire-pcc.gov.uk. The vision of the Commissioner is to make Hampshire and the Isle of Wight one of the safest places to live, work and visit in the Country with local policing for local people.

Structure

The Statement of Accounts aims to provide information so that members of the public, including electors and residents of Hampshire and the Isle of Wight, partners and stakeholders can:

- Understand the overarching financial position of the PCC (and the 'PCC Group' including Hampshire and Isle of Wight Constabulary)
- Have confidence that the PCC has spent public money wisely and has been accounted for in an appropriate manner
- Be assured that the financial position of the PCC (and Group) is sound and secure

This annual report aims to help readers better understand the role of the PCC, and to assist in understanding and interpreting the accounts, and sets out:

- The organisational overview, and the governance arrangements
- The local area
- The basis of preparation of the financial statements
- Review of the year ended 31 March 2025
- Financial issues and risks facing the Constabulary
- Future Prospects

Organisational overview

The Police & Crime Commissioner (PCC) and the Chief Constable are established as separate legal entities. The PCC is elected by the public every four years to secure the maintenance of an efficient and effective police force and to hold the Chief Constable to account for the exercise of their functions and those of persons under their direction and control.

The current PCC is Donna Jones, who was re-elected in May 2024 with a term of 4 years.

The Chief Constable has a statutory responsibility for the control, direction and delivery of operational policing services in the Hampshire Police area. On 7th April 2025, the Chief Constable, Scott Chilton, announced his intention to retire with immediate effect. While the Police and Crime Commissioner undertook the process to recruit a new Chief Constable, the Deputy Chief Constable Sam de Reya was appointed as Acting Chief Constable. Chief Constable Alexis Boon was appointed and took up post on 4th September 2025.

This set of accounts focuses on those discrete activities which the PCC is directly responsible for, such as commissioning services for victims and witnesses of crime, as well as the "PCC Group" which includes all aspects of operational policing under the direction and control of the Chief Constable. The Chief Constable has produced a separate set of accounts which explains how the resources provided by the PCC have been used to deliver operational policing services.

The Chief Constable is charged with maintaining the King's Peace and directs and controls the Force's officers and staff. He is accountable to the Police and Crime Commissioner for Hampshire and Isle of Wight, and must have regard to the Police and Crime Plan.

The core functions of the Commissioner (the 'PCC') for Hampshire and the Isle of Wight are to secure the maintenance of the police force for the area and to ensure that the police force is efficient and effective. Other key functions include:

- Holding the Chief Constable to account
- Appointment / suspension / removal of the Chief Constable
- Setting the priorities for the Force and producing the Police and Crime Plan
- Attending the Police and Crime Panel
- Setting of the annual budget and Council Tax precept
- Direct engagement with the public
- Publishing an annual report stating how priorities and targets have been met, and other information as specified by the Secretary of State to enable greater public awareness of police and crime performance in the area
- Collaborating for an efficient and effective Criminal Justice System for Hampshire and the Isle of Wight with partners such as the Youth Offending Team, Crown Prosecution Service and Prison Service etc.
- Commissioning of victim support and perpetrator programmes from partners (including the third sector) to support crime protection

A Police and Crime Panel (PCP) was established under the Police Reform and Social Responsibility Act 2011 and is charged with scrutinising and supporting the work of the Commissioner. The Panel, however, cannot hold the Chief Constable to account. The Police and Crime Panel work through several sub/working groups to give greater visibility to the detail of the work undertaken by the Commissioner and their team.

The PCP's core functions include:

- Review the draft Police and Crime Plan
- Publicly scrutinise the Commissioner's Annual Report
- Review and scrutinise decisions and actions of the Commissioner
- Review and have the power to veto the Commissioner's proposed Council Tax precept levels
- Review the Commissioner's Conduct – the PCP can suspend the Commissioner if they are charged with a minimum of a 2-year imprisonable offence and report to the Independent Police Complaints Commission, however they cannot remove the Commissioner
- Confirm the Chief Constable's appointment
- Appoint an acting Commissioner, if required.

The Commissioner has established a joint audit committee with the Chief Constable. Its purpose is to provide independent advice on the adequacy of the corporate governance and risk management arrangements in place and the associated control environment, advising according to good governance principles and proper practices. More specifically, this includes the following terms of reference:

- Review the corporate governance arrangements against the good governance framework and consider annual governance reports and assurances
- Review the Annual Governance Statements (AGS) prior to approval and consider whether they properly reflect the governance, risk and control environment and supporting assurances and identify any actions required for improvement

- Consider the arrangements to secure value for money and review assurances and assessments on the effectiveness of these arrangements
- Consider the framework of assurance and ensure that it adequately addresses the risks and priorities of the Office of the PCC and Hampshire Constabulary.
- Monitor the effective development and operation of risk management, review the risk profile, and monitor progress of the PCC and the Chief Constable in addressing risk-related issues reported to them
- Consider reports on the effectiveness of internal controls and monitor the implementation of agreed actions
- Review anti-fraud arrangements (including whistleblowing procedures) and the assessment of fraud risks and potential harm from fraud and corruption and monitor the effectiveness of the counter-fraud strategy actions and resources
- Further consideration and advice in relation to Internal Audit, External Audit, Financial Reporting, Partnership Governance and Accountability Arrangements

The local area

In policing terms, the Constabulary is the second largest non-metropolitan force in England and Wales and covers the counties of Hampshire and the Isle of Wight. The combined population of the Hampshire Constabulary area is approximately 2.03 million.

The PCC and Constabulary work in partnership with a whole range of organisations, including the 4 upper tier authorities (Hampshire County Council, and the unitary councils in the Isle of Wight, Southampton, and Portsmouth), and the 11 district councils.

The Constabulary delivers a number of services in collaboration with other Police Forces across the south of England, including:

- Counter Terrorism South East
- South East Regional Organised Crime Unit
- Shared IT, Information Management and a Joint Operations Unit (which includes strategic operations, roads policing, firearms and dog unit) with Thames Valley Constabulary

The PCC and Constabulary are also part of a Shared Services arrangement with Hampshire County Council for the provision of professional support services including finance, internal audit and pension services.

Further information on collaboration is set out later in the Annual Report in 'Review of the Year'.

Basis of preparation

The Police Reform and Social Responsibility Act 2011 established the Police and Crime Commissioner and the Chief Constable as separate entities (known as 'corporations sole'). As separate bodies, both the Commissioner and the Chief Constable are required to appoint their own Chief Finance Officers, each with statutory responsibilities, as being the person responsible for proper financial administration under the provisions of the Act.

A consequence is also that each body is required to be subject to audit under the Local Audit and Accountability Act 2014 and are thus required to prepare a set of accounts. Additionally, the Commissioner, with their ultimate control over the Chief Constable's resources, has to prepare group accounts.

The Home Office has produced a Financial Management Code of Practice (FMCP) which sets out the responsibilities of the respective Chief Finance Officers. This was last updated by the Home Office in 2018.

The Police Reform and Social Responsibility Act 2011 outlined a two-staged approach to the establishment of the office of the Police and Crime Commissioner and the relationship between Commissioners and Chief Constables. The FMCP outlines how the two bodies should work together in managing the finances and covers such things as the Scheme of Corporate Governance which includes the Scheme of Consent, Financial Regulations and Contract Standing Orders and delegation which identify what powers and responsibilities.

The core accounting statements covering the Commissioner are the:

Comprehensive Income and Expenditure Statement: *this records the income and expenditure for the year. The top half of the statement provides an analysis by service area. The bottom half of the statement deals with corporate transactions and funding.*

Movement in Reserves Statement: *this is a summary of the changes to reserves over the course of the year. Reserves are divided into 'usable', which can be invested in capital projects or service improvements, and 'unusable' which must be set aside for specific accounting purposes rather than for investment or spending purposes.*

Statement of Financial Position: *this is a 'snapshot' of the assets, liabilities, cash balances and reserves at the year-end date.*

Statement of Cash Flows: *this shows the reason for changes in the cash balances during the year and whether due to operating, investing or financing activities.*

Accounting Principles

Four underlying principles have been employed in order to prepare the accounts so that they demonstrate:

a) Understandability - The accounts are based on accounting concepts, treatments and terminology that assume a reader has:

- A reasonable knowledge of the business of Local Authorities and the ways in which services are provided;
- A reasonable knowledge of accounting; and
- A willingness to study the information required with reasonable diligence.

However, every effort has been made to use plain language and where technical terms are unavoidable they have been explained in the glossary of terms.

b) Relevance - The accounts provide information about the Commissioner's financial performance and position that is useful for assessing the stewardship of public funds and for making economic decisions. Information is presented so that it will assist readers to understand the Group's current financial position or to make predictions about its financial trends. The relevance of information contained in the accounts is affected by its nature and materiality (whether its misstatement or omission might reasonably be expected to influence assessments of the Group's stewardship, economic decisions or comparisons with other organisations based on financial statements) and therefore a judgement has been made about the levels of materiality to ensure that relevant issues are disclosed.

c) Reliability – The financial information within the accounts has been prepared so that it:

- Can be depended upon to represent faithfully what it either purports to represent or could reasonably be expected to represent and therefore reflects the substance of the transactions and other events that have taken place;
- Is free from bias (i.e. it is neutral);
- Is free from material error;
- Is complete within the bounds of materiality and cost; and
- Under conditions of uncertainty, it has been prudently prepared (i.e. a degree of caution has been applied in exercising judgement and making the necessary estimates).

d) Comparability - an important mechanism for ensuring the usefulness of financial information (and is an essential element of the best value accounting framework). The application of the terms, accounting policies and requirements of the Chartered Institute of Public Finance and Accountancy Code of Practice on Local Authority Accounting in England (2018) Statement of Recommended Practice and the Service Reporting Code of Practice is the way in which the Chief Constable has ensured consistency of financial information in the financial statements leading to comparability.

Changes to the accounts

The Group has adopted the new accounting pronouncements which have become effective this year, and are as follows:

IFRS 16 'Leases'

IFRS 16 'Leases' replaces IAS 17 'Leases' along with three Interpretations (IFRIC 4 'Determining whether an Arrangement contains a Lease', SIC 15 'Operating Leases-Incentives' and SIC 27 'Evaluating the Substance of Transactions Involving the Legal Form of a Lease') from 1 April 2024. The adoption of this new Standard, has resulted in the Police and Crime Commissioner recognising a right-of-use asset and related lease liability in connection with all former operating leases except for those identified as low-value or having a remaining lease term of less than 12 months from the date of initial application.

The new Standard has been applied using the modified retrospective approach, with the cumulative effect of adopting IFRS 16 being recognised as an adjustment to the opening balances for the current period. Prior periods have not been restated.

For contracts in place at the date of initial application, the Police and Crime Commissioner has elected to apply the definition of a lease from IAS 17 and IFRIC 4 and has not applied IFRS 16 to arrangements that were previously not identified as lease under IAS 17 and IFRIC 4.

The PCC has elected not to include initial direct costs in the measurement of the right-of-use asset for operating leases in existence at the date of initial application of IFRS 16, being 1 April 2024. At this date, the PCC has also elected to measure the right-of-use assets at an amount equal to the lease liability adjusted for any prepaid or accrued lease payments that existed at the date of transition.

On transition, for leases previously accounted for as operating leases with a remaining lease term of less than 12 months, and for leases of low-value assets, the Police and Crime Commissioner has applied the exemptions permitted by the CIPFA Code of Practice 2024-25, to not recognise right-of-use assets, but to account for the lease expense on a straight-line basis over the remaining lease term.

For those leases previously classified as finance leases, the right-of-use asset and lease liability are measured at the date of initial application at the same amounts as under IAS 17 immediately before the date of initial application.

On transition to IFRS 16 the weighted average incremental borrowing rate applied to lease liabilities recognised under IFRS 16 was 5.43%.

This has resulted in the following additions to the Statement of Financial Position at 1 April 2024:

£34.2m Property, plant and equipment (right of use assets)

£31.3m Non-current liabilities (lease liabilities)

£1.5m Current liabilities (lease liabilities)

£1.4m Unusable reserves (donated assets in Capital Adjustment Account)

There are no changes to the values of financial statement line items already recognised under IAS 17 after transition to IFRS 16 at 1 April 2024.

The following is a reconciliation of the total operating lease commitments at 31 March 2024 (as disclosed in the financial statements to 31 March 2024) to the lease liabilities recognised at 1 April 2024:

£'000	
Total operating lease commitments disclosed at 31 March 2024	71,177
Recognition exemptions:	
- Leases of low value assets	0
- Leases with remaining lease term of less than 12 months	(726)
Operating lease liabilities before discounting	70,451
Discounted using incremental borrowing rate	32,783
Finance lease obligations under IAS 17 recognised at 31 March 2024	1,021
Total lease liabilities recognised under IFRS 16 at 01 April 2024	33,804

Changes in accounting policies

There have been no significant changes in accounting policies this year.

Going Concern

The Office of the PCC, nor the Constabulary, cannot be created or dissolved without statutory prescription, and it would therefore not be appropriate for the Commissioner's statements to be prepared on anything other than a going concern basis. Paragraph 3.4.2.23 of the Code therefore confirms as a matter of fact that local authority (incl. PCC and Constabulary) accounts must be prepared on a going concern basis.

The CFO's management assessment has concluded that there are no proposals to alter the current legal framework for the provision or funding of policing services, and that the Going Concern basis therefore remains appropriate in line with the Code.

Whilst there is no statutory change to this position, it is the responsibility of the CFO to keep the financial position under review and to ensure that budgets set are realistic and deliverable, and that reserves are adequate. Ongoing financial sustainability of both the PCC and the Constabulary has therefore been reviewed and is discussed later in this narrative.

Review of the year

Collaborative working

The Commissioner and the Constabulary continue to work with police bodies, including the National Police Air Service, Police Digital Service, the South East Region Organised Crime Unit and Counter Terrorism Policing South East. There is increasing national co-ordination through the Policing Vision 2025 and work of the National Police Chiefs Council.

Hampshire & Isle of Wight Constabulary and Thames Valley Police have a bilateral partnership:

- The Commissioner and Chief Constable have entered into a collaboration agreement with Thames Valley in order to create a joint Information & Communications Technology (ICT) and Information Management department, with a shared Assistant Chief Officer having direct responsibility for the provision of ICT and information management assurance for both Forces.
- A Joint Operations Unit (JOU) exists with Thames Valley Police allowing strategic operations, roads policing, firearms and dogs units, to be delivered in collaboration between the two forces across departmental and geographical boundaries (although not a collaborated function, the Hampshire Constabulary Marine Unit is also managed through the Joint Operations Unit). A collaboration agreement also exists for Contact Management senior leadership and the contact management platform.
- The Forensic Collision Investigation Unit is a collaborated function that has been moved out of the JOU and into Scientific Services Department due to new accreditation requirements.
- The Constabulary is also part of the Forensic Collision Investigation Network national collaboration that holds the overarching accreditation for all police forces in England and Wales.

The Policing and Crime Act 2017 placed a statutory obligation on emergency services to collaborate and enables Police and Crime Commissioners (PCCs) to take on the responsibility for fire and rescue services in their area, where there is a strong local case to do so.

The Constabulary has an active program of collaboration with Hampshire Fire and Rescue Services. This already includes the sharing of buildings, including a shared headquarters.

The Constabulary entered into a joint working arrangement in 2014/15 with Hampshire County Council and Hampshire Fire and Rescue Service for the provision of professional support services including finance, human resources, facilities management and procurement across the three organisations. Internal audit and pensions services have subsequently been added. The services are hosted but not controlled by Hampshire County Council as they are delivered with joint direction, governance, control and senior management with each organisation accounting for its share of the costs.

Following a formal review in August 2022, a number of factors were identified as to why some services should be withdrawn and the Finance and Recruitment teams successfully transitioned back to the Constabulary in October 2023. HR, Leadership Management and Organisational Development returned to the Constabulary in April 2024 into the new People and Development Services department. Facilities Management transferred to the OPCC in September 2024. Occupational Health, Wellbeing and Procurement transferred back in February 2025.

Furthermore, the Chief Constable is collaborating with Hampshire County Council on a joint laboratory facility and with the University of Portsmouth on a shared Digital Forensics Centre of Excellence.

Other areas of collaboration include:

Bluelight Commercial: created to provide national procurement solutions within the police service. Hampshire & Isle of Wight Constabulary also purchases most uniform through the National Uniform Management Service (NUMS).

The Association of Chief Police Officers' Criminal Records Office (ACRO) and its associated national units are hosted by Hampshire. Collaborative agreements in respect of ACRO are in place with all 43 forces in England and Wales as at 31 March 2025.

Operational performance

In April 2023, His Majesty's Inspector of Constabularies and Fire and Rescue Services (HMICFRS) reported their Police Efficiency Effectiveness and Legitimacy (PEEL) assessment of the extent to which Hampshire & Isle of Wight Constabulary keeps people safe and reduces crime. The full report is available at:

<https://hmicfrs.justiceinspectors.gov.uk/peel-assessments/peel-assessments-2021-22/hampshire-and-isle-of-wight/>

A more recent inspection has been undertaken by HMICFRS in 2024/25, but the report has not been published by the end of the financial year.

In January 2025, His Majesty's Inspector of Constabularies and Fire and Rescue Services (HMICFRS) reported their value for money dashboards which provide comparative data on a wide range of policing activities.

The latest profile can be viewed at:

<https://hmicfrs.justiceinspectrates.gov.uk/our-work/article/value-for-money-inspections/value-for-money-profiles/value-for-money-dashboards/>

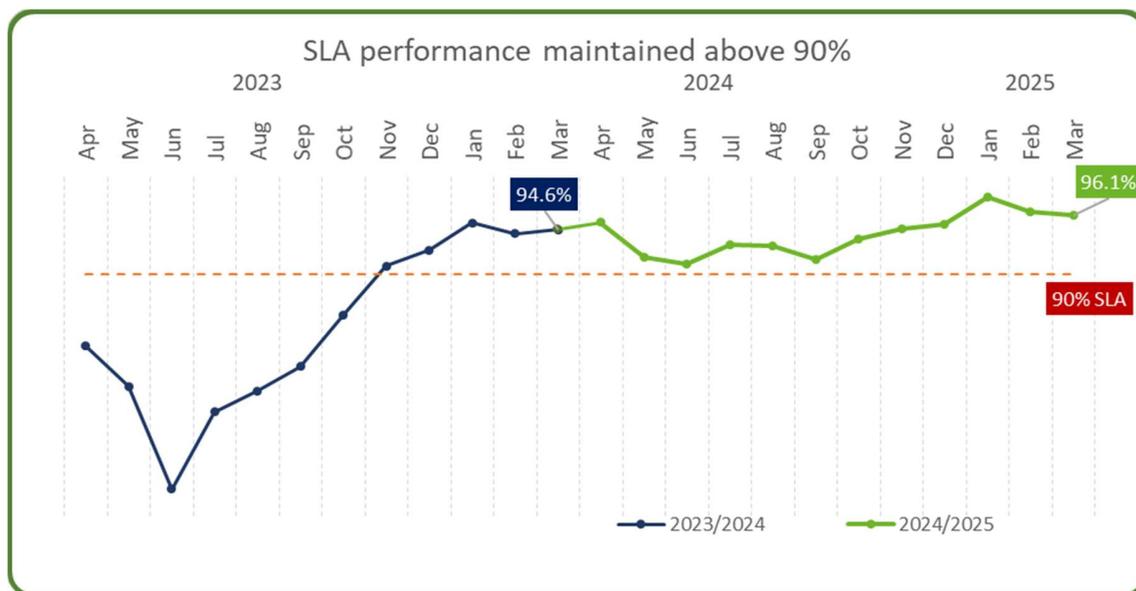
An area based model for local policing was put in place in 2023, to base more police officers in the community that they serve. Performance reviews for the year ending 31 March 2025 show another reduction in crime of 2.5% compared to 2023/24 on top of the 7.7% reduction the year before:

All Crime	
2024/25	159,808
2023/24	155,765
Reduction in crime	-4,043
Reduction %	-2.5%

At the same time, the number of crimes that were detected and had formal action taken increased:

Formal Action Taken (FAT)	
2024/25	15,060
2023/24	12,394
Increase in FAT	2,666
Increase %	21.5%

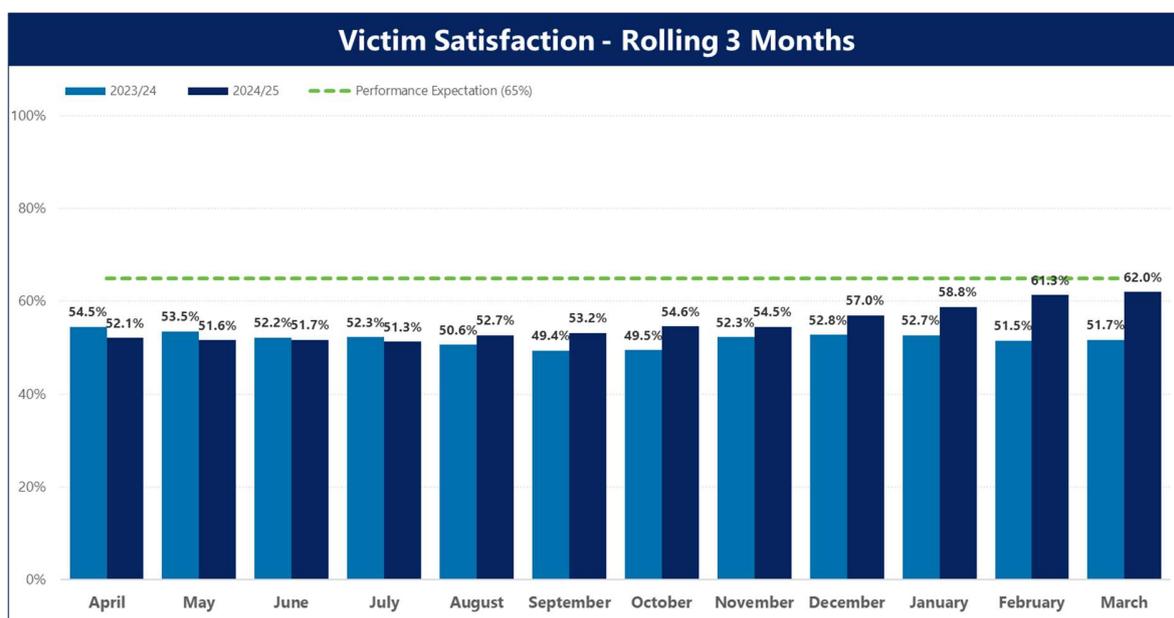
The performance for answering 999 calls in 2024/25 improved compared to 2023/24 with the SLA performance successfully maintained for the entire financial year:



There was also a significant improvement in the time taken to answer non-emergency 101 calls with the average time to answer reducing from 8 minutes to 2 minutes. This has been achieved by interventions to increase recruitment, reduce the number of leavers, improve the technology and open a new call centre in Portsmouth.

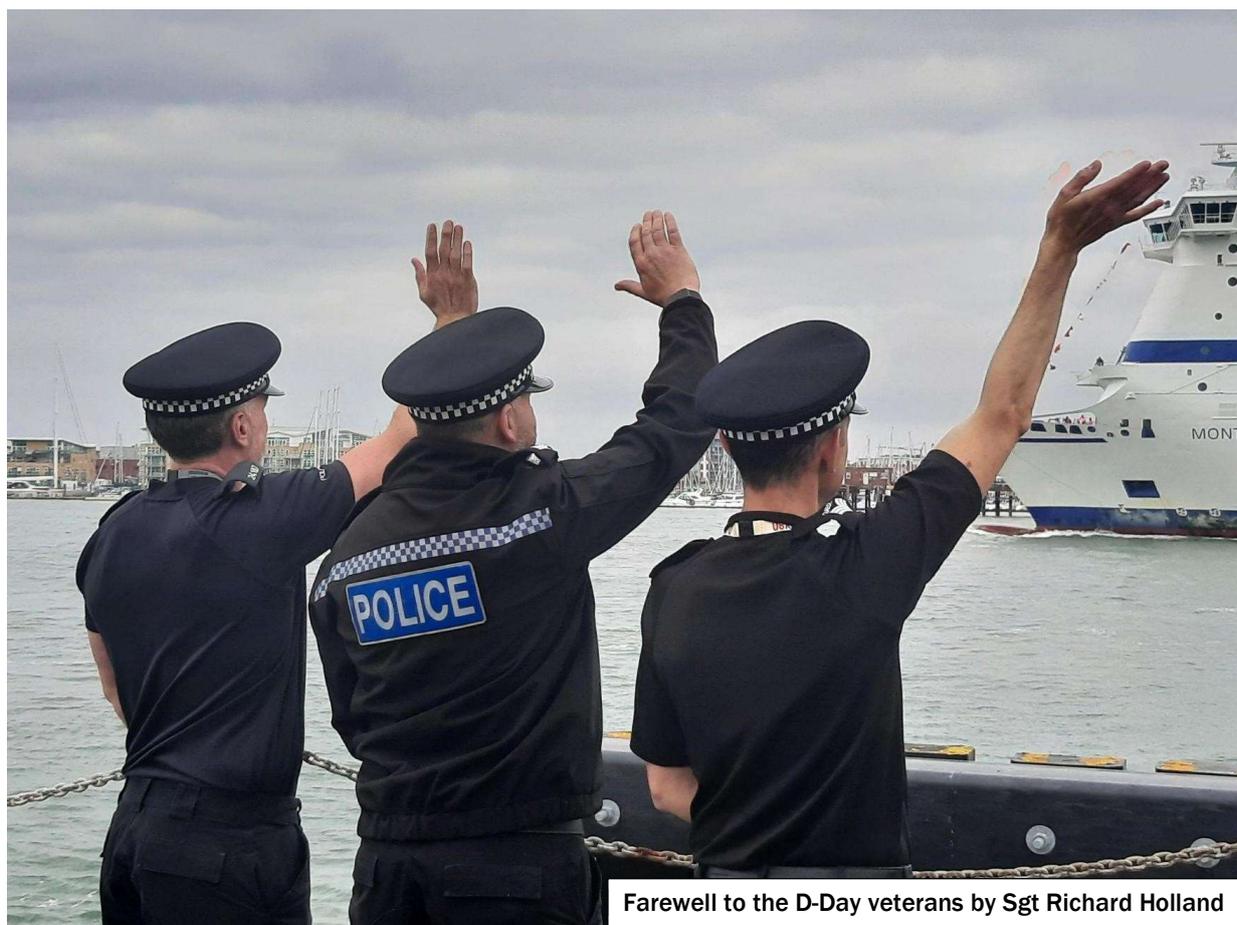
101 Calls	Avg Speed to Answer (hh:mm:ss)	Volumes	Abandoned	% Abandoned
2023/24 YTD	00:08:19	308,518	92,955	30.1%
2024/25 YTD	00:02:26	285,281	29,896	10.5%
Change	-00:05:53	-23,237	-63,059	-19.7% pts

Victim satisfaction has improved in 2024/25 compared to 2023/24, with the three month average reaching 62% at 31 March 2025. However, that is still slightly below the performance expectation level.



The number of officers as at 31 March 2025 was 3,424, surpassing the Home Office target for the year of 3,400 and ensuring that all associated Uplift grant funding was received in the financial year.

Police Officer Numbers	31-Mar-25
Home Office Target	3400
Actual Headcount	3424
Variance	+24



Farewell to the D-Day veterans by Sgt Richard Holland

Financial performance

The Net Revenue Budget for 2024/25 was £463m, of which £45m was directly controlled by the Commissioner. There was an overall underspend against this budget of £12.3m (3%) meaning there was a net expenditure of £442m on policing services for the people of Hampshire and Isle of Wight, for the costs of the Office of the Police and Crime Commissioner, and for commissioning services in accordance with the Police and Crime Plan objectives.

The primary driver of this is the strong performance against budget of investment income due to continuing high interest rates through the financial year. The remaining variance is driven by a range of factors including in-year savings made across ICT including increased cost recoveries, and lower than expected charges across some of our joint working relationships.

The table below shows net contributions to reserves of £7.9m, which is before adding the £12.3m underspend for the year.

Within this sum, £1.4m has been requested to be drawn down in 2025/26 to fund carry forward requests for work which was in progress but not complete at year end.

Taking into account all reserve movements in the course of the year and at the year-end, including usable reserves (held by the Commissioner) which were used in the financing of the capital program, total usable reserves had increased by £16.9m at 31 March 2025.

£'000	Budget	Actual	Variance
Funding in FY 2024/25	(463,444)	(454,772)	8,672
<i>Expenditure owned by Commissioner</i>			
Executive	1,337	753	(584)
Commissioner's Business	1,666	1,447	(219)
Commissioning, CJ & partnerships	4,186	4,483	297
Estates	24,282	22,535	(1,747)
Capital Financing	5,158	3,854	(1,304)
Interest on investments	(2,000)	(7,268)	(5,268)
Contributions to reserves	10,362	7,924	(2,438)
Total expenditure owned by Commissioner	44,992	33,729	(11,262)
<i>Expenditure owned by Constabulary</i>			
Employees	352,869	365,182	12,313
Indirect employee costs	6,045	9,996	3,951
Premises	1,244	2,973	1,729
Transport	7,911	9,898	1,987
Supplies & services	23,544	30,969	7,425
Third party payments & Support services	78,728	103,542	24,814
Total expenditure owned by Constabulary	470,341	522,559	52,218
<i>Income earned by Constabulary</i>			
Fees & Charges	(10,988)	(4,056)	6,932
Grants & Contributions	(40,901)	(109,803)	(68,902)
Total income earned by Constabulary	(51,889)	(113,859)	(61,970)
Net expenditure owned by Constabulary	418,453	408,700	(9,753)
Total net expenditure in year by group	463,444	442,429	(21,015)
Outturn	0	(12,343)	(12,343)

The Comprehensive Income and Expenditure Statement is presented in a format that complies with the Code of Practice and shows the net cost of providing services in accordance with generally accepted accounting practices. These costs include charges for the pension scheme and other adjustments.

This is a different basis to the way the revenue budget is produced – for the purpose of setting the council tax precept each year certain charges, such as depreciation and impairment charges on assets, the accrual of retirement benefits, should not be borne by the general fund. The budget, which is reported to the Commissioner and Chief Constable throughout the year exclude such charges and accounting adjustments and are used to monitor the financial performance, as well as informing the setting of the precept for the following year.

The budget provides for the cost of financing capital expenditure, revenue contributions and actual in year employer's contributions to the pension fund instead of the charges for the pension scheme and depreciation.

The following table contains an analysis of the income and expenditure incurred by the Group in the format of the management accounting figures and reconciled to the figures reported in the Comprehensive Income & Expenditure Statement prepared in accordance with the CIPFA Code. There was a deficit of £119m on the provision of services for 2024/25 in the statutory financial statements compared to the £12.3m underspend position reported in the budget which reflects the different basis on which the Statement of Accounts is prepared.

£'000	Per Outturn	Adjustments between accounting & funding basis	Adjustments for other items to match CIES	Per CIES
<i>Expenditure owned by Commissioner</i>				
Executive	753			753
Commissioner's Business	1,447			1,447
Commissioning, CJ & partnerships	4,483			4,483
Estates	22,535	29,810	(2,334)	50,011
Capital Financing	3,854		(3,854)	0
Interest on investments	(7,268)		7,268	0
Contributions to reserves	7,924		(7,924)	0
Total expenditure owned by Commissioner	33,729	29,810	(6,844)	56,694
<i>Expenditure owned by Constabulary</i>				
Employees	365,182	(17,126)		348,056
Indirect employee costs	9,996			9,996
Premises	2,973			2,973
Transport	9,898			9,898
Supplies & services	30,969		(5,129)	25,840
Third party payments & Support services	103,542		(200)	103,342
Total expenditure on Policing Services	522,559	(17,126)	(5,329)	500,104
<i>Income earned by Constabulary</i>				
Fees & Charges	(4,056)			(4,056)
Grants & Contributions	(109,803)		5,287	(104,516)
Total income on Policing Services	(113,859)		5,287	(108,572)
<i>Other items not allocated to cost of services</i>				
Past pension costs		2,249		2,249
ACRO				
Total other items not allocated to services		2,249		2,249
Net expenditure owned by Group	442,429	14,933	(6,886)	450,476
Other income & expenditure		120,751	(452,228)	(331,478)
(Surplus)/deficit on provision of services	442,429	135,683	(459,114)	118,999

Capital Expenditure

Capital expenditure is incurred on the acquisition and enhancement of the Commissioner's assets which have a life of more than one year.

The PCC approved a Capital Programme of £24m for 2024/25 and of this there was actual expenditure of £8m. The capital expenditure was funded by capital receipts and revenue contributions and no internal or external borrowing was required to fund the capital programme in 2024/25.

A summary of expenditure against the approved capital programme, and the financing thereof, is set out in the following table:

£'000	2024/25	2023/24
Expenditure:		
Land and buildings	2,573	4,429
Vehicles (including boats) and Plant	5,411	5,004
Total expenditure	7,983	9,433
Funded by:		
Capital Receipts	2,067	879
Revenue Contributions	5,917	8,554
Total Funding	7,983	9,433

Treasury Management

The Capital and Investment Strategy and Treasury Management Strategy are both approved annually by the Police and Crime Commissioner and published on the website. These documents contain a more detailed explanation of the economic outlook and the agreed prudential indicators. The authorised limit for external debt was £87.5m for 2024/25. There has been no further borrowing accumulated in the year end debt (£19m) and this did not exceed the Capital Financing Requirement related to loans of £48.4m at 31 March 2025.

In accordance with the borrowing strategy for 2024/25, the Commissioner finances capital expenditure incurred during the year through the use of capital grant, capital receipts and earmarked reserves and did not take out any new long-term loans. At the year end the Commissioner had a total of £19m of outstanding PWLB loans at actual interest rates ranging between 3.85% and 6.0% and a weighted average overall rate of 4.30% (all debt outstanding is legacy debt which pre-dates the establishment of PCCs).

In addition, the PCC is internally borrowed in the sum of £29.4m.

The Commissioner has an investment portfolio consisting of reserves and short-term cash flows (including on-call cash investments). The PCC continues to invest according to a low risk, high quality lending list as outlined in the Investment Strategy for 2025/26.

Cash balances reached an average of £137m during the year, and interest and dividends of £6.9m was generated from treasury management activity, which was an increase compared with the £5.6m achieved in 2023/24, although the average yield decreased from 5.3% to 4.9%. At 31 March 2025 the investment holding stood at £96m.

The Bank of England's Monetary Policy Committee (MPC) cut the official Bank Rate to 4.5% at its February 2025 meeting, following three previous 0.25% cuts from the peak at 5.25%. Forecasts indicate that the Bank of England's MPC will continue reducing rates through 2025, following a further 0.25% cut in May 2025 although the effect from the Autumn Budget on economic growth and inflation has reduced expectations on the pace of rate cuts.

Material assets acquired or liabilities incurred

There were no material assets acquired or liabilities incurred during the year.

Unusual charges or credits within the accounts

There were no unusual charges or credits in the accounting period.

Significant provisions or contingencies

The Constabulary is required to accrue for any annual leave, flexitime and time off in lieu which had been earned but not taken at 31 March each year. The amount accrued at 31 March 2025 was £6.1m (£5.6m as at 31 March 2024).

Reserves

The requirement for reserves is covered in sections 32 and 43 of the Local Government Finance Act 1992, which require billing and precepting authorities in England and Wales to have regard to the level of reserves needed for meeting estimated future expenditure when calculating the budget requirement. Earmarked reserves remain legally part of the general fund but are accounted for separately.

All reserves are held by the Commissioner with two exceptions; the accumulated absences account and the pensions reserve. Both of these reserves are unusable (i.e. not cash-backed). The balance on the accumulated absences account at 31 March 2025 was £6.1m (£5.6m at 31 March 2024) and the balance on the pensions reserve was £2.379m (£2,769m at 31 March 2024).

Usable reserves were £171.9m at 31 March 2025, split as follows:

£'000	2024/25	2023/24
General Fund	15,600	24,200
Earmarked reserves	146,600	123,600
Usable by Police and Crime Commissioner	162,200	147,800
ACRO reserves	9,700	7,100
Total usable reserves	171,900	154,900

It is important to note that of these usable reserves, £9.7m belongs to the ACRO Criminal Records Office and associated activities, partly as a surety (£3.3m) but mainly to support its on-going activity (£6.4m); these reserves are not available for use by the PCC.

Earmarked reserves are held in support of a range of specific issues, and further detail on each earmarked reserve and the sums held are set out in Note 20 to the accounts.

The medium-term financial strategy approved by the Commissioner as part of the 2025/26 budget setting process shows how reserves will be used to support investment over the medium-term.

Pensions

The Commissioner's net pension liability is included in the Statement of Financial Position in accordance with accounting standards including an estimate of the impact of the McCloud judgement that concluded the transitional provisions introduced to the reformed judges and firefighters pension schemes in 2015 gave rise to unlawful age discrimination.

The Government's application to appeal the decision was denied by the Supreme Court on 27 June 2019. Consequently, the Government has stated its intention to engage fully with the Employment Tribunal to agree how the discrimination will be remedied for all the main public service pension schemes, including Police. The actuary has modelled the assumed remedy with reference to developments in the Employment Tribunals of other public service schemes.

Overall, the net pension liability has decreased by £390m from £2,769m at 31 March 2024 to £2,379m at 31 March 2025. The Local Government scheme returned a surplus position for the year of £101m which is subject to an asset ceiling cap leaving a net surplus of £15m. The remaining liability of £2,394m is attributable to the Police Pension Scheme. The Commissioner's assessed share of the value of the plan assets of the Local Government Superannuation scheme showed an increase of £11.9m while the assessed present value of the Commissioner's liabilities on all pension schemes decreased by £450m.

The large negative pension reserve created when applying IAS-19 is mainly due to the police pension scheme being an unfunded scheme i.e. with no fund assets to offset future liabilities when existing police officers have all retired. The difference between pension fund outgoings and incomings is met by top-up grant from the Home Office. Therefore, the statutory arrangements for funding the liability mean that the Commissioner's and the Group's financial position remains sound.

Although the Commissioner is responsible for all assets and liabilities, pension liabilities are disclosed in the Chief Constable's Statement of Financial Position, as the majority of staff are employed by the Constabulary. While a small number of staff work directly for the Commissioner, the proportionate share of pension liabilities would not be material and so these are included in the total liability both in this Statement of Accounts and the Group Statement of Financial Position, as the Commissioner has ultimate responsibility for them.

Financial issues and risks

Strategic risk registers are maintained by both the Commissioner and the Chief Constable on separate risk registers and are reported to each meeting of the Joint Audit Committee. Papers for the Joint Audit Committee can be accessed at www.hampshire-pcc.gov.uk/transparency/scrutiny/joint-audit-committee.

Future prospects

The revenue and capital budget for 2025/26 and Medium-Term Financial Strategy (MTFS) were approved by the Police and Crime Commissioner in February 2025 and published on the Commissioner's website.

The budget includes a precept rise of £14 on a Band D property, below the referendum limit set by Government, and taking into account the public consultation and views of the Police and Crime Panel. A fully balanced budget of £495m was set for 2025/26, however, the MTFS shows the position for 2026/27 and 2027/28 is that, all other things being equal, further savings would be required in those years to balance the budget.

The capital programme for 2025/26 includes £15.8m of planned expenditure - of this amount £10.8m relates to new estate and £5m relates to replacement vehicles. This is funded entirely from revenue contributions.

£'000	2025/26	2024/25
Funding:		
Government Grant	(292,880)	(274,064)
Council Tax Precept	(200,747)	(187,900)
Collection Fund Surplus	(1,864)	(1,480)
Total Funding	(495,491)	(463,444)
Expenditure:		
Police and Crime Commissioner controlled budget	51,699	44,992
Chief Constable budget	443,792	418,452
Net expenditure	495,491	463,444

The United Kingdom continues to experience slower interest rate cuts and high inflation with modestly weaker economic growth over the medium term. The new government, following the general election in 2024, is embedding its Autumn Budget, but together with the impact from President Trump's second term in office, there continues to be an internationally and domestic uncertain political climate. The war in Ukraine and the Middle East have continued to impact on the supply of some raw materials, goods and services, further driving inflation.

Across the country, the negative impact of inflation on the finances of organisations, both public and private, has been well documented. In the public sector the significant pressures experienced have led to many organisations raising concerns as to their financial stability and sustainability, and a number of Local Authorities have issued Section 114 notices, with others mooted to be close to requiring Section 114 notices to be issued.

However it is important to note that whilst policing has been impacted by inflation, the financial impact thus far has been absorbed within the budget and financial planning by the PCC and Constabulary, who have delivered a combined year end underspend for the 2024/25 financial year.

Nevertheless, as part of the assessment of the 2025/26 budget and the MTFs through until 2028/29, the CFO has considered a whole range of issues which could impact on financial sustainability, and these are detailed in the Section 25 report (appendix I to the 2025/26 Budget report available at www.hampshire-pcc.gov.uk).

For the position beyond 2025/26, the MTFs has been based on prudent funding assumptions. These show budget shortfalls across the 3 years post 2025/26. It is likely that efficiencies and/or savings will be necessary in future years to balance the budget but this position will be reviewed as the assumptions which underpin the MTFs become clearer.

The Commissioner has healthy usable reserves (excluding ACRO balances) of £162m, including a Grant Equalisation Reserve and a Council Tax Reserve, which can be used to support the budget position in the short to medium-term should it become clear that ongoing savings are required to deliver a balanced budget, and such savings will take a period of time to deliver beyond the budget year in question.

The CFO is content that, based on this review of financial sustainability and the conclusions set out in the PCC's Section 25 report, there are no concerns as to the financial sustainability of the Constabulary. The financial position and the impact on financial sustainability is kept under ongoing view.



Statement of Responsibilities

The Police and Crime Commissioner's Responsibilities

The Police and Crime Commissioner is required to:

- Make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In this organisation, that officer is the Chief Finance Officer;
- Manage the organisation's affairs to secure economic, efficient, and effective use of resources and safeguard its assets;
- Approve the Statement of Accounts.

The Chief Finance Officer's Responsibilities

The Chief Finance Officer is responsible for the preparation of the Chief Constable's Statement of Accounts in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code). In preparing this Statement of Accounts, the Chief 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 on Local Authority Accounting;
- kept proper accounting records which were up-to-date; and
- taken reasonable steps for the prevention and detection of fraud and other irregularities.

Approval of the Accounts by the Police and Crime Commissioner

In accordance with the Accounts and Audit Regulations 2015, I certify that the Statement of Accounts was approved by me on 23 February 2026.

Dona Jones.

Date: 23 February 2026

The Chief Finance Officer's Statement

I certify that the Statement of Accounts for 2024/25 give a true and fair view of the financial position of the Commissioner and the group at 31 March 2025 and its income and expenditure for the year then ended on 31 March 2025.

R. Rankin

Date: 23 February 2026

Annual Governance Statement

1. Scope of Responsibility

The Police and Crime Commissioner is responsible for ensuring that:

- Business is conducted in accordance with the law and to proper standards.
- Public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.
- It secures continues improvements in the way in which its functions are exercised, having regard to a combination of efficiency, effectiveness and economy.
- There is a sound system of internal control which facilitates the effective exercise of the Commissioner's functions and which include arrangements for the management of risk

This statement explains how the Commissioner has complied with its Code of Corporate Governance and meets with the requirements of the Accounts and Audit (England) Regulations in relation to the publication of an Annual Governance Statement.

The vast majority of funding for policing is received from Government Grant and Council Tax and there were no reductions to those amounts in 2024/25. There is no significant reliance on other income.

There were no significant changes required from a governance perspective. The Joint Audit Committee is the only meeting in public convened by the PCC and these are conducted on-line and in person as part of a hybrid approach.

Video conferencing technology has now become integrated into business practice and this has been utilised to complement in person meetings where appropriate, and thus ensure formal decisions have continued to be made.

2. The Purpose of Corporate Governance

The governance framework comprises the systems, processes, cultures and values by which the Office of the Police and Crime Commissioner is directed and controlled and its activities through which it accounts to, engages with and leads the community. It enables the Commissioner to monitor the achievements of the Police and Crime Plan and to consider whether those objectives have led to the delivery of appropriate, cost effective services.

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

Liaison has taken place with the Joint Audit Committee and Constabulary to identify, report and mitigate risks. A new approach for presenting risk was introduced in 2023/24.

The governance framework has been in place for the year ending 31 March 2025 and up to the date of approval of the statement of accounts.

The Police and Crime Commissioner has approved and adopted a Scheme of Corporate Governance, which is consistent with the principles of the CIPFA/SOLACE Framework 'Delivering Good Governance in Local Government'. Agendas and minutes of the Joint Audit Committee are published on the Police and Crime Commissioner's website.

The CIPFA/SOLACE framework identifies seven principles of good governance, the first two principles underpin the whole CIPFA/SOLACE 2016 framework and are implicit in the remaining five principles:

1. Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.
2. Ensuring openness and comprehensive stakeholder engagement.
3. Defining outcomes in terms of sustainable economic, social and environmental benefits.
4. Determining the interventions necessary to optimise the achievement of the intended outcomes.
5. Developing the entity's capacity, including the capability of its leadership and the individuals within it.
6. Managing risks and performance through robust internal control and strong public financial management.
7. Implementing good practices in transparency, reporting and audit to deliver effective accountability.

3. Core Principles of Good Governance

3.1 *Behaving with Integrity, demonstrating strong commitment to ethical values, and respecting the rule of law*

The Office of the Police and Crime Commissioner operates in an open and transparent way and the Commissioner sets the tone for the organisation by creating a climate and culture of openness, support, and respect. This is reinforced through the organisational values that have been developed through staff engagement sessions at all levels.

The Commissioner is committed to the highest ethical standards and has adopted a governance framework to re-enforce this philosophy as well as procedures to investigate any issues should the need arise. The framework, policies and procedures are set out in the Police and Crime Commissioner's Scheme of Corporate Governance which demonstrates a comprehensive commitment on the part of the Police and Crime Commissioner to integrity, ethical values and the rule of law.

The key governance legal powers and responsibilities within the Office of the Police and Crime Commissioner are set out in legislation and statutory guidance (especially the Police Reform and Social Responsibility Act 2011, Policing Protocol Order 2011, Revised Financial Management Code of Practice 2018 and Strategic Policing Requirement 2015), the Scheme of Consent and Delegation, Financial Regulations and Contract Standing Orders.

These are referenced in the Scheme of Corporate Governance and are reviewed to ensure they translate into delivery. The Scheme of Delegation is one such example that is under review.

A new Chief Executive was appointed in January 2024 to replace the previous Chief Executive. The Executive executes the responsibilities in the PRSRA. A new Head of Governance, Risk and Compliance position is introduced at no additional cost to support them in their role as Monitoring Officer.

3.2 Ensuring openness and comprehensive stakeholder engagement.

The Police and Crime Commissioner is required by law to produce a Police and Crime Plan. The Plan sets out the Police and Crime Commissioner's Vision, Priorities and Mission, the clear strategic aims of which are communicated on the Police and Crime Commissioner's website and through various communications. This provides an operating model for business planning. Following the re-election of the PCC in May 2024, a new Police and Crime Plan was published in October 2024. Updates on delivering the Plan are provided to the Police and Crime Panel.

An implementation plan has been established and is managed through programme and project management to ensure every element of the Police and Crime Plan is tracked, monitored and delivered.

Risks and issues are managed through project leads within the Office of the Police and Crime Commissioner and escalated through Senior Responsible Owners (SRO's) to executive-level governance within the Police and Crime Plan Delivery Board. This ensures programme and project risk factors are considered, recorded and, where required, addressed.

The implementation plan also captures and discharges the associated PCC's statutory responsibilities within the Police Reform and Social Responsibility Act 2011 (oversight & scrutiny – 'holding to account' arrangements). This enables delivery of the Police and Crime Plan and ensures alignment with the strategic direction of the Office of the PCC.

The Police and Crime Commissioner has a clear governance framework for corporate decision making. The Police and Crime Commissioner's decisions have clear guidance and protocols on decision making and templates for decision reports. All decisions are published, albeit that consideration is given to redacting some elements where this is necessary and proportionate.

Public consultation to inform decision making is undertaken where warranted. Targeted consultation takes place for specific decisions such as the public consultation on the council tax precept, and Police and Crime Plan priorities. The Police and Crime Commissioner attends both formal public meetings and community events to inform and consult the public.

The Police and Crime Commissioner is scrutinised by the Police and Crime Panel which consists of members from local authorities and independent members who also consult their local communities and offer feedback to the Police and Crime Commissioner.

Other consultation is undertaken such as via the Joint Audit Committee and specific focus groups facilitated by the Police and Crime Commissioner's staff. This was demonstrated in the public survey and consultation for the precept and budget review. Public views and comments were captured for crimes and incidents that are of most concern to residents and businesses within Hampshire and the Isle of Wight. This is used as supporting evidence for the PCC's approach and decision making for future activity.

Openness is directly linked to accessibility and, in response to a Government Digital Service report, significant work was undertaken in improving access to our public digital content and compliance with the Accessibility Regulations 2018. This is under constant review.

3.3 Defining outcomes in terms of sustainable economic, social and environmental benefits

The strategic aims set out in the Police and Crime Plan underpin the Commissioner's overarching ambitions for delivering positive economic, social and environmental outcomes under the purpose of ensuring Safer Communities for Hampshire and the Isle of Wight. Delivery of the Plan is monitored internally within the Office of the Police and Crime Commissioner and also through the scrutinising function of the Police and Crime Panel. Ultimately, the Police and Crime Commissioner is held to account by the electorate. The Police and Crime Commissioner has an Estates Strategy in place. Economic sustainability and social and environmental benefits are at the forefront of that work.

3.4 Determining the interventions necessary to optimise the achievement of the intended outcomes.

Clear guidance and protocols exist for decision making and the involvement of the Monitoring Officer and Chief Financial Officer ensures that decisions are made after relevant options have been weighed and associated risks assessed from a legal and financial perspective. Details of the guidance and protocols are set out in the Scheme of Corporate Governance.

The budget setting process is well established and the budget is set by the Police and Crime Commissioner after proposals on the council tax precept are developed with the Constabulary and consulted upon with the public and scrutinised in public by the Police and Crime Panel. The budget is set in the context of achieving the Police and Crime Plan. Consultation for the precept and budget review took place, and crimes and incidents that are of most concern to residents and businesses within Hampshire and the Isle of Wight were captured and formed part of the Police and Crime Panel scrutiny.

The medium term financial strategy, capital programme and reserves strategy is updated each year together with relevant resource forecasts and takes full account of the changing regulatory, environmental, demographic and economic factors that impact on the financial environment in which the Commissioner operates.

Risks associated with the achievement of intended outcomes are detailed in Risk Registers held at strategic corporate, portfolio and project level. These evaluate the effectiveness of existing control measures as well as identifying proposed mitigation.

A review of these arrangements has led to a further strengthening of this approach by the appointment of an operational risk officer due to start in Q1 2025/26.

Police and Crime Plan risks and issues are tracked, monitored and controlled through the project leads within the Office of the Police and Crime Commissioner. Where appropriate, these are escalated through SRO's to executive-level governance through the Police and Crime Plan Delivery Board. This ensures programme and project risk factors are considered, recorded and, where required, addressed.

3.5 *Developing the entity's capacity including the capability of its leadership and the individuals within it*

The Commissioner places a significant value on the capability of leadership. Each individual has regular 1:1 meetings with their line manager and an annual Personal & Development Review (PDR). Supportive leadership in the office promotes performance and talent management linked to organisational values and objectives.

The Chief Executive regularly reviews the structure of the workforce against the needs of the service in the context of its capacity and capability requirements. This then informs a range of strategies, for example; recruitment, retention and people development, in order to provide effective leadership and deploy appropriate resources to meet the needs of services.

As part of assessing overall capacity, and linked to ensuring clear accountabilities and managing strategic risk, the Commissioner (working alongside the Constabulary) has reviewed the existing shared service arrangements in place with Hampshire County Council and Hampshire and Isle of Wight Fire and Rescue Service.

The review has concluded that there would be a benefit to bringing back in house some non-transactional elements whilst retaining the current transactional services within the partnership. Finance and Recruitment transferred in October 2023. Facilities Management and HR transferred on 2nd April 2024. Procurement, Occupational Health and Wellbeing transferred back in February 2025. There are plans to transfer Recruitment Onboarding, which includes the recruitment system, in 2026. The transactional services relating to payroll, payments to suppliers and debtors remain within the Shared Services arrangement.

3.6 *Managing risks and performance through robust internal control and strong public financial management*

The Police and Crime Commissioner operates a robust Risk Management Strategy with reports into the Joint Audit Committee. The Joint Audit Committee has provided guidance and advice for the enhancement of the risk management arrangements which, as previously commented on, has led to a wider framework review. As previously mentioned this is being further strengthened through a dedicated operational post that will provide greater insight to support decision making.

Risks jointly held with TVP through collaborations are reviewed and monitored by the PCC and Chief Constable at the Joint Collaboration Governance Board, and are also reviewed at the Deputy Chief Constable Collaboration Board. The Chief Executive is also present at these meetings.

The Internal Audit Plan provides the mechanism through which the Chief Executive, Chief Finance Officer and Police and Crime Commissioner agree, in consultation with the Chief Internal Auditor, the most appropriate use of internal audit resources.

The Internal Audit Plan was developed to operate at a strategic level providing a value added, and proportionate level of assurance aligned to the Police and Crime Commissioner's key risks and objectives. This includes a periodic review of the Police and Crime Commissioner's risk management processes.

The Audit Plan remains fluid to ensure Internal Audit's ability to react to the changing needs of the Police and Crime Commissioner.

The Internal Audit Plan incorporates provision for both proactive and reactive counter fraud and corruption work, which is underpinned by an embedded Counter Fraud & Corruption Strategy and Policy and Anti Bribery Act Policy.

The delivery of the Internal Audit Plan enables the Chief Internal Auditor to provide an annual report providing an opinion on the overall adequacy and effectiveness of the framework of governance, risk management and control which is reported to the Joint Audit Committee and Police and Crime Commissioner.

Annual Internal Audit Conclusion 2024-25

'I am satisfied that sufficient assurance and advisory work has been carried out to allow me to form a conclusion on the adequacy and effectiveness of the internal control environment. In my opinion the framework of governance, risk management and control are 'reasonable', and audit testing has demonstrated controls to be working in practice.

Where weaknesses have been identified through internal audit review, we have worked with management to agree appropriate corrective actions and a timescale for improvement.'

(Chief internal Auditor)

Specifically for IT and Information Management, which is provided in collaboration with and by Thames Valley Police (TVP), the Joint Audit Committee has access to and receives regular audit reports from the TVP Internal Audit team, as well as an annual internal audit opinion on the overall adequacy and effectiveness of the framework of governance, risk management and control. The JAC is also sighted on the proposed annual IT audit plan.

The outcomes and assurance levels provided by TVP on individual audits, together with the annual opinion, are taken into account by the Chief Internal Auditor in providing the opinion on the overall adequacy and effectiveness of the framework of governance, risk management and control.

The Joint Audit Committee is well established and provides independent advice to the Police and Crime Commissioner and Chief Constable. Members of the Joint Audit Committee have no executive responsibility for the management of the organisation, thus ensuring that they are sufficiently independent to scrutinise and challenge matters brought to their attention. The Committee is provided with an allowance and training budget, enabling members to attend internal meetings of both the Constabulary and the OPCC to observe decision-making processes in action.

The Joint Audit Committee has a clear and agreed 'Terms of Reference' providing an effective source of scrutiny, challenge and assurance regarding the arrangements for managing risk and maintaining an effective control environment. The terms will continue to be regularly reviewed to ensure they remain effective.

The Police and Crime Panel publicly hold the Commissioner to account for performance and formally provide a role in scrutinising and commenting upon the Commissioner's precept proposals, including a power to veto the proposed precept.

A key part of the Commissioner's role is to hold the Chief Constable to account for both operational performance and financial management; the Commissioner ensures that this is achieved both in public via the regular Commissioner's Oversight of Policing Services (COPS) meetings, a forum in which the Commissioner publicly holds the Chief Constable to account on particular issues raised by the public. In addition, the Commissioner meets formally with the Chief Constable as the Accountability Board and regularly in private with the Chief Constable to discuss performance.

Thematic scrutiny of the Force is undertaken by the OPCC on the Commissioner's behalf, this scrutiny identifies effective and efficient policing and highlights areas for improvement. This is monitored through dedicated reporting to the Commissioner.

An OPCC Oversight, Performance and Scrutiny (OPS) framework has been developed and built on existing arrangements for holding to account. This includes Policing Protocol 2011 legal responsibilities and is aligned to the Association of Police and Crime Commissioners (APCC) tool kit(s) and good practice.

The risk of cyber-attack continues to grow across the public sector and in UK Policing. This is not just from criminal organisations but also state actors. The Office of the Police and Crime Commissioner's IT platform is provided by and shared with the Constabulary in collaboration with TVP. A Cyber Threat & Response Management Board, chaired by the SIRO, is in place to provide a comprehensive bilateral response to our cyber threat & response position. Ensuring agreed and appropriate solutions and remediation plans are in place and actively progressing, additionally informing the Force(s) and Chief of Staff of strategic outcomes and ensuring learning activities are cascaded to respective departments. Cyber related risks are considered and where appropriate escalated to the strategic risk register.

The Joint Information Management Board, chaired by the SIRO and consisting of all Information Asset Owners, governs information risk. Information security is reviewed and lessons learned from any incidents. Any remedial actions or learning is shared back into the organisation.

The Police and Crime Commissioner has strong financial management arrangements at both the strategic and operational level and consistently obtains unqualified opinions for its annual accounts and value for money assessment. The Section 151 Officer is a member of the Commissioner's Executive Leadership Team and all formal financial decision making has the benefit of the advice and review of the Chief Financial Officer or their representative.

It should be noted that resource difficulties with delivering audits nationally is leading to a position whereby 2022/23 accounts did not receive a full audit, resulting in a disclaimed opinion from the auditor but with no issues of concern raised. A full audit was undertaken for the 2023/24 accounts, with no issues of concern raised again but owing to the disclaimed opinion in 2022/23 a disclaimed opinion has to be issued again while audit reassurance is rebuilt. An unqualified audit opinion for value for money has been reported to the Joint Audit Committee by the auditor for every financial year.

Key financial regulations and financial strategies form an important part of the Corporate Governance Framework together with effective risk based financial and performance reporting.

Financial management in key risk areas across the Commissioner's office focuses on activity and performance management alongside the budget management processes and the financial management framework is appropriately advised and supported by the Finance function.

The PCC chairs the new Sustainability Board that includes representation from the OPCC and Constabulary to set the Sustainability Strategy and ensure that the OPCC and Constabulary have suitable plans in place to improve sustainability and comply with statutory regulations.

3.7 Implementing good practices in transparency reporting and audit to deliver effective accountability

The decision making guidance, protocols and templates referred to in the Scheme of Corporate Governance and the involvement of senior officers, legal officers and finance officers ensures that public reports are written in a clear and accessible way with sufficient information to enable members of the public to formulate informed opinions on the matters for decision. This has been strengthened through the earlier referenced Accessibility Regulations work.

The delivery framework provides a transparent cycle of reporting on core performance metrics. Performance information is published online and is easily accessible to staff, partners and the public.

The 'Internal Audit Charter' is presented annually for review by the Joint Audit Committee. The Charter makes provision that where it is considered necessary to the proper discharge of the internal audit function, the Chief Internal Auditor has direct access to the Joint Audit Committee.

The ongoing work of internal Audit is presented through a quarterly progress report to the Joint Audit Committee providing an overview of service performance; delivery against the plan; and progress made by the organisation in the implementation of management actions agreed to mitigate risks identified through internal audit work.

Representatives of External Audit routinely attend Joint Audit Committee meetings and present all External Audit reports. Any recommendations for corrective action detailed within External Audit reports are highlighted to the Joint Audit Committee who will track through to implementation.

This is achieved through the clear and concise nature of the minutes to each meeting.

The Internal Audit Plan includes provision to review the Police and Crime Commissioner's approach to governance, risk and controls for partnership working. Such reviews are formally reported through the Joint Audit Committee with any significant issues highlighted accordingly.

Where appropriate Internal Audit will gain assurances from third parties to contribute to their overall assurance opinion.

4. Obtain assurances on the effectiveness of key controls

Key controls relating to risks, internal control (including financial management), and governance processes have been identified for review and a new approach for reporting risk has been introduced to better show the progress being made to mitigate a risk and the target outcome.

Internal Audit, as part of its planned review of internal controls regularly evaluates the key controls to determine their adequacy and also carries out tests to confirm the level of compliance. Together the results of each review enable an audit opinion on effectiveness to be provided to management, and any actions for improvement to be agreed.

External sources of assurance include the annual opinion and value for money conclusion by external auditors, and statutory inspections by His Majesty's Inspector of Constabulary and Fire and Rescue Service (HMICFRS). These reports are subject to consideration by senior management and appropriate responses are agreed to any recommendations for improvements. The reports are normally approved in public and published.

In conjunction with specialist Internal Audit support, the Commissioner has also applied the CIPFA Counter Fraud self-assessment tool to identify potential opportunities for enhancement.

The Chief Financial Officer reviewed compliance with the CIPFA Financial Management Code, which was required to be adopted formally from 2021/22. The FM Code is a self-assessment of financial management within an organisation. The CFO documented compliance with the Code and self-assessed the OPCC as being fully compliant with its requirements. Compliance was subsequently reviewed, tested and confirmed through an Internal Audit review, with an audit assurance rating of 'Substantial'.

5. Evaluate assurances and identify gaps in control/assurance

The Police and Crime Commissioner has made adequate arrangements to identify, receive and evaluate reports from the defined internal and external assurance providers to identify weaknesses in controls.

The Police and Crime Commissioner included within the 2024/25 internal audit plan, an audit to review the effectiveness of controls in place designed to mitigate risk(s) in the achievement of the key objectives.

The scope of the audit is to focus on the governance in place for the identification of existing and emerging statutory and general responsibilities. This audit reported that controls are in place for providing oversight of the duties being carried out.

The Police and Crime Commissioner has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control. The review of effectiveness is informed by the work of the officers within the Office of the Police and Crime Commissioner who have responsibility for the development and maintenance of the governance environment, the Chief Internal Auditor's annual report, and by comments made by the external auditors and other review agencies and inspectorates.

In providing the annual report, the Chief Internal Auditor takes account of the reports from the internal and external assurance providers which have also been reported to the Joint Audit Committee. This Annual Governance Statement sets out the Police and Crime Commissioner's arrangements for receiving reports and identifying weaknesses in internal control.

In line with the Internal Audit Charter, the key elements of the corporate governance framework are risk assessed and reviewed periodically by Internal Audit.

6. Action plan to address weaknesses and ensure continuous improvement of the system of corporate governance

The Police and Crime Commissioner was re-elected in May 2024. The new term of office means that a new Police and Crime Plan was published by the PCC. The achievement of the Plan will be monitored by the PCC and reported through the Police and Crime Panel.

The Scheme of Corporate Governance is scheduled for review. The review will cover levels of delegation, consent and responsibilities set out in the Financial Regulations, Contract Standing Orders and Scheme of Delegation and Consent. This document is a statutory requirement under the PRSRA and the fundamental governing document for decision making within the Office of the Police and Crime Commissioner.

The Estates Strategy will require effective planning and co-ordination that will incur significant capital outlay. The authorisation of contracts and expenditure will be managed and aligned with the capital programme and treasury management function to ensure that sufficient capital is available as required.

There is further potential for pressure on partnerships and commissioned services depending on the decisions taken by other local public authorities to withdraw funding in order to remain financially sound. The Office of the Police and Crime Commissioner will liaise with other public authorities and the third sector to seek to identify potential pressures and opportunities for mitigation.

The Office of the Police and Crime Commissioner, along with Hampshire & Isle of Wight Constabulary, has given formal notice to Hampshire County Council that it will depart Shared Services arrangements for the provision of non-transactional services relating to Recruitment Onboarding. Transactional services for Finance and HR will remain in place through the Shared Services Integrated Business Centre.

The terms and conditions for OPCC staff have been updated from April 2025 to be in line with those of the Constabulary. The transition to the new terms and conditions will continue to be monitored.

The PCC has undertaken further scrutiny of the ICT and digital strategy through a programme of work governed through the Collaboration Governance Board. This includes benchmarking of costs.

7. In response to the Action Plan identified in the 2023/24 Annual Governance Statement:

Police and Crime Plan – The Oversight, Performance and Scrutiny (OPS) framework reported to the Police and Crime Panel that the Police and Crime Plan was 100% delivered.

Shared Services – Procurement, and Occupational Health and Wellbeing transferred back in February 2024.

Performance Development Reviews (PDRs) – PDRs are now in place to facilitate the development of staff to reduce the risk of any shortcomings and optimise the delivery from the OPCC through training and development needs.

Specified Information Orders - the review of SIOs was completed and decisions implemented to publish the necessary information on the OPCC website.

Declaration

We have been advised on the implications of the result of the review of the effectiveness of the governance framework by the Joint Audit Committee and that the arrangements continue to be regarded as fit for purpose in accordance with the governance framework. The areas already addressed and those to be specifically addressed with new actions planned are set out in this Statement.

We propose over the coming year to take steps to address the above matters to further enhance our governance arrangements. We are satisfied that these steps will address the need for improvements that were identified in our review of effectiveness and will monitor their implementation and operation as part of our next annual review.



Police and Crime Commissioner
23 February 2026



Chief Finance Officer
23 February 2026



Chief of Staff
23 February 2026

Independent Auditors' Report

INDEPENDENT AUDITOR'S REPORT TO THE POLICE AND CRIME COMMISSIONER FOR HAMPSHIRE & ISLE OF WIGHT AND GROUP

Qualified Opinion

We have audited the financial statements of the Police and Crime Commissioner for Hampshire & Isle of Wight ('the Police and Crime Commissioner') and its subsidiaries (the 'Group') for the year ended 31 March 2025. The financial statements comprise the:

- Police and Crime Commissioner for Hampshire & Isle of Wight and Group Comprehensive Income and Expenditure Statement;
- Police and Crime Commissioner for Hampshire & Isle of Wight and Group Movement in Reserves Statement;
- Police and Crime Commissioner for Hampshire & Isle of Wight and Group Statement of Financial Position;
- Police and Crime Commissioner for Hampshire & Isle of Wight and Group Statement of Cash Flows;
- the related notes 1 to 24 including material accounting policy information
- and include the Police and Crime Commissioner for Hampshire & Isle of Wight Pension Fund Account financial statements comprising the Pension Fund Account, the Net Assets Statement, and the related notes.

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 2024/25.

In our opinion, except for the effects of the matters described in the Basis for qualified opinion section, the financial statements:

- give a true and fair view of the financial position of the Police and Crime Commissioner for Hampshire & Isle of Wight and the Group as at 31 March 2025 and of its expenditure and income for the year then ended;
- have been properly prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2024/25; and
- have been prepared in accordance with the requirements of the Local Audit and Accountability Act 2014 (as amended).

Basis for qualified opinion

The Accounts and Audit (Amendment) Regulations 2024 (Statutory Instrument 2024/907) ("the Regulations") which came into force on 30 September 2024 required the accountability statements for the year ended 31 March 2025 to be approved not later than 27 February 2026 ('the backstop date').

As a result of the disclaimers of opinion on the financial statements for the years ended 31 March 2023 and 31 March 2024, we do not have sufficient appropriate audit evidence over:

- the classification of reserves between useable and unusable including General Fund Reserves, Earmarked Reserves, the Collection Fund Adjustment Account, the Financial Instrument Adjustment Account, and the Capital Adjustment Account. Our inability to audit the classification is a consequence of the disclaimer of opinion on the reserve balances as at 31 March 2023. We have obtained assurance over the in year movements in reserves for the year ended 31 March 2025 and the comparative year.

Our opinion on the current period's financial statements is also modified because of the possible effect of the disclaimers of opinion on the financial statements for the years ended 31 March 2023 and 31 March 2024 on the comparability of the current period's figures and the corresponding figures contained within the Comprehensive Income and Expenditure Statement, Movement in Reserves Statement, Statement of Cash Flows and Police Pension Fund Account.

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 for the audit of the financial statements section of our report. We are independent of the Police and Crime Commissioner and Group 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 the Code of Audit Practice 2024, 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 qualified opinion.

The audits of the financial statements for the years ended 31 March 2023 and 31 March 2024 for the Police and Crime Commissioner for Hampshire & Isle of Wight and Group were not completed for the reasons set out in our disclaimers of opinion on those financial statements dated 9 December 2024 and 26 February 2025 respectively.

Conclusions relating to going concern

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

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 Police and Crime Commissioner and the Group's ability to continue as a going concern for a period to 31 March 2027.

Our responsibilities and the responsibilities of the Chief Finance Officer with respect to going concern are described in the relevant sections of this report. However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the Police and Crime Commissioner and the Group's ability to continue as a going concern.

Other information

The other information comprises the information included in the Statement of Accounts 2024/25, other than the financial statements and our auditor's report thereon. The Chief Finance Officer is responsible for the other information contained within the Statement of Accounts 2024/25.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in this report, we do not express any form of assurance conclusion thereon.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of the other information, we are required to report that fact.

As described in the Basis for qualified opinion section of our report, our audit opinion is qualified due to a lack of sufficient appropriate audit evidence over the classification of certain reserves balances, and comparative values. Information on these elements of the financial statements is included in the Annual Report and accordingly we have concluded that the other information may be materially misstated for the same reason.

Matters on which we report by exception

We report to you if:

- in our opinion the annual governance statement is misleading or inconsistent with other information forthcoming from the audit or our knowledge of the Police and Crime Commissioner and the Group;
- we issue a report in the public interest under section 24 of the Local Audit and Accountability Act 2014 (as amended);
- we make written recommendations to the audited body under Section 24 of the Local Audit and Accountability Act 2014 (as amended);
- we make an application to the court for a declaration that an item of account is contrary to law under Section 28 of the Local Audit and Accountability Act 2014 (as amended);
- we issue an advisory notice under Section 29 of the Local Audit and Accountability Act 2014 (as amended);

- we make an application for judicial review under Section 31 of the Local Audit and Accountability Act 2014 (as amended); or
- we are not satisfied that the Police and Crime Commissioner and the Group have made proper arrangements for securing economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2025.

We have nothing to report in these respects.

Responsibility of the Chief Finance Officer

As explained more fully in the Statement of the Chief Finance Officer's Responsibilities set out on page 22, the Chief Finance Officer is responsible for the preparation of the Statement of Accounts, which includes the Police and Crime Commissioner and Group financial statements and the Police pension fund 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 2024/25, for being satisfied that they give a true and fair view and for such internal control as the Chief Finance Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Finance Officer is responsible for assessing the Police and Crime Commissioner's and the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Police and Crime Commissioner and the Group either intends to cease operations, or have no realistic alternative but to do so. The Police and Crime Commissioner and the Group are responsible for putting in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources, to ensure proper stewardship and governance, and to review regularly the adequacy and effectiveness of these arrangements.

Auditor's responsibilities for the 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.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect irregularities, including fraud.

The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the Police and Crime Commissioner and the Group and determined that the most significant are:

- Local Government Act 1972,
- Local Government Finance Act 1988 (as amended by the Local Government Finance Act 1992),
- Local Government Act 2003,
- The Local Authorities (Capital Finance and Accounting) (England) Regulations 2003 as amended in 2018, 2020, and 2022,
- The Local Government Finance Act 2012, The Local Audit and Accountability Act 2014 (as amended)
- The Accounts and Audit Regulations 2015,
- The Police Reform and Social Responsibility Act 2011,
- Anti-social behaviour, Police and Crime Act 2014,
- Police Pensions scheme regulations 1987,
- Police Pensions regulations 2006; and
- Police Pensions regulations 2015.

In addition, the Police and Crime Commissioner and the Group have to comply with laws and regulations in the areas of anti-bribery and corruption, data protection, employment Legislation, tax Legislation, general power of competence, procurement and health & safety.

We understood how the Police and Crime Commissioner and Group are complying with those frameworks by understanding the incentive, opportunities and motives for non-compliance, including inquiring of Management, Head of Internal Audit and those charged with governance and obtaining and reading documentation relating to the procedures in place to identify, evaluate and comply with laws and regulations, and whether they are aware of instances of non-compliance. We corroborated this through our reading of the Group and the Police and Crime Commissioner's committee minutes, through enquiry of employees to confirm the Police and Crime Commissioner and the Group policies, and through the inspection of other information. Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Our procedures had a focus on compliance with the accounting framework through obtaining sufficient audit evidence in line with the level of risk identified and with relevant legislation.

We assessed the susceptibility of the Police and Crime Commissioner's and the Group's financial statements to material misstatement, including how fraud might occur by understanding the potential incentives and pressures for management to

manipulate the financial statements, and performed procedures to understand the areas in which this would most likely arise. Based on our risk assessment procedures, we identified risk of fraud in revenue and expenditure recognition through inappropriate capitalisation of revenue expenditure and management override of controls to be our fraud risks.

To address our fraud risk of inappropriate capitalisation of revenue expenditure we tested the Police and Crime Commissioner's and the Group's capitalised expenditure to ensure the capitalisation criteria were properly met and the expenditure was genuine.

To address our fraud risk of management override of controls, we tested specific journal entries identified by applying risk criteria to the entire population of journals. For each journal selected, we tested specific transactions back to source documentation to confirm that the journals were authorised and accounted for appropriately. We also considered whether management bias was present in key accounting estimates and judgements in the financial statements, and undertook procedures to identify significant unusual transactions outside the normal course of business. A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Scope of the review of arrangements for securing economy, efficiency and effectiveness in the use of resources

We have undertaken our review in accordance with the Code of Audit Practice 2024, having regard to the guidance on the specified reporting criteria issued by the Comptroller and Auditor General in November 2024, as to whether the Police and Crime Commissioner and the Group had proper arrangements for financial sustainability, governance and improving economy, efficiency and effectiveness. The Comptroller and Auditor General determined these criteria as those necessary for us to consider under the Code of Audit Practice in satisfying ourselves whether the Police and Crime Commissioner and the Group put in place proper arrangements for securing economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2025.

We planned our work in accordance with the Code of Audit Practice. Based on our risk assessment, we undertook such work as we considered necessary to form a view on whether the Police and Crime Commissioner and Group had put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources.

We are required under Section 20(1)(c) of the Local Audit and Accountability Act 2014 (as amended) to satisfy ourselves that the Police and Crime Commissioner and Group have made proper arrangements for securing economy, efficiency and effectiveness in its use of resources.

We are not required to consider, nor have we considered, whether all aspects of the Authority's arrangements for securing economy, efficiency and effectiveness in its use of resources are operating effectively.

Delay in Certificate

We cannot formally conclude the audit and issue an audit certificate until the NAO, as group auditor, has confirmed that no further assurances will be required from us as component auditors of the Police and Crime Commissioner for Hampshire & Isle of Wight and Group. Until we have completed these procedures, we are unable to certify that we have completed the audit of the accounts in accordance with the requirements of the Local Audit and Accountability Act 2014 (as amended) and the Code of Audit Practice issued by the National Audit Office.

Use of our report

This report is made solely to the Police and Crime Commissioner for Hampshire & Isle of Wight and the Group, as a body, in accordance with Part 5 of the Local Audit and Accountability Act 2014 (as amended) and for no other purpose, as set out in paragraph 85 of the Statement of Responsibilities of Auditors and Audited Bodies published by Public Sector Audit Appointments Limited. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Police and Crime Commissioner for Hampshire & Isle of Wight and the Group, as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Brittain (Key Audit Partner)
Ernst & Young LLP (Local Auditor)
Reading
25 February 2026

Comprehensive Income & Expenditure Statement

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

GROUP £'000	Notes	YE 31 March 2025			YE 31 March 2024		
		Gross exp.	Income	Net exp.	Gross exp.	Income	Net exp.
Cost of Services							
Operational policing		475,794	(81,136)	394,657	410,277	(75,807)	334,470
Commissioner – Executive		753	0	753	863	0	863
Commissioner – Business		1,468	(20)	1,447	1,398	(2)	1,396
Estates		50,319	(308)	50,011	31,022	(272)	30,750
Commissioning CJ & partnerships		12,197	(7,714)	4,483	11,924	(7,990)	3,933
Other items not allocated to services		26,559	(27,435)	(876)	41,193	(20,970)	20,223
Cost of policing service	5	567,090	(116,614)	450,476	496,677	(105,042)	391,635
Other income & expenditure							
Other operating income & expenditure	7	58,243	(58,243)	0	55,583	(55,583)	0
Financing and investment income & expenditure	7	132,973	(7,433)	125,540	130,359	(6,594)	123,765
Taxation and non-specific grants	6	0	(457,017)	(457,017)	0	(428,830)	(428,830)
Total other income & expenditure		191,216	(522,693)	(331,478)	185,942	(491,007)	(305,065)
(Surplus)/deficit on provision of services				118,999			86,570
Other comprehensive income & expenditure							
(Surplus)/deficit on revaluation of PPE				33,390			(11,297)
Income in relation to donated assets recognised on transition to IFRS 16				(1,492)			0
Re-measurement of the defined benefit pension liability				(505,367)			(140,873)
Total comprehensive income & expenditure				(354,470)			(65,600)

POLICE & CRIME COMMISSIONER £'000	Notes	YE 31 March 2025			YE 31 March 2024		
		Gross exp.	Income	Net exp.	Gross exp.	Income	Net exp.
Cost of Services							
Commissioner – Executive		753	0	753	863	0	863
Commissioner – Business		1,468	(20)	1,447	1,398	(2)	1,396
Estates		50,319	(308)	50,011	31,022	(272)	30,750
Commissioning CJ & partnerships		12,197	(7,714)	4,483	11,924	(7,990)	3,933
Cost of policing service	5	64,737	(8,042)	56,695	45,207	(8,264)	36,943
Other income & expenditure							
Other operating income & expenditure	7	58,243	(58,243)	0	55,583	(55,583)	0
Financing and investment income & expenditure	7	2,464	(7,433)	(4,969)	1,590	(6,594)	(5,004)
Taxation and non-specific grants		0	(457,017)	(457,017)	0	(428,830)	(428,830)
Total other income & expenditure		60,707	(522,693)	(461,987)	57,173	(491,007)	(433,834)
Intra-group funding				408,658			384,990
(Surplus)/deficit on provision of services				3,367			(11,902)
Other comprehensive income & expenditure							
(Surplus)/deficit on revaluation of PPE				33,390			(11,297)
Income in relation to donated assets recognised on transition to IFRS 16				(1,492)			0
Total comprehensive income & expenditure				35,265			(23,199)

Movement in Reserves Statement

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

The 'Total Comprehensive Income and Expenditure' line shows the true economic cost of providing the Policing services, more details of which are shown in the Comprehensive Income and Expenditure Statement. This is different from the statutory amounts required to be charged to the General Fund Balance for council tax (precept) setting.

GROUP £'000	Notes	Usable reserves	Unusable reserves	Total reserves
Balance at 01 April 2023		(146,291)	2,622,452	2,476,161
Movements during 2023/24				
(Surplus)/deficit on provision of services	CIES	86,570	0	86,570
Other comprehensive income & expenditure	CIES	0	(152,170)	(152,170)
Total comprehensive income & expenditure		86,570	(152,170)	(65,600)
Adjustments between accounting basis and funding basis under regulations	4	(95,357)	95,357	0
Transfer of reserves to other police authority		178	0	178
Increase in year		(8,609)	(56,813)	(65,422)
Balance at 31 March 2024		(154,900)	2,565,639	2,410,739
Opening balance adjustment on transition to IFRS 16		0	(1,492)	(1,492)
Movements during 2024/25				
(Surplus)/deficit on provision of services	CIES	118,999	0	118,999
Other comprehensive income & expenditure	CIES	0	(471,977)	(471,977)
Total comprehensive income & expenditure		118,999	(471,977)	(352,978)
Adjustments between accounting basis and funding basis under regulations	4	(135,683)	135,683	0
Transfer of reserves to/(from) other police authority		(277)	0	(277)
Increase in year		(16,962)	(336,294)	(353,255)
Balance at 31 March 2025	19/20	(171,862)	2,227,854	2,055,992

POLICE AND CRIME COMMISSIONER £'000	Notes	Usable reserves	Unusable reserves	Total reserves
Balance at 01 April 2023		(146,291)	(195,002)	(341,293)
Movements during 2023/24				
(Surplus)/deficit on provision of services	CIES	(11,902)	0	(11,902)
Other comprehensive income & expenditure	CIES	0	(11,297)	(11,297)
Total comprehensive income & expenditure		(11,902)	(11,297)	(23,199)
Adjustments between accounting basis and funding basis under regulations	4	3,114	(3,114)	0
Transfer of reserves to other police authority		178	0	178
Increase in year		(8,609)	(14,411)	(23,021)
Balance at 31 March 2024		(154,900)	(209,414)	(364,314)
Opening balance adjustment on transition to IFRS 16		0	(1,492)	(1,492)
Movements during 2024/25				
(Surplus)/deficit on provision of services	CIES	3,367	0	3,367
Other comprehensive income & expenditure	CIES	0	33,390	33,390
Total comprehensive income & expenditure		3,367	33,390	36,757
Adjustments between accounting basis and funding basis under regulations	4	(20,051)	20,051	0
Transfer of reserves to/(from) other police authority		(277)	0	(277)
(Increase)/decrease in year		(16,962)	53,441	36,480
Balance at 31 March 2025	19	(171,862)	(157,464)	(327,834)

Statement of Financial Position

The Statement of Financial Position shows the value of assets and liabilities recognised by the Commissioner and Group at the end of the financial year.

Reserves are reported in two categories: Usable reserves are reserves used to provide services, subject to maintaining a prudent level of reserves and any statutory limitations on their use and Unusable reserves includes reserves that hold unrealised gains and losses where amounts would only become available if the assets are sold; and reserves that hold timing differences shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'.

GROUP £'000	Notes	31 March 2025	31 March 2024
Property, Plant and equipment	11	234,754	257,060
Investment property		75	43
Non-current investments	14	9,725	23,165
Non-current debtors		103	13,119
Net asset related to pension schemes	18	15,084	11,248
Non-current Assets		259,741	304,635
Current investments	14	85,964	41,107
Assets held for sale		912	452
Inventories		1,412	821
Current debtors	15	55,060	64,595
Cash and cash equivalents	17	33,315	30,151
Current Assets		176,663	137,126
Current borrowing	14	(77)	(429)
Grants received in advance	6	0	(19)
Other current liabilities	13	(1,775)	(812)
Provisions		(334)	(334)
Current creditors	16	(46,208)	(50,960)
Current Liabilities		(48,394)	(52,554)
Non-current borrowing	14	(19,000)	(19,000)
Other non-current liabilities	13	(30,725)	(210)
Net liability related to pension schemes	18	(2,394,279)	(2,780,737)
Non-current Liabilities		(2,444,004)	(2,799,947)
Net Liabilities		(2,055,992)	(2,410,739)
Financed by:			
Usable reserves	20	(171,862)	(154,900)
Unusable reserves	19	2,227,854	2,565,639
Total reserves		2,055,992	2,410,739

The unaudited accounts were issued on 28 May 2025 and the audited accounts were authorized for issue on 23 February 2026.



Chief Finance Officer

POLICE AND CRIME COMMISSIONER £'000	Notes	31 March 2025	31 March 2024
Property, Plant and equipment	11	234,754	257,060
Investment property		75	43
Non-current investments	14	9,725	23,165
Non-current debtors		103	13,119
Non-current Assets		244,657	293,387
Current investments	14	85,964	41,107
Assets held for sale		912	452
Inventories		1,412	821
Current debtors	15	55,060	64,595
Cash and cash equivalents	17	33,315	30,151
Current Assets		176,663	137,126
Current borrowing	14	(77)	(429)
Grants received in advance	6	0	(19)
Other current liabilities	16	(1,775)	(812)
Provisions		(334)	(334)
Current creditors	16	(40,085)	(45,396)
Current Liabilities		(42,271)	(46,990)
Non-current borrowing	14	(19,000)	(19,000)
Other non-current liabilities	16	(30,725)	(210)
Non-current Liabilities		(49,725)	(19,210)
Net Assets		329,326	364,314
Financed by:			
Usable reserves	20	(171,862)	(154,900)
Unusable reserves	19	(157,464)	(209,414)
Total reserves		(329,326)	(364,314)

The unaudited accounts were issued on 28 May 2025 and the audited accounts were authorized for issue on 23 February 2026.



Chief Finance Officer

Statement of Cash Flows

The Statement of Cash Flows shows non cash movements in pension interest costs and expected return on pension assets. The statement shows how the Group generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities.

GROUP £'000	Notes	2024/25	2023/24
Net deficit on the provision of services	CIES	118,999	86,570
Adjustments to net deficit on the provision of services for non-cash movements	23	(195,129)	(92,433)
Adjustments to net deficit on the provision of services for investing or financing activities	23	37,765	879
Net cash flows from operating activities		(38,365)	(4,984)
Net cash flows from investing activities	23	31,355	37,133
Net cash flows from financing activities	23	3,846	11,242
Net movement in cash & cash equivalents		(3,164)	43,391
Cash & cash equivalents at the beginning of the reporting period		(30,151)	(73,542)
Cash & cash equivalents at the end of the reporting period	17	(33,315)	(30,151)

POLICE AND CRIME COMMISSIONER £'000	Notes	2024/25	2023/24
Net surplus on the provision of services	CIES	3,367	(11,902)
Adjustments to net surplus on the provision of services for non-cash movements	23	(79,497)	6,039
Adjustments to net surplus on the provision of services for investing or financing activities	23	37,765	879
Net cash flows from operating activities		(38,365)	(4,984)
Net cash flows from investing activities	23	31,355	37,133
Net cash flows from financing activities	23	3,846	11,242
Net movement in cash & cash equivalents		(3,164)	43,391
Cash & cash equivalents at the beginning of the reporting period		(30,151)	(73,542)
Cash & cash equivalents at the end of the reporting period	17	(33,315)	(30,151)

Notes to the Accounts

Note 1: Summary of material accounting policies

General principles and basis of preparation

These financial statements have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom (the Code), issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) 2024/25 and the Accounts and Audit [England] Regulations 2015.

The accounting policies apply EU adopted International Financial Reporting Standards (IFRS) as amended by International Public Sector Reporting Standards (IPSAS) for the public sector. The Accounts have been prepared on a going concern basis using an historic cost convention, modified to account for the revaluation of the long term asset and the pension liabilities.

Going Concern

Local authorities cannot be created or dissolved without statutory prescription, therefore within CIPFA's Accounting Code of Practice there is a presumption that the Commissioner's accounts will be prepared on a going concern basis for as long as police services will continue to operate. Notwithstanding the statutory basis for going concern, the Chief Financial Officer has separately assessed the underlying financial sustainability of the organisation and this is outlined below.

The Authority regularly reviews and updates its Medium-Term Financial Strategy, incorporating known factors that will have a positive or negative impact upon its financial strategy and making realistic assumptions to allow for the inevitable risk and uncertainty that accompanies any financial forecast. This is underpinned by the Authority's well established reserves policy and approach to identifying and delivering required savings from the budget, with regular monitoring through monthly financial resilience reporting. The medium-term strategy and current assumptions on funding, priorities and pressures informs the annual budget setting process, with outcomes monitored throughout each financial year taking a risk based approach with the escalation of issues as appropriate.

Investment balances and cash flow are managed at a Group level through the Police and Crime Commissioner. Reserves balances ensure that Treasury Management activity can be conducted to make sure sufficient cash is available to meet operational obligations whilst also taking a longer-term view to investments where appropriate, enabling greater returns to be made in support of the revenue budget, whilst also adhering to the CIPFA Treasury Management Code in prioritising the security of investment balances.

The Authority's financial forecast for 2025/26 has been reviewed alongside assumptions for 2026/27 and a prudent profile of cashflows to support the Chief Financial Officer in assessing and confirming the Authority's financial sustainability to March 2027.

The reserves balance coupled with the anticipated timing of cash flows and the liquidity profile of its investments means that that the Authority can meet its operational obligations over the period, with the option to sell longer-term investments and make use of its borrowing headroom as a short-term solution to any unforeseen liquidity pressures, although this would have an impact on the longer-term financial sustainability of the Authority.

Basis of consolidation

The group consolidated financial statements include the financial statements of the Commissioner and the Chief Constable made up to 31 March. All intra-group transactions, balances, income and expenses are eliminated on consolidation.

Income and expenditure recognition

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

- Government grants and third party contributions are recognised as income at the date that the Commissioner satisfies the conditions of entitlement to the grant or contribution. Grants and contributions which have outstanding conditions are carried in the Statement of Financial Position as creditors (receipts in advance). When conditions are satisfied, or where there are no conditions attached to the grant or contribution and there is reasonable assurance that the monies will be received and that the expenditure for which the grant has been given has been or will be incurred, the income is credited to the Comprehensive Income and Expenditure Statement.
- Revenue from the sale of goods is recognised when the significant risks and rewards of ownership is transferred to the purchaser and it is probable that economic benefits or service potential associated with the transaction will flow to the Commissioner.
- Revenue from the provision of services is recognised when the percentage of completion of the transaction can be reliably measured and it is probable that economic benefits or service potential associated with the transaction will flow to the Commissioner.
- Supplies are recorded as expenditure when they are consumed.
- Expenses relating to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows fixed or determined by the contract.
- Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.
- Short term compensated absences - these are periods during which an employee does not provide services to the employer, but employee benefits continue to be earned (such as periods of annual leave and rest days). Short term accumulated absences are recognised in the Group Comprehensive Income and Expenditure Statement in the period in which officers or police staff render the service which entitles them to the benefit, not necessarily when they enjoy the benefit.

- Debtors and creditors are recorded in the Balance Sheet at their fair value, which in both categories of financial instrument is the actual invoiced amount. No estimation techniques are used. Where a debtor or creditor (and its corresponding income or expenditure) is over £10,000 and is received or paid after the year end but relates to the financial period being reported, it will be accrued. Items below £10,000 are not material in the scale of the overall income and expenditure and may be excluded, although where there are specific terms and conditions (such as relating to a grant) they may still be accrued.

Property, Plant and Equipment

Property, plant and equipment assets are initially stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs. They are subsequently carried on the following basis:

Operational Land and Buildings – current value, determined as the amount that would be paid for the asset in its existing use. Where there is no market-based evidence of fair value because of the specialist nature of an asset, depreciated replacement cost (DRC) is used as an estimate of fair value.

Surplus Land and Buildings – at fair value in highest and best use, the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date

Vehicles, Plant and Equipment – measured at depreciated historical cost (as this is not materially different from the current value).

Assets under construction – historic cost (not subject to depreciation until operational);

Assets included at fair value or current value (i.e. land and buildings) are re-valued where there have been material changes in the value, or a change in use, and as a minimum every five years. For the year ended 31 March 2025, the freehold and leasehold properties of the Commissioner's property portfolio have been valued by qualified Surveyors from Wilkes Head Eve and the valuations were carried out in accordance with the methodologies and bases of estimation set out in the professional standards of the Royal Institute of Chartered Surveyors.

Surplus properties have been valued within level 2 of the fair value hierarchy. The fair value for the properties within level 2 is based on the market approach using current market conditions and recent sales prices and other relevant information for similar assets in the local authority area. Market conditions are such that similar properties are actively purchased and sold and the level of observable inputs are significant.

Increases in valuations are matched by credits to the Asset Revaluation Reserve to recognise unrealised gains.

Exceptionally, gains might be credited to the relevant service area within the Comprehensive Income and Expenditure Statement where they arise from the reversal of an impairment loss previously charged to the service area.

The Asset Revaluation Reserve only contains revaluation gains recognised since 1 April 2007, the date of its formal implementation. Gains arising before that date form part of the Capital Adjustment Account.

Depreciation - defined as the measure of the wearing out, consumption, or other reduction in the useful economic life of a fixed asset. Depreciation is charged on all assets, with the exception of land where no depreciation is charged. Depreciation is charged to the relevant revenue service area within the Comprehensive Income and Expenditure Statement. However, depreciation charges are not permitted by statutory arrangements to have an impact on the General Fund Balance and therefore all depreciation charges are reversed out of the General Fund Balance (in the Movement in Reserves Statement) and are transferred to the Capital Adjustment Account.

Where it is charged, depreciation is calculated on the following basis:-

- Property, plant and equipment assets (PP&E), with the exception of vehicles, are depreciated on a straight line basis over the useful life of the property. The useful lives of land and buildings are advised by a qualified valuer on an asset by asset basis. New buildings are valued at the point of completion and the asset life for accounting purposes assessed at that time. Buildings have a half year depreciation in the year of acquisition and sale.
- Vehicles are depreciated on a straight line basis over the useful life of the asset less an estimated residual value which is excluded from this calculation. Useful lives of vehicles are advised by the Force's Transport Department for each individual vehicle. Vehicles are typically given an asset life of between 3 and 5 years, although this represents the extent of their useful life for operational purposes and the residual value represents an estimate of their economic value at the anticipated point of disposal. Where a vehicle has reached the end of its expected life but the vehicle is retained, the residual value is revised and this forms the depreciation charge for the year. Vehicles have a full year of depreciation in the year of purchase but are not depreciated in the year of sale.
- Revaluation gains are also depreciated, with an amount equal to the depreciation between current value depreciation charged on assets and the depreciation which would have been chargeable based on their historical cost being transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

Impairment – a decrease in value (due to either physical impairment or market prices) is either charged to the Asset Revaluation Reserve (to the extent that it has any balance relating to the specific asset) or to the relevant service area within the Comprehensive Income and Expenditure Statement.

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

However, revaluation losses and subsequent reversals are not permitted by statutory arrangements to impact on the General Fund Balance and therefore any gains or losses are reversed out of the General Fund Balance (in the Movement in Reserves Statement) and are transferred to the Capital Adjustment Account.

Subsequent additions and major components

If an item of Property, Plant and Equipment (PP&E) comprises two or more significant components with substantially different useful lives, then each component is treated separately for depreciation purposes – i.e. as if each component were a separate in its own right and depreciated over its individual useful life.

In accordance with the Code, the carrying amount of a replaced or restored component is de-recognised with the carrying amount of the new component being recognised. This accounting treatment applies regardless of whether the replaced part had been depreciated separately. Where it is not possible to determine the carrying amount of the replaced part, the cost of the new part is used as an indication of the cost of the replaced part at the time it was acquired or constructed.

For the purposes of componentisation, the Commissioner has applied a de minimis limit for each individual component of £500,000 and 20% of the overall asset cost. Thus, component assets that are part of a larger asset which has a value of at least £2.5m and the estimated cost of the component is at least £500,000 and 20% of the cost of the larger asset will be recorded and depreciated separately if that component has a materially different useful life and/or method of depreciation to the main asset. Items below these limits are not considered to be material.

Repairs and maintenance

Costs are expensed as they are incurred.

Assets in the course of construction

Assets in the course of construction are stated at cost. These assets are not depreciated until they are available for use and are reviewed for impairment at each reporting date.

Derecognition

When a material PPE asset is to be disposed of, and meets all of the criteria of an asset held for sale, it is reclassified as Assets Held for Sale. If the carrying amount at the time of reclassification is higher than the fair value less costs to sell the asset, then the asset held for sale will be impaired. This impairment is charged to other costs in the Comprehensive Income and Expenditure Statement. Assets that are being abandoned or scrapped are written out without being reclassified.

When the asset is disposed of, or decommissioned, the carrying value of the asset is written out to the Other Operating Income and Expenditure line within the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. The written-off value of disposals is not a charge against council tax, as the cost of fixed assets is fully provided for under separate arrangements for capital financing.

Amounts are appropriated to the Capital Adjustment Account from the General Fund Balance in the Movement in Reserves Statement. Any revaluation gains accumulated for the asset in the Asset Revaluation Reserve are written out to the Capital Adjustment Account by way of a transfer between the accounts.

Amounts received in excess of £10,000 are categorised as capital receipts and are credited to the other operating expenditure line within the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. They are then appropriated to the Capital Receipts Reserve from the General Fund Balance within the Movement in Reserves Statement and then can only be used for new capital investment or set aside to reduce the County Council's underlying need to borrow (the capital financing requirement).

Leased Assets

Leased assets are classified as right-of-use assets and held as Property, Plant and Equipment, where the terms of the lease transfer substantially all the risks and rewards incidental to ownership from the lessor to the lessee and the Police and Crime Commissioner has the right to direct the use of the asset throughout the period of use.

The right-of-use asset is recognised on the Statement of Financial Position, at the commencement of the lease, at the initial measurement of the lease liability and includes any initial direct costs incurred, net of any incentives received.

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

Lease payments are apportioned between:

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

At the lease commencement date, the lease liability is measured as the present value of the lease payments unpaid at that date, discounted using the Police and Crime Commissioner's incremental borrowing rates.

Where a right-of-use asset is acquired at a peppercorn or for nominal lease payments or for nil consideration, its cost is measured using its current value at the date of transition or commencement date, whichever is later. The gain is recognised in the Comprehensive Income and Expenditure Statement and in accordance with statutory provisions, is transferred to the Capital Adjustment Account.

Subsequently, the liability is remeasured to reflect any reassessment or modifications, such as changes in fixed payments. Where the lease liability is remeasured, this will also be reflected in the right-of-use asset.

Right-of-use assets recognised under IFRS 16 are accounted for using the Property, Plant and Equipment policies described above and subject to depreciation being charged over the lease term if this is shorter than the asset's estimated useful life.

The Police and Crime Commissioner has elected to account for short-term leases and leases of low-value assets using the practical expedients, and as such these are recognised as an expense in the Comprehensive Income and Expenditure Statement on a straight-line basis over the lease term, even if this does not match the pattern of payments (e.g. there is a rent-free period at the commencement of the lease).

On the Statement of Financial Position, right-of-use assets have been included in Property, Plant and Equipment and lease liabilities have been included in other current liabilities and other non-current liabilities.

Inventories

Stock accounts are maintained for uniforms, vehicle spares, fuel, computer consumables and computer equipment and these are valued at latest buying price. This is a departure from IAS 2, but these inventory items are, on the whole, fast moving and interchangeable; any differences between cost, net realisable value or latest buying price are not material to the accounts.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term highly liquid instruments (maturities of three months or less) and bank overdrafts. Bank overdrafts, when applicable, are shown within borrowings in current liabilities.

Trading Account

The Commissioner has one trading account in respect of venue hire for functions at the Training and Support Headquarters. The income and expenditure is included within the net cost of services and any net surplus or deficit is credited or debited to an earmarked reserve at the year end. Turnover in the year ended 31 March 2025 was nil and no separate disclosure is made.

Financial Instruments

Financial assets

Basic financial assets, including trade and other receivables, cash and bank balances and investments in commercial paper, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost. At each reporting date, using reasonable and supportable forward looking information that is available without undue cost or effort, an authority shall assess whether the risk of default occurring over the life of the financial instrument has increased significantly since it was initially recognised. The basis of this assessment determines the ECL that is then charged to the 'Financing and investment income & expenditure' section of the CIES.

Other financial assets, including investments in equity instruments are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value are recognised in Comprehensive Income and Expenditure Statement.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party.

Financial liabilities

All financial liabilities are classified as subsequently measured at amortised cost. This means they are initially measured at fair value before subsequently being measured at amortised cost. The amount presented in the Balance Sheet is therefore the outstanding principal repayable (plus accrued interest);

Annual charges to the Financing and Investment Income and Expenditure line in the CIES for interest payable are based on the carrying amount of the liability, multiplied by the effective interest rate for the instrument. The amount payable each year therefore matches to the loan agreement.

Employee benefits

Termination benefits are amounts payable as a result of a decision to terminate a member of staff's employment before their normal retirement date or their decision to accept voluntary redundancy. These are recognised in the Comprehensive Income & Expenditure Statement at the earlier of when the organisation can no longer withdraw the offer of those benefits or when the organisation recognises the costs for a restructuring.

A small number of staff work directly for the Commissioner on delivering their activities, however on the grounds that any proportionate share of the pension income, expenditure and assets/liabilities would not be material to the accounts, all of the annual adjustments are contained in the Chief Constable's accounts.

The Chief Constable participates in four post-employment schemes:

- The Local Government Pension Scheme (LGPS) for Police staff, administered by Hampshire County Council. This is a funded defined benefit final salary scheme, meaning that the Chief Constable and employees pay contributions into a fund, calculated at a level intended to balance the pension liabilities with investment assets. The liability or asset recognised in the Statement of Financial Position in respect of the plan is the present value of the defined benefit obligation at the reporting date, less the fair value of plan assets at the reporting date out of which obligations are to be settled. The carrying value of any resulting pension scheme asset is restricted to the extent that the authority is able to recover the surplus through reduced contributions in future;
- Arrangements for the award of discretionary post-retirement benefits upon early retirement in respect of members of the LGPS. Liabilities are recognised when an award is made and the Chief Constable recognises gains and losses in full, immediately through Other Comprehensive Income and Expenditure. Note that the employer's liabilities under these arrangements are not material and the relevant transactions and liabilities are included with the overall LGPS funded scheme;
- The Police Pension Schemes for police officers. These are unfunded defined benefit final salary schemes, meaning that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet actual pensions payments as they eventually fall due.

- Under the Police Pension Fund Regulations 2007, if the amount receivable by the pensions fund for the year is less than amount paid out, the Commissioner must annually transfer an amount required to meet the deficit to the pension fund. Subject to parliamentary approval, up to 100% of this cost is met by a central government pension top-up grant. If however the pension fund is in surplus for the year, the surplus is required to be transferred from the pension fund to the Commissioner to then be paid over to central government.
- The Commissioner is also liable for payment of initial and ongoing costs in respect of officers who receive injury pension. Injury awards are funded by the employer in their entirety and are not part of the pension fund account.

Value Added Tax (VAT)

The Commissioner submits a single VAT return on behalf of the Group. The Comprehensive Income & Expenditure Statement excludes any amounts relating to VAT as all VAT is remitted to/from the HM Revenue & Customs.

Provisions and contingencies

Provisions

Provisions are recognised when the Commissioner has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation, and the amount of the obligation can be estimated reliably. They are measured at the present value of the expenditure expected to be required to settle the obligation.

Contingencies

The Commissioner recognises material contingent liabilities as either:

- Possible obligations that arise from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the organisation, or
- Present obligations that arise from past events but are not recognised because;
 - a) it is not probable that outflows of resources embodying economic benefits or service potential will be required to settle the obligations, or
 - b) the amount of the obligations cannot be measured with sufficient reliability.

A material contingent liability is not recognised within the accounts as an item of expenditure. It is, however, disclosed in a note unless the possibility of a transfer of economic benefits or service potential in settlement is remote (in which case no action is needed).

The Chief Constable may also recognise contingent assets as 'a possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the organisation'.

Events after the reporting period

When an event occurs after the reporting date which provides evidence of conditions that existed at the reporting date an adjusting event occurs and the amounts recognised in the Statement of Accounts will be adjusted to take into account any values that reflect the adjusting event. Where an event occurs after the reporting date that is indicative of conditions that arose after the date, the amounts recognised in the Statement of Accounts are not adjusted but disclosed as a separate note to the Accounts.

Events after the reporting date are reflected up to the date when the Statement of Accounts is authorised for issue.

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

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

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

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

Note 2: Accounting standards that have been issued, but not yet adopted

There are no accounting standards which have not yet been adopted to the Code which will apply to the Commissioner in 2024/25.

Note 3: Critical accounting judgements and estimation uncertainty

The preparation of the financial statements requires the Commissioner to make judgements, estimates and assumptions that affect the application of policies and reporting amounts of assets and liabilities, income and expenditure.

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The estimates and assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised.

Critical Judgements in applying accounting policies

In these accounts, we continue to take note that the Commissioner, and the Constabulary, are classed as a local authority, allowing them to benefit from the statutory overrides contained in the Accounts and Audit Regulations 2015;

Surplus Properties

All surplus properties have been reviewed and revalued in accordance with the IFRS 13 *Fair Value Measurement*. None of these properties have been determined as being held for investment purposes;

Extension options for leases

When the entity has the option to extend a lease, management uses its judgement to determine whether or not an option would be reasonably certain to be exercised. Management considers all facts and circumstances including their past practice and any cost that will be incurred to change the asset if an option to extend is not taken, to help them determine the lease term. In the year ended 31 March 2025, there are no such potential lease payments excluded from the lease liabilities.

Commissioner's Interests

An assessment of the Commissioner's interests in companies and other entities has been carried out in accordance with the Code of Practice to determine whether any group accounting relationships exist. This review sought to determine whether there was any control over another entity as possibly demonstrated through ownership, such as shareholding in an entity or representation on an entity's board of directors.

The Commissioner is involved in joint working relationships with a number of other police forces, Hampshire County Council and the Hampshire Fire and Rescue Service in the provision of operational police activity or, with the latter two bodies, support services. None of these working arrangements and collaborations are deemed to require the inclusion of such in the group accounts.

Rather, the relevant transactions equating to the Commissioner's own expenditure in the partnership were included as appropriate. Further information is disclosed in note 21.

Key estimates and assumptions

Material estimates and assumptions are made in the following cases:

- The Commissioner requests valuations of owned property on a 5 year rolling programme, unless events indicate that a valuation is required ahead of the next planned valuation. Valuations for 2024/25 have been undertaken by qualified valuers from Wilks Head and Eve LLP in accordance with the Royal Institute of Chartered Surveyors (RICS) professional standards using recognised measurement techniques. In 2024/25 all of the owned property has been included in the valuation programme. However, because valuations cannot be determined with complete certainty, actual results could be different from the assumptions and estimates. A 1% change in the value of property would result in an increase / decrease of £1.9m. This does not impact the usable reserves available to the Authority.
- Property assets are depreciated over useful lives that are dependent on assumptions about the level of repairs and maintenance that will be incurred in relation to individual assets. If the useful life of assets is reduced, depreciation increases and the carrying amount of the asset falls.

- Vehicle and plant assets are depreciated over useful lives that are dependent on assumptions about the level of repairs and maintenance that will be incurred in relation to individual assets. The nature of the authority is that for example some equipment, e.g. vehicles can be driven in extreme conditions, which could result in increased impairments or reduced useful economic lives, however, historically this has not been the case. If the useful life of assets is reduced, depreciation increases and the carrying amount of the asset falls.
- Contingent liabilities e.g. the settlement of insurance and other claims against the Constabulary are assessed by the Force Solicitor based on the number of known claims. These claims take some time to be settled but if they were to be settled all in the same year, insurance cover is in place to meet the costs of aggregate claims over a certain level; below this level existing budgets or, exceptionally, the insurance reserve will cover the shortfall. It is considered extremely unlikely that all outstanding claims will be found against the Chief Constable and would, additionally, be settled in the same year.
- Estimation of net liability to pay pensions depends upon a number of complex judgements in relation to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. The Chief Constable receives annual forecasts and regular reviews of all of its assets and liabilities from an independent actuary to ensure that the accounts contain realistic estimates of the overall impact of these pensions' liabilities. The LGPS scheme was last valued in 2023 and the Police Scheme was valued in 2024.
- The Commissioner uses the incremental borrowing rates as published by Public Works Loan Board as the discount rate to calculate the present value of the lease payments due to the lessor which represents the liability on the Statement of Financial Position. The rates used correspond to the lease term, as at the date of transition, 1 April 2024 or at the lease commencement date if subsequent to transition as this is the rate that the Commissioner would to pay for a loan of a similar term to obtain an asset of similar value to the right-of-use asset.

Note 4: Expenditure & Funding Analysis

The Expenditure and Funding Analysis (EFA) shows how annual expenditure is used and funded from resources (principally government grants and council tax precept) by the Commissioner and Group in comparison with those resources consumed or earned in accordance with generally accepted accounting practices.

It also shows how this expenditure is allocated for decision making purposes between the authority's services. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

GROUP	YE 31 March 2025			YE 31 March 2024		
	Net exp. charged to Funds	Adjustment between accounting & funding basis	Net exp. in CIES	Net exp. charged to Funds	Adjustment between accounting & funding basis	Net exp. in CIES
£'000						
Cost of Services						
Operational policing	411,783	(17,126)	394,657	378,940	(44,470)	334,470
Commissioner – Executive	753	0	753	863	0	863
Commissioner – Business	1,447	0	1,447	1,396	0	1,396
Estates	20,201	29,810	50,011	22,866	7,884	30,750
Commissioning CJ & Partnerships	4,483	0	4,483	3,933	0	3,933
Other items not allocated to services	(3,125)	2,249	(876)	6,050	14,173	20,223
Cost of policing service	435,544	14,933	450,476	414,049	(22,413)	391,635
Total other income & expenditure	(452,228)	120,751	(331,478)	(422,836)	117,771	(305,065)
(Surplus)/deficit on provision of services	(16,685)	135,683	118,999	(8,787)	95,357	86,570
Transfer of reserves to/(from) other police authority	(277)			178		
Opening balance on General Fund at 01 April	(154,900)			(146,291)		
Closing balance on General Fund at 31 March	(171,862)			(154,900)		

POLICE AND CRIME COMMISSIONER	YE 31 March 2025			YE 31 March 2024		
	Net exp. charged to Funds	Adjustment between accounting & funding basis	Net exp. in CIES	Net exp. charged to Funds	Adjustment between accounting & funding basis	Net exp. in CIES
£'000						
Cost of Services						
Commissioner – Executive	753	0	753	863	0	863
Commissioner – Business	1,447	0	1,447	1,396	0	1,396
Estates	20,201	29,810	50,011	22,866	7,884	30,750
Commissioning CJ & Partnerships	4,483	0	4,483	3,933	0	3,933
Cost of policing service	26,885	29,810	56,695	29,059	7,884	36,943
Total other income & expenditure	(452,228)	(9,758)	(461,987)	(422,836)	(10,998)	(433,834)
(Surplus)/deficit on provision of services before funding	(425,343)	20,051	(405,292)	(393,777)	(3,114)	(396,891)
Intra-group funding	408,658			384,990		
(Surplus)/deficit on provision of services	(16,685)			(8,787)		
Transfer of reserves to/(from) other police authority	(277)			178		
Opening balance on General Fund at 01 April	(154,900)			(146,291)		
Closing balance on General Fund at 31 March	(171,862)			(154,900)		

The following tables show detailed analysis of the adjustments made between the amounts charged to the General Fund (funding basis) and the amounts reported in the Statement of Comprehensive Income (accounting basis).

GROUP	YE 31 March 2025			
	Pension adj. (a)	Capital adj. (b)	Other adj. (c)	Total adj.
£'000				
Cost of Services				
Operational policing	(17,685)	0	559	(17,126)
Estates	0	29,810	0	29,810
Other items not allocated to services	2,249	0	0	2,249
Cost of policing service	(15,436)	29,810	559	14,933
Other income & expenditure	130,509	(10,119)	361	120,751
Difference between surplus/deficit on funding or accounting basis	115,073	19,690	920	135,683

GROUP £'000	YE 31 March 2024			
	Pension adj. (a)	Capital adj. (b)	Other adj. (c)	Total adj.
Cost of Services				
Operational policing	(44,895)	0	425	(44,470)
Estates	0	7,884	0	7,884
Other items not allocated to services	14,173	0	0	14,173
Cost of policing service	(30,722)	7,884	425	(22,413)
Other income & expenditure	128,769	(10,816)	(182)	117,771
Difference between surplus/deficit on funding or accounting basis	98,047	(2,932)	243	95,357

a) Net change for the pensions adjustments:

GROUP £'000	31 March 2025	31 March 2024
Current service cost	39,686	42,923
Past service cost	2,249	14,173
Interest of net pension liability	130,509	128,769
Total transferred to pension reserve	172,444	185,865
Employers contributions payable to pension fund transferred from pension reserve	(57,371)	(87,818)
Total adjustment	115,073	98,047

b) Adjustments for capital purposes

GROUP £'000	31 March 2025	31 March 2024
Charges to services for depreciation and impairment	9,034	7,692
Revaluation losses on property	21,353	376
Service revenue expenditure funded from capital under statute	0	35
Current value of assets disposed	1,243	1,058
Statutory minimum revenue provision for capital financing	(3,378)	(2,462)
Movement in value of current liabilities relating to finance leases	(577)	(219)
Revenue contributions to capital	(5,917)	(8,554)
Total transferred to capital adjustment account	21,757	(2,073)
Transfer asset sale proceeds to capital receipts reserve	(2,067)	(859)
Total adjustment	19,690	(2,932)

c) Other adjustments

GROUP £'000	31 March 2025	31 March 2024
Difference in accrued holiday benefits and those taken, transferred to accumulated absences reserve	559	425
Movement in fair value of financial instruments, take to Financial Instruments adjustment account	(131)	274
Difference in accrued council tax income and that by statute to be paid over by billing authorities, transferred to Collection Fund adjustment account	492	(456)
Total adjustment	920	243

Note 5: Analysis of surplus or deficit on the provision of service

The Cost of Services includes the following items of income and expenditure:

GROUP £'000	Notes	2024/25	2023/24
Employee benefit expenses	a)	365,298	314,967
Other service expenses	b)	171,982	173,826
Depreciation and impairment	c)	29,810	7,884
Total expenditure		567,090	496,677
Grants, contributions and reimbursements	e)	(80,926)	(76,712)
Fees, charges and other service income	d)	(35,687)	(28,329)
Total income		(116,614)	(105,042)
Net cost of services		450,476	391,635

POLICE AND CRIME COMMISSIONER £'000	Notes	2024/25	2023/24
Employee benefit expenses	a)	4,998	3,301
Other service expenses	b)	29,930	34,022
Depreciation and impairment	c)	29,810	7,884
Total expenditure		64,737	45,207
Grants, contributions and reimbursements	e)	(7,783)	(8,027)
Fees, charges and other service income	d)	(260)	(237)
Total income		(8,042)	(8,264)
Net cost of services		56,695	36,943

- a) Employee benefit expenses include pay, employer national insurance contributions, employer pension contributions and other employee benefits. Accounting adjustments are then made under IAS19 so that the expenditure in the CIES reflects the current service cost of the benefit granted in the period, rather than the payments made.
- b) Other service expenses include costs relating to premises, transport, supplies and services. An accounting adjustment is made so that the charge to the CIES also includes revenue expenditure charged to capital under statute (REFCUS).
- c) Depreciation and impairment charges are made to the CIES to reflect the use of fixed assets during the period. These are not chargeable to the general fund.

d)

GROUP £'000	2024/25	2023/24
Operational policing services	(12,906)	(12,876)
Police and Crime Commissioner - Estates	(260)	(237)
Other items not allocated to services	(22,522)	(15,217)
Total income from fees, charges and other service income	(35,687)	(28,329)

- e) Includes Grants which are received for specific operational activities (of which a breakdown is shown in note 6), contributions from other local authorities and other recovered costs and charges.

Note 6: Grants and contributions

£'000	2024/25	2023/24
Constabulary grants credited to services		
Counter-Terrorism Policing	(2,126)	(2,143)
Operation Magenta	(3,391)	(4,404)
National Maritime Assessment Centre	(260)	(218)
Drug Testing on Arrest	(25)	(185)
County Lines Social Media	(85)	(85)
Police Surge Funding	(1,454)	(567)
Uplift Funding	(11,024)	(11,162)
ICT Software	0	(519)
National Wildlife Crime Unit (ACRO)	(992)	(920)
Sexual Exploitation in the Aid Sector (ACRO)	0	(76)
Pakistan Project (ACRO)	0	(164)
Historic DAF (ACRO)	(2,500)	(428)
NPFDU NPCC (ACRO)	(604)	0
Miscellaneous	(22)	(23)
Total Constabulary grants credited to services	(22,484)	(20,894)
Commissioner grants credited to services		
Restorative Justice/Victims Support	(5,017)	(4,997)
Violence Reduction Units	(1,047)	(1,052)
Safer Streets Fund	(337)	(914)
Serious Violence Youth Intervention Programme	(251)	(283)
Domestic Abuse Perpetrator Programme	(455)	(319)
Miscellaneous	(16)	0
Total Commissioner grants credited to services	(7,123)	(7,565)
Total grant income credited to services	(29,607)	(28,459)

£'000	2024/25	2023/24
Commissioner grants credited to Taxation and non-specific grants		
Council Tax Precept	(189,155)	(180,514)
Police Grant	(242,030)	(232,384)
Police Pensions	(9,768)	(2,988)
Revenue Support	(12,944)	(12,944)
Additional Recruitment Grant	(3,120)	0
Total income credited to Taxation and non-specific grants	(457,017)	(428,830)

£'000	2024/25	2023/24
Grants received in advance		
Rural ANPR	0	(6)
Rural patrol volunteers	0	(13)
Total grant income received in advance	0	(19)

Note 7: Other income & expenditure

GROUP £'000	Notes	2024/25	2023/24
Other expenditure not credited to cost of services			
Recognised (gain)/loss on financial instruments		(131)	275
Interest payable		2,595	1,315
Pension interest cost & expected return on plan assets	18	130,509	128,769
Financing and Investment Income		132,973	130,359
Transfer of Home Office top-up grant to Police Pension Fund		58,243	55,583
Total other expenditure not credited to cost of services		191,216	185,942
Other income not credited to cost of services			
Interest receivable		(7,433)	(6,594)
Taxation and non-specific grant income	6	(457,017)	(428,830)
Home Office Police Pension Fund top-up grant		(58,243)	(55,583)
Total other income not credited to cost of services		(522,693)	(491,007)
Total other income & expenditure reported in the CIES		(331,478)	(305,065)

POLICE AND CRIME COMMISSIONER £'000	Notes	2024/25	2023/24
Other expenditure not credited to cost of services			
Recognised (gain)/loss on financial instruments		(131)	275
Interest payable		2,595	1,315
Financing and Investment Income		2,464	1,590
Transfer of Home Office top-up grant to Police Pension Fund		58,243	55,583
Total other expenditure not credited to cost of services		60,707	57,173
Other income not credited to cost of services			
Interest receivable		(7,433)	(6,594)
Taxation and non-specific grant income	6	(457,017)	(428,830)
Home Office Police Pension Fund top-up grant		(58,243)	(55,583)
Total other income not credited to cost of services		(522,693)	(491,007)
Total other income & expenditure reported in the CIES		(461,987)	(433,834)

Note 8: External audit fees

£'000	2024/25	2023/24
Police and Crime Commissioner		
Fees payable to appointed auditor for external audit services carried out in year	124	115
Scale fee variations for prior year's external audit services paid in year	0	0
Chief Constable		
Fees payable to appointed auditor for external audit services carried out in year	60	53
Scale fee variations for prior year's external audit services paid in year	0	0
Total fees paid to appointed auditor for external audit services	184	168

Note 9: Remuneration

Employee costs - i.e. total remuneration - include salary and taxable allowances paid to officers and staff. It does not include employer pension contributions. Where appropriate, compensation for loss of employment is also included. The numbers also include people who are seconded to national roles but whose costs are reimbursed.

The numbers of police officers and staff (not including the senior employees stated separately) whose taxable remuneration, excluding pension contributions, was £50,000 or more are:

GROUP	2024/25		2023/24	
	Excl. exit packages	Incl. exit packages	Excl. exit packages	Incl. exit packages
Number of employees				
£50,000 - £54,999	551	551	613	614
£55,000 - £59,999	542	542	412	412
£60,000 - £64,999	331	331	279	279
£65,000 - £69,999	247	247	144	144
£70,000 - £74,999	109	109	40	40
£75,000 - £79,999	37	37	28	28
£80,000 - £84,999	20	20	15	15
£85,000 - £89,999	13	13	7	7
£90,000 - £94,999	9	9	7	7
£95,000 - £99,999	13	13	6	5
£100,000 - £104,999	3	3	8	8
£105,000 - £109,999	1	1	2	2
£110,000 - £114,999	7	7	0	0
£115,000 - £119,999	0	0	1	1
£125,000 - £129,999	1	1	0	1
£145,000 - £149,999	1	1	0	0
Total employees over £50,000	1,885	1,885	1,562	1,563

POLICE & CRIME COMMISSIONER	2024/25		2023/24	
	Excl. exit packages	Incl. exit packages	Excl. exit packages	Incl. exit packages
Number of employees				
£50,000 - £54,999	6	6	7	7
£55,000 - £59,999	4	4	3	3
£60,000 - £64,999	0	0	2	2
£65,000 - £69,999	7	7	2	2
£70,000 - £74,999	1	1	0	0
£80,000 - £84,999	1	1	1	1
£90,000 - £95,999	1	1	0	0
£95,000 - £99,999	0	0	1	0
£125,000 - £129,999	0	0	0	1
Total employees over £50,000	20	20	16	16

The Accounts and Audit Regulations 2015 consolidated regulations for the disclosure of the total remuneration package of those charged with the stewardship of the organisation, being senior employees or relevant police officers of the Commissioner and Group. In Hampshire, the relevant police officer is the Chief Constable, who should be identified by name as well as post, regardless of their salary. However, the definition of senior employees for non-police officers is wider and covers those responsible for the strategic management of the organisation. Given the nature of the services provided by the Commissioner and Group, and the make-up of the strategic leadership team, the following disclosure includes all chief officers. Where there have been changes in personnel during the current and prior year the part year remuneration is shown on an individual basis over more than one line. This will mean that certain posts are not comparable.

During the year 2023/24, the Chief Finance Officer for the Office of the Police and Crime Commissioner and the Chief Finance Officer for Hampshire and Isle of Wight Constabulary were both employed by Hampshire County Council as part of the Shared Services Agreement until 30/09/2023 at which point the Chief Finance Officer for the Constabulary became employed by the Constabulary and additionally undertook the Chief Finance Officer role for the Office of the Police and Crime Commissioner. A recharge of £65,687 was made to the Constabulary and £30,590 to the Commissioner from the County Council in respect of this, and included all employer on-costs.

2024/25			
£	Salary incl. fees, allowances	Employer pension contribution	Total remuneration incl. pension contribution
<i>Police and Crime Commissioner</i>			
Police and Crime Commissioner for Hampshire & Isle of Wight	88,600	14,442	103,042
Chief of Staff	115,286	18,303	133,589
<i>Constabulary</i>			
Chief Constable – Scott Chilton	217,389	0	217,389
Deputy Chief Constable – Sam de Reya	164,726	56,773	221,498
Assistant Chief Constable (01/04/2024 - 07/07/2024)	35,376	12,298	47,674
Assistant Chief Constable	145,474	47,016	192,490
Assistant Chief Constable	135,191	47,016	182,207
Assistant Chief Constable (From 03/06/2024)	131,709	37,232	168,942
Assistant Chief Constable (From 04/11/2024)	46,340	14,426	60,765
Assistant Chief Constable (01/04/2024 – 01/04/2024)	12,796	127	12,923
Assistant Chief Officer	133,350	19,780	153,129

2023/24			
£	Salary (incl. fees, allowances)	Employer pension contribution	Total remuneration incl. pension contribution
Police and Crime Commissioner			
Police and Crime Commissioner for Hampshire & Isle of Wight	88,600	14,442	103,042
Chief Executive (01/04/2023 – 31/12/2023)	72,641	0	72,641
Chief of Staff (From 01/01/2024)	25,075	4,087	29,162
Constabulary			
Chief Constable – Scott Chilton	193,693	0	193,693
Deputy Chief Constable – Sam de Reya (From 07/08/2023)	150,928	31,124	182,052
Deputy Chief Constable (01/04/2023 – 05/04/2023)	18,446	625	19,071
Deputy Chief Constable (01/04/2023 – 06/08/2023 & 12/10/2023 – 11/11/2023)	63,444	16,398	79,842
Assistant Chief Constable (07/08/2023 – 11/10/2023 & From 11/11/2023)	75,633	22,683	98,316
Assistant Chief Constable (01/04/2023 – 10/04/2023)	2,903	886	3,789
Assistant Chief Constable	131,189	39,081	170,270
Assistant Chief Constable	121,176	36,991	158,167
Assistant Chief Constable (01/04/2023 – 06/08/2023 & From 11/10/2023)	94,774	28,612	123,386
Assistant Chief Officer (From 01/10/2023)	65,039	9,623	74,662

Note 10: Termination benefits

The exit package cost includes compulsory and voluntary redundancy costs, pension contributions in respect of added years, ex-gratia payments and other departure costs.

See table below for associated exit costs incurred in year arranged into exit package bands:

GROUP	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages in year		Total cost of exit packages (£'000)	
	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24
Up to £60,000	0	2	6	2	6	4	64	54
£60,001 - £150,000	0	2	0	0	0	2	0	249
	0	4	6	2	6	6	64	303

PCC	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages in year		Total cost of exit packages (£'000)	
	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25	2023/24
Up to £60,000	0	0	0	0	0	0	0	0
£60,001 - £150,000	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0

Note 11: Property, Plant and Equipment

This statement summarises capital expenditure incurred on property, plant and equipment assets which will be of use to the Group in future financial years. There is no separate statement for the Commissioner as all assets held by the group are held by the Commissioner, the Chief Constable does not hold any assets.

2024/25	Land & Buildings	Vehicles & Plant	Furniture & Equipment	Assets under construction	Surplus assets	Right of Use assets	Total
£'000							
Cost or valuation							
Opening balance at 01 April	247,717	25,753	375	6,314	7,312	3,523	290,994
Adjustment on transition to IFRS 16	0	0	0	0	0	34,274	34,274
Additions in year	533	3,456	0	3,945	0	999	8,933
Revaluation increase/(decrease) through Revaluation Reserve	(47,439)	0	0	0	(78)	0	(47,517)
Revaluation increase/(decrease) through Cost of Services	(22,419)	0	0	0	(1,472)	0	(23,891)
Disposals	0	(3,073)	0	0	(175)	0	(3,248)
Reclassified to Held for Sale	0	0	0	0	(1,250)	0	(1,250)
Other movements	9,897	1,152	0	(7,289)	(3,760)	(577)	(577)
Closing balance at 31 March	188,289	27,288	375	2,970	577	38,219	257,718
Accumulated depreciation & impairment							
Opening balance at 01 April	(16,881)	(14,123)	(319)	0	(122)	(2,489)	(33,934)
Depreciation in year	(3,221)	(2,555)	(38)	0	0	(2,705)	(8,519)
Depreciation written out through Revaluation Reserve	13,921	0	0	0	0	0	13,921
Depreciation written out through Cost of Services	3,049	0	0	0	62	0	3,111
Disposals	0	2,457	0	0	0	0	2,457
Closing balance at 31 March	(3,132)	(14,221)	(357)	0	(60)	(5,194)	(22,964)
Net book value at 01 April	230,836	11,630	56	6,314	7,190	1,034	257,060
Adjustment on transition to IFRS 16	0	0	0	0	0	34,274	34,274
Net book value at 31 March	185,157	13,067	18	2,970	517	33,025	234,754

Included in the right-of-use assets are the following:

	£'000
Land & Buildings	32,690
Vehicles & Plant	252
Network lease	83
Net book value at 31 March 2025	33,025

2023/24	Land & Buildings	Vehicles & Plant	Furniture & Equipment	Assets under construction	Surplus assets	Total	Network Finance leases
£'000							
Cost or valuation							
Opening balance at 01 April	235,995	23,531	375	3,286	7,312	270,499	3,742
Additions in year	425	3,804	0	5,170	0	9,399	0
Revaluation increase/(decrease) through Revaluation Reserve	11,297	0	0	0	0	11,297	0
Disposals	0	(3,724)	0	0	0	(3,724)	0
Other movements	0	2,142	0	(2,142)	0	0	(219)
Closing balance at 31 March	247,717	25,753	375	6,314	7,312	287,471	3,523
Accumulated depreciation & impairment							
Opening balance at 01 April	(12,124)	(15,068)	(281)	0	(99)	(27,572)	(1,661)
Depreciation in year	(4,757)	(2,046)	(38)	0	(23)	(6,864)	(828)
Disposals	0	2,991	0	0	0	2,991	0
Closing balance at 31 March	(16,881)	(14,123)	(319)	0	(122)	(31,445)	(2,489)
Net book value at 01 April	223,871	8,463	94	3,286	7,213	242,927	2,081
Net book value at 31 March	230,836	11,630	56	6,314	7,190	256,026	1,034

Capital Commitments

As at 31 March 2025 the Commissioner had committed capital expenditure of £4.41m (31 March 2024: £4.31m).

- £3.24m (31 March 2024: £3.77m) is committed for vehicle purchases
- £1.17m (31 March 2024: £0.54m) is in relation to ongoing works for the Estates Change Programme.

Note 12: Capital Financing Requirement

The Commissioner's borrowing for capital purposes is controlled under the CIPFA Prudential Code for Capital Finance in Local Authorities. The total borrowing is expressed as the Capital Financing Requirement (CFR).

The total amount of capital expenditure incurred in the year is shown in the table below together with the resources that have been used to finance it. Where capital expenditure is to be financed in future years by charges to revenue as assets are used by the Council, the expenditure results in an increase in the Capital Financing Requirement (CFR), a measure of the capital expenditure incurred historically by the Council that has yet to be financed. The CFR is analysed in the second part of this note and this is calculated in a manner consistent with Paragraph 90 of the Prudential Code (2021)

£'000	Notes	2024/25	2023/24
Opening Capital Financing Requirement		51,063	53,742
Opening balance adjustment on transition to IFRS 16		32,782	0
Capital Investment			
Operational assets		3,989	4,229
Right of use finance lease asset		422	(219)
Non-operational assets		3,945	5,170
Revenue Expenditure funded from capital under statute	a)	0	35
Sources of finance			
Capital receipts		(2,067)	(879)
Revenue contributions to capital		(5,917)	(8,554)
Minimum revenue provision	b)	(3,378)	(2,462)
Closing Capital Financing Requirement		80,838	51,063
Increase/(Decrease) In Capital Financing Requirement		31,268	(2,680)

a) Revenue Expenditure Funded From Capital Under Statute

Expenditure incurred during the year that may be capitalised under statutory provisions but that does not result in the creation of a non-current asset has been charged as expenditure to the relevant service in the Comprehensive Income and Expenditure Statement in the year. Where it is determined that the cost of this expenditure will be met from existing capital resources or by borrowing, a transfer in the Movement in Reserves Statement from the General Fund to the Capital Adjustment Account then reverses out the amounts charged so that there is no impact on the level of council tax. £0m of capital expenditure was incurred. Under the Prudential Code arrangements, the Commissioner is permitted to borrow money to finance capital expenditure as long as the borrowing is prudent, affordable and sustainable. No new borrowing was taken out in 2024/25 (Nil in 2023/24).

b) Minimum Revenue Provision for the repayment of debt

The Commissioner is required by law to make a 'minimum revenue provision' (MRP) for the repayment of debt. The Commissioner calculates the minimum revenue provision for the repayment of debt - which is a statutory charge to the Comprehensive Income and Expenditure Account - on the basis of 4% of the capital financing requirement less the 'relevant amount' in respect of capital expenditure supported by Government grant. The MRP for all unsupported borrowing will be based on the asset life.

Note 13: Leases

The Commissioner has leases for land and buildings, vehicles, and equipment which meet the criteria of IFRS 16 *Leases*. With the exception of short-term leases and lease of low-value underlying assets, each lease is reflected on the Statement of Financial Position as a right-of-use asset and a lease liability. The Commissioner classifies the right-of-use assets in a consistent manner to the property, plant and equipment (see Note 11).

- Leases of vehicles and IT equipment are generally limited to a lease term of 10 years.
- Leases of property generally have a lease term ranging from 1 to 45 years
- Lease payments are generally fixed, however the Commissioner has a limited number of property leases where rentals are linked to annual changes in an index (either RPI or CPI).
- The right-of-use asset can only be used by the Commissioner and the leases are either non-cancellable or may only be cancelled after incurring a termination fee.

Right-of-use assets

Additional information on the right-of-use assets by class of assets is as follows:

£'000	Net book value at 01 April 2024	Net book value at 31 March 2025	Adjustments on transition to IFRS 16	Additions/(disposals) in year	Depreciation in year
Land and buildings	0	32,690	34,274	693	(2,277)
Vehicles and Plant	0	252	0	306	(53)
Network	1,034	83	0	(577)	(374)
Total	1,034	33,025	34,274	422	(2,705)

The right-of-use assets are included in the same line item as where the corresponding underlying assets would be presented if they were owned.

Lease liabilities

Lease liabilities are presented in the statement of financial position as follows:

£'000	31 March 2025	31 March 2024
Current	1,775	812
Non-current	30,725	210
	32,499	1,022

The undiscounted maturity analysis of lease liabilities at 31 March 2025 is as follows:

£'000	Principal lease payment	Finance interest charge	Total
Within one year	1,413	1,369	2,782
1 - 2 years	1,101	1,303	2,405
2 - 5 years	2,316	3,598	5,915
5 - 10 years	2,000	5,384	7,384
10 - 20 years	3,493	9,325	12,818
20 - 40 years	12,355	11,822	24,177
Over 40 years	2,717	258	2,975
Total	25,396	33,059	58,455

The movements in the year are:

£'000	2024/25	2023/24
Opening balance at 01 April	1,022	2,037
Adjustments for liability on transition to IFRS 16	32,782	0
Additions to ROU assets	999	0
Increase/(decrease) related to lease liability re-measurement	(577)	(219)
Payments made in year	(1,725)	(797)
Closing balance at 31 March	32,499	1,022

£1.77m is recognised as a finance interest charge in the Comprehensive Income and Expenditure Statement.

Lease payments not recognised as a liability

The commissioner has elected not to recognize a lease liability for short-term leases (12 months or less) or leases of low value assets. Payments made under such leases are expensed on a straight-line basis. The expense incurred in the year relating to payments not included in the measurement of the lease liability is as follows:

£'000	Total
Short-term leases	0
Leases of low value assets	45
Total	45

Note 14: Financial Instruments

Categories

The following categories of financial instrument are carried in the Statement of Financial Position:

£'000	Non-current		Current	
	2024/25	2023/24	2024/25	2023/24
Financial assets				
<i>Investments</i>				
At amortised cost:				
- Principal	5,043	18,614	84,979	40,436
- Accrued interest	0	0	985	671
At fair value through profit and loss				
- Fair value	4,681	4,550	0	0
Total investments	9,725	23,165	85,964	41,107
<i>Cash and cash equivalents</i>				
- Cash (including bank accounts)	0	0	(4,100)	(3,153)
- At amortised costs	0	0	5,095	8,274
- At fair value through profit and loss	0	0	32,320	25,030
Total cash and cash equivalents	0	0	33,315	30,151
Loans and receivables				
- Debtors	103	13,119	19,489	28,966
Total loans and receivables	103	13,119	19,489	28,966
Total financial assets	9,828	36,284	138,768	100,224

£'000	Non-current		Current	
	2024/25	2023/24	2024/25	2023/24
Financial liabilities				
Borrowing				
At amortised cost:				
- Principal	(19,000)	(19,000)	0	(350)
- Accrued interest	0	0	(77)	(79)
Total borrowing	(19,000)	(19,000)	(77)	(429)
Other liabilities				
- Finance leases	(30,725)	(214)	(1,775)	(831)
- Creditors	0	0	(24,971)	(29,985)
Total other liabilities	(30,725)	(214)	(26,746)	(30,816)
Total financial liabilities	(49,725)	(19,214)	(26,823)	(31,246)

Fair value hierarchy

Fair values are shown in the following table below, split by their level in the fair value hierarchy:

Level 1 - fair value is only derived from quoted prices in active markets for identical assets or liabilities, e.g. bond prices;

Level 2 - fair value is calculated from inputs other than quoted prices that are observable for the asset or liability, e.g. interest rates or yields for similar instruments;

Level 3 - fair value is determined using unobservable inputs, e.g. non-market data such as cash flow forecasts or estimated creditworthiness.

£'000	Fair value level	Statement of Financial Position		Fair Value	
		2024/25	2023/24	2024/25	2023/24
Financial liabilities					
- Loans from PWLB	2	(19,077)	(19,429)	(17,800)	(18,626)
Total fair value liabilities		(19,077)	(19,429)	(17,800)	(18,626)
Liabilities for which fair value is not disclosed		(57,470)	(31,030)	0	0
Total financial liabilities		(76,547)	(50,460)	(17,800)	(18,626)
Recorded in Statement of Financial Position as:					
- Non-current borrowing		(19,000)	(19,000)		
- Other non-current liabilities		(30,725)	(214)		
- Current borrowing		(77)	(429)		
- Current creditors		(24,971)	(29,985)		
- Other current liabilities		(1,775)	(831)		
Total financial liabilities		(76,547)	(50,460)		

£'000	Fair value level	Statement of Financial Position		Fair Value	
		2024/25	2023/24	2024/25	2023/24
Financial assets					
At amortised cost:					
- Corporate and government bonds	1	5,043	18,614	5,127	18,923
At fair value:					
- Money market funds	1	32,320	25,030	32,320	25,030
- Equity, bonds and multi-asset funds	1	932	872	932	872
- Property funds	2	3,749	3,679	3,749	3,679
Total fair value assets		37,001	29,581	37,001	29,581
Assets for which fair value is not disclosed		106,552	88,314	0	0
Total financial assets		148,596	136,509	42,129	48,504
Recorded in Statement of Financial Position as:					
- Non-current investments		9,725	23,165		
- Non-current debtors		103	13,119		
- Current investments		85,964	41,107		
- Current debtors		19,489	28,966		
- Cash and cash equivalents		33,315	30,151		
Total financial assets		148,596	136,508		

Risks

The Commissioner has adopted CIPFA's Code of Practice on Treasury Management (and subsequent amendments) and complies with The Prudential Code for Capital Finance in Local Authorities (both revised in 2017). As part of the adoption of the Treasury Management Code, the Commissioner approves a Treasury Management Strategy before the commencement of each financial year. The Strategy sets out the parameters for the management of risks associated with Financial Instruments. The Commissioner also produces Treasury Management Practices specifying the practical arrangements to be followed to manage these risks.

The Treasury Management Strategy includes an Annual Investment Strategy in compliance with the guidance provided by the CLG for local authorities. This guidance emphasises that priority is to be given to security and liquidity, rather than yield. The Commissioner's Treasury Strategy, together with her Treasury Management Practices seeks to achieve a suitable balance between risk and return or cost.

The Commissioner is exposed to several risks arising from the use of financial instruments:

- Credit risk – the possibility that other parties might fail to pay amounts due to the Commissioner;

- Liquidity risk – the possibility that the Commissioner might not have funds available to meet its commitments to make payments;
- Market risk – the possibility that financial loss might arise for the Commissioner as a result of changes in such measures as interest rates or stock market movements.

Credit risk

Credit risk is the possibility that banks and financial institutions will fail to meet their contractual obligations, causing a loss to the Commissioner. The Commissioner manages credit risk by ensuring that treasury investments are only placed with organisations of high credit quality as set out in the Treasury Management Strategy. These include commercial entities with a minimum long-term credit rating of A-, the UK government, other local authorities, and organisations without credit ratings upon which the Commissioner has received independent investment advice. Recognising that credit ratings are imperfect predictors of default, the Commissioner has regard to other measures including credit default swap and equity prices when selecting commercial entities for investment.

A limit of £16m of the total portfolio is placed on the amount of money that can be invested with a single counterparty (other than the UK government). For unsecured investments in banks, building societies and companies, a smaller limit of £8m applies. The Commissioner also sets limits on investments in certain sectors. No more than £40m in total can be invested for a period longer than one year.

The credit quality of £5m of the Commissioner's investments is enhanced by collateral held in the form of covered bonds collateralised by residential mortgages. The collateral significantly reduces the likelihood of the Commissioner suffering a credit loss on these investments.

The following table below summarises the credit risk exposures of the Commissioner's investment portfolio at 31 March 2025 by type of investment counterparty:

Credit rating	Non-current		Current	
	2024/25	2023/24	2024/25	2023/24
AAA	5,043	13,748	25,018	9,916
AA+	0	4,866	4,941	0
AA	0	0	0	0
AA-	0	0	3,071	8,253
A+	0	0	2,033	5,056
A	0	0	10	10
AAA money market funds	0	0	32,320	25,030
Unrated local authorities	0	0	55,985	26,143
Unrated pooled funds	4,681	4,550	0	0
Total investments	9,725	23,164	123,379	74,408

Liquidity risk

Liquidity risk is the possibility that the Commissioner will be unable to raise funds to meet its payment commitments as they fall due. As the Commissioner has ready access to borrowing through the Public Works Loan Board and commercial banks, there is no perceived risk that the Commissioner will be unable to raise finance to meet its commitments under financial instruments. Instead, the risk is that the Commissioner will be bound to replenish a significant proportion of its borrowings at a time of unfavourable interest rates. This risk is managed by maintaining a spread of fixed rate loans, limiting the amount of the Commissioner's borrowing that matures in any one financial year.

The maturity analysis of the principal sums borrowed is as follows:

Discounted maturity at 31 March 2025								
£'000	<1 yr.	1-2 yrs.	2-5 yrs.	5-10 yrs.	10-20 yrs.	20-40 yrs.	>40 yrs.	Total
Borrowing	(78)	0	0	(18,000)	(1,000)	0	0	(19,078)
Trade payables	(24,971)	0	0	0	0	0	0	(24,971)
Lease payables	(3,501)	(3,124)	(8,072)	(10,979)	(15,694)	(24,177)	(2,975)	(68,520)
Financial liabilities	(28,550)	(3,124)	(8,072)	(28,979)	(16,694)	(24,177)	(2,975)	(112,568)
Liquid financial assets	37,390	37,390	37,390	37,390	37,390	37,390	37,390	37,390
Net liquidity risk	8,840	34,266	29,318	8,411	20,696	13,213	34,415	(75,178)

Discounted maturity at 31 March 2024								
£'000	<1 yr.	1-2 yrs.	2-5 yrs.	5-10 yrs.	10-20 yrs.	20-40 yrs.	>40 yrs.	Total
Borrowing	(430)	0	0	(12,000)	(7,000)	0	0	(19,430)
Trade payables	(29,985)	0	0	0	0	0	0	(29,985)
Lease payables	(811)	(210)	0	0	0	0	0	(1,021)
Financial liabilities	(31,226)	(210)	0	(12,000)	(7,000)	0	0	(50,436)
Liquid financial assets	33,304	33,304	33,304	33,304	33,304	33,304	33,304	33,304
Net liquidity risk	2,078	33,094	33,304	21,304	26,304	33,304	33,304	(17,132)

Undiscounted maturity at 31 March 2025								
£'000	<1 yr.	1-2 yrs.	2-5 yrs.	5-10 yrs.	10-20 yrs.	20-40 yrs.	>40 yrs.	Total
Borrowing	(810)	(810)	(2,430)	(20,874)	(1,021)	0	0	(25,945)
Trade payables	(24,971)	0	0	0	0	0	0	(24,971)
Lease payables	(3,501)	(3,124)	(8,072)	(10,979)	(15,694)	(24,177)	(2,975)	(68,520)
Financial liabilities	(29,282)	(3,934)	(10,502)	(31,853)	(16,715)	(24,177)	(2,975)	(119,436)
Liquid financial assets	37,390	37,390	37,390	37,390	37,390	37,390	37,390	37,390
Net liquidity risk	8,108	33,456	26,888	5,537	20,675	13,213	34,415	(82,046)

Undiscounted maturity at 31 March 2024								
	<1 yr.	1-2 yrs.	2-5 yrs.	5-10 yrs.	10-20 yrs.	20-40 yrs.	>40 yrs.	Total
Borrowing	(1,177)	(810)	(2,430)	(15,471)	(7,234)	0	0	(27,122)
Trade payables	(29,985)	0	0	0	0	0	0	(29,985)
Lease payables	(811)	(210)	0	0	0	0	0	(1,021)
Financial liabilities	(31,973)	(1,020)	(2,430)	(15,471)	(7,234)	0	0	(58,128)
Liquid financial assets	33,304	33,304	33,304	33,304	33,304	33,304	33,304	33,304
Net liquidity risk	1,331	32,284	30,874	17,833	26,070	33,304	33,304	(24,824)

Market risk

The market prices of the Commissioner's fixed rate bond investments are governed by prevailing interest rates and the market risk associated with these instruments is managed alongside interest rate risk.

The commissioner's investment in a pooled property fund is subject to the risk of falling commercial property prices and their investment in pooled equity funds are subject to the risk of falling share prices. This risk is limited by the Commissioner's investment strategy. A fall in commercial property or share prices would result in a charge to the surplus or deficit on the Provision of Services which is then transferred to the Financial Instrument Adjustment Account – this would have no impact on the General Fund until the investment was sold.

Interest rate risk

The Commissioner is exposed to risks arising from movements in interest rates. The Treasury Management Strategy aims to mitigate these risks through the interest rate risk indicator.

At 31 March 2025, all of the £19m of principal borrowed was at fixed rates. £127m of the Commissioner's investment balance at 31 March 2025 was exposed to variable interest rates. The investments in diversified income pooled funds (£5m at 31 March 2025) also have some exposure to interest rate risk.

Investments measured at amortised cost and loans borrowed are not carried at fair value, so changes in their fair value will have no impact on the Comprehensive Income and Expenditure Statement. However, changes in interest payable and receivable on variable rate borrowings and investments will be posted to the Surplus or Deficit on the Provision of Services.

Movements in the fair value of fixed rate investments measured at fair value will be reflected in Other Comprehensive Income or the Surplus or Deficit on the Provision of Services as appropriate.

If all interest rates had been 1% higher (with all other variables held constant) the financial effect would be:

£'000	2024/25	2023/24
Increase in interest payable on borrowing	0	0
Increase in interest receivable on investments	(880)	(531)
Decrease in fair value of investments held at FVPL	40	30
Impact on Comprehensive income & expenditure	(840)	(501)

The approximate impact of a 1% fall in interest rates would be as above but with the movement reversed.

Note 15: Debtors

£'000	2024/25	2023/24
Financial instrument debtors	19,489	28,965
Non-financial instrument debtors	35,571	35,630
Total current debtors and prepayments	55,060	64,595

The Commissioner reviews the exposure to debtors failing to pay amounts due to the on an annual basis and assesses the likelihood a proportion of debts will be unrecoverable. The sum assessed as an expected loss allowance for receivables is £325,000 as at 31 March 2025 (31 March 2024: £325,000).

Note 16: Creditors

£'000	2024/25	2023/24
Commissioner - Financial Instrument creditors	(24,971)	(29,985)
Commissioner - non-financial instrument creditors	(15,114)	(15,411)
Chief Constable - non-financial instrument creditors	(6,123)	(5,564)
Total non-financial instrument creditors	(21,237)	(20,975)
Commissioner current creditors and accruals	(40,085)	(45,396)
Group total current creditors and accruals	(46,208)	(50,960)

Note 17: Cash and Cash Equivalents

£'000	2024/25	2023/24
Cash in hand	(4,100)	(3,153)
Cash equivalents measured at amortised cost	5,095	8,274
Cash equivalents measured at fair value through profit and loss	32,320	25,030
Total cash and cash equivalents	33,315	30,151

Note 18: Employee benefits – Defined Benefit Scheme

2024/25		Unfunded Police Schemes	Injury Pensions	Total
£	LGPS			
Comprehensive Income & Expenditure Statement				
<i>Cost of Services:</i>				
Current Service Cost	14,899	22,927	1,860	39,686
Past Service Cost	189	2,060	0	2,249
<i>Financing & Investment Income & Expenditure</i>				
Net interest expenses	(243)	125,442	5,310	130,509
Total Charge to the surplus/deficit on Provision of Services	14,845	150,429	7,170	172,444
Other post-employment benefit charged to the Comprehensive Income & Expenditure Statement				
<i>Re-measurement of the net defined benefit liability::</i>				
Return on plan assets (excluding amount included in net interest expense)	3,561	0	0	3,561
Actuarial gains arising from changes in financial assumptions	(91,376)	(399,230)	(16,539)	(507,145)
Actuarial gains arising from changes in demographic assumptions	(839)	(17,131)	(721)	(18,691)
Actuarial losses arising from changes in actuarial experience	(4,794)	3,926	157	(711)
Effect of the asset ceiling on net asset	77,231	0	0	77,231
Government contributions to Police Officer Schemes	0	(59,567)	0	(59,567)
Total post-employment benefit charged to the CIES	(1,372)	(321,573)	(9,933)	(332,878)
Movement in Reserves Statement				
Reverse charge to Provision of Services				
Actual amount charged against General Fund for pensions in the year:	(14,845)	(150,429)	(7,170)	(172,444)
Employers' contributions payable to scheme	2,419	50,397	0	52,816
Retirement benefits payable to pensioners	0	0	4,555	4,555

2023/24		Unfunded Police Schemes	Injury Pensions	Total
£	LGPS			
Comprehensive Income & Expenditure Statement				
<i>Cost of Services:</i>				
Current Service Cost	15,164	25,827	1,932	42,923
Past Service Cost	194	13,979	0	14,173
<i>Financing & Investment Income & Expenditure</i>				
Net interest expenses	482	124,755	3,532	128,769
Total Charge to the surplus/deficit on Provision of Services	15,840	164,561	5,464	185,865
Other post-employment benefit charged to the Comprehensive Income & Expenditure Statement				
<i>Re-measurement of the net defined benefit liability::</i>				
Return on plan assets (excluding amount included in net interest expense)	(19,916)	0	0	(19,916)
Actuarial gains arising from changes in financial assumptions	(10,490)	(85,987)	(2,349)	(98,826)
Actuarial gains arising from changes in demographic assumptions	(9,237)	(48,269)	(2,583)	(60,089)
Actuarial losses arising from changes in actuarial experience	8,189	32,720	39,262	80,171
Effect of the asset ceiling on net asset	13,952	0	0	13,952
Government contributions to Police Officer Schemes	0	(56,165)	0	(56,165)
Total post-employment benefit charged to the CIES	(1,662)	6,860	39,794	44,992
Movement In Reserves Statement				
Reverse charge to Provision of Services	(15,840)	(164,561)	(5,464)	(185,865)
<i>Actual amount charged against General Fund for pensions in the year:</i>				
Employers' contributions payable to scheme	41,961	41,763	0	83,724
Retirement benefits payable to pensioners	0	0	4,094	4,094

Pension assets and liabilities recognised in the Statement of Financial Position

The amount included in the Statement of Financial Position arising from the Chief Constable's obligation in respect of the defined benefit plans are:

£'000	Notes	YE 31 March 2025				Total liability
		LGPS	Total surplus	Police Pension Scheme	Injury Pensions	
Present value of defined benefit obligation	a)	418,839		2,295,884	98,395	
Fair value of plan assets	b)	(525,783)		0	0	
(Surplus)/liability arising from defined benefit obligation			(106,944)			2,394,279
Effect of the asset ceiling on net asset			91,860			0
Net (Surplus)/liability arising from defined benefit obligation			(15,084)			2,394,279

£'000	Notes	YE 31 March 2024				Total liability
		LGPS	Total surplus	Police Pension Scheme	Injury Pensions	
Present value of defined benefit obligation	a)	482,748		2,667,854	112,883	
Fair value of plan assets	b)	(507,948)		0	0	
(Surplus)/liability arising from defined benefit obligation			(25,200)			2,780,737
Effect of the asset ceiling on net asset			13,952			0
Net (Surplus)/liability arising from defined benefit obligation			(11,248)			2,780,737

a) Reconciliation of the present value of scheme liabilities

£'000	YE 31 March 2025			
	LGPS	Police Pension Scheme	Injury Pensions	Total
Opening balance at 01 April	(482,748)	(2,667,854)	(112,883)	(3,263,485)
Current Service cost	(14,899)	(22,927)	(1,860)	(39,686)
Interest cost	(23,623)	(125,442)	(5,310)	(154,375)
Contributions form scheme participants	(6,098)	(17,502)	0	(23,600)
Actuarial gains from changes in actuarial experience	4,794	(3,926)	(157)	711
Actuarial gains from changes in demographic assumptions	839	17,131	721	18,691
Actuarial losses from changes in financial assumptions	91,376	399,230	16,539	507,145
Benefits paid	11,709	127,466	4,555	143,730
Past Service costs	(189)	(2,060)	0	(2,249)
Closing balance at 31 March	(418,839)	(2,295,884)	(98,395)	(2,813,118)

£'000	YE 31 March 2024			
	LGPS	Police Pension Scheme	Injury Pensions	Total
Opening balance at 01 April	(462,981)	(2,702,757)	(77,183)	(3,242,921)
Current Service cost	(15,164)	(25,827)	(1,932)	(42,923)
Interest cost	(21,126)	(124,755)	(3,532)	(149,413)
Contributions form scheme participants	(5,798)	(17,176)	0	(22,974)
Actuarial gains from changes in actuarial experience	(8,189)	(32,720)	(39,262)	(81,171)
Actuarial gains from changes in demographic assumptions	9,237	48,269	2,583	60,089
Actuarial losses from changes in financial assumptions	10,490	85,987	2,349	98,826
Benefits paid	10,977	115,104	4,094	130,175
Past Service costs	(194)	(13,979)	0	(14,173)
Closing balance at 31 March	(482,748)	(2,667,854)	(112,883)	(3,263,485)

b) Reconciliation of the fair value of scheme (plan) assets

£'000	LGPS	
	2024/25	2023/24
Opening value at 01 April	507,948	430,606
Interest income	24,543	20,644
Return on plan assets (excluding amount included in net interest expense)	(3,561)	19,916
Employer contributions	2,419	41,961
Contributions by scheme participants	6,098	5,798
Benefits paid	(11,664)	(10,977)
Closing value at 31 March	525,783	507,948

LGPS assets comprise:

%	YE 31 March 2025			YE 31 March 2024		
	Quoted	Unquoted	Total	Quoted	Unquoted	Total
Equities	33	9	42	38	8	46
Government bonds	15	0	15	15	0	15
Property	0	9	9	0	7	7
Cash	2	0	2	1	0	1
Other	14	18	32	10	21	31

Basis for estimating assets and liabilities

The defined benefit obligation is calculated using the projected unit credit method (an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels, etc.) and the present value is determined by discounting the estimated future payments using market yields on high quality corporate bonds. The fair value of plan assets is measured in accordance with IAS-19 and IFRS-13, this includes the use of appropriate valuation techniques. An asset ceiling calculation has been carried out in accordance with IAS-19 IFRIC-14, and analyses the minimum funding requirements that must be made to the plan and therefore limits the ability to reduce future contributions.

The economic benefit available as a reduction in future contributions to the Local Government Pension Scheme is less than the net asset position and the net asset position has therefore been restricted.

In June 2023, the UK High Court (Virgin Media Limited v NTL Pension Trustees II Limited) ruled that certain historical amendments for contracted-out defined benefit schemes were invalid if they were not accompanied by the correct actuarial confirmation. The judgment has now been upheld by the Court of Appeal. The Local Government Pension Scheme is a contracted out defined benefit scheme and amendments have been made during the period 1996 to 2016 which could impact member benefits.

Work is being performed by the Government Actuary's Department as the Local Government Pension Scheme actuary to assess whether section 37 certificates are in place for all amendments and some of these have been confirmed however, at the date of these financial statements, the full assessment is not complete. Until this analysis is complete, we are unable to conclude whether there is any impact to the liabilities or if it can be reliably estimated. As a result, the Chief Constable does not consider it necessary to make any allowance for the potential impact of the Virgin Media case in its financial statements.

The Police Pension Scheme liabilities have been assessed by Aon Hewitt Ltd. A full valuation of the scheme is carried out every four years, and estimates have been made based on the latest full valuation of the scheme as at 31 March 2023.

The Local Government Pension Scheme liabilities have been assessed by Hymans Robertson. A full valuation of the scheme is carried out every three years and estimates have been made based on the latest full valuation of the scheme as at 31 March 2022.

The significant assumptions used by the actuaries have been:

	2024/25		2023/24	
	LGPS	Police Pension Scheme	LGPS	Police Pension Scheme
<i>Inflation assumptions</i>				
Rate of inflation	2.8%	2.5%	2.8%	2.6%
Rate of increase in salaries	3.8%	3.5%	3.8%	3.6%
Rate of increase in pensions	2.8%	2.5%	2.8%	2.6%
Rate for discounting scheme liabilities	5.8%	5.8%	4.9%	4.8%
<i>Mortality assumptions</i>				
Longevity at 65 for current pensioners:				
• Men	22	21.6	22.1	21.7
• Women	24.7	23.6	24.7	23.7
Longevity at 65 for future pensioners:				
• Men	22.5	22.8	22.6	23.3
• Women	25.6	25	25.7	25.3

Sensitivity of assumptions

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions shown above. The following sensitivity analyses have been determined based on reasonably possible changes to the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all the other assumptions remain constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be interrelated.

	LGPS (p.a.)			Police Pension Scheme (p.a.)		
	+0.1%	Base line	-0.1%	+0.1%	Base line	-0.1%
Adjustment to discount rate						
Present value of total obligations (£m)	410.230	418.840	427.450	2,263.240	2,295.880	2,327.730
% change in present value of total obligations	(2)%		2%	(1)%		1%
Rate of general increase in salaries						
Present value of total obligations (£m)	419.040	418.840	418.640	2,299.170	2,295.880	2,292.700
% change in present value of total obligations	0%		0%	0%		0%
Rate of increase to pensions in payment and deferred pensions						
Present value of total obligations (£m)	427.490	418.840	410.190	2,325.450	2,295.880	2,266.420
% change in present value of total obligations	2%		(2)%	1%		(1)%
Adjustment to mortality age rating assumption						
	-1 year		+1 year	-1 year		+1 year
Present value of total obligations (£m)	402.090	418.840	435.590	2,346.390	2,295.880	2,243.080
% change in present value of total obligations	4%		(4)%	2%		(2)%

Note that, whilst not being part of the Police Pension Schemes, injury pensions have been shown for the purposes of completeness. Injury pensions are funded directly by the Chief Constable.

There is a large deficit on the police pension schemes, however, statutory arrangements for funding the deficit mean that the financial position of the Chief Constable remains healthy:

- Finance is only required to be raised to cover discretionary benefits when the pensions are actually paid;
- Finance is only required to be raised to cover police pensions when the pensions are actually paid. At present, 100% of the difference between what is paid out to retired members and the sum of contributions from current members and the Chief Constable is met by additional grant from the Home Office.

The regular contributions expected to be made to the Local Government Pension Scheme by the Chief Constable in the year to 31 March 2026 are £16.1m. In addition, Strain on Fund Contributions may be required.

Total expected contributions for the Police Pension Schemes are £112.5m. This figure includes both the Chief Constable's contribution and the Top-Up Grant from the Home Office. In addition, the Chief Constable expects to pay £4.6m directly to beneficiaries of injury pensions.

Note 19: Unusable Reserves

£'000	Notes	2024/25	2023/24
Revaluation Reserve	a)	(65,517)	(100,193)
Collection Fund Adjustment Account	b)	(2,679)	(3,171)
Financial Instrument Adjustment Account	c)	227	358
Capital Adjustment Account	d)	(89,495)	(106,407)
Commissioner's Unusable Reserves		(157,464)	(209,414)
Pension Reserve	e)	2,379,195	2,769,489
Accumulated absences Reserve	f)	6,123	5,564
Group Unusable Reserves		2,227,854	2,565,639

a) Revaluation Reserve

The Revaluation Reserve records the accumulated gains on assets arising from increases in the value of its Property, Plant and Equipment Assets. The balance is reduced when assets with accumulated gains are:-

- Revalued downwards or impaired and the gains are lost;
- Used in the provision of services and the gains are consumed through depreciation, or
- Disposed of and the gains are realised

The reserve contains only revaluation gains accumulated since 1 April 2007, the date that the reserve was created. Accumulated gains arising before that date are consolidated into the balance on the Capital Adjustment Account.

£'000	2024/25	2023/24
Balance at 01 April:	(100,193)	(90,704)
Revaluations during year	33,390	(11,297)
Disposal of revalued assets	260	187
Depreciation of revaluations	1,026	1,621
Balance at 31 March:	(65,517)	(100,193)

b) Collection Fund Adjustment Account

The Collection Fund Adjustment Account manages the differences arising from the recognition of precept income in the Comprehensive Income and Expenditure Statement as it falls due from council tax payers compared with the statutory arrangements for paying across amounts to the General Fund from the Billing Authorities' Collection Funds.

£'000	2024/25	2023/24
Balance at 01 April:	(3,171)	(2,715)
Accrued income in Comprehensive Income & Expenditure	3,171	2,715
Amount calculated in accordance with statutory requirements	(2,679)	(3,171)
Balance at 31 March:	(2,679)	(3,171)

c) Financial Instrument Adjustment Account

The change in fair value of strategic pooled investment funds debited or credited to the provision of services are reversed out of the General Fund balance to this adjustment account in the Movement in Reserves Statement.

£'000	2024/25	2023/24
Balance at 01 April:	358	84
(Gain)/Loss on fair value in year	(131)	274
Balance at 31 March:	227	358

d) Capital Adjustment Account

The Capital Adjustment Account absorbs the timing differences arising from the different arrangement for accounting for the consumption of non-current assets and for financing the acquisition, construction or enhancement of those assets under statutory provisions.

The account is debited with the cost of acquisition, construction or enhancement as depreciation, impairment losses and amortisations are charged to the Comprehensive Income and Expenditure Statement (with reconciling posts from the Revaluation Reserve to convert fair value figures to a historical cost basis). The account is credited with the amounts set aside by the Commissioner as finance for the costs of acquisition, construction and enhancement.

The account contains revaluation gains accumulated on Property, Plant and Equipment before 1 April 2007, the date the Revaluation Reserve was created to hold such gains.

£'000	2024/25	2023/24
Balance at 01 April:	(106,407)	(101,667)
Opening balance adjustment on IFRS 16 transition for donated assets	(1,492)	0
Reversal of items relating to capital expenditure included in comprehensive Income & expenditure		
Charges for depreciation and impairment	9,034	7,692
Revaluation losses	21,353	376
Adjusting amount written out to Revaluation Reserve	(1,286)	(1,808)
Revenue expenditure funded from capital under statute	0	35
(Increase)/Decrease in value of finance lease asset	(577)	(219)
Amount written off on disposal or sale as part of gain on disposal	1,243	1,058
Total	29,767	7,134
Capital financing applied in year		
Use of capital receipts reserve	(2,067)	(879)
Use of Capital Reserve (Revenue Contributions)	(5,917)	(8,554)
Statutory Minimum Revenue Provision (MRP)	(3,378)	(2,462)
Total	(11,362)	(11,895)
Write down of capital debtors	0	20
Balance at 31 March	(89,495)	(106,407)

e) 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-employee 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 investments returns on any resources set aside to meet the costs. However, statutory arrangements require benefits to be financed as the Chief Constable makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible.

The debit balance on the 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.

£'000	2024/25	2023/24
Balance at 01 April:	2,769,489	2,812,315
Actuarial (gains)/losses on pension assets and liabilities	(526,547)	(78,744)
Government contributions to Police Officer Schemes	(59,567)	(56,165)
Return on plan assets	9,509	(19,916)
Reversal of items relating to retirement benefits included in the surplus or deficit on Provision of Services in the CIES	172,444	185,865
Employer's contributions and direct payments to pensioners payable in year	(57,371)	(87,818)
Other adjustments for unfunded LGSP benefits paid	(45)	0
Effect of the asset ceiling on net asset	71,283	13,952
Balance at 31 March:	2,379,195	2,769,489

f) Accumulated absences Reserve

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

£'000	2024/25	2023/24
Balance at 01 April:	5,564	5,139
Settlement of cancellation of accrual made at the end of the preceding year	(5,564)	(5,139)
Amounts accrued at the end of the current year	6,123	5,564
Balance at 31 March:	6,123	5,564

Note 20: Usable Reserves

Earmarked revenue reserves are summarised in the following table:

£'000	Note	Balance 01/04/23	In year movement 2023/24	Balance 31/03/24	In year movement 2024/25	Balance 31/03/25
General fund	a	(8,554)	(15,695)	(24,249)	8,671	(15,578)
Carry forward reserves	b	(93,507)	4,536	(88,971)	(27,831)	(116,802)
Trading reserves	c	(2,882)	(495)	(3,377)	629	(2,747)
Risk reserves	d	(24,736)	1,756	(22,980)	4,925	(18,055)
Corporate reserves	e	(3,492)	(4,768)	(8,260)	(694)	(8,954)
Other reserves	f	(13,120)	6,055	(7,065)	(2,662)	(9,726)
Total		(146,291)	(8,610)	(154,900)	(16,962)	(171,862)

- a) **General Fund** – main reserve to manage unidentified and unforeseen risk
- b) **Carry Forward Reserve** – amounts that are fully committed to existing spend programmes, but that costs have not yet been incurred for, such as vehicle replacement, IT services, estates etc.
- c) **Trading Reserves** – surpluses generated from confiscated money, safer roads initiatives, and the use of the estate for events such as weddings.
- d) **Risk Reserves** – holds ring-fenced funds for low risk items not covered by insurance and other legal judgements which impact on the Constabulary such as the McCloud/Sargeant pension remedy an Operation Magenta, as well as the future uncertainty related to the level of policing grants received.
- e) **Corporate Reserves** – held to support the Commissioner's priorities and deliver the Crime Plan, including any transformational changes required such as technology and digital initiatives.
- f) **Other Reserves** – amounts held on behalf of the Criminal Records Office (ACRO) and the National Vehicle Crime Intelligence Service (NaVCIS) to meet their liabilities.

Note 21: Related parties

The Commissioner, the Chief Constable and the Group are required to disclose material transactions with related parties - bodies or individuals that have the potential to control or influence the Chief Constable or to be controlled or influenced by the Chief Constable. Disclosure of these transactions allows readers of the accounts to assess the extent to which the Chief Constable might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Chief Constable.

The UK Government exerts significant influence through legislation and grant funding. The value of grants received is shown in the Income and Expenditure Account and further details of specific additional grants received are given in note 6.

The Chief Constable makes contributions to pension schemes for both uniformed officers and non-uniformed staff.

- The Police Pension Schemes are administered by the Chief Constable and the Chief Constable paid £50.5m to the Police Pension Fund as contributions in respect of existing officers and those retiring due to ill-health in the year (£41.6m in 2023/24).
- The Local Government Pension Scheme is administered by Hampshire County Council and the Chief Constable made employer's contributions of £16.4m in the year (£14.3m in 2023/24).

The Chief Finance Officer (CFO) to the Chief Constable was employed by Hampshire County Council until 01 October 2023, at which point their employment transferred to the Constabulary and they also become Chief Finance Officer to the Office of the Police and Crime Commissioner. The governance arrangements and the independence and professional status of the CFO, ensure that this relationship is not compromised.

The Code also requires members of the Office of the Police and Crime Commissioner, Chief Officers in the Constabulary and certain other senior officers to declare if there were any related party (e.g. close family or business associates) transactions due to their ability to influence spending decisions. There were no related party transaction disclosures in 2024/25 (nil in 2023/24).

The Commissioner and Chief Constable are party to a number of joint working arrangements, providing a wide range of operational policing and business support services both within Hampshire and throughout the South East Region. The key collaborations are as follows:-

Activity	Partners	Lead/Host	Share of Costs (£m)
Joint working for support services	Hampshire County Council (HCC) Hampshire & IOW Fire & Rescue Services (HIWFRS)	HCC	9.0
Joint ICT/Information Management Department	Thames Valley Police (TVP)	TVP	28.3
South East Organised Regional Crime Unit (SEROCU)	Thames Valley Police (TVP) Surrey Police Sussex Police	TVP	8.5
Joint Operations Unit	Thames Valley Police (TVP)	Hampshire & IOW Constabulary	35.0

In all of these, Governance arrangements are in place which means that each party can influence the work and priorities of each activity and will have a role in budget setting and overall strategic direction. Where there is a host organisation, they will have day to day operational responsibility and may recruit key post holders. They may also employ the staff working across the partnership area. Where key decisions are made, however, this is generally by a simple majority and no force, authority or combination of such would have de facto control or joint control of the partnership. All of these partnerships have been reviewed in terms of whether they should be part of the group accounts and it has been concluded that they do not. Consequently, the income and expenditure is reported in the single entity accounts of the Commissioner and Chief Constable as appropriate.

Note 22: Contingent liabilities

At the balance sheet date there were a number of potential liabilities in respect of events which are alleged to have happened in the past and where claims have been received from various third parties for damages and costs. Some of these relate to operational matters where liability has been alleged to have occurred in the past. These claims take some time to be settled but if they were to be settled all in the same year, insurance cover is in place to meet the costs of aggregate claims over a certain level; below this level existing budgets or, exceptionally, the insurance reserve will cover the shortfall. However, it is considered extremely unlikely that all outstanding claims will be found against the Chief Constable and would, additionally, be settled in the same year.

Legal and Insurance Claims

There are some claims which have been received for which the Chief Constable, through the Commissioner, is not insured but that the earmarked insurance reserve or existing budgets would cover for any awards of costs and damages. It is not certain that these or related events which might arise in the future would lead to rulings against the Commissioner or will lead to claims which are substantial.

Pensions

In respect of the McCloud Pension Case, claimants have lodged claims for compensation under two active sets of litigation:

- **Aarons & Ors**

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

- **Penningtons**

As at 31 March 2025, it is not possible to reliably estimate the extent or likelihood of these claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

Pension Remedy

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

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

Note 23: Notes to the Statement of Cash Flows

Net cash flows from operating activities

£'000 GROUP	2024/25	2023/24
Adjustments to net deficit on provision of services for non-cash movements		
- Pensions	(115,073)	(98,047)
- Depreciation and impairment	(9,034)	(7,692)
- Revaluation adjustments	(21,353)	(376)
- Increase in inventories	720	0
- Increase/(Decrease) in debtors	(22,551)	22,659
- Increase in creditors	(26,726)	(7,311)
- Increase in provisions	0	(334)
- Carrying amount of PPE held for sale, sold or disposed	(1,243)	(1,058)
- Movement in fair value of financial instruments	131	(274)
Total adjustments for non-cash movements	(195,129)	(92,433)

£'000	2024/25	2023/24
Adjustments to net deficit on provision of services for investing & financing activities		
- Proceeds from sale of PPE	2,067	879
- Repayments relating to lease liabilities	3,493	0
- Increase in value of ROU asset	(577)	0
- Adjustments on the transition to IFRS 16	32,782	0
Total adjustments for investing and financing activities	37,765	879

£'000 POLICE AND CRIME COMMISSIONER	2024/25	2023/24
Adjustments to net surplus on provision of services for non-cash movements		
- Depreciation and impairment	(9,034)	(7,692)
- Revaluation adjustments	(21,353)	(376)
- Increase in inventories	720	0
- Increase/(Decrease) in debtors	(22,551)	22,659
- Increase in creditors	(26,167)	(6,886)
- Increase in provisions	0	(334)
- Carrying amount of PPE held for sale, sold or disposed	(1,243)	(1,058)
- Movement in fair value of financial instruments	131	(274)
Total adjustments for non-cash movements	(79,497)	6,039
£'000	2024/25	2023/24
Adjustments to net surplus on provision of services for investing & financing activities		
- Proceeds from sale of PPE	2,067	879
- Repayments relating to lease liabilities	3,493	0
- Increase in value of ROU asset	(577)	0
- Adjustments on the transition to IFRS 16	32,782	0
Total adjustments for investing and financing activities	37,765	879

Net cash flows from investing activities

£'000 GROUP & POLICE AND CRIME COMMISSIONER	2024/25	2023/24
Cash outflows		
Purchase of property, plant and equipment	7,934	9,399
Purchase of current investments	155,345	100,097
Other outflows	41	0
Cash inflows		
Proceeds from sale of property, plant and equipment	(2,067)	(879)
Proceeds from current and non-current investments	(129,898)	(71,464)
Other receipts	0	(20)
Net cash inflow from investing activities	31,355	37,133

Net cash flows from financing activities

£'000 GROUP & POLICE AND CRIME COMMISSIONER	2024/25	2023/24
Cash payments for decrease in liability relating to finance lease	1,725	797
Interest paid on lease liabilities	1,768	0
Repayments for short and long term borrowing	352	10,445
Net cash outflow from financing activities	3,846	11,242

Note 24: Events after the Reporting Period

The Statement of Accounts was authorised for issue by the Chief Finance Officer on 23 February 2026. Events taking place after this date are not reflected in the financial statements or notes. Where events taking place before this date provided information about conditions existing at 31 March 2025, the figures in the financial statements and notes have been adjusted in all material respects to reflect the impact of this information.



PC Miell and PD Boris by Paul Sainsbury

Pension Fund Account

The Scheme Manager of the Police Pension Fund is the Chief Constable. The administration of the fund is carried out by the County Council as part of the joint working arrangements. The administrator makes all payments to existing and new pensioners and maintains the necessary records of entitlement. The Commissioner provides the funds to make payments to pensioners and for transfers out of the scheme. The Commissioner's budget and current serving officers make contributions into the fund and at present 100% of any shortfall between this income and the payments made is met by a grant from the Home Office.

A Police Pensions Board was introduced in April 2015 in accordance with the Public Services Pensions Act 2013. The Board is chaired by the Chief Constable's Chief Finance Officer and has equal membership from the employer and employee side.

The Police Pension Fund makes payments to officers who retire from the scheme whilst in the employment of the Chief Constable or who have previously worked for the Chief Constable and who have a deferred pension. This is based on the length of service and pensionable pay at the point of retirement. Officers may choose to commute part of their benefit into a lump sum and to receive a reduced on-going pension. Benefits are also paid to dependents when an officer dies in service or after retirement.

Employees make the following contributions:-
2015 Scheme 12.44%-13.78%

The Chief Constable made an employers' contribution of 35.3% of pensionable salary and benefits in 2024/25 and received a £9.77m grant to towards the increase in the contribution rate. The employee's contribution is set nationally by the Home Office and is subject to a triennial revaluation by the Government Actuary's Department (GAD).

The Police Pension Fund Account has been prepared in accordance with the extant Police Pensions Regulations and the accounting policies set out in Note 1.

The Pension Fund financial statements do not take account of any liabilities to pay pensions and other benefits after the period end.

Most payments and employer contributions in respect of the police pension schemes are reported in the Police Pension Fund Account. Other pension costs are charged to the Comprehensive Income and Expenditure Statement. This includes the on-going costs and commuted lump sums in respect of officers who are awarded injury pensions, which totaled £4.6m in 2024/25. For officers who retire on the grounds of ill-health, the employer makes a contribution from the Comprehensive Income and Expenditure Account to the Police Pension Fund Account. This charge is the equivalent to two years' pensionable pay and is a one off credit to the account. All on-going payments are met by the Police Pension Fund.

Debtors and creditors of the Police Pension Fund Account are included within the main financial statements of the Commissioner as a result of the reimbursement of the top up grant and the cash being transferred between the Commissioner and Pension Fund bank accounts on a regular basis.

£'000	2024/25	2023/24
Contributions receivable		
From employer – normal contributions	(48,446)	(40,148)
From employer – ill-health capital equivalent charges	(2,020)	(1,481)
From members	(18,758)	(17,336)
Transfers in		
Individual transfers in from other schemes	(1,325)	(569)
Benefits payable		
Pensions	108,068	100,369
Commutations and lump sum retirement benefits	19,394	14,477
Lump sum death benefits	484	25
Payments to and on account of leavers		
Refund of contributions	361	205
Individual transfers out to other schemes	85	41
Net amount payable for year	58,243	55,584

£'000	2024/25	2023/24
Current assets – pensions paid in advance	0	9,133
Net assets	0	9,133

Glossary

Agency Services

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

Amortisation

The process of writing down the cost of an asset or liability through depreciation or repayment of principle over a suitable period of time.

Capital Adjustment Account

A reserve which reflects the net surplus of resources set aside to finance capital expenditure and the depreciation, impairment and write-off of the historical cost of property, plant and equipment assets.

Capital Expenditure

Expenditure on the provision and improvement of assets such as property, plant and equipment and vehicles and major items of equipment providing benefit over a life of more than one year.

Capital Receipts

Money obtained on the sale of a capital asset. Capital receipts can be used to finance new capital expenditure or to repay loan debt within rules set down by the government, but they cannot be used to finance revenue expenditure.

Chief Financial Officer (CFO)

The Commissioner and the Chief Constable both have a legal obligation under the Local Government Finance Act 1988 to appoint a person to be responsible for the proper administration of their financial affairs. This person is the Chief Financial Officer (CFO).

Collection Fund Adjustment Account

A reserve which records the difference between the income included in the Income and Expenditure Account and the amount required by regulation to be credited to the General Fund. The Commissioner includes a proportionate share of Council Tax debtors and creditors due to the billing authority, which is deemed to be acting as an agent of the major preceptors, including the Police and Crime Commissioner.

Credit Arrangements

An arrangement other than borrowing where the use of a capital asset is obtained and paid for over a period of more than one year. The main types of credit arrangements are leases of property, plant and equipment.

Creditors

Individuals or organisations to whom the Commissioner owes money at the end of the financial year for work done, goods received or services rendered but for which payment has not been made at 31 March.

Current service costs

The increase in the present value of pension liabilities expected to arise from employee service in the current period.

Debtors

Individuals or organisations who owe the Commissioner money.

Depreciation

Depreciation represents the consumption of an asset due to deterioration. The value is included within the income and expenditure account as a cost of providing services but as there is no cashflow impact on the general reserve, it is taken out in the movement in reserves statement.

Expected credit loss

An estimate of the losses an authority expects it will incur from financial instruments.

Expected loss allowance

Some debts are unlikely to be recovered because something has happened since the debt was raised. An assessment of the reduction in recoverable debt is made both individually (for individually significant debts) and collectively.

Fair value

The amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's-length transaction.

Financial Instruments Adjustment Account

A reserve which records the adjustments made to the value of assets and liabilities as a result of showing these at fair value or amortised cost on initial recognition and the subsequent accounting entries required to write the value of these assets and liabilities back up to the actual sum due or payable at the end of its expected life.

Financial Year

The annual period of accounting – i.e. 1 April to 31 March.

Non-current assets

Assets of significant value that yield benefits to the Commissioner for a period of more than one year.

Government Grants

Part of the cost of the service is paid for by central government. General grants can be spent at the discretion of the Commissioner. Specific grants (included within additional grants) are also paid to the Commissioner, but are ring-fenced for spending in specific areas.

Minimum Revenue Provision (MRP)

An amount required by statute to be charged to the movement in reserves. It ensures that authorities put aside funds for the repayment of loans.

Past service cost

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

Precept

The levying of a council tax rate by one authority which is collected by another. The Commissioner precepts upon the district/unitary councils' collection funds for its council tax income.

Revaluation Reserve

A reserve which records the accumulated gains on assets held by the Commissioner arising from increases in value, netted off for disposals and certain depreciation adjustments.

Revenue Contributions to Capital Outlay (RCCO)

Amounts paid from revenue funds (charged to the Income and Expenditure Account) to purchase capital assets.

Revenue Expenditure

Expenditure to meet the day to day running costs of services including wages and salaries, purchase of materials and services and capital financing charges. This is shown in the Income and Expenditure account.

Reserves

Accumulated sums which are maintained either to be earmarked for specific liabilities (e.g. pensions, insurance) or generally held to meet unforeseen or emergency expenditure (e.g. General Reserve).