

NORTH WALES POLICE CHIEF CONSTABLE

STATEMENT OF ACCOUNTS

2019 – 2020

Table of Contents

Narrative Report	3
Statement of Responsibilities for the Statement of Accounts	16
Expenditure and Funding Analysis	17
Comprehensive Income and Expenditure Statement.....	18
Movement in Reserves Statement.....	19
Balance Sheet.....	20
Cashflow Statement	21
Notes to the Chief Constable’s Statement of Accounts.....	22
Police Pension Fund Account.....	40
Statement of Accounting Policies	41
Annual Governance Statement 2019-2020	56
The independent auditor’s report of the Auditor General for Wales	67

Narrative Report

Chief Constable's Accounts – Introduction from Chief Constable, Carl Foulkes

It remains a huge privilege to be the Chief Constable of North Wales Police and I write this introduction to our Annual Accounts Narrative Report knowing that one of my key duties is to ensure that the resources placed under my responsibility are used as efficiently and effectively as possible as we strive to deliver the best policing services that we can to the communities of North Wales.

North Wales itself remains an area of great beauty, diversity, culture and popularity, with a dynamic mix of residents, those who work here and visitors. As a police force, we play an important role in supporting and protecting all sections of the community.

With a population of circa 0.7m, the North Wales force area covers six geographic counties, namely Gwynedd, Anglesey, Conwy, Denbighshire, Flintshire and Wrexham and is serviced by a single Health Board, Betsi Cadwaladr University Health Board and by the North Wales Fire and Rescue Service and Authority. The area is also serviced by the National Probation Trust and the Welsh Ambulance Service Trust.

The area encompasses both urban and rural areas including two cities, the Snowdonia National Park, two significant ports in Holyhead in Anglesey and Mostyn in Flintshire, industrial regions and numerous busy towns, many of which attract a high volume of tourists during the summer months.

If we are to deliver in our role of supporting and protecting all sections of our community to the levels that we aspire to, then we must ensure that we use our resources in the way that allows us to most effectively deliver on our strategy.

Chief Constable's Accounts – Narrative Report by the Director of Finance & Resources, Seb Phillips

INTRODUCTION

This Narrative report aims to provide a commentary around how resources have been used by the organisation to achieve its desired outcomes and deliver on its strategy. It is subject to independent scrutiny by our appointed external auditors and the aim is to produce a report that is fair, balanced and understandable.

To that end the narrative report starts by clarifying the responsibilities of the Police & Crime Commissioner and Chief Constable with sections on the organisation's Strategic Priorities, Operational and Financial Performance, Future Outlook and important content relating to the main Statement of Accounts then following on within the report.

With regard, to the review of financial performance in particular, there is a need to reference figures external to this report to deliver an overall analysis of the position. The Code of Practice on Local Government Accounting in the United Kingdom 2019-2020 (CIPFA/LASAAC) provides us with guidance on how we should prepare our accounts to comply with International Financial Reporting Standards and also in line with legislation.

While we must comply with these requirements in preparing our Statement of Accounts, for the purposes of effectively monitoring our income and expenditure, we measure our financial performance in the year by comparing our budget with our outturn (actual income and expenditure in the year) and ultimately the impact of this on usable reserves at Group level.

The review of financial performance in the section that follows analyses performance against those budgeted figures and also makes several references to figures that can be reconciled back to the Group (rather than Chief Constable) 2019-2020 Statement of accounts.

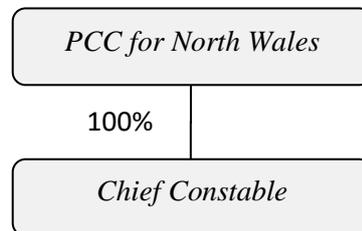
It is felt that preparing the narrative report in this way provides greater insight into the substance of the financial performance of the Force over FY2019-2020.

GOVERNANCE & RESPONSIBILITIES

2019-2020 marks the eighth year since the introduction of Police and Crime Commissioners in England and Wales, following the implementation of the Police Reform and Social Responsibility Act 2011.

In principle, the Act established both the Police and Crime Commissioner and the Chief Constable as corporations sole, each deemed a separate legal entity that can employ staff, enter into contracts and take part in legal proceedings. The Police and Crime Commissioner has the responsibility to secure the maintenance of an efficient and effective police force and will commission the delivery of this from the Chief Constable. The Act has also established Police and Crime Panels for each policing area whose role is to hold the Police and Crime Commissioners to account for their decisions and actions.

In practice the two corporations sole are required to prepare their own statutory single entity Statement of Accounts, in accordance with the Code of Practice on Local Authority Accounting and relevant International Financial Reporting Standards. The Police and Crime Commissioner is also required to produce a set of Group Accounts. The Police and Crime Commissioner is identified as the holding organisation and the Chief Constable is deemed a wholly owned subsidiary. The nature of the group's structure is set out within the legislation and the preparation of the group accounts is in accordance with statutory accounting practice.



The Statement of Accounts for 2019-2020 provides a picture of the financial position at 31 March 2020 and a summary of the income and expenditure in the year to 31 March 2020.

NORTH WALES STRATEGIC PRIORITIES

Key objectives and performance priorities are set out in the Police and Crime Plan 2017-2021. The priorities in the plan have been developed in response to the areas of greatest threat, risk and harm facing North Wales following an extensive consultation process.

The following priority areas were set within the Police and Crime Plan 2017-2021:

- Domestic Abuse
- Modern Day Slavery
- Organised Crime
- Sexual Abuse
- Delivering Safer Neighbourhoods

The Chief Constable's Delivery Plan sets out the specific actions North Wales Police will take in delivering these priorities. Of note is the importance of partnership working in tackling them.

All priority areas present issues beyond policing and an effective response can be delivered only in partnership as reflected in the schematic below:



The Police and Crime Plan 2017-2021 is available on the PCC's Website <https://www.northwales-pcc.gov.uk>

The Chief Constable's 'plan on page' for 2019-2020 is outlined below:

 HEDDLU GOGLEDDO CYMRU NORTH WALES POLICE		Our Vision - what we aspire to Make North Wales the safest place in the UK		Plan on a Page	
Policing Delivery - what we do					
Prevent Crime 		Protect Communities 		Pursue Offenders 	
				PCC Police and Crime Plan Reducing Criminal Exploitation of vulnerable people <ul style="list-style-type: none"> • Domestic Abuse • Organised Crime • Modern Day Slavery • Sexual Abuse (incl. CSE) • Safer Neighbourhoods 	
Our Focus - how we deliver					
Our People <ul style="list-style-type: none"> • We will make staff wellbeing a priority for everyone • We will engage with our teams • We will develop workforce planning to get the right people and the right skills • We will recruit and retain a diverse and representative workforce • We will develop our leaders at all levels 		Problem solving <ul style="list-style-type: none"> • We will deliver our problem solving plans and embed a culture of problem solving at all levels • We will embed an Adverse Childhood Experience (ACE) approach in operational policing • We will develop partnership working to reduce demand and deliver better outcomes • We will drive innovation and be proactive in our roles 		Digital <ul style="list-style-type: none"> • We will implement a digital programme to support operational policing • We will improve accessibility for the public through digital public contact • We will exploit digital technology to create a more efficient and effective service • We will try new things and be at the forefront of digital innovation 	

OPERATIONAL PERFORMANCE

During 2019-2020 North Wales Police continued to deliver an effective policing service to our communities during challenging times.

The schematic below provides a simple overview of some of the key facts and figures relating to the resources required to deliver an effective Police Service:

North Wales Police Chief Constable's Statement of Accounts 2019-2020



Notable operational achievements over the course of FY2019-2020 included:

- The introduction of the Force Intercept Team, to target organised crime groups.
- Increasing the resources allocated to deal with serious and organised crime; domestic abuse; and to manage serious and violent offenders.
- Increasing the functionality of the team dealing with child criminal exploitation.
- Enhancing and increasing the Force Taser capability;
- Providing funding for early intervention, to help children deal with adverse experiences;
- Recruiting additional Officers to resource the growth above and the initial 20 officers allocated to North Wales Police as part of phase 1 of Operation Uplift (the government’s announcement to increase police officer numbers by 20,000 in the next three years). A further 42 additional Officers will have been recruited by June 2020.
- Overall there being no significant change in the overall crime victim satisfaction surveys over the last 12 months.
- Crime Survey in England & Wales Data (Dec2019) showing a continued strong confidence in the police.

Further important context to the performance above is that 2019-2020 also saw a significant demand being placed on the police service with increased activity and threats in the crime areas of terrorism, sexual exploitation and cyber-crime.

In addition, during the last quarter of 2019-2020 the Force had the need to re-align its priorities to deal with the COVID-19 policing requirements, while also continuing to protect the vulnerable in society in line with the priorities in the Police and Crime Plan 2017-2021.

The Police and Crime Commissioner produces an Annual Report providing further detail regarding performance for the year which can be found [here](#).

CORPORATE RISK

A Joint Risk Management Framework is shared by the Police & Crime Commissioner and Chief Constable to identify, evaluate and manage the risks faced by the respective organisations. The framework defines the steps that are required to gain the necessary understanding to support effective decision making.

Examples of Corporate Risks identified, tracked or monitored by the Joint framework during 2019-20 included: Adequate financial resources being available to deliver service plans; potential impacts of EU exit and the impact of Covid-19 on service delivery.

FINANCIAL PERFORMANCE

2019-2020 Budget

The Police and Crime Commissioner operated with a net revenue budget of £154.264m for 2019-2020 which was formally set at a meeting of the Police and Crime Panel on 28 January 2019 and equated to a 5.32% increase to the base revenue budget consisting of:

North Wales Police Chief Constable’s Statement of Accounts 2019-2020

- Increase in precepts of 8.42%.
- Increase in Government funding of 2.10%;

These increases provided for a context of higher than normal inflationary costs of £5.223m (including additional pension employer costs of £2.088m) and additional growth of £2.614m. Savings of £2.832m were also delivered during the year which allowed £2.793m to be re-invested in service provision.

The Chief Constable is responsible for maintaining the Queen’s peace and enforcement of the law, has direction and control of the force’s officers and staff and is accountable to the Police and Crime Commissioner for the delivery of efficient and effective police services and the managements of resources.

During 2019-2020 the Police and Crime Commissioner delegated the expenditure budget to the Chief Constable. In total, gross expenditure of £188.841 million has been incurred on the policing service for 2019-2020.

2019-2020 Net Revenue Outturn & Net Transfer to Reserves

Actual net operating expenditure for 2019-2020 outturned at £152.743m resulting in a net transfer to Group revenue reserves of £1.521m which is within 1% of the Net Revenue Budget of £154.264m (Source: 2019-2020 Group Expenditure & Funding Analysis). This transfer to reserves is split as per the below:

	£m
Earmarked Reserves	0.724
General Reserves	<u>0.797</u>
Net Transfer to Group Reserves	<u>1.521</u>

The overall net movement in Earmarked reserves is summarised below:

	£m	£m
Earmarked Reserves at 31 March 2019		19.250
Capital reserve from revenue	1.743	
Planned transfer to earmarked reserves	0.441	
Revenue Transactions		2.184
Capital Reserve	-0.801	
Management of Change	-0.659	
Capital Transactions		-1.460
Net Movement		0.724
Earmarked Reserves at 31 March 2020		19.974

Source: 2019-2020 Group Statement of Accounts – Narrative report

Further context for the Earmarked reserve movement of £0.724m was:

- £2.184m related to revenue transactions in 2019-2020 with £0.441m being a planned and committed net movement to earmarked reserves and a further contribution of £1.743m to the Capital Reserve being made from revenue under spends in the year;
- £1.460m related to planned contributions from earmarked reserves to fund capital expenditure being applied offsetting the majority of the figure above. Of this total, £0.801m was funded from the Capital Reserve and £0.659m from the Management of Change.

The increase to the General Reserve of £0.797m represents a reimbursement of additional amounts charged in 2018-2019 relating to treatment of the Secondary Rate Staff Pension Contribution.

2019-2020 Analysis of Outturn Operational Expenditure

Operating expenditure for the year increased by 3.8% on prior year to £152.743m (2019: £147.7m), however, overall there was a £4.357m underspend variance to budgeted operating expenditure of £157.100m. This variance is further explained below.

There was a Revenue expenditure underspend of £2.281m on the Budgeted Operating Expenditure of £157.1m:

	£m
Additional Income Received	1.737
Employee underspend	0.163
Premises underspend	0.226
Transport underspend	0.181
Inflation & General Contingency	0.420
Supplies & Services overspend	-0.495
Other net underspends	<u>0.049</u>
Total revenue underspend	<u>2.281</u>

Furthermore there was an underspend in relation to Capital Financing of £2.076m:

	£m
Capital Financing Vs Outturn	<u>2.076</u>
Total Capital Financing variance	<u>2.076</u>

TOTAL VARIANCE **4.357**

The outturn position on spend and financing is provided in the table below with further explanation of the key variances to follow:

ACTUAL		BUDGET	ACTUAL	VARIANCE + (-)
2018-2019	REVENUE EXPENDITURE	2019-2020	2019-2020	
£m		£m	£m	£m
125.640	EMPLOYEE COSTS	132.510	132.819	0.309
4.608	POLICE PENSIONS	3.305	2.833	-0.472
32.592	NON STAFF RUNNING COSTS	34.149	33.817	-0.332
2.844	CAPITAL FINANCING	2.998	2.998	0
0.970	CAPITAL FINANCING FROM RESERVES	3.536	1.460	-2.076
1.208	COMMUNITY SAFETY FUND	1.567	1.518	-0.049
2.534	PARTNERSHIPS	2.785	2.785	0
-23.177	INCOME	-23.750	-25.487	-1.737
147.219	OPERATING EXPENDITURE	157.100	152.743	-4.357
1.014	TRANSFERS TO/-FROM EARMARKED RESERVES (REV)	-0.097	2.184	2.281
-0.970	TRANSFERS TO/-FROM EARMARKED RESERVES (CAP)	-3.536	-1.460	2.076
-0.797	TRANSFER TO/-FROM GENERAL RESERVE	0.797	0.797	0
146.466	NET EXPENDITURE	154.264	154.264	0
FINANCED BY:				
40.025	POLICE GRANT	40.896	40.896	0
11.758	NATIONAL NON-DOMESTIC RATES	11.841	11.841	0
10.364	REVENUE SUPPORT GRANT	10.655	10.655	0
9.580	FLOOR GRANT	9.842	9.842	0
74.739	COUNCIL TAX	81.030	81.030	0
146.466	TOTAL FINANCING	154.264	154.264	0

Source: 2019-2020 Group Statement of Accounts – Narrative Report

Further Analysis of Revenue Outturn – Underspend £2.281m

Primary reasons for the underspends outlined above were as follows:

Employee costs - Underspend 0.163m

The net variance consists of a number of items: an overspend of £0.838m in officer pay and overtime – largely related to the force being proactive in recruiting additional officers to meet the Operation Uplift target - is more than offset by underspends including staff pay, overtime and allowances (underspend £0.276m), training and other costs (underspend £0.253m) and Direct pension costs (underspend £0.472m).

Non Staff running costs

The main variances are analysed below:

- **Premises – Underspend £0.226m**
Llandygai specific works and other security works of £0.176m were delayed. As a result, instead of drawing £0.141m from the Estates Security and Maintenance Reserve, as planned, to fund these projects, the reserve was increased by £0.046m.
- **Transport – Underspend £0.181m**
The underspend was in line with the previous projections with the largest underspend arising from Car and Travel Allowances (£0.125m).
- **Supplies and Services – Overspend £0.495m**
The overspend was the net impact of a number of elements, the largest of these being £0.140m for IT and Communications.
- **Inflation and General Contingency – Underspend £0.420m**
This remained unspent at the end of the year in line with previous projections.

Income - Additional income £1.737m

Significant items driving the variance include:

- **Secondment income - £0.481m** in excess of the budget.
- **Police led Prosecution income - £0.148m** in excess of the budget.
- **Tuition fee income - £0.097m** in excess of the budget.
- **Additional reimbursements - £0.340m** in excess of the budget relating to Regional Insourcing, Firearms Alliance and Go Safe.
- **Additional grant income - £0.242m** announced Q4 including Police Education Qualifications Framework implementation (PEQF); Additional Taser devices and Cyber investigation grant.

Further Analysis of Capital Financing

The Police Reform and Social Responsibility Act 2011 transferred all assets from the Police Authority to the Police and Crime Commissioner.

Key to its funding, the Capital Programme included planned financing of £3.536m from reserves compared to an actual amount applied in the year of £1.460m meaning that reserves were £2.076m higher than planned, as a result. Although this amount funds capital it has to be accounted for within the revenue account.

The revised capital programme itself for 2019-2020 was set in January 2020 as part of the Medium Term Financial Plan and agreed as part of the Capital Strategy. Capital expenditure estimates for the year amounted to £9.176 million and the actual expenditure for the year amounted to £6.374 million.

The table below summarises the capital expenditure and funding for 2019-2020:

CAPITAL EXPENDITURE	BUDGET	ACTUAL	VARIANCE
	2019-2020	2019-2020	+ (-)
	£m	£m	£m
Building/Estates Works	1.371	1.079	-0.292
Equipment	0.300	0.259	-0.041
Vehicles	2.042	1.619	-0.423
IT and Communications	5.463	3.417	-2.046
NET EXPENDITURE	9.176	6.374	-2.802
FUNDED BY:			
Home Office Capital Grants	0.462	0.472	0.010
Revenue Contribution	2.269	2.271	0.002
Use of Reserves	3.536	1.460	-2.076
Capital Receipts	0.475	0.310	-0.165
Borrowing already funded in revenue	2.434	1.861	-0.573
TOTAL CAPITAL FUNDING	9.176	6.374	-2.802

Source: 2019-2020 Group Statement of Accounts – Appendix A

Key elements of the capital programme driving the figures are outlined below:

Building and Estates Work - The new Eastern Divisional Headquarters and Custody at Llay became fully operational during 2018-2019 with the second part of the scheme, the Wrexham Town Centre facility becoming operational in July 2019. An under spend of £0.292m relates to the final cost of the Wrexham Project and delay in commencing the Pwllheli Police Station refurbishment due to IT delays for the temporary Police Station and subsequently COVID-19. The work was rescheduled to commence on 15 June 2020 with COVID Health and Safety regulations in place on site.

Vehicles and Equipment - The Vehicle replacement programme progressed well in 2019-2020, and additional Vehicles were provided for growth posts, such as the Intercept Team. There was a delay in delivering 22 vehicles at the end of March due to COVID, these have now been delivered to the Commissioning Centre and accounts for the £0.423m of the under spend in 2020-2021.

IT and Communications – A substantial cross cutting Digital and IT upgrade Programme was commenced in 2019-2020. This included implementation of personal issue lap top and body worn video equipment for Officers who previously shared equipment, national projects and other smaller upgrades and developments within the Force’s infrastructure. The under spend of just over £2m reflects the complexity and ambitious programme set at the beginning of the year, which includes inter-relationships between the individual schemes. Work on the programme has continued in 2020-2021 with the programme remaining a key strand of delivering its response to Covid-19 and its wider strategy.

Some of the projects are nationally driven which can result in delays beyond the Force’s direct control.

- The largest element of the 2019-2020 IT programme was the provision of Officers with 2 in 1 lap-tops as part of the Connected Officer and Digital Workplace Projects. These were being deployed in the last quarter of 2019-2020 which assisted with COVID policing, with the projects continuing into 2020-2021.
- Additional and upgraded replacement personal issue Body Worn Video cameras were purchased and deployed in 2019-2020.
- The largest single project under spend was on the National Enablement Programme (NEP). The NEP is designed to provide policing with the tools and capabilities needed for the future (including such tools as Office365). Collaboration at a national policing level will be enabled allowing digital communications and mobile technology to be better utilised locally, regionally and nationally. The delays, in part, stem from the complexity of implementing this at a national level with work continuing in 2020-2021.
- The overall Digital programme was reviewed during Quarter 4 to ensure that its Strategic fit; overarching governance and programme priorities continued to match up to the organisation’s needs. A number of smaller projects were put on hold or delayed pending the implementation of the larger projects which remain a critical work stream for the wider organisation moving into 2020-2021. The smaller projects will be reviewed again during 2020-2021 to further assess requirements.

- During the COVID lockdown period a moratorium on ICT Changes was put in place on non COVID related IT developments.

The capital transactions and expenditure which include statutory overrides are within the Group Statement of Accounts.

RECONCILIATION OF FUNDING AVAILABLE & GAAP

The sections above show how the funding available to the Police and Crime Commissioner (i.e. government grants and council tax) for the year have been allocated to provide services in comparison with the original budget set. It is on this basis that the expenditure and income is managed on a day to day basis.

However, the primary statements that follow within the Statement of Accounts are prepared and presented in accordance with generally accepted accounting practices, and show the accounting cost in year rather than the amount to be funded from taxation.

To aid understanding when reviewing the Statement of Accounts information to follow, a table below shows a reconciliation between the two accounting methods referred to above with specific Notes to the Accounts providing further information if required. The reconciliation works back to the overall Group position as reflected in the Group statement of accounts.

As table above Narrative Report	£m	£m	£m	£m	£m	Page 19
	Actual	Adjustments to Revenue	Adjustments between Revenue & Capital	Re-alignment of Investment income & exp.	Group	Comprehensive Income and Expenditure Statement
Operating Expenditure	152.743	29.090*	-6.100#	-0.926	174.807	Net Cost of Services
		0.380	-0.355	0	0.025	Other Operating Exp (Note 9)
		46.193	0	0.926	47.119	Financing & Investment inc & exp (Note 10)
		-20.371	0	0	-20.371	Home Office Grant payable towards the cost of retirement benefit (CIES & Note 34)
Financed by: Police Grant, NNDR, RSG, Council Tax	-154.264	-0.472	0	0	-154.736	Taxation and Non-specific grant income (Note 11)
Net Expenditure	-1.521	54.820	-6.455	0	46.844	Surplus (-)/Deficit (+) on Provision of Service
		48.365				
Movement in Reserves	1.521					

* includes £6.354m charges for depreciation and impairment of non-current assets, £0.833m holiday pay and £21.903m pension costs adjustments

includes -£2.369m statutory provision for repayment of debt and -£3.731m capital expenditure financed from revenue balances

Source: 2019-2020 Group Statement of Accounts – Narrative Report.

RESERVES, PROVISIONS, SOURCES OF INCOME & BORROWING:

Reserves

The movement in Group reserves are shown in the table below:

Movement in Reserves 2019-20	Balance at 31 March 2019	Re state 31 March 2019	Transfers Out 2019-2020	Transfers In 2019-2020	Total Movement	Balance at 31 March 2020
	£m	£m	£m	£m	£m	£m
General Reserve	4.392	0	0	0.797	0.797	5.189
Earmarked Reserves						
Capital Reserve	2.060	0	-0.801	1.743	0.942	3.002
Pensions ill health reserve	0.915	0	0	0.200	0.200	1.115
PFI Reserve	4.333	-1.200	0	0.044	-1.156	3.177
Major Incident Reserve	2.435	0	0	0	0	2.435
Insurance Reserve	1.173	0	0	0	0	1.173
Estates Security and Maintenance	1.033	1.200	-0.131	0.177	1.246	2.279
Partnerships Balances Reserve	0.653	0	0	0.021	0.021	0.674
Management of Change Reserve	5.949	0	-0.659	0	-0.659	5.290
Training Reserve	0	0	0	0.100	0.100	0.100
Commissioners Community Safety Fund	0.461	0	0	0.049	0.049	0.510
Legal Reserve (OPCC)	0.056	0	0	0	0	0.056
Office of the Police & Crime Commissioner Reserve	0.182	0	-0.019	0	-0.019	0.163
Total Earmarked Reserves	19.250	0	-1.610	2.334	0.724	19.974
Total Revenue Reserves	23.642	0	-1.610	3.131	1.521	25.163
Capital Receipts Reserve	0.009	0	-0.310	0.355	0.045	0.054
Total all reserves	23.651	0	-1.920	3.486	1.566	25.217

Usable Reserves – these are available for future expenditure (further details are in Note 7 and 8 of the Group statement of accounts)

Source: 2019-2020 Group Movement in Reserves Statement

The Police and Crime Commissioner's reserves are required to meet any unforeseen events, fund the revenue and capital plans of the Force over forthcoming periods and to facilitate changes and developments that are required to make improve efficiency and effectiveness and meet new demands.

Reserves have been earmarked for Ill Health retirements which were agreed in April 2020 and for some Estates work that will be carried out in 2020-2021. Additional grants and income were agreed and received in the last quarter of the year and reimbursements for seconded officers also increased. The additional cost of policing COVID-19 in 2019-2020 was not significant; the majority of the costs will be incurred in 2020-2021.

Capital Balances & Reserves:

The following table provides a summary of the capital balances and reserves held by the Police and Crime Commissioner:-

CAPITAL BALANCES AND RESERVES	OPENING BALANCE 01/04/2019	MOVEMENT	CLOSING BALANCE 31/03/2020
	£'000	£'000	£'000
<u>USABLE CAPITAL RESERVES</u>			
Capital Receipts Reserve	9	45	54
<u>UNUSABLE CAPITAL RESERVES</u>			
Revaluation Reserve	19,823	1,626	21,449
Capital Adjustment Account	19,342	650	19,992

Source: 2019-2020 Group Statement of Accounts – Notes 19 & 20

During the year the Police and Crime Commissioner reviewed asset valuations of 10 properties within the portfolio.

Provisions:

PROVISIONS	OPENING BALANCE £'000	MOVEMENT £'000	CLOSING BALANCE £'000
INSURANCE FUND	872	-34	838

Source: 2019-2020 Group Statement of Accounts – Note 18

Borrowing:

During the year the Police and Crime Commissioner took out £10 million long term loans to finance capital expenditure but also used internal funds to manage cash flows. Short term borrowing was required during the financial year due to the reduction in reserves and the uneven profile of pension grant receipts. The total of loans outstanding at the end of the financial year was £14.875 million, £5.000 million of which related to new short term loans (2018-2019 £16.657 million).

Source: 2019-2020 Group Statement of Accounts – Note 36

FUTURE OUTLOOK

Uncertainty surrounding the level and potential impact of the future funding settlements in the Police Service mandates the need to continue to ensure that we maintain a stable financial platform and continue to review and transform our services. The impacts of Covid-19 and an awaited outcome of a planned Comprehensive Spending Review heighten the current levels of uncertainty further.

The Medium Term Financial Plan sets out the financial requirements over the 2020-2025 period. It links the policing plan and priorities to the financial strategy and can be found on the Police and Crime Commissioner's Website.

The Police and Crime Commissioner and Chief Constable are committed to ensuring that the police service in North Wales is fit for purpose and provides value for money to the people of North Wales. An essential part of this is the requirement for adequate reserves to meet forthcoming challenges and ultimately protect front line services. Having a sustainable financial platform is vitally important for future service delivery.

The 2020-2021 Budget was set by the Police and Crime Commissioner and approved by the Police and Crime Panel in January 2020 at £163.705 million. This represented a 4.5% Council Tax increase and an overall net increase of 6.12% compared to the 2019-2020 budget of £154.264 million. The increase includes an allocation of 62 additional Police Officers from phase 1 of the Governments' Operation Uplift which will increase officers numbers by 20,000 nationally.

Furthermore, significant investments have been made in protective and investigative capabilities targeting serious and organised crime and exploitation of vulnerable individuals and in digital development which will lead to improved productivity and efficiencies in the future.

The results of the June 2016 European Union (EU) referendum where the UK has elected to leave the EU has had and continues to have a political impact across the country. Article 50 was subsequently triggered on 29 March 2017 with the intention of leaving the European Union on the 29 March 2019. This did not transpire resulting in further uncertainty with regard to the United Kingdom's exit from the European Union. The UK formally left the EU on 31 January 2020. It is uncertain at this time what long term impact this may have upon the police service and the funding of the service. Detailed planning around the short term operational impact has been managed locally and nationally and will be continually reviewed as the transition period end date on 31 December 2020 approaches.

During the last quarter of 2019-2020 the Coronavirus pandemic spread internationally resulting in the UK going into lockdown on 23 March 2020. The impact on the 2019-2020 accounts was limited although the publishing timelines were adjusted to reflect the disruption to normal business. Additional disclosures or revaluations are included where North Wales Police Chief Constable's Statement of Accounts 2019-2020

appropriate and were key considerations with regard to Pension and Asset valuations in particular. The costs of policing relating to the pandemic is being monitored and managed within the 2020-2021 budgets. It is uncertain at this time what medium or long term impact the pandemic will have operationally or financially. However, the Force has set up a Recovery Group to manage any issues and to ensure implications are incorporated to the planning cycle wherever possible.

Challenges still exist for the Police Service due to the level of imposed cuts over the last eight years coupled with continued uncertainty over government funding. The Police and Crime Commissioner continues to implement the budget strategy to deliver the required savings over the period and as part of this has identified and delivered £2.8 million of savings during 2019-2020. As part of the strategy, the level of reserves and provisions currently held is considered prudent and the general reserve of £5.189 million is slightly over 3% of the net revenue expenditure for the year which is within the acceptable range of 3% to 5% as defined in the Medium Term Financial Plan.

The Chief Constable has a long term liability on the Balance Sheet arising from the treatment of International Accounting Standard 19 (IAS 19) Post-Employment Benefits. This relates to the Police Officers Pension Schemes and the Police Staff Local Government Pension Scheme liabilities. This amounts to -£1.738 billion as at 31 March 2020. Further details can be obtained from Note 17 in the accounts.

ACCOUNTING POLICIES

Changes in accounting policies are 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 financial position or financial performance. Minor changes have been made to update the policies (for example the change in the post employment benefits) - these have had no material effect on the accounts and so has not required re-statement of the previous year's accounts.

COLLABORATION with OTHER BODIES

Police and Crime Commissioners are encouraged to explore areas where they might collaborate on the delivery of services, either with other police forces or on a local level with other public bodies.

To that end the Police and Crime Commissioner is working closely with the other Welsh Forces and the North West Region to explore areas for collaboration; details of current arrangements are in Note 39. On a local level, the Force's Facilities Department is managing jointly the estate of the Police and Crime Commissioner and the North Wales Fire and Rescue Service and further opportunities for joint working are being explored. The Police and Crime Commissioner also operates a joint control room with North Wales Fire and Rescue Service in St. Asaph.

In 2013 the Police and Crime Commissioner transferred the helicopter to the National Policing Air Service (NPAS). This is a mandatory national contract for delivery of a Police Air Service throughout the whole of the UK. The Police and Crime Commissioner continues to work with Cheshire Constabulary delivering an Armed Policing Alliance and Police Dog Section to enhance operational performance whilst continuing to deliver efficiencies and savings necessary to meet the government funding reductions in the service.

EVENTS AFTER THE REPORTING PERIOD

At the time that the Statement of Accounts were submitted to the Police and Crime Commissioner on the 5 October 2020, all material adjusting or non-adjusting events which would be required to be included in the Statement of Accounts have been reflected under Note 6. *(To be updated at point of final sign off)*

CHIEF CONSTABLE'S STATEMENT OF ACCOUNTS

The Act and other legislative documents specify that the Police and Crime Commissioner should hold the group reserves and account for income received. Therefore, the Chief Constable's Cash flow Statement and Movement of Reserves Statement will only contain the movements relating to the Accumulated Absence Account. Movements relating to all other reserves and cash flows are reported at Group level and contained within the Group Statement of Accounts.

The accounts present a detailed picture of the financial affairs of the Chief Constable and comprise:-

- **Statement of Responsibilities** (Page 16).
This sets out the responsibilities of the Chief Constable and the Chief Financial Officer in respect of the Statement of Accounts and confirms that the accounts have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting.
- **Expenditure and Funding Analysis** (Page 17).
This shows how annual expenditure is used and funded from resources (government grants, council tax precept and business rates) by the Police and Crime Commissioner and the Group in comparison with those resources consumed or earned by the Police and Crime Commissioner and the Group in accordance with generally accepted accounting practices. It also shows how this expenditure is allocated for management accounting purposes. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.
- **Comprehensive Income and Expenditure Statement** (Page 18).
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. The Police and Crime Commissioner Group raises taxation to cover expenditure in accordance with statutory requirements and uses this income to provide intra-group funding to the Chief Constable. The costs funded by taxation may be different from the accounting cost. The taxation position is shown in both the Expenditure and Funding Analysis and the Movement in Reserves Statement.
- **Movement in Reserves Statement** (Page 19).
This summarises the movement in the year on the different reserves held by the Chief Constable analysed into usable reserves (those that can be applied to fund expenditure) and other (principally technical accounting) unusable reserves.
- **Balance Sheet** (Page 20).
This shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Chief Constable. The net assets of the Chief Constable (assets less liabilities), are matched by the reserves held by the Chief Constable. The Chief Constable holds only unusable reserves i.e. that are not able to be used to provide services.
- **Cash Flow Statement** (Page 21).
This statement shows the changes in cash and cash equivalents during the year.
- **Notes to the Statements** (Pages 22 to 39).
These are all the explanatory notes relating to the statements.
- **Police Pension Fund Account** (Page 40).
This details the transactions relating to Police Pension income and expenditure.
- **Statement of Accounting Policies** (Page 41).
This statement supports the accounts and details the specific principles, rules and practices applied by the Group in preparing and presenting the financial statements.

Statement of Responsibilities for the Statement of Accounts

The purpose of this statement is to set out the responsibilities of the Chief Constable and the Chief Financial Officer in respect of the Statement of Accounts.

The Chief Constable's Responsibilities

The Chief Constable is required:-

- * to make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In this organisation, that officer is the Chief Financial Officer (Director of Finance and Resources).
- * to manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets.
- * approve the statement of accounts.

I approve this Statement of Accounts for the year ended 31 March 2020.



Carl Foulkes Chief Constable for North Wales

Date: 05-10-2020

The Chief Financial Officer's Responsibilities

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

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

- * selected suitable accounting policies and then applied them consistently.
- * made judgments and estimates that were reasonable and prudent.
- * complied with the Code of Practice.

The Chief Financial Officer has also:

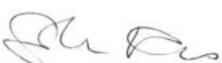
- * kept proper accounting records which were up to date.
- * taken reasonable steps for the prevention and detection of fraud and other irregularities.

CHIEF FINANCIAL OFFICER'S CERTIFICATE

The statement of accounts has been prepared in accordance with the requirements of the Local Government Accounts and Audit (Wales) Regulations 2014, and reflects the format and content of the Chartered Institute of Public Finance and Accountancy (CIPFA) Code of Practice on Local Authority Accounting 2019-2020 and the Service Reporting Code of Practice.

I certify that this Statement of accounts give a true and fair view of the financial position of the Chief Constable at the reporting date and of its income and expenditure for the year ended 31 March 2020.

The audit certificate appears on pages 67 to 68.



Seb Phillips (Director of Finance and Resources)

Date: 05-10-2020

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 Chief Constable for the year has been used in providing services in comparison with those resources consumed or earned by the Chief Constable in accordance with generally accepted accounting practices. The Expenditure and Funding Analysis also shows how this expenditure is allocated for decision making purposes. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

	Net Expenditure chargeable to the General Fund	Adjustments between accounting and funding basis (Note 3)	Net Expenditure in the Comprehensive Income & Expenditure Statement	Net Expenditure chargeable to the General Fund	Adjustments between accounting and funding basis (Note 3)	Net Expenditure in the Comprehensive Income & Expenditure Statement
	2018-2019			2019-2020		
	£'000	£'000	£'000	£'000	£'000	£'000
Policing Services	188,110	67,016	255,126	188,841	2,365	191,206
Net Cost of Services before intra group transfer	188,110	67,016	255,126	188,841	2,365	191,206
Intra Group Transfer	-188,110	0	-188,110	-188,841	0	-188,841
Net Cost of Services	0	67,016	67,016	0	2,365	2,365
Other Income and Expenditure	0	43,480	43,480	0	46,193	46,193
Surplus(-)/Deficit(+) on provision of services	0	110,496	110,496	0	48,558	48,558

Comprehensive Income and Expenditure Statement

This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices. The overall net cost of services is nil as the operational cost of policing is funded via a transfer from the Police and Crime Commissioner to the Chief Constable. The overall financial position is reported within the Group Financial Statements.

Gross Expenditure		Gross Expenditure
2018-2019		2019-2020
£000		£000
54,361	Police Officers	56,276
37,562	Support Staff	38,752
126,792	Pensions	57,209
1,617	Allowances	1,328
1,089	Indirect Employees Expenses	1,425
6,032	Premises	6,330
2,756	Transport Expenses	2,791
18,183	Supplies and Services	18,934
9,319	Third Party Payments	10,517
132	Support Services	148
-2,463	PCC expenditure on grants and initiatives	-3,337
-254	Uncompensated absences accrual	833
<hr/>		<hr/>
255,126	Cost of Services	191,206
-188,110	Commissioning Costs (intra-group transfer)	-188,841
<hr/>		<hr/>
67,016	Net Cost of Services	2,365
43,480	Financing & investment income and expenditure	46,193
<hr/>		<hr/>
110,496	Surplus (-)/Deficit (+) on Provision of Services	48,558
61,911	Actuarial Gains (-)/Losses (+) on pensions assets/liabilities	-188,625
<hr/>		<hr/>
61,911	Other Comprehensive Income and Expenditure	-188,625
172,407	Intra group transfer	-140,067
<hr/>		<hr/>
0	Total Comprehensive Income and Expenditure	0

Movement in Reserves Statement

This statement shows the movement in the year on the different reserves held by the Chief Constable.

	General Fund Balance	Total Usable Reserves	Unusable Reserves	Total Chief Constable Reserves
	£000	£000	£000	£000
Balance at 31 March 2018	0	0	-4,722	-4,722
<u>Movement in reserves during 2018-2019</u>				
Total Comprehensive Expenditure and Income	-110,496	-110,496	110,750	254
Adjustments between accounting basis & funding basis under regulations (Note 4)	110,496	110,496	-110,496	0
Net increase (+)/decrease (-) in 2018-2019	0	0	254	254
Balance at 31 March 2019 carried forward	0	0	-4,468	-4,468
<u>Movement in reserves during 2019-2020</u>				
Total Comprehensive Expenditure and Income	-48,558	-48,558	47,725	-833
Adjustments between accounting basis & funding basis under regulations (Note 4)	48,558	48,558	-48,558	0
Net increase (+)/decrease (-) in 2019-2020	0	0	-833	-833
Balance at 31 March 2020 carried forward	0	0	-5,301	-5,301

Balance Sheet

The Balance Sheet shows the assets and liabilities recognised by the Chief Constable. The net usable assets position is nil as the intra-group transactions transfer the assets and liabilities into the Group/Police and Crime Commissioner's accounts. The Chief Constable does not hold any reserves to meet any obligations as these are held by the Group and the overall financial position is reported within the Group Financial Statements.

31 March 2019 £000		31 March 2020 £000
1,878,923	Long Term Debtor with the PCC (Note 17 - Pension)	1,738,023
1,878,923	Long Term Assets	1,738,023
685	Inventories (Note 10)	634
834	Prepayments (Note 11)	894
7,836	Intra Group Transfer (Note 1)	6,791
9,355	Current Assets	8,319
-12,304	Short Term Creditors (Note 12)	-12,092
-1,519	Intra group Transfer (Note 1)	-1,528
-13,823	Current Liabilities	-13,620
-1,878,923	Pension Liabilities (Note 17)	-1,738,023
-1,878,923	Long Term Liabilities	-1,738,023
-4,468	Net Assets	-5,301
-4,468	Accumulated Absence Account	-5,301
-4,468	Total Unusable Reserves	-5,301

Cashflow Statement

This Cash Flow statement shows the changes in cash and cash equivalents during the reporting period. All cash and cash equivalents are held by the Police and Crime Commissioner and are shown within the Group Accounts.

2018-2019 £000		2019-2020 £000
110,496	Net surplus (-) or deficit (+) on the provision of services	48,558
-110,496	Adjust net surplus (-) or deficit (+) on the provision of services for non-cash movements	-48,558
0	Adjust for items included in the net surplus (-) or deficit (+) on the provision of services that are investing and financing activities	0
0	Net cash flows from Operating Activities	0
0	Investing activities	0
0	Financing activities	0
0	Net increase (-) or decrease (+) in cash and cash equivalents	0
0	Cash and cash equivalents at the beginning of the reporting period	0
0	Cash and cash equivalents at the end of the reporting period	0

Notes to the Chief Constable's Statement of Accounts

1. Intra Group Transfer

The intra group transfer represents the short term amounts due relating to creditors, prepayments, inventories and adjustments between the accounting basis and funding basis received by the Chief Constable as at the 31 March 2020.

2. Restatement of the Comprehensive Income and Expenditure Statement

There are no changes that require the restatement of the previous year's Statement.

3. Notes to the Expenditure and Funding Analysis

Adjustments between Funding and Accounting Basis 2019-2020			
Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Net change for the Pensions Adjustments (Note 1)	Other Adjustments (Note 2)	Total Adjustments
Chief Constable	1,532	833	2,365
Net Cost of Service	1,532	833	2,365
Other income and expenditure from the Expenditure Funding Analysis	46,193	0	46,193
Difference between the General Fund surplus/deficit and the Comprehensive Income and Expenditure Statement surplus/deficit on the provision of services	47,724	833	48,558

Adjustments between Funding and Accounting Basis 2018-2019			
Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Net change for the Pensions Adjustments (Note 1)	Other Adjustments (Note 2)	Total Adjustments
Chief Constable	67,270	-254	67,016
Net Cost of Service	67,270	-254	67,016
Other income and expenditure from the Expenditure Funding Analysis	43,480	0	43,480
Difference between the General Fund surplus/deficit and the Comprehensive Income and Expenditure Statement surplus/deficit on the provision of services	110,750	-254	110,496

Note 1: Net change for pension adjustments

Net change for the removal of pension contributions and the addition of IAS 19 Employee Benefits pension related expenditure and income:

For **services** this represents the removal of the employer pension contributions made by the authority as allowed by statute and the replacement with current service costs and past service costs;

For **Financing and investment income and expenditure** – the net interest on the defined benefit liability is charged to the CIES.

Note 2: Other Adjustments

Other differences between amounts debited/credited to the Comprehensive Income and Expenditure Statement and amounts payable/receivable to be recognised under statute:

For **Financing and investment income and expenditure** the other differences column recognises adjustments to the General Fund for the timing differences for premiums and discounts;

The charge under **Taxation and non-specific grant income and expenditure** represents the difference between what is chargeable under statutory regulations for council tax and NDR that was projected to be received at the start of the year and the income recognised under generally accepted accounting practices in the Code. This is a timing difference as any difference will be brought forward in future Surpluses or Deficits on the Collection Fund.

4. Adjustment between Accounting Basis and Funding Basis under Regulations

This note details the adjustments that are made to the total comprehensive income and expenditure recognised by the Chief Constable in the year in accordance with proper accounting practice to the resources that are specified by statutory provisions as being available to the Chief Constable to meet future expenditure.

The majority of the adjustments relate to the accounts of the Commissioner. The exceptions are the adjustments in respect of the pensions Reserve and the Accumulated Absence account which are presented below.

2019-2020	Usable Reserves			Movement in Unusable Reserves £000
	General Fund Balance £000	Capital Receipts Reserve £000	Capital Grants Unapplied £000	
Adjustments to Revenue Resources:				
Pensions costs (transferred to (or from) the pensions reserve)	47,725	0	0	-47,725
Holiday Pay (transferred from the accumulated absences account)	833	0	0	-833
Total Adjustments to Revenue Resources	48,558	0	0	-48,558
Total Adjustments	48,558	0	0	-48,558

2018-2019	Usable Reserves			Movement in Unusable Reserves £000
	General Fund Balance £000	Capital Receipts Reserve £000	Capital Grants Unapplied £000	
Adjustments to Revenue Resources:				
Pensions costs (transferred to (or from) the pensions reserve)	110,750	0	0	-110,750
Holiday Pay (transferred to the accumulated absences account)	-254	0	0	254
Total Adjustments to Revenue Resources	110,496	0	0	-110,496
Total Adjustments	110,496	0	0	-110,496

5. Accounting Standards that have been issued but have not yet been adopted

The Code requires the Police and Crime Commissioner to disclose information relating to the impact of an accounting change that will be required by a new accounting standard that has been issued but not yet adopted by the Code. The following changes will be required from 1 April 2021:

- a) IFRS 16 Leases – new disclosure requirements, the impact of this amendment is not expected to have a significant impact on the Statement of Accounts.

6. Critical Judgements in applying Accounting Policies

In applying the accounting policies set out in the Statements, the Police and Crime Commissioner has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the Statement of Accounts are:-

There remains uncertainty around proposed changes to the Police funding in the medium term. This necessitated a structural review which has now been implemented. There are plans in place to meet balance the budget in future years as set out in the medium term financial plan; however, it is not certain whether the current levels of funding will be sufficient in order to meet the resources required over the period of the medium term financial plan and therefore annual cycles of priority based resourcing will take place.

7. Assumptions Made About the Future and Other Major Source of Estimation Uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions made by the Chief Constable about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

Items within the Group Balance Sheet as at 31 March 2020 for which there is a significant risk of material adjustment in the forthcoming year are as follows:

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 judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected return on pension funds' assets. A firm of consulting actuaries is engaged to provide the Police and Crime Commissioner with expert advice about the assumptions to be applied.	The effects on the net pension liability of changes in individual assumptions can be measured. The impact of increase or decrease in the assumptions e.g. increase or decrease in the discount rate is set out in Note 17.

8. Material Items of Income and Expense

All applicable material items of income and expenditure have been set out on the face of the Comprehensive Income and Expenditure Statement.

9. Events after the Balance Sheet Date

Material events taking place after the reporting date but prior to the financial statements being authorised for issue are reflected in the financial statements and notes. Where events taking place provided information about conditions existing at 31 March 2020 the figures in the financial statements and notes have been adjusted in all material respects to reflect the impact of this information.

10. Inventories

	HQ Stores		Other Stores		Total
	2019-2020	2018-2019	2019-2020	2018-2019	2019-2020
	£000	£000	£000	£000	£000
Balance outstanding at start of year	217	229	468	577	685
Purchases	520	462	336	221	856
Recognised as an expense in the year	-474	-474	-433	-330	-907
Written off balances	0	0	0	0	0
Balance outstanding at year end	263	217	371	468	634

11. Prepayments

	2019-2020	2018-2019
	£000	£000
Amounts falling due in one year -		
Prepayments	894	834
	894	834

12. Creditors

	2019-2020	2018-2019
	£'000	£'000
Amounts falling due in one year -		
Trade payables	3,541	4,539
Other payables	8,551	7,765
	12,092	12,304

13. External Audit Costs

The Chief Constable has incurred the following costs in relation to the audit of the Statement of Accounts and certification of grant claims:

	2019-2020			2018-2019		
	Group	PCC	CC	Group	PCC	CC
	£000	£000	£000	£000	£000	£000
Fees payable to the Wales Audit Office with regard to external audit services carried out by the appointed auditor	86	43	43	86	43	43
Total	86	43	43	86	43	43

The above represents payments made within the financial year 2019-2020. The agreed strategy fee for the audit year November 2019 to October 2020 was £83,866 for 2019-2020.

14. Officers Remuneration

The following table set out the remuneration disclosures for Relevant Police Officers (defined as the Chief Constable and any Senior Police Officers and staff with a full time salary of more than £150,000 per year or other relevant officers with a salary above £60,000). Other Senior Police Officers (above the rank of Superintendent) and Senior Employees (designated office holder of a local government body) are included Remuneration Banding table. The amounts for the Officers and Staff below have been fully charged within the Comprehensive Income and Expenditure Account.

2019-2020									
Post Holder:	Notes:	Salary (including fees & allowances)	Bonuses	Expense Allowance	Other Expenses	Benefits in kind	Total remuneration excluding pension contributions	Pension contributions	Total remuneration including pension contributions
		£	£	£	£	£	£	£	£
Chief Constable - C. Foulkes		153,200	0	62	19,735	3,519	176,516	47,492	224,008
Deputy Chief Constable		121,839	0	18	0	3,718	125,575	37,016	162,591
Assistant Chief Constable	1	8,027	0	480	0	94	8,601	2,106	10,707
Assistant Chief Constable	2	101,853	0	37	0	2,087	103,977	31,574	135,551
Assistant Chief Constable	3	30,187	0	0	0	1,629	31,816	8,131	39,947
Director of Finance & Resources	4	62,668	0	2,127	1,835	0	66,630	9,426	76,056
Director of Finance & Resources	5	37,111	0	0	0	2,381	39,492	6,049	45,541
Force Medical Officer - Dr. A. Lister	6	35,954	0	0	0	0	35,954	5,860	41,814

Note 1: The post holder held this post from 01/04/2019 to 28/04/2019

Note 2: The post holder held this post from 29/04/2019 to 31/03/2020

Note 3: The post holder held this post from 16/12/2019 to 31/03/2020 (Collaboration ACC – see Note 39)

Note 4: The post holder held this post from 01/04/2019 to 31/10/2019

Note 5: The post holder held this post from 18/11/2019 to 31/03/2020 Head of Finance deputised for Director of Finance and Resources from 01/11/2019 to 17/11/2019 as part of normal duties

Note 6: The Force Medical Officer works the equivalent of 1 day per week. The full time equivalent salary is £179,770

2018-2019									
Post Holder:	Notes:	Salary (including fees & allowances)	Bonuses	Expense Allowance	Other Expenses	Benefits in kind	Total remuneration excluding pension contributions	Pension contributions	Total remuneration including pension contributions
		£	£	£	£	£	£	£	£
Chief Constable - M Polin	1	72,042	0	119	0	1,742	73,903	0	73,903
Chief Constable - G Pritchard	2	37,924	0	0	0	1,014	38,938	8,960	47,898
Chief Constable - C Foulkes	3	59,570	0	27	8,996	1,399	69,992	14,416	84,408
Deputy Chief Constable	4	48,948	0	0	0	1,415	50,363	10,257	60,620
Deputy Chief Constable	5	83,523	0	-28	0	2,741	86,236	19,198	105,434
Assistant Chief Constable	6	34,845	0	18	0	1,198	36,061	8,178	44,239
Assistant Chief Constable	7	67,631	0	2,254	0	825	70,710	14,054	84,764
Director of Finance & Resources	8	36,741	0	697	0	586	38,024	5,759	43,783
Director of Finance & Resources	9	65,978	0	494	0	0	66,472	10,754	77,226
Force Medical Officer - Dr. A. Lister	10	35,692	0	0	0	0	35,692	5,818	41,510

Note 1: The post holder held this post from 01/04/2018 to 31/08/2018

Note 2: The post holder covered this post from 01/08/2018 to 04/11/2018

Note 3: The post holder held this post from 05/11/2018

Note 4: The post holder held this post from 01/04/2018 to 31/07/2018, and 05/11/2018 to 16/11/2018

Note 5: The post holder covered this post from 21/07/2018

Note 6: The post holder held this post from 01/04/2018 to 20/07/2018

Note 7: The post holder covered this post from 01/08/2018

Note 8: The post holder held this post from 01/04/2018 to 29/07/2018

Note 9: The post holder held this post from 30/07/2018

Note 10: The Force Medical Officer works the equivalent of 1 day per week. The full time equivalent salary is £177,184

2019-2020

The Chief Constable's other employees receiving more than £60,000 remuneration for the year (excluding employer's pension contributions) were paid the following amounts

Remuneration Bands	Number of Employees 2019-2020	Number of Employees 2018-2019
£60,000 - £64,999	27	15
£65,000 - £69,999	9	8
£70,000 - £74,999	6	5
£75,000 - £79,999	4	4
£80,000 - £84,999	4	5
£85,000 - £89,999	2	3
£90,000 - £94,999	1	0
£95,000 - £99,999	1	1
£100,000 - £104,999	0	1

The number of exit packages with total cost per band and the total cost of the compulsory and other redundancies are set out in the table below:

Exit packages cost band (including special payments)	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages by cost band		Total cost of exit packages in each band	
	2018-2019	2019-2020	2018-2019	2019-2020	2018-2019	2019-2020	2018-2019	2019-2020
	No.	No.	No.	No.	No.	No.	£000	£000
£ 0 - £20,000	0	0	4	7	4	7	16	20
£ 20,001 - £40,000	0	0	0	0	0	0	0	0
£ 40,001 - £60,000	0	0	0	0	0	0	0	0
£ 60,001 - £80,000	0	0	5	0	5	0	386	0
£ 80,001 and above	0	0	8	1	8	1	761	83

Median Pay Ratio

The median pay ratio compares the full time equivalent remuneration of the Chief Constable to the full time equivalent median remuneration of the staff employed by the Chief Constable.

We have used the Median Pay of the Chief Constable as he is the highest ranking officer for this ratio. The Force Medical Officer is employed part-time and full time equivalent costs is £179,770. We have not used the Force Medical Officers full time equivalent costs for this ratio as they are not the highest ranking officer.

	2019-2020	2018-2019
Chief Constable's pay	176,454	171,647
Median pay of the Chief Constable's staff	33,469	32,881
Median pay ratio:	5.3	5.2

15. Related Parties

There are no material interests or relationships of the Chief Officers or their direct families, which could influence or control the decision making, policies or financial transactions of North Wales Police/Police and Crime Commissioner. A robust process is also in place to approve and register the business interests of both police staff and officers.

The Police and Crime Commissioner's wife is a serving Councillor for Wrexham Council and is a member of the Planning Committee, Safeguarding and Wellbeing Scrutiny Committee, Corporate Land and Buildings Committee, Licensing Committee and Community Health Council.

The Chief Constable is a trustee of PACT (North Wales Police and Community Trust). The Force allocates funding from income received via the Police Property Fund Account in support of PACT projects whose objectives are to raise the profile of community safety, significantly minimise the fear of crime and thus enhance the quality of life throughout North Wales. For 2019-2020 this equated to £31,700 donated from the fund to PACT contributing towards meeting the costs of the Fund administration of £44,676.

The Chief Constable participates in a Drug Intervention Programme which is a grant funded partnership with responsibility to reduce drug related offending and deaths through provision of support and services. The Partnership consists of officers from the Force, Community Safety Partnerships, Local Health Boards, North Wales Probation Service, North Wales Magistrates' Court, HM Prison Service, Jobcentre Plus and the Welsh Government.

Members of the Joint Audit Committee declared all their financial interests relating to contracts and businesses on appointment and signed an agreement to abide by the Seven Nolan Principles of Life and declare any revised interests to the Chief Executive. Joint Audit Committee members' declarations of interests can be found on the Office of the Police and Crime Commissioner's website www.northwales-pcc.gov.uk

16. Termination Benefits

The Chief Constable utilised the following regulations in respect of termination benefits:

- the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (as amended) and
- the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000 (as amended)

and terminated the contracts of a number of employees in 2019-2020 incurring costs of £0.103 million (2018-2019 £1.163 million) as disclosed in note 14.

17. Defined Benefits Pension Schemes

As part of the terms and conditions of employment of its officers and other employees, the Police and Crime Commissioner offers retirement benefits. Although these benefits will not actually be payable until employees retire the Police and Crime Commissioner has a commitment to make the payments (for those benefits) and to disclose them at the time employees receive their future entitlement.

The Police and Crime Commissioner participates in two pension schemes:

- The Local Government Pension Scheme for Police Staff and the Office of the Police and Crime Commissioner is administered by Gwynedd Council. This is a funded defined benefit final salary scheme, meaning that the Police and Crime Commissioner and employees pay contributions into a fund, calculated at a level intended to balance the pension's liabilities to investment assets. The Police and Crime Commissioner and Chief Constable are one scheduled body within the LGPS and are not split in the accounts.

The Gwynedd Pension Fund is operated under the regulatory framework for the Local Government Pension Scheme and the governance of the scheme is the responsibility of the Pensions Committee of Gwynedd Council. Policy is determined in accordance with the Pensions Fund regulations. The investment managers of the fund are appointed by the committee.

The principal risks to the Police and Crime Commissioner of the scheme are the longevity assumptions, statutory changes to the scheme, structural changes to the scheme (e.g. large-scale withdrawals from the scheme), changes to inflation, bond yields and the performance of equity investments held by the scheme. These are mitigated to a certain extent by the statutory requirements to charge the General Fund the amounts required by statute as described in the accounting policies note.

Arrangements for the award of discretionary post-retirement benefits upon early retirement – this is an unfunded defined benefit arrangement, under which the liabilities are recognised when awards are made.

- The Police Pension Scheme 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. 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 Police and Crime Commissioner 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 Police and Crime Commissioner who then must repay the amount to central government.

Transactions Relating to Post Employment Benefits:

The Police and Crime Commissioner recognises the cost of retirement benefits 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 employment/retirement benefits is reversed out of the General Fund via the Movement in Reserves Statement.

The Chief Constable of North Wales, along with other Chief Constables and the Home Office, currently has 95 claims in respect of unlawful discrimination arising from transitional provisions in the Police Pension Regulations 2015. These claims against the Police pension scheme (the Aarons case) had previously been stayed behind the McCloud/Sargeant judgement, but have now been lifted and a case management hearing was held on 25 October 2019. The resulting Order of 28 October 2019 included an interim declaration that the claimants are entitled to be treated as if they had been given full transitional protection and had remained in their existing scheme after 1 April 2015. This interim declaration applies to claimants only. However, the Government made clear that non-claimants who are in the same position as claimants will be treated fairly to ensure they do not lose out. This was re-iterated in the Written Ministerial Statement on 25 March.

The Police Minister has indicated that remedy period will not end before 2022. The Treasury are consulting on proposals to implement a remedy in the coming months to be followed by primary legislation and scheme regulation.

Allowing for all members to remain in their existing scheme as at 1 April 2015 would lead to an increase in the Police Pension Scheme liabilities. Scheme actuaries have estimated the potential increase in scheme liabilities for the Police and Crime Commissioner to be approximately 4.4% or £75.59m of pensions scheme liabilities. This increase was reflected in the IAS 19 disclosure as a past service cost in the 2018-2019 accounts. In July 2020, the UK Government published proposals for consultation on a remedy to address the McCloud issue. In 2019-2020, having reviewed the consultation on the remedy at a force level the actuaries have estimated a reduction of £15.58m in scheme liabilities. This reflects a change in assumptions and therefore represents a gain on remeasurement and reported in the Comprehensive Income and Expenditure Statement (CIES).

The impact of a change in scheme liabilities arising from the McCloud/Sargeant judgement will be measured through the pension valuation process, which determines employer and employee contribution rates. The next Police Pension valuation is due to be reported in 2023-2024, although this timetable is subject to change. The impact on annual pension payments arising from McCloud/Sargeant is determined through the Police Pension Fund Regulations 2007. These require a police authority to maintain a police 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.

The employment tribunal has agreed a process for the consideration of compensation claims between April 2020 and January 2021. The basis of claims from claimants is due in April 2020 and the identity and banding of claims proposed by claimants is due in June for non-pecuniary claims and September for pecuniary claims. As at 31st March 2020, it is not possible to estimate the extent or likelihood of these claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

With regard to the LGPS, when the benefit structure was reformed in 2014, transitional protections were applied to certain older members close to normal retirement age. The benefits accrued from 1 April 2014 by these members are subject to an 'underpin' which ensures that these members do not lose out from the introduction of the new scheme, by effectively giving them the better of the benefits from the old and new schemes.

As with the Police Pension Scheme the McCloud/Sargeant ruling will apply to the LGPS. Hence benefits accrued from 2014 may need to be enhanced so that all members, regardless of age, may benefit from the underpin. Alternatively, restitution may be achieved in a different way, for example by paying compensation. The Government will need to compensate younger members for the less favourable treatment they have received since the transitional provisions came into force, as well as revisiting pension scheme changes going forward so that the discriminatory elements are removed for all members.

The judgement is expected to have a wide ranging impact on other public sector groups, but the extent of the impact will depend on the nature of the transition arrangements put in place. For the purposes of the 2018-2019 pension accounting report no additional liability was recognised (as the long-term salary increase assumption adopted by the Gwynedd Pension Fund was set equal to CPI, which meant that both final salary and CARE benefits were assumed to revalue in line with CPI). However for the purposes of the 31 March 2020 IAS19 balance sheet figures, an estimated adjustment to the liabilities for McCloud has been captured from the 2019 valuation data, and has been recorded separately as a Past Service Cost in the 2019/2020 Profit and Loss statement.

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

	Local Government Pension Scheme		Police Pension Scheme		Total
	2019-2020 £000	2018-2019 £000	2019-2020 £000	2018-2019 £000	2019-2020 £000
Comprehensive Income & Expenditure Statement					
<i>Cost of Services:</i>					
<i>Service Cost comprising:</i>					
Current Service Cost	-15,445	-12,918	-39,900	-28,440	-55,345
Unfunded Benefits Contributions	120	117	0	0	120
Past Service Gains (-)/Losses (+)	-280	0	8,760	-75,590	8,480
Transfers In	0	0	-700	-310	-700
Police Pension top-up grant receivable	0	0	20,371	26,404	20,371
<i>Financing and investment income and expenditure</i>					
Net interest expense	-2,173	-1,700	-44,020	-41,780	-46,193
Total Post Employment Benefit charged to the Surplus or Deficit on the Provision of Services	-17,778	-14,501	-55,489	-119,716	-73,267
<i>Other Post Employment Benefit Charged to the Comprehensive Income & Expenditure Statement</i>					
<i>Remeasurement of the net defined benefit liability comprising:</i>					
Return on plan assets (excluding the amount included in the net interest expense)	-21,744	10,645	0	0	-21,744
Actuarial gains(+) and losses (-) arising on changes in demographic assumptions	10,437	0	53,470	0	63,907
Actuarial gains (+) and losses (-) arising on changes in financial assumptions	34,187	-27,574	55,000	-49,980	89,187
Other experience gains (+) and losses (-)	21,185	-52	36,090	5,050	57,275
Total Post Employment Benefit charged to the Comprehensive Income and Expenditure Account	26,287	-31,482	89,071	-164,646	115,358

	Local Government Pension Scheme		Police Pension Scheme		Total
	2019-2020 £000	2018-2019 £000	2019-2020 £000	2018-2019 £000	2019-2020 £000
Movement in Reserves Statement					
Reversal of net charges made to the Surplus or Deficit for the Provision of post-employment benefits in accordance with the code	-17,778	-14,501	-55,489	-119,716	-73,267
<i>Actual amount charged against the General Fund balance for pensions in the year:</i>					
Employer's contributions payable to scheme	5,473	5,337			5,473
Less: Prepayment adjustment *	0	1,594			0
Adjusted Employer's contributions	5,473	6,931			5,473
Retirement benefits payable to pensioners			20,069	16,536	20,069

* a prepayment of £1.594m for lump sum payments due in 2018-2019 and 2019-2020, which was shown in the Balance Sheet as a prepayment as at 31 March 2018, and was reversed as at 31 March 2019.

Pensions Assets and Liabilities Recognised in the Balance Sheet.

The amount included in the balance sheet arising from the Police and Crime Commissioner's obligation in respect of its defined benefit plans is as follows:

	Local Government Pension Scheme		Police Pension Scheme		Total
	31 March 2020 £000	31 March 2019 £000	31 March 2020 £000	31 March 2019 £000	31 March 2020 £000
Present value of the defined benefit obligation	251,505	296,328	1,684,330	1,793,470	1,935,835
Fair value of plan assets	-197,812	-210,875	0	0	-197,812
Sub-total	53,693	85,453	1,684,330	1,793,470	1,738,023
Other movement in the liability (+)/asset (-) (if applicable)	0	0	0	0	0
Net Liability arising from the defined benefit obligation	53,693	85,453	1,684,330	1,793,470	1,738,023

Reconciliation of the Movement in the Fair Value of the Scheme (Plan) Assets

	Local Government Pension Scheme	
	31 March 2020 £000	31 March 2019 £000
Opening fair value of the scheme assets	210,875	189,541
Interest income	5,114	5,209
Remeasurement gain (+)/loss (-):		
- the return on plan assets, excluding the amount included in the net interest expense	-21,744	10,645
Contribution from employers	5,473	6,931
Contributions from employees	2,246	2,159
Benefits paid	-4,152	-3,610
Closing fair value of the scheme assets	197,812	210,875

Reconciliation of the Present Value of the Scheme Liabilities (Defined Benefit Obligation)

	Funded Liabilities: Local Government Pension Scheme		Unfunded Liabilities: Police Pension Scheme	
	31 March 2020	31 March 2019	31 March 2020	31 March 2019
	£000	£000	£000	£000
Opening balance at 1 April	296,328	250,443	1,793,470	1,645,360
Current service cost	15,445	12,918	39,900	28,440
Interest cost	7,287	6,909	44,020	41,780
Contributions from scheme participants	2,246	2,159	7,150	7,020
Remeasurement gains (-) and losses (+):				
- Actuarial gains/losses arising from changes in demographic assumptions	-10,437	0	-53,470	0
- Actuarial gains/losses arising from changes in financial assumptions	-34,187	27,574	-55,000	49,980
- Other experience gains/losses	-21,185	52	-36,090	-5,050
Past service costs	280	0	-8,760	75,590
Transfers In	0	0	700	310
Benefits paid	-4,152	-3,610	-47,590	-49,960
Liabilities extinguished on settlements (where applicable)	-120	-117	0	0
Closing balance at the 31 March	251,505	296,328	1,684,330	1,793,470

Local Government Pension Scheme assets comprised:

	Local Government Pension Scheme 2019-2020			Local Government Pension Scheme 2018-2019		
	Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total	Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total
	£000	£000	£000	£000	£000	£000
Cash and cash equivalents	980	0	980	5,424	0	5,424
Sub-total	980	0	980	5,424	0	5,424
Equity Securities:						
<i>By industry type:</i>						
Consumer	0	0	0	5,248	0	5,248
Manufacturing	0	0	0	6,313	0	6,313
Financial Institutions	0	0	0	2,461	0	2,461
Health and Care	0	0	0	13,483	0	13,483
Information technology	0	0	0	3,689	0	3,689
Other	0	0	0	7,160	0	7,160
Sub-total	0	0	0	38,354	0	38,354
Debt Securities:						
Other	0	0	0	0	30,641	30,641
Sub-total	0	0	0	0	30,641	30,641
Property:						
<i>By type:</i>						
UK Property	0	19,497	19,497	6,706	12,576	19,282
Overseas Property	0	23	23	0	112	112
Sub-total	0	19,520	19,520	6,706	12,688	19,394

(Continued)	Local Government Pension Scheme 2019-2020			Local Government Pension Scheme 2018-2019		
	Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total	Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total
	£000	£000	£000	£000	£000	£000
Private Equity: UK and overseas	0	11,499	11,499	0	11,448	11,448
Sub-total	0	11,499	11,499	0	11,448	11,448
Other Investment Funds and unit trusts:						
Equities	0	132,658	132,658	41,028	60,435	101,463
Infrastructure	0	4,549	4,549	0	4,151	4,151
Other	0	28,606	28,606	0	0	0
Sub-total	0	165,813	165,813	41,028	64,586	105,614
Totals	980	196,832	197,812	91,512	119,363	210,875

Basis for estimating Assets and Liabilities

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

The Local Government Pension Scheme liabilities have been estimated by Hymans Robertson and the Police Pension Scheme liabilities have been estimated by the Government Actuary's Department. These are both independent actuary organisations, estimates for the Local Government Pension Scheme being based on the latest full valuation of the scheme as at 31 March 2019. The Coronavirus (COVID-19) pandemic has impacted global financial and property markets. As a result of the volatility in market conditions, year-end valuation reports provided to the Gwynedd Pension Fund include a statement that there is a material valuation uncertainty related to the UK property fund managed on behalf of the Gwynedd Pension Fund. The total value of this fund as at 31st March 2020 is £191m of which, £19.5m (10%) is attributable to the Police and Crime Commissioner for North Wales.

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions used. The sensitivity analysis below have been determined based on reasonable possible changes of the assumptions occurring at the end of the reporting period and assumes for each change that the assumption changes while all the other assumptions remain constant. The estimation in the sensitivity analysis has followed the accounting policies for the scheme i.e. on an actuarial basis using the projected unit credit method. The methods and types of assumptions used in preparing the sensitivity analysis below did not change from those used in the previous period.

2019-2020	Local Government Pension Scheme		Police Pension Scheme	
	Increase in assumption £000	Decrease in assumption £000	Increase in assumption £000	Decrease in assumption £000
Longevity (increase (+) or decrease (-) in 1 year)	10,060	-10,060	50,000	-50,000
Rate of inflation (increase (+) or decrease (-) by 0.5%)	25,688	-25,688	130,000	-130,000
Rate of increase in salaries (increase (+) or decrease (-) by 0.5%)	4,470	-4,470	17,000	-17,000
Rate of increase in pensions (increase (+) or decrease (-) by 0.5%)	25,688	-25,688	130,000	-130,000
Rate for discounting scheme liabilities (increase (-) or decrease (+) by 0.5%)	-30,485	30,485	-163,000	163,000

Asset and Liability Matching (ALM) Strategy

The pensions committee of Gwynedd Council does not have an asset and liability matching strategy (ALM). Responsibility for the Fund's risk management strategy rests with the pensions committee. The Pension Fund's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the resources available to pay pensions. The Administering Authority has produced a Funding Strategy Statement in conjunction with the Fund's Actuaries, which states how solvency and risk will be managed in relation to liabilities. The Strategy was reviewed and updated following the actuarial valuation in 2016 and has taken an overall view of the level of risk inherent in the investment policy set out in the Investment Strategy Statement published under Regulation 12 of the Local Government Pension Scheme (Management and Investment of Funds) Regulations 2016, (the investment regulations) and the funding policy set out in the Statement. These documents continue to be reviewed to ensure that the overall risk profile remains appropriate.

Impact on the Police and Crime Commissioner's Cash Flows

The objectives of the scheme are to keep employers' contributions at as constant a rate as possible. Gwynedd Council has agreed a strategy with the scheme's actuary to achieve a funding level of 100% over the next 20 years. Funding levels are monitored on an annual basis. The next triennial valuation will be completed during 2019-2020 to be implemented from April 2020.

The scheme will need to take account of the national changes to the scheme under the Public Pensions Services Act 2013. Under the Act, the Local Government Pensions Scheme in England and Wales and the other main existing public service schemes change the benefits in relation to service after 31 March 2014 (or service after 31 March 2015 for other main existing public service pension schemes in England and Wales). The Act provides for scheme regulations to be made within a common framework, to establish new career average revalued earnings schemes to pay pensions and other benefits to certain public servants.

The Police and Crime Commissioner anticipates to pay £6.393 million contributions to the scheme in 2020-2021.

The weighted average duration of the defined benefit obligation for the Local Government Pension Scheme is 22.2 years, 2019-2020, (22.2 years 2018-2019). The weighted average for the Police Pension Scheme is 21.0 years, 2019-2020, (22.0 years 2018-2019).

18. Members' Allowances

Audit Committee's costs have been shared equally between the Police and Crime Commissioner and the Chief Constable. The below total represents the total cost for the year.

As at the end of March 2019-20 there were a total of 4 members. One member resigned within the year.

	2019-2020		2018-2019	
	£000	Number of Members	£000	Number of Members
Allowances	11	4	13	5
Expenses	0		1	
	11		14	

Further information on members paid allowances can be found at www.northwales-pcc.gov.uk.

19. Financial Instruments including Nature and Extent of Risks Arising

The financial risks and reward are borne by the Group and the accounting, notes and supporting disclosures are held within the Group/PCC Accounts.

20. Partnership Schemes

The Group is involved in partnership work with DangerPoint Ltd and Police and Community Trust (PACT). Details of PACT and DangerPoint accounts are available upon request if required.

21. Jointly Controlled Operations/Collaboration

The Police and Crime Commissioner is party to a number of collaborations (both regional and national). In all instances the Group accounts reflect our share of income, expenditure and cash flows arising from the structure of the arrangement. As the Police and Crime Commissioner received all income and funding, any income receivable from the structure of the arrangement will be credited in the Comprehensive Income and Expenditure Statement of the Police and Crime Commissioner. As the Comprehensive Income and Expenditure Statement of the Chief Constable contains the expenditure arising from these collaborations, the Police and Crime Commissioner credits the Chief Constable with an equivalent amount through the intra group funding.

CIPFA guidance on accounting for collaboration has been considered in determining the nature of the relationships and, as most arrangements have joint control through a strategic management board, it is considered that most are correctly classified as joint operations. Some arrangements are of a collaborative nature but are classified as third party payments. Others involve officers from individual forces carrying out duties on a regional basis but funded by a lead force from grants made by the Home Office, other agencies or are self-funded from fees and charges.

The following groups the arrangements into:

- Collaboration – Joint Operations
- Collaboration – Third Party payments
- Collaboration – Grant/self-funded

Collaboration – Joint Operations

The North West Regional Organised Crime Unit (NWROCU) was established in April 2009 bringing together the six regional police forces in collaboration to tackle serious and organised crime across the North West. It encompasses the work of a number of teams with Merseyside as the lead force. In 2019-2020 the responsibility for the Protected Persons Service function transferred over to the National Crime Agency. The amount reflected in North Wales Police accounts in 2019-2020 is £832k (£845k in 2018-2019) with the breakdown by function as follows:

2018-2019 Net Expenditure £'000	Functions	2019-2020		
		Expenditure	Income	Net Expenditure
		£'000	£'000	£'000
220	Regional Crime Unit	236	0	236
36	Prisoner Intelligence	71	-29	42
8	Regional Intelligence Unit	25	-14	11
172	Technical Surveillance Unit	189	-13	176
89	Protected Persons Service	-1	0	-1
162	Confidential Unit	178	-10	168
	Regional Asset Recovery Team	52	-52	0
6	Operational Security Officer	13	-7	6
0	Cyber Crime	21	-21	0
0	GAIN	3	-3	0
107	Undercover Forensics	256	-144	112
0	ACE	12	-12	0
0	ECURFT	14	-14	0
0	Prevent	10	-10	0
0	Disruption	12	-12	0
44	Business Support	82	0	82
1	Other Titan Grants	46	-46	0
845	Total	1,219	-387	832

The following joint operations have Cheshire as lead force:

2018-2019 Net Expenditure £'000	Functions	2019-2020		
		Expenditure	Income	Net Expenditure
		£'000	£'000	£'000
73	Joint Underwater Search Unit	102	-29	73
46	Regional Firearms	66	-10	56
2,834	Armed Policing Alliance	3,182	-114	3,068
579	Dogs Alliance	661	-1	660
0	Armed Policing Alliance MET Training Contract	225	-225	0
10	ANPR	10	0	10
3,542	Total	4,246	-379	3,867

The following operations are collaboration with other forces in Wales. The notional share of the expenditure and income has been reflected in the Comprehensive Income and Expenditure Statement allocated by population percentage across Wales.

SHARE OF SERVICE COLLABORATION 2019-2020		Counter Terrorism Intelligence Unit	Counter Terrorism Specialist Advisors
Gross Expenditure	Population %	£000	£000
South Wales	42.41%	5,032	237
Dyfed-Powys	16.50%	1,959	92
Gwent	18.84%	2,235	105
North Wales	22.25%	2,640	125
Total:	100.00%	11,866	559

Total Income & Grants	Population %	£000	£000
South Wales	42.41%	-5,032	-237
Dyfed-Powys	16.50%	-1,959	-92
Gwent	18.84%	-2,235	-105
North Wales	22.25%	-2,640	-125
Total:	100.00%	-11,866	-559

SHARE OF SERVICE COLLABORATION 2018-2019		Counter Terrorism Intelligence Unit	Counter Terrorism Specialist Advisors
Gross Expenditure	Population %	£000	£000
South Wales	42.38%	3,893	201
Dyfed-Powys	16.54%	1,519	78
Gwent	18.80%	1,727	89
North Wales	22.28%	2,046	106
Total:	100.00%	9,185	474

Total Income & Grants	Population %	£000	£000
South Wales	42.38%	-3,893	-201
Dyfed-Powys	16.54%	-1,519	-78
Gwent	18.80%	-1,727	-89
North Wales	22.28%	-2,046	-106
Total:	100.00%	-9,185	-474

In 2017-2018 an All Wales Collaboration Team was established to coordinate existing activities and identify new opportunities for collaboration across the four Forces in Wales. Traditionally the team was led by a Deputy Chief Constable and funded based on agreed contributions from each Force in Wales. During 2019-20 it was agreed that the team would be led by an Assistant Chief Constable with the costs of this lead role fully met by the home force. The total costs of the team in 2019-2020 were £282k (2018-2019 – £396k) and Police and Crime Commissioner for North Wales' contribution to these costs was £59k in 2019-2020 (2018-2019 – £88k). In December 2019 an Assistant Chief Constable from North Wales Police became the lead for the All Wales Collaboration Team with the costs of £41k incurred in 2019-2020 fully met by the Police and Crime Commissioner for North Wales.

Debtors and creditors in respect of the above arrangements have remained in the balance sheets of the lead forces by mutual agreement on the basis of materiality.

Collaboration – Third Party Payments

The only significant arrangement of this kind is the payment made towards the National Police Air Service (NPAS) which was £0.457 million in 2019-2020 (£0.505 million in 2018-2019).

Collaboration – Grant/Self-funding

In a small number of collaboration arrangements North Wales provided seconded officers to support the arrangements and was reimbursed by other forces or agencies who received grant funding from the Home Office or Welsh Government to cover expenditure costs.

Police Pension Fund Account

Police Officer Pensions are paid separately from the main revenue account. Employer and Employee contributions and other Pensions income are paid into the Police Pension Fund account and all the Police Pensions expenditure is paid out of the account. The Police Pension Scheme is an unfunded scheme and as such has no investment assets. Each individual Police and Crime Commissioner is required by legislation to operate a Pension Fund and the amounts to be paid into and out of the Pension Fund are specified by regulation. The Police Pension Fund Regulations 2007 provide that any deficit on the account is transferred to the main Police and Crime Commissioner accounts to balance the fund to nil. This deficit is reimbursed by the Home Office and is accounted for within the main Police and Crime Commissioner accounts. Similarly, any surplus arising from the expenditure being less than the income is required to be repaid to the Home Office by the Police and Crime Commissioner. Employees' and employer's contribution levels are based on percentages of pensionable pay set nationally by the Home Office and subject to triennial revaluation by the Government Actuary's Department. Long term pension obligations are detailed within note 17 Retirement Benefits.

The Pension account is designed to discharge liabilities to pay pensions as they fall due and takes no account of pensions and other liabilities after the period end. All fund transactions are treated in accordance with the Accounting Policies as set out on pages 41 to 55. Administration of the Pension Fund is carried out through a third party contract agreement.

2018-2019 £000	Fund Account	2019-2020 £000
	Contributions receivable	
	From Employer:-	
12,616	- Normal ¹	16,512
0	- Early retirements	0
1,111	- Capital Charge for Ill Health Retirement	156
7,018	Members Contributions	7,157
336	Transfer Values received	878
21,081	Total Income	24,703
	Benefits Payable	
35,837	Pensions	37,896
11,605	Commuted and lump sum retirement benefits	6,899
0	Lump Sum Death Benefits	237
	Payments to and on account of leavers	
10	Transfer out to other schemes	0
33	Refund of Contributions	42
47,485	Total amounts Payable	45,074
26,404	Net Amount Payable for the year before transfer from the Police Fund	20,371
-26,404	Additional Contribution from the Police Fund	-20,371
0	Net amount payable/receivable for the year	0
	Net Asset Statement:	
60	Contributions due from employer	60
21	Unpaid pension benefits	21
-81	Other current assets and liabilities (other than liabilities to pay pensions and other benefits in the future)	-81
0	Total Liabilities	0

¹2018-19: the Home Office additional contribution is based on 21.3% employers contribution as per the actuarial Valuation. The above accounts are based on 24.2% employer's contribution as per the pension regulations
2019-20: The Home Office contribution and the accounts are as per the actuarial valuation of 31.0%

Statement of Accounting Policies

1. General

The Statement of Accounts summarises the Chief Constable's transactions for the 2019-2020 financial year and the position at the year-end of 31 March 2020. The Chief Constable is required to prepare an annual Statement of Accounts by the Accounts and Audit (Wales) Regulations 2014. The Regulations require the 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 2016-2017, supported by International Financial Reporting Standards (IFRS) and statutory guidance issued under section 12 of the Local Government Act 2003. The code specifies the principles and practices of accounting required to prepare a Statement of Accounts which presents a 'true and fair' view of the financial position, financial performance and cash flows of the Chief Constable, including group financial statements. **These policies, principles and practices are applied in the same way to the Chief Constable's accounts as they are to the Group accounts and have been written at the Group level. Not all the Accounting Policies will be relevant to the Chief Constable, but they are included in order to have a full set of Accounting Policies within the Group.**

The accounting convention adopted is historical cost, modified by the revaluation of certain categories of non-current assets and financial instruments.

2. Accruals of Income and Expenditure

Activity is accounted for in the year it occurs, not simply when cash payments are made and received. In particular:

- Revenue from sale of goods is recognised when the Police and Crime Commissioner transfers the significant risks and rewards of ownership to the purchaser and it is probable that economic benefits or service potential associated with the transaction will flow to the Police and Crime Commissioner.
- Revenue from the provision of services to the Police and Crime Commissioner is recognised when the Police and Crime Commissioner can measure reliably the percentage of completion of the transaction, and it is probable that economic benefits or service potential associated with the transaction will flow to the Police and Crime Commissioner.
- Supplies are recorded as expenditure when they are consumed. Where there is a gap between the date that supplies are received and their consumption, they are carried as inventories on the Balance Sheet.
- Expenses in relation to services rendered (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure on the basis of the effective interest rate for the relevant financial instrument, rather than the cash flows fixed or determined by the contract.
- Where revenue and expenditure have been recognised but cash has not been received or paid a debtor or creditor for the relevant amount is recorded in the Balance Sheet. A de minimus level of £3k is set for these transactions. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

3. Cash and Cash Equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are investments that can mature immediately from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Cash Flow Statement, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Police and Crime Commissioner's cash management.

4. **Exceptional items**

When items of income and expense are material, their nature and amount is disclosed separately, either on the face of the Comprehensive Income and Expenditure Statement or in the notes to the accounts, depending on how significant the items are to understanding the Police and Crime Commissioner's financial performance.

5. **Prior Period Adjustments, Changes in Accounting Policies, Estimates and Errors**

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

Changes in accounting policies are made only 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 Police and Crime Commissioner's financial position or financial performance. Where a change is made, unless stated otherwise it is applied retrospectively by adjusting opening balances and the comparative amounts for the prior period as if the new policy had always been applied.

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

6. **Charges to Revenue for Non-Current Assets**

The Police and Crime Commissioner does not charge depreciation, revaluation and impairment or amortisation separately to services, support services or trading accounts.

The Police and Crime Commissioner is not required to raise council tax to fund depreciation, revaluation and impairment losses or amortisations. However, he is required to make an annual contribution from revenue towards the reduction in his overall borrowing requirement equal to an amount calculated on a prudent basis determined by the Police and Crime Commissioner in accordance with statutory guidance.

Depreciation, revaluation and impairment losses and amortisations are therefore replaced by the contribution in the General Fund Balance (Revenue Provision), and by way of an adjusting transaction with the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

7. **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 are recognised as an expense for services in the year in which employees render service to the Police and Crime Commissioner. An accrual is made for the cost of leave arising from holiday entitlements or time off in lieu earned by employees but not taken before the year-end which employees can carry forward into the next financial year. The accrual is made at the wage and salary rates applicable in the following accounting year, being in the period in which the employee takes the benefit. The accrual is charged to the Surplus or Deficit on the Provision of Services, but then reversed through the Movement in Reserves Statement so that holiday benefits are charged to revenue in the financial year in which the holiday absence occurs.

Termination Benefits

Termination benefits are amounts payable as a result of a decision by the Police and Crime Commissioner to terminate an employee's employment before the normal retirement date or an employee's decision to accept voluntary redundancy, and are charged on an accruals basis to the Non Distributed Costs line in the Comprehensive Income and Expenditure Statement at the earlier of: when the Police and Crime Commissioner can no longer withdraw the offer of those benefits; or when the Police and Crime Commissioner recognises costs for a restructuring.

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

Post Employment Benefits

The Police and Crime Commissioner participates in two different pension schemes. Both schemes provide members with defined benefits related to pay and services.

Staff employed in the Office of the Police and Crime Commissioner and Police Staff

These employees are eligible to join the Local Government Pension Scheme, which is administered by Gwynedd Council. The triennial actuarial assessment carried out in 2016 stated that the employer's contribution needed to be set at a minimum of 16.3% per annum plus a lump sum of £0.8m to meet the liabilities of the fund. The triennial assessment carried out in 2019 set a minimum rate of 19% from April 2020 with no lump sum.

Police Officers

Until 2005-2006 the cost of the police pensions scheme, which was an unfunded, defined benefits scheme, was met from the preceding Police Authority's Income and Expenditure Account. In 2006-2007 there was a change in the way that police pensions were accounted for and a central fund was created by the Home Office to meet the cost of pensions and commutation payments. Police and Crime Commissioners pay a percentage of officers' salaries into the fund (currently 31.0%). Injury pensions continue to be the responsibility of the Police and Crime Commissioner and are met from the Police and Crime Commissioner's Income and Expenditure Account.

The Local Government Pension Scheme

The Local Government Pension Scheme is a defined benefits scheme:

- the liabilities of the Gwynedd Pension Fund attributable to the Police and Crime Commissioner 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 estimates of projected earnings for current employees.
- the liabilities are discounted to their value at current prices, using a discount rate based on an indicative rate of return on Government bonds adjusted for additional yield from high quality corporate bonds (iBoxx Sterling Corporates AA).

- the assets of the Gwynedd Pension Fund attributable to the Police and Crime Commissioner are included in the Balance Sheet at their fair value:

Quoted securities at current bid price

Unquoted securities at professional estimate

Unitised securities at current bid price

Property at market value.

- the change in the net pensions liability is analysed into the following components:

Service cost comprising:

- (i) Current Service Cost – the increase in the present value of the defined benefit obligation resulting from employee service in the current period which is allocated to the Comprehensive Income and Expenditure Statement.
- (ii) Past Service Cost – the increase in liabilities as a result of a scheme amendment or curtailment whose effect relates to years of service earned in earlier years and which are debited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement as part of Non Distributed Costs.
- (iii) Net interest on the net defined benefit liability (asset) – the net interest expense for the Police and Crime Commissioner from the change during the period in the net defined liability (asset) that arises from the passage of time and is charged to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. This is calculated by applying the discount rate used to measure the defined benefit liability obligation at the beginning of the period to the net defined benefit liability (asset) at the end of the period by taking into account any changes in the net defined benefit liability (asset) during the period as a result of contribution and benefit payments.

Remeasurements comprising:

- (i) The return on plan assets – excluding amounts included in the net interest on the net defined benefit liability (asset) and is charged the Pensions Reserve as Other Comprehensive Income and Expenditure.
- (ii) Actuarial gains or losses – 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 which are charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.

Contributions paid to the Gwynedd Pension Fund – cash paid as employers' contributions to the pension fund in settlement of liabilities; this is not accounted for as an expense.

In relation to retirement benefits, statutory provisions require that the General Fund balance be charged with the amounts payable by the Police and Crime Commissioner to the pension fund or directly to pensioners in the year, not the amount calculated in accordance with the relevant accounting standards. In the Movement in Reserves Statement, this means there are transfers to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with the debits for cash paid to the pension fund and pensioners and together with any other amounts payable but unpaid at the year-end. The negative balance that arises on the Pensions Reserve thereby measures the beneficial impact to the General Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

Discretionary Benefits

The Police and Crime Commissioner has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff are accrued in the year of the decision to make the award and accounted for using the same policies as are applied to the Local Government Pensions Scheme and in accordance with the Police and Crime Commissioner's early retirement process.

8. Events after the Reporting Period

Events after the Balance Sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of events can be identified:

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

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

9. Financial Instruments

Financial Liabilities

Financial Liabilities are recognised on the Balance Sheet when the Police and Crime Commissioner becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value and are subsequently carried at their amortised cost. Annual charges to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest payable are based on the carrying amount of the liability, multiplied by the effective rate of interest for the instrument. The effective interest rate is the rate that exactly discounts the estimated future cash payments over the life of the instrument to the amount at which it was originally recognised.

The amount presented in the balance sheet with respect to long and short term borrowing is the outstanding principal repayable (plus accrued interest); and interest charged to the Comprehensive Income and Expenditure Statement is the amount payable in the year according to the loan agreement.

Gains and losses on the repurchase or early settlement of borrowing are credited and debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement in the year of repurchase/settlement. However, where repurchase has taken place as part of a restructuring of the loan portfolio that involves the modification or exchange of existing instruments, the premium or discount is respectively deducted from or added to the amortised cost of the new or modified loan and the write-down to the Comprehensive Income and Expenditure Statement is spread over the life of the loan by an adjustment to the effective interest rate.

Where premiums or discounts have been charged to the Comprehensive Income and Expenditure Statement, regulations allow the impact on the General Fund Balance to be spread over future years. The Police and Crime Commissioner's policy is to spread the gain or loss over the term that was remaining on the loan against which the premium was payable or discount receivable when it was repaid. The reconciliation of amounts charged to the Comprehensive Income and Expenditure Statement to the net charge required against the General Fund Balance is managed by the transfer to or from the Financial Instruments Adjustment Account in the Movement in Reserves Statement.

Financial Assets

Financial assets are classified into two types:

- loans and receivables which are assets that have a fixed or determinable repayments but are not quoted in an active market
- available-for-sale assets which are assets that have a quoted market price and/or do not have fixed or determinable payments

Loans and Receivables

Loans and receivables are recognised on the Balance Sheet when the Police and Crime Commissioner becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value. They are subsequently measured at their amortised cost. Annual credits to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest receivable are based on the carrying amount of the asset multiplied by the effective rate of interest for the instrument. For most of the loans that the Police and Crime Commissioner has made, this means that the amount presented in the Balance Sheet is the outstanding principal receivable (plus accrued interest) and interest credited to the Comprehensive Income and Expenditure Statement is the amount receivable for the year in the loan agreement.

Where assets are identified as impaired because the likelihood arising from a past event that payments due under a contract will not be made, the asset is written down and a charge made to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. The impairment loss is measured as the difference between the carrying amount and the present value of the revised future cash flows discounted at the asset's original effective interest rate.

Any gains or losses that arise in the derecognition of an asset are credited or debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.

Available-for-sale Assets

Available-for-sale assets are recognised on the Balance Sheet when the Police and Crime Commissioner becomes a party to the contractual provisions of a financial instrument and are initially measured and carried at fair value. Where the asset has fixed or determinable payments, annual credits to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest receivable are based on the amortised cost of the asset multiplied by the effective rate of interest for the instrument. Where there are no fixed or determinable payments, income (e.g. dividends) is credited to the Comprehensive Income and Expenditure Statement when it becomes receivable by the Police and Crime Commissioner.

Assets are maintained in the Balance Sheet at fair value. Values are based on the following techniques:

- instruments with quoted market prices – the market price
- other instruments with fixed and determinable payments – discounted cash flow analysis
- equity shares with no quoted market prices – independent appraisal of company valuations.

The inputs to the measurement techniques are categorised in accordance with the following three levels:

- Level 1 inputs – quoted prices (unadjusted) in active markets for identical assets that the Police and Crime Commissioner can access at the measurement date.

- Level 2 inputs – inputs other than quoted prices included within Level 1 that are observable for the asset, either directly or indirectly.
- Level 3 inputs – unobservable inputs for the asset.

Changes in fair value are balanced by an entry in the Available-for-Sale Reserve and the gain/loss is recognised in the Surplus or Deficit on Revaluation of Available-for-Sale Financial Assets. The exception is where impairment losses have been incurred – these are debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement, along with any net gain or loss for the asset accumulated in the Available-for-Sale Reserve.

Where assets are identified as impaired because of a likelihood arising from a past event that payments due under the contract will not be made (fixed or determinable payments) or fair value falls below cost, the asset is written down and a charge made to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. If the asset has fixed or determinable payments, the impairment loss is measured as the difference between the carrying amount and the present value of the revised future cash flows discounted at the asset's original effective interest rate. Otherwise, the impairment loss is measured as any shortfall of fair value against the acquisition cost of the instrument (net of any principal repayment and amortisation). Financial assets held at amortised cost are shown net of a loss allowance (where material) reflecting the statistical likelihood that the borrower or debtor will be unable to meet their contractual commitments to the Police and Crime Commissioner.

Any gains and losses that arise on the derecognition of the asset are credited or debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement, along with any accumulated gains or losses previously recognised in the Available-for-Sale Reserve. Where fair value cannot be measured reliably, the instrument is carried at cost (less any impairment losses).

10. **Government Grants and Contributions**

Whether paid on account, by instalments or in arrears, government grant and third party contributions and donations are recognised as due by the Police and Crime Commissioner when there is reasonable assurance that:

- the Police and Crime Commissioner will comply with the conditions attached to the payments, and
- the grants or contributions will be received.

Amounts recognised as due to the Police and Crime Commissioner are not credited to the Comprehensive Income and Expenditure Statement until conditions attached to the grant or contribution have been satisfied. Conditions are stipulations that specify that future economic benefits or service potential embodied in the asset acquired using the grant or contribution are required to be consumed by the recipient as specified, or future economic benefits or service potential must be returned to the transferor.

Monies advanced as grants and contributions for which conditions have not been satisfied are carried in the Balance Sheet as creditors. When conditions are satisfied, the grant or contribution is credited to the relevant service (attributable revenue grants and contributions) or Taxation and Non-Specific Grant Income (non ring-fenced revenue grants and all capital grants) in the Comprehensive Income and Expenditure Statement.

Where capital grants are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Fund Balance in the Movement in Reserves Statement. Where the grant has yet to be used to finance capital expenditure, it is transferred to the Capital Grants Unapplied Reserve. Where it has been applied, it is posted to the Capital Adjustment Account. Amounts in the Capital Grants Unapplied Reserve are transferred to the Capital Adjustment Account once they have been applied to fund capital expenditure.

11. Interest in other entities

The Police and Crime Commissioner has material interests in other entities that have the nature of a subsidiary, associate and jointly controlled entities and is required to prepare group accounts. In the Police and Crime Commissioner's single entity accounts interests in other entities are recorded in accordance with proper accounting practice. In respect of the North Wales Police and the Police and Crime Commissioner's group accounts, the Chief Constable of North Wales is deemed to be a 100% wholly owned subsidiary of the Police and Crime Commissioner.

12. Inventories and Long term Contracts

Inventories are included in the Balance Sheet at the lower of cost and net realisable value. The cost of inventories is assigned using the first in first out (FIFO) costing formula. Long term contracts are accounted for on the basis of charging the Surplus or Deficit on the Provision of Services with the value of works or services received under the contract during the financial year.

13. Jointly Controlled Operations and Jointly Controlled Assets

Jointly controlled operations are activities undertaken by the Police and Crime Commissioner in conjunction with other venturers that involve the use of the assets and resources of the venturers rather than the establishment of a separate entity. The Police and Crime Commissioner recognises on the Balance Sheet the assets that the Commissioner controls including his share of any assets held jointly and the liabilities that the Commissioner incurs including his share of any liabilities incurred jointly and debits and credits the Comprehensive Income and Expenditure Statement with the expenditure and any share of expenditure incurred jointly and the share of income that is earned from the activity of the operation.

Jointly controlled assets are items of property, plant or equipment that are jointly controlled by the Police and Crime Commissioner and other venturers, with the assets being used to obtain benefits for the venturers. The joint venture does not involve the establishment of a separate entity. The Police and Crime Commissioner accounts for only his share of the jointly controlled assets, the liabilities and expenses that he incurs on his own behalf or jointly with others in respect of his interest in the joint venture and income that is earned from the venture. Details of any jointly controlled operations can be seen in Note 38 to the Accounts.

14. Leases

Finance leases transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. All other leases are classified as operating leases.

Where a lease covers both land and buildings, the land and buildings elements are considered separately for classification.

Arrangements that do not have the legal status of a lease but convey the right to use an asset in return for payment are accounted for under this policy where fulfilment of the arrangement is dependent on the use of specific assets.

The Police and Crime Commissioner as a Lessee

Finance Leases

Property, plant and equipment held under finance leases are recognised on the Balance Sheet at the commencement of the lease at its fair value measured at the lease's inception (or the present value of the minimum lease payments, if lower). The asset recognised is matched by the liability for the obligation to

pay the lessor. Initial direct costs to the Police and Crime Commissioner are added to the carrying amount of the asset. Premiums paid on entry into the lease are applied to writing down the lease liability. Contingent rents are charged as expenses in the periods in which they are incurred.

Lease payments are apportioned between:

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

Property, plant and equipment recognised under finance leases are accounted for using the policies applied generally to such assets, subject to depreciation being charged over the lease term if this is shorter than the asset's estimated useful life (where ownership of the asset does not transfer to the Police and Crime Commissioner at the end of the lease period).

The Police and Crime Commissioner is not required to raise council tax to cover depreciation or revaluation and impairment losses arising on leased assets. Instead, a prudent annual contribution is made from revenue funds towards the deemed capital investment in accordance with statutory requirements. Depreciation and revaluation and impairment losses are therefore substituted by a revenue contribution in the General Fund Balance, by way of an adjusting transaction with the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

Operating Leases

Rentals paid under operating leases are charged to the Comprehensive Income and Expenditure Statement as an expense for the use of leased property, plant and equipment. Charges are made on a straight-line basis over the life of the lease even if this does not match the pattern of payments (e.g. there is a rent free period at the commencement of the lease).

The Police and Crime Commissioner as a Lessor

A lessor lets property, plant or equipment under a lease arrangement to others.

Finance Leases

Where the Police and Crime Commissioner grants a finance lease over a property or an item of plant or equipment, the relevant asset is written out of the balance sheet as a disposal. At the commencement of the lease the carrying amount of the asset in the balance sheet, (whether property, plant or equipment or assets held for sale) is written off to the other operating expenditure line in the comprehensive income and expenditure statement as part of the gain or loss on disposal. A gain representing the Police and Crime Commissioner's net investment in the lease, is credited to the same line in the comprehensive income and expenditure statement also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of disposal), matched by a lease (long term debtor) asset on the balance sheet.

Lease rentals receivable are apportioned between:

- a charge for the acquisition of the interest in the property – applied to write down the lease debtor (together with any premiums received), and
- finance income (credited to the financing and investment income and expenditure line in the comprehensive income and expenditure statement).

The gain credited to the comprehensive income and expenditure statement on disposal is not permitted by statute to increase the general fund balance and is required to be treated as a capital receipt. Where a premium has been received, this is posted out of the general fund balance to the capital receipts reserve in the Movement in Reserves Statement. Where the amount due in relation to the lease asset is to be settled by the payment of rentals in future financial years, this is posted out of the general fund balance to the deferred capital receipts reserve in the Movement in Reserves Statement.

When the future rentals are received the element for the capital receipt for the disposal of the asset is used to write down the lease debtor. At this point the deferred capital receipts are transferred to the capital receipts reserve. The written off value of disposals is not a charge against council tax, as the cost of non-current assets is fully provided for under separate arrangements under capital financing. Amounts are therefore appropriated to the capital adjustment account from the general fund balance through the Movement in Reserves Statement.

Operating Leases

Where the Police and Crime Commissioner grants an operating lease over a property or an item of plant or equipment, the asset is retained in the balance sheet. Rental income is credited to the other operating expenditure line in the comprehensive income and expenditure statement. Credits are made on a straight line basis over the life of the lease even if this does not match the pattern of payments (e.g. there is a premium paid at the commencement of the lease). Initial direct costs incurred in negotiating or arranging the lease are added to the carrying amount of the relevant asset and charged as an expense over the lease term on the same basis as rental income.

15. **Overheads and Support Services**

The costs of overheads and support services are charged to service segments in accordance with the Police and Crime Commissioner's arrangements for accountability and financial performance

16. **Property Plant and Equipment**

Assets that have physical substance and are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes and are expected to be used during more than one financial year are classified as Property, Plant and Equipment.

Recognition

Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment is capitalised on an accruals basis, provided that it is probable that the future economic benefits or service potential associated with the item will flow to the Police and Crime Commissioner and the cost of the item can be measured reliably. Expenditure that maintains but does not add to an asset's potential to deliver future economic benefits or service potential (i.e. repairs and maintenance) is charged as an expense when it is incurred.

Measurement

Assets are initially measured at cost, comprising:

- the purchase price
- any costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management
- if applicable, the initial estimate of costs of dismantling and removing the item and then restoring the site on which it is located.

The Police and Crime Commissioner does not capitalise borrowing costs incurred whilst the assets are under construction.

The cost of an asset other than by purchase is deemed to be its fair value, unless the acquisition does not have commercial substance (i.e. it will not lead to a variation in the cash flows to the Police and Crime Commissioner). In the latter case, where an asset is acquired via an exchange, the cost of the acquisition is the carrying amount of the asset is given up by the Police and Crime Commissioner.

Donated assets are measured initially at fair value. The difference between fair value and any consideration paid is credited to the Taxation and Non-Specific Grant Income line of the Comprehensive Income and Expenditure Statement, (unless the donation has been made conditionally); until conditions are satisfied the gain is held in the Donated Assets Account. Where gains are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Fund Balance to the Capital Adjustment Account in the Movement in Reserves Statement.

Assets are then carried in the Balance Sheet using the following measurement basis:

- Infrastructure, community assets and assets under construction - depreciated historical cost
- Dwellings and all other assets – fair value determined as the amount that would be paid for the asset in its existing use (i.e. existing use value or EUV).

Where there is no market based evidence of current value because of the specialist nature of the asset, depreciated replacement cost is used as a substitute for fair value.

Where non-property assets that have short useful lives or low values (or both), depreciated historical cost basis is used as a substitute for current value.

Assets included in the Balance Sheet at current value are revalued sufficiently regularly to ensure their carrying amount is not materially different from their fair value at the year-end, as a minimum every five years. Increases in the valuations are matched by credits to the Revaluation Reserve to recognise unrealised gains. Exceptionally, gains may be credited to the Comprehensive Income and Expenditure Statement where they arise from the reversal of a loss previously charged.

Where decreases in value are identified, they are accounted for as follows:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against the balance (up to the amount of the accumulated gains)
- where there is no balance in the revaluation reserve or an insufficient balance, the carrying amount of the asset is written down in the Comprehensive Income and Expenditure Statement.

The Revaluation Reserve contains revaluation gains recognised since 1 April 2007 only, the date of its formal implementation. Gains arising before this date have been consolidated into the Capital Adjustment Account.

Impairment

Assets are assessed at each year-end as to whether there is any indication that an asset may be impaired. Where indications exist and any possible differences are estimated to be material, the recoverable amount of the asset is estimated and, where this is less than the carrying amount of the asset, an impairment loss is recognised for the shortfall.

Where impairment losses are identified, they are accounted for as following:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gain)
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down in the Comprehensive Income and Expenditure Statement.

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

Depreciation

Depreciation is provided for on all Property, Plant and Equipment assets by the systematic allocation of their depreciable amounts over their useful lives. An exception is made for assets without determinable finite useful life (i.e. freehold land) and assets that are not yet available for use (assets under construction).

Where an asset has major components with significant value, the components are depreciated separately. The Police and Crime Commissioner has applied the following de-minimus limits and components will be recognised separately only where:

- (i) Remaining life of component is between 0 and 10 years and value of component is over £500k
- (ii) Remaining life of component is between 10 and 15 years and value of component is over £750k
- (iii) Remaining life of component is between 15 and 20 years and value of component is over £1,000k
- (iv) Remaining life of component is between 20 and 30 years and value of component is over £1,250k
- (v) Remaining life of component is between 30 and 40 years and value of component is over £1,500k
- (vi) Remaining life of component is between 40 and 50 years and value of component is over £2,000k
- (vii) Remaining life of component is between 50 and 60 years and value of component is over £4,000k

Asset Type:	Depreciation Policy:
Buildings	Depreciated over the life expectancy as stated by the valuer on a straight line method and revalued at least every 5 years
Computer Equipment	Straight line over 3 to 5 years commencing in the year following purchase.
General Equipment, Furniture and Fittings and Radio Equipment	Straight line over 7-10 years commencing in the year following purchase.
Vehicles	Straight line over 4 years commencing in the year following purchase.
Land	Undeveloped sites are not depreciated.

Revaluation gains are also depreciated, with an amount equal to the difference between current value depreciation charged on assets and the depreciation that would have been chargeable based on their historical cost being transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

Disposals and Non-Current Assets held for Sale

When it becomes probable that the carrying amount of an asset will be recovered principally through a sale transaction rather than through its continuing use, it is reclassified as an Asset Held for Sale. The asset is revalued immediately before reclassification and then carried at the lower of this amount and fair value less costs to sell. Where there is a subsequent decrease to the fair value less costs to sell, the loss is posted to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement. Gains in fair value are recognised only up to the amount of any previous losses recognised in the Surplus or Deficit on Provision of Services. Depreciation is not charged on Assets Held for Sale.

If assets no longer meet the criteria to be classified as Assets Held for Sale, they are reclassified back to non-current assets and valued at the lower of their carrying amount before they were classified as held for sale (adjusted for depreciation, amortisation or revaluations that would have been recognised had they not been classified as Held for Sale), and their recoverable amount at the date of the decision not to sell.

Details of any properties classified as Assets Held for Sale are disclosed in the Balance Sheet and relevant notes.

Assets that are to be abandoned or scrapped are not classified as Assets Held for Sale.

When an asset is disposed of or decommissioned, the carrying amount of the asset in the Balance Sheet (whether Property, Plant and Equipment or Assets Held for Sale) is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. Receipts from disposals (if any) are credited to the same line in the Comprehensive Income and Expenditure Statement also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of disposal). Any revaluation gains accumulated for the asset in the Revaluation Reserve are transferred to the Capital Adjustment Account.

Amounts received for a disposal in excess of £10,000 are categorised as capital receipts. The balance of receipts is required to be credited to the Capital Receipts Reserve and then can be used only for new capital investment (or set aside to reduce the Police and Crime Commissioner's underlying need to borrow - the capital financing requirement). Receipts are appropriated to the Reserve from the General Fund Balance in the Movement in Reserves Statement.

The value of disposals written out is not a charge against council tax, as the cost of fixed assets is fully provided for under separate arrangements for capital financing. Amounts are appropriated to the Capital Adjustment Account from the General Fund Balance in the Movement in Reserves Statement.

17. Private Finance Initiative

The Police and Crime Commissioner has entered into one long term contractual agreement under PFI where the contractor is responsible for design, construction, finance and maintenance of the Custody Suite, Major Incident facility, Scientific Support facility and office space at St. Asaph. As the Police and Crime Commissioner is deemed to control the services that are provided under its PFI scheme and as ownership of the fixed assets will pass to the Police and Crime Commissioner at the end of the contract for no additional charge, the Police and Crime Commissioner carries the fixed assets used under the contracts on the Balance Sheet.

The original recognition of these fixed assets has been balanced by a corresponding liability for the amounts due to the scheme operator.

18. Provisions, Contingent Liabilities and Contingent Assets

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

Provisions are charged as an expense in the Comprehensive Income and Expenditure Statement in the year that the Police and Crime Commissioner becomes aware of the obligation, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Balance Sheet. Estimated settlements are reviewed at the end of each financial year and where it becomes less than probable that a transfer of economic benefits will now be required (or a lower settlement than anticipated is made); the provision is reversed and credited back to the relevant service.

Where some or all of the payment required to settle a provision is expected to be recovered from another party (e.g. from an insurance claim), this is recognised as income for the relevant service only when it is virtually certain that reimbursement will be received if the Police and Crime Commissioner settles the obligation.

The insurance provision covers insurance liability for those risks not covered externally and also covers any excess on external insurance policies. The provision covers public and employer's risk. There are contingent liabilities to be met from this provision.

The provision for doubtful debts, now called loss allowances, is included within Debtors in Current Assets.

Carbon Reduction Commitment (CRC) Energy Efficiency Scheme – this is a mandatory scheme for large public and private sector organisations and is designed to improve energy efficiency and cut emissions. Organisations that qualify are required to purchase and surrender carbon allowances on the basis of their emissions and reflect any liabilities within their accounts. The Police and Crime Commissioner is currently not required to participate in the scheme due to current emissions being below the qualification threshold.

Contingent Liabilities

A contingent liability arises when an event has taken place that gives the Police and Crime Commissioner a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Police and Crime Commissioner. They can arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

Contingent liabilities are not recognised in the Balance Sheet but disclosed in a note to the accounts.

Contingent Assets

A contingent asset arises when an event has taken place that gives the Police and Crime Commissioner a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Police and Crime Commissioner.

Contingent assets are not recognised in the Balance Sheet but disclosed in a note to the accounts where it is probable that there will be an inflow of economic benefits or service potential.

19. **Reserves**

The Police and Crime Commissioner sets aside specific amounts as reserves for future policy purposes or to cover contingencies. Reserves are created by appropriating amounts from the General Fund Balance in the Movement in Reserves Statement. When expenditure to be financed from a reserve is incurred, it is charged in that year to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement. The amount is then appropriated back into the Usable Revenue Reserves in the Movement in Reserves Statement so there is no net charge to council tax for the expenditure during the accounting period.

Unusable Reserves - certain reserves are maintained to manage the accounting processes for non-current assets, financial instruments, retirement and employee benefits and do not represent usable resources for the Police and Crime Commissioner. Reserves are explained in the relevant policies within the Medium Term Financial Plan.

20. **Revenue Expenditure Funded from Capital under Statute**

Expenditure incurred during the year that may be capitalised under statutory provisions but that does not result in the creation of a non-current asset has been charged as expenditure in the Comprehensive Income

and Expenditure Statement in the year. Where the Police and Crime Commissioner has determined to meet the cost of this expenditure from existing capital resources or by borrowing, a transfer in the Movement in Reserves Statement from the General Fund Balance to the Capital Adjustment Account reverses the amounts charged so that there is no impact on the level of revenue expenditure.

21. **Recognition of Revenue from Non-Exchange Transactions**

Assets and revenue arising from non-exchange transactions are recognised in accordance with the requirements of IAS 20 Accounting for Government Grants and Disclosure of Government Assistance, except where interpreted or adapted to fit the public sector are detailed in the Code and/or IPSAS 23, "Revenue from Non- Exchange Transactions (Taxes and Transfers)."

Taxation transactions - Assets and revenue arising from taxation transactions are recognised in the period in which the taxable event occurs, provided that the assets satisfy the definition of an asset and meet the criteria for recognition as an asset.

Non-taxation transactions - Assets and revenue arising from transfer transactions are recognised in the period in which the transfer arrangement becomes binding. Services in-kind are not recognised. Where a transfer is subject to conditions that, if unfulfilled, require the return of the transferred resources, the Police and Crime Commissioner recognises a liability until the condition is fulfilled.

Basis of Measurement of Major Classes of Revenue from Non-Exchange Transactions - Taxation revenue is measured at the nominal value of cash, and cash equivalents. Assets and revenue recognised as a consequence of a transfer are measured at the fair value of the assets recognised as at the date of recognition:

- Monetary assets are measured at their nominal value unless the time value of money is material, in which case present value is used, calculated using a discount rate that reflects the risk inherent in holding the asset; and
- Non-monetary assets are measured at their fair value, which is determined by reference to observable market values or by independent appraisal by a member of the valuation profession. Receivables are recognised when a binding transfer arrangement is in place but cash or other assets have not been received.

22. **VAT**

Generally, the Comprehensive Income and Expenditure Statement excludes VAT as any collected is paid to HM Revenues and Customs and any VAT paid is recoverable from them. Value added tax is included in the Comprehensive Income and Expenditure Statement only if it is irrecoverable.

23. **Fair Value**

The Police and Crime Commissioner measures some of his financial instruments at fair value at each reporting date. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement assumes that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability, or in the absence of a principal market, in the most advantageous market for the asset or liability. The Police and Crime Commissioner measures the fair value of an asset or liability using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

Annual Governance Statement 2019-2020

1. Introduction and Background

1.1. The Police and Crime Commissioner and the Chief Constable have joint governance arrangements. Therefore, many of the controls are common to both corporations sole. The Police and Crime Commissioner and Chief Constable have a Joint Governance Board to ensure that they fulfil their corporate governance responsibilities. The Board is chaired by the Police and Crime Commissioner's Chief Finance Officer and attended by senior officers of both Police and Crime Commissioner and Chief Constable. The purpose of the Joint Governance Board, therefore, is to enable the Police & Crime Commissioner and Chief Constable to fulfil these responsibilities by ensuring the corporate governance structures, processes and procedures of the OPCC and Force are robust, efficient and effective; comply with all relevant legislation, regulations and guidance; and reflect best practice. The Board also collates and documents the evidence to produce this Annual Governance Statement. The Board met twice during 2019-2020; during this financial year a separate review of governance was undertaken, and the results of this review were taken into consideration in preparing this annual governance statement and the action plan with the work from the Governance review has continued to progress during 2020-2021.

1.2. The Police and Crime Commissioner and the Chief Constable have a Scheme of Consent, which has been in place since 1 April 2014 and was reviewed and revised in September 2019. The aim of this Scheme is to provide for proper arrangements for the management of activities on behalf of the Commissioner and the Chief Constable. The Commissioner has a statutory duty and electoral mandate to ensure an efficient and effective police service and to hold the Chief Constable to account on behalf of the public. The Commissioner is responsible for the totality of policing. The Chief Constable is charged with the impartial direction and control of all police officers and staff within the police force that they lead and is responsible for maintaining the Queen's Peace. The Chief Constable holds office under the Crown, but is appointed by the Commissioner. This Scheme was in effect throughout the financial year and has been agreed by all the named Senior Officers within the Scheme and the Chief Constable and Police and Crime Commissioner for North Wales.

1.3. Both the Police and Crime Commissioner and the Chief Constable are required to have a Chief Financial Officer to undertake the statutory section 151 responsibilities. There is an established Joint Audit Committee; the purpose of the Committee is to provide independent advice and recommendation to the Police and Crime Commissioner and the Chief Constable regarding the adequacy of the governance and risk management framework, the internal control environment and financial reporting. The Joint Audit Committee has an ongoing remit tracking progress of the Governance review as it progresses in 2020-2021.

1.4. Each force area has a Police and Crime Panel to support the effective exercise of the functions of the police and crime commissioner, and to review or scrutinise decisions made, or other actions taken, by the police and crime commissioner in connection with the discharge of the commissioner's functions. The Commissioner will also be required to consult with the Panel on his plans and budget for policing, as well as the level of council tax and the appointment of a Chief Constable, Chief Executive Officer, Chief Finance Officer and Deputy Police and Crime Commissioner. The panel is made up of ten local councillors and two co-opted independent members, however in September 2016 the Panel appointed a third co-opted independent member following a recruitment campaign. The increase was sanctioned by the Home Secretary. Conwy County Borough Council is the 'Host Authority' for the North Wales Police and Crime Panel and provides the required support services for the effective operation and discharge of duties of the Police and Crime Panel

1.5. Governance is about how the Police and Crime Commissioner and the Chief Constable ensure they are doing the right things, in the right way for the right people, in a timely, inclusive, open and accountable manner. It comprises the systems, processes, culture, behaviour and values, by which the organisation is directed and controlled and also the activities by which it is held to account and engages with the community it serves. This Annual Governance Statement (AGS) for the Police and Crime Commissioner and the Chief Constable describes how the organisation can show it has discharged its two overarching statutory duties during 2019-2020:

- To secure an effective and efficient police service and
- To be accountable for the exercise of their functions and those of people under their direction and control.

1.6 The Covid19 pandemic was described as a “Public Health Emergency of International Concern” on 31 January 2020. Restrictions aimed at reducing the spread of Covid19 were announced by the government on 23 March 2020 with the Coronavirus Act receiving Royal Assent on 25 March 2020. Given these events occurred relatively late in the Financial year, the impact on governance arrangements was limited for 2019-2020. The impact beyond this period are reflected where appropriate throughout this report.

1.7 However, Covid-19 did still impact 2019-20 decision making through a Covid-19 Gold, Silver, Bronze response command structure within the Force being established and regionally as part of the North Wales Local Resilience Forum (LRF) with the Strategic Co-ordination Group (which was responsible for leading on the multi agency response to Covid-19) being chaired by a Police Gold Commander. It also featured formally within the Force’s risk management framework and was a key factor in operational decisions considering the implications for capacity and capability for various functions within the force.

1.8 Since the end of the 2019-20 financial year, Covid-19 has continued to have a significant bearing on the organisation’s working practices transforming them for both the OPCC and North Wales Police to accommodate social distancing and other public health measures. In addition, operational decision making within the Police service has continued to be led by the governance structures established towards the end of the year. To ensure clarity around Governance arrangements was retained during Covid-19 the PCC published a 2020/21 Covid-19 response plan in May 2020 ensuring that clear accountability remained in place. More recently HMICFRS inspections exploring the effectiveness of decision making during Covid-19 has been announced along with a number of other more focussed reviews that will explore the effectiveness of the Governance and decision making in other areas.

1.8 Further to the above, following the end of 2019-20 the force entered a Recovery phase around Covid-19 with the Strategic Recovery Board, chaired by the DCC, being added to the Force’s Governance structure with the OPCC also having representation on that board. Reporting on progress was scheduled into the Joint Audit Committee work plan for July 2020.

2. Purpose and scope of responsibility for the Governance Framework

2.1. The Police and Crime Commissioner and the Chief Constable are responsible for ensuring their business is conducted in accordance with the law and proper standards and that public money is safeguarded, properly accounted for and used effectively, efficiently and economically. They also have a duty to make arrangements to secure continuous improvement in the way in which their functions are exercised.

2.2. In discharging their overall responsibility, the Police and Crime Commissioner and the Chief Constable are also responsible for putting in place proper arrangements for the governance of their affairs and facilitating the exercise of their functions, which includes ensuring a sound system of internal control is maintained throughout the year and that arrangements are in place for the management of risk. The financial management arrangements conform principally with the governance requirements of the CIPFA Statement on the Role of the Chief Financial Officer of the Police and Crime Commissioner and Chief Finance Officer of the Chief Constable and the Home Office Financial Management Code of Practice for the Police Forces of England and Wales and Fire and Rescue Authorities created under section 4A of the Fire and Rescue Services Act 2004 (revised 2018).

2.3. This statement explains how the Police and Crime Commissioner and the Chief Constable have complied with the Code of Corporate Governance, which is consistent with the principles of the CIPFA/SOLACE Framework: Delivering Good Governance in Local Government updated in 2016 and also meets the requirements of the Accounts and Audit (Wales) Regulations 2014 as amended, in relation to the statement of internal control and the publication of the annual governance statement.

2.4. The governance framework comprises the systems and processes, culture and values by which the Police and Crime Commissioner and the Chief Constable are directed and controlled and its activities through which it accounts to, engages with and leads its communities. The framework enables the Police and Crime Commissioner and the Chief Constable to monitor the achievement of their strategic objectives and consider whether those objectives have

led to the delivery of appropriate, cost effective services and the achievement of value for money.

2.5. The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable and foreseeable level. It cannot prevent all risk of failure to achieve policies, aims and objectives; it can provide only reasonable rather than 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 organisation's aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, to manage them efficiently, effectively and economically.

The governance framework has been in place throughout the year ended the 31 March 2020 and up to the approval of the Statement of Accounts. However, the areas of both Corporate Governance and Risk Management were subject to scrutiny and challenge by the Joint Audit Committee over the course of 2019-2020 as the approach in both areas was developed with further work planned for 2020-2021 and subsequently being progressed and monitored.

3. Principles of good governance

The CIPFA/SOLACE Framework: Delivering Good Governance in Local Government sets out seven principles of good governance which underpin effective governance arrangements to ensure that the intended outcomes for stakeholders are defined and achieved.

The arrangements specific to the Police and Crime Commissioner and Chief Constable are detailed within the seven principles below.

3.1. Ethics and Integrity

There are corporate processes in place to support the core principle of ethics and integrity such as the Policing Protocol 2011 which requires everyone in the organisation to abide by the seven principles of public life (the Nolan principles). Additionally, the Home Office Financial Management Code of Practice requires the Police and Crime Commissioner and Chief Constable to ensure that good governance is embedded within the organisations and the College of Policing Code of Ethics sets out the standards of behaviour expected for all people working in policing.

The Police and Crime Commissioner's code of conduct and Chief Constable's Code of Ethics underpin the standards of expected conduct and behaviour. The Police and Crime Commissioner and Chief Constable have policies and procedures and regulations in place that comply with law and conform to appropriate ethical standards and standards of professional behaviour. Ethical considerations are part of any business decisions taken and are set out within policies in operation within both organisations.

The Police and Crime Commissioner and Chief Constable have an Anti-Fraud and Corruption policy and whistleblowing arrangements in place which manage effectively the risk of fraud and corruption. Processes for declaring interest and registers for gifts and hospitalities are maintained and updated as required. Both the Joint Audit Committee and the Police and Crime Panel discharged fully all the functions as identified in the relevant CIPFA publication for Audit Committees. The Joint Audit Committee's Terms of Reference may be found on the Police and Crime Commissioner's website.

The Police and Crime Commissioner has in place procedures for receiving feedback about policing in North Wales, and decisions made by or on behalf of the Police and Crime Commissioner and his officers. He also has procedures in place for the handling of complaints about the Chief Constable. Additionally, the Police and Crime Panel fulfil their responsibilities in relation to complaints made about the Police and Crime Commissioner as set out within the Police Reform and Social Responsibility Act.

To ensure ethical issues and dilemmas occurring at all levels are appropriately considered and discussed, the Force Governance structure includes an Ethics Committee with an open invitation for the OPCC to attend. Ethical dilemmas can be submitted anonymously by the Force Intranet site or by email and a summary of findings from the Committee are published on the Force Intranet site alongside being reported to Senior Management via the Governance structures for further consideration and reflection as required.

3.2. Openness and Stakeholder Engagement

The Police and Crime Commissioner and the Chief Constable promote an open and transparent culture throughout the organisations to ensure that services meet people's needs. All public meeting papers and minutes are published on the website along with any decisions taken by the Police and Crime Commissioner. The Police and Crime Commissioner received a CoPaCC transparency award for three consecutive years and secured this for a fourth year in August 2020. The evaluation assesses not only whether the Police and Crime Commissioner publishes information on the website, but also whether it can be found and accessed easily.

The Police and Crime Commissioner is accountable to the people of North Wales to deliver an efficient and effective police service to the people of North Wales and the Chief Constable is accountable to the Police and Crime Commissioner to ensure that an effective police service is provided to the people of North Wales.

The Police and Crime Commissioner and the Chief Constable regularly publish information on the Commissioner's and Chief Constable's work and achievements and satisfaction of users, including the publication of a Police and Crime Plan and an Annual Report.

There is a consultation and engagement strategy in place to ensure that our services are responsive to issues raised. We regularly conduct surveys to inform our service delivery and assist in developing our priorities and objectives. Both the Police and Crime Commissioner and Chief Constable have internal and external consultation mechanisms in place which are used to inform and improve services. TIAA (the internal auditor) concluded a review of corporate communications for both the Police and Crime Commissioner and the Force in June 2020, which was assessed as "reasonable" assurance, and found that *comprehensive arrangements are found to be in place to ensure that Internal and External Communications strategies for the Force and Police and Crime Commissioner are effective.*

The Police and Crime Commissioner and Chief Constable work in partnership and collaboration with other organisations to achieve shared objectives and to ensure effective delivery of services which meet the needs of the organisations. Partnership and collaboration arrangements that are in place are monitored and kept under review to ensure that performance is achieved and objectives are met.

We have an effective scrutiny function, supported by evidence & data analysis, to challenge decision makers constructively, including those who work in partnership with the Commissioner and Chief Constable. All key decisions taken include a financial impact, legal impact, equality impact and risk assessment with the Governance structures in place providing visibility around them. The Commissioner's decisions are published on his website, and are also reported to the Police and Crime Panel. The Police and Crime Commissioner frequently attends local authority scrutiny committees. Further scrutiny is provided by the Joint Audit Committee. It provides an independent and high-level focus on the audit, assurance and reporting arrangements that underpin good governance and financial standards with all committee papers being published on the Commissioner's website. During 2019-2020 work was undertaken to develop the relevance and appropriateness of information provided to the Joint Audit Committee with work continuing to progress in 2020-2021.

The post of Chief Executive to the Police and Crime Commissioner is the designated post of Monitoring Officer and there are arrangements to record any professional advice that is required for specialist areas.

Furthermore, the Chief Financial Officers for the Police and Crime Commissioner and the Chief Constable complied with the CIPFA statement 'the Role of the Chief Financial Officer of the Police and Crime Commissioner and of the Chief Constable'.

3.3. Defining Outcomes

The Police and Crime Commissioner and Chief Constable will, as part of the strategic planning process, develop informed strategies and plans which are outcome focused, sustainable and take into account the level of resources required to adequately deliver them.

The Police and Crime Commissioner sets the police and crime objectives and these are contained in the Police and Crime Plan. The Police and Crime Plan has been communicated to the public through the website and by various engagement activities and a brief summary of performance is included on the council tax leaflet sent to every household, either electronically or by post. A summary is given below with Commissioner' Covid Response Plan confirming the ongoing relevance of these priorities:



The police and crime objectives, priorities and financial options were developed from the Police and Crime Commissioner's vision and a joint analysis of:

- Assessment of crime and the required level of service
- Consultation with local people
- Consultation with partners
- Consultation between the Police and Crime Commissioner and the Chief Constable
- The findings of external audit and reviews by Wales Audit Office and HMICFRS
- Risk assessment

The Police and Crime Commissioner's police and crime objectives are directed and delivered by the Chief Constable and, in turn, by the Strategic Management Board (SMB) during the year. The Commissioner's performance is monitored and reported within the Annual Report, Statement of Accounts and the Medium Term Financial plan.

The Strategic Executive Board (SEB) is the public forum for scrutiny of the Chief Constable by the Police and Crime Commissioner and minutes of each meeting are published. The additional functions of the Board include:

- to take such decisions as are required by the Scheme of Governance to be taken jointly by the Commissioner and the Chief Constable; and
- to develop proposals for the delivery of the Commissioner's police and crime objectives as set out in the Plan

The Strategic Executive Board (SEB) and Strategic Management Board (SMB) scrutinise operational and financial performance, service delivery and the achievement of the police and crime objectives. A programmed approach to delivery of plans is in place via the Strategic Management Board (SMB). These boards have continued to meet at the usual frequency – albeit remotely – despite Covid-19's impact with meetings being held remotely using appropriate technology to ensure they take place.

3.4. Determining interventions

In order to optimise the achievement of our intended outcomes the Police and Crime Commissioner and Chief Constable will ensure that there are adequate arrangements in place to deliver services which demonstrate efficiency and value for money.

Detailed resource planning is carried out annually and published within the Medium Term Financial Plan. This risk assesses resource requirements based on appropriate assumptions to enable the Police and Crime Commissioner and Chief Constable to prioritise competing demands for services.

The annual strategic and operational planning cycle takes into account the expected level of resources required and identifies where savings and reductions are required. This is also informed by the Priority Resource Planning process, which was introduced in 2019-2020 (for the 2020-2021 budget) as an enabler for informed decision-making. The resources, savings and growth are risk assessed and achievement of all plans and work streams is monitored through the Strategic Management Board which is chaired by the Chief Constable. The impact of Covid-19 means that the approach to Strategic Planning for FY 2021-2022 needed to be adapted and so a streamlined – but still robust – approach to strategic planning has been established by the Chief Constable and is currently being progressed in 2020-2021 being cognitive of a context including a Comprehensive Spending Review (expected to report in Nov20) and heightened levels of financial uncertainty.

Programme and Project boards are in place which monitor the implementation and achievement of agreed initiatives and plans. These are established to support robust decision making in order to achieve the required outcomes with programmes such as Digital Transformation and Workforce Transformation being critical to the overall delivery of organisational strategies. Decision making is devolved where appropriate to enable flexible and responsive action and better outcomes. Accountability is measured through the governance structure and processes in place.

The Covid19 pandemic necessitated the rapid adoption of agile working arrangements, and many staff and officers have been able to work from home since the lockdown began. Work to allow agile working was already in progress, and processes and governance had already been considered during the planning phase. The lockdown, therefore, required an acceleration of the project rather than a fundamental change to our plans, with governance arrangements largely working well during the transition and on an ongoing basis with ongoing reviews of the arrangements put in place taking place as part of the Recovery work stream.

3.5. Developing Leadership

The Police and Crime Commissioner and Chief Constable have defined structures and roles within the organisations to enable effective leadership. This is supported by the Manual of Governance which sets out the roles and responsibilities and is critical to enable delivery of the strategies and plans in place.

The governance arrangements have been developed in line with the Police Reform and Social Responsibility Act 2011, statutory Policing Protocol Order 2012, Home Office Financial Management Code of Practice (FMCP) and existing guidance on financial and governance matters which continue to apply. The Force Governance structures have also been scrutinised in 2019-2020 as part of the Governance review, with that work ongoing in 2020-2021.

There is an approved scheme of consent in place which formalises the functions and delegation between the Commissioner and Chief Constable. The governance structure supports the implementation of planned activities and outcomes and there is a defined meeting structure in place to ensure that planned outputs are achieved in a timely manner.

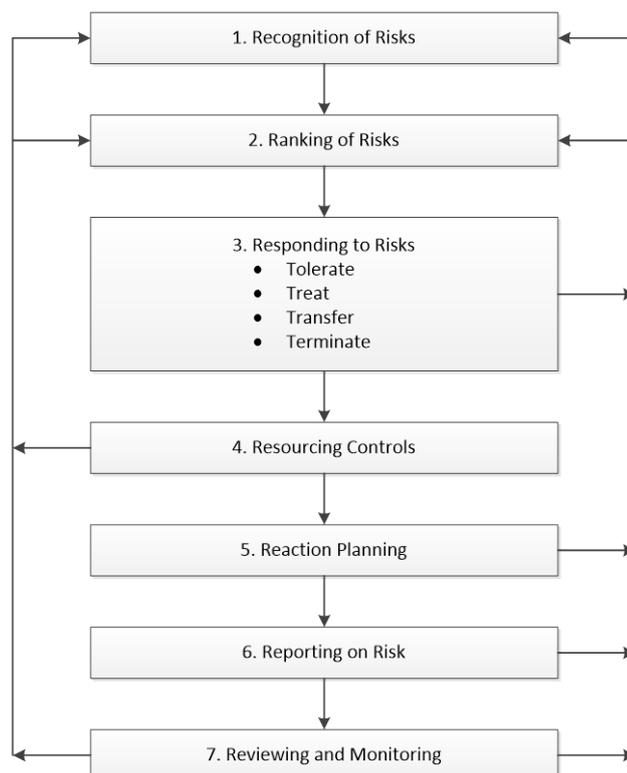
Our people are our key investment and we ensure that there are member and officer training and development programmes in place so that knowledge is kept up to date, including any professional development requirements. Our recruitment and succession planning processes are designed in order that we appoint the right people with the right skills into roles within the organisation.

Nationally set terms and conditions exist for officers and staff with agreed pay scales and job evaluation system and we have a performance management framework which the Commissioner and Chief Constable use to assess performance and address any improvements required. Additionally, there is an annual self-assessment of effectiveness for the Joint Audit Committee.

3.6. Managing risks and monitoring performance

Risk management and internal control is an integral part of the performance management system within both organisations. The risk management process underpins the financial management arrangements and governance processes and is fundamental to achieving our intended outcomes and supports our vision for a safer North Wales.

The below represents the 7R's and 4T's of risk management as noted in the ISO31000 and NWP risk arrangements follows this model.



There is an embedded risk management culture across the organisation and at all levels. There are corporate and individual area risk registers which conform to approved national methodology and are regularly reviewed and updated and reported to committees and boards across the organisation. Risk management is a standing agenda item on all key boards across the force. The Joint Audit Committee has continued to provide challenge and support to improve our risk management processes, with processes being developed over the course of 2019-2020 – including a Formal Risk Appetite document - and further development ongoing for 2020-2021 to included further development of our Risk Assurance Framework.

Our plans, processes and policies are drawn up having due regard to the risks identified, and this is overseen by the Assurance Board. A partnership framework is in place to ensure that any partnerships are managed appropriately including risk management.

Strategic risks and the risk management process are overseen and monitored at the Joint Audit Committee. Members of the Joint Audit Committee are able to review all risks for transparency.

Internal Audit assesses the adequacy of our internal controls and reports fully to the independent Joint Audit Committee. Internal and external audit have examined and reported on compliance with applicable regulations and internal controls.

The Strategic Executive Board (SEB) and Strategic Management Board (SMB) scrutinise operational and financial performance, service delivery and the achievement of the police and crime objectives. A programmed approach to delivery of plans is in place via the Strategic Management Board (SMB).

All Joint Audit Committee and Police and Crime Panel papers and minutes are available through the website of the Police and Crime Commissioner.

Effective arrangements are in place to ensure that data is safeguarded and appropriately collected, used, stored and shared. All data is subject to agreed retention policies and the security classification scheme in operation throughout the force. There is an established Information Security board in place to monitor arrangements and effectiveness.

The Commissioner and Chief Constable have data protection and information security policies in place which are regularly tested and supported with a training programme for all staff. Our Internal Audit function and HMIC provide further periodic scrutiny in this area.

There are information sharing protocols between the Commissioner and Chief Constable and also with our partners.

3.7. Demonstrating effective accountability

The Police and Crime Commissioner and Chief Constable ensure that decision makers involved in service delivery are accountable to them through the processes in place in both organisations. The Governance framework and the associated Internal control framework provide a robust mechanism for retaining oversight of the key decisions being made.

Standardised reporting templates are used to ensure that information is presented in an efficient but sufficient manner and to enable effective decision making and an annual report is prepared and published which assesses the performance against the Police and Crime Plan.

The Police and Crime Commissioner and Chief Constable's websites publish information which is pertinent to the public and stakeholders ensuring the transparency needed for external accountability to be effective, is in place. The internal audit service reports to the Joint Audit Committee and has direct access to the Police and Crime Commissioner, Chief Constable and members. Recommendation for service improvements are acted upon and reported to the committee.

Independent and external reviews and inspections are routinely carried out by regulatory bodies and the reports are published and any recommendations made are acted upon.

4. Review of Effectiveness

4.1. The Police and Crime Commissioner and the Chief Constable have responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control. The review of effectiveness is informed by the work of the executive managers who have responsibility for the development and maintenance of the governance environment, the head of internal audit's annual report and also by comments made by the external auditors, the Police and Crime Panel, Joint Audit Committee and other review agencies and inspectorates. The review of Governance in 2019-20 has led to a number of recommendations, the implementation of which is ongoing.

4.2. In accordance with regulations, the Police and Crime Commissioner and Chief Constable have reviewed the effectiveness of its internal audit service. In conclusion, the service has complied fully with all public sector internal auditing standards (PSIAS).

4.3 As part of our governance framework and to ensure that we review our arrangements for effectiveness, we established a Joint Governance Board, charged with monitoring the arrangements for compliance and to make recommendations for the development of the governance arrangements as may be required. During 2019-2020 governance overall was stable – despite the ongoing Governance review - although the Joint Governance Board was disestablished. However, it was reconstituted in March 2020 to ensure this annual governance statement could be

compiled accurately and in a timely manner. It was resolved at the March 2020 meeting to re-establish the Joint Governance Board, with revised terms of reference. The objectives of the Joint Governance Board are now:

- To ensure a continual review the adequacy and appropriateness of the governance arrangements ensuring that they operate Efficiently and Effectively.
- To oversee the production, management and review (as necessary) of the high-level corporate governance documents of the OPCC and Force, specifically the Manual of Governance and its constituent parts.
- To co-ordinate, oversee and review (as necessary) the corporate governance structures of the OPCC and Force and their associated processes and procedures.
- To review all recommendations relating to corporate governance arising from internal and external audits and inspections and consider their implications for the corporate governance arrangements of the OPCC and Force.
- To review any Client Briefing Notes issued by the Internal Auditor and consider their implications for the corporate governance arrangements of the OPCC and Force.
- To oversee and co-ordinate the preparation of the Annual Governance Statements of the Police & Commissioner and Chief Constable.
- To make any recommendations to the Police & Crime Commissioner and Chief Constable on any matter relating to the corporate governance arrangements of the OPCC and Force where action or improvement is required.

4.4 Internal Audit carried out their annual service review of our key financial systems in 2019-2020 and provided positive reports during the year. The annual report concluded:

HEAD OF INTERNAL AUDIT'S ANNUAL OPINION

I am satisfied that sufficient internal audit work has been undertaken to allow me to draw a positive conclusion as to the adequacy and effectiveness of The Police and Crime Commissioner's and the Chief Constable's risk management, control and governance processes. In my opinion, The Police and Crime Commissioner and the Chief Constable have adequate and effective management, control and governance processes in place to manage the achievement of their objectives.

This opinion is based solely on the matters that came to the attention of TIAA during the course of the internal audit reviews carried out during the year and is not an opinion on the ongoing financial viability or your ability to meet financial obligations which must be obtained by The Office of the Police and Crime Commissioner North Wales and the Chief Constable North Wales Police from its various sources of assurance.

4.5 The Wales Audit Office annual audit letter for 2018-2019 gave an unqualified opinion on the accounts for the Police and Crime Commissioner and the Chief Constable and recorded that they had not identified any significant weaknesses in the overall framework. It also concluded that the Police and Crime Commissioner and Chief Constable had appropriate arrangements in place to secure economy, efficiency and effectiveness in the use of their resources. Furthermore it identified its Operational Improvement Programme as an area of good practice.

5. Governance Action Plan and progress

5.1. In assessing the governance arrangements that are in place, the Governance Board will also develop and monitor any action plans to address any governance issues identified or where improvement to current arrangements is required. The areas to be covered in the 2020-2021 plan can be seen in the Appendix below.

5.2. The action plan for 2019-2020 contained areas for improvement. These are detailed below with their progress and current status.

Recommendation	Action	Current Status - complete Y/N?
Force Delivery Plan	A Force Delivery Plan will be produced articulating the vision. The plan will be widely communicated and supported by detailed plans. The processes for management of change will be enhanced using accepted best practice methodologies and supported by a clear governance structure. The plan will be appropriately resourced to ensure the plans are realistic	Yes
Governance Review	An independent review of governance will be undertaken. A governance action plan will be produced and implemented. The review will link in with a review of partnership arrangements that commenced in 2018/2019.	Yes The action plan has been completed, but needs to be implemented. Yes
Assurance Framework	A pilot of an enhanced assurance framework will commence within the Finance & Resources Directorate. Subject to the outcome of the pilot a revised assurance framework will be rolled out across North Wales Police. Our Risk Appetite will be agreed and documented.	No - The Risk Assurance Pilot has been undertaken but the wider roll out of the assurance framework is yet to occur. Yes - Risk Appetite has been agreed & documented.
Leadership	A staff survey will be completed, the results analysed and an action plan developed. Implementation of action plan will be delivered through workforce transformation programme.	Yes - Implementation of the action plan to be overseen by POD steering group

6. Conclusion

6.1. No statement of internal control can provide absolute assurance against material loss; this statement is intended to provide reasonable assurance.

6.2. However, on the basis of the review of the sources of assurance set out in this statement, we are satisfied that the North Wales Police and Crime Commissioner had in place satisfactory governance arrangements, including appropriate systems of internal control and risk management which facilitate the effective exercise of his functions.
Signed:



Carl Foulkes
Chief Constable



Seb Phillips
Director of Finance & Resources of the Chief Constable

Annual Governance Statement - Plan

The review of governance has recognised that our governance arrangements are satisfactory and meet our needs. The delivery of our vision will challenge our governance arrangements and attention to a number of issues will assist in strengthening those arrangements. The following areas are to be addressed in 2020-2021:

Issue	Actions
Compliance with the CIPFA Financial Management (FM) Code	The Financial Management Code is designed to support good practice in financial management and to assist local authorities in demonstrating financial sustainability. The first full year of compliance is 2021-2022, therefore by 31 March 2021 the aim is to review current processes against the Code and implement any required changes.
Governance Review	A review of governance was undertaken during 2019-2020. The recommendations of this review are to be implemented during 2020-2021. This will be monitored and assessed via the Strategic Management Board, the Strategic Executive Board and the Joint Governance Board.
Risk Assurance Framework Development	<p>Following the F&R pilot in 2019-2020 the timeline for rolling out the Risk assurance framework across the Force will be established against a context of Covid-19.</p> <p>The Risk assurance framework will be subsequently rolled out across the Force.</p>
<p>COVID-19</p> <p>The coronavirus pandemic presents a number of challenges to the Police and Crime Commissioner and Chief Constable. There is a need to maintain governance throughout this period of uncertainty, in a way which does not impede the force's response to the situation, and does not put officers, staff or the public at unnecessary risk.</p> <p>The Police and Crime Commissioner has published a Covid-19 Response Plan</p>	<p>Ensure that the ongoing impact of Covid-19 on Governance arrangements are reviewed and assessed.</p> <p>Ensure that the Strategic Recovery Board is embedded as a means of providing robust oversight of the organisation's Recovery process.</p> <p>Embed the Strategic Recovery Board</p>

The independent auditor's report of the Auditor General for Wales

to the Chief Constable for North Wales

Report on the audit of the financial statements

Opinion

I have audited the financial statements of the:

- Chief Constable for North Wales Police; and
- North Wales Police Pension Fund.

for the year ended 31 March 2020 under the Public Audit (Wales) Act 2004.

The Chief Constable for North Wales Police financial statements comprise the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet, the Cash Flow Statement, and the related notes, including a summary of significant accounting policies.

The North Wales Police Pension Fund's financial statements comprise the Fund Account and the Net Assets Statement.

The financial reporting framework that has been applied in their preparation is applicable law and the Code of Practice on Local Authority Accounting in the United Kingdom 2019-20 based on International Financial Reporting Standards (IFRSs).

In my opinion the financial statements:

- give a true and fair view of the financial position of the Chief Constable for North Wales Police and North Wales Police Pension Fund as at 31 March 2020 and of their income and expenditure for the year then ended; and
- have been properly prepared in accordance with legislative requirements and the Code of Practice on Local Authority Accounting in the United Kingdom 2019-20.

Basis for opinion

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)). My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my report. I am independent of the Chief Constable for North Wales Police and North Wales Police Pension Fund in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of Matter – effects of COVID-19 on the Chief Constable for North Wales Police's property pension fund valuations

I draw attention to Note 17 to the financial statements, which describes material valuation uncertainty clauses in the valuation report's on Pooled Property Funds held by the Gwynedd Pension Fund arising from circumstances caused by the COVID-19 pandemic. My opinion is not modified in respect of this matter.

Conclusions relating to going concern

I have nothing to report in respect of the following matters in relation to which the ISAs (UK) require me to report to you where:

- the use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the responsible financial officer has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about Chief Constable for North Wales Police and North

Wales Police Pension Fund's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The responsible financial officer is responsible for the other information in the Statement of Accounts. The other information comprises the information included in the Statement of Accounts other than the financial statements and my auditor's report thereon. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated later in my report, I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies, I consider the implications for my report.

Report on other requirements

Opinion on other matters

In my opinion, based on the work undertaken in the course of my audit:

- the information contained in the Narrative Report for the financial year for which the financial statements are prepared is consistent with the financial statements and the Narrative Report has been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2019-20; and
- the information given in the Annual Governance Statement for the financial year for which the financial statements are prepared is consistent with the financial statements and the Annual Governance Statement has been prepared in accordance with guidance.

Matters on which I report by exception

In the light of the knowledge and understanding of the Chief Constable for North Wales Police and North Wales Police Pension Fund and their environments obtained in the course of the audit, I have not identified material misstatements in the Narrative Report or the Annual Governance Statement.

I have nothing to report in respect of the following matters, which I report to you, if, in my opinion:

- proper accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- I have not received all the information and explanations I require for my audit.

Certificate of completion of audit

I certify that I have completed the audit of the accounts of the Chief Constable for North Wales Police and North Wales Police Pension Fund in accordance with the requirements of the Public Audit (Wales) Act 2004 and the Auditor General for Wales' Code of Audit Practice.

Responsibilities

Responsibilities of the responsible financial officer for the financial statements

As explained more fully in the Statement of Responsibilities for the Statement of Accounts, the responsible financial officer is responsible for the preparation of the statement of accounts, which give a true and fair view,

and for such internal control as the responsible financial officer determines is necessary to enable the preparation of statements of accounts that are free from material misstatement, whether due to fraud or error. In preparing the statement of accounts, the responsible financial officer is responsible for assessing the Chief Constable for North Wales Police and North Wales Police Pension Fund's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless deemed inappropriate.

Auditor's responsibilities for the audit of the financial statements

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

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.



Adrian Crompton
Auditor General for Wales
7 October 2020

24 Cathedral Road
Cardiff
CF11 9LJ

The maintenance and integrity of the Police and Crime Commissioner for North Wales and the Chief Constable for North Wales' websites are the responsibility of the Accounting Officer; the work carried out by auditors does not involve consideration of these matters and accordingly auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.