

West Midlands
POLICE



Chief Constable
of West Midlands
Police

Statement of Accounts for

2024 - 2025



STATEMENT OF ACCOUNTS 2024-25

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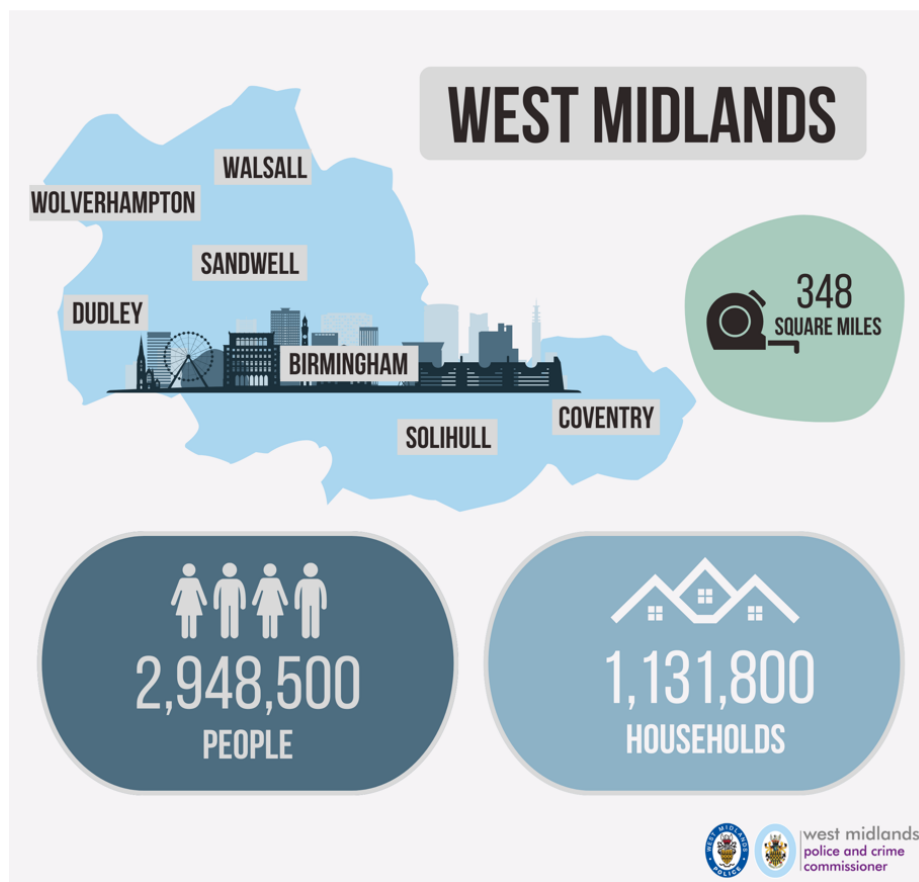
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NARRATIVE REPORT

About the West Midlands and West Midlands Police

West Midlands Police is the second largest police force in the country, based on serving a population of 2.9 million people, after London's Metropolitan Police Service. It covers an area of 348 square miles with over 1 million households. The region sits at the very heart of the country and covers the three major cities of Birmingham, Coventry and Wolverhampton. It also includes the busy and thriving districts of Dudley, Sandwell, Solihull and Walsall. Much of the area is densely populated but there are some rural areas.



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

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

There are seven local authorities within the area, Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall and Wolverhampton, each with a Community Safety Partnership.



Our Priorities

There are three strategic priorities for West Midlands Police. These are:

- **A service that works for local people**

Our new local policing model, which is built on seven Local Policing Areas, provides a local, visible police service, delivered in the heart of our diverse communities. People can expect to see more officers spending more time in their local community, understanding and preventing local problems and tackling the acquisitive and violent crime which has the greatest day to day impact on our communities. Each Local Policing Area has a Priority Crime Team as a proactive resource to address local issues and they also maintain a strong focus on serious and organised crime and exploitation to prevent the harm caused and bring more offenders to justice. This will build on our renewed investigative focus on key crimes including burglary, robbery, vehicle crime and domestic abuse which is already delivering better outcomes for the public we serve. Our specialist capabilities and teams including Operations, Intelligence, Major Crime Unit and Public Protection Unit (PPU) are an important part of West Midlands Police. They help to ensure that we are 'big enough to cope' with everything that is asked of us and perform to consistently high standards. Providing a service that works for local people also means ensuring the public can contact us easily and that we can respond quickly with the most appropriate resource. A significant investment has been made in Force Contact to ensure we can respond quickly and effectively when people need us.

- **Engaged communities**

Engaged communities are the key to building trust, public confidence and legitimacy. Our new local policing model is helping us to get better at listening to the diverse communities across the West Midlands to understand their issues and work with them to act on the areas they tell us matter to them. Ongoing investment in neighbourhood policing will drive problem solving around local issues to reduce crime and harm. We can't do this alone though. We will continue to work collaboratively with our partners, businesses and other agencies to make the best use of our shared resources and to invest in long term prevention for the benefit of the communities we serve. We will be transparent and accountable to communities about what we are doing and why, and we will continue to be open to scrutiny of the use of police powers.

- **Employer of choice**

West Midlands Police continue to thrive on the outstanding work of our officers and staff. We will prioritise investment in our front-line police officers and staff because they are the ones that keep people and communities safe. As a major regional employer, we will continue to creatively attract and develop local talent from across the West Midlands, including its schools, colleges and universities to create jobs for local people. We will place a renewed focus on ensuring the force is representative of our local communities so we have the skills, cultural awareness and talents we need to serve the public as criminality changes and adapts across communities. This will mean investing in staff, their training, development, mobility, agility and providing supportive opportunities during a cost of living crisis.

These strategic priorities underpin the forces vision, to be recognised as a police force that is big enough to cope with everything that is asked of us, while showing that we are small enough and care about the things that really matter to people and allow us to achieve our mission of 'working in partnership, making communities safer'.



Our Approach

Delivering a service for local people:

- A local policing model which respects people, places and partners
- Protect the vulnerable, bear down on violent crime and increase visibility
- Clear ownership, affinity and pride in local teams to keep the public safe and pool our collective impact upon local criminality
- Answer the phone in good time, listen, be honest and support victims
- Ensure the IT investment continues to increase efficiency
- Think differently on estates – stay local by sharing at a reduced cost
- Keep investing in prevention and engagement with our partners, especially young people

Engaged Communities:

- The key to trust, legitimacy and confidence
- 'You said, we did'
- Be there in good times and the bad
- Creative in approach, open up WMP to the public
- Use of force, stop search, data and disproportionality
- Recruitment – intelligently together and representative
- Cohesion – WMP seen as a trusted arbiter

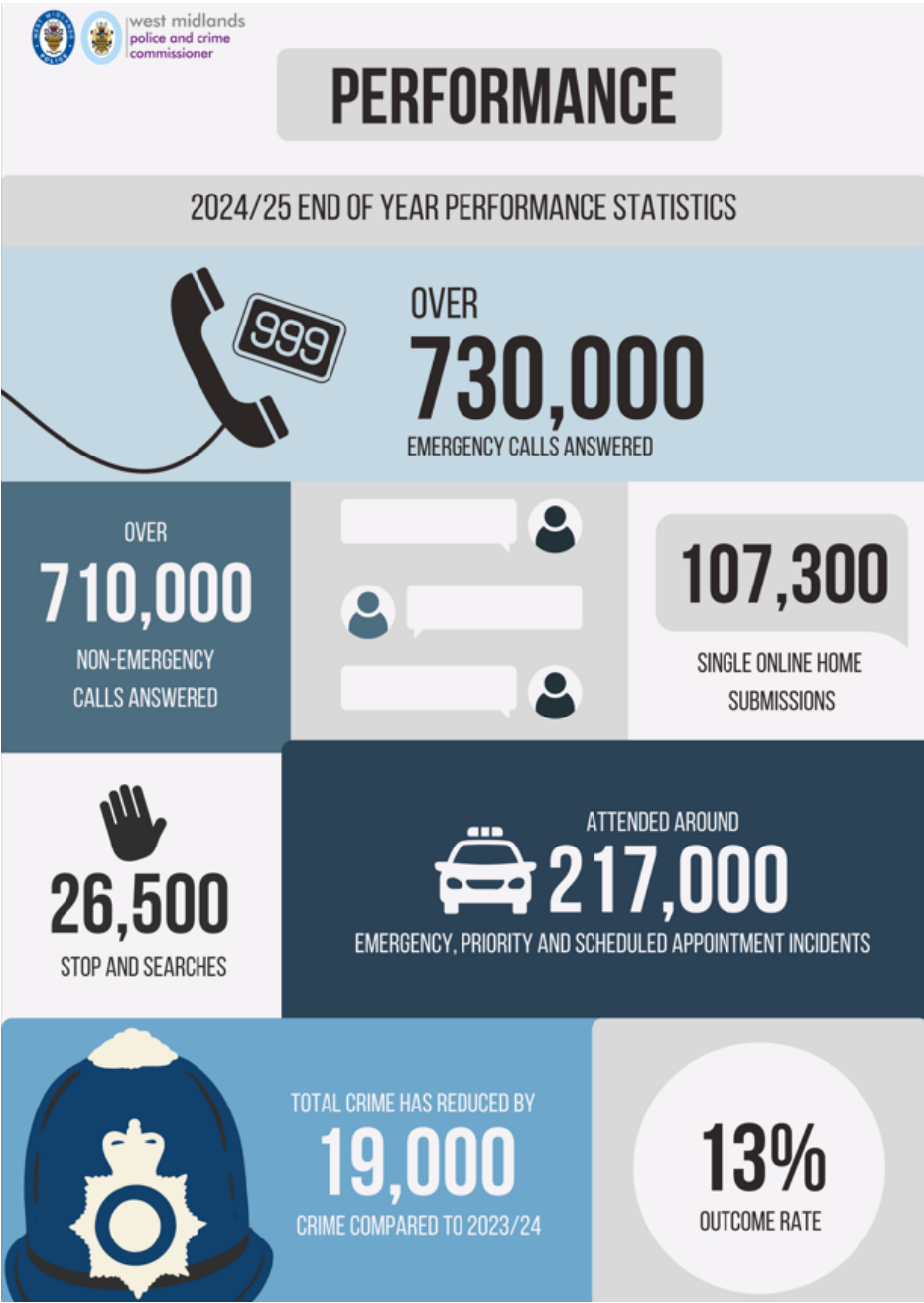
Employer of choice:

- A 'one team' listening approach
- Genuinely supportive, fair and organisationally just
- High standards
- Creative in practise, develop local talent
- Investing in officer and staff development
- Less 'checkers,' more 'doers'
- Understand the impact of cost of living on people



Organisation Overview

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





The Role of Chief Constable

The Chief Constable is responsible for the direction and control of West Midlands Police Force. Chief Constables and their officers must answer to the courts and the law for how police powers are used. They must also answer to the Police and Crime Commissioner in terms of delivering efficient and effective policing, and the way resources and spending are managed. Chief Constables will deliver the strategy and aims set out in the PCC's police and crime plan, and they will help the PCC plan the force's budget and give them access to information, officers and staff whenever this is needed.

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

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

The Chief Constable has approved and adopted a code of corporate governance, which is consistent with the principles of the CIPFA/SOLACE 2016 updated framework: *Delivering Good Governance in Local Government*, a copy is on our website at www.west-midlands.police.uk or can be obtained by contacting us, details at www.west-midlands.police.uk/contact-us. This statement explains how the Chief Constable has complied with the code and meets the requirements of Accounts and Audit Regulations 2015 (amended 2021), which requires all relevant bodies to prepare an annual governance statement.

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

The Statement of Accounts

This Statement of Accounts sets out the overall financial position of the Chief Constable of West Midlands Police (CCWMP). The Statement of Accounts has been prepared following the CIPFA Code of Practice on Local Authority Accounting in the United Kingdom. This interprets the International Financial Reporting Standards on which the accounts of the PCCWM are required to be based. The accounts have been prepared following the International Financial Reporting Standards on which the accounts of the Chief Constable are required to be based.

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

The Statement of Accounts for the CCWMP consists of:

1. Chief Constable's Approval of the accounts

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

2. Annual Governance Statement

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



3. Statement of responsibilities for the Statement of Accounts

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

4. Auditors report

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

5. The Statement of Accounts

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

- **Comprehensive Income and Expenditure Statement for the Chief Constable of West Midlands Police** - This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices. It summarises the resources that have been generated and consumed in providing policing services during the year. The statement has been prepared in accordance with the accounting principles set out in the CIPFA Code of Practice on Local Authority Accounting and highlights the financial consequences of policing activities in the West Midlands in 2024-25 under the direction and control of the Chief Constable.
- **Movement in Reserves Statement for the Chief Constable of West Midlands Police** - This statement shows the movement in the year on the reserves held by the Chief Constable.
- **Balance Sheet as at 31 March 2025** - The Balance Sheet shows the value, as at the Balance Sheet date of the assets and liabilities recognised by the Chief Constable. The Chief Constable recognises the Pension Liabilities of all Police Officers and staff who are deemed to be under his direction and control excluding those staff working in the Office for the Police and Crime Commissioner. The statement also recognises the cost of short-term accumulated absences for police officers and police staff. The statement shows a reserve to match these liabilities.
- **Cash Flow Statement as at 31 March 2025** - The Cash Flow statement aims to show the effect of the cash-based transactions between the PCCWM and the CCWMP. This demonstrates the effect of the income received from the PCCWM to enable the CCWMP to deliver a policing service for the force area.

Notes to the accounts include:

- **Police Pension Fund, Net Asset Statement and notes to the police pension fund scheme.**
The Police Pension Fund Account contains the contributions from the CCWMP at a rate of 35.3% of police officers' pay which are used to pay police pensions during the year. The deficit on this account is met by a top-up grant from the Home Office which is credited to the Chief Constable's Comprehensive Income and Expenditure Statement.
- **Expenditure and Funding Analysis**
The objective of the Expenditure and Funding Analysis is to demonstrate to Council tax payers how the funding available to the authority for the year has been used in providing services in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. The Expenditure and Funding Analysis also shows how this expenditure is allocated for decision making purposes between the Group's directorates. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement



Financial Review

Chief Constable Revenue Outturn 2024-25

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

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

<i>Revenue Expenditure</i>	<i>Budget 2024-25 £m</i>	<i>Actual 2024-25 £m</i>	<i>Variation + (-) £m</i>
Financial Resources of the PCCWM consumed at the request of the Chief Constable			
Employee costs	686.7	686.5	(0.2)
Premises costs	32.7	27.8	(4.9)
Transport costs	11.1	11.0	(0.1)
Supplies and Services	66.5	65.0	(1.5)
Collaborative working costs	17.0	22.4	5.4
Capital Financing	16.4	8.8	(7.6)
Income	(105.7)	(112.0)	(6.3)
Police Force (Excl. Change Programme)	724.7	709.5	(15.2)
Change Programme	12.1	9.3	(2.8)
Police Force (Incl. Change Programme)	736.8	718.8	(18.0)
Regional and National Services	18.0	17.6	(0.4)

Overview of the year

The financial position of the Force was closely managed and reported throughout the year. Through diligent cost management and collaboration with wider colleagues we were able to deliver the force priorities and realise a force revenue underspend of £18.0m which is 2.4% of the total budget of £736.8m. Underspends in pay related expenditure were forecasted from the end of the first quarter and continued throughout the year particularly in police officer and police staff pay where vacancies were most prevalent especially in the first half of the year. The force benefitted from reduced pressures on utilities costs through effective procurement strategies leading to underspends in premises related expenditure of £4.9m. The force also delivered £4.5m of additional income from proactive short-term investments in a much-improved interest rate environment.

Throughout the year we have been mindful of the future investments required, including the replacement of operational; decarbonisation plans; and the continued delivery of the estates programme and hence reserves have been earmarked for this purpose.

There were significant pressures noted at the start of the year due to demand factors across all policing portfolios. Since the adoption of a new operating model from April 2023 the force has made significant improvements in arrests and detections. Since April 2024 the number of arrests has increased by 8.5%. This is on top of the 24%



increase that was achieved in 2023-24. The force has detected 12.7% of all crimes in 2024/25 compared to 8.2% in the previous year.

The force has also sustained the improvement in its call handling performance answering more than 710,000 calls from the public on 999 with the average call being answered in 3 seconds. A further 700,000 calls were answered on the non-emergency 101 line where our average time to answer is now roughly 30 seconds. This is among the best call handling performance in the country. The force also sought to improve the quantity and quality of its investigations. All these areas were supported with additional investments in physical assets, people resources and overtime where necessary.

The Force has continued to support the national police officer Uplift Programme by maintaining Police Officer numbers in 2024/25. As such, the government expected the force to maintain uplift officer numbers at 8,086. The Force ended the year with a police officer establishment of 8,096 which was in excess of our additional recruitment target. Officer uplift funding was supported by Home Office grants which have been claimed to ensure that officers have all the uniform and equipment necessary for them to perform their roles effectively.

Total grant settlement for 2024/25 for the West Midlands was £629.2m. This was consistent with the Commissioner's medium-term financial planning assumptions. This additional grant reflected the commitments made in the year to maintaining the police officer uplift programme and support officer and staff pay awards.

Headline Figures

Since the force implemented the new operating model in April 2023 with a greater focus on local policing and local accountability for investigations and response teams, Force budgets have continued to be aligned to address the operating model with improved investigations and call handling timeliness being high priorities and receiving additional resourcing. In the second year since the operating model was launched resources have been directed to sustain the improved performance levels highlighted above both in terms of people and assets.

In addition, the Force continued to support a change programme which included a major redesign of Force Contact (emergency response centre for dispatchers who allocate officers to incidents), a restructure of the People Services Department, a review of the Force's public order training provision and an estates programme involving the sale, purchase and refurbishment of a number of police buildings.

Within 2024/25 the Force delivered £24.5m of savings across departments to produce a balanced budget for 2025/26.

Balance Sheet

Capital Programme

The Chief Constable does not have ownership of any capital assets or liabilities and therefore has no capital expenditure. The Chief Constable is charged for the revenue costs of buildings, transport and equipment as the consumption of these assets are deemed to be under his direction.

Pensions

Pension liabilities in respect of Police Officers and police staff whose costs have been recognised in the Chief Constable's Comprehensive Income and Expenditure Statement have been recognised in the Balance Sheet of the Chief Constable. As at 31 March 2025 the Chief Constable recognised net pension liabilities of £5,507m.



Overall statutory arrangements for funding the deficit mean that the financial position of the Group remains healthy.

The actuarial gain on pension funds in 2024-25 totalled £708.8m and compared to actuarial gains in 2023-24 of £43.7m. This is shown in the CIES on page 31. The decrease in the liability of £601m is due to the change in financial assumptions, mainly the discount rate and long-term salary increases used in the calculations for the Police pension scheme. The Local Government scheme is subject to asset ceiling calculations preventing the recognition of an unrealisable surplus for funded obligations. It should be noted that actuarial gains and losses do change each year as can be seen from the defined benefit pension scheme notes starting on page 49 of the Statement of Accounts.

How has the West Midlands Performed in 2024-25

In the fiscal year 2024/25, WMP answered over 730,000 emergency 999 calls, achieving an average answer time of 3 seconds and a compliance rate of 95.5% for answering calls within the 10-second service level agreement.

Similarly, for non-emergency 101 calls, WMP answered over 710,000 calls with an average answer time of 36 seconds, maintaining a compliance rate of 92.7% for answering calls within the 3-minute target.

Emergency response times across the West Midlands have also improved this year. The median response time for emergency incidents is now 10 minutes and 49 seconds, which is 13.7% faster than the previous year, with a 70.7% compliance rate against the 15-minute target.

Priority response times have seen an improvement as well, with the median response time for these incidents at 39 minutes and 11 seconds, which is 37.5% faster, achieving a compliance rate of 66.8% against the 1-hour target.

Total recorded crime has decreased by 5.8% during 2024/25, equating to almost 19,000 fewer crimes compared to 2023/24.

Business crime has increased by 8.4%, reflecting a national trend in rising shoplifting offences. However, neighbourhood crime, including personal robbery, residential burglary, theft from the person, theft of motor vehicle, and theft from motor vehicle, has seen an overall reduction of 17.2% in 2024/25.

Additionally, WMP has improved positive outcomes for victims, ending the fiscal year with an outcome rate of approximately 13.0%, which is a 5-percentage point increase compared to 2023/24.

Performance rated by PEEL assessment

Significant work has taken place throughout 2024-25 to address the four Causes of Concern raised by HMICFRS in the inspection report relating to West Midlands Police (WMP) that was published on 22 December 2023.

WMP will not receive new ratings until the next PEEL assessment, anticipated to be in 2026, however in September 2024, HMICFRS made the decision to remove WMP from 'Engage' status having provided satisfactory evidence to address three of the four causes of concern. This was the fastest time that any force has been removed from Engage status due to the evidenced improvements.

Whilst the Cause of Concern relating to Investigations still exists, four of the six recommendations that made up this Cause of Concern have been addressed, and work continues to address the remaining two areas, with significant progress already being made.

Governance around HMICFRS activity remains strong; An oversight board chaired by the Deputy Chief Constable ensuring progress is being made against open recommendations and our preparedness for future



inspections, A report providing updates for the Joint Audit Committee are completed every quarter and HMICFRS activity is subject of review on a weekly basis between the Chief Constable of the PCC.

Events after the Reporting Period

There are no material events to report after 31 March 2025.

Future Outlook

During 2024/25 the Force delivered the successful insourcing of early officer training, public order training, driver awareness training, uniform services and forensics service provision. The Chief proposed, and the PCC approved, fees and charges guidance from the NPCC to ensure all fees and charges were uplifted in January so that the impact of any pay award was passed along in full to those receiving specialist policing services.

The Force has delivered significant savings in the past and continue to focus on real efficiency improvements around back-office services and has further opportunities to do so which will be captured in the medium-term plan. There is also a focus on marginal income activity, taking opportunities to share costs and deliver services in partnership with others in the region.

The continued improvements in performance over the past year has provided opportunities to deliver a more efficient and targeted service with the resources available. The Force has delivered on Police Uplift Programme and welcomes the opportunity to increase its police officer resources through the Neighbourhood Policing Grant.

The reduction in Estates spend, in the time of high utility costs, will enable the retention of headcount and investments in ICT, and this underpins the medium-term financial plan. Whilst this can be a challenge in terms of delivering public confidence, the necessary reduction of the size of the policing estate is continuing, delivering real savings in running costs and reduced exposure in terms of maintenance backlogs. The coming year will continue to see significant movement in estates and disposals, which will be key to ensuring the deliverability of the medium-term outlook.

The PCC approved the Medium Financial Plan as part of the budget setting exercise for 2025/26 in January 2025. Whilst were able to present a balanced budget for 2025/26, this was based on delivering a level of savings and this requirement to deliver savings continues through the life of the medium-term financial plan. We will update the medium-term financial plan as we fully understand the outcome of the Comprehensive Spending Review, and any changes in inflationary increases around pay and prices.

We anticipate a Police Reform Bill at some stage in the next Parliamentary year, alongside a Bill on Local Government Reform. Both Bills have the capacity to change the future role and operating model of both the OPCC and WMP. It is to be hoped that both Bills offer more opportunity to work with partners and stakeholders to reduce crime and deliver an effective policing and criminal justice response where crime cannot be prevented.



Annual Governance Statement

Position as at 31 March 2025 including plans for the financial year 2025-26

1. Introduction

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

2. Scope

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

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

3. The Governance Framework

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

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

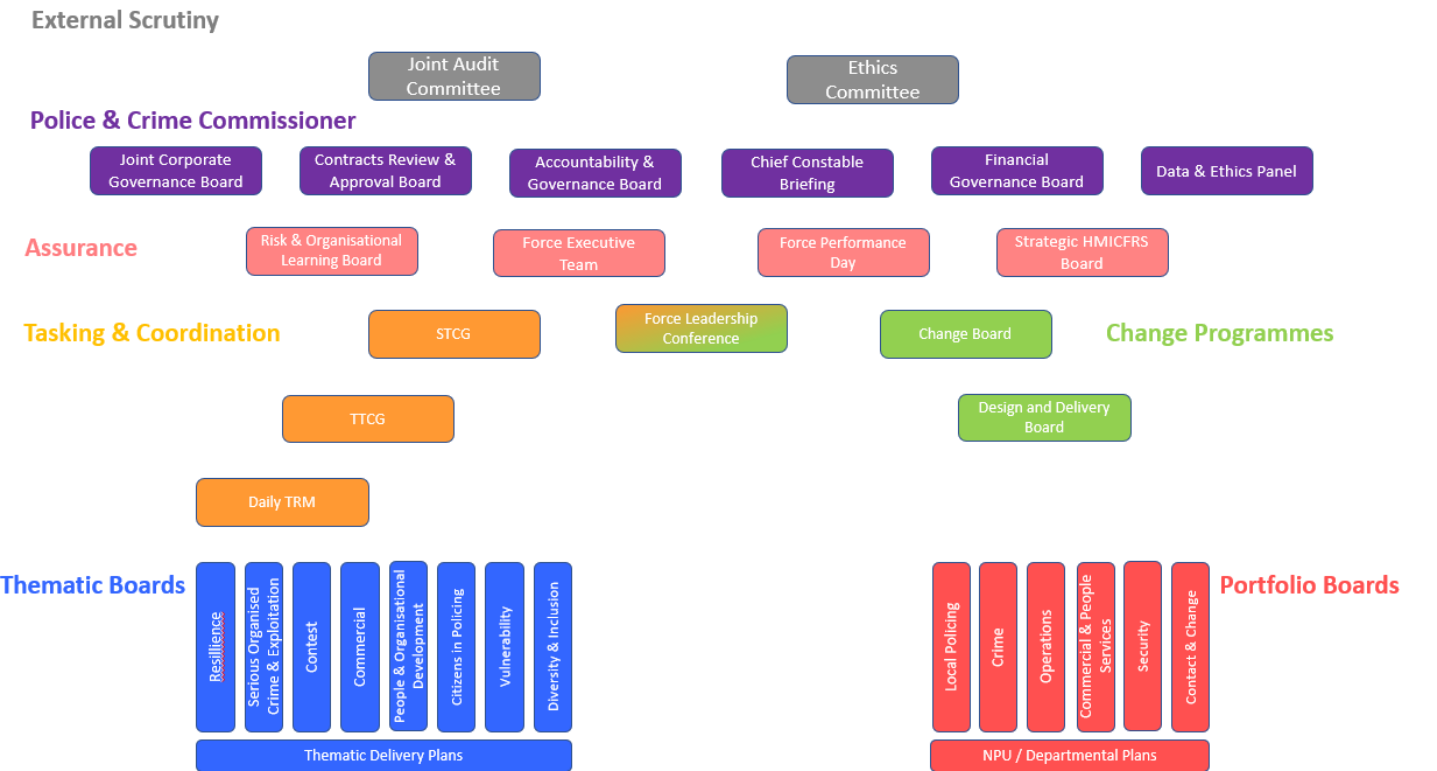


The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Chief Constable’s policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them effectively,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

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

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

West Midlands Police Strategic Governance Structure:



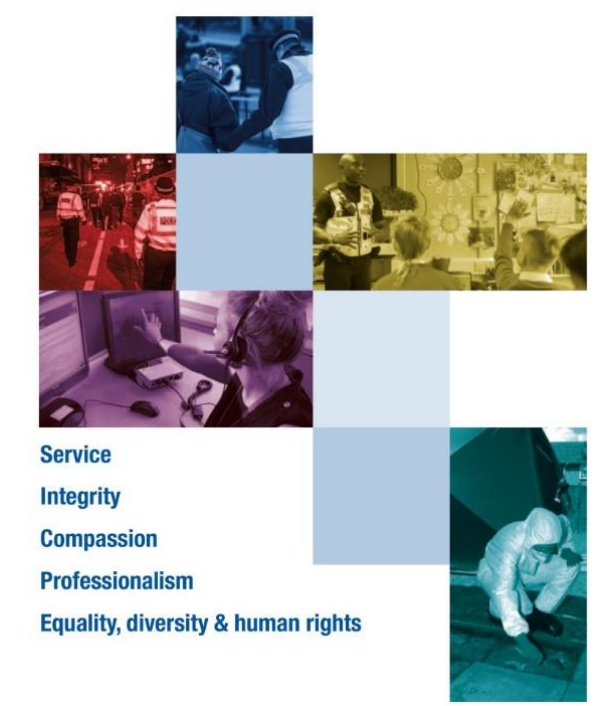
The ‘Delivering Good Governance standard for public services 2016’ sets out the seven good governance core principles. The key elements of the systems and processes that have been put in place for the force and how the force adheres to these seven principles is evidenced below.



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

Evidence to demonstrate Principle A includes;

- ✓ The Chief Constable's Vision and Values, in conjunction with the Code of Ethics, define the standards expected of everyone working in policing and is communicated to all officers and staff.



- ✓ The Standards of Professional Behaviour reflect the expectations of the public and are governed by specific policies, procedural rules and internal management processes that cover the activities of the force:

- Financial Management
- Procurement
- Health and safety
- Gifts and Hospitality
- Business Interests
- 'Whistleblowing' – Confidential Reporting
- Complaints Handling
- Anti-Fraud, Bribery and Corruption
- Information Security
- Information sharing
- Data Protection
- General Data Protection Regulations
- Change of Circumstances



- ✓ At a national level, the force cooperates in the National Fraud Initiative which attempts to identify fraud by sharing and comparing employee data across the public sector.
- ✓ Within the force there are two formal codes of conduct, one for police officers and one for police staff. Both codes define the standards of personal behaviour expected. The officer code also sets out requirements in terms of use of force, performance, execution of duties and other general conduct expectations. Certain staff, e.g. qualified accountants or solicitors, will have professional codes of conduct to which they are held to account.
- ✓ An Ethics Committee has been established which is responsible for providing the Chief Constable and PCC with independent advice around ethical issues arising from the data analytics projects.

5. Principle B: Ensuring openness and comprehensive stakeholder engagement

Evidence to demonstrate Principle B includes;

- ✓ One of the strategic pillars that support the force vision is 'Engaged Communities'.
The change to the force operating model in April 2023 was done with the ambition of further building on relationships with the communities served by WMP. Clear ownership, affinity and pride in local teams will help us tackle local criminality, prevent crime and keep people safe.



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



determining the precept, commissioning services, and holding the Chief Constable to account on behalf of the public. The Police and Crime Plan covers the period 2021-25. This has been updated for 2025-2029.

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

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

Evidence to demonstrate Principle C includes;

- ✓ A new force strategy for 2025 – 2029 has been developed, building on the Chief Constables ambitions that were set as part of the new Local Policing model that was delivered in April 2023.

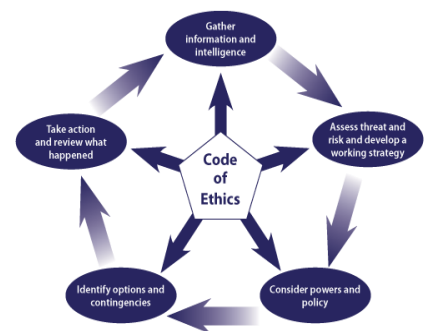


- ✓ The Policing Vision 2030 highlighted trends most likely to impact policing by 2030 and the College of Policing's Future Operating Environment 2040 provides an insight into policing's operating environment as far as 2040, we consider the implications of these kind of trends, scenarios and future challenges on WMP as part of our annual strategic assessment within our strategy and business planning cycle.

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

Evidence to demonstrate Principle D includes;

- ✓ Strategic governance is in place to monitor and track activity against WMP's strategy. This includes regular Chief Officer meetings, the monthly Force Leadership Conference and biannual Strategic Tasking and Co-ordination group meeting which are in place to drive the key deliverables of the strategic assessment.
- ✓ Force performance is scrutinised via both strategic and tactical force level governance structures, with the monthly Performance Day acting as the main oversight body. Portfolio and thematic boards are in place to manage performance within the portfolio areas and provide the necessary oversight and assurance.
- ✓ A dedicated Assurance team within Corporate Development and dedicated governance for all aspects of HMICFRS activity including preparedness for upcoming inspections as well as scrutiny of open recommendations.
- ✓ The force planning cycle incorporates an annual strategic assessment, annual Force Management Statement (FMS) and financial planning.
- ✓ The Medium Term Financial Plan (MTFP) has been updated which forms the basis of the annual budgets and provides a framework for the evaluation of future proposals.
- ✓ Decision-making at all levels of the force is undertaken within the framework of the National Decision Model, which has the Code of Ethics at its core.
- ✓ WMP continue to utilise the Threat Harm Risk Investigation Vulnerability Engagement (THRIVE) framework across functions. It underpins all decision making in the force and encourages flexible and adaptable risk management, while empowering staff and officers at all levels to have confidence in the decisions that they make.





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

Evidence to demonstrate Principle E includes;

- ✓ The Force Executive Team have clearly defined leadership roles and objectives; they are responsible for implementing strategy and managing the delivery of services within their respective portfolios.
- ✓ WMP Conversations continue to be delivered across the force as a way of engaging with the workforce and evidencing individual and team performance and capability. The process retains a focus on measuring and improving our performance to meet the strategic objectives and drive personal, departmental and force-wide deliverables.
- ✓ During 2024-25 there has been continued investment in leadership training, with the Op Excellence programme continuing for first line leaders, and a further programme created for second line leaders. The programmes equip leaders with all necessary skills needed as a leader of people.
- ✓ To build on capacity, collaboration arrangements are in place with neighbouring forces for significant service areas including Forensics, Legal Services and Operations as well as Regional Organised Crime Unit (ROCU) and future collaborations continue to be considered.
- ✓ Regional and national governance arrangements are in place in relation to national and regional programmes (Single Online Home, Specialist Capabilities, and Blue Light Commercial etc.)
- ✓ The Data Driven Insight Lab continues to utilise the vast amounts of data available to the force to predict future demand, as well as the use of data science to allow to more targeted operational activity.
- ✓ The forces 'digital workforce' that was identified by HMICFRS as 'Innovative Practise' continues to improve efficiency, effectiveness and productivity.

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

Evidence to demonstrate Principle F includes;

- ✓ The force has an Organisational Risk Management Policy and Corporate Risk Register, prepared and reviewed by the Deputy Chief Constable and managed via the Force Executive Team Meeting and Risk and Organisational Learning Board. The Joint Audit Committee (with the PCC) is responsible for independent assurance on the adequacy of the risk management framework.
- ✓ The force ensures all decision-making processes are overseen by correct governance structures. Each member of the Force Executive Team (FET) leads a specific portfolio board and chairs thematic boards,



all of which incorporate sub-groups for specific functions and themes. This oversight from the highest level ensures that there is no disconnect at any level of management in the continued delivery of force performance and ambitions. Risk is discussed as a regular agenda item within these portfolio and thematic boards. These meetings ensure risks are being managed and mitigated. Oversight of force risks is through the Risk and Organisational Learning Board that is chaired by the Deputy Chief Constable.

- ✓ Objectives are defined within the WMP Conversations of each executive team member and cascaded throughout the organisation's approach to performance management.
- ✓ Performance management forms part of the force governance arrangements. Performance information is scrutinised by the Force Executive Team via the boards they chair and the Quarterly Performance Reviews (QPRs) they hold. Force performance is monitored through the force performance day chaired by the DCC. All aspects of performance are tracked through an assurance calendar that includes operational areas such as Serious Organised Crime to financial management.
- ✓ The Performance Data Improvement project has transformed how all levels of the organisation view, use and understand performance information. The first dashboard from this project seeks to refresh the forces approach to performance dashboards, ensuring that they are providing detailed management information as well as supporting officers to manage their work efficiently.
- ✓ His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) independently assesses operational policing processes and reports the performance of the force at a national level. The force tracks and monitors all recommendations and areas for improvement from HMICFRS via the force governance structures.
- ✓ In September 2025, the force was removed from the engaged state of enhanced monitoring by HMICFRS as a result of the significant improvements that had been made across the force. This was in record time and the force continues to address outstanding areas for improvement.
- ✓ Strong public financial management is evidenced through the following strategies and reports:
 - Medium Term Financial Plan
 - Annual Financial Strategy
 - Budget Monitoring reports
 - Annual Statement of Accounts
 - Treasury Management Strategy
 - Treasury Management Reports
 - Reserves Strategy
 - Benefit Realisation plans



- HMICFRS Value for Money Profile
- CIPFA Financial Management Capability Review

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

The PCC and the Force are compliant with the principles of the FM code and work will continue in 2025-26 to improve and enhance financial accountability through reinforcement of roles and responsibilities, formalised training and enhanced financial reporting. The enhanced financial reporting will include data on policing performance and outcomes against financial information to enhance operational decision making.

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

Evidence to demonstrate Principle G includes;

- ✓ A Joint Audit Committee is responsible for independent assurance on the adequacy of the risk management framework and the associated control environment, the independent scrutiny of the Chief Constable's and the PCC's financial performance to the extent that it affects the Chief Constable and PCC's exposure to risk and weakens the control environment.
- ✓ The Joint Scheme of Corporate Governance, updated in 2021, sets out in detail the respective roles and functions of the Commissioner and Chief Constable, outlining all significant decisions which are consented or delegated and which are of a statutory, financial or management nature.
- ✓ All major change and transformation programmes and projects have their own project boards and adhere to consistent force change control processes which include addressing risk management and mitigation. When projects close, any risk still in existence is reviewed for inclusion on the relevant departmental or corporate risk register.
- ✓ An External Audit function reports to "those charged with governance" in respect of the Annual Accounts to ensure they are prepared in accordance with legislation, accounting standards and good practice. As well as issuing a statutory opinion on the accounts they also issue a statutory opinion on the Chief Constable's arrangements for securing value for money, measured as economy, efficiency and effectiveness, which sits alongside the HMICFRS assessment work.



- ✓ This Annual Governance Statement is published alongside the Statement of Accounts.
- ✓ Regular publication (subject to confidentiality tests) of reports presented to the Strategic Policing and Crime Board.

11. Review of effectiveness

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

The Force

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

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

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

Group Activities:

Violence Reduction Partnership

The Violence Reduction Partnership is funded by the Home Office, and shares joint governance arrangements between both the OPCC and West Midlands Police. The partnership is made up of public, private, voluntary and community sector organisations with the aim of tackling the root causes of violence.

Commissioned Intervention Services

There are a number of commissioned intervention services funded by the OPCC that are used as part of a community resolution or conditional caution for offenders. These are for a range of offences and evaluations have shown reductions in reoffending of between 55% - 70%.



The Joint Audit Committee

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

- Advise the Commissioner and the Chief Constable according to good governance principles;
- Provide independent assurance on the adequacy and effectiveness of the Commissioner's and Chief Constable's internal control environment and risk management framework;
- Oversee the effectiveness of the framework in place for ensuring compliance with statutory requirements;
- Independently scrutinise financial and non-financial performance to the extent that it affects the Commissioner's and Chief Constable's exposure to risks and weakens the internal control environment;
- Oversee the financial reporting process.
- Ensure the Force is implementing agreed actions resulting from HMICFRS inspections and thematic reviews/reports.

Internal Audit

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

12. Significant governance issues 2024-25

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

A self-assessment compliance review of the CIPFA FM Code was completed during 2024/25 across the Force, with the majority of the assessment being RAG rated as green with no areas of concern. The largest single change to the assessment will be around the need to embed the new Procurement Act 2023 which began to rollout from February 2025 as per the secondary legislation.



The Head of Audit Conclusion for the 12 months to the 31 March 2025 stated that 'Reasonable assurance' can be given that the governance, risk management and control frameworks in place are good and are adequate to support achievement of the organisation's objectives, and that controls are generally operating effectively in practice. Internal audit recommendations relating to financial governance are also regularly reviewed at Financial Governance Board which should ensure delivery during 2025/26.

WMP and the OPCC continue to work together to ensure that oversight of regional collaborations is strengthened in the coming year, given the shared responsibility to deliver the Neighbourhood Policing guarantee in a manner which recognises the need for the Police to be fully representative of the neighbourhoods and communities which they police.

The meetings between the PCC and Chief Constable during 2024/25 included a review by exception of the Force's Corporate Risk Register and there were no instances where a risk arose which prevented the achievement of a principal objective.

Core governance arrangements are operating effectively and are continuously under review. The implementation of a new Joint Financial Governance Board in year has been slow to bed in but Change Board papers will shortly be reviewed there before going on to Change Board, where there are significant financial implications.

The Force governance arrangements were reviewed during 2023/24 to improve consistency and streamline the number of boards in place. These new arrangements were embedded during 2024/25 and at a strategic level the governance arrangements are well established with clear reporting lines into boards and effective leadership, appropriate membership with suitable representation, good attendance and contributions. The Deputy Chief Constable holds monthly Performance Panels where senior officers across the Force are held to account for performance in their area of responsibility. At a local level, each Force Executive Portfolio lead holds monthly governance boards to review progress and performance within their area. A separate governance Board, also chaired by the Deputy Chief Constable, maintains oversight of HMICFRS recommendations and during 2024/25 we saw good progress made by the Force to address causes for concern, with West Midlands Police moved to default phase of monitoring, having been moved to Engage phase of monitoring in November 2023 following their police efficiency, effectiveness and legitimacy (PEEL) programme of inspection.

Considerable amounts of work were undertaken to review the Joint Code of Governance in light of the Procurement Act 2023 and business as usual change. This has not been completed in 2024/25 and will now be completed in 2025/26.



13. Conclusion and Commitment Statement

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

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

Signed

Craig Guildford
Chief Constable of West Midlands Police

Peter Gillett, CPFA
Director of Commercial Services West Midlands



STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

THE RESPONSIBILITIES OF THE CHIEF FINANCE OFFICER TO THE CHIEF CONSTABLE

The Chief Finance Officer is responsible for the preparation of the Chief Constable of West Midlands Police Statement of Accounts which, in terms of the CIPFA/LASAAC Code of Practice on Local Authority Accounting in Great Britain ("the Code of Practice"), is required to give a true and fair view of the financial position of the Force at the accounting date and its income and expenditure for the year ended 31 March 2025.

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

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

The Chief Finance Officer has also:

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

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

In accordance with regulation 9 of the Account and Audit Regulations 2015, I certify that the Statement of Accounts presents a true and fair view of the financial position of the Chief Constable of West Midlands Police as at 31 March 2025 and his income and expenditure for the year then ended.

P Gillett, CPFA

Chief Finance Officer to the Chief Constable of West Midlands Police

Date:



THE RESPONSIBILITIES OF THE CHIEF CONSTABLE OF WEST MIDLANDS POLICE

The Chief Constable of West Midlands Police is required:

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

CHIEF CONSTABLE OF WEST MIDLANDS POLICE CERTIFICATE

I certify that the Statement of Accounts has been certified by the responsible financial officer and approved for issue by the Chief Constable of West Midlands Police on XXXX 2025, in accordance with regulation 9 of the Accounts and Audit Regulations 2015. All known material events that have occurred up to and including this date which relate to 2024-25 or before have been reflected in the accounts.

Craig Guildford
Chief Constable of West Midlands Police
Date:



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

Report on the Audit of the Financial Statements











COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT FOR THE CHIEF CONSTABLE

This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. It summarises the resources that have been generated and consumed in providing policing and crime reduction services during the year.

2023-24 Gross Exp £'000	2023-24 Gross Income £'000	2023-24 Net Exp £'000	Note	2024-25 Gross Exp £'000	2024-25 Gross Income £'000	2024-25 Net Exp £'000
728,778	(89,526)	639,250	Police Force Financial Resources consumed	756,739	(111,994)	644,745
8,978	(142)	8,836	Change Programme	10,390	(333)	10,057
92,038	(71,305)	20,734	Regional and National Services	99,422	(93,482)	5,940
829,792	(160,973)	668,819	Total Financial Resources consumed	866,552	(205,809)	660,743
0	(715,850)	(715,850)	PCC Funding for Financial Resources Consumed	0	(728,701)	(728,701)
829,792	(876,823)	(47,031)	NET COST - POLICING SERVICES	866,552	(934,510)	(67,958)
0	(101,722)	(101,722)	Pensions Top Up Grant receivable from the PCC	0	(106,853)	(106,853)
0	(101,722)	(101,722)	Other Operating income	0	(106,853)	(106,853)
275,832	0	275,832	Net interest on the net defined benefit liability	281,827	0	281,827
275,832	0	275,832	Financing and Investment income and expenditure	281,827	0	281,827
1,105,624	(978,545)	127,079	(Surplus) or Deficit on Provision of Services	1,148,379	(1,041,363)	107,016
		(43,659)	Remeasurements of the net defined benefit liability			(708,822)
		(43,659)	OTHER COMPREHENSIVE INCOME AND EXPENDITURE			(708,822)
		83,420	Total comprehensive Income and Expenditure			(601,806)

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

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



MOVEMENT IN RESERVES STATEMENT FOR THE CHIEF CONSTABLE

This statement shows the movement in the 2022-23 and 2023-24 financial years on the different reserves held by the Chief Constable. This is analysed into usable reserves (i.e. those that can be used to fund expenditure or reduce local taxation) and unusable reserves. At present, the only transactions shown in this statement relate to the pensions reserve and the accumulated absences account reflecting movements relating to police officers and staff under the direction and control of the Chief Constable. All other reserves are managed by the PCC. The financial consequences of the operational activities undertaken by the Chief Constable can be seen in the Comprehensive Income and Expenditure Statement.

	General Fund Balance (Useable)	Pensions Reserve	Accumulated Absences Account	Total Unusable Reserves	Total Reserves
	£'000	£'000	£'000	£'000	£'000
Balance as at 1 April 2023	0	6,022,504	8,995	6,031,499	6,031,499
Total Comprehensive Income and Expenditure	127,079	(43,659)		(43,659)	83,420
Actual Amounts charged against the pensions fund for the year	225,224	(225,224)		(225,224)	0
Difference in pension costs between accounting basis and funding basis	(354,202)	354,202		354,202	0
Difference in employee remuneration costs (between accounting and funding basis)	1,899		(1,899)	(1,899)	0
Adjustments between accounting basis and funding basis under regulations	(127,079)	128,978	(1,899)	127,079	0
Net increase or (decrease)	0	85,319	(1,899)	83,420	83,420
Balance as at 31 March 2024 carried forward	0	6,107,823	7,096	6,114,919	6,114,919
Total Comprehensive Income and Expenditure	107,016	(708,822)		(708,822)	(601,806)
Actual Amounts charged against the pensions fund for the year	253,508	(253,508)		(253,508)	0
Difference in pension costs between accounting basis and funding basis	(361,812)	361,812		361,812	0
Difference in employee remuneration costs (between accounting and funding basis)	1,288		(1,288)	(1,288)	0
Adjustments between accounting basis and funding basis under regulations	(107,016)	108,304	(1,288)	107,016	0
Net increase or (decrease)	0	(600,518)	(1,288)	(601,806)	(601,806)
Balance as at 31 March 2025	0	5,507,305	5,808	5,513,113	5,513,113



BALANCE SHEET FOR THE CHIEF CONSTABLE

The Balance Sheet for the Chief Constable of West Midlands Police shows the value as at 31 March 2025 (the Balance Sheet date) of the assets and liabilities recognised by the CCWMP. The assets and liabilities recognised relate to the Police Officers and Police Staff under the direction and control of the Chief Constable. The net liabilities of the CCWMP are met by the reserves held by the entity.

	As at 31 March 2024	As at 31 March 2025	Notes
	£'000	£'000	
Long Term Assets	0	0	
Total Long term Assets	<u>0</u>	<u>0</u>	
Current Assets			
Intra-group Debtor	1,505	815	18
Total Current Assets	<u>1,505</u>	<u>815</u>	
Current Liabilities			
Short Term Creditors	(7,096)	(5,808)	15
Provisions	(1,505)	(815)	18
Total Current Liabilities	<u>(8,601)</u>	<u>(6,622)</u>	
Long term Liabilities			
Liability relating to defined benefit pension scheme	(6,107,823)	(5,507,305)	16
Total Long term Liabilities	<u>(6,107,823)</u>	<u>(5,507,305)</u>	
Net Liabilities	<u>(6,114,919)</u>	<u>(5,513,113)</u>	
Reserves			
Usable Reserves	0	0	
Unusable Reserves	6,114,919	5,513,113	15
Total reserves	<u>6,114,919</u>	<u>5,513,113</u>	

The unusable reserves consist of a reserve for short term compensated absences of £5.8m and pension reserves of £5,507m.



CASH FLOW STATEMENT FOR THE CHIEF CONSTABLE

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

As at 31 March 2024		Notes	As at 31 March 2025	
£'000	£'000		£'000	£'000
	127,079	Net deficit on the provision of services		107,016
		Adjust the net deficit on provision of services for non-cash movements		
(128,978)		Pensions Movements	(108,304)	
0		Increase/(decrease) in debtors	0	
1,899		(Increase)/decrease in creditors	1,288	
	0	Net cash flows from operating activities		0
	0	Cash and cash equivalents		0



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NOTES TO THE ACCOUNTS

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

The Code of Practice on Local Authority Accounting in the United Kingdom 2024-25 (the Code) and IAS 8 requires the CCWMP to disclose information relating to the impact of an accounting change that will be required by a new standard that has been issued but not yet adopted by the Code for the relevant financial year. There are no amendments which are expected to have a material effect on the information provided in the financial statements.

2. CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

In applying the accounting policies set out in pages 61 to 65 the CCWMP has had to make certain judgements about complex transactions. The critical judgements made in the statement of accounts are:

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



3. MAJOR SOURCES OF ESTIMATION UNCERTAINTY

The Statement of Accounts contains estimated figures that are based on assumptions made by the CCWMP about the future, or that are otherwise uncertain. Estimates are made, taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates. The items in the Chief Constables Balance Sheet as at 31 March 2025 for which there are significant risks of material adjustment in the next financial year are detailed in the table below.

Item	Uncertainties	Effect if actual results differ from assumptions
Pensions liability	Estimation of the net liability to pay pensions depends on a number of complex actuarial judgements related to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and the expected rate of return on the assets invested in the pension scheme. The Chief Constable uses 2 firms of actuaries to provide expert advice about the assumptions to be applied to the Police Pension Schemes and the Local Government Pension Scheme.	The effect on the net pension liability of changes in individual assumptions can be measured but they interact in complex ways. The liability as at 31 March 2025 is £5,507m (£6,108m in 2023-24) so a small percentage change in the overall liability can have a material impact on the accounts. Sensitivity analysis of the potential impact of changes is shown in Note 16 on page 56.

4. EVENTS AFTER THE BALANCE SHEET DATE

There are no material events to report after 31 March 2025.



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

5. EXPENDITURE AND FUNDING ANALYSIS

2023-24 Net Expenditure Chargeable to the General Fund Balance £'000	2023-24 Adjustments between Funding and Accounting Basis £'000	2023-24 Net Expenditure in the Comprehensive Income and Expenditure Statement £'000	Chief Constable	2024-25 Net Expenditure Chargeable to the General Fund Balance £'000	2024-25 Adjustments between Funding and Accounting Basis £'000	2024-25 Net Expenditure in the Comprehensive Income and Expenditure Statement £'000
			Chief Constable			
660,382	(21,132)	639,250	Chief Constable	714,789	(70,044)	644,745
8,494	341	8,835	Change Programme	9,427	630	10,057
22,183	(1,449)	20,734	Regional & National Services	7,437	(1,497)	5,940
(691,059)	(24,791)	(715,850)	Funding from the PCC	(731,653)	2,952	(728,701)
0	(47,031)	(47,031)	Net Cost of Services	0	(67,959)	(67,959)
0	174,110	174,110	Other Income and Expenditure	0	174,974	174,974
0	127,079	127,079	Surplus or Deficit	0	107,015	107,015

	Chief Constable	
	2023-24	2024-25
Opening General Fund Balance	0	0
Less Deficit on General Fund Balance in Year	0	0
Closing General Fund Balance at 31 March	0	0

6. NOTE TO THE EXPENDITURE AND FUNDING ANALYSIS

2023-24 Net Change for the Pensions Adjustment (Note 1) £'000	2023-24 Other Differences (Note 2) £'000	2023-24 Total Adjustments between Funding and Accounting Basis £'000	Chief Constable	2024-25 Net Change for the Pensions Adjustment (Note 1) £'000	2024-25 Other Differences (Note 2) £'000	2024-25 Total Adjustments between Funding and Accounting Basis £'000
			Chief Constable			
(40,729)	19,597	(21,132)	Chief Constable	(61,323)	(8,721)	(70,044)
(1)	342	341	Change Programme	(9)	639	630
(4,402)	2,953	(1,449)	Regional & National Services	(5,338)	3,841	(1,497)
	(24,791)	(24,791)	Funding from the PCC		2,952	2,952
(45,132)	(1,899)	(47,031)	Net Cost of Services	(66,670)	(1,289)	(67,959)
174,110	0	174,110	Other Income and Expenditure	174,974	0	174,974
128,978	(1,899)	127,079	Surplus or Deficit	108,304	(1,289)	107,015

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

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



7. SUBJECTIVE ANALYSIS OF THE NET COST OF POLICE SERVICES

2023-24 £'000		2024-25 £'000
	Financial Resources of the PCCWM consumed at the request of the Chief Constable	
438,940	Police Pay and Allowances	470,696
195,597	Police Staff and PCSO Pay and Allowances	206,066
15,070	Other Employee Expenses	10,533
649,607	Sub Total Employee Costs	687,295
33,409	Premises Related Costs	32,483
12,283	Transport/Travel Costs	12,495
74,839	Supplies and Services	88,437
22,956	Collaborative Working Expenditure	29,547
36,373	Capital Financing Costs	13,840
(160,973)	Income	(205,809)
325	Non distributed costs	2,454
668,819	Total Financial Resources of the PCCWM consumed at the request of the Chief Constable	660,743
(715,850)	PCC funding for financial resources consumed	(728,701)
(47,031)	Net Cost of Policing Services	(67,958)
275,832	Financing and investment income and expenditure	281,827
(101,722)	Other Operating Income	(106,853)
127,079	Deficit on the provision of services	107,015
(43,659)	Other Comprehensive Income and Expenditure	(708,822)
83,420	Net Comprehensive Income and Expenditure	(601,806)



8. JOINT OPERATIONS AND OTHER COLLABORATIVE WORKING

CENTRAL MOTORWAY POLICE GROUP

The PCCWM was engaged in a joint operation with Staffordshire for the Policing of the Motorway network in the West Midlands area known as the Central Motorway Police Group. The PCCWM provided the financial administration service for this joint operation. The two Police forces had an agreement in place for funding this unit with contributions to the agreed budget of 70% from West Midlands Police and 30% from Staffordshire.

The collaboration agreement was terminated by mutual consent with effect from 1 October 2024 following the determination that the collaboration no longer represented the most efficient operational means of providing effective motorway policing services across the force areas.

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

The revenue account for the Unit covers all operating costs. The details for 2024-25 up to the termination date are as follows:

2023-24 £'000		2024-25 (part year) £'000
	Funding provided to the pooled budget	
(4,882)	Contribution from West Midlands Police	(2,414)
(2,500)	Contribution from Staffordshire Police	(1,148)
(7,382)	Total funding provided to the pooled Budget	(3,562)
	Expenditure met from the pooled budget	
6,692	Pay and allowances	3,248
503	Transport costs	190
187	Supplies and Services	124
7,382	Total expenditure	3,562
	Income received to the Pooled budget	
0	Miscellaneous Income	0
0	External funding	0
0	Total income received	0
7,382	Total Net Expenditure	
0	Net surplus/(deficit) arising during the year	0
0	West Midlands Police share of 70% of the net surplus/(deficit) arising during the year	0

The funding provided by the pooled budget is adjusted between the Forces to ensure the agreed percentage split is applied to the final expenditure less any surplus. In 2024-25 the final contribution paid by the PCCWM was £2.53m.



WEST MIDLANDS REGIONAL ORGANISED CRIME UNIT

The West Midlands Regional Organised Crime Unit (WMROCU) is a collaboration between the police forces of Staffordshire, Warwickshire, West Midlands and West Mercia to fight organised crime across the region.

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

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

WMROCU 2023-24 £'000		WMROCU 2024-25 £000	PCCWM split* 2024-25 £000
	Funding provided to WMROCU		
(16,545)	Contribution from West Midlands Police	(17,296)	(17,296)
(5,080)	Contribution from West Mercia Police	(5,310)	
(4,935)	Contribution from Staffordshire Police	(5,158)	
(2,467)	Contribution from Warwickshire Police	(2,579)	
(2,399)	WMROCU Grant	(2,399)	(1,367)
(280)	National Cyber Security Programme funding	(280)	(160)
(242)	Asset Confiscation Enforcement grant (ACE)	(252)	(144)
(275)	ROCU Reserves	(330)	(188)
(1,096)	UCOL Funding	(1,120)	(638)
(153)	ROCTA Funding	(236)	(135)
(256)	Disruption Team Funding	(256)	(146)
(250)	Dark Web Funding	(250)	(143)
(153)	Fraud Investigation	(142)	(81)
0	Development Assessment Review Team (DART)	(46)	(26)
(34,131)	Total funding	(35,654)	(20,323)
	WMROCU expenditure		
1,792	Regional Asset Recovery Team (RART)	1,555	1,364
243	RART – ACE team	260	260
880	Regional Cyber Crime Unit	912	573
797	Regional Fraud Team	605	550
1,429	Regional Prisons Intelligence Unit	1,472	1,058
78	Operational Security (OPSY)	67	67
22	Regional Government Agency Intelligence Network (GAIN)	74	74
1,429	Command Team	1,621	1,028
6,699	Regional Confidential Unit	6,776	5,219
694	TIDU – Technical Intelligence	694	551
456	Enabling Services	346	346
6,553	SOCU	5,899	2,906
8,657	Regional Surveillance Unit (FSU)	9,567	6,208
336	Threat Assessment Team (ROCTA)	428	317
288	Disruption Team	336	336
48	Dark Web	317	317
0	DART	321	276
3,730	Other Regional Operations	4,404	3,691
0	Contribution to/(from) Collaboration	0	(4,818)
34,131	Total expenditure	35,654	20,323
0	Total Net Expenditure	0	0

*PCCWM split is 57% of income and expenditure, however, as lead force, PCCWM may contribute to some teams outside the collaboration split of costs.



NATIONAL POLICE AIR SERVICE

The National Police Air Service (NPAS) is a national service that provides the police service with capability from the air that maximises the benefits of air support to the delivery of frontline services. Contributions are made by Policing Bodies receiving a service under a National Police Chief's Council (NPCC) funding formula to the West Yorkshire Combined Authority. Payments of £2.035m were made to NPAS in 24-25 (£2.009m in 23-24).

NATIONAL BALLISTICS INTELLIGENCE SERVICE

The mission of the National Ballistics Intelligence Service (NABIS) is to provide a national centre of excellence for forensic science, intelligence and knowledge around the use, supply, distribution and manufacture of illegal firearms and ammunition.

NABIS is primarily accountable to the NABIS Governance Board although West Midlands Police is responsible for the hosting of the organisation. The NABIS service is funded from contributions made by each Body receiving a service calculated according to ONS data of firearms discharges.

Those receiving a service have neither joint control of the overall activity nor rights to particular assets or obligations for particular liabilities. The lead force arrangement has been reviewed against IFRS 11 on Joint Arrangements and it has been determined that it falls outside the scope of a joint operation.

The following table shows the income and expenditure for NABIS.

Expenditure and income are included in the Comprehensive Income and Expenditure Statement as part of the Regional and National Services. Income and contributions are received by the PCCWM and are transferred to the Chief Constable as part of the funding transfer.

2023-24 £'000		2024-25 £'000
	Expenditure	
2,693	Pay and allowances	2,819
75	Other Employee costs	41
163	Premises costs	150
58	Transport costs	45
461	Supplies and Services	432
0	Direct Revenue Financing	85
3,450	Total expenditure	3,572
	Income	
(3,937)	Contributions	(3,972)
(137)	Other Income	(139)
(4,074)	Total income received	(4,111)
(624)	Deficit/(Surplus) in year	(539)
624	Transfer to Reserves	539



9. EMPLOYEE REMUNERATION

The following table shows the remuneration of employees under the direction and control of the Chief Constable of West Midlands Police with £5,000 banding for those whose remuneration is more than £50,000 per year. The values in this table exclude the staff of the Office for the Police and Crime Commissioner, but includes all senior officers later disclosed in note 10.

2023-24 Police Officers	2023-24 Police Staff	2023-24 Total	Earnings Band	2024-25 Police Officers	2024-25 Police Staff	2024-25 Total
1,107	182	1,289	£50,000 - £54,999	1,248	225	1,473
571	64	635	£55,000 - £59,999	814	135	949
415	50	465	£60,000 - £64,999	498	71	569
165	18	183	£65,000 - £69,999	341	32	373
42	5	47	£70,000 - £74,999	117	15	132
27	5	32	£75,000 - £79,999	49	7	56
15	3	18	£80,000 - £84,999	28	8	36
16	4	20	£85,000 - £89,999	20	3	23
18	1	19	£90,000 - £94,999	23	1	24
4	3	7	£95,000 - £99,999	13	0	13
14	3	17	£100,000 - £104,999	5	1	6
2	1	3	£105,000 - £109,999	13	5	18
1	0	1	£110,000 - £114,999	2	1	3
0	0	0	£115,000 - £119,999	1	0	1
3	0	3	£120,000 - £124,999	0	0	0
2	0	2	£125,000 - £129,999	2	0	2
2	0	2	£130,000 - £134,999	3	0	3
2	0	2	£135,000 - £139,999	0	0	0
1	1	2	£140,000 - £144,999	0	0	0
2	0	2	£145,000 - £149,999	0	1	1
0	0	0	£150,000 - £154,999	0	0	0
1	0	1	£155,000 - £159,999	0	0	0
0	0	0	£160,000 - £164,999	0	0	0
0	0	0	£165,000 - £169,999	0	0	0
0	0	0	£170,000 - £174,999	0	0	0
1	0	1	£175,000 - £179,999	0	0	0
0	0	0	£180,000 - £184,999	1	0	1
0	0	0	£185,000 - £189,999	0	0	0
0	0	0	£190,000 - £194,999	0	0	0
0	0	0	£195,000 - £199,999	0	0	0
0	0	0	£200,000 - £204,999	0	0	0
0	0	0	£205,000 - £209,999	0	0	0
0	0	0	£210,000 - £214,999	0	0	0
0	0	0	£215,000 - £219,999	1	0	1
1	0	1	£220,000 - £224,999	0	0	0
2,412	340	2,752	Totals	3,179	505	3,684



10. SENIOR OFFICERS REMUNERATION

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

Senior Officers' remuneration in 2024-25

Post holder information	Notes	Salary (inc fees and allowances)	Benefits in Kind	Total remuneration (Exc employer pension contributions)	Employers pension contributions	Total Remuneration (Inc. employers pension contributions)
		£'000	£'000	£'000	£'000	£'000
Chief Constable for West Midlands Police						
Chief Constable C Guildford	1	215.3		215.3	73.4	288.7
Deputy Chief Constable S Green		182.8		182.8	64.8	247.6
Assistant Chief Constable (1)		135.0	0.8	135.8	48.4	184.2
Assistant Chief Constable (2)		129.1		129.1	45.8	174.9
Assistant Chief Constable (3)		132.4		132.4	47.0	179.4
Assistant Chief Constable (4)	2	130.0		130.0	47.0	177.0
Assistant Chief Constable (5)	3	130.4		130.4	46.3	176.7
Assistant Chief Constable (6)	4	4.9		4.9	1.7	6.6
Director of Commercial Services		145.5		145.5	27.2	172.7
Total:		1,205.4	0.8	1,206.2	401.6	1,607.8

Notes:

1. Craig Guildford left on 15 November 2024 and rejoined on 16 December 2024
2. ACC (4) was a temporary ACC before promotion to full rank on 10 July 2024
3. ACC (5) was a temporary ACC before promotion to full rank on 20 June 2024
4. ACC (6) commenced role of temporary Assistant Chief Constable on 17 March 2025



Senior Officers' remuneration in 2023-24

Post holder information	Notes	Salary (inc fees and allowances)	Benefits in Kind	Total remuneration (Exc employer pension contributions)	Employers pension contributions	Total Remuneration (Inc. employers pension contributions)
		£'000	£'000	£'000	£'000	£'000
Chief Constable for West Midlands Police						
Chief Constable C Guildford		222.5		222.5	66.6	289.1
Deputy Chief Constable S Green	1	157.8		157.8	49.0	206.8
Assistant Chief Constable (1)		125.2	0.1	125.3	39.1	164.4
Assistant Chief Constable (2)	2	49.2		49.2	15.3	64.5
Assistant Chief Constable (3)	3	125.4		125.4	39.1	164.5
Assistant Chief Constable (4)	4	24.9		24.9	1.7	26.6
Assistant Chief Constable (5)	5	71.3		71.3	21.4	92.7
Assistant Chief Constable (6)		123.0		123.0	35.5	158.5
Assistant Chief Constable (7)	6	39.6		39.6	12.3	51.9
Assistant Chief Constable (8)	7	90.9		90.9	22.9	113.8
Assistant Chief Constable (9)	8	13.4		13.4	4.2	17.6
Director of Commercial Services		144.3		144.3	25.8	170.1
Director of People & Organisation Development	9	22.7		22.7	4.2	26.9
Total:		1,210.2	0.1	1,210.3	337.1	1,547.4

Notes:

1. Deputy Chief Constable S Green commenced role on 17 April 2023
2. ACC (2) joined the Force on 6 November 2023
3. ACC (3) transferred to the Force permanently following secondment to the role of Assistant Chief Constable
4. ACC (4) vacated role of Assistant Chief Constable on 16 April 2023
5. ACC (5) vacated role of Assistant Chief Constable on 22 October 2023
6. ACC (7) commenced role of temporary Assistant Chief Constable on 4 December 2023
7. ACC (8) vacated role of Assistant Chief Constable on 1 January 2024
8. ACC (9) covered the role of temporary Assistant Chief Constable from 18 September 2023 to end October 2023
9. Director of People & Organisational Development vacated role on 7 June 2023 and the role was restructured and is no longer a Senior Officer role



11. TERMINATION BENEFITS

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

Cost band	No. of compulsory redundancies		No. of other agreed departures		Total No. of exit packages by cost band		Total cost of exit packages in each band	
	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24 £'000	2024-25 £'000
£0 - £19,999	5	13	6	3	11	16	89	137
£20,000 - £39,999	3	2	1	1	4	3	104	100
£40,000 - £59,999	2	2	0	0	2	2	99	100
£60,000 - £79,999	1	1	2	0	3	1	207	66
£80,000 - £99,999	3	1	1	0	4	1	363	81
£100,000 +	11	6	2	4	13	10	2,241	1,627
Total	25	25	12	8	37	33	3,103	2,111

Two voluntary redundancy payments made in 2023-24 relate to departures on 31 March 23 which were omitted from the prior year, one within £60-80k and one above £100k.

12. EXTERNAL AUDIT COSTS

In 2024-25 the Chief Constable incurred the following fees relating to external audit:

	2023-24 £'000	2024-25 £'000
Fees payable to Grant Thornton UK LLP with regard to audit services carried out by the appointed auditor	74	82
Fees payable to Grant Thornton UK LLP with regard to external audit services carried out by the appointed auditor for a prior year	4	0

The appointed auditor in 2024-25 was Grant Thornton UK LLP. The proposed audit fee for the Chief Constable's accounts for the year is £81,522.



13. GRANT INCOME

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

	2023-24	2024-25
	£'000	£'000
<i>Credited to Other Operating Income</i>		
Pensions top up grant receivable	101,722	106,853
Total	101,722	106,853
<i>Credited to Police Services</i>		
Loan Charges Grant	534	498
Counter Terrorism Grant	63,124	81,808
Serious Violence Grant	3,432	4,103
County Lines	7,000	7,000
ROCU Grants	7,402	7,325
Police Uplift Programme	22,685	29,644
Police Pensions Grant	6,965	21,095
Other Grants	6,855	10,628
	117,997	162,102

14. RELATED PARTY TRANSACTIONS

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

Central Government

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

Pension schemes

The Local Government Pension Scheme is administered by Wolverhampton City Council and payments of £40.5m were made to them in 2024-25 (£37.6m in 2023-24).

Officers

No Chief Officers of the Force have declared any related party interests in 2024-25.



NOTES TO THE BALANCE SHEET FOR THE CHIEF CONSTABLE

15. UNUSABLE RESERVES

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

Pensions Reserve

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

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

	31 March 2024 £'000	31 March 2025 £'000
Balance at 1 April	6,022,504	6,107,823
Remeasurements of the net defined benefit liability or asset	(43,659)	(708,822)
Reversal of items related to retirement benefits debited or credited to the Surplus or Deficit on the provision of service in the Comprehensive Income and Expenditure Statement	354,202	361,812
Employers' pensions contributions and direct payments to pensioners payable in the year	(225,224)	(253,508)
Balance as at 31 March	6,107,823	5,507,305

Accumulated Compensated Absences Account

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

	2022-24 £'000	2024-25 £'000
Balance at 1 April	8,995	7,096
Settlement or cancellation of accrual made at the end of the previous year	(8,995)	(7,096)
Amounts accrued at the end of the current year	7,096	5,808
Amounts by which officers' remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory provisions	0	0
Balance at 31 March	7,096	5,808

Up to 5 days of untaken annual leave was carried forward automatically into 2024-25 and into 2025-26.



16. DEFINED BENEFIT PENSION SCHEMES

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

The Group participates in two post-employment schemes:

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

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

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

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

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



Pension transactions within the Comprehensive Income and Expenditure Statement

2024-25	Local Government Pension Scheme CC element £'000	1987 Police Pension Scheme £'000	Police Injury Awards £'000	2006 Police Pension Scheme £'000	2015 Police Pension Scheme £'000	Total £'000
<u>Net cost of services:</u>						
Current Service Cost inc administration	25,831	(10)	1,810		49,900	77,531
Past service (cost) / gain	2,454					2,454
Curtailments						
<u>Financing and Investing Income & Expenditure:</u>						
Net Interest cost	(4,293)	240,160	3,560	10,610	31,790	281,827
Total post-employment benefits charged to the surplus or deficit on the provision of Services	23,992	240,150	5,370	10,610	81,690	361,812
Other post-employment benefits charged to the Comprehensive Income and Expenditure Statement	0	0	0	0	0	0
<u>Remeasurements of the net defined benefit liability/asset comprising:</u>						
Return on plan assets (excluding the amount included in the net interest cost)	31,417	0	0	0	0	31,417
Actuarial gains and losses arising on changes in demographic assumptions	(1,534)	0	0	0	0	(1,534)
Actuarial gains and losses arising on changes in financial assumptions	(164,459)	(530,390)	(5,810)	(45,990)	(129,200)	(875,849)
Experience gains and losses arising on the pension liabilities	(7,671)	8,290	(5,480)	210	(820)	(5,471)
Other actuarial gains and losses (Asset Ceiling adjustment)	150,885					150,885
Net charge to CIES	32,630	(281,950)	(5,920)	(35,170)	(48,330)	(338,740)



2023-24	Local Government Pension Scheme CC element £'000	1987 Police Pension Scheme £'000	Police Injury Awards £'000	2006 Police Pension Scheme £'000	2015 Police Pension Scheme £'000	Total £'000
<u>Net cost of services:</u>						
Current Service Cost inc administration	27,325	(10)	1,750	0	48,980	78,045
Past service (cost) / gain	425	(100)				325
Curtailments						
<u>Financing and Investing Income & Expenditure:</u>						
Net Interest cost	(808)	236,440	3,700	9,980	26,520	275,832
Total post-employment benefits charged to the surplus or deficit on the provision of Services	26,942	236,330	5,450	9,980	75,500	354,202
Other post-employment benefits charged to the Comprehensive Income and Expenditure Statement	0	0	0	0	0	0
<u>Remeasurements of the net defined benefit liability/asset comprising:</u>						
Return on plan assets (excluding the amount included in the net interest cost)	(27,083)	0	0	0	0	(27,083)
Actuarial gains and losses arising on changes in demographic assumptions	(5,404)	0	0	0	0	(5,404)
Actuarial gains and losses arising on changes in financial assumptions	(61,868)	(94,840)	(1,330)	(4,630)	(21,810)	(184,478)
Experience gains and losses arising on the pension liabilities	26,060	66,400	(4,640)	6,030	9,920	103,770
Other actuarial gains and losses (Asset Ceiling adjustment)	69,536					69,536
Net charge to CIES	28,183	207,890	(520)	11,380	63,610	310,543



Pension transactions within the Movement in Reserves Statement

2024-25	Local Government Pension Scheme CC element £'000	1987 Police Pension Scheme £'000	Police Injury Awards £'000	2006 Police Pension Scheme £'000	2015 Police Pension Scheme £'000	Total £'000
Reversal of Net Charges for retirement benefits in accordance with IAS 19	(23,992)	(240,150)	(5,370)	(10,610)	(81,690)	(361,812)
Actual amount charged against the General Fund balance for pensions in the year:						
Employer's contributions payable to the scheme	32,758	0	0	0	0	32,758
Retirement benefits payable to pensioners (net of employee contributions)	0	247,910	6,640	2,810	5,990	263,350

2023-24	Local Government Pension Scheme CC element £'000	1987 Police Pension Scheme £'000	Police Injury Awards £'000	2006 Police Pension Scheme £'000	2015 Police Pension Scheme £'000	Total £'000
Reversal of Net Charges for retirement benefits in accordance with IAS 19	(26,942)	(236,330)	(5,450)	(9,980)	(75,500)	(354,202)
Actual amount charged against the General Fund balance for pensions in the year:						
Employer's contributions payable to the scheme	28,254	0	0	0	0	28,254
Retirement benefits payable to pensioners (net of employee contributions)	0	225,810	3,820	2,380	(34,350)	197,660



Assets and Liabilities in relation to Post-employment benefits

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

2024-25	Funded liabilities: LGPS CC element £'000	Unfunded liabilities: 1987 Police Pension Scheme £'000	Unfunded liabilities: Injury Awards Pensions £'000	Unfunded liabilities: 2006 Police Pension Scheme £'000	Unfunded liabilities: 2015 Police Pension Scheme £'000	Total £'000
Present value of the defined benefit obligation	(852,793)	(4,644,510)	(65,430)	(186,000)	(610,620)	(6,359,353)
Fair value of plan assets	1,002,933					1,002,933
Sub-total	150,140	(4,644,510)	(65,430)	(186,000)	(610,620)	(5,356,420)
Other movements in the liability (Asset ceiling adjustment)	(150,885)	0	0	0	0	(150,885)
Net liability arising from the defined benefit obligation	(745)	(4,644,510)	(65,430)	(186,000)	(610,620)	(5,507,305)

2023-24	Funded liabilities: LGPS CC element £'000	Unfunded liabilities: 1987 Police Pension Scheme £'000	Unfunded liabilities: Injury Awards Pensions £'000	Unfunded liabilities: 2006 Police Pension Scheme £'000	Unfunded liabilities: 2015 Police Pension Scheme £'000	Total £'000
Present value of the defined benefit obligation	(899,227)	(5,178,530)	(76,290)	(224,710)	(627,420)	(7,006,177)
Fair value of plan assets	967,890					967,890
Sub-total	68,663	(5,178,530)	(76,290)	(224,710)	(627,420)	(6,038,287)
Other movements in the liability	(69,536)	0	0	0	0	(69,536)
Net liability arising from the defined benefit obligation	(873)	(5,178,530)	(76,290)	(224,710)	(627,420)	(6,107,823)

Under IFRIC 14, the pension surplus reported under IAS 19 is not fully realisable and a ceiling has been applied to the amounts recognised in the Balance Sheet, reducing the recognised surplus to nil. The methodology employed shows an excess of future service contributions payable above the value of future service costs which results in nil economic benefit available. In 2024-25 the LGPS scheme for the Chief Constable recognised a surplus of £237.4m (£87.2m in 2023-24) against the funded liability.



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

2024-25	Funded liabilities: Local Govt Pension Scheme (CC element) £'000	Unfunded liabilities: 1987 Police Pension Scheme £'000	Unfunded liabilities: Injury Awards Pensions £'000	Unfunded liabilities: 2006 Police Pension Scheme £'000	Unfunded liabilities: 2015 Police Pension Scheme £'000	Total £'000
1 April -24	(968,763)	(5,178,530)	(76,290)	(224,710)	(627,420)	(7,075,713)
Current service cost	(25,831)	10	(1,810)		(49,900)	(77,531)
Interest cost	(43,074)	(240,160)	(3,560)	(10,610)	(31,790)	(329,194)
Contributions by scheme participants	(10,104)	(10)	0	0	(40,520)	(50,634)
Transfers into the scheme	0	0	0	0	(70)	(70)
Remeasurement of the defined benefit obligation	173,664	526,270	11,590	46,510	133,090	891,124
Benefits paid	23,769	247,910	4,640	2,810	5,990	285,119
Curtailments	0	0	0	0	0	0
Past service costs	(2,454)	0	0	0	0	(2,454)
Asset Ceiling adjustment for economic benefit calculation	(150,885)	0	0	0	0	(150,885)
31 March-25	(1,003,678)	(4,644,510)	(65,430)	(186,000)	(610,620)	(6,510,238)

2023-24	Funded liabilities: Local Govt Pension Scheme (CC element) £'000	Unfunded liabilities: 1987 Police Pension Scheme £'000	Unfunded liabilities: Injury Awards Pensions £'000	Unfunded liabilities: 2006 Police Pension Scheme £'000	Unfunded liabilities: 2015 Police Pension Scheme £'000	Total £'000
1 April -23	(884,991)	(5,196,450)	(80,630)	(215,710)	(528,770)	(6,906,551)
Current service cost	(27,325)	10	(1,750)	0	(48,980)	(78,045)
Interest cost	(41,523)	(236,440)	(3,700)	(9,980)	(26,520)	(318,163)
Contributions by scheme participants	(9,309)	(10)	0	0	(38,590)	(47,909)
Transfers into the scheme	0	0	0	0	(690)	(690)
Remeasurement of the defined benefit obligation	41,212	28,440	5,970	(1,400)	11,890	86,112
Benefits paid	23,134	225,820	3,820	2,380	4,240	259,394
Curtailments	0	0	0	0	0	0
Past service costs	(425)	100	0	0	0	(325)
Other movements in the liability	(69,536)	0	0	0	0	(69,536)
31 March-24	(968,763)	(5,178,530)	(76,290)	(224,710)	(627,420)	(7,075,713)



Reconciliation of fair value of the scheme assets:

	Local Government Pension Scheme CC Element £'000	
	2023-24	2024-25
1 April	884,047	967,890
Interest on plan assets	42,331	47,367
Return on plan assets excluding the amount included in the net interest expense	27,083	(31,417)
Other actuarial gains and (losses)	0	0
Employer contributions	28,254	32,758
Member contributions	9,309	10,104
Benefits paid	(23,134)	(23,769)
31 March	967,890	1,002,933

The total value of the liability for the pension schemes disclosed in the Chief Constables Balance Sheet excludes the PCC element of the Local Government Pension Scheme (nil for 24-25) and is thus £5,507m.

The liabilities show the underlying commitments that the CCWMP has in the long run to pay post-employment (retirement) benefits. The total liability of £5,507m within the Chief Constable's Balance Sheet has a substantial impact on the net worth of the Group recorded in the Group Balance Sheet, resulting in a negative overall balance of £5,513m. Statutory arrangements for funding the deficit mean that the financial position of the pension deficit will always be funded:

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

Basis for Estimating Assets and Liabilities

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

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

The principal assumptions in the calculations made are: -



	Chief Constable Portion of Local Government Pension Scheme		Police Pension Scheme	
	£'000		£'000	
	2023-24	2024-25	2023-24	2024-25
	Years	Years	Years	Years
Mortality Assumptions:				
Longevity at 65 for current pensioners:				
Men	20.7	20.6	21.9	21.9
Women	23.5	23.4	23.6	23.9
Longevity at 65 for future pensioners:				
Men	21.6	21.5	23.6	23.3
Women	25.2	25.2	25.1	25.2
	%	%	%	%
Rate of CPI inflation	2.75	2.75	2.60	2.70
Rate of increase in salaries	3.75	3.75	3.85	3.45
Rate of increase in pensions	2.75	2.75	2.60	2.70
Rate for discounting scheme liabilities	4.85	5.80	4.75	5.65

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

Local Government Pension Scheme Chief Constable		Impact on the defined benefit obligation in the scheme		
Sensitivity analysis		£'000	£'000	£'000
Adjustment to the discount rate	Present value of total obligation	+0.1% 986,907	0% 1,002,933	-0.1% 1,018,959
Adjustment to long term salary increase	Present value of total obligation	+0.1% 1,003,768	0% 1,002,933	-0.1% 1,002,098
Adjustments to pension increases and deferred valuations	Present value of total obligation	+0.1% 1,018,563	0% 1,002,933	-0.1% 987,303
Adjustment to life expectancy assumptions	Present value of total obligation	+ 1 year 1,033,555	No change 1,002,933	- 1 year 972,311

Police Pension Scheme	Impact on the defined benefit obligation in the scheme £'000
Longevity (decrease of 1 year)	121,000
Rate of increase in pensions / deferred revaluation (increase by 0.5%)	394,000
Rate of increase in salaries (increase by 0.5%)	53,000
Rate of discounting scheme liability (increase by 0.5%)	(403,000)



The police pension scheme has no assets to cover its liabilities. Assets in the West Midlands Metropolitan Authorities Pension Fund relating to the Chief Constable are valued at fair value. The Fund assets consist of the following categories by proportion of the total assets of the Fund:

		Fair value of assets held	
		31 March 2024	31 March 2025
Asset category	Sub category	£'000	£'000
Cash and cash equivalents	All	45,854.9	48,771.4
Private Equity	Private	71,248.4	62,337.6
Debt Securities	UK Government	126,333.0	134,559.9
	Corporate Bonds	50,020.4	84,162.6
	Other Bonds	152,495.0	182,848.4
Real Estate	UK property	61,941.7	67,993.4
Investment Funds and Unit Trusts	Equities	411,169.3	373,868.9
	Infrastructure	43,474.5	48,640.2
	Other	5,352.8	191.3
Derivatives	Foreign Exchange	0	0
	Other	0	(440.7)
Total Assets held		967,890	1,002,933

Claims of age discrimination were brought in relation to the terms of transitional protection by groups of firefighters and members of the Judiciary in the McCloud/Sargeant legal case (referred herein as “McCloud”) and the Court of Appeal handed down its judgment on this claim on 20 December 2018, ruling that the transitional protection arrangements were discriminatory on the basis of age.

The Public Service Pensions and Judicial Offices Act 2022 (PSPJOA 2022) got royal assent on 10 March 2022 and the Act came into force from 1 April 2022. The Act legislates for how the government will remove the discrimination identified by the courts in the way that the 2015 reforms were introduced for some members.

The main elements of the Act are:

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

Impact on pension liability

The impact of an increase in scheme liabilities arising from McCloud/Sargeant judgement will be measured through the pension valuation process, which determines employer and employee contribution rates.

The impact of an increase in annual pension payments arising from McCloud/Sargeant is determined through the Police Pension Fund Regulations 2007. These require a police authority to maintain a pension fund into



which officer and employer contributions are paid and out of which pension payments to retired officers are made. If the police pension fund does not have sufficient funds to meet the cost of pensions in year the amount required to meet the deficit is then paid by the Secretary of State to the police authority in the form of a central government top-up grant.

17. DISCRETIONARY PENSION PAYMENTS

The table below shows the capitalised value of payments made during the year to former employees under the conditions of the Local Government Superannuation Scheme. The actual payments made reflect the employer spend on unfunded pension liabilities for the scheme.

	2023-24 Capitalised Value £'000	2024-25 Actual Payments £'000	2024-25 Capitalised Value £'000
Payments made in respect of decisions made in the year	0	0	0
Payments made in respect of decisions made in previous years	1,853	98	1,768
	1,853	98	1,768

18. PROVISIONS

	Employee provisions £'000	Internal reorganisation £'000
Balance as at 31 March 2023	0	0
Additional Provisions made in year	0	(1,505)
Amounts used in year	0	0
Unused amounts reversed in year	0	0
Balance as at 31 March 2024	0	(1,505)
Additional Provisions made in year	(799)	(16)
Amounts used in year	0	561
Unused amounts reversed in year	0	944
Balance as at 31 March 2025	(799)	(16)

The provision for internal reorganisation is for exit costs. The Employee provisions cover costs relating to ill health retirement for officers. These will be funded by an intra-group transfer from the PCCWM.

19. CONTINGENT LIABILITIES AND ASSETS

In respect of the McCloud Pension case, claimants have lodged claims for compensation under two active sets of litigation, Aarons and Penningtons. Government Legal Department settled the injury to feelings claims for Aarons on behalf of Chief Officers without seeking any financial contributions. The settlement of the injury to feelings claims for Aarons sets a helpful precedent, therefore no liability in respect of compensation claims is recognised in these accounts. Pecuniary loss claims remain stayed under advice from Counsel, but it is expected that most of these claims will be settled under the current compensation mechanism that is provided for under the Public Service Pensions & Judicial Offices Act (PSPJOA) 2022. As at 31 March 2025, it is not possible to reliably estimate the extent or likelihood of Penningtons claims being successful, and therefore no contingent liability in respect of compensation claims is recognised in these accounts.



POLICE PENSION FUND ACCOUNT

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

2023-24 £'000	Police Pension Fund Account	2024-25 £'000	£'000
	Fund Account		
	Contributions receivable:		
	From employer:		
(87,734)	Normal	(104,905)	
(2,662)	Ill Health Capital Sum	(4,199)	
(27)	AV contributions	0	
(90,423)		(109,104)	
(38,661)	From members	(41,199)	
(38,661)		(41,199)	
(781)	Transfers in	(70)	
(781)		(70)	
(129,865)	Total income into the Pension Fund		(150,373)
	Benefits payable:		
194,844	Pensions	210,525	
35,583	Lump sums	45,779	
261	Lump sum death benefits	153	
50	Benefits payable to other regional forces re earlier reorganisations	42	
230,738		256,499	
	Payments to and on account of leavers:		
676	Refunds of contributions	675	
173	Individual transfers out to other schemes	51	
0	Other	0	
849		727	
231,587	Total payments from the pension fund		257,226
101,722	Net amount payable for the year		106,853
(101,722)	Additional contribution received from the Home Office		(106,853)
0			0



Net Assets Statement

Net current assets and liabilities	2023-24	2024-25
	£'000	£'000
Current assets	0	0
Current liabilities	0	0
Total	0	0

Notes to the Police Pension Fund Account

1. The police pension fund account has been prepared in accordance with the Police Pension Regulations 2007 and the accounting policies detailed on page 61 of this Statement of Accounts.
2. The police pension fund is administered by the Chief Constable of West Midlands Police.
3. All benefits payable during 2024-25 have been accounted for within the pension fund account; however, liabilities that are due after the 31 March 2025 are not included. These liabilities are recognised within the Comprehensive Income and Expenditure Statement and are detailed in note 16.
4. The police pension fund scheme is an unfunded defined benefit scheme. This means that there are no assets to the scheme and that all benefits payable are funded by contributions from employers and employees. Any difference that arises in the year between the benefits payable and the contributions received is met by a top up grant received from the Home Office.
5. Employee and employer contributions into the scheme are based on percentages of pensionable pay set nationally by the Home Office and subject to a triennial revaluation by the Government Actuaries Department. During 2023-24 the contribution rates were as follows:

Employers Contribution – 35.3% for the 2015 Police pension schemes

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

Employee Contribution – 12.44% for 2015 police pension scheme

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

Employee Contribution – 13.44% for 2015 police pension scheme

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

Employee Contribution – 13.78% for 2015 police pension scheme



STATEMENT OF ACCOUNTING POLICIES

General Principles

The Statement of Accounts summarises the Force's transactions for the 2024-25 financial year and its position at the year end of 31 March 2025. The Chief Constable is required to prepare an Annual Statement of Accounts by the Accounts and Audit Regulations 2015. The regulations require the Statement of Accounts to be prepared in accordance with proper accounting practices. These practices primarily comprise the Code of Practice on Local Authority Accounting in the United Kingdom 2024-25 published by the Chartered Institute of Public Finance and Accountancy (CIPFA) and supported by International Financial reporting Standards. Guidance notes issued by CIPFA on the application of accounting standards to local authorities have in general been followed, and any exceptions to this are disclosed below. The policies below reflect the powers and responsibilities of the Chief Constable of West Midlands Police as designated by the Police Reform and Social Responsibility Act 2011 and the Home Office Financial Management Code of Practice for the Police Service of England and Wales 2012.

a. Income and Cost Recognition and Intra-group Adjustment

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

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

The Chief Constable's Accounts show the cost of undertaking day to day operational policing under the direction and control of the Chief Constable. Expenditure shown in the Comprehensive Income and Expenditure Statement (CIES) includes the salaries of police officers, PCSOs and police staff as well as the cost of purchases. In addition, a charge is shown for the Chief Constable's use of assets, which are strategically controlled by the PCC. The capital charge is equal to depreciation of property, plant and equipment and amortisation of intangible assets plus any financing charges for in-year capital outlay.

To fund the operational expenditure, the Chief Constable's Accounts show income by way of funding or financial guarantee provided by the PCC to the Chief Constable. This treatment forms the basis of the intra-group adjustment between the Accounts of the PCC and the Chief Constable. However, because the Chief Constable does not have a bank account there is no actual transfer of cash between the PCC and the Chief Constable. The cost of post employment benefits accrued by serving and ex-police officers and police staff and the cost of accrued absences is also shown in the Chief Constable's Accounts.

b. Treatment of Grants

The Chief Constable recognises specific revenue grants which relate to particular aspects of the Force's functions and have been shown as income in determining net expenditure. These include the Counter Terrorism Grant and other non-material Home Office grants. All of these grants are initially paid to the PCC and form part of the intra-group adjustment.

The Chief Constable also recognises the Police pensions top-up grant in other operating income in the Comprehensive Income and Expenditure account.

c. Employee Benefits

Benefits payable during employment

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include such benefits as wages and salaries, paid annual leave and paid sick leave, bonuses and non-monetary benefits (e.g.



cars) for current employees and these benefits are recognised as an expense in the year in which the employee renders service to the CCWMP.

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

Termination Benefits

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

Post employment benefits

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

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

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

- a. The rate of contribution in 2024-25 was 19.8%.
- b. The liabilities of the scheme attributable to the Chief Constable are included in the balance sheet on an actuarial basis using the projected unit method – i.e. an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates, etc, and projections of future earnings for current employees.
- c. Liabilities are discounted to their value at current prices, using an appropriate discount rate set by the Actuary (usually based on the indicative rate of return on AA rated corporate bonds of appropriate duration).
- d. The assets of the fund attributable to the Group are included in the Balance Sheet at their fair value:
 - i. Quoted securities – current bid price
 - ii. Unquoted securities – professional estimate
 - iii. Unitised securities – current bid price
 - iv. Property – market value



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

In relation to retirement benefits, statutory provisions require the General Fund balance to be charged with the amount payable by the Chief Constable to the pension fund in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement this means that there are appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with debits for the cash paid to the pension fund and any amounts payable to the fund but unpaid at the year-end.

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

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

d. Value Added Tax

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

e. Events after the end of the Reporting Period

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

- Those that provide evidence of conditions that existed at the end of the reporting period – these are known as adjusting events and the Statement of Accounts is adjusted to reflect these events



The Operating cost statement of the Chief Constable will reflect any adjustments where appropriate.

- Those that are indicative of conditions that arose after the reporting period – these are known as non adjusting events and the Statement of Accounts is not adjusted to reflect such events. However, where the event would have a material effect on the accounts, disclosure is made in the notes of the nature of the events and their estimated financial effect.

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

f. Accruals of Income and Expenditure

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

- Revenue from the sale of goods is recognised at the time of transfer to the purchaser and when it is probable that economic benefits or service potential associated with the transaction will flow to the CCWMP.
- Revenue from the provision of services is recognised when the CCWMP can measure reliably the performance obligations of the transaction which are completed and it is probable that economic benefits or service potential associated with the transaction will flow to the CCWMP.
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.

Notional transactions between the PCC and the Chief Constable are assumed to be settled immediately. Where revenue and expenditure has been recognised but cash has not been paid or received a creditor or debtor for the relevant amount is recorded in the PCC's Balance Sheet.

g. Provisions

Provisions are made where an event has taken place that gives the CC/Group a legal or constructive obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the obligation.

A provision would only be recognised in the CCWMP Balance Sheet where the obligation is specific to charges for employees under the direction and control of the CCWMP and are to be settled as a result of internal decision making.

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

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

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

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



i. Joint Operations

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

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



GLOSSARY OF TERMS

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

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

ACTUARIAL VALUATION – A valuation of assets held, an estimate of the present value of benefits to be paid, and an estimate of required future contributions, by an actuary, on behalf of a pension fund.

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

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

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

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

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

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

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

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

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

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

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

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

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



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

INTEREST COSTS (PENSIONS) – For a defined benefit scheme, the expected increase during the period in the present value of the scheme liabilities because the benefits are one period closer to settlement.

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

MEDIUM TERM FINANCIAL PLAN (MTFP) – A document looking to pull together one place all known factors affecting the financial position and financial sustainability of an organisation over the medium term. The MTFP balances the financial implications of objectives and policies against constraints in resources and provides the basis for decision making.

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

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

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

OUTTURN – The actual amount spent in the financial year.

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

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

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

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

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

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

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

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