

The Police and Crime Commissioner for Wiltshire and Swindon

Draft Group Statement of Accounts

Wiltshire and Swindon

pcc

These draft accounts are unaudited and have not yet been reviewed by the Joint Independent Governance, Risk and Audit Committee. The formal Committee review is scheduled for 25th September 2025 and precedes the commencement of external audit fieldwork.

2024/2025

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Narrative Report

The Police and Crime Commissioner (PCC) for Wiltshire is required to publish an Annual Group Statement of Accounts, which consolidates the financial results of both the PCC and the Chief Constable as separate legal entities. The Statement is presented in a format which complies with International Financial Reporting Standards (IFRS), the Code of Practice on Local Authority Accounting 2024/25 and the Accounts and Audit Regulations 2015.

The Statement of Accounts which follow disclose the 2024/25 financial results for the Police and Crime Commissioner for Wiltshire and Swindon (PCC) and for the Group accounts (PCC and Chief Constable). Comparative figures for 2023/24 are also shown. The Chief Constable for Wiltshire Statement of Accounts is available separately.

The Statement of Accounts also reflect the local arrangements in place for Wiltshire Police and the guidance and regulations provided through the Police Reform and Social Responsibility Act 2011, the Financial Management Code of Practice for the Police Service 2019, Financial Regulations for the Police and Crime Commissioner for Wiltshire and Swindon's Group and the scheme of delegation between the Police and Crime Commissioner and the Chief Constable.

The Office of the Police and Crime Commissioner for Wiltshire and Swindon and the Chief Constable for Wiltshire Police.

The Police Reform and Social Responsibility Act 2011 sets out requirements for the Office of the Police and Crime Commissioner for Wiltshire and Swindon (OPCC) and the Chief Constable for Wiltshire (CC) as two separate legal entities (corporations sole).

The Chief Constable is responsible for maintaining the King's peace and holds office under the Crown but is appointed by and accountable to the Police and Crime Commissioner (PCC) for the delivery of efficient and effective policing through suitable management of available resources. The PCC exercises their responsibilities through the governance framework, defined in the joint Force and PCC Annual Governance Statement (AGS), as explained in detail within this report. The PCC is furthermore held accountable by the Police and Crime Panel on behalf of the wider public.

Governance arrangements ensure the effective discharge of the monitoring officer and head of paid service functions. The monitoring officer ensures legal compliance, while the Chief Executive of the OPCC, as head of paid service, manages staff and supports operational policing.

For accounting purposes, the concept 'substance over form' requires that the economic substance of transactions and events must be recorded in the financial statements rather than just their legal form to present a true and fair view of the affairs of the entity. These accounts are produced in line with this concept and present the entity's financial position as set out in its financial regulations, scheme of delegations and other local arrangements.

The Chief Constable for Wiltshire has full operational control of Officers and staff except for the OPCC staff, and the related costs are disclosed in the Chief Constable's accounts and the Group Comprehensive Income and Expenditure Statement. This includes the Pensions costs.

The Police and Crime Commissioner has strategic control of all assets and liabilities and is responsible for establishing reserves and controlling all Cashflow. Due to this all balances or transactions recognised in the Group's Balance Sheet, Movement in Reserves Statement or Cashflow Statement are the responsibility of

the Police and Crime Commissioner of Wiltshire. All income is recognised in the Comprehensive Income and Expenditure Statement of the Police and Crime Commissioner.

Although the Police and Crime Commissioner is responsible for all assets and liabilities, to comply with accounting and audit requirements, the pension liabilities are required to be disclosed in the Chief Constable's Balance Sheet. To recognise the fact that the Police and Crime Commissioner has ultimate responsibility for these long-term liabilities there is a long-term pension creditor in his Balance Sheet of equivalent value to the pension liability. To represent the Chief Constable's use of the PCC's assets, the CC receives charges equivalent to the running costs and capital financing incurred by the PCC. This charge is recognised in the Comprehensive Income and Expenditure Statements.

Internal audit arrangements conform with CIPFA standards and provide independent scrutiny of governance, risk management, and internal controls. Where deviations occur, alternative measures ensure equivalent assurance. External audit processes are fully supported, with timely responses to findings and recommendations reviewed by the Audit and Risk Committee.

Strategic Objectives & Performance

The Commissioner's Police and Crime Plan 2025-2029 set out the four key policing priorities for the next four years:

Priority 1: A Police Service that Meets Community Needs

- Enhancing visibility and responsiveness in your neighbourhoods.
- Building trust and confidence in Wiltshire Police.

Priority 2: Reducing Violence and Serious Harm

- Tackling domestic abuse, sexual violence, and organised crime head-on.
- Proactively addressing issues that cause the greatest harm.

Priority 3: Tackling Crimes that Matter Most to Communities

- Reducing anti-social behaviour, rural crime, and improving road safety.

Priority 4: Improving the Experience of Victims and Delivering Justice

- Supporting victims throughout their journey.
- Ensuring justice is served efficiently and compassionately.

The Chief Constable is allocated a revenue budget and is responsible for operational planning to deliver these priorities.

The revenue budget consists of just over 85% staffing which, alongside reductions in funding and change in demand, leads to new challenges in the way policing needs to be delivered. Wiltshire Police has invested in new technology and remains focused on partnerships and collaborations that will bring costs down and improve effectiveness. Further details of joint operations are available in the notes to the accounts.

In response to the Commissioner's key policing priorities, the Chief Constable has set out a Strategic Plan for the force.

The plan focuses on delivery across five key areas:

- Serving our communities, keeping them safe and preventing crime
- Delivering high standards of crime investigation and service for victims
- Delivering an efficient, effective, affordable and sustainable police operating model, configured to meet demand
- To embed a culture of organisational learning and continuous improvement
- Attract, retain, develop and inspire our workforce, supported by high standards of leadership and professionalism.

Delivery in these areas is underpinned by four key foundations – people, resources, communities and partnerships. Furthermore, these important foundations will also support the vision of being a progressive and inclusive organisation, proud to deliver a consistently professional police service, built on trust, understanding and respect. This is a three-year plan, supported by annual one-page delivery plans that align with it and are reviewed each year to reflect the evolving needs of our communities, rising demands, and emerging issues or threats.

Events that Impact the 2024/25 Accounts:

Impacts of Inflation and High Interest Rates

The UK has experienced significant inflation rates over the past three years. The Consumer Prices Index (CPI) increased by 2.6% in the 12 months to March 2025. In response, the Bank of England reduced interest rates from 5.25% rate at the beginning of the financial year to 4.5% as at 31 March 2025.

The following narrative outlines how the organisation has managed these conditions, continued to deliver effective operational policing, and the impact on the PCC's finances.

Impact of Funding Levels

In December 2024 the provisional funding settlement was announced by the government. Whilst the settlement reported a 6.2% increase of funding in Wiltshire, there were significant new pressures that this funding needs to cover. The pressures include increases to Employer's National Insurance contributions and the increased expectation to achieve the Government's Neighbourhood Guarantee initiative.

It was recognised that significant savings would be needed to support a large gap in the funding position and a Financial Review process began in January 2025 to seek efficiencies for the organisation.

Impact on Service Provision

During 2024/25, overall demand for policing remained largely stable. However, the cost-of-living crisis continued to affect the public's lifestyle and wellbeing, leading to an increase in burglaries and heightened concerns for vulnerable community members. Wiltshire Police has focused on safer public spaces, violence, and burglary as key operational priorities in support of local communities and the PCC's Police and Crime Plan.

Geopolitical events, including instability in the Middle East and the ongoing conflict in Ukraine increased pressures on service delivery and funding. Difficulties in the procurement of essential equipment have eased, and delays due to supply chain disruptions, are less pronounced.

An early year overspend position for the organisation, required prompt and targeted interventions to control costs while maintaining the operational policing capability. In addition, £4.6m was drawn down from reserves to meet one-time and unforeseen costs.

These financial and operational strategies enabled Wiltshire Police to continue providing essential services despite economic challenges.

Impact on the Financials of the Police and Crime Commissioner

The decrease in interest rates has led to a lower return on the PCC's investments than previously anticipated of £0.949m (2023/24: £1.453m). This led to further funding pressures during the year. However, the rate decreases also lead to a decreased cost of borrowing which impacts considerably on the PCC's Capital financing plans. In previous years an amount of £1.2m capital expenditure was funded through internal borrowing due to the higher interest rates. This has been utilised to delay external borrowing until interest rates reduce to a more reasonable level, it is anticipated that this will occur during 2025/26.

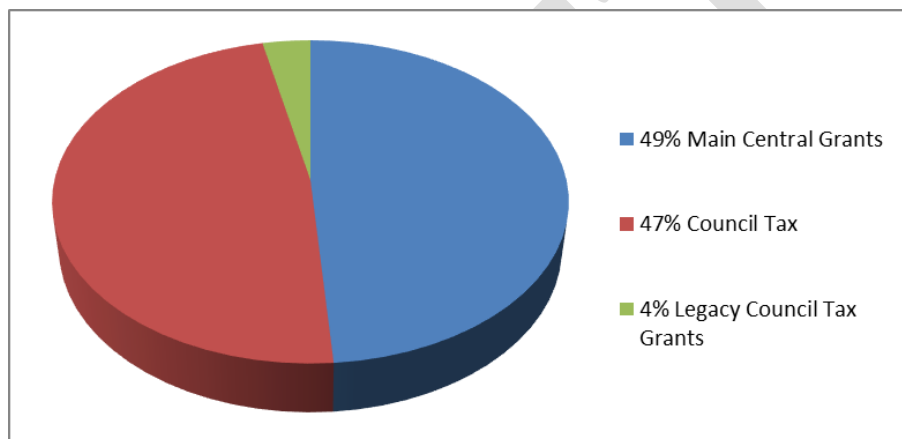
The high interest rates and high inflation have several impacts on the PCC's assets in their accounts. Revaluations are impacted where the market becomes more volatile and where items such as cost information are used in determining the value of depreciated replacement cost. Residual values are reviewed annually and consider price changes and inflation. The Code of Practice sets out that Assets Held for Sale must qualify for recognition as a completed sale within a year from the date of classification. High interest rates and high cost of borrowing can discourage potential buyers and lead to uncertainty over whether the sale is highly probable.

Fair Value of Financial Instruments have decreased in year due to use of higher interest rates in discounting calculations. The fair value of the PCC's outstanding Public Works Loan Board (PWLB) borrowing at 31 March 2025 was £1.1m compared with a fair value of £1.2m at March 2024 for the same borrowing. The same impact applies to the PCC's PFI liabilities. In lay persons terms if we were to take out these loans today it would cost more, this valuation does not affect the Balance Sheet or Comprehensive Income and Expenditure Statement.

Judgements and estimations used in the PCC's accounts need to be carefully considered in relation to materiality and uncertainty where they may be affected by the high inflation and interest rates. For example, volatility of markets will have an impact on valuation assumptions such as discount rates linked to bond yields for pensions estimations. An increase in bond yields has resulted in a significant reduction in the present value of the Defined Benefit Obligation.

Funding

All funding is received into bank accounts maintained by the Police and Crime Commissioner for Wiltshire and Swindon. General financing of £153.672m was received through Government Grants and Council Tax income for 2024/25 (2023/24: £148.77m):



Debt Position

The Capital Strategy for 2024/25 set out a need for borrowing to finance future Capital plans. There was no further borrowing taken out during 2024/25; planned borrowing for 2025/26 is £2.5m, and no further borrowing is planned during 2026/27 or 2027/28. The intention for 2025/26 is to borrow from the Public Works Loan Board (PWLB) at a fixed interest rate. Current borrowing includes an amount of £1.2m of internal financing which has been temporarily utilised to avoid external borrowing at the current higher interest rates. It is expected that this amount will be re-financed from external borrowing once the current rates become more beneficial.

Future Finances

Medium-term strategic plans were reported to the Executive Leadership Group in January 2025. These identified a likely shortfall of £6.8m for 2025/26. Efficiencies totalling £1.6m were identified and a Financial Review Programme was introduced to seek further efficiencies through rationalisation of Estates, Fleet and staffing mix for the remaining £5.2m.

Summary of the 2024/25 Financial Year – Capital Expenditure

Capital expenditure in 2024/25 was £5.250m compared to an approved budget of £12.930m. Slippage of £5.612m was experienced at 31 March 2025, £3.532m of this slippage relates to the Estates strategy and

£1.252m relates to IT projects. In 2024/25 the Police and Crime Commissioner's approved capital programme is funded from capital receipts and Revenue Contributions to Capital Outlay.

Future Capital Expenditure

An extensive review of Capital projects has resulted in a total original capital budget of £7.601m as of 1 April 2025. The largest spends within the capital plan relate to the Estates strategy and IT projects.

Financial Position

The Police and Crime Commissioner's total net revenue spend for 2024/25 was £158.428m (2023/24: £153.273m). Of this, £4.624m related to unexpected operational pressures, funded through reserves.

As at 31 March 2025, the Police and Crime Commissioner reported negative net assets of £809.992 million (2023/24: negative £921.670 million). This position is explained primarily by the requirement to account for pension liabilities under International Accounting Standard (IAS) 19 – Employee Benefits.

All pensions must be accounted for in line with International Accounting Standard (IAS) 19, and in doing this, the PCC's liabilities do considerably exceed the assets, this is not considered to be an issue for as long as the Police and Crime Commissioner's Group remains a going concern or any successor remains liable for the future pension costs. It is also worthwhile noting that with all Police Pension Schemes being unfunded (i.e. no assets are held to fund future costs) that this position will be reflected in all Police Group accounts.

The actuaries, Hymans Robertson LLP (Police Officers Pension Scheme) and Barnett Waddingham (Local Government Pension Scheme), have valued the Pension Funds for 2024/25. The outcome is a decrease in Pension Scheme liabilities of £117.443m (2023/24: Decrease £10.109m).

The decrease in liabilities is in part made up the effect of restricting the pension fund surplus for the Local Government Pension Scheme (LGPS) at year end of £54.781m (2023/24: £20,659m). In line with IFRIC 14 the pension asset has been limited to the lower of the:

- the surplus in the defined benefit plan, and
- the asset ceiling.

In line with the guidance the value of the LGPS has been limited to the asset ceiling. More details can be found in the Pension Note 30.

If the Pensions liabilities under IAS 19 had not been included, the net assets of the Police and Crime Commissioner would stand at £44.281m as at 31 March 2025 (2023/24: £50.048m):

2023/24 £000	Financial Position as at 31 March 2024	2024/25 £000
61,016	Buildings, Vehicles, IT and Equipment Assets owned	56,834
27,284	Cash at Bank, Investments and money due from customers	25,634
88,300	Total Assets	82,467
-20,388	Amounts due to be paid out in the next year	-19,584
-1,719	Long-term Borrowings	-1,669
-16,146	Amount due to be paid out for PFIs over the next 20 years	-16,933
-38,253	Total Liabilities	-38,186
50,048	Total Net Assets	44,281

The General & Earmarked Reserve balance at 31 March 2025 is £7.421m (2023/24: £12.274m). These provide financial resilience and may be utilised to manage significant one-time costs or funding shortfalls in future years.

Summary of the Police and Crime Commissioner's Group Revenue Expenditure 2024/25

Actual 2023/24 £m		Actual 2024/25 £m
75.910	General Government Grants	80.145
70.141	Income received from the Collection Fund	73.527
	Reserve transfer for expected shortfall in Council Tax	0.272
146.051	Approved NRE Budget	153.944
2.719	Non-ringfenced Pay Award Grant	1.349
21.975	Home Office Top-up Grant	20.574
170.745	Income from Government Grant and Local Taxpayers	175.867
-156.651	Net Cost of Services	-156.780
	Adjustment for Notional Sums included above	
-1.887	- Pensions (IAS 19)	-6.468
2.604	- Capital Financing	5.741
0.892	- Employee Benefits Accrual (IAS 19)	-0.639
-0.890	- Minimum Revenue Provision	-1.062
7.515	Net Contributions to Reserves	4.624
-21.975	Payment to Police Pension Fund to meet Deficit	-20.574
0.353		0.710
-0.060	Less Net Interest payable and similar charges	-0.570
0.293	Surplus/(Deficit) Transferred to/from the General Reserve	0.140

The table above summarises the Income and Expenditure and identifies any change in the general reserve. The recognised format of this statement does not allow an underspend or overspend to be clearly identified. The provisional revenue outturn reported to the Police and Crime Commissioner in June 2025 identifies a net underspend of £0.140m in the accounts (2023/24: Underspend of £0.293m). The table below shows the underspend and how it relates to the surplus transferred to the general reserve.

2023/24 £m	Description	2024/25 £m
156.651	Net Cost of Services	156.780
1.887	Notional Sums Adjustment – Pensions (IAS 19)	6.468
-2.604	Notional Sums Adjustment – Capital Financing	-5.741
-0.892	Notional Sums Adjustment – Employee Benefits (IAS 19)	0.639
0.890	Notional Sums Adjustment – MRP	1.062
0.060	Add Net Interest payable in 2023/24	0.570
-2.719	Add Non-ringfenced Pay Award Grant	-1.349
153.273	Revised Cost of Service	158.428
146.051	Approved NRE Budget	153.944
7.515	Reserves Transfers	4.624
153.566	Total Approved Budget	158.568
0.293	Surplus/(Deficit) Transferred to/from the General Reserve	0.140

The main features of the accounts are:

- **The Annual Governance Statement** – gives an assessment of internal control procedures.
- **The Statement of Accounting Policies** – explains the basis of the figures in the accounts.
- **The Comprehensive Income and Expenditure Statement** – summarises the income and expenditure on Police services and brings together all the recognised gains and losses of the Police and Crime Commissioner's Group accounts in the year.
- **The Movement in Reserves Statement** – shows the movement in the year on the different reserves held by the Police and Crime Commissioner, analysed into 'usable' (can be applied to fund expenditure) and 'unusable' reserves.
- **The Balance Sheet** – sets out the financial position of the Police and Crime Commissioner and the Group at 31 March 2025.
- **The Cash Flow Statement** – consolidates the total movement of the Police and Crime Commissioner's funds.
- **The Police Pensions Fund Account** – summarises Pensions movements for the year

Statement of Responsibilities for the Statement of Accounts

The Police and Crime Commissioner is required:

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

I confirm that these accounts have my approval

P Wilkinson, Police and Crime Commissioner for Wiltshire and Swindon

Date: xx/xx/2025

The Chief Finance Officer

The Chief Finance Officer is responsible for the preparation of the Statement of Accounts for the Police and Crime Commissioner for Wiltshire and Swindon's Group in accordance with proper practice as set out in the CIPFA Code of Practice on Local Authority Accounting in the United Kingdom ("the Code of Practice").

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

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

The Chief Finance Officer has also:

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

I certify that I believe the Statement of Accounts presents a true and fair view of the financial position of the Police and Crime Commissioner for Wiltshire and Swindon and the Group as at 31 March 2025 and its income and expenditure for the year ended 31 March 2025. Events that have occurred after the balance sheet date have been considered to the date of approval.

Chief Finance Officer's Statement – Draft Accounts (Unaudited)

The draft Statement of Accounts for the year ended 31 March 2025 has been prepared in accordance with the requirements of the Accounts and Audit Regulations 2015.

Based on the information provided to date, and within the constraints of the time and access available, I am not aware of any material misstatements within these draft accounts. However, due to the limited opportunity to review working papers and the final version of the statements prior to publication, I am unable to provide the level of assurance that would ordinarily accompany my review at this stage.

These draft accounts are therefore published on the understanding that they are subject to change and further assurance as part of the statutory audit and final sign-off process.



David Moran

S.151 Officer and Chief Finance Officer (OPCC)

Date: 27th June 2025

For further information concerning any items contained in this Statement, please write to Chief Finance Officer, Police HQ, London Rd, Devizes, Wiltshire, SN10 2DN, or telephone (01380) 734023.

Joint Annual Governance Statement 2024-25

Police and Crime Commissioner for Wiltshire and Swindon and the Chief Constable of Wiltshire Police

This statement confirms the position as of 31 March 2025 for the two corporations sole, the Police and Crime Commissioner (PCC) and Chief Constable of Wiltshire Police, govern both jointly and separately.

Context

The principal statutory legal framework within which the corporations sole operate is:

- Police Reform and Social Responsibility Act 2011.
- Policing Protocol Order 2011.
- Financial Management Code of Practice for the Police (Home Office, 2018).
- Strategic Policing Requirement.
- Code of Ethics.
- Victims' Legislation.

The position as of 31 March 2025.

Introduction

This Joint Annual Governance Statement (AGS) sets out how the Police and Crime Commissioner for Wiltshire and Swindon and the Chief Constable of Wiltshire Police have ensured robust governance arrangements are in place during 2024/25.

It outlines how the organisations comply with the principles of good governance as defined in the CIPFA/SOLACE Framework *Delivering Good Governance in Local Government (2016)* and how these arrangements support the effective delivery of services and achievement of objectives.

Scope of Responsibilities

The Police and Crime Commissioner (PCC) is responsible for the totality of policing in Wiltshire and holds the Chief Constable (CC) to account for the operational delivery of policing services. The Chief Constable is responsible for maintaining the King's Peace and has direction and control of police officers and staff.

Both corporations sole must ensure their business is conducted in accordance with the law and proper standards, and that public money is safeguarded, accounted for, and used efficiently and effectively.

The Purpose of the Corporate Governance Framework

The corporate governance framework comprises systems, processes, culture, and values that direct and control organisational activity. It enables the PCC and Chief Constable to monitor performance and deliver the Police and Crime Plan and associated policing priorities while upholding principles of transparency, accountability, and integrity.

The Governance Framework

The jointly agreed Code of Corporate Governance is built around the seven core principles of good governance. These principles underpin all policies and decisions, ensuring ethical leadership, effective risk management, stakeholder engagement, and efficient use of resources. Oversight is provided through internal controls, financial regulations including external audit and the work of the Joint Independent Governance, Risk and Audit Committee (JIGRAC).

Communicating the Police and Crime Plan

The PCC's Police and Crime Plan is developed through public engagement and strategic analysis. It sets clear outcomes and priorities and is communicated via digital channels, printed materials, and direct engagement

with communities and partners. The Chief Constable aligns operational delivery to the Plan through performance management, ensuring priorities are translated into measurable action.

Delivering the Framework

The delivery of the governance framework is achieved through integrated structures, systems, and behaviours within both the OPCC and Wiltshire Police. Key components include:

- A jointly maintained Scheme of Corporate Governance setting out decision-making responsibilities, financial limits, and delegations.
- Regular oversight through formal governance boards, including attendance by senior officers and the PCC to review performance, risks, financial management, and strategic decisions.
- A clear set of policies and procedures, including anti-fraud, whistleblowing, and complaints processes, ensuring ethical and lawful conduct.
- Routine scrutiny and assurance via internal audit, external audit, HMICFRS inspections, and independent oversight by the Joint Independent Governance, Risk and Audit Committee (JIGRAC).
- The embedding of ethical values through the Code of Ethics, reinforced via leadership, training, and workforce development initiatives.
- Shared operational and strategic planning frameworks, including Medium-Term Financial Strategies, capital and resource planning, and business continuity planning.
- Regular review and monitoring of corporate risks, informed by an active risk management strategy.
- Mechanisms for effective community engagement, including public consultations, Independent Advisory Groups, and formal engagement through the Police and Crime Panel.
- Annual assessments, including this statement, that enable reflection, learning, and improvement in the application of governance.

These processes collectively ensure that the governance framework is not static but embedded into the culture and day-to-day practices of both organisations.

Key Roles, Responsibilities and Delegations

The PCC and Chief Constable maintain a clear division of responsibilities, codified in the Policing Protocol Order 2011 and local governance schemes. Delegations to senior officers are outlined in the Scheme of Delegation and enable timely decision-making and operational responsiveness. The Chief Executive (Monitoring Officer), Chief Finance Officers (PCC and Force), and operational leaders play vital roles in upholding these delegations.

Standards of Conduct

Both organisations operate in accordance with the Nolan Principles and the College of Policing's Code of Ethics. Registers of interests, anti-fraud policies, whistleblowing procedures, and disciplinary frameworks are in place and regularly reviewed. Conduct is monitored by internal mechanisms and independently scrutinised through the Joint Independent Governance, Risk and Audit Committee (JIGRAC).

Contract and Risk Management

Contract management is governed by Financial and Contract Regulations, with oversight provided by the Chief Executive of the Office of the Police and Crime Commissioner (OPCC). While there is no dedicated procurement team, contract owners across the organisation are responsible for managing individual contracts. Strengthened decision making, governance and oversight will be enhanced during 2024/25 and will continue with the creation of specialist Wiltshire procurement capability. The OPCC and Force receive specialist procurement and tendering support through a collaboration arrangement with South West Police Procurement Services (SWPPS). Risk is managed through integrated risk registers, assurance maps, and business continuity plans. Significant risks are escalated to senior leaders and reviewed by JIGRAC.

Role of the JIGRAC

The Joint Independent Governance, Risk and Audit Committee (JIGRAC) provides independent assurance on the adequacy of the governance and control frameworks. It reviews financial reporting, risk management, and internal and external audit findings, and supports continuous improvement in governance arrangements.

Statutory and Policy Compliance

The PCC and Chief Constable ensure compliance with all relevant legislation, including the Police Reform and Social Responsibility Act 2011, Equality Act 2010, General Data Protection Regulation (GDPR), and Freedom of Information Act 2000. Regular training, internal audit, and legal advice contribute to maintaining compliance.

Complaints Procedures

Complaints processes are compliant with national frameworks. The PCC has oversight of complaints against the Chief Constable, while the Force's Professional Standards Department manages complaints against officers and staff. The OPCC provides a public complaints and correspondence function, with quarterly reporting and scrutiny mechanisms in place.

Community Engagement

The OPCC and Wiltshire Police engage widely with the public through consultations, surveys, social media, community forums, and outreach initiatives. Feedback is used to shape policy, inform priorities, and ensure services are responsive to public need.

Partnerships & Collaborations

The organisations actively participate in local, regional, and national collaborations, including the South West Police Collaboration Programme. Some of these are statutory and some are to deliver improved outcomes and service integration. Both organisations work extensively in partnership with Partnerships in local government, health, criminal justice, and safeguarding to deliver the Police and Crime Plan, statutory responsibilities and improved service outcomes and efficiency. Formal agreements and governance arrangements are in place to ensure accountability and clear outcomes.

Review of effectiveness in 2024/25

The delivery of the governance framework is achieved through integrated structures, systems, and behaviours within both the OPCC and Wiltshire Police as detailed in the AGS published for 2024/25.

The key components of the governance framework are wide ranging and are detailed below, all of which have been in place throughout the 2024/25 period.

- The role of Police and Crime Commissioner
- The role of Chief Constable
- The OPCC Executive Leadership Team
- The Chief Officer Group
- Transparent Decision Notices and log
- JIGRAC
- The Police and Crime Panel
- The Scheme of Governance
- Performance Reporting

- Risk Management
- Professional Standards
- Procurement governance

As a joint Force & OPCC activity, the full understanding of the latest Peel inspection reports was achieved by August 2024. This followed an extensive period of internal review of existing plans and counter measures to address areas for improvement (AFIs) and the removal of Wiltshire Police from the engage monitoring process during May 2024, where good progress had been successfully demonstrated.

From this, also during May 2024 the Wiltshire Police Strategic Plan was launched which outlines the key strategic priorities and deliverables for the next three years to ensure Wiltshire Police continue to deliver against the Police and Crime Plan.

To underpin the delivery of the strategic plan, the Annual Business Planning process, which operates across all departments informs the production of in year Plans on a page which are cascaded to the workforce. This is shared with HMICFRS through the production of an annual Force Management Statement (FMS). This planning activity also informs the future portfolio of change across operational and corporate services. Effective stage gate and authorisations processes have been strengthened in 2024 with the implementation of an innovation and procurement pathway. These ensure effective scrutiny of change programming, procurement, and delivery within Wiltshire Police and into the OPCC for authorisation and assurance.

To drive performance accountability, during 2024 the organisation embedded the new governance meeting structure with four key strategic boards covering People, Change, Improvement and Performance.

A shared performance framework informs the OPCC and Wiltshire Police through a range of KPIs and bespoke departmental scorecards presented via a Business Intelligence product. Furthermore, standard monthly performance reports inform key governance boards at strategic and tactical level to drive improvements. The performance governance meeting structure has also been refined to ensure it is efficient in the monitoring of operational effectiveness and resource use.

The Performance framework is under constant review and development including the production of a new Neighbourhood performance framework to demonstrate effectiveness against Community commitments and engagement with the public.

An internal operational Audit and Assessment capability has been implemented (through SWAP internal audit services) providing a service to operational and investigative business areas to ensure compliance and improve the quality of performance, notably for investigations.

Through the Organisational Learning and Corporate Risk Board local and force level risks are reviewed and mitigation and management scrutinised. Wiltshire Police are working with national and regional risk groups to standardise practice and develop a national risk management framework for Forces.

Whilst the joint PCC and Force view is that further progress is required, it is also the strong belief that the appropriate governance, reporting and plans are in place to address the AFIs identified, and we welcome the findings of the HMICFRS inspection later in 2025/26 period. The OPCC has a clear management and performance structure that oversees all aspects of its strategic direction, service delivery, performance, resource and risk management. This is overseen by the Chief Executive who reports progress to the PCC.

HMICFRS Inspection

Throughout 2024/25, the Peel Inspection and HMICFRS inspection areas for improvement (AFI's) have been highlighted and reported monthly to track progress and provide challenge. Governance up to January 2025 was through a monthly Continuous Improvement meeting chaired by the Deputy Chief Constable (DCC). Since then, ownership of all things HMICFRS has been passed to the monthly Strategic Improvement Board (SIB), also chaired by the DCC. The change was driven by the drive to improve efficiency whilst maintaining a strong focus and challenge on delivering on the AFIs which numbered 21 in total.

The purpose of the Continuous Improvement meeting and then SIB is to capture the latest status of each AFI (which are allocated to a specific owner), based on performance data and evidence collected, and to form the collective opinion of progress, challenge the status and recommend corrective action. Both the minutes and actions of the meeting are recorded and circulated for clear ownership and deadlines for completion.

The Peel AFIs derived from the published Peel report in August 2024 have remained the focus of SIB since January 2025 and will continue to be so until the outcome of the Peel 2025 inspection, planned for November 2025.

Financial Planning

During 2024/25, financial planning arrangements were subject to renewed scrutiny and revision. The Medium-Term Financial Strategy (MTFS) was reviewed in-year and, in doing so, revealed several planning assumptions that did not align with the operational and financial understanding of senior management. This misalignment highlighted the need for strengthened cost containment and more conservative financial forecasting. Consequently, adjustments were incorporated into the financial plans for 2025/26 and beyond, with additional focus placed on achieving structural financial sustainability.

Budget monitoring processes were formally enhanced from September 2024 to include a consistent forecast outturn methodology. These forecasts identified emerging budget pressures, particularly in relation to workforce costs and demand-led expenditure. The early identification of these variances enabled targeted intervention and corrective action during the second half of the year.

Reserves were drawn upon in a controlled and policy-aligned manner during the second half of the year to mitigate pressures related to headcount, overtime, and unfunded national requirements. Notably, anticipated external support for exceptional operations and one-off national initiatives was lower than expected, resulting in further in-year drawdowns. These financial pressures underlined the importance of maintaining adequate general and earmarked reserves for operational resilience.

No invocation of Section 114 of the Local Government Finance Act 1988 was necessary during the year. Despite the challenges, the reserve position remained robust, and an ongoing programme of cost control, efficiency reviews, and financial discipline is being progressed to safeguard medium-term financial integrity.

Public Engagement & Transparency

Throughout 2024/25, both the Office of the Police and Crime Commissioner (OPCC) and Force maintained a commitment to transparency and public engagement in financial planning. During the precept consultation period (December 24 to February 25) multiple media releases were issued to inform residents about proposed budget allocations and to invite public feedback.

The OPCC and Force also facilitated opportunities for community input through online surveys, online 'Facebook live' and public forums with the Chief Constable and PCC, ensuring that the voices of Wiltshire residents were considered in policing priorities, the setting of the force and OPCC budget as well as the precept part of the Council Tax.

The Police and Crime Commissioner presented the budget to the Police and Crime Panel, reflecting the community's input and financial considerations. All relevant documents, including budget proposals and

consultation outcomes, were made accessible on the OPCC website, which is regularly updated to ensure transparency.

The Chief Finance Officer of the OPCC oversees the publication of financial information, aligning with audit requirements and promoting accountability. These efforts underscore the OPCC's dedication to engaging the public and maintaining open communication regarding financial decisions.

As part of our commitment to transparency and accountability, both the Police and Crime Commissioner (PCC) and Wiltshire Police comply with the Freedom of Information Act 2000 (FOIA). FOI requests are a fundamental right for the public to request information held by public authorities, and we are required to assess whether we hold the requested information and disclose it unless there is a legitimate exemption under the Act.

In response to any FOI request, the first step is to determine if the requested information is held by either the OPCC or Wiltshire Police. Once this determination is made, the next step is to assess whether the information is eligible for disclosure under the Act, considering any potential exemptions. In cases where exemptions apply, the relevant details are discussed internally, with advice sought from senior leadership or legal teams to ensure compliance with the legal framework.

We ensure that all staff are aware of the procedures and protocols surrounding FOI requests, with clear guidance on how to respond appropriately. Any concerns regarding the disclosure of information, including whether an exemption may apply, are reviewed collaboratively, with oversight from senior management before final decisions are made.

In the case of specific requests, the appropriate staff member will liaise with the relevant department to confirm if the information is held and provide it accordingly. If any concerns arise regarding the potential for exemption, these are promptly addressed in consultation with the appropriate managers and the legal team.

Data Security

Throughout 2024/25 Wiltshire Police has continued to invest in the deployment of contemporary information and communication technologies which enables ubiquitous (flexible and collaborative) and secure remote working both in and away from the workplace. The adoption of the Digital, Data & Technology Policing Programme core components has a positive impact on information management notably by ensuring there is a secure platform measured against blueprint standards. Specifically, these Programmes enable;

- Agile access to information and tasks
- Ways of working that continue to improve outcomes for citizens and protect the most vulnerable
- Enhanced capability to monitor and respond to cyber threats
- Processes that enable the transfer of all material in a digital format
- Tools that support cross management of resources and the delivery of specialist capabilities
- A common platform enabling collaboration with other Forces and wider delivery chain partners
- Improved efficiency and interoperability
- Enhanced information access rights and improved access rights management

Unexpected demand continues to be reviewed through existing governance and prioritisation processes and, where necessary, additional resources will be considered and, if/when approved will be funded and recruited for specific and time limited periods.

Referring to data breaches identified during the 2024/25 period, there were 121 cases identified of which 16 met the threshold for reporting to the ICO. Where these have been reported to the ICO, none have resulted in enforcement action or criticism of organisational weaknesses or governance structures in place.

The OPCC follows the processes of data protection when using Force systems and has aligned policies and procedures in the management of its information.

Internal Audit and Counter Fraud Assurance

The Office of the Police and Crime Commissioner (OPCC) and Wiltshire Police continue to maintain a structured programme of internal audit activity, delivered by SWAP Internal Audit Services, providing

independent assurance on the adequacy and effectiveness of internal control, governance, and risk management arrangements.

For the year 2023/24, SWAP issued an overall opinion of 'Reasonable Assurance', concluding that the majority of reviewed areas were adequately controlled and risks were generally well managed. Notably, SWAP did not identify any significant corporate risks during the year.

In addition, an Annual Fraud Report was tabled at the Joint Independent Governance, Risk and Audit Committee (JIGRAC) in 2023. This report incorporated inputs from the National Fraud Initiative (NFI), the local Counter Corruption Team, and relevant internal audit findings. It concluded that there is a high level of assurance regarding the low incidence of fraud across both the OPCC and the Force, supported by a robust control environment and strong emphasis on standards of conduct.

However, a more recent SWAP report, Wiltshire Police Key Financial Controls – Main Accounting 2024/25 (June 2025), provided limited assurance over financial control areas. While the audit did not identify any Priority 1 (critical) risks, it identified seven recommendations (five Priority 2 and two Priority 3) across several core financial control areas. These included:

- Inconsistent application of delegated financial authorities, particularly for expenditure exceeding £100,000.
- Gaps in timely reconciliation and oversight of suspense and control accounts, including covert accounts.
- Journals within Unit4 could be deleted without clear oversight, indicating a need for strengthened review processes.
- Access controls within Unit4 require tightening, particularly for users with system or super permissions, to ensure appropriate segregation of duties and adherence to role-based access principles.

The report noted that the Finance Team had undergone significant leadership changes and operational pressures during the audit period, including the production of annual accounts. Despite these challenges, the auditors observed a clear commitment to improvement and ownership of issues identified.

These findings have been accepted by management, and action plans are in place. Senior leadership is actively overseeing implementation, and progress will be monitored through the Audit Committee. The AGS acknowledges these findings as part of the continuous improvement culture within the organisation and commits to embedding the necessary enhancements during 2025/26 to ensure sustained assurance over key financial controls.

Significant Governance Issues

This section outlines significant governance matters that have arisen during the reporting period and the steps being taken to address them. While the organisation continues to prioritise strong governance, certain issues were identified that warrant formal reporting.

External Audit Opinion and Basis for Disclaimer

The external auditor issued a *disclaimer of opinion* on the Police and Crime Commissioner's 2023/24 financial statements. This was primarily due to the prior year (2022/23) audit also receiving a disclaimer, which limited the auditor's ability to obtain sufficient and appropriate audit evidence in relation to opening balances for 2023/24. Furthermore, the completion of the 2022/23 audit in December 2024 left insufficient time to undertake the full range of required procedures on the 2023/24 accounts ahead of the statutory publication deadline of 28 February 2025.

It is important to note that the auditor did not report any matters of unlawful expenditure or material fraud. Nor were any statutory recommendations or public interest reports issued. Nevertheless, actions to address the underlying governance and financial control weaknesses that contributed to these audit limitations remain ongoing.

Pension Administration

Wiltshire Police outsources its officer pension administration to XPS. During 2024/25, issues relating to the McCloud/Sargeant Remedy and the application of Scheme Sanction Charges led to delays in communications to some serving and retired officers. This is being actively managed with the provider to improve timeliness and accuracy of pension-related correspondence.

Financial Sustainability

While in-year forecast overspends emerged during the first half of 2024/25, these were mitigated in the latter part of the year through active financial controls. Nonetheless, the year-end financial position was only brought within budget through a significant drawdown from reserves. Looking ahead, several initiatives are in place for 2025/26 and beyond to reduce expenditure and ensure a closer alignment with available funding levels. Continued monitoring and strategic financial planning remain essential.

Security Assessment for Policing (SyAP)

The SyAP is a bespoke assurance set developed for UK policing. It is primarily based on the National Institute of Standards and Technology (NIST) Cyber Security Framework but also incorporates other relevant question sets. It is designed to cover all aspects of cyber security - physical, personnel, procedural, technical and resilience and audits.

Forces are audited by Police Digital Services and scored across a total of 110 controls; each control is individually evaluated by Police Digital Service to determine a maturity rating from 0 (lowest maturity) to 5 (highest). Wiltshire Police rating is 2.35 against a benchmark of 2 as at 6th June 2025.

Governance Assurance

Despite the challenges outlined above, governance arrangements in other key areas have remained robust. There is no evidence of a significant breakdown in core financial controls, including those relating to procurement, payroll, and pensions administration (beyond the aforementioned pension communication delays). There have been no known instances of unauthorised expenditure, material losses, fraud, or non-compliance with Contract Standing Orders or Financial Regulations.

Moreover, there are no significant concerns to report regarding the effectiveness of governance structures or leadership. A high degree of transparency continues to be maintained in decision-making processes, including those relating to contracts, appointments, and the allocation of budgets.

Peel Inspection

Whilst there were no questions from the latest PEEL inspection rated as inadequate there were four questions rated as requiring improvement (engaging and treatment, responding, investigating, and protecting vulnerable people). Throughout 2024/25 these have been addressed and reviewed regularly through the processes defined above with positive improvements reported on a quarterly basis across these key areas. They will remain priority to track and deliver ahead of the November 2025 PEEL inspection.

Separation and Governance of the Chief Finance Officer Roles

To strengthen financial governance and ensure greater clarity of accountability, the Chief Finance Officer role has been formally separated into two distinct positions, one supporting the Police and Crime Commissioner (PCC) as statutory Section 151 Officer, and the other serving the Chief Constable in managing the operational finances of the force. This structural refinement reinforces the legal and financial independence of both corporations' sole, while safeguarding transparency, robust financial control, and strategic alignment. Clear responsibilities, reporting lines, and collaboration principles are in place to ensure joined-up financial oversight and assurance, supporting effective delivery of policing priorities and public value.

Conclusion and Assurance Statement

The governance arrangements in place throughout 2024/25 have been subject to continuous review and enhancement, enabling the Police and Crime Commissioner and Chief Constable to discharge their respective responsibilities effectively. The joint governance framework has supported improved performance, financial

oversight, and strategic alignment, including the removal of Wiltshire Police from the Engage process and the implementation of a new strategic plan and performance management structure. Robust mechanisms for risk management, internal control, and public engagement have been embedded and remain under active development. While challenges in financial sustainability and service demand have required adaptive measures, the governance environment has proven resilient. The PCC and Chief Constable are satisfied that the governance arrangements in place remain fit for purpose and provide a sound basis for the identification and resolution of any significant governance issues.

Catherine Roper Chief Constable
Philip Wilkinson OBE Police and Crime Commissioner for Wiltshire & Swindon
Naji Darwish OPCC Chief Executive
David Moran Interim OPCC Chief Finance Officer
Robert Thomas Force Chief Finance Officer

Comprehensive Income and Expenditure Statement for the Police and Crime Commissioner for Wiltshire and Swindon's Group 2024/25

This table includes both the Police and Crime Commissioner's and the Chief Constable's analysis.

2023/24 Net Expenditure £000	See also Notes 7, 8 and 9	Gross Expenditure £000	Income £000	2024/25 Net Expenditure £000
152,384	Police Services	177,611	-27,871	149,741
4,267	Police and Crime Commissioner	10,558	-3,519	7,039
156,651	Net Cost of Police Services	188,169	-31,390	156,780
	<i>Other Operating Income & Expenditure:</i>			
-27	Loss/(Gain) on disposal of Non-Current Assets			-1,481
-21,975	Home Office Top-up Grant Note 30			-20,574
	<i>Financing & Investment Income & Expenditure:</i>			
1,573	Interest Payable and Similar items Note 17			1,569
-1,513	Interest and investment income			-999
45,769	Net Pensions Interest Note 30			46,224
	<i>Taxation & Non-Specific Grant Income & Expenditure:</i>			
-48,531	Police Grant			-49,537
-30,097	Other General Government Grant			-31,957
-69,913	Precepts on Collection Funds			-74,433
353	Other Tax and Non-Specific Grant Income			-699
32,290	(Surplus)/Deficit on the Provision of Services			24,892
-354	(Surplus)/Deficit on Revaluation of Assets Note 12, 13			56
-32,017	Pension Re-measurement of the net defined benefit liability/(asset) Note 30			-136,625
-32,371	Other Comprehensive Income and Expenditure			136,570
-80	Total Comprehensive Income and Expenditure			-111,678

Comprehensive Income and Expenditure Statement for the Police and Crime Commissioner for Wiltshire and Swindon 2024/25

This table only includes the Police and Crime Commissioner's analysis. The PCC has a net income in his direct accounts for the Net Cost of Services; the Chief Constable's costs of policing are then funded by an intra group transfer of funds.

2023/24 Net Expenditure £'000	See also Notes 7, 8 and 9	Gross Expenditure £'000	Income £'000	2024/25 Net Expenditure £'000
-18,623	Police Services		-27,871	-27,871
4,267	Police and Crime Commissioner	10,558	-3,519	7,039
-14,356	Net Cost of Police Services before intra group funding	10,558	-31,390	-20,832
171,007	Intra Group Funding for Chief Constable's Net Service Cost			177,611
156,651	Net Cost of Police Services			156,779
	<i>Other Operating Income & Expenditure:</i>			
- 27	Loss/(Gain) on disposal of Non-Current Assets			-1,481
- 21,975	Home Office Top-up Grant Note 30			-20,574
	<i>Financing & Investment Income & Expenditure:</i>			
1,573	Interest Payable and Similar items Note 17			1,569
- 1,513	Interest and investment income			-999
45,769	Intra Group Funding (Net Pensions Interest) Note 30			46,224
	<i>Taxation & Non-Specific Grant Income & Expenditure:</i>			
- 48,531	Police Grant			-49,537
- 30,097	Other General Government Grant			-31,957
- 69,913	Precepts on Collection Funds			-74,433
353	Other Tax and Non-Specific Grant Income			-699
-32,017	Intra Group Funding (Pensions re-measurement of the net defined benefit liability/(asset)) Note 30			-136,625
273	(Surplus)/Deficit on the Provision of Services			-111,734
- 354	(Surplus)/Deficit on Revaluation of Assets Note 12, 13			56
- 354	Other Comprehensive Income and Expenditure			56
-80	Total Comprehensive Income and Expenditure			-111,678

Movement in Reserves Statement for the Police and Crime Commissioner for Wiltshire Group

	General Fund	Capital Receipts Reserve	Capital Grants Unapplied	Total Usable Reserves Note 23	Unusable Reserves Note 24	Total Reserves
	£000	£000	£000	£000	£000	£000
Balance as at 31 March 2023 Brought Forward	19,496	0	523	20,019	-941,769	-921,748
Movement in reserves during 2023/24						
Total Comprehensive Income and Expenditure	-32,290			-32,290	32,371	80
Adjustments between accounting basis and funding basis under statute – Note 8	25,068		-518	24,550	-24,550	
Increase/(Decrease) in 2023/24	-7,222	0	-518	-7,740	7,820	80
Balance as at 31 March 2024 Carried Forward	12,274	0	5	12,279	-933,949	-921,670
Balance as at 31 March 2024 Brought Forward	12,274	0	5	12,279	-933,949	-921,670
Movement in reserves during 2024/25						
Total Comprehensive Income and Expenditure	-24,892		0	-24,892	136,570	111,678
Adjustments between accounting basis and funding basis under statute – Note 8	20,039	2,576	-5	22,610	-22,610	0
Increase/(Decrease) in 2024/25	-4,853	2,576	-5	-2,282	113,960	111,678
Balance as at 31 March 2025 Carried Forward	7,421	2,576	0	9,997	-819,989	809,992

Movement in Reserves Statement for the Police and Crime Commissioner for Wiltshire

	General Fund	Capital Receipts Reserve	Capital Grants Unapplied	Total Usable Reserves Note 23	Unusable Reserves Note 24	Total Reserves
	£000	£000	£000	£000	£000	£000
Balance as at 31 March 2023 Brought Forward	19,496	0	523	20,019	-941,769	-921,749
Movement in reserves during 2023/24						
Total Comprehensive Income and Expenditure	-5,651			-5,651	5,730	80
Adjustments between accounting basis and funding basis under statute – Note 8	-1,572		-518	-2,090	2,090	
Increase/(Decrease) in 2023/24	-7,222	0	-518	-7,740	7,820	80
Balance as at 31 March 2024 Carried Forward	12,274	0	5	12,279	-933,949	-921,670
Balance as at 31 March 2024 Brought Forward	12,274	0	5	12,279	-933,949	-921,670
Movement in reserves during 2024/25						
Total Comprehensive Income and Expenditure	111,734	0	0	111,734	-56	111,678
Adjustments between accounting basis and funding basis under statute – Note 8	-116,587	2,576	-5	-114,016	114,016	0
Increase/(Decrease) in 2024/25	-4,853	2,576	-5	-2,282	113,960	111,678
Balance as at 31 March 2025 Carried Forward	7,421	2,576	0	9,997	-819,989	-809,992

Balance Sheet for the Police and Crime Commissioner for Wiltshire and Swindon and the Group as at 31 March 2025

PCC				PCC's Group	
£000	£000			£000	£000
31-Mar-24	31-Mar-25			31-Mar-24	31-Mar-25
50,611	49,854	Property, Plant & Equipment	Note 10	50,611	49,854
-	1,718	Right of Use Assets	Note 10	-	1,718
1,118	1,118	Investment Property	Note 13	1,118	1,118
2,454	1,474	Intangibles	Note 14	2,454	1,474
1,302	1,300	Assets Under Construction		1,302	1,300
55,484	55,464	Total Long-term Assets		55,484	55,464
1,062	949	Inventories		1,062	949
20,726	20,833	Short Term Debtors	Note 20	20,726	20,833
5,000	-	Short Term Deposits (up to one year)		5,000	-
496	3,851	Cash & Cash Equivalents	Note 19	496	3,851
5,532	1,370	Assets Held For Sale (under 1 yr)	Note 15	5,532	1,370
32,816	27,004	Total Current Assets		32,816	27,004
-946	-1,055	Finance Lease Liability	Note 17	-946	-1,055
-48	-50	Short Term Borrowings	Note 17	-48	-50
-17,962	-17,774	Short Term Creditors	Note 21	-17,962	-17,774
-1,432	-705	Provisions (under 1 yr)	Note 22	-1,432	-705
-20,388	-19,584	Total Current Liabilities		-20,388	-19,584
-16,146	-16,933	Finance Lease Liability	Note 17	-16,146	-16,933
-1,719	-1,669	Long-term Borrowing	Note 17	-1,719	-1,669
	-854,274	Liability Related to Defined Benefit Pensions Scheme.	Note 30	-971,717	-854,274
-971,717		Pension Intra Group Creditor	Note 30		
-989,582	-872,876	Total Long-term Liabilities		-989,582	-872,876
-921,670	-809,992	Total Net Assets		-921,749	-809,992
12,279	9,997	Usable Reserves	Note 23	12,279	9,997
-933,949	-819,989	Unusable Reserves	Note 24	-933,949	-819,989
-921,670	-809,992	Total Reserves		-921,670	-809,992



D Moran, Chief Finance Officer. Date: 27/06/2025

Cash Flow Statement for the Police and Crime Commissioner for Wiltshire and Swindon and the Group 2024/25

2023/24 £000	See also note 19	2024/25 £000
	<u>Operating Activities</u>	
70,141	Taxation	73,527
48,531	Police Main Grant	49,537
30,098	Other General Government Grant	31,957
16,464	Cash Received for Goods and Services	31,047
1,453	Interest Received	949
166,687	Cash Inflows Generated from Operating Activities	187,017
-130,912	Cash Paid to and on behalf of Employees	-143,751
-34,627	Cash Paid for Goods and Services	-44,675
-1,573	Interest Paid	-1,547
-167,112	Cash Outflows from Operating Activities	-189,973
-425	Net Cash Flows from Operating Activities	-2,956
	<u>Investing Activities</u>	
-10,905	Purchase of Non-Current Assets	-5,132
533	Proceeds from Sale of Non-Current Assets	5,880
9,000	Purchase of short-term and long-term investments	5,000
170	Other Receipts from Investing Activities	
-1,202	Net Cash Flows from Investing Activities	5,748
	<u>Financing Activities</u>	
1,200	Cash Receipt of Long-term Borrowings	
-48	Repayment of Long-term Borrowings	-48
1	Cash Repayment of Short-Term Borrowings	1,562
-842	Payments for the Reduction of Outstanding PFI Finance Liability	-951
311	Net Cash Flows from Financing Activities	563
-1,317	Net increase or decrease in cash & cash equivalents	3,355
1,813	Cash & cash equivalents at the beginning of the reporting period	496
497	Cash & cash equivalents at the end of the reporting period	3,851

Notes to accompany the Statements

- 1 Statement of Accounting Policies
- 2 Critical Judgements in Applying Accounting Policies
- 3 Accounting Standards issued that have not yet been adopted
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1 Statement of Accounting Policies

1.1 General Principles

The general principles adopted in compiling the accounts of the Police and Crime Commissioner for Wiltshire and Swindon and the Group are in accordance with the recommendations of The Chartered Institute of Public Finance and Accountancy (CIPFA). They accord with CIPFA's Code of Practice on Local Authority Accounting 2024/25, the Service Reporting Code of Practice 2024/25 and the Accounts and Audit Regulations 2015 and are based on the following hierarchy of standards:

- International Financial Reporting Standards (IFRSs) as adopted in the UK
- International Public Sector Accounting Standards (IPSASs)
- UK Generally Accepted Accounting Practice (GAAP) (Financial Reporting standards (FRSs), Statements of Standard Accounting Practice (SSAPs) and Urgent Issues Task Force (UITF) abstracts) as far as they are applicable. The accounts are primarily maintained on a historical cost basis, except where fair value or current value measurement is required under the Code. Any significant non-compliance is disclosed in the notes that follow.

These Accounting Policies also reflect the local arrangements in place for Wiltshire Police and the guidance and regulations provided through the Police Reform and Social Responsibility Act 2011, the Financial Management Code of Practice for the Police Service 2019, Financial Regulations for the Police and Crime Commissioner for Wiltshire and Swindon's Group and the scheme of delegation between the Police and Crime Commissioner and the Chief Constable. In applying the accounting policies set out in this note, the PCC has had to make certain judgements about complex transactions or those involving uncertainty about future events. These critical judgements are set out in note 25.

1.2 Accruals of Income and Expenditure

The Police and Crime Commissioner's Group accounts are prepared on an accruals basis. Income and expenditure are inclusive of future obligations to pay cash for benefits already received by the Group and cash to be received in the future for benefits already provided by the Group.

Where actual amounts due are not known at the end of April, estimated amounts have been included in the accounts.

1.3 Accounting Principles

The 2024/25 accounts comply with accounting principles surrounding relevance, reliability, comparability and understandability. The accounts are also prepared on the basis that the organisation is a going concern.

1.4 Provisions

Provisions are made where an event has taken place that gives the authority an obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. Provisions are charged as an expense to the appropriate service line in the Comprehensive Income and Expenditure Statement when the authority has an obligation and are measured at the best estimate at the Balance Sheet date. Provisions are reviewed at the end of each financial year – where it becomes less than probable that a transfer of economic benefits will now be required (or a lower settlement than anticipated is made), the provision is reversed and credited back to the relevant service.

1.5 Employee Benefits

Benefits payable during employment

The Police and Crime Commissioner for Wiltshire and Swindon's Group statements are required to account for employee benefits in the period that they are earned by employees.

The Group operates a flexi leave system and has a policy that allows employees to carry over a maximum of 5 days annual leave and 11 hours flexi leave. The flexi leave is run as a manual records system. The administrative burden of capturing balances outweighs the benefit due to the immaterial value involved; hence no accrual is made. Time off in Lieu (TOIL) and annual leave are recorded on an electronic system and an accrual is included in the accounts for the value as at 31 March 2025. The movement in the Net Cost of Services is reversed out in the Movement in Reserves Statement to avoid any impact on Council Tax.

Termination benefits

Redundancy payments allowed by the organisation are based upon actual weekly salary, calculated in the manner prescribed by legislation. Legislation also dictates that a maximum of 20 years' service may be counted. Only completed years of service at the time of the redundancy will count. Within those parameters, the payments are calculated on the following basis:

For each year of service aged 18 to 21 - half a week's pay

For each year of service aged 22 to 40 - one week's pay

For each year of service aged 41 to 65 - one and a half week's pay

Where termination benefits involve the enhancement of pensions, statutory provisions require the General Fund balance to be charged with the amount payable by the PCC to the pension fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the pensions reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end.

Post Employment Benefits

Pensions (Police Officers)

There are three police officer schemes: the Police Pension Scheme (PPS), the New Police Pension Scheme (NPPS) and the Police Pension Scheme 2015 (2015 Scheme). These are defined benefit unfunded schemes, meaning that there are no investment assets held, and actual pensions payments are met from revenue as they are eventually due.

For the note to the accounts the officer schemes are reported as a single disclosure. The scheme changes have been considered in the Balance Sheet and Comprehensive Income and Expenditure Statement and in the note to the accounts.

Funding rules are in place which results in Police Forces paying 35.3% of Police pay as a pension fund contribution. Any variation, e.g. variation from pensions actually paid, over or under, is financed by an increased or reduced specific pensions grant. To this purpose a Pensions Fund Account has been created.

Pensions (Police & OPCC Staff)

The pension scheme available for police & OPCC staff is administered by Wiltshire Council on behalf of Local Authority employees in Wiltshire. The assets of the fund are held separately from those of the Council. The accounts of the Pension Fund are detailed in the Wiltshire Council Statement of Accounts. The pension costs that are charged to the Police and Crime Commissioner's Group accounts in respect of its employees are the service cost identified by the actuarial valuation for the period. Further costs arise in respect of certain pensions paid to retired employees on an unfunded basis. Employer's pension contributions of 16.4% of pay were paid into the fund by the Group for the year 2024/25.

Changes to the Local Government Pension Scheme allow for members to take larger lump sum payments in return for a reduced annual pension. It is expected that this will reduce the liability of the Police and Crime Commissioner. However, the actuary currently considers it impossible to estimate the number of members who may take this option and its effect on the finances of the Commissioner's Group. Based on the prudence accounting concept zero take up has been assumed, therefore, no reduction in liability is included in the balance sheet of the Police and Crime Commissioner's Group.

At the year-end 31st March 2025, the LGPS was valued at a net asset position of £54.781m. In line with COPLA guidance and IFRIC 14 this asset has been reduced to the lower of the net asset surplus and the asset ceiling. As the asset is not deemed to result in any future economic benefit by way of refunds or a reduction in contributions, the asset value has been reduced to £nil. More detail can be found in the Pensions Note 30.

In accordance with CIPFA guidelines the Group's liability under IAS 19 for both Police Officer and Support Staff pensions are included within the CIES and the Balance Sheet.

1.6 Leases

Initial application of IFRS 16 in 2024/25

IFRS 16 Leases as adapted and interpreted for the public sector by HM Treasury was applied to these financial statements with an initial application date of 1 April 2024. IFRS 16 replaced IAS 17 Leases, IFRIC 4 determining whether an arrangement contains a lease and other interpretations. Upon initial application, the provisions of IFRS 16 were only applied to existing contracts where they were previously deemed to be a lease or contain a lease under IAS 17 and IFRIC 4. Where existing contracts were previously assessed not to be or contain a lease, these assessments were not revisited.

Group as a lessee

For leases that had been classified as operating leases and therefore charged to expenses rather than recognised on the Balance Sheet, a lease liability was established on 1 April 2024 equal to the present value of future lease payments discounted using the PWLB borrowing rate. A right of use asset was created equal to the lease liability and adjusted for prepaid and accrued lease payments and deferred lease incentives recognised in the CIES immediately prior to initial application.

Hindsight was used in determining the lease term where lease arrangements contained options for extension or earlier termination.

No adjustments were made on initial application in respect of leases with a remaining term of 12 months or less from 1 April 2024 or for leases where the underlying assets had a value below

£10,000. No adjustments were made in respect of leases previously classified as finance leases.

The Group as lessor

Leases of owned assets where the Authority was lessor were unaffected by initial application of IFRS 16.

Leases Accounting Policy

A lease is a contract or part of a contract that conveys the right to use an asset for a period of time in exchange for consideration. An adaptation of the relevant accounting standard by HM Treasury for the public sector means that this includes lease-like arrangements with other public sector entities that do not take the legal form of a contract. It also includes peppercorn leases where consideration paid is nil or nominal (significantly below market value) but in all other respects meet the definition of a lease. The term of the lease is determined using the lease term with reference to the non-cancellable period and any options to extend or terminate the lease which is reasonably certain to be exercised.

The Group as a lessee

Recognition and initial measurement

At the commencement date of the lease, being when the asset is made available for use, we recognise a right of use asset and a lease liability.

The right of use asset is recognised at cost comprising the lease liability, any lease payments made before or at commencement, any direct costs incurred by the lessee, less any cash lease incentives received. It also includes any estimate of costs to be incurred restoring the site or underlying asset on completion of the lease term (dilapidations).

The lease liability is initially measured at the present value of future lease payments discounted at the interest rate implicit in the lease. Lease payments include fixed lease payments, variable lease payments dependent on an index or rate and amounts payable under residual value guarantees. It also includes amounts payable for purchase options and termination penalties where these options are reasonably certain to be exercised. Where an implicit rate cannot be readily determined, the PWLB annuity rate is applied that relates to the length of the lease term. We do not apply the above recognition requirements to leases with a term of 12 months or less or to leases where the value of the underlying asset is below £10,000, excluding any irrecoverable VAT. Lease payments associated with these leases are expensed on a straight-line basis over the lease term or other systematic basis. Irrecoverable VAT on lease payments is expensed as it falls due.

Subsequent measurement

As required by a HM Treasury interpretation of the accounting standard for the public sector, we employ a revaluation model for subsequent measurement of right of use assets, unless the cost model is an appropriate proxy for current value in existing use or fair value, in line with the accounting policy for owned assets. Where consideration exchanged is identified as significantly below market value, the cost model is not considered to be an appropriate proxy for the value of the right of use asset.

Where land and buildings assets are revalued, current values in existing use are determined as follows:

- Land and non-specialised buildings – market value for existing use
- Specialised buildings – depreciated replacement cost

We subsequently measure the lease liability by increasing the carrying amount for interest arising which is also charged to expenditure as a finance cost and reducing the carrying amount for lease payments made. The liability is also remeasured for changes in assessments impacting the lease term, lease modifications or to reflect actual changes in lease payments. Such remeasurements are also reflected in the cost of the right of use asset. Where there is a change in the lease term or option to purchase the underlying asset, an updated discount rate is applied to the remaining lease payments.

Dismantling, removal and restoration costs will not apply to all leases. If a lease has 30 years or more to run, dismantling or restoration costs are generally excluded unless specified in the lease or reasonably inferred. For leases where they are relevant, they will not necessarily be specified in the lease but can be implicit. Relevant leases will be categorised, the costs will be calculated using a blended rate and floor area. For more specific complexities a bespoke approach will be applied.

Depreciation

The depreciation of right of use assets is based on the lesser of the lease term and the useful life of the asset, unless we expect to acquire the asset at the end of the lease term in which case the assets are depreciated in the same manner as owned assets in line with IFRS 16, Leases.

Revaluation gains/losses

Revaluation gains are recognised in the revaluation reserve, except where, and to the extent that, they reverse a revaluation decrease that has previously been recognised in operating expenses, in which case they are recognised in operating expenditure. Revaluation losses are charged to the revaluation reserve to the extent that there is an available balance for the asset concerned and thereafter are charged to operating expenses. Gains and losses recognised in the revaluation reserve are reported in the Statement of Comprehensive Income as an item of 'other comprehensive income'.

Impairments

Impairments that arise from a clear consumption of economic benefits or of service potential in the asset are charged to operating expenses. A compensating transfer is made from the revaluation reserve to the income and expenditure reserve of an amount equal to the lower of (i) the impairment charged to operating expenses; and (ii) the balance in the revaluation reserve attributable to that asset before the impairment.

1.7 VAT

Value-Added Tax is separately accounted for in accordance with the Statement of Standard Accounting Practice (SSAP) 5 and is not included as income or expenditure except where it is not recoverable. The Police and Crime Commissioner is registered for Group VAT and oversees all VAT matters on behalf of the Police and Crime Commissioner and the Chief Constable.

1.8 Post Balance Sheet Events

Where a material post balance sheet event occurs there is a policy to identify that in the Police and Crime Commissioner's Group statement of accounts. Two types of events can be identified:

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

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

1.9 Prior Period Adjustments – Changes in Accounting Policies and Errors

Prior period adjustments may arise because of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for in the current period and do not give rise to a prior period adjustment.

Changes in accounting policies are made when required by proper accounting practices and the changes provide more reliable or relevant information about the PCC's financial position or performance. Where a change is made it is applied retrospectively by adjusting balances for the prior period as if the new policy had always been applied.

For 2024/25 there is no prior period adjustment to disclose.

1.10 Cash & Cash Equivalents

The Police and Crime Commissioner's Cash & Cash Equivalents are the net balance of the Short Term (up to three months) highly liquid deposits of £3.715m (2023/24: 5.276m) and Bank Accounts of 0.137m (2023/24: £0.220m). Deposits are reported at market value. These do not result from financial relationships with any companies or organisations.

1.11 Contingent Assets & Liabilities

There is a policy to review annually for contingent assets & liabilities, they are not accrued but simply disclosed as a note to the accounts.

The organisation will disclose a contingent liability where an event has taken place that gives rise to a possible obligation depending on whether an uncertain future event occurs, or where a provision would otherwise be made but it is not probable that a use of resources will be required, or the amount of the obligation cannot be measured reliably.

The organisation will disclose a contingent asset where an event has taken place that gives rise to a possible asset depending on whether an uncertain future event occurs.

1.12 Government Grants

Under IFRS, government grants are accounted for through the Comprehensive Income and Expenditure Statement when the conditions of the grant are met. Where grants are received but the conditions are not yet met, they are carried in the Balance Sheet as a creditor (Government Grants Received in

Advance), where the conditions are met but the grant has not yet been used it is posted to the Capital Grants Unapplied reserve. This is in accordance with IAS 20, as adapted by the CIPFA Code of Practice.

1.13 Inventories and Long-term Contracts

All Stocks are checked at year-end and valued at the lower of actual cost or current replacement cost in accordance with the requirements of the Code of Practice and IPSAS 12. An average or standard cost is applied to calculate the cost.

Long-term contracts are recognised based on value of work completed in year. Work in progress (WIP) exceeds £5,000 and not yet billed, it is included at cost.

1.14 Investment Properties

There are three properties in the Police and Crime Commissioner's portfolio which are classified as investment properties in accordance with IFRS 13. These properties are not depreciated but are revalued at fair value on a yearly basis, where the highest and best use is considered from a market participants perspective. Gains or losses resulting from revaluations or disposal of these items are posted to Interest and Investment Income in the Comprehensive Income and Expenditure Statement and reversed out of the General Fund Balance in the Movement in Reserves Statement so as not to impact on Council Tax.

1.15 Reserves

The Police and Crime Commissioner has statutory power to maintain reserves, including the General Fund which is used to support revenue expenditure. Usable reserves are established for specific 'earmarked' purposes. Unusable reserves are also disclosed – these arise out of the interaction of legislation and proper accounting practice, they are not resource backed and cannot be used for any other purpose. All reserves are disclosed in the notes to accompany the statements.

1.16 General Fund

This is the main Fund of the Police and Crime Commissioner into which the precept, Government grants and other income, is paid and from which the cost of providing services is met. The balance on the Fund is the surplus of the Group's revenue income over its revenue expenditure.

1.17 Financial Instruments

The PCC's treasury risk management strategy focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the resources available to fund services. Risk management is carried out by a central treasury team, under policies approved by the PCC in the Annual Treasury Management Strategy. Through the strategy written principles for overall risk management, as well as written policies covering specific areas, such as interest rate risk, credit risk, and the investment of surplus cash are provided. Further details are disclosed in the notes.

1.18 Collection Fund

Wiltshire Council and Swindon Borough Council act as agents, collecting council tax on behalf of the major preceptors including the Police and Crime Commissioner for Wiltshire and Swindon. The Councils are required by statute to maintain a 'collection fund' for the collection and distribution of amounts due and include any prepayments or payments outstanding in respect of council tax. The Police and Crime Commissioner is required to include his share of the Net surplus/deficit on the collection funds in the year end accounts to reflect that the amount of council tax collected could be less or more than predicted.

1.19 Joint Arrangements

Joint Arrangements are classified as either Joint Operations or Joint Ventures. Joint Operations are where activities are agreed through a shared control (usually through a shared board) and the parties have rights to the assets and obligations for the liabilities relating to the arrangement. Joint Ventures are where the parties have rights to the net assets of the arrangement. The Group does not participate in any joint ventures.

The Police and Crime Commissioner has entered numerous collaborative arrangements with other police forces and local authorities. A materiality limit of £500k has been set by the Group and details of the joint operations where Wiltshire contributions exceed this level are disclosed in the notes to the accounts.

1.20 Property, Plant and Equipment and Other Assets

i. Recognition

Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment is capitalised on an accruals basis in line with the relevant statute.

ii. Measurement

The Police and Crime Commissioner's assets are initially included in the Balance Sheet at cost (purchase price plus directly attributable costs of bringing the asset into service). Revaluations occur at least every five years or more frequently where there are material changes ". This is in line with IFRS 13 and the CIPFA code of practice, assets are valued as follows:

Wiltshire Police and Crime Commissioner's freehold and leasehold properties were valued on 31 March 2025 by an external valuer Andrew Shoubridge MSc MRICS Registered Valuer of BNP Paribas Real Estate Chartered Surveyors. The valuations were in accordance with the requirements of the RICS Valuation – Global Standards 2024 and International Financial Reporting Standards (IFRS)-based Code of Practice on Local Authority Accounting (the "Code") published by the Chartered Institute of Public Finance and Accountancy (CIPFA), the Financial Reporting Standard applicable for Local Authorities.

The valuation of each property was based on Fair Value, subject to the following assumptions:

- Property, Plant and Equipment: that the property would be sold as part of the continuing business
- The valuer's opinion of fair value was primarily derived using:
- Comparable recent market transactions on arm's length terms. We have also had regard to movement in appropriate indices.
- Depreciated replacement cost approach for Devizes HQ and the custody suites at Melksham and Swindon Gablecross, because the specialised nature of these elements means that there are no market transactions of this type of asset, except as part of the business or entity
- The PCC's vehicles and equipment are initially accounted for at cost and are depreciated over a period of 3 to 7 years dependant on the useful economic life of the asset.

iii. Impairment

The Police and Crime Commissioner's non-current assets are considered for impairment at the end of each year by Property Consultants. Any loss due to the clear consumption of economic benefits will be

charged to the service revenue account and any accumulated revaluation gain held for the asset, up to the value of the loss, is then transferred from the Revaluation Reserve to the Capital Adjustment Account. Any loss not attributable to this will be written off against the gains held in the Revaluation Reserve for that asset, and the excess then charged to the service revenue account.

iv. Depreciation and Amortisation

Depreciation charges make up part of the asset rental charge to the service revenue accounts. Charges are based on the estimated useful life of the asset and are calculated in such a way as to give an equal charge to Revenue in each of the years the asset is used. Depreciation is charged on those assets which have a finite useful life. All assets are assessed for an appropriate property life by property professionals. Assets are depreciated on a straight-line basis.

Where an asset has major components, whose cost is significant in relation to the total cost of the item, the components are depreciated separately.

Revaluation gains are also depreciated, and the cost is transferred from the Revaluation Reserve to the Capital Adjustment account.

v. Disposals

Cash received from the sale of non-current assets in excess of £10,000 is classified as capital receipts and must be used for future capital investment purposes. When a property is sold the value of the asset is written out of the accounts. Gains or Losses on disposal are disclosed in the Comprehensive Income and Expenditure Statement and are reversed back out in the Movement in Reserves Statement so as not to impact on Council Tax. When the sale of an asset becomes probable, it is reclassified as an Asset Held for Sale for inclusion in the Balance Sheet. Depreciation is not charged on Assets Held for Sale.

vi. De minimis Level for the purpose of Capital Accounting

Any assets of £10,000 or below are considered to be de minimis. Where assets are grouped for accounting purposes this level will apply to the group as a whole. They are capitalised, funded from a revenue contribution, and immediately impaired as they do not add significant service potential. The effect of this treatment is immaterial to the accounts.

1.21 Private Finance Initiative (PFI)

PFI contracts are agreements to receive services, where the responsibility for making available the property, plant and equipment (PPE) needed to provide the services passes to the PFI contractor. Where ownership of the PFI assets pass to the Authority at the end of the contract, these assets are accounted for on the Authority's Balance Sheet as PPE. For more information, please see Note 10.

1.22 Revenue from Contracts with Customers

IFRS 15 requires local authorities to recognise revenue in such a way that it represents the transfer of promised goods or services to the service recipient in an amount that reflects the consideration to which the authority expects to be entitled in exchange for those goods or services. It is more likely to impact authorities when income is recognised over time. The Police and Crime Commissioner's Group has no material items that would require additional disclosures under IFRS 15.

1.23 Intangible Assets

Intangible assets are non-physical assets, controlled by the PCC as a result of past events and from which future economic benefits or service potential are expected to flow. Typical examples include software licences and bespoke ICT developments.

Internally generated assets are capitalised where it is demonstrable that the project is technically feasible, is intended to be completed and the PCC will be able to generate future economic benefits or deliver service potential from the asset.

Expenditure is capitalised where it can be measured reliably as attributable to the asset and is restricted to that incurred during the development phase (research expenditure cannot be capitalised). Expenditure on the development of websites is not capitalised if the website is solely or primarily intended to promote or advertise services.

Intangible assets are measured initially at cost. Amounts are only revalued where the fair value of the assets can be determined by reference to an active market. No intangible asset held by the PCC met this criterion, hence are carried at amortised cost.

The depreciable amount of an intangible asset is amortised over its useful life to the relevant service lines in the Comprehensive Income and Expenditure Statement. An asset is tested for impairment whenever there is an indication that the asset might be impaired – any losses recognised are posted to the relevant service lines in the Comprehensive Income and Expenditure Statement.

Any gain or loss arising on the disposal of an intangible asset is posted to the other operating expenditure line in the Comprehensive Income and Expenditure Statement. Where expenditure on intangible assets qualifies as capital expenditure for statutory purposes, amortisation, impairment losses and disposal gains and losses are not permitted to have an impact on the General Fund balance. The gains and losses are reversed out of the General Fund balance in the Movement in Reserves Statement and posted to the capital adjustment account and (for any sale proceeds greater than £10,000) the capital receipts reserve.

2 Critical Judgements in Applying Accounting Policies

In applying the accounting policies set out in Note 1, the PCC has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements in the Statement of Accounts are as follows:

The Police and Crime Commissioner's Group has had to make judgements about the allocation of income and expenditure between the Police and Crime Commissioner and the Chief Constable. The basis adopted was arrived at after considering the Code of Practice in Local Authority Accounting and the Police Reform and Social Responsibility Act 2011. These arrangements are set out in the Narrative to the Accounts.

The pensions liability relating to PCC staff has been judged to be immaterial and therefore is not disclosed separately in the Single Entity Statement of Accounts. This judgement was made on the basis that the PCC has 43 staff and no police officers when compared to the Chief Constable who has around 1,075 staff and 1,190 police officers. The local arrangements result in the pensions liability for the Group being disclosed on the Chief Constable's Balance Sheet with a Debtor for the funding to be provided by the PCC. The PCC's Balance Sheet discloses a Long-term Pensions Creditor of equivalent value to the Group's pension liability as he has ultimate responsibility for all Assets and Liabilities.

3 Accounting Standards Issued That Have Not Yet Been Adopted

For 2024/25 the following accounting standard changes have been issued but not yet adopted. The impact of these changes to the PCC is not likely to be material though they may increase the disclosure requirements for future years. Details of the disclosures required will be provided in the 2025/26 Code of Practice in Local Authority Accounting (COPLAA).

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

4 Assumptions Made About the Future and Other Major Sources of Estimation Uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions about the future or that are otherwise uncertain. Estimates are made based on historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actuals may differ. For 2024/25 the Balance Sheet contains items for which there is a significant risk of material adjustment in the forthcoming financial year.

The Pensions Liability

Estimation of the net liability to pay pensions involves complex judgements including the discount rate, salary increases, changes in retirement ages, life expectancy and returns on pension fund assets. The liability is calculated by independent actuaries using agreed actuarial models. Changes to any of these assumptions could materially impact the net liability. Further information can be found in the pensions note.

Valuation of Land and Buildings

Land and buildings are valued using professional valuations in line with a five-year rolling programme. In the intervening years this is supplemented by annual desktop reviews to assess for material change. The valuations are carried out by external Royal Institution of Chartered Surveyors (RICS)-registered valuers from BNP Paribas. The valuations are sensitive to assumptions around asset condition, market comparators, remaining useful life, and cost indices. Due to the scale of asset values, even modest changes in assumptions could materially affect the reported figures.

5 Post Balance Sheet Events

The PCC is required to disclose any post Balance Sheet events that have a significant impact on the accounts for the year. For 2024/25 there are no post balance sheet events.

6 Expenditure and Funding Analysis

The Expenditure and Funding Analysis (EFA) shows how the Police and Crime Commissioner's annual expenditure, as funded from government grants and council tax, reconciles to the net expenditure reported in the Comprehensive Income and Expenditure Statement (CIES), which is prepared in accordance with generally accepted accounting practices. The EFA demonstrates how the resources used by the Police and Crime Commissioner differ between the funding basis as used in council tax setting and the accounting basis used in statutory financial statements. The CIES includes additional accounting adjustments including depreciation, pension costs under IAS 19, and accruals, to reflect the full economic cost of providing the services

2024/25 Group Expenditure and Funding Analysis	Net Expenditure Chargeable to the General Fund Balances	Adjustments for Capital Purposes	Net change for the Pensions Adjustments	Other Differences	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
	2024/25 £000	2024/25 £000	2024/25 £000	2024/25 £000	2024/25 £000	2024/25 £000
Police Services	172,789	4,632	-27,042	-639	-23,049	149,741
Office of the Police and Crime Commissioner	7,039					7,039
Net Cost of Services	179,828	4,632	-27,042	-639	-23,049	156,780
Other Income and Expenditure	-174,975	-2,230	46,224	-906	43,088	-131,888
Surplus or Deficit	4,853	2,402	19,182	-1,545	20,039	24,892
Opening General Fund Balance	12,274					
Surplus/(Deficit) on General Fund Balance in Year	-4,853					
Closing General Fund Balance at 31 March	7,421					

2023/24 Group Expenditure and Funding Analysis	Net Expenditure Chargeable to the General Fund Balances	Adjustments for Capital Purposes	Net change for the Pensions Adjustments	Other Differences	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
	2023/24 £000	2023/24 £000	2023/24 £000	2023/24 £000	2023/24 £000	2023/24 £000
Police Services	173,579	1,773	-23,861	892	-21,195	152,384
Office of the Police and Crime Commissioner	4,267					4,267
Net Cost of Services	177,846	1,773	-23,861	892	-21,195	156,651
Other Income and Expenditure	-170,624	266	45,769	228	46,263	-124,361
Surplus or Deficit	7,222	2,040	21,908	1,120	25,068	32,290
Opening General Fund Balance	19,497					
Surplus/(Deficit) on General Fund Balance in Year	-7,222					
Closing General Fund Balance at 31 March	12,274					

2024/25 Police and Crime Commissioner's Expenditure and Funding Analysis	Net Expenditure Chargeable to the General Fund Balances	Adjustments for Capital Purposes	Net change for the Pensions Adjustments	Other Differences	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
	2024/25 £000	2024/25 £000	2024/25 £000	2024/25 £000	2024/25 £000	2024/25 £000
Police Services	-27,871					-27,871
Office of the Police and Crime Commissioner	7,039					7,039
Net Cost of Services before intra group funding	-20,832					-20,832
Intra Group Funding	180,086	4,632	-6,468	-639	-2,475	177,611
Net Cost of Police Services	159,193	4,632	-6,468	-639	-2,475	156,780
Other Income and Expenditure	-154,401	-2,230	-110,976	-906	-114,112	-268,513
Surplus or Deficit	4,853	2,402	-117,443	-1,545	-116,587	-111,734
Opening General Fund Balance	-12,274					
Less/Plus Surplus or (Deficit) on General Fund in Year	4,853					
Closing General Fund Balance at 31 March	-7,421					

2023/24 Police and Crime Commissioner's Expenditure and Funding Analysis	Net Expenditure Chargeable to the General Fund Balances	Adjustments for Capital Purposes	Net change for the Pensions Adjustments	Other Differences	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
	2023/24 £000	2023/24 £000	2023/24 £000	2023/24 £000	2023/24 £000	2023/24 £000
Police Services	-18,623					-18,623
Office of the Police and Crime Commissioner	4,267					4,267
Net Cost of Services before intra group funding	-14,356					-14,356
Intra Group Funding	170,228	1,773	-1,887	892	779	171,007
Net Cost of Police Services	155,872	1,773	-1,887	892	779	156,651
Other Income and Expenditure	-148,649	266	-8,223	228	-7,728	-156,378
Surplus or Deficit	7,222	2,040	-10,109	1,120	-6,949	273
Opening General Fund Balance	-19,497					
Less/Plus Surplus or (Deficit) on General Fund in Year	7,222					
Closing General Fund Balance at 31 March	-12,274					

To comply with accounting and audit requirements, disclosure of the Intra Group Funding transaction for re-measurement of pension liabilities is required in the Surplus/Deficit on the Provision of Services. This is reversed out in the Movement in Reserves Statement to ensure there is no impact on Council Tax Funding.

Adjustments for Capital Purposes

This column adds in asset accounting transactions including depreciation, impairment, revaluation and profit or loss on disposal of assets.

It also includes statutory charges for capital financing (Minimum Revenue Provision) and capital grants where conditions have been satisfied in year.

Net Change for the Pensions Adjustments

This column shows the net change for removal of employer pension contributions and addition of the IAS 19 Employee Benefits pension related income and expenditure:

For the net cost of services this represents the removal of the employer pension contributions made and replacement with current service costs and past service costs.

The net interest on the defined benefit liability is charged to the Financing and Investment Income and Expenditure in the Comprehensive Income and Expenditure Statement.

Other Differences

This column shows the amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from council tax income calculated for the year in accordance with statutory requirements. The difference reflects the Police and Crime Commissioner's share of the risks and rewards held for debtors and creditors on the Collection Fund Balance at Wiltshire Council.

It also shows the amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements. The difference reflects the employee leave entitlements outstanding as at the 31st of March.

Adjustments to the Net Cost of Services

The adjustments between funding and accounting that relate to Pensions and Capital are shown as charges to the Chief Constable and are then part of the intra group transfer to the Police and Crime Commissioner's accounts. The reason for this is the local arrangement in place for the relationship between the Chief Constable and Police and Crime Commissioner which, for accounting purposes, follows the concept 'substance over form'. These arrangements are laid out in the opening Narrative to the accounts.

Surplus/(Deficit) for the Year and Underspend

The Surplus on the General Fund for the year can be compared to the underspend for the year as follows:

£000		£000
-1,455	Use of reserves in year to support revenue operations	-4,624
-	Use of reserves to support the expected shortfall in Council Tax Surplus	-272
-6,060	Use of reserves to fund capital expenditure	-97
293	Underspend for the year moved to reserves	140
-7,222	Total movement in the General Fund Balance	-4,853
19,497	Opening General Fund Balance	12,274
-1,455	Use of reserves in year to support revenue operations	-4,624
-	Use of reserves to support the expected shortfall in Council Tax Surplus	-272
-6,060	Use of reserves to fund capital expenditure	-97
293	Underspend for the year moved to reserves	140
12,274	Closing General Fund Balance 31 Mar	7,421

7 Expenditure and Income Analysed by Nature

2023/24		2023/24		2024/25		2024/25
CIES £000	Adjustment between the Funding and Accounting Basis	General Fund £000	Group Expenditure/Income	CIES £000	Adjustment between the Funding and Accounting Basis	General Fund £000
			Expenditure			
61,134		61,134	Police Officer Salaries	64,318		64,318
11,300	3,107	14,407	Police Officer Pensions	10,900	6,833	17,733
53,979	-1,548	52,431	Police Staff and PCSO Salaries	59,431	-901	58,529
2,874	-892	1,982	Other Employee expenses	1,281	639	1,920
6,773	765	7,538	Premises Costs	6,724	830	7,554
3,868		3,868	Transport Costs	3,644		3,644
17,538		17,538	Supplies & Services Costs	21,144		21,144
9,779	77	9,855	Other Service Costs	12,299	182	12,481
9,945	-9,896	48	Depreciation, amortisation, impairment	7,713	-7,663	50
	7,281	7,281	Capital Expenditure charged against the General Fund		2,019	2,019
1,573		1,573	Interest payments	1,569		1,569
46,169	-46,169		Net Pensions Interest & past service costs	46,524	-46,524	
231	728	958	Injury Payments	416	836	1,251
-27	27		Gain on the disposal of assets	-1,481	1,481	
225,136	-46,521	178,614	Total expenditure	234,481	-42,269	192,213
			Income			
-7,346		-7,346	Fees, charges and other service income	-8,389		-8,389
-1,513	60	-1,453	Interest and investment income	-999	50	-949
-48,531		-48,531	Police Grant	-49,537		-49,537
-30,097		-30,097	Other General Government Grant	-31,957		-31,957
-69,913	-228	-70,141	Precepts on Collection Funds	-74,433	906	-73,527
-21,975	21,975		HO Pensions Top Up Grant	-20,574	20,574	
-13,824		-13,824	Government Specific grants and contributions	-23,001		-23,001
353	-353		Other Tax and non-specific Grant Income	-699	699	
-192,846	21,454	-171,392	Total income	-209,589	22,230	-187,360
32,290	-25,068	7,222	Surplus or Deficit on the Provision of Services	24,892	-20,039	4,853

To comply with accounting and audit requirements, disclosure of the Intra Group Funding transaction for re-measurement of pension liabilities is required in the Surplus/Deficit on the Provision of Services. This is reversed out in the Movement in Reserves Statement to ensure there is no impact on Council Tax Funding.

2023/24		2023/24		2024/25		2024/25
CIES £000	Adjustments between the Funding and Accounting Basis	General Fund £000	Police and Crime commissioner's Expenditure/Income	CIES £000	Adjustments between the Funding and Accounting Basis	General Fund £000
1,996 30 8 13 311 4,455 1,573 45,769 -27		1,996 30 8 13 311 4,455 1,573 45,769 27	Expenditure	2,219 25 5 13 641 5,722 1,810 1,693 46,224 -1,481		2,219 25 5 13 641 5,722 1,810 1,693 -46,224 1,481
			Police Officer Salaries			
			Police Officer Pensions			
			Police Staff and PCSO Salaries			
			Other Employee expenses			
			Premises Costs			
			Transport Costs			
			Supplies & Services Costs			
			Other Service Costs			
			Depreciation, amortisation, impairment			
			Capital Expenditure charged against the General Fund			
			Interest payments			
			Intra Group Funding (Net Pensions Interest)			
			Injury Payments			
			Gain on the disposal of assets			
54,128	-45,742	8,386	Total expenditure	56,870	-44,743	12,127
-7,346 -1,513 -48,531 -30,097 -69,913 -21,975 -13,824 353 -32,017	60 -228 21,975 -353 32,017	-7,346 -1,453 -48,531 -30,097 -70,141 -13,824 -171,392	Income	-8,389 -999 -49,537 -31,957 -74,433 -20,574 -23,001 -699 -136,625	50 906 20,574 699 136,625	-8,389 -949 -49,537 -31,957 -73,527 -23,001 -187,359
			Fees, charges and other service income			
			Interest and investment income			
			Police Grant			
			Other General Government Grant			
			Precepts on Collection Funds			
			HO Pensions Top Up Grant			
			Government Specific grants and contributions			
			Other Tax and non-specific Grant Income			
			Intra Group Funding (Pensions re-measurement of the net defined benefit liability/ (asset))			
-224,863	53,471	-171,392	Total income	-346,215	158,855	-187,359
203,024	-32,796	170,228	Intra Group Funding	177,611	2,475	180,086
32,290	-25,068	7,222	Surplus or Deficit on the Provision of Services	-111,734	116,587	4,853

8 Adjustments Between Accounting Basis and Funding Basis Under Statute

Group Adjustments 2024/25	Usable Reserves			Movement in Unusable Reserves
	General Fund Balance	Capital Receipts Reserve	Capital Grants Unapplied	
	£000	£000	£000	£000
Adjustments involving the Capital Adjustment Account: <u>Reversal of items debited or credited to the Comprehensive Income and Expenditure Statement:</u> Charges for amortisation, depreciation and impairment of non-current assets Revaluation Gains/losses on Property Plant and Equipment Movements in the market value of Investment Properties Capital grants and contributions applied Revenue expenditure funded from capital under statute Amounts of non-current assets written off on disposal or sale as part of the gain/loss on disposal to the CIES <u>Insertion of items not debited or credited to the Comprehensive Income and Expenditure Statement:</u> Voluntary provision for the repayment of debt Capital expenditure charged against the General Fund Recognition of right of use assets on transition to IFRS 16	-6,112 -1,601 50 -5 -4,391 1,063 2,019 704			6,112 1,601 -50 5 4,391 -1,063 -2,019 -704
Adjustments involving Capital Grants Unapplied: Capital grants and contributions unapplied credited to the Comprehensive Income and Expenditure Statement Application of grants to capital financing transferred to the Capital Adjustment Account			5	-5
Adjustments involving the Capital Receipts Reserve: Transfer of sale proceeds credited as part of the gain/loss on disposal to the Comprehensive Income and Expenditure Statement Transfer of other income relating to Capital Use of the Capital Receipts Reserve to finance new capital expenditure	5,871	-5,871		
Adjustments involving the Pensions Reserve: Reversal of items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement (see Note 23) Employer's pensions contributions and direct payments to pensioners payable in the year	-65,690 46,508		3,295	-3,295
Adjustments involving the Collection Fund Adjustment Account: Amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from council tax income calculated for the year in accordance with statutory requirements	906			-906
Adjustment involving the Accumulated Absences Account: Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	639			-639
Total Adjustments	-20,039	-2,576	5	22,610

Group Adjustments 2023/24	Usable Reserves			Movement in Unusable Reserves
	General Fund Balance	Capital Receipts Reserve	Capital Grants Unapplied	
	£000	£000	£000	
Adjustments involving the Capital Adjustment Account:				
<u>Reversal of items debited or credited to the Comprehensive Income and Expenditure Statement:</u>				
Charges for amortisation, depreciation and impairment of non-current assets	-6,338			6,338
Revaluation Gains/losses on Property Plant and Equipment	-3,607			3,607
Movements in the market value of Investment Properties	60			-60
Capital grants and contributions applied	-353			353
Revenue expenditure funded from capital under statute				
Amounts of non-current assets written off on disposal or sale as part of the gain/loss on disposal to the CIES	-506			506
<u>Insertion of items not debited or credited to the Comprehensive Income and Expenditure Statement:</u>				
Voluntary provision for the repayment of debt	890			-890
Capital expenditure charged against the General Fund	7,281			-7,281
Adjustments involving Capital Grants Unapplied:				
Capital grants and contributions unapplied credited to the Comprehensive Income and Expenditure Statement			518	-518
Adjustments involving the Capital Receipts Reserve:				
Transfer of sale proceeds credited as part of the gain/loss on disposal to the Comprehensive Income and Expenditure Statement	533	-533		
Transfer of other income relating to Capital				
Use of the Capital Receipts Reserve to finance new capital expenditure		533		-533
Adjustments involving the Pensions Reserve:				
Reversal of items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement (see Note 30)	-65,505			65,505
Employer's pensions contributions and direct payments to pensioners payable in the year	43,597			-43,597
Adjustments involving the Collection Fund Adjustment Account:				
Amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from council tax income calculated for the year in accordance with statutory requirements	-228			228
Adjustment involving the Accumulated Absences Account:				
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	-892			892
Total Adjustments	-25,068	0	518	24,550

Police and Crime Commissioner Adjustments 2024/25	Usable Reserves			Movement in Unusable Reserves
	General Fund Balance	Capital Receipts Reserve	Capital Grants Unapplied	
	£000	£000	£000	
Adjustments involving the Capital Adjustment Account: Reversal of items debited or credited to the Comprehensive Income and Expenditure Statement: Charges for amortisation, depreciation and impairment of non-current assets Revaluation Gains/losses on Property Plant and Equipment Movements in the market value of Investment Properties Capital grants and contributions applied Revenue expenditure funded from capital under statute Amounts of non-current assets written off on disposal or sale as part of the gain/loss on disposal to the CIES	-6,112			6,112
	-1,601			1,601
	50			-50
	-5			5
	-4,391			4,391
Insertion of items not debited or credited to the Comprehensive Income and Expenditure Statement: Voluntary provision for the repayment of debt Capital expenditure charged against the General Fund Recognition of Right-of-Use assets on transition to IFRS 16	1,063			-1,063
	2,019			-2,019
	704			-704
Adjustments involving Capital Grants Unapplied: Capital grants and contributions unapplied credited to the Comprehensive Income and Expenditure Statement Application of grants to capital financing transferred to the Capital Adjustment Account			5	-5
Adjustments involving the Capital Receipts Reserve: Transfer of sale proceeds credited as part of the gain/loss on disposal to the Comprehensive Income and Expenditure Statement Transfer of other income relating to Capital Use of the Capital Receipts Reserve to finance new capital expenditure	5,871	-5,871		
		3,295		3,295
Adjustments involving the Pensions Reserve: Reversal of items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement (see Note 30) Employer's pensions contributions and direct payments to pensioners payable in the year	70,935			-70,935
	46,508			-46,508
Adjustments involving the Collection Fund Adjustment Account: Amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from council tax income calculated for the year in accordance with statutory requirements	906			-906
Adjustment involving the Accumulated Absences Account: Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	639			-639
Total Adjustments	116,587	-2,576	5	-114,016

Police and Crime Commissioner Adjustments 2023/24	Usable Reserves			Movement in Unusable Reserves
	General Fund Balance	Capital Receipts Reserve	Capital Grants Unapplied	
	£000	£000	£000	
Adjustments involving the Capital Adjustment Account: <u>Reversal of items debited or credited to the Comprehensive Income and Expenditure Statement:</u> Charges for amortisation, depreciation and impairment of non-current assets Revaluation Gains/losses on Property Plant and Equipment Movements in the market value of Investment Properties Capital grants and contributions applied Revenue expenditure funded from capital under statute Amounts of non-current assets written off on disposal or sale as part of the gain/loss on disposal to the CIES <u>Insertion of items not debited or credited to the Comprehensive Income and Expenditure Statement:</u> Voluntary provision for the repayment of debt Capital expenditure charged against the General Fund	-6,338 -3,607 60 -353 -506 890 7,281			6,338 3,607 -60 353 506 890 -7,281
Adjustments involving Capital Grants Unapplied: Capital grants and contributions unapplied credited to the Comprehensive Income and Expenditure Statement				
Adjustments involving the Capital Receipts Reserve: Transfer of sale proceeds credited as part of the gain/loss on disposal to the Comprehensive Income and Expenditure Statement Transfer of other income relating to Capital Use of the Capital Receipts Reserve to finance new capital expenditure	533	-533		
		533		-533
Adjustments involving the Pensions Reserve: Reversal of items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement (see Note 30) Employer's pensions contributions and direct payments to pensioners payable in the year	-33,488 43,597			-33,488 -43,597
Adjustments involving the Collection Fund Adjustment Account: Amount by which council tax income credited to the Comprehensive Income and Expenditure Statement is different from council tax income calculated for the year in accordance with statutory requirements	-228			228
Adjustment involving the Accumulated Absences Account: Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	-892			892
Total Adjustments	6,949	-	518	7,467

9 Management Reporting

The Service Expenditure can be analysed in more than one way.

Subjective Management Reporting (Locally Defined)

For the purposes of reporting to Senior Management the Service Expenditure is also analysed with a subjective analysis which categorises costs by type; the following is the whole force subjective year end outturn in a format used for reporting to Senior Management. This report does not include the statutory accounting adjustments as detailed in the note 'Adjustments Between Accounting and Funding Basis Under Statute'.

Outturn 2023/24 £000	Budget 2023/24 £000	Variance £000	Group Outturn	Outturn 2024/25 £000	Budget 2024/25 £000	Variance £000
70,891	73,531	2,640	Police Officer Salary	79,108	80,003	895
47,560	46,852	-708	Support Staff Salary	54,223	52,637	-1,586
3,468	3,733	265	PCSO Salary	3,524	3,966	442
4,650	2,771	-1,879	Police Officer Overtime	2,943	2,721	-222
1,063	582	-481	Support Staff Overtime	602	569	-33
9	3	-6	PCSO Overtime	26	24	-2
1,190	926	-264	Training	826	895	69
8,809	10,956	2,147	Premises Costs	8,764	8,894	130
3,868	3,449	-419	Transport Costs	3,644	3,475	-169
10,567	10,438	-129	Partnerships and Collaborations	12,852	13,254	401
8,871	9,260	389	Communications & Computing	8,773	8,577	-196
10,764	9,167	-1,597	Other Costs	15,020	14,688	-332
642	607	-35	Capital Costs	1,935	2,014	79
172,352	172,275	-77	Gross Expenditure	192,240	191,716	-524
-13,414	-14,342	-928	Specific Grant Income	-23,832	-22,933	899
-1,689	-1,695	-6	Partnerships and Collaborations Income	-4,284	-4,245	39
-8,002	-6,698	1,304	Other Income	-5,697	-5,970	-273
149,247	149,540	293	Net expenditure	158,428	158,568	140

The Management report does not include notional amounts that are required for reporting in the Statement of Accounts Comprehensive Income and Expenditure Statement. The Outturn reported to Management can be reconciled back to the Statement of Accounts as follows:

Cost of Services:

2023/24 £000	Net Cost of Services	2024/25 £000
149,247	Total Reported to Senior Management	158,428
-1,887	Notional Sums Adjustment – Pensions (IAS 19)	-6,468
2,604	Notional Sums Adjustment – Capital Financing	3,434
892	Notional Sums Adjustment – Employee Benefits (IAS 19)	-639
-890	Notional Sums Adjustment – MRP	-1,062
-60	Net Interest & similar items	-570
6,744	Reserves transfers (legacy reporting)	
	Non-ringfenced Pay Award Grant	1,349
156,651	Net Cost of Services Statement of Accounts	154,472

10 Property, Plant and Equipment (PPE)

Movements of Property, Plant and Equipment (PPE)

2024/25	Land & Buildings £000	Vehicles & Equipment £000	Assets Under Construction £000	Right of Use (ROU) £000	Total PPE £000
Cost or Valuation					
Balance at 1 April 2024	44,857	18,978	1,302		65,138
Additions	903	4,180	168	2,677	7,928
Disposals		-829	-170		-999
Reclassify assets					
Revaluations recognised in the surplus/deficit on the provision of services	-799			-802	-1,601
Revaluations recognised in the Revaluation Reserve	-1,915				-1,915
Balance at 31 March 2025	43,045	22,329	1,300	1,876	68,549
Depreciation	Land & Buildings £000	Vehicles & Equipment £000	Assets Under Construction £000	Right of Use (ROU) £000	Total PPE £000
Balance at 1 April 2024		-13,225			-13,225
Charge for the year	-1,860	-3,115		-157	-5,132
Reclassification					
Depreciation written out to the surplus/deficit on the provision of services					
Depreciation written out to the Revaluation Reserve	1,860				1,860
Disposals		770			770
Balance at 31 March 2025	0	-15,570	0	-157	-15,727
Net Book Value at 31 March 2025	43,045	6,759	1,300	1,718	52,822

Nature of Asset Holding 2024/25:

Owned	25,505	6,759	1,300		33,564
ROU Assets				1,718	1,718
PFI	17,540				17,540
	43,045	6,759	1,300	1,744	52,822

2023/24	Land & Buildings £000	Vehicles & Equipment £000	Assets Under Construction £000	Total PPE £000
Cost or Valuation				
Balance at 1 April 2023	47,568	15,449	3,094	66,111
Additions	5,445	3,775	1,414	10,633
Disposals	-256	-246		-502
Reclassify assets	-2,807		-3,206	-6,013
Revaluations recognised in the surplus/deficit on the provision of services	-3,607			-3,607
Revaluations recognised in the Revaluation Reserve	-1,486			-1,486
Balance at 31 March 2024	44,857	18,978	1,302	65,138
Depreciation	Land & Buildings £000	Vehicles & Equipment £000	Assets Under Construction £000	Total PPE £000
Balance at 1 April 2023		-10,683		-10,683
Charge for the year	-1,840	-2,788		-4,628
Reclassification				
Depreciation written out to the surplus/deficit on the provision of services				
Depreciation written out to the Revaluation Reserve	1,840			1,840
Disposals		246		246
Balance at 31 March 2024	0	-13,225		-13,225
Net Book Value at 31 March 2024	44,857	5,753	1,302	51,913

Nature of Asset Holding 2023/24:

Owned	27,051	5,753	1,302	34,106
PFI	17,806			17,806
	44,857	5,753	1,302	51,913

For PFI transaction details please see note 17.

Under accounting rules, a reduction in an asset's value can only be charged to the Revaluation Reserve if that asset has previously recorded gains. Where no such gains exist, any reduction is charged to the service revenue account. This charge is then reversed through the Capital Adjustment Account to avoid any impact on Council Tax.

The Assets Under Construction are incomplete Capital projects, held at current value, which are yet to be categorised and given certification for the Balance Sheet. The largest spend under this category at 31st March 2025 was for the Estates strategy with current costs totalling £1.099m.

PPE Re-classifications

During the year £nil (2023/24: £3.762m) of property was re-classified as Assets Held for Sale (Note15).

An amount of £nil (2023/24: £3.206m) of Assets Under Construction was reclassified. £nil (2023/24: £2.952m) was completed capital projects and recognised as additions to property. £0.170m (2023/24: £0.254m) was reclassified as revenue expenditure.

PPE Disposals

The net book value of the PPE assets disposed during 2024/25 was £0.229m (2023/24: £0.256m) and relates to the disposal of property, vehicles and equipment.

11 International Financial Reporting Standard 16 (IFRS 16)

From 2024/2025, the Authority has adopted IFRS 16 Leases as required by the CIPFA Code of Practice. The main impact is that leases previously treated as operating leases (i.e. off-balance sheet) are now recognised on the balance sheet as right-of-use assets and corresponding lease liabilities from 1 April 2024.

Leases for less than 12 months (short leases), low value leases and leases that expire before 31 March 2024 are exempt.

The Authority applied IFRS 16 using the modified retrospective approach, recognising the cumulative effect at 1 April 2024 without restating comparative figures.

Definition of a lease

On transition to IFRS 16, the Authority elected to apply the practical expedient not to reassess whether a contract is, or contains, a lease as at 1 April 2024, except in relation to: leases for nil consideration, and housing tenancies. It has applied IFRS 16 only to contracts that were previously identified as leases under IAS 17 and IFRIC 4.

Lessee Accounting

Under IFRS 16, the Authority recognises most leases on the Balance Sheet, recording: a right-of-use asset, and a lease liability (measured at the present value of future lease payments). Short-term leases and low-value assets are expensed on a straight-line basis over the lease term.

i. Leases Previously Classified as Operating Leases under IAS 17

The Authority used the following practical expedients when applying IFRS 16 to leases previously classified as operating leases under IAS 17.

- Lease liabilities are measured at the present value of the remaining lease payments at 1 April 2024, discounted by the Authority's incremental borrowing rate at that date
- A single discount rate has been applied to portfolios of leases with reasonably similar characteristics
- The weighted average of the incremental borrowing rates used to discount liabilities was 5.17 %
- Right-of use assets are measured at the amount of the lease liability, adjusted for any prepaid or accrued lease payments that were in the balance sheet on 31 March 2024 – any initial direct costs have been excluded
- All leases were assessed as to whether they were onerous at 31 March 2024, so right-of-use assets have not been subject to an impairment review – carrying amounts have been reduced by any provisions for onerous contracts that were in the 31 March 2024 balance sheet
- For right-of-use assets for peppercorn or nominal lease payments a right-of use asset has been recognised at fair value on 1 April 2024 with the between that fair value and the lease liability credited as a gain in the surplus/deficit on the provision of services.

Application of the Code's adaptation of IFRS16 has resulted in the following additions to the balance sheet at 1 April 2024:

- £1,875,632 Property, plant and equipment – land and buildings (right-of-use assets)
- Lease Liabilities:
 - £54,560 Non-current creditors
 - £61,158 Current creditors

ii. **Leases classified as finance leases under IAS 17**

For existing finance leases, the carrying values of assets and liabilities as at 31 March 2024 were retained at transition.

Lessor Accounting

The Authority did not act as an intermediate lessor or enter any leases at nil consideration. No adjustments were required at transition.

Sale-and-leaseback

The Authority was not party to any Sale and Leaseback arrangements as at 1 April 2024

Right of Use Assets Movement (2024/25)

The table below shows the change in the value of right-of-use assets held under leases by the authority:

2024/25	Land & Buildings £000	Vehicles, plant and equipment £000	Total £000
Balance at 1 April 2024	1,876	-	1,876
Additions	-	-	-
Revaluations	-	-	-
Depreciation	-132	-	-132
Disposals	-	-	-
Balance at 31 March 2025	1,744	-	1,744

Maturity Analysis of Lease Liabilities

The lease liabilities are due to be settled over the following time bands (measured at the undiscounted cash flows).

	Valuation £000
Payable < 1 year	35.5
Payable in 1-5 years	22.5
More than 5 years	0
Total undiscounted liabilities	58.0

12 Valuation of Assets

Assets are included in the Balance Sheet at their current value, as described in the Statement of Accounting Policies. An analysis is given below:

2024/25	Valuation £000	Less Cumulative Depreciation £000	Net Book Value £000
Land & Buildings	43,045	-	43,045
Right of Use properties	1,876	157	,1,719
Investment Properties	1,168	-	1,168
Assets Held for Sale	1,370	-	1,370
Vehicles, Furniture & Equipment	22,329	15,570	6,759
Intangibles	5,247	3,773	1,474
Assets under construction (at cost)	1,300	-	1,300
	76,334	19,500	56,834

2023/24	Valuation £000	Less Cumulative Depreciation £000	Net Book Value £000
Land & Buildings	44,857	-	44,857
Investment Properties	1,118	-	1,118
Assets Held for Sale	5,532	-	5,532
Vehicles, Furniture & Equipment	18,978	13,225	5,753
Intangibles	5,247	2,793	2,454
Assets under construction (at cost)	1,302	-	1,302
	77,034	16,018	61,016

Depreciation and Amortisation are charged on a straight-line basis for all assets. In general, the following lives are utilised:

Buildings, Police Houses	50 years
Vehicles and Equipment	5 years
IT Equipment	3 to 7 years

In certain cases, alternative asset lives may be used where this provides a more accurate reflection of the asset's service potential and associated revenue costs.

- Details of Valuation of Wiltshire Police Properties**

The Police and Crime Commissioner's freehold and leasehold properties were valued as at 31 March 2025 by Andrew Shoubridge MSc MRICS, a Registered Valuer of BNP Paribas Real Estate Chartered Surveyors. The valuations were conducted in accordance with the RICS Valuation – Global Standards 2024 and International Financial Reporting Standards (IFRS)-based Code of Practice on Local Authority Accounting (the "Code") published by the Chartered Institute of Public Finance and Accountancy (CIPFA), the Financial Reporting Standard applicable for Local Authorities.

Properties were valued on a Fair Value basis with the following assumptions:

- Property, Plant and Equipment: assets are valued on the assumption they will continue to be used in operational service.

The valuer's opinion of fair value was primarily derived using:

- Comparable recent market transactions on arm's length terms.
- Market indices where a direct comparison was not available.

- **Impaired Assets**

No assets were assessed as impaired as at 31 March 2025.

- **Componentisation**

Where an asset has major components, whose cost is significant in relation to the total cost of the item, the components are depreciated separately

- **Statement of Physical Assets**

The table below indicates non-current assets owned by the Police and Crime Commissioner.

2023/24		2024/25
	Properties (numbers)	
7	Police Houses	7
16	Police Stations	12
	Vehicles (numbers)	
78	Police Vans	80
491	Police Cars	473
11	Police Motorcycles	13

Only assets owned by the Group are included in this statement.

13 Investment Properties

The Police and Crime Commissioner has three properties in the portfolio held as capital investments: Devizes Skid Pan, Salisbury land (area of land at rear of Wilton Road police station) and Wroughton land. There was no rental or direct operating expenditure relating to these investments during 2024/25. There are no restrictions on the ability to realise the value inherent in the investment property or on the right to the remittance of income and the proceeds of disposal. The Police and Crime Commissioner for Wiltshire and Swindon has no contractual obligations to purchase, construct or develop investment property or for repairs, maintenance or enhancement. During 2024/25 these investment assets were revalued at £1.168m (2023/24: £1.118m), an increase of £0.050m since 2023/24.

2023/24 £000	Investment Properties	2024/25 £000
1,058	Balance at 1 April	1,118
	Additions	-
0	Reclassify assets	-
60	Revaluations recognised in the surplus/deficit on the provision of services	50
1,118	Net Book Value at 31 March	1,168

14 Intangible Assets

The net book value of intangible assets decreased from £2.454m at 31 March 2024 to £1.474m at 31 March 2025. This reduction reflects the annual amortisation charge of £0.980m. No new disposals or reclassifications were recorded during the year, and additions were minimal. Intangible assets primarily consist of software licences and other IT-related developments which continue to be amortised on a straight-line basis over their estimated useful lives.

2023/24 £000	Intangibles	2024/25 £000
	Cost or Valuation	
5,180	Balance at 1 April	5,247
66	Additions	-
-	- Disposals	-
-	- Reclassify assets	-
-	- Revaluations recognised in the surplus/deficit on the provision of services	-
-	- Revaluations recognised in the Revaluation Reserve	-
5,247	Balance at 31 March	5,247
	Amortisation	
-1,813	Balance at 1 April	-2,793
-980	Charge for the year	-980
-	- Reclassify assets	-
-	- Amortisation written out to surplus/deficit on the provision of services on disposals	-
-2,793	Balance at 31 March	-3,773
2,454	Net Book Value at 31 March	1,474

15 Assets Held For Sale

The Police and Crime Commissioner had 3 police stations held for sale at 31 March 2025: Highworth, Marlborough, and Pewsey. These sales form part of the Estates strategy for modernising the police estate and making it fit for purpose.

2023/24 £000	Assets for Sale	2024/25 £000
2,020	Balance at 1 April	5,532
-	Additions	-
-250	Disposals	-4,162
3,762	Reclassify assets	-
	Revaluations recognised in the surplus/deficit on the provision of services	-
	Revaluations recognised in the Revaluation Reserve	-
5,532	Net Book Value at 31 March	1,370

The net book value of disposals during 2024/25 total £4.162m (2023/24: £0.25m). These disposals include the sale of Alderbury Police Station, Malmesbury Police Station, Tidworth police Station and Surplus land adjacent to the Devizes Police HQ.

16 Capital Expenditure and Capital Financing

The below tables show the total capital expenditure in year, the required financing and a breakdown of the movement in the Capital Financing Requirement (CFR). In 2024/25 there was a decrease in the CFR of £1.063m (2023/24: Increase £0.311m)

Capital Expenditure

Total 2023/24 £000		Land & Buildings 2024/25 £000	ICT & Equipment 2024/25 £000	Vehicles 2024/25 £000	Total 2024/25 £000
9,178	Capital Expenditure in year	1,126	3,166	958	5,250
9,178		1,126	3,166	958	5,250

Financing of Capital Expenditure

2023/24 £000		2024/25 £000
532	Capital Receipts	3,181
165	Govt Grant	5
7,281	Revenue and other reserves	2,065
841	VRP for PFI	951
	VRP for ROU Assets	61
48	MRP for repayment of external borrowing	50
8,867		6,313

- **Explanation of Movements in Year**

2023/24 £000		2024/25 £000
-841	Voluntary Revenue Provision for PFI contracts	-951
	Voluntary Revenue Provision for ROU Assets	-61
-48	Minimum Revenue Provision	-50
1,200	Use of borrowing to finance Capital	
311	Increase/(Decrease) in Capital Financing Requirements	-1,063

Capital expenditure financing rules require all expenditure to be financed in the same year as the expenditure is incurred. PFI expenditure is incurred and funded over the lifetime of the asset leading to a liability on the Balance Sheet equivalent to the asset (see note 10 for more detail).

Due to PFI accounting requirements, a voluntary revenue provision of £0.951m has also been charged to revenue in line with the reduction in Finance Lease Liability of the same amount (2023/24: £0.842m).

The gap in financing for 2024/25 has been partly funded with a PWLB loan which was taken out in March 2021 in line with plans identified in the latest Capital Strategy. The PCC is required to make a Minimum Revenue Provision to put aside funds for the repayment of external debts. For 2024/25 this provision was £0.05m (2023/24: £0.048m) in preparation for the 2025/26 repayment of principle on the existing PWLB loans. This provision reduces the liability for the borrowing over the lifetime of the loan.

Borrowing during the financial year 2024/25 includes £nil (2023/24: £1.2 million) of internal financing, which had been temporarily utilised to defer external borrowing while interest rates remain elevated. The internal borrowing of £1.2m remains in place as at 31 March 2025, with refinancing planned when market conditions are more favourable.

- **Significant Commitments under Capital Contracts**

There are no significant commitments under capital contracts to be paid after 31 March 2025 other than lease liabilities accounted for as part of IFRS 16 and detailed in Note 11.

- **Capital Financing Requirement**

The gap in Capital Financing Requirement for the year has been funded through borrowing:

CFR 31 Mar 2024 £000	Capital Finance Requirement	CFR 31 Mar 2025 £000
55,484	Non-Current Assets	55,464
5,532	Current Assets	1,370
-40,959	Reserves	-35,931
20,057	Total CFR	20,903
-17,092	Finance Lease Liability	-17,988
2,965	Underlying Borrowing Requirement	2,915

31 Mar 2024 £000	Borrowing	31 Mar 2025 £000
1,814	Opening Balance of Borrowing	2,965
1,200	Borrowing used in year to fund the gap	0
-48	Repayment of Borrowing (MRP)	-50
2,965	Closing Balance Funded by Borrowing	2,915

The balance of the PCC's long-term PWLB borrowing is as follows:

	2019/20 £000	2019/20 £000	2020/21 £000	2022/23 £000	2023/24 £000	2024/25 £000	Cumulative Total
New Loan	1,132	798					1,930
Repayments		-25	-44	-47	-48	-50	-214
Loan Balance	1,132	773	-44	-47	-48	-50	1,715

17 Financial Instruments and Private Finance Initiatives

Not all items in the Balance Sheet are classified as financial instruments. Under accounting standards (IFRS 9), financial instruments are limited to balances arising from contractual rights or obligations to receive or deliver cash. Statutory receivables and payables, such as taxes, pensions, and payroll, are excluded.

Financial assets and liabilities held by The Police and Crime Commissioner for Wiltshire and Swindon's Group are shown on the face of the accounts and in the related notes. The items classified as financial instruments include Debtors, Creditors, Interest, Investments, short-term borrowings, PFI liabilities and cash.

The following table analyses the Group's financial assets and liabilities into current (short-term) and non-current (long-term) balances in accordance with IFRS 9. These figures exclude statutory balances not classified as financial instruments (e.g. tax, pensions, payroll).

	Short Term (up to one year)		Long-term	
	31 March 2024 £000	31 March 2025 £000	31 March 2024 £000	31 March 2025 £000
Financial liabilities at amortised cost				
Creditors	-8,003	-7,970		
Borrowings	-48	-50	-1,719	-1,671
Bank Overdraft	0	0		
PFI	-946	-1,022	-16,146	-15,155
Total	-8,997	-9,042	-17,865	-16,826
Financial Assets Loans and Receivables				
Investments	5,276	3,715		
Debtors	9,041	8,474		
Total	14,317	12,189		

The total value of Debtors in the Balance Sheet includes statutory receivables that are excluded from financial instruments under IFRS. The following table reconciles the gross debtor figure to the amount disclosed as a financial instrument.

As with Debtors, certain Creditors (e.g. payroll and pensions) are statutory in nature and not included as financial instruments. The table below reconciles the total Creditors in the Balance Sheet to those disclosed under financial instruments.

Debtors 2024/25	
£000	
20,833	Balance Sheet
-4,096	HO Pensions Funding
-3,197	Payroll/Pension Debtors
-989	VAT
-4,077	Precept debtors
8,474	Financial Instruments

Creditors 2024/25	
£000	
-17,774	Balance Sheet
2,741	Employee Benefits
4,082	Payroll/Pension Creditors
2,982	Precept Creditors
-7,970	Financial Instruments

The following table sets out income and expenditure recognised in the Comprehensive Income and Expenditure Statement (CIES) for 2024/25 relating to financial instruments. These include interest received on investments and interest payable on borrowings and PFI liabilities.

	31 March 2024	31 March 2025
	£000	£000
Financial liabilities at amortised cost		
Interest Payable and similar charges	73	130
PFI Finance Interest	1,500	1,439
Total	1,573	1,569
Financial Assets Loans and Receivables		
Interest and Investment Income	-1,513	-999
Total	-1,513	-999

The PCC's Capital Strategy identified a requirement for borrowings to finance the Estates strategy and major IST programme capital spends for future years. The PCC is required to make a Minimum Revenue Provision (MRP) for repayment of these loans. This MRP is equivalent to the repayment of principal due and will reduce the liability over the lifetime of the loan. Payments relating to interest are charged directly to revenue. External PWLB loans are shown in the Balance Sheet as £1.669m Long-term Borrowing (future years) and £0.050m Short Term Borrowing (repayment of principal due next year).

In the event of a default against the PWLB loans, interest will be charged on late payments at the Bank of England 'repo' rate for the day from the relevant payment date to the date on which the account is credited.

Fair value represents the amount for which an asset or liability could be exchanged in an orderly transaction between market participants at the measurement date. In accordance with IFRS 13, financial assets and

liabilities for which fair value is disclosed are categorised into a three-level hierarchy based on the inputs used in the valuation:

- Level 1 – quoted prices (unadjusted) in active markets for identical assets or liabilities that the authority can access at the measurement date
- Level 2 – inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly
- Level 3 – unobservable inputs for the asset or liability.

Financial instruments as set out in this note are classified as Level 2.

Disclosure of nature and extent of risks arising from financial instruments:

- Credit risk: the possibility that other parties may fail to pay amounts due to Wiltshire Police
- Liquidity risk: the possibility that the Group might not have funds available to meet its commitments to make payments
- Market risk: the possibility that financial loss might arise for the Group as a result of changes in such measures as interest rates and stock market movements

The Treasury's risk management strategy focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the resources available to fund services. Risk management is carried out by a central treasury team, under policies approved by the Police and Crime Commissioner in the Annual Treasury Management Strategy. Through the strategy written principles for overall risk management, as well as written policies covering specific areas, such as interest rate risk, credit risk, and the investment of surplus cash are provided.

Credit risk:

Credit risk arises from deposits with banks and financial institutions, as well as credit exposures to the Group's customers. The credit criteria in respect of financial assets held by the Police and Crime Commissioner are as detailed below:

Credit ratings will be monitored daily, by the PCC's treasury management providers (Wiltshire Council). The Council uses the creditworthiness service provided by Link Systems Ltd. This service is based on a sophisticated modelling approach, with credit ratings from all three rating agencies (Fitch, Moody's and Standard and Poor's), forming the core element. However, it does not rely solely on the current credit ratings of counterparties but also uses the following as overlays:

- a) Credit watches and credit outlooks from credit rating agencies.
- b) CDS spreads to give early warning of likely changes in credit ratings; and
- c) Sovereign ratings to select counterparties from only the most creditworthy countries.

In accordance with DCLG Guidance on Local Government Investments for selecting the creditworthiness of counterparties with whom investments are placed, the Police and Crime Commissioner will comply with the minimum requirements below.

All banks and building societies must be part of the credit list provided by Link Asset Services. The PCC will only invest with institutions on the list for the durations as specified by the colour coding used by Link and they must not be shown as out of range (with no colour) on the credit default swap analysis.

All Local Authorities and public bodies (ratings are not issued for most of these bodies).

Money Market Funds (MMF), must have been awarded the highest possible rating (AAA) from at least one of the credit rating agencies, Standard and Poor's, Moody's Investor Services Ltd and Fitch Ratings Ltd. (Deposits will only be placed with MMFs subject to individual signed management agreements.)

Limits are applied to the amount of money that can be lent to any of these institutions or groups of institutions using the ratings of Fitch Rating Agency as follows:

- UK incorporated banks with a short-term credit rating of at least F1+ and a long-term credit rating of at least AA – £8 million
- Overseas banks that have a long-term credit rating of at least AA+ - £8 million
- Local Authorities and other public bodies - £8 million
- Other UK Incorporated banks - £5 million
- Other overseas banks - £5 million
- Building Societies - £5 million
- Money Market Funds - £5 million

The Police and Crime Commissioner's exposure to risk on investments is minimised by limiting the deposits to short term only, there has been no experience of historical default.

The Police and Crime Commissioner's Group does not allow credit for customers, such that the balance on the Accounts Receivable ledger at 31 March 2025 relates to short term trade receivables, and any risk is minimal.

The following table provides an age analysis of trade receivables included in financial instruments, excluding statutory debtors. This reflects short-term customer and partner balances subject to credit risk.

Receivables (Loans & Receivables)	31-Mar-24 £000	31-Mar-25 £000
Less than 3 months	563	572
3 to 6 months	28	64
Over 6 months	4	
	595	636

This table presents an age profile of trade payables (excluding statutory items such as tax and NI), representing amounts owed to suppliers at year end under financial instruments.

Payables (Amortised Cost)	31-Mar-24 £000	31-Mar-25 £000
Less than 3 months	-678	-850
3 to 6 months	-17	5
Over 6 months	47	22
	-648	-823

The Debit of £27,000 aged over 3 months relates to aged credit notes.

Fair Value of Financial Instruments

IFRS 9 Financial Instruments requires fair value measurement of financial assets and liabilities. The Police and Crime Commissioner's financial assets are reviewed annually for the impact of changes. All investments are short term, less than a year and as such the carrying amount and fair value are not materially different. The same applies to Trade Payables and Receivables.

The loan liability, as presented in the Group Balance Sheet, of £1.719m was valued by Treasury advisors, LINK Asset Management as at 31 March 2025 using a valuation basis of Level 2 inputs. The fair value was found to be £1.212m when compared to taking out a new loan at that date. The difference is attributable to the high discount rate used for the valuation (due to high interest rates). In practice it would be more expensive for the PCC to take out a new loan of this value due to the currently higher interest rates.

To demonstrate the sensitivity; had the rates been 1% higher, the fair value would have reduced to £1.104m. The Fair Value of the loans, if the PCC was to prematurely repay the debt, was found to be £1.330m.

Details of the fair value for PFIs are disclosed later in this note alongside further PFI information.

Liquidity risk:

The Police and Crime Commissioner has a comprehensive cash flow management system that seeks to ensure that cash is available as needed. Previously issues of affordability, prudence and sustainability of borrowing had been of limited relevance due to the PCC's debt-free status. These are of increased relevance to the PCC now that he is borrowing to finance the future capital expenditure plan. The PCC takes advice from LINK Asset Services in setting out his annual Treasury Management Strategy to maximise returns and minimise risks.

Market Risk:

Interest rate risk

The Police and Crime Commissioner is exposed to risk in terms of its exposure to interest rate movements on the borrowings and investments. Movements in interest rates have a complex impact on the authority. For instance, a rise in interest rates would have the following effects:

- borrowings at fixed rates – the fair value of the liabilities borrowings will fall.
- investments at variable rates – the interest income credited to the CIES will rise.
- investments at fixed rates – the fair value of the assets will fall.

Future returns are affected by inflation and the Bank of England's decisions on interest rates. Most invested funds are externally managed and enables returns to be maximised whichever way interest rates move. Any borrowing, temporary or longer term, is taken at a fixed interest rate to minimise the exposure to interest rate movements. The risk here is that the PCC may require borrowings at a time of unfavourable interest rates. Investments on HSBC Bank Treasury and other financial institutions are also taken at fixed interest rates.

Price risk

The Police and Crime Commissioner's Group does not invest in equity shares other than in the Pension Scheme (see pensions note), nor does it have any shareholdings in joint ventures or local industry. This means that the Group has no exposure to price risk outside of the Local Government Pension Scheme.

Foreign exchange risk

The Police and Crime Commissioner has no financial assets or liabilities denominated in foreign currencies and thus have no exposure to loss arising from movements in exchange rates.

Private Finance Initiative (PFI)

The Police and Crime Commissioner is committed to make annual payments for two PFI Projects; the Swindon Divisional Facilities and the Black Rock firearms training facility in Portishead shared with Avon & Somerset and Gloucester PCCs.

Account Treatment

In accordance with the CIPFA Code of Practice, the Swindon PFI asset and Wiltshire's 25% share of the Black Rock PFI asset have been recognised on the Balance sheet. A corresponding finance lease liability is recorded for the Group's future payment commitments.

The total Unitary Charge paid under these contracts includes both a finance cost (interest) and a service element. The Finance Cost is recognised in the Comprehensive Income and Expenditure Statement (CIES) under 'interest payable and similar items'. The liability is reduced annually as the lease principal is repaid.

At the end of the contract terms:

- The Swindon PFI asset may transfer to the sole ownership of the Wiltshire Police and Crime Commissioner.
- The Black Rock facility will transfer to joint ownership of the three participating PCC's. Further information on Black Rock facility are included in the Joint Arrangements note.

The following tables set out the movements in the PFI assets and liabilities for 2024/25:

Swindon property 2023/24 £000	Black Rock Property 2023/24 £000	Cost or Valuation	Swindon property 2024/25 £000	Black Rock Property 2024/25 £000
11,680	5,679	Balance at 1 April	11,250	5,967
-430	288	Additions		
		Enhancements/Revaluations	-360	683
11,250	5,967	Balance at 31 March	10,890	6,650
		Depreciation		
0	0	Balance at 1 April		
-673	-310	Charge for the year	-663	-324
673	310	Depreciation write-back on revaluation	663	324
0	0	Disposals	0	0
0	0	Balance at 31 March	0	0
11,250	5,967	Net Book Value at 31 March	10,890	6,650

-14,955	-2,978	Finance Lease Liability in Accounts	-14,190	-2,902
		Additions		
		Adjustment to Liability		99
765	76	Liability Redemption	830	121
-14,190	-2,902	Finance Lease Liability at 31 March	-13,360	-2,817

Swindon PFI

The Swindon PFI Finance Lease liability, as presented in the Group Balance Sheet, of £13.360m (2023/24: £14.190m) was valued at Fair Value by the Treasury Advisors Link Asset Management as at the 31st of March 2025. Projected interest costs total £7.000m giving a projected total cost of £20.360m.

Payments made in 2024/25 and due for the remainder of the Swindon PFI contract are as follows:

	£000			
Year	Fair Value of Services	Lifecycle Replacement Costs	Interest Cost for Year	Finance Lease Liability Redemption
Rentals Paid In Year (2024/25)	1,515	50	1,206	830
Rentals Payable in Future Years				
Within 1 Year	1,515	50	1,135	901
Within 2 to 5 Years	6,060	198	3,708	4,436
Within 6 to 10 Years	7,575	248	2,156	8,023
Within 11 to 15 Years	0	0	0	0
Within 16 to 20 Years	0	0	0	0
Total in Future Years	15,150	496	6,999	13,360

Blackrock PFI

The Fair Value of Wiltshire's share in the Blackrock PFI liability as at 31 March 2025 is £2.817m. This valuation has been provided by the PCC for Avon & Somerset.

Payments made in 2024/25 and due for the remainder of the Black Rock PFI contract are as follows:

	£000			
Year	Fair Value of Services	Lifecycle Replacement Costs	Interest Cost for Year	Finance Lease Liability Redemption
Rentals Paid In Year (2024/25)	136	55	233	121
Rentals Payable in Future Years				
Within 1 Year	140	69	224	121
Within 2 to 5 Years	558	316	790	551
Within 6 to 10 Years	700	366	709	992
Within 11 to 15 Years	556	263	240	1153
Within 16 to 20 Years	0	0	0	0
Within 21 to 25 Years	0	0	0	0
Total in Future Years	1,954	1,014	1,963	2,817

18 Contingent Assets & Contingent Liabilities

Police Officer Pensions Legal Cases

The Chief Constable for Wiltshire, along with other Chief Constables and the Home Office is subject to ongoing claims in respect of unlawful discrimination arising from transitional provisions in the Police Pension Regulations 2015.

These claims against the Police pension scheme (commonly referred to as the Aarons case) were initially stayed behind the McCloud/Sargeant judgement. Following a case management hearing in October 2019, the resulting Order included an interim declaration that claimants should be treated as if they had full transitional protection and had they remained in their legacy pension schemes after 1 April 2015. Whilst the interim declaration only applied to claimants, a Written Ministerial Statement issued on 25 March 2020 confirmed that non-claimants would be treated the same.

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

On 4 February 2021, HM Treasury issued their response to the consultation which confirmed that:

- Members who were in service on or before 31 March 2012 and on or after 1 April 2015 are eligible for remedy.
- A deferred choice approach will apply, allowing members to choose at retirement whether to receive benefits under the legacy scheme or the 2015 reformed scheme for the remedy period (2015-2022).

From 1 April 2022, all members in active service are moved into the reformed schemes to ensure equal treatment going forwards. These changes were legislated through the Public Service Pensions and Judicial Offices Act 2022 (PSPJOA 2022).

Impact on pension liability

The remedy results in higher expected liabilities, as eligible members may choose the most beneficial scheme for the remedy period. The pension liability, as valued by the scheme actuaries, reflects the higher of the two benefit structures. These adjustments are incorporated into the pension disclosures as follows:

- The increase in scheme liabilities from the McCloud/Sargeant remedy is reported in the Other Comprehensive Income section, under 'Other experience'.
- The current service cost in the CIES reflects the current scheme design, excluding further McCloud remedy adjustments.

The financial impact of these changes will be fully assessed as part of the next Police Pension Scheme valuation, which is due to report in 2023/24 (subject to timing revisions).

Per the Police Pension Fund Regulations 2007, the police authority maintains a separate pension fund into which employer and officer contributions are paid and from which pensions are drawn. Any in-year deficit is funded by central government via a top-up grant, limiting the local financial risk.

Compensation Claims (Aarons and Penningtons)

In addition to pension liability changes, legal claims have been submitted for compensation:

- Aarons (injury to feelings): These claims have been settled nationally by the Government Legal Department on behalf of Chief Constables, with no financial contribution required from individual forces.
- Pecuniary loss claims (Aarons and Penningtons): These claims have been stayed pending implementation of the pension remedy on 1 October 2023.

As of 31 March 2024:

- There is no recognised liability for compensation claims, as the injury to feelings claims have been settled and

The likelihood and extent of potential pecuniary losses under Penningtons remain uncertain and unquantifiable. Accounting Conclusion

This legal matter arises from central government pension reform and legal decisions. The financial consequences are expected to be met through national pension arrangements and funded via central government, with no material cost expected to fall locally. Therefore, no provision is made in these accounts, but a contingent liability is disclosed due to the remaining uncertainty.

19 Cash Flow

The Accounts and Audit Regulations require disclosure of a statement of source and application of funds. The Cash Flow Statement satisfies this requirement. The statement includes all the Police and Crime Commissioner for Wiltshire and Swindon's Group operations, revenue and capital, excluding internal transactions. It thus shows total receipts and total payments and how the difference between the two was financed.

- Reconciliation to the Comprehensive Income and Expenditure Statement**

2023/24 PCC £000	2023/24 Group £000		2024/25 PCC £000	2024/25 Group £000
-5,651	-32,290	Surplus/(Deficit) on CIES	111,734	-24,892
-4,706	-4,706	Movement in debtors*	1,131	1,131
-116	-116	Movement in stocks	114	114
2,949	2,949	Movement in creditors*	114	114
498	498	Movement in provisions and other balances	-727	-727
-26,640		Intra Group Funding	-136,625	
25,068	25,068	Adjustments between Accounting Basis and Funding Basis under Statute	20,039	20,039
-1,720	-1,720	Adjustment for use of Borrowing and previously unapplied Grant	2,576	2,576
9,000	9,000	Adjustment for purchase of investments	5,000	5,000
1,202	1,202	Net Cash Flows from Investing Activities	-5,748	-5,748
-311	-311	Net Cash Flows from Financing Activities	-563	-563
-425	-425	Net Cash Flows from Operating Activities	-2,956	-2,956

*Excludes adjustments that form part of the adjustments between accounting and funding basis.

The Cash flows from operating activities (£2.956m) shown in the table along with the Investing activities (£5.748m), and Financing activities (£0.563m) make up the total movement in cash and cash equivalents of £3.355m.

- Movement in Cash and Cash Equivalents**

Movement 2023/24 £000		Balance 1 April 2024 £000	Balance 31 March 2025 £000	Movement 2024/25 £000
88	Cash held by the PCC	220	141	-79
3,198	Cash Overdrawn	0	-4	-4
-4,604	Short Term Investments (up to 3 months)	276	3,715	3,438
-1,317	Total	496	3,851	3,355

Due to a more volatile cashflow during 2024/25, and in part caused by funding received in arrears for special operations, all deposits were held in short term overnight accounts. Returns on these accounts are similar to deposits in money market funds of over 3 months, however, these are more easily accessible. The accessibility means they are considered to be cash and cash equivalents.

- **Analysis of Specific Government Grants**

2023/24 £000		2024/25 £000
-1,835	Operational Policing Grants	-5,570
-2,490	Officer Uplift Grant	-4,172
-1,002	Pensions Support Grant	-3,619
-2,283	Security Funding Spec Grant	-2,525
-2,068	PFI Swindon Facilities Grant	-2,068
-1,461	Victims & Support RJ Grant	-1,485
	ASB Hotspots Grant	-1,000
-2,110	Other Grants	-2,045
-13,249	Total	-22,483

This income is included within the Cash Flow Statement under 'Cash received for Goods and Services' and in the Comprehensive Income and Expenditure Statement as Specific Grants.

Operational Policing Grants relate to Op Anthesis, Op Angelus, Op Spring and Op Willow.

An additional amount of £0.410m (2023/24: £0.410m) is included in the Comprehensive Income and Expenditure Statement to account for a share of the Black Rock PFI Grant – more information is available in the PFI note.

20 Debtors

These represent sums owed to the Police and Crime Commissioner's Group for supplies and services provided on or before 31 March 2025, but not received at that date.

2023/24 £000		2024/25 £000
6,032	Prepayments	6,645
842	Trade Income Outstanding	959
13,853	Other Income Outstanding	13,228
20,726	Total short-term debtors	20,833

The 2024/25 figure for other income outstanding includes:

- £4.031m due from the Home Office for the pension fund top up grant (2023/24: £4.918m).
- £0.989m VAT claims not yet received from HMRC (2023/24: £1.148m).
- £4.077m for Collection Fund debtors – this is explained in the policies (2023/24: £2.833m).
- £1.969m due from the Home Office for the Uplift specific grants (2023/24: £1.283m).
- £3.197m for Pensions related payments paid in advance (2023/24: £2.810m)
- £1.1m IT licences and support prepaid for the coming year.

21 Creditors

These represent sums owed by the Police and Crime Commissioner's Group for supplies and services received on or before 31 March 2025, but not paid for at this date.

2023/24 £000		2024/25 £000
-704	Income in Advance	-100
-3,517	Trade Outstanding Invoices	-3,956
-13,740	Other Outstanding Invoices	-13,718
-17,962	Total	17,774

The 2024/25 figure for other outstanding invoices includes:

- £3.495m national insurance contributions and other payroll deductions not paid over at 31 March (2023/24: £3.399m).
- £2.741m for employee leave not taken at 31 March (2023/24: £3.379m).
- £2.833m for Collection Fund accruals – this is explained in the policies (2023/24: £2.644m).
- £1.609m relates to collaborations with other forces (2023/24: £3.127m).

Police Property Act

The Police and Crime Commissioner operates a holding account, for seized monies and the sale proceeds of seized and unclaimed property under the Police (Property) Regulation 1997. In accordance with the regulation these monies and proceeds are distributed to local charities, through the Community Foundation, as approved by the Group. The balance for distribution stands at £77,316 as at 31 March 2025 (2023/24: £98,751) and is included as a creditor.

Drugs Forfeiture Fund

This fund is credited with the confiscated proceeds of illegal drug dealings. These funds are used to finance equipment and other purchases to contribute towards combating drug related crime and are included as a creditor. The balance available on the account as at 31 March 2025 was £139,447 (2023/24: £151,220).

Seized Cash Account

This account is for confiscated funds held by the Police and Crime Commissioner under specific individuals where judgements are outstanding at court. As at 31 March 2025 the balance in the bank was £608,961 (2023/24: £326,474). As these are not the Police and Crime Commissioner's funds they are not included within the Police and Crime Commissioner's Group Balance Sheet.

22 Provisions

Insurance 2023/24 £000	Other 2023/24 £000		Insurance 2024/25 £000	Other 2024/25 £000
-934	0	Balance as at 1 April	-1,315	-116
-381	-116	Additional Provisions made in year		
		Amounts Used in year	726	
		Unused Amounts Reversed in year		
-1,315	-116	Total	-589	-116

Included within the 2024/25 provision total is £0.589 million relating to insurance (2023/24: £1.315m). This provision is for both reserves and costs which may become payable and relates to both employers' liability and civil claims. To the best of our knowledge the payments will be made in the coming year, so it is disclosed in the Balance Sheet as a short-term provision.

23 Usable Reserves

2023/24 £000		2024/25 £000
0	Capital Receipts Reserve	2,576
5	Capital Grants Unapplied	0
8,399	Other Earmarked Reserves	5,236
3,875	General Fund Reserve	2,185
12,279	Total Usable Reserves	9,997

Capital Receipts Reserve

Capital receipts are funds received by the Police and Crime Commissioner from the sale of capital assets. Movements in the Capital Receipts Reserve are detailed in the Movement in Reserves Statement and further in the note to the accounts for Adjustments between Accounting Basis and Funding Basis under Statute.

Capital Grants Unapplied

The Capital Grants Unapplied Reserve holds the grants received towards capital projects for which the Police and Crime Commissioner has met the conditions that would otherwise require repayment of the grant, but which have yet to be applied to capital expenditure. The balance is restricted by grant terms surrounding purpose and timing of its use.

Earmarked Reserves

These represent funds that have been earmarked for specific purposes to cover future liabilities. Details for the reserves are disclosed below:

Reserve	Balance 1 April 2024 £000	Additions to reserve £000	Deductions from reserve £000	In year Movement £000	Balance 31 March 2025 £000
Unused Capital Receipts & Grants	-5	-2,576	5	-2,571	-2,576
General Reserves					
General Reserves - Earmarked					
- Risk Reserves	-2,847		2,030	2,030	-817
- Change Programmes	-2,288		579	579	-1,709
- Investment Reserves	-1,231		430	430	-801
- Capital Earmarked Reserve	-97		97	97	0
Earmarked Reserve Total	-6,468	2,576	3,141	565	-5,903
Non-earmarked General Reserve	-3,875	-140	1,831	1,691	-2,184
Total General Reserves	-10,343	2,436	4,972	2,256	-8,087
Chief Constable Operational Reserve	-1,551	-1,548	1,551	3	-1,548
Partnership Reserves	-385		23	23	-362
Total Usable Reserves	-12,279	-4,124	6,546	2,282	-9,997

Movement in Reserves - 2024/25 Commentary

The Medium-Term Financial Strategy (MTFS), set ahead of 2024/25, anticipated a planned and controlled use of reserves to sustain core policing services during a period of financial pressure. In line with this, both earmarked and general reserves were drawn upon to support service delivery, risk mitigation, and key transformation initiatives.

However, during the year, in-year cost pressures exceeded those assumed in the original financial planning. Staffing-related costs, including overtime, rose due to operational demand. In addition, several exceptional operations and nationally mandated initiatives were delivered locally. Although specific Home Office grants were received, they fell short of fully covering costs, resulting in an estimated £1.2 million funding shortfall.

Consequently, the movement in reserves in 2024/25, not including capital receipts & grants was greater than planned, totalling £4.853 million. This comprised:

- A £3.136 million drawdown from earmarked reserves, in accordance with reserve policies and supporting agreed priorities including estates transformation, digital innovation, and risk management.
- A £1.690 million drawdown from the General Fund Reserve to manage in-year volatility and sustain operational delivery.

At 31 March 2025, total usable reserves, not including capital receipts & grants stood at £7.421 million, comprising:

- General Fund Reserve: £2.185 million
- Earmarked Reserves (including partnerships): £5.236 million

This represents 3.42% of Net Revenue Expenditure (NRE). While there is no statutory minimum level of reserves, this position is considered adequate in the current financial context and is subject to ongoing review.

Despite a higher-than-forecast usage in 2024/25, reserves continue to be managed in accordance with the Reserves Strategy. The Police and Crime Commissioner (PCC) and Chief Constable remain committed to

financial sustainability through strengthened planning, improved forecasting, and embedded cost controls for 2025/26 and beyond.

Chief Constable's Operational Contingency Reserve

As at 31 March 2025, the Chief Constable holds an operational contingency reserve of £1.547 million. This reserve provides ready access to funds for urgent or unforeseen operational demands, without requiring additional PCC approval.

This practice aligns with paragraph 4.4.6 of the *Home Office Financial Management Code of Practice for the Police Forces of England and Wales* (2018), which states that a Chief Constable should have access to a contingency reserve to meet operational priorities. While the Code does not mandate a fixed amount, a 1% benchmark of the Chief Constable's net revenue expenditure is commonly referenced in sector guidance.

This reserve is reviewed periodically in line with the joint Reserves Strategy and forms part of prudent financial management.

General Fund and Earmarked Reserves

At 31 March 2025, the PCC holds a General Fund Reserve of £2.185 million, designed to provide resilience against unforeseen operational or financial pressures.

There is no statutory minimum requirement; however, under Section 32 of the *Local Government Finance Act 1992*, the PCC must have regard to the adequacy of reserves when setting the annual budget. The *Home Office Financial Management Code of Practice* (2018) recommends maintaining a formal reserves strategy. CIPFA guidance indicates that a general reserve of between 2% and 5% of NRE is generally prudent, depending on local circumstances. The General Fund Reserve currently equates to 1.35% of NRE.

In addition, the PCC holds locally earmarked reserves totalling £3.327 million, set aside for known risks, transformation programmes, and future service investment. These are periodically reviewed to ensure relevance and alignment with strategic priorities. The reserves are grouped as follows:

- Risk Reserves (£0.817 million) - To mitigate insurance-related risks and potential pension costs arising from ill-health retirements.
- Change Programme Reserves (£1.709 million) - To fund transformation and service improvement initiatives, including estates and technology investments and the Emergency Services Network (ESN) transition.
- Investment Reserves (£0.801 million) - To support PCC commissioning priorities, collaborative initiatives, and sustainability efforts aligned with the national net zero agenda.

Together, the General Fund and earmarked reserves total £5.512 million, or 3.41% of NRE.

Partnership Reserves

The PCC also holds Partnership Reserves of £0.362 million, which are managed on behalf of multi-agency arrangements and are not under the sole control of the PCC. They are governed by the respective partnership boards and are ring-fenced for specific purposes:

- MAPPA Reserve (£0.037 million) - Supporting Multi-Agency Public Protection Arrangements in line with Strategic Management Board decisions.
- Local Resilience Forum (LRF) Reserve (£0.313 million) - Funding LRF activities through partner contributions.

- Switch/IOM Reserve (£0.012 million) - Supporting Integrated Offender Management through multi-agency collaboration.

These balances are transparently reported and governed in accordance with the relevant agreements.

Capital Earmarked Reserve

As at 31 March 2025, no capital earmarked reserve is held. Funds previously used to support capital flexibility have now been fully utilised.

24 Unusable Reserves

2023/24 £000		2024/25 £000
19,635	Capital Adjustment Account	19,524
21,324	Revaluation reserve	16,406
-971,717	Pension Reserve	-854,274
189	Collection Fund Adjustment Account	1,095
-3,379	Accumulated Absences Account	-2,741
-933,949	Total Unusable Reserves	-809,992

Capital Adjustment Account

The Capital Adjustment Account is credited with all sources of capital financing for the year other than loans. It is debited for all items relating to capital expenditure charged to the Comprehensive Income and Expenditure Statement.

2023/24 £000		2024/25 £000
19,670	CAA Balance at 01 April	19,635
	<i>Reversal of Capital items charged to Income & Expenditure:</i>	
-3,547	Revaluations	-1,551
-1,236	Disposals	-4,391
	De minimis	
-5,608	Depreciation and Amortisation	-6,112
	See also Note 10, 14	
-10,391		-12,054
1,488	Adjustments to Revaluation Reserve	4,862
-8,903	Net written out amount of asset costs consumed in year	-7,192
	<i>Capital financing applied in the year:</i>	
533	Capital financing from Capital Receipts Reserve	3,295
-353	Capital financing grants charged to Income & Expenditure	
518	Capital financing from Capital Grants Unapplied Account	5
7,281	Capital financing charged to the General Fund	2,014
	Adjustments for re-measurements of lease liabilities under IFRS 16	704
890	Finance Lease Liability Redemption and Repayment of borrowing	1,062
-35		7,080
19,635	Balance at 31st March	19,524

Revaluation Reserve

The accounting entries on the Revaluation Reserve represent adjustments for the gains on revaluation of assets.

2023/24 £000		2024/25 £000
22,457	Balance at 1 April	21,324
355	Revaluation Gain/(Loss) See also Note 10	-56
-227	Balance relating to disposals to CAA	-3,653
-1,261	Depreciate Revaluation Gains to CAA	-1,208
21,324	Balance at 31 March	16,406

Pension Reserve

The balance on this reserve represents the Police and Crime Commissioner's Group commitment for future payment of retirement benefits. The total deficit of £0.854 billion for 2024/25 has a substantial impact on the net worth of the Group shown on the balance sheet. However, the financial position of the Group remains healthy because the deficit on the local government scheme will be funded by increased contributions over the remaining working life of employees, as assessed by the scheme actuary, and funding to cover police pensions is only required when the pensions payments are made.

2023/24 £000		2024/25 £000
-981,826	Balance as at 1 April	-971,717
32,017	Re-measurements of the net defined benefit liability/(asset)	136,625
-65,505	Reversal of items relating to retirement benefits debited or credited to the surplus or deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	-65,690
43,597	Employer's pensions contributions and direct payments to pensioners payable in year	46,508
-971,717	Balance as at 31 March	854,274

Collection Fund Adjustment Account

The surplus or deficit on the Council Tax Collection Fund must be attributed to individual authorities in each financial period and debtor/creditor balances for council taxpayers are split between the billing authority and the major precepting authorities. Funding from Precepts is adjusted in the accounts to show the Police and Crime Commissioner's share of the Net surplus/deficit on the collection fund at the end of the year. For 2024/25, the Police and Crime Commissioner's cumulative share includes:

2023/24 £000		2024/25 £000	Movement £000
5,861	Debtors (Council Tax Arrears)	6,573	712
-3,028	Bad Debt Provision	-2,725	303
-2,645	Creditors (Prepaid Council Tax etc)	-2,676	-31
189	Collection Fund Surplus/(Deficit)	1,172	983

The £1.172m is the Police and Crime Commissioner's share of the Collection Fund surplus during 2024/25 and is included in the Balance Sheet for the year. The increase in Precepts in the Comprehensive Income and Expenditure of the £0.983m movement is reversed out in the Movement in Reserves Statement and present no net effect on the finances for the year.

Accumulated Absences Account

The Police and Crime Commissioner's Group is required to account for employee benefits in the period that they are earned by employees. The result is that the Group has a £2,741 million accrual for employee leave entitlements carried over at 31 March 2025. For 2024/25 there is a £0.638 million decrease in the net cost of services where the accrual has decreased from £3.379 million in 2023/24, this is reversed out in the Movement in Reserves Statement to avoid any impact on Council Tax.

2023/24 £000		2024/25 £'000
-2,487	Balance as at 1 April	-3,379
-892	Amount by which remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	638
-3,379	Balance as at 31 March	-2,741

25 Joint Arrangements

The Police and Crime Commissioner's Group is involved in several operational collaborations with regional police forces and works closely with other Local Government bodies in delivering its services to the local communities. These joint operations are key to providing efficient sustainable policing services. Shared resources can also result in opportunities to modernise and embrace innovation and technology to maintain and improve the services available to the community even with reduced funding availability.

The Group recognises in its Statement of Accounts its share of the assets, liabilities and expenditure relating to its involvement in the joint operations. The Group's contributions to the Joint Operations are disclosed below.

2023/24 £000 Expenditure	2023/24 £000 Income	Joint Operation	2024/25 £000 Expenditure	2024/25 £000 Income
1,042		Black Rock	1,078	
1,756		Brunel MCIT	1,924	
1,997		SWROCU	2,137	38
3,584		Forensics	4,074	
1,062		MASH	1,052	

Black Rock

Black Rock is a firearms training facility located in Avon & Somerset which is run in partnership with Avon and Somerset police and Gloucestershire police. Each organisation has a staff commitment to provide trainers for the facility.

The overall cost of the facility for the year was £4.094m; this is divided into training costs and PFI costs, both of which having their own percentage split.

Training costs totalled £2.993m and are split as follows Wiltshire 27.86%, Avon and Somerset 40.08% and Gloucester 32.06%
PFI costs totalled £1.101m and are split as follows Wiltshire 22.20%, Avon and Somerset 56.14% and Gloucester 21.66%).

There is a PFI building involved in the facility; this PFI contract is owned by Avon & Somerset police but at the end of the contract the asset is to be split between the partner forces according to an agreed percentage basis. Due to this arrangement the PCC for Wiltshire accounts for their share as an asset on the Balance Sheet. The current value of the PFI asset as at 31 March 2025 was £26.090m with Wiltshire's share included in the Balance Sheet as £6.650m (2023/24: £5.883m).

Brunel MCIT

This collaboration between Avon & Somerset Police, Gloucester Police and Wiltshire Police forms a shared Major Crime Investigations team (MCIT) for the three areas.

The overall cost of the facility for the year was £10.126m; this is split on a percentage basis, with Wiltshire contributing 19.00%, Gloucester 17.00% and Avon and Somerset 64.00%.

SWROCU

SWROCU is a collaboration of the police forces in the Southwest region working together to disrupt, destroy and dismantle serious and organised crime.

The collaboration is led by Avon & Somerset police and costs are split on a percentage basis as follows: Avon and Somerset 30.64%, Gloucester 11.82%, Devon and Cornwall 31.90%, Dorset 13.52% and Wiltshire 12.12%. The overall cost of the collaboration for the year was £18,863m.

Avon and Somerset police have a building that is used for the collaboration; this asset is currently owned and accounted for by Avon and Somerset police. Devon & Cornwall police also have a building that is used for the collaboration which is owned and accounted for by Devon & Cornwall police.

SWROCU also holds a reserve which any surplus/deficit year on year is added to/taken from. The reserve is also used to assist future year's budget which in turn potentially reduces the contributions required by each Force. The reserve currently stands at £1.485m.

Forensics

SW Regional Forensics is a collaboration between Wiltshire, Avon and Somerset, Dorset and Devon and Cornwall police. The collaboration operates from 2 hubs: north (Portishead) and south (Exeter) and from each of the four police forces.

Costs are apportioned on one overall basis: Avon and Somerset 34.75%, Devon and Cornwall 36.17%, Dorset 15.33% and Wiltshire 13.75%.

The cost of the collaboration for 2024/25 was £29.633m. Wiltshire's total cost was £3.584m for the year.

MASH

The Wiltshire Multi Agency Safeguarding Hub (MASH) is a partnership between Wiltshire Police, Wiltshire Council and Swindon Council based in County Hall Trowbridge and Watt Tyler West building in Swindon. The Cost of MASH in 24/25 was £1.052m for Wiltshire Police.

Other Collaborations:

The PCC for Wiltshire is involved in numerous smaller collaborations and partnerships including the Counter Terrorism Specialist Firearms Officers (CTSFO's), Serious Sexual Assault Referral Centre (SSARC), Local Resilience Forum (LRF) and the Youth Offending Team (YOT).

26 Termination Benefits

The numbers of exit packages with total cost per band are set out in the table below. The total cost of exit packages includes early pension payments.

Exit package cost band	No. of compulsory redundancies		No. of Other Departures		Total cost of exit packages in each band £'000	
	2023/24	2024/25	2023/24	2024/25	2023/24	2024/25
£0-£20,000		9	1		7	9
£20,001-£40,000		2		1		3
£40,001-£60,000		1		1		2
£60,001-£80,000		2				2
£80,001-£100,000						
£100,001-£120,000						

27 Remuneration of Staff

The code of practice requires a disclosure of the number of employees whose annual remuneration, excluding pension payments, exceeds £50,000. Remuneration for these purposes includes all sums paid to or received by an employee, expense allowances and the money value of any other benefits received other than cash. The number of employees within £5,000 bands is as follows:

Payment Band £	Number of PCC Group Employees 2023/24	Number of PCC Group Employees 2024/25	Number of PCC Employees 2023/24	Number of PCC Employees 2024/25
50,000 - 54,999	219	239	3	1
55,000 – 59,999	130	156	1	4
60,000 – 64,999	107	84	4	1
65,000 – 69,999	28	70		3
70,000 – 74,999	17	13	2	1
75,000 – 79,999	10	3	1	1
80,000 – 84,999	2	4		
85,000 – 89,999	7	3	2	
90,000 – 94,999	4	5		2
95,000 – 99,999	4	4		
100,000 – 104,999	1	2		
105,000 – 109,999		2		
110,000 – 114,999				
115,000 – 119,999				
120,000 – 124,999				
125,000 – 129,999	2	1	1	
130,000 – 134,999	1			
135,000 – 139,999	1	2		1
140,000 – 144,999		2		1
145,000 – 149,999		1		
150,000 – 154,999		1		
155,000 – 159,999				
160,000 – 164,999				
165,000 – 169,999	1			
170,000 – 174,999				
175,000 – 179,999				
180,000 – 184,999		2		
Total	534	594	14	15

The above disclosure contains details for all staff and all officers whose remunerations, excluding pensions, exceeds £50,000. This disclosure is required on a legal basis rather than using the concept ‘substance over form’ as applied to the other Statement of Accounts disclosures.

The overall number of officers in the table has increased this year. This increase relates to operational requirements for overtime and to the pay rises received in September that have pushed several grades above the £50,000 threshold.

For 2024/25, a total of £2.691m was recharged to external establishments for officers and staff on secondment (2023/24: £2.227m). As at 31st March 2025 there were 35 employees working in external areas on secondment (2023/24: 30 employees).

22 of the employees included in the bandings over £50,000 were seconded out to other Forces or Government organisations as at 31 March 2025 (2023/24: 26 employees).

Senior Officer Remunerations

The code of practice requires disclosure of individual remunerations for Senior Officers and Relevant Police Officers. The following tables contain the details for 2024/25 and comparative information from 2023/24. Senior Officers on payroll are included in the above banding as well as the following individual disclosures. Where employees have a vehicle allowance this can be paid in the form of a lease car or within their salary. Those that have opted for the salary option have this payment included in the salary column of the remunerations.

Where further information is required to understand the entries, these have been included below the summary table.

Senior Officer Remunerations 2024/25	NOTE	Name	Salary (including fees & Allowances)	Bonuses	Expenses	Compensation for loss of office	Benefits in Kind	Total Remuneration excl. pension contributions 2024/25	Pension Contributions	Total Remuneration incl. pension contributions 2024/25
T/Assistant Chief Constable	(i)	E Coles	29,823						9,947	39,771
Deputy Chief Constable		P Mills	147,932				6,976		50,053	204,961
Assistant Chief Constable		D Smith	143,562						47,016	190,579
OPCC Chief Executive		N Darwish	138,269						20,751	159,020
Head of Communications		S McPherson	62,620						10,067	72,687
Assistant Chief Officer - Finance	(ii)	C Barker	16,193				465		2,117	18,774
Police & Crime Commissioner		P Wilkinson	73,300							73,300
Chief of Corporate Services		J Derryman	143,457							143,457
Director of Operations		R Llewellyn	92,776						15,215	107,991
Chief Constable		C Roper	197,540						65,685	263,225
Assistant Chief Constable	(iii)	M Cooper	98,963							98,963
Assistant Chief Constable	(iv)	M Cooper	48,127							48,127
Deputy Chief Constable	(v)	C Dibdin	181,146							181,146
Head of Wiltshire Police Strategic Comms & Engagement	(vi)	C Mills	97,672						11,621	109,293
Director of People	(vii)	I Gibson	136,029						20,695	156,724
Chief Financial Officer	(viii)	R Thomas	1,440						236	1,676
Assistant Chief Constable		I Saunders	107,264						34,962	142,226
Assistant Chief Finance Officer	(ix)	A Streets	107,010							107,010
Director of People	(x)	S Lane	6,300							6,300
Assistant Chief Finance Officer	(xi)	D Moran	126,857							126,857

- i. E Coles was Temporary Assistant Chief Constable from 06/01/2025
- ii. C Barker was in the role of Chief Finance Officer up to the 08/05/2024 for both the Chief Constable and the Police and Crime Commissioner. For the purposes of remunerations classifications, he is included within the CC employee disclosures.
- iii. M Cooper was Assistant Chief Constable up to 10/12/2024
- iv. M Cooper was Deputy Chief Constable from 11/12/2025
- v. C Dibdin was deputy Chief Constable up to 31/01/2025
- vi. C Mills was Head of Police Strategic Communications & Engagement up to 13/12/2024
- vii. I Gibson was Director of People from the 02/04/2024
- viii. R Thomas was Chief Financial Officer for the Chief Constable from the 26/03/2025
- ix. A Streets was in the role of Interim Chief Finance Officer up to the 19/08/2024 for both the Chief Constable and the Police and Crime Commissioner. For the purposes of remunerations classifications, he is included within the CC employee disclosures.
- x. S Lane was employed as HR Director up to the 10/04/204 via an agency agreement. As a member of the senior management team, she is included in the Senior Officer note. The amount included as remuneration is the total amount paid (excl. VAT) to the agent for the provision of their services. Due to not being included in the payroll she is not included in the Remuneration of Staff note.
- xi. D Moran was in the role of Interim Chief Finance Officer up to the 25/03/2025 for both the Chief Constable and the Police and Crime Commissioner. For the purposes of remunerations classifications, he is included within the CC employee disclosures.

Senior Officer Remunerations 2023/24	NOTE	Name	Salary (including fees & Allowances)	Bonuses	Expenses	Compensation for loss of office	Benefits in Kind	Total Remuneration excluding pension contributions 2023/24	Pension Contributions	Total Remuneration including pension contributions 2023/24
Police & Crime Commissioner		P Wilkinson	73,300					73,300		73,300
Deputy PCC	(i)	R Holland	2,090					2,090	312	2,403
OPCC Chief Executive		N Darwish	125,373					125,373	19,199	144,572
Chief Constable		C Roper	167,596		19			167,615	48,984	216,599
Deputy Chief Constable	(ii)	P Mills	130,917		22		6,976	137,914	40,510	178,424
Deputy Chief Constable	(iii)	C Dibdin	105,826					105,826		105,826
Interim Chief of Corporate Services	(iv)	J Derryman	78,114					78,114		78,114
Assistant Chief Constable		D Smith	134,613					134,613	39,081	173,694
T/Assistant Chief Constable	(v)	D Minty	103,076					103,076	30,508	133,583
T/Assistant Chief Constable	(vi)	M Cooper	99,485					99,485		99,485
T/Assistant Chief Constable	(vii)	P Staynings	99,509		77			99,586	29,285	128,871
Assistant Chief Officer - Chief Finance Officer	(viii)	C Barker	120,016				2,877	122,893	19,641	142,535
Head of Wilt's Pol Strategic Comms & Engagement	(ix)	C Mills	73,124					73,124	11,789	84,913
Director of Operations		R Llewellyn	85,280					85,280	13,986	99,265
Assistant Chief Finance Officer	(x)	A Streets	25,056					25,056		25,056
Director of People	(xi)	S Lane	196,650		65			196,715		196,715

28 Related Parties

In accordance with the CIPFA Code of Practice and IAS 24 Related Party Disclosures, material transactions with related parties are disclosed where they are not conducted under normal terms of business or could influence the decision-making of the Police and Crime Commissioner. For 2024/25, no material transactions were declared by key management personnel, except as set out below:

Police and Crime Commissioner – External Roles

The Police and Crime Commissioner is a Director for the Wiltshire and Swindon Community Foundation. The Community Foundation advises on and administers the distribution of charitable funds for the PCC including Police Property Act funds. A suspense account is operated for the Police Property Act; details can be found in the Creditors note.

Partnerships

The Police and Crime Commissioner has several partnership projects involving joint boards or committees; including arrangements with regional Police Forces, Wiltshire Council and Swindon Borough Council. Details of the partnerships are disclosed under the Joint Arrangements note.

Central Government

Central Government has significant influence over the general operations of the Group. Grants received from Central Government are disclosed in the Comprehensive Income and Expenditure Statement and in note 9 to the accounts.

Sue Lane HR Consultancy Limited

During the year £6,300 excl. VAT was paid to Sue Lane HR Consultancy Limited (2024: £196,175) as staffing fees. Sue Lane who held the senior position as Director of People in the PCC Group had significant control over Sue Lane HR Consultancy Limited. All transactions were carried out on an arm's length basis and no balances were outstanding at year end.

The Wiltshire Bobby Van Trust

C. Roper is an Ex-officio Trustee of The Wiltshire Bobby Van Trust. During the year the PCC provided general corporate service support to the Trust and made donations totalling £12,873 (2024: £25,861). The cost of clothing provided to them was £nil (2024: £468). An amount payable to The Bobby Van Trust of £nil (2024: £3,825) was outstanding at year end.

29 External Audit Fees

Fees in respect of external Audit services (Local Audit & Accountability Act 2014) and other fees payable in respect of services provided by the Auditors were as follows:

	2023/24 £000	2024/25 £000
PCC External Audit Fee	92	107
Chief Constable External Audit Fee	48	58
Total Audit Fees (excluding VAT)	140	165

Additional fees are expected to be billed for the PCC and the Chief Constable in relation to the 2023/24 statutory audits. These are yet to be determined.

Of the above fees £4,000 (CC) & £8,000 (PCC) of the 2024/25 amounts relate to additional audit fees for the 2023/24 accounts.

30 Pensions

Pensions Accounting

The Financial Code of Practice states that 'The Chief Constable is responsible for ensuring the administration of the pension schemes and the appropriate maintenance and provision of the relevant accounts.' The Chief Constable is also responsible for all police officers and most staff under the arrangements with the Police and Crime Commissioner for Wiltshire and Swindon. Any transactions relating specifically to the Office of the Police and Crime Commissioner are immaterial.

Although the Police and Crime Commissioner is responsible for all assets and liabilities, to comply with accounting and audit requirements, the pension liabilities are required to be disclosed in the Chief Constable's Balance Sheet. To recognise the fact that the Police and Crime Commissioner has ultimate responsibility for these long-term liabilities there is a long-term pension creditor in his Balance Sheet of equivalent value to the pension liability.

The information that follows is for the pension accounts of the Group.

Pension Schemes

Although pension benefits are not actually payable until employees retire, the Group has a commitment to disclose the payments at the time that employees earn their future entitlement.

The Police and Crime Commissioner's Group participates in three police officer schemes and one police staff scheme:

Police officers: Police Pension Scheme (PPS), New Police Pension Scheme (NPPS) and Police Pension Scheme 2015 (2015 Scheme). These are unfunded schemes, meaning that there are no investment assets held, and actual pensions payments are met from revenue as they are eventually due.

Changes introduced to pensions have resulted in three schemes with slight variations between them. Under recent regulations all current active members were moved into the 2015 Scheme from 1st April 2015 unless they qualified for protections that allowed them to remain in their current schemes. Officer pension schemes were contracted out of the State Second Pension, but this ceased on the 5th of April 2016.

The scheme changes, in particular the transitional provisions are subject to claims of unlawful discrimination, this is explained further in the 'Contingent Liabilities' note.

The schemes are administered in accordance with the Police Pensions Regulations 1987, the New Police Pensions Scheme Regulations 2006 and the Police Pension Regulations 2015.

Police staff: The Local Government Pension Scheme (LGPS). This is administered by Wiltshire Council and is a funded scheme, where the Group and employees pay contributions into a fund intended to balance the pensions liabilities with investment assets. The scheme is administered in accordance with the Local Government Pension Scheme Regulations.

Estimation of the net liability to pay pensions is reliant on complex judgements relating to the discount rate used, the rate of increase in salary, changes in retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the organisation with expert advice about the assumptions to be applied.

Pensions Transactions

The cost of retirement benefits is recognised in the Net Cost of Services when it is earned by employees, rather than when the benefits are actually paid out as pensions. The cost of retirement benefits earned is reversed out in the Movement in Reserves as the charge against council tax is based only on actual payments due in the year. The following transactions were made in the Comprehensive Income and Expenditure Statement and the Movement in Reserves Statement during the year:

	Local Government Pension Scheme £000		Police Pension Scheme £000	
	2023/24	2024/25	2023/24	2024/25
Comprehensive Income & Expenditure (CIES)				
Net Cost of Services				
Current Service Costs	8,036	8,266	11,300	10,900
Past Service Costs (Non-Distributed Costs)			400	300
Gains and Losses on any Settlements or Curtailments				
<i>Net Operating Expenditure</i>				
Net Interest on plan assets & defined benefit obligation	-231	-176	46,000	46,400
Net Charge to the Surplus/Deficit	7,805	8,090	57,700	57,600
Other Comprehensive Income & Expenditure				
Return on plan assets (excluding the amount included in the net interest expense)	-7,538	4,014		
Actuarial gains and losses arising on changes in demographic assumptions	-1,185	-3,845	-5,000	-12,000
Actuarial gains and losses arising on changes in financial assumptions	-14,240	-32,584	-51,500	-138,100
Expected 2023 Pension Increase Order			25,800	-6,500
Reduction of surplus due to asset ceiling	15,282	32,871		
Re-measurement of Other Experience	6,364	-1,214		20,700
Total Other Comprehensive Income & Expenditure (Pension Re-measurement of the net defined benefit liability/asset)	-1,317	-758	-30,700	-135,900
Total Charge to the CIES	6,488	7,322	27,000	78,300
	Local Government Pension Scheme £000		Police Pension Scheme £000	
	2023/24	2024/25	2023/24	2024/25
Net Charge to the CIES Surplus/Deficit	7,805	8,090	57,700	57,600
Movement in Reserves Statement				
<i>Adjustments between Accounting & Funding Basis:</i>				
Reversal of net charges made for retirement benefits in accordance with the code	-7,805	-8,090	-57,700	-57,600
Actual amount charged against the General Fund Balance for pensions in the year:				
Employer's contributions payable to scheme and retirement benefits payable to pensioners	6,488	7,322	37,109	39,143
Actual Costs	6,488	7,322	37,109	39,143

Current Service Cost reflects the increase in liabilities as a result of years of service earned this year.

Past Service Costs reflects the increase in liabilities as a result of a scheme amendment or curtailment whose effect relates to years of service earned in earlier years.

Net Interest on plan assets & defined benefit obligation is the change during the period in the net defined benefit liability (asset) that arises from the passage of time - this is calculated by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the net defined benefit liability (asset) at the beginning of the period – taking into account any changes in the net defined benefit liability (asset) during the period as a result of contribution and benefit payments.

The re-measurement of 'other experience' reflects any experience not expressed in the other re-measurement items; movements in membership data that were different to those assumed in the prior year. This can include, for example:

- Actual level of salary increases being higher than expected over the previous accounting period. This will lead to a negative liability 'experience' item (i.e. higher past service liabilities).
- Actual pension increases being higher than anticipated (for deferred pensions and pensions in payment), again leading to a negative experience item.
- Any membership movements (i.e. new entrant levels, withdrawals, ill health retirements, injury retirements etc.) different to those assumed within the previous valuation will contribute positively or negatively to the asset and liability 'experience' items.

The actual payments made by the Police and Crime Commissioner's Group for employer's contributions 2024/25 are £7.365m to Wiltshire Council for the Local Government Pension Scheme (2023/24: £6.488m) and £18.569m to the Police Pension Scheme (2023/24: £15.134m). The main reason this differs from the £39.143m above is a further £20.574m contributions funded by Home Office grant (2023/24: £21.975m).

Pensions Assets and Liabilities Recognised in the Balance Sheet

The amount included in the Balance Sheet arising from the defined benefit obligation is as follows:

	£000 2023/24	£000 2024/25
<i>Local Government Pension Scheme</i>		
Present value of defined benefit obligation	-198,874	-175,451
Fair value of plan assets	219,533	230,232
Asset ceiling reduction on fund surplus at year end	-20,659	-54,781
Net Liability – Local Government Pension Scheme	0	0
<i>Police Officer Pension Scheme</i>		
Present value of defined benefit obligation	-971,717	-854,274
Fair value of plan assets		
Net Liability – Police Officer Pension Scheme	-971,717	-854,274
Total Net Liability arising from defined benefit obligation	-971,717	-854,274

The liabilities show the Group's commitment for future payment of retirement benefits. The total deficit of £854m for 2024/25 (2023/24: £972m) has a substantial impact on the net worth of the authority shown on the balance sheet. However, the financial position of the Group remains healthy due to the following:

- The deficit on the local government scheme will be funded by increased contributions over the remaining working life of employees, as assessed by the scheme actuary.
- Funding to cover police pensions is only required when the pensions payments are made.

Although the Police and Crime Commissioner is responsible for all assets and liabilities, to comply with accounting and audit requirements, the pension liabilities are required to be disclosed in the Chief

Constable's Balance Sheet. To recognise the fact that the Police and Crime Commissioner has ultimate responsibility for these long-term liabilities there is a long-term pension creditor in his Balance Sheet of equivalent value to the pension liability.

Reconciliation of the Movements in the Fair Value of Scheme Assets and Liabilities

The underlying assets and liabilities for retirement benefits attributable to the Police and Crime Commissioner's Group at 31st March 2025 are as follows:

<u>Police staff</u>			<u>Police officers</u>	
	£000	£000	£000	£000
Reconciliation of Present Value of Scheme Liabilities				
	2023/24	2024/25	2023/24	2024/25
Opening Entry	-193,758	-198,668	-981,826	-971,717
Current Service Costs	-8,036	-8,002	-11,300	-10,900
Interest cost on defined benefit obligation	-9,306	-9,561	-46,000	-46,400
Members Contributions	-2,562	-2,950	-6,200	-6,800
Re-measurement gain/(loss):				
• Actuarial gains/losses arising from changes in demographic assumptions	1,185	3,845	5,000	12,000
• Actuarial gains/losses arising from changes in financial assumptions	14,240	32,584	51,500	138,100
• Expected Pension Increase Order			-25,800	6,500
• Other	-6,364	1,214		-20,700
Past Service Costs			-400	-300
Transfers in/out				
Settlements/Curtailments				
Benefits Paid	5,727	6,087	43,309	45,943
Surplus/Deficit	-198,874	-175,451	-971,717	-854,274
Reconciliation of Fair Value of Scheme Assets				
Opening Entry	199,135	219,533		
Interest income on plan assets	9,537	10,749		
Re-measurement gain/(loss):				
• Return on plan assets (excluding the amount included in net interest expense)	7,538	-4,278		
• Other				
Transfers in/out				
Employer Contributions	6,488	7,365	37,109	39,143
Members Contributions	2,562	2,950	6,200	6,800
Benefits Paid	-5,727	-6,087	-43,309	-45,943
Surplus/Deficit	219,533	230,232	0	0

Additional Information about the Defined Benefit Obligation:

Local Government Pension Scheme	Liability Split	
	£000	Percentage
Active Members	75,619	43.1%
Deferred Members	38,073	21.7%
Pensioner Members	61,759	35.2%
Total	175,451	100.0%

Police Officer Pension Scheme	Liability Split	
	£000	Percentage
Active Members	182,274	22.0%
Deferred Members	41,800	5.0%
Pensioner Members	606,900	73.2%
Total	830,974	100.0%

Injury Pensions	Liability Split	
	£000	Percentage
Contingent Injuries	9,000	38.6%
Injury Pension Liabilities	14,300	61.4%
Total	23,300	100.0%

Assumptions to Estimate Assets and Liabilities

For 2024/25, the Police Pension Scheme has been assessed on a projected basis, using the full actual valuations as at 31 March 2024. The Local Government Scheme has been assessed on a projected basis, using the full actual valuations as at 31 March 2022. Valuations were carried out by Hymans Robertson (Police) & Barnett Waddingham (LGPS).

The following assumptions were used to calculate the components of the pensions:

Pension Scheme Basis for Estimating				
	LGPS		All Police Schemes	
	2023/24	2024/25	2023/24	2024/25
Long-term expected rate of return on assets in the scheme:				
Equity Investments	4.75%	4.75%		
Bonds	4.75%	4.75%		
Property	4.75%	4.75%		
Cash	4.75%	4.75%		
Mortality assumptions:				
Longevity for current pensioners:				
Men	21.2	21.0	26.5	26.3
Women	24.4	24.0	29.4	29.2
Longevity for future pensioners:				
Men	22.1	21.7	27.9	28.1
Women	25.7	25.2	30.7	30.5
CARE Scheme Revaluation rate			4.00%	4.05%
Rate of Increase in salaries	3.25%	3.40%	3.10%	3.15%
Rate of Increase in pensions	2.75%	2.90%	2.75%	2.80%
Rate for discounting scheme liabilities	4.85%	5.85%	4.85%	5.80%

Longevity is the average future life expectancy at age 65 for staff and at age 60 for officers.

The Police Officers Pension Scheme does not hold investment assets. The actual return on the LGPS Assets for April – March 2025 was 3.04% (8.5% April – March 2024).

The Police and Crime Commissioner's Group accounts for Retirement Benefits in line with IAS 19 and IPSAS 25 and as a result, quoted securities held as assets in the Local Government Pension Scheme are valued at bid value rather than mid-market value.

The total value of assets as at 31 March 2025 is £230.232m (2024: £219.533m).

Local Government Pension Scheme Assets Comprised:

	31 March 2024			31 March 2025		
	£000			£000		
	Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total	Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total
Cash and Cash Equivalents		898	898		990	990
Equity Securities:						
Consumer						
Manufacturing						
Energy and Utilities						
Financial Institutions						
Health and Care						
Information Technology						
Other						
<i>Sub-total</i>						
Debt Securities:						
Corporate Bonds (investment grade)						
Corporate Bonds (non-investment grade)						
UK Government						
Other						
<i>Sub-total</i>						
Real Estate:						
Property		24,516	24,516		36,851	36,851
<i>Sub-total</i>		24,516	24,516		36,851	36,851
Investment Funds and Unit Trusts:						
Equities		87,972	87,972	82,562	10,028	92,590
Bonds		60,129	60,129	64,495		64,495
Hedge Funds						
Commodities						
Infrastructure		16,711	16,711		15,668	15,668
Other		29,216	29,216		3,487	3,487
<i>Sub-total</i>		194,028	194,028	147,057	29,183	176,240
Derivatives:						
Foreign Exchange						
Other						
Total Assets		219,533	219,533	147,057	66,034	213,091

Reporting of pensions surpluses

In line with IFRIC 14 the reporting of a pension net defined benefit asset position is to be measured at the lower of:

- The surplus in the defined plan, and
- The asset ceiling

The asset ceiling is defined as the present value of any economic benefits available in the form of refunds from the plan or reductions in future contributions to the plan. If the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a surplus.

An entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan.

As there is no unconditional right to a refund from the LGPS Fund there is deemed to be no economic benefit available as a refund or reduction in future contributions.

Based on the above methodology the LGPS net asset as at 31 March 2025 of £54.781m (2024: £20.659m) has been restricted to the lower amount of the net asset ceiling. This reduces the net asset of the LGPS at year end to £nil.

Sensitivity Analysis

The sensitivity of the principal assumptions used to measure the scheme liabilities are as follows:

Police Officer Pension Schemes - Change in assumptions at year ended 31 Mar 2025	Approx % increase to employer liability	Approx monetary amount (£000)
0.5% decrease in rate for discounting scheme liabilities	9%	72,700
1 year increase in member life expectancy	3%	25,590
0.5% increase in the rate of increase in salaries	<1%	2,180
0.5% increase in the rate of increase in pensions CPI	7%	60,240

Local Government Pension Scheme - Change in assumptions at year ended 31 Mar 2025	Approx % increase to employer liability	Approx monetary amount (£000)
0.1% decrease in rate for discounting scheme liabilities	2%	3,130
1 Year increase in member life expectancy	3%	5,537
0.1% increase in the rate of increase in salaries	2%	2,993
0.1% increase in pension and deferred revaluation	2%	4,129

Contributions Expected

The projected amount to be charged to Income and Expenditure for the year to 31 March 2026 is as follows:

Local Government Pension Scheme	Assets	Obligations	Net (Liability)/Asset	
	£000	£000	£000	% of pay
Current Service Cost		5,637	-5,637	-18.1%
Past Service Cost inc curtailments				
Effect of Settlements				
Total Service Cost		5,637	-5,637	-18.1%
Interest Income on Plan Assets	-13,591		13,591	27.5%
Interest cost on Defined Benefit Obligation		13,379	-13,379	-24.9%
Total Net Interest Cost	-13,591	13,379	-212	2.6%
Total Included in Surplus/Deficit CIES	-13,591	19,016	-5,849	-15.5%

Police Officer Pension Scheme	Assets	Obligations	Net (Liability)/Asset	
	£000	£000	£000	% of pay
Current Service Cost		6,500	-6,500	-12.0%
Past Service Cost inc curtailments				
Effect of Settlements				
Total Service Cost		6,500	-6,500	-12.0%
Interest Income on Plan Assets				
Interest cost on Defined Benefit Obligation		48,500	-48,500	-89.7%
Total Net Interest Cost		48,500	-48,500	-89.7%
Total Included in Surplus/Deficit CIES		55,000	-55,000	-117.0%

Contributions expected to be paid to the schemes during the year ending March 2026 are as follows:

Local Government pension scheme employer's contributions: £0.619m: (£7.430m projected for the year)
Local Government pension scheme member's contributions: £0.247m: (£2.969m projected for the year)

The Police Pension Fund Account

(Police Officer's Pensions only). Under the Police Pension Fund Regulations 2006 it is not a requirement to meet the pension costs directly but to pay an employer's pension contribution of 35.3% of pay into a pension fund account.

If the officers and employer's contributions are insufficient to meet the cost of pension payments, a top up grant is paid by the Home Office to help meet this obligation. Any surplus on the pension fund account is repaid to the Home Office and the account is balanced to Nil at year end.

Should the pension fund account not be balanced to Nil by pension top up grant then the Police and Crime Commissioner's Group is liable for any additional contribution required.

For 2024/25 the net amount payable on the pension fund account before top-up grant was £20.574m. A total amount of £16.543 in pension grant was received, leaving a net amount of £4.031m due from the Home Office. The balance of £4.030m is included within the Balance Sheet of the Group as a debtor.

Injury Awards

The Police and Crime Commissioner's Group incurs costs relating to Injury Awards for employees forced to leave work through injury. The total cost for 2024/25 was £835,642 (2023/24: £727,709), this was financed through revenue and reserve.

Wiltshire Police Pension Fund Account (Police Officer's Pensions only)

2023/24 £000	Fund Account (Note 30 provides further information)	2024/25 £000	2024/25 £000
14,254	Contributions Receivable		
237	Employer contributions 35.3%	17,674	
145	Other Bodies	296	
6,222	Early Retirements (Ill Health)	179	
20,858	Members	6,760	24,909
-	Transfers In from other schemes	28	28
	Benefits Payable		
-36,898	Pensions	-39,210	
-5,721	Commutations	-6,064	
-129	Lump Sum Death Benefits	-	
-42,748			-45,274
	Payments to and on account of leavers		
-29	Refunds of contributions	-63	
-56	Scheme Pays	-168	
-85	Transfers out to other schemes	-5	-237
-21,975	Net amount payable for the year		-20,574
21,975	Transfer from Police Fund to meet Pension Fund deficit		20,574
-	Net amount receivable for year		-

Net Assets Statement

The accounting treatment of the top-up grant results in a zero net amount receivable from Central Government with no amounts owing to pensioners at 31 March 2025, therefore there is no requirement for a Net Assets Statement.

The Pension Fund Account statement does not take account of liabilities to pay pensions and other benefits after the period end. Details of the Group's long-term pension obligations can be found in Note 30.

Glossary

Accounting Period	The period covered by the accounts, for Wiltshire PCC this is 1 st April to 31 st March.
Accounting Policies	The principles, rules and practices that guide how events and transactions are recognised, measured and presented in the financial statements.
Actuarial Valuation (Pensions)	An independent report on the financial status of the Pension Fund, which reports the current estimated cost of fulfilling the PCC's future pensions liabilities
Amortisation	The measurement of the use of an intangible asset over its economic life.
CC	Chief Constable for Wiltshire
Capital Expenditure	Expenditure on the acquisition or construction of significant assets such as land and buildings which have a long-term value to the PCC.
Capital Grants	Grant income received by the PCC in support of the planned Capital Expenditure.
Capital Receipts	Income from the sale of capital assets.
Carrying Amount	The value for which an asset or liability is represented in the Balance Sheet.
CIPFA	Chartered Institute of Public Finance and Accountancy. A public body that provides guidance for accounting in the public sector.
Collection Fund	The fund maintained by councils for the collection and distribution of local Council Tax receipts. Police precepts are met from these funds.
Contingency	A sum of money set aside to meet unexpected costs.
Contingent Liability	A possible obligation arising from past events where it is not probable that a transfer of economic benefits will be required or the amount of the obligation cannot be measured reliably.
COPLAA	CIPFA's Code of Practice on Local Authority Accounting in the UK.
Corporate and Democratic Core	Central activities which the police force engages in specifically because it is an elected authority. There is no basis for apportioning these costs over the individual services.
Creditors	Amounts owed by the PCC for goods or services received but where payment has not yet been made.
Current Assets	Assets that can be readily converted into cash within a short timescale (12 months)
Current Liabilities	Amounts owed by the PCC which are due to be settled in a short timescale (12 months).
Debtors	Amounts due to be paid to the PCC but not yet paid.
Depreciation	The measurement of the use of a tangible asset over its economic life.
Fair Value	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 measured date.
FRC	Financial Reporting Council
GAAP	Generally Accepted Accounting Practices.
GAD	The Government Actuaries Department (GAD) provides actuarial analysis and advice to the public sector.
IAS	International Accounting Standards.
IFRS	International Financial Reporting Standards.
Inventory	The amount of unused or unconsumed stock held for future use.
IPSAS	International Public Sector Accounting Standards.
Impairment	A reduction in the value of an asset due to physical damage or a significant reduction in the market value.
LAAP	Local Authority Accounting Panel that provides guidance on specific issues and accounting developments.
Market Value	The estimated amount for which an asset or liability should exchange on the valuation date between a willing buyer and a willing seller in an arm's-length transaction, after proper marketing and where the parties had each acted knowledgeably, prudently and without compulsion.

MRP (VRP)	Minimum Revenue Provision/Voluntary Revenue Provision. An amount set aside each year to finance repayment of debt, In the case of Wiltshire PCC, this refers to the payment of the Finance Cost relating to the Swindon PFI over the course of the contract.
NPCC	National Police Chief's Council (replaces ACPO Association of Chief Police Officers)
Non-Current Assets	Assets that provide benefits to the PCC for a period of more than one year.
Non-Distributed Costs (NDC)	Central overheads which cannot be apportioned over services.
OPCC	Office of the Police and Crime Commissioner.
PCC	Police and Crime Commissioner
PCC Group	This refers to the Police and Crime Commissioner and the Chief Constable as a group.
PFI	A private finance initiative (PFI) is a public sector infrastructure project funded with private sector capital.
Precept	A levy collected by the Councils from council taxpayers on behalf of the PCC.
Provisions	Amounts set aside to meet liabilities or losses which are likely to be incurred, but where the actual sum and timing are uncertain.
RCCO	Revenue Contribution to Capital Outturn
Reserves	Funds set aside by the PCC to meet the cost of future expenditure.
Running Costs	General expenditure incurred in the use of premises, transport and equipment such as costs of electricity.
Specific Grant	Grant funding provided to the PCC for use on specific projects.
SSAP	Statements of Standard Accounting Practices.
Third Party Payments	Payments made by the PCC for specialist or support services provided by outside contractors and other bodies.