

# WEST MERCIA POLICE WELFARE FUND

England & Wales · Charity number 1087525

## Details

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**Other names** WEST MERCIA CONSTABULARY WELFARE FUND

**Status** Registered

**Legal form** Other

**Registered** 2001-07-13

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** West Mercia Police  
Police Headquarters  
Hindlip Hall  
Hindlip  
Worcester  
WR3 8SP

**Phone** 0300 333 3000

**Email** [WelfareFundAdministration@westmercia.police.uk](mailto:WelfareFundAdministration@westmercia.police.uk)

## Activities

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**Objects:** TO RELIEVE IN CASES OF NEED, CONTRIBUTING MEMBERS, PAST AND PRESENT, OF THE WEST MERCIA CONSTABULARY AND THEIR FAMILIES AND DEPENDANTS WHO ARE SICK, CONVALESCENT, DISABLED, HANDICAPPED OR INFIRM OR MAY BE IN NECESSITOUS OR IMPOVERISHED CONDITION, OR WHO ARE SUFFERING FROM TEMPORARY FINANCIAL HARDSHIP, BY PROVIDING, OR PAYING FOR, ITEMS, SERVICES OR FACILITIES WHICH ARE CALCULATED TO ALLEVIATE THE SUFFERING OR ASSIST THE RECOVERY OF SUCH PERSONS IN SUCH CASES, BUT ARE NOT READILY AVAILABLE FROM OTHER SOURCES, OR BY PROVIDING MONETARY GRANTS OR LOANS. SUCH GRANTS OR LOANS WILL BE AT THE DISCRETION OF THE EXECUTIVE COMMITTEE UPON SUCH TERMS AS SEEM FIT.

**Activities:** To relieve, in cases of need, contibuting members, past and present, of the West Mercia Constabulary and their families and dependants who are sick, convalescent, disabled, handicapped or infirm or may be in necessitous or impoverished condition, or who are suffering from temporary financial hardship.

## Classification

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- **How:** Makes Grants To Individuals
- **What:** General Charitable Purposes, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies

## Geography

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- **Area of benefit:** THE WEST MERCIA CONSTABULARY
- Herefordshire
- Shropshire
- Telford & Wrekin
- Worcestershire

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£171,846	£215,787	-	-
2024-03-31	£224,672	£209,005	-	-
2023-03-31	£184,058	£236,073	-	-
2022-03-31	£184,964	£198,120	-	-
2021-03-31	£186,978	£175,663	-	-

## Trustees

Name	Role	Appointed
Craig John Harris		2022-01-31
Deborah Bentley		2023-05-18
Edward Williams		2023-05-18
Kevin Jones		2023-05-18
Margaret Elizabeth Case		2021-10-21
Peter Rigby		2023-05-18
Rachel Adie		2023-05-25
Rachel Hartland-Lane		2023-05-18
Rev Richard Miles Johnson		2021-10-21
Steven Butler		2023-05-18
Timothy Viner		2023-05-18
Tracy Ruff		2024-09-26

**WEST MERCIA POLICE WELFARE FUND**

England & Wales - Charity number 1087525

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# Accounts

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REGISTERED CHARITY NUMBER. 1087525

**Report of the Trustees and  
Financial Statements for the Year Ended 31st March 2025  
for  
West Mercia Police Welfare Fund**

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

**West Mercia Police Welfare Fund**

**Contents of the Financial Statements  
for the Year Ended 31st March 2025**

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## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2025

The trustees present their report with the financial statements of the charity for the year ended 31st March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)

#### OBJECTIVES AND ACTIVITIES

##### Charity's objects

The charity's objects are to relieve in cases of need, contributing members, past and present, of the West Mercia Constabulary and their families and dependents who are sick, convalescent, disabled, handicapped or infirm or may be in necessitous or impoverished condition, or who are suffering from temporary financial hardship, by providing, or paying for, items, services or facilities which are calculated to alleviate the suffering or assist the recovery of such persons in such cases, but are not readily available from other sources, or by providing monetary grants or loans. Such grants or loans will be at the discretion of the Executive Committee upon such terms as seem fit.

##### Ensuring our work delivers our aims

Each year our aims, objectives and activities are reviewed, based on the outcome of our work in the previous 12 months, to ensure they still reflect and further our aims and legal purposes. In our planning, setting objectives and determining our activities the trustees have paid due regard to the 'General Guidance on Public Benefit' published by the Charity Commission. In so doing, the Trustees consider the activities planned and how they further the aims and objectives they have set. The success of activities is reviewed each year in the context of benefits they bring to those groups of people we are set up to help.

##### Social benefit

By carrying out our aims and objectives the trustees have demonstrated their due regard to the guidance published by the Charity Commission on public benefit by promoting the services and support available to members, and former members, and their dependents who otherwise would be reliant on public funds for any assistance.

##### Grant and loan making policy

Emergency grants and loans are made by the Executive Committee following the procedures as set out in the Constitution. Applications are received by the Fund and then given consideration by a minimum of three members of the Executive Committee.

The grants and loans made by the three members are then reported to the full Executive Committee at the next meeting of the said Committee.

The Executive Committee meets quarterly.

#### ACHIEVEMENTS AND PERFORMANCE

##### Charitable activities

The charity receives income, principally from the members as subscriptions.

The subscription received contains an element relating to subscriptions payable to Flint House Police Rehabilitation. Following Flint House Police Rehabilitation increasing their prices per member in previous years the charity made the decision not to increase their membership subscriptions, resulting in the charity paying out more in subscriptions to Flint House Police Rehabilitation than the charity was receiving.

During the year the charity issued grants to deserving members totalling £13,821 (2024 - £15,496), funded therapy sessions on behalf of members totalling £700 (2024 - £7,994) and had at the year end interest free loans to deserving members in issue of £23,486 (2024 - £59,259).

The charity also owns a static caravan which was made available to members for holiday rent, or provided free of charge in deserving cases as wellbeing support. After the year end the charity sold the static caravan.

##### Investment performance

During the year the charity held CCLA COIF Charities Investment accumulation fund units.

The charity, due to its size and nature, has no formal process to formally measure the success of its investment holdings.

#### FINANCIAL REVIEW

##### Financial results for the year

Incoming resources for the year totalled £171,846 (2024 - £224,672)

Outgoing resources for the year totalled £215,787 (2024 - £209,005)

The results for the year are as set out in the Statement of Financial Activities on page 5.

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2025

#### FINANCIAL REVIEW

##### Investment policy and objectives

There are some restrictions on the charity's power to invest. These restrictions are, however, consistent with a prudent approach to investment strategy. The strategy is such that the funds will be invested in low and medium risk investments with a view to ensuring that capital appreciation is achieved which exceeds inflation. The fund investment strategy is reviewed with independent advisers and a revised strategy adopted based upon their recommendations, such reviews are performed on an annual basis such that a report may be made to the AGM.

##### Reserves policy

It is the policy of the Charity to maintain such liquid reserves (unrestricted) as will enable it to meet all its expenditure requirements for a period of at least six months. The charity has to fund administration expenditure, and reserves are held to cover payments made while pursuing the charity's objectives as well as administration charges levied by West Mercia Police Federation.

At the year end the charity held unrestricted reserves of £665,524 (2024 - £719,868), of which £13,744 (2024 - £39,943) were held as functional assets of the charity and £513,197 (2024 - £523,600) were held as listed investments for the purpose of generating investment income, leaving free reserves of £138,583 (2024 - £156,325) representing approximately 9 months (2024 - 9 months) of annual expenditure.

As the charity currently has reserves in excess of their reserves policy, the Executive Committee made the decision not to increase member fees for both the current and next financial years. This is budgeted to result in a net cash deficit for the next financial year to be funded out of general reserves.

#### FUTURE PLANS

After the year end the trustees made the decision to try and sell the charity's static caravan.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The West Mercia Police Welfare Fund is constituted under a constitution dated 25 April 2001 (as amended on 2 October 2013, on 21 October 2021, and again on May 18th 2023) and is an unincorporated charity registered with the Charity Commission For England And Wales (charity number 1087525).

##### Recruitment and appointment of new trustees

The Executive Committee consists of not less than 7 nor more than 12 persons. The normal term of office is three years, after which trustees are eligible to stand for re-election or nomination for a further three year term. In the first year only, after the latest change of constitution (May 2023), three trustees were elected/nominated for one year, three trustees for two years, and the remainder for three years, in order to stagger the retirement of trustees. The members of the Executive Committee are elected/nominated at the Annual General Meeting as follows:

- the Chief Constables (who is also the president of the charity) or their nominee,
- one nominee of the Superintendent's Association for the force,
- two nominees of the Police Federation Joint Branch Board of the force,
- one nominee from the West Mercia Branch of the National Association of Retired Police Officers,
- four members elected from and by the members of the charity, and
- up to three persons coopted by the executive committee.

The Chairman, Vice Chairman, Secretary and Treasurer are elected by the members from those elected to the Executive Committee.

##### Organisational structure

The day to day administration of the charity is performed by the Officers, namely, Chairman, Vice Chairman and Secretary/Treasurer.

The Holding Trustees are, in accordance with the trust deed, the Chairman, Secretary and Treasurer. The Holding Trustees act as custodians of all investments held by the Charity.

##### Induction and training of new trustees

New trustees attend a course on trustee responsibilities as soon as is practicable after becoming appointed.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Charity number

1087525

**West Mercia Police Welfare Fund**

**Report of the Trustees  
for the Year Ended 31st March 2025**

**Principal address**

West Mercia Police Headquarters  
Hindlip Hall  
Hindlip  
Worcestershire  
WR3 8SP

**Trustees**

**Trustees serving during the financial year**

Rachel Adie  
Deborah Bentley  
Steven Butler  
Margaret Case  
Craig Harris  
Rachel Hartland-Lane  
Richard Johnson  
Kevin Jones  
Peter Rigby  
Tracy Ruff appointed 26 September 2024  
Carla Thomas resigned 26 September 2024  
Timothy Viner  
Edward Williams

**Honorary officers**

President	Alex Murray	resigned 28 August 2024
	Richard Cooper	appointed 29 August 2024
Chairman	Edward Williams	
Vice Chairman	Carla Thomas	
Secretary	Kevin Jones	
Treasurer	Rachel Adie	

**Independent Examiner**

Melissa Jean Godwin ACA ACCA  
The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

**Bankers**

HSBC  
16 Sherwood Square  
Telford Shopping Centre  
Telford  
TF3 4AN

Approved by order of the board of trustees on 16/12/25. and signed on its behalf by



Ms Rachel Adie - Trustee

**Independent Examiner's Report to the Trustees of  
West Mercia Police Welfare Fund**

**Independent examiner's report to the trustees of West Mercia Police Welfare Fund**

I report to the charity trustees on my examination of the accounts of West Mercia Police Welfare Fund (the Trust) for the year ended 31st March 2025

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act')

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect

- 1 accounting records were not kept in respect of the Trust as required by Section 130 of the Act, or
- 2 the accounts do not accord with those records, or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached



Melissa Jean Godwin ACA ACCA  
The Association of Chartered Certified Accountants

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

Date 08.01.26

**West Mercia Police Welfare Fund**

**Statement of Financial Activities  
for the Year Ended 31st March 2025**

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	4	168,471	-	168,471	220,479
<b>Charitable activities</b>					
Holiday home made available to members		3,375	-	3,375	1,640
Investment income	5	-	-	-	2,553
<b>Total</b>		<u>171,846</u>	<u>-</u>	<u>171,846</u>	<u>224,672</u>
<b>EXPENDITURE ON</b>					
<b>Raising funds</b>					
Investment management costs	6	-	-	-	1,275
		-	-	-	1,275
<b>Charitable activities</b>					
Relief provided to members	7	179,581	-	179,581	191,784
Holiday home made available to members		36,206	-	36,206	14,696
Grants issued to other charities		-	-	-	1,250
<b>Total</b>		<u>215,787</u>	<u>-</u>	<u>215,787</u>	<u>209,005</u>
Net gains/(losses) on investments		<u>(10,403)</u>	<u>-</u>	<u>(10,403)</u>	46,316
<b>NET INCOME/(EXPENDITURE)</b>		<b>(54,344)</b>	<b>-</b>	<b>(54,344)</b>	61,983
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		719,868	-	719,868	657,885
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>665,524</u></u>	<u><u>-</u></u>	<u><u>665,524</u></u>	<u><u>719,868</u></u>

The notes form part of these financial statements

**West Mercia Police Welfare Fund**

**Balance Sheet  
31st March 2025**

	Notes	Unrestricted funds £	Restricted funds £	<b>2025 Total funds £</b>	2024 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	14	13,744	-	13,744	39,943
Investments	15	513,197	-	513,197	523,600
		526,941	-	526,941	563,543
<b>CURRENT ASSETS</b>					
Debtors amounts falling due within one year	16	49,241	-	49,241	53,099
Debtors amounts falling due after more than one year	16	15,473	-	15,473	53,286
Cash at bank		77,408	-	77,408	66,611
		142,122	-	142,122	172,996
<b>CREDITORS</b>					
Amounts falling due within one year	17	(3,539)	-	(3,539)	(16,671)
<b>NET CURRENT ASSETS</b>					
		138,583	-	138,583	156,325
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		665,524	-	665,524	719,868
<b>NET ASSETS</b>					
		665,524	-	665,524	719,868
<b>FUNDS</b>					
Unrestricted funds	19				
General fund				665,524	719,868
<b>TOTAL FUNDS</b>					
				665,524	719,868

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by



Ms Rachel Adie - Trustee

## West Mercia Police Welfare Fund

### Notes to the Financial Statements for the Year Ended 31st March 2025

#### 1. STATUTORY INFORMATION

The charity is an unincorporated charity registered with the Charity Commission for England and Wales

The charity's address can be found in the Report of the Trustees

#### 2. ACCOUNTING POLICIES

##### **BASIS OF PREPARING THE FINANCIAL STATEMENTS**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets

##### **INCOME**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably

Donations are accounted for when received

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis

Gift aid claimed on membership subscriptions is recognised in line with the recognition of the relating membership subscriptions

Holiday home let income is recognised in line with the period of the holiday let

Interest income (including interest receivable on fixed interest listed investment bonds) is recognised for all interest-bearing instruments on the effective interest rate basis. Dividends are recognised in the income statement when they are declared

##### **EXPENDITURE**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources

Grants paid to eligible members to alleviate hardship which are not repayable by the members are recognised when paid

Grants to institutions are recognised at the point when the offer made by the charity is conveyed to the recipient, except in cases where the offer is subject to conditions not yet met

##### **ALLOCATION OF SUPPORT COSTS BETWEEN ACTIVITIES**

Support costs are allocated solely to the principal charitable activity of providing relief to members

##### **TANGIBLE FIXED ASSETS**

Tangible fixed assets are initially measured at cost and subsequently depreciated

Depreciation is recognised so as to write off the cost of assets over their useful economic lives on the following basis

- Static caravan - over 12 years on cost (in line with the caravan park licence agreement)

If at the end of each financial year there is any indication that any tangible fixed assets are impaired, an estimate of the recoverable amount of such assets is made and if the recoverable amount is less than the carrying amount then an impairment provision for the difference

##### **TAXATION**

The charity is exempt from tax on its charitable activities

## West Mercia Police Welfare Fund

### Notes to the Financial Statements - continued for the Year Ended 31st March 2025

#### 2. ACCOUNTING POLICIES - continued

##### FUND ACCOUNTING

Unrestricted funds and donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose are available as general funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria, is charged to the restricted funds

##### FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously

##### Fixed asset investments

Investments are held at market value with gains and losses on revaluations recognised within the Statement of Financial Activities

##### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest

##### Concessionary loans

Concessionary loans (i.e. free of interest) are granted to eligible members to alleviate hardship. These loans, which are repayable after more than one year, they are initially recognised at the amount paid, with the carrying value adjusted in subsequent years to reflect repayments, adjusted for any impairment if necessary

##### Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction

#### 3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances

##### Critical areas of judgement

After the year end the caravan included in tangible fixed assets was sold for £13,744. The caravan has been depreciated down to this carrying value as a result

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

<b>4.</b>	<b>DONATIONS AND LEGACIES</b>		<b>2025</b>	<b>2024</b>
			£	£
	Donations		640	490
	Gift aid		28,032	77,526
	Membership subscriptions		139,799	142,463
			<u>168,471</u>	<u>220,479</u>
<b>5.</b>	<b>INVESTMENT INCOME</b>		<b>2025</b>	<b>2024</b>
			£	£
	Bank interest		-	356
	Listed investment income		-	2,197
			<u>-</u>	<u>2,553</u>
<b>6.</b>	<b>INVESTMENT MANAGEMENT COSTS</b>		<b>2025</b>	<b>2024</b>
			£	£
	Listed investment manager fees		-	1,275
			<u>-</u>	<u>1,275</u>
<b>7.</b>	<b>CHARITABLE ACTIVITIES COSTS</b>			
		Grant		
		funding of		
		activities		
	Direct	(see note	Support	Totals
	Costs (see	9)	costs (see	£
	note 8)	£	note 10)	£
	£	£	£	£
	Relief provided to members	148,695	13,821	17,065
	Holiday home made available to members	36,206	-	-
		<u>184,901</u>	<u>13,821</u>	<u>17,065</u>
 				<u>215,787</u>
<b>8.</b>	<b>DIRECT COSTS OF CHARITABLE ACTIVITIES</b>		<b>2025</b>	<b>2024</b>
			£	£
	Flint House Police Rehabilitation subscriptions paid on behalf of members		147,995	150,823
	Convalescent home expenses		-	1,822
	Therapy sessions		700	7,994
	Static caravan running costs		10,007	10,043
	Depreciation		26,199	4,653
			<u>184,901</u>	<u>175,335</u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

**9. GRANTS PAYABLE**

	<b>2025</b>	2024
	£	£
Relief provided to members	13,821	15,496
Grants issued to other charities	-	1,250
	<b>13,821</b>	<b>16,746</b>
	<b>13,821</b>	<b>16,746</b>

The total grants paid to institutions during the year was as follows

	<b>2025</b>	2024
	£	£
Care Of Police Survivors	-	500
Climbing Out	-	500
Small institutional grants (less than £500 each)	-	250
	-	1,250
	-	1,250

Grants issued to other charities are made at the request of members who are participating in fund raising activities in support of those charities

The total grants paid to individuals during the year was as follows

	<b>2025</b>	2024
	£	£
Grants to individuals	<b>13,821</b>	<b>15,496</b>
	<b>13,821</b>	<b>15,496</b>

Grants paid to individuals represent amounts paid to or on behalf of members in need

**10. SUPPORT COSTS**

		Governance costs
		£
Relief provided to members		<b>17,065</b>
		<b>17,065</b>

Support costs, included in the above, are as follows

	<b>2025</b>	2024
	Relief provided to members	Total activities
	£	£
Independent examiner's fees	2,232	1,740
Insurance	534	510
Administration charges	14,299	13,399
	<b>17,065</b>	<b>15,649</b>
	<b>17,065</b>	<b>15,649</b>

**11. TRUSTEES' REMUNERATION AND BENEFITS**

During both the current and previous years no remuneration has been paid to any trustees

**TRUSTEES' EXPENSES**

There were no trustees' expenses paid for the year ended 31st March 2025 nor for the year ended 31st March 2024

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

**12 STAFF COSTS**

The charity did not directly employ any staff during either the current or the previous years

However the charity is recharged an administration fee by West Mercia Police in regard to the staff costs of a shared administrative employee. Total administration fees for the year was £14,299 (2024 - £13,399)

**13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	220,479	-	220,479
<b>Charitable activities</b>			
Holiday home made available to members	1,640	-	1,640
Investment income	2,553	-	2,553
<b>Total</b>	<b>224,672</b>	-	<b>224,672</b>
<b>EXPENDITURE ON</b>			
<b>Raising funds</b>			
Investment management costs	1,275	-	1,275
	1,275	-	1,275
<b>Charitable activities</b>			
Relief provided to members	191,784	-	191,784
Holiday home made available to members	14,696	-	14,696
Grants issued to other charities	1,250	-	1,250
<b>Total</b>	<b>209,005</b>	-	<b>209,005</b>
Net gains on investments	46,316	-	46,316
<b>NET INCOME</b>	<b>61,983</b>	-	<b>61,983</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	657,885	-	657,885
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>719,868</b>	-	<b>719,868</b>

**14 TANGIBLE FIXED ASSETS**

	Static caravan £
<b>COST</b>	
At 1st April 2024 and 31st March 2025	<b>55,841</b>
<b>DEPRECIATION</b>	
At 1st April 2024	<b>15,898</b>
Charge for year	<b>26,199</b>
At 31st March 2025	<b>42,097</b>
<b>NET BOOK VALUE</b>	
At 31st March 2025	<b>13,744</b>
At 31st March 2024	<b>39,943</b>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

**14 TANGIBLE FIXED ASSETS - continued**

After the year end the caravan was sold for £13,744

**15 FIXED ASSET INVESTMENTS**

	Listed investments £
<b>MARKET VALUE</b>	
At 1st April 2024	523,600
Revaluations	<u>(10,403)</u>
At 31st March 2025	<u>513,197</u>
<b>NET BOOK VALUE</b>	
At 31st March 2025	<u>513,197</u>
At 31st March 2024	<u>523,600</u>

**16 DEBTORS**

	2025 £	2024 £
Amounts falling due within one year		
Loans granted to members	8,013	5,973
Accrued income	36,072	42,178
Prepayments	5,156	4,948
	<u>49,241</u>	<u>53,099</u>
Amounts falling due after more than one year		
Loans granted to members	<u>15,473</u>	<u>53,286</u>
Aggregate amounts	<u>64,714</u>	<u>106,385</u>

**Loans to granted to members**

Loans granted to members are unsecured concessionary loans where no interest is charged and are being settled by way of monthly repayments by the members collected by West Mercia Police on behalf of the charity

Loans granted to members outstanding at the year end were as follows

	2025 £	2024 £
Amounts falling due within one year	8,013	5,973
Amounts falling due after more than one year	15,473	53,286
	<u>23,486</u>	<u>59,259</u>

Loans granted to members movement in the year

	2025 £	2024 £
As at 1 April 2024	59,259	32,918
Member repayments received in the year	(42,904)	(9,809)
New member loans issued in the year	7,131	36,150
<b>As at 31 March 2025</b>	<u>23,486</u>	<u>59,259</u>

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025

17. CREDITORS. AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	-	12,719
Accrued expenses	3,539	3,952
	<u>3,539</u>	<u>16,671</u>

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows

	2025	2024
	£	£
Within one year	7,240	6,939
Between one and five years	28,960	27,758
In more than five years	19,306	25,444
	<u>55,506</u>	<u>60,141</u>

Operating lease costs for the year were £7,039 (2024 - £6,576)

19. MOVEMENT IN FUNDS

	At 1 4 24	Net movement in funds	At 31 3 25
	£	£	£
<b>Unrestricted funds</b>			
General fund	719,868	(54,344)	665,524
	<u>719,868</u>	<u>(54,344)</u>	<u>665,524</u>
<b>TOTAL FUNDS</b>	<u>719,868</u>	<u>(54,344)</u>	<u>665,524</u>

Net movement in funds, included in the above are as follows

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
<b>Unrestricted funds</b>				
General fund	171,846	(215,787)	(10,403)	(54,344)
	<u>171,846</u>	<u>(215,787)</u>	<u>(10,403)</u>	<u>(54,344)</u>
<b>TOTAL FUNDS</b>	<u>171,846</u>	<u>(215,787)</u>	<u>(10,403)</u>	<u>(54,344)</u>

Comparatives for movement in funds

	At 1 4 23	Net movement in funds	At 31 3 24
	£	£	£
<b>Unrestricted funds</b>			
General fund	657,885	61,983	719,868
	<u>657,885</u>	<u>61,983</u>	<u>719,868</u>
<b>TOTAL FUNDS</b>	<u>657,885</u>	<u>61,983</u>	<u>719,868</u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2025**

**19. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	224,672	(209,005)	46,316	61,983
<b>TOTAL FUNDS</b>	<u>224,672</u>	<u>(209,005)</u>	<u>46,316</u>	<u>61,983</u>

**20. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31st March 2025

**West Mercia Police Welfare Fund**  
**Detailed Statement of Financial Activities**  
**for the Year Ended 31st March 2025**

	2025 £	2024 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	640	490
Gift aid	28,032	77,526
Membership subscriptions	139,799	142,463
	168,471	220,479
<b>Investment income</b>		
Bank interest	-	356
Listed investment income	-	2,197
	-	2,553
<b>Charitable activities</b>		
Static caravan lets	3,375	1,640
<b>Total incoming resources</b>	<b>171,846</b>	<b>224,672</b>
<b>EXPENDITURE</b>		
<b>Investment management costs</b>		
Listed investment manager fees	-	1,275
<b>Charitable activities</b>		
Flint House Police Rehabilitation subscriptions paid on behalf of members	147,995	150,823
Convalescent home expenses	-	1,822
Therapy sessions	700	7,994
Static caravan running costs	10,007	10,043
Static caravan depreciation	26,199	4,653
Grants to institutions	-	1,250
Grants to individuals	13,821	15,496
	198,722	192,081
<b>Support costs</b>		
<b>Governance costs</b>		
Independent examiner's fees	2,232	1,740
Insurance	534	510
Administration charges	14,299	13,399
	17,065	15,649
Total resources expended	<b>215,787</b>	<b>209,005</b>
<b>Net (expenditure)/income</b>	<b>(43,941)</b>	<b>15,667</b>

**WEST MERCIA POLICE WELFARE FUND**

England & Wales - Charity number 1087525

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# Accounts

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**Report of the Trustees and  
Financial Statements for the Year Ended 31st March 2024  
for  
West Mercia Police Welfare Fund**

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

**West Mercia Police Welfare Fund**

**Contents of the Financial Statements  
for the Year Ended 31st March 2024**

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<b>Statement of Financial Activities</b>	6
<b>Balance Sheet</b>	7
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<b>Detailed Statement of Financial Activities</b>	16

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2024

The trustees present their report with the financial statements of the charity for the year ended 31st March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### OBJECTIVES AND ACTIVITIES

##### Charity's objects

The charity's objects are to relieve in cases of need, contributing members, past and present, of the West Mercia Constabulary and their families and dependents who are sick, convalescent, disabled, handicapped or infirm or may be in necessitous or impoverished condition, or who are suffering from temporary financial hardship, by providing, or paying for, items, services or facilities which are calculated to alleviate the suffering or assist the recovery of such persons in such cases, but are not readily available from other sources, or by providing monetary grants or loans. Such grants or loans will be at the discretion of the Executive Committee upon such terms as seem fit.

##### Ensuring our work delivers our aims

Each year our aims, objectives and activities are reviewed, based on the outcome of our work in the previous 12 months, to ensure they still reflect and further our aims and legal purposes. In our planning, setting objectives and determining our activities the trustees have paid due regard to the 'General Guidance on Public Benefit' published by the Charity Commission. In so doing, the Trustees consider the activities planned and how they further the aims and objectives they have set. The success of activities is reviewed each year in the context of benefits they bring to those groups of people we are set up to help.

##### Social benefit

By carrying out our aims and objectives the trustees have demonstrated their due regard to the guidance published by the Charity Commission on public benefit by promoting the services and support available to members, and former members, and their dependents who otherwise would be reliant on public funds for any assistance.

##### Grant and loan making policy

Emergency grants and loans are made by the Executive Committee following the procedures as set out in the Constitution. Applications are received by the Fund and then given consideration by a minimum of three members of the Executive Committee.

The grants and loans made by the three members are then reported to the full Executive Committee at the next meeting of the said Committee.

The Executive Committee meets quarterly.

#### ACHIEVEMENT AND PERFORMANCE

##### Charitable activities

The charity receives income, principally from the members as subscriptions.

The subscription received contains an element relating to subscriptions payable to Flint House Police Rehabilitation and until December 2022 The Police Children's Charity. Following Flint House Police Rehabilitation and The Police Children's Charity increasing their prices per member in the previous year the charity made the decision not to increase their membership subscriptions, resulting in the charity paying out more in subscriptions to Flint House Police Rehabilitation and The Police Children's Charity than the charity was receiving. As a result the charity ceased their arrangement with The Police Children's Charity in December 2022.

During the year the charity issued grants to deserving members totalling £15,496 (2023 - £35,220), funded therapy sessions on behalf of members totalling £7,994 (2023 - £nil) and had at the year end interest free loans to deserving members in issue of £59,259 (2023 - £32,918).

The charity also owns a static caravan which is available to members for holiday rent, or provided free of charge in deserving cases as wellbeing support.

##### Investment performance

During the year the listed investments managed by Quilter Cheviot were sold and the money was instead reinvested into CCLA COIF Charities Investment accumulation fund units.

The charity, due to its size and nature, has no formal process to formally measure the success of its investment holdings.

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2024

#### FINANCIAL REVIEW

##### Financial results for the year

Incoming resources for the year totalled £224,672 (2023 - £184,058), although this is distorted by the change in accounting estimate regarding the timing of when gift aid income is recognised which resulted in one off additional income recognised of £42,945

Outgoing resources for the year totalled £209,005 (2023 - £236,073), with the decrease in costs being due to less total grants and therapy sessions paid in regard to individual members and the charity ceasing to fund The Police Children's Trust subscriptions for members part way through last year

The results for the year are as set out in the Statement of Financial Activities on page 6

##### Investment policy and objectives

There are some restrictions on the charity's power to invest. These restrictions are, however, consistent with a prudent approach to investment strategy. The strategy is such that the funds will be invested in low and medium risk investments with a view to ensuring that capital appreciation is achieved which exceeds inflation. The fund investment strategy is reviewed with independent advisers and a revised strategy adopted based upon their recommendations, such reviews are performed on an annual basis such that a report may be made to the AGM.

##### Reserves policy

It is the policy of the Charity to maintain such liquid reserves (unrestricted) as will enable it to meet all its expenditure requirements for a period of at least six months. The charity has to fund administration expenditure, and reserves are held to cover payments made while pursuing the charity's objectives as well as administration charges levied by West Mercia Police Federation.

At the year end the charity held unrestricted reserves of £719,868 (2023 - £657,885), of which £39,943 (2023 - £44,596) were held as functional assets of the charity and £523,600 (2023 - £455,074) were held as listed investments for the purpose of generating investment income, leaving free reserves of £156,325 (2023 - £158,215) representing approximately 9 months (2023 - 8 months) of annual expenditure.

As the charity currently has reserves in excess of their reserves policy, the Executive Committee made the decision not to increase member fees for both the current and next financial years. This is budgeted to result in a net cash deficit for the next financial year to be funded out of general reserves.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The West Mercia Police Welfare Fund is constituted under a constitution dated 25 April 2001 (as amended on 2 October 2013, on 21 October 2021, and again on May 18th 2023) and is an unincorporated charity registered with the Charity Commission For England And Wales (charity number 1087525).

##### Recruitment and appointment of new trustees

Following a change to the trust deed in the year, the Executive Committee consists of not less than 7 nor more than 12 persons. The normal term of office is three years, after which trustees are eligible to stand for re-election or nomination for a further three year term. In the first year only, after the latest change of constitution (May 2023), three trustees were elected/nominated for one year, three trustees for two years, and the remainder for three years, in order to stagger the retirement of trustees. The members of the Executive Committee are elected/nominated at the Annual General Meeting as follows:

- the Chief Constables (who is also the president of the charity) or their nominee,
- one nominee of the Superintendent's Association for the force,
- two nominees of the Police Federation Joint Branch Board of the force,
- one nominee from the West Mercia Branch of the National Association of Retired Police Officers,
- four members elected from and by the members of the charity, and
- up to three persons coopted by the executive committee

The Chairman, Vice Chairman, Secretary and Treasurer are elected by the members from those elected to the Executive Committee.

##### Organisational structure

The day to day administration of the charity is performed by the Officers, namely, Chairman, Vice Chairman and Secretary/Treasurer.

The Holding Trustees are, in accordance with the trust deed, the Chairman, Secretary and Treasurer. The Holding Trustees act as custodians of all investments held by the Charity.

**West Mercia Police Welfare Fund**

**Report of the Trustees  
for the Year Ended 31st March 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)**

**Induction and training of new trustees**

New trustees attend a course on trustee responsibilities as soon as is practicable after becoming appointed

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**  
1087525

**Principal address**  
West Mercia Police Headquarters  
Hindlip Hall  
Hindlip  
Worcestershire  
WR3 8SP

**Trustees serving during the financial year**

<b>Name</b>	<b>Term of office</b>	<b>Nominated by</b>	<b>Office</b>
Rachel Adie	(coopted 25 May 2023)		Treasurer
Deborah Bentley	(elected 18 May 2023)		
Steven Butler	(nominated 18 May 2023 for two years)	Federation	
Margaret Case	(nominated 18 May 2023 for one year)*	NARPO	
Sarah Cooper	(term ended 18 May 2023)	Federation	Vice-Chair
Stephanie Dyer	(term ended 18 May 2023)	Federation	
Craig Harris	(coopted 18 May 2023)*		Treasurer
Rachel Hartland-Lane	(nominated 18 May 2023 for two years)	CC nominee	
Richard Johnson	(coopted 18 May 2023)*		
Kevin Jones	(elected 18 May 2023 for two years)		Secretary
Morwenna Lansdale	(term ended 18 May 2023)	Supts Association	Chair
Phillippa Mills	(term ended 18 May 2023)	Chief Constable	
Alex Murray	(term ended 18 May 2023)	CC nominee	Secretary
Peter Picken	(term ended 18 May 2023)	NARPO	
Peter Rigby	(nominated 18 May 2023)	Federation	
Amanda Teague	(term ended 18 May 2023)	Occupational Health	
Carla Thomas	(elected 18 May 2023 for one year)		Vice Chair
Timothy Viner	(elected 18 May 2023 for one year)		
Edward Williams	(nominated 18 May 2023)	Supts Association	Chair

\* Trustees who served throughout the financial year

**Honorary officers**

President	Alex Murray	(from 1 October 2023)
	Pippa Mills	(to 30 September 2023)
Chairman	Edward Williams	(from 18 May 2023)
	Morwenna Lansdale	(to 18 May 2023)
Vice Chairman	Carla Thomas	(from 18 May 2023)
	Sarah Cooper	(to 18 May 2023)
Secretary	Kevin Jones	(from 18 May 2023)
	Alex Murray	(to 18 May 2023)
Treasurer	Rachel Adie	(from 18 May 2023)
	Craig Harris	(to 18 May 2023)

**Independent Examiner**

Melissa Jean Godwin ACA ACCA  
The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

**West Mercia Police Welfare Fund**

**Report of the Trustees  
for the Year Ended 31st March 2024**

**REFERENCE AND ADMINISTRATIVE DETAILS (continued)**

**Bankers**

HSBC  
16 Sherwood Square  
Telford Shopping Centre  
Telford  
TF3 4AN

**Investment managers**

Quilter Cheviot (to 13 June 2023)  
Toronto Square  
Toronto Street  
Leeds  
West Yorkshire  
LS1 2HJ

Approved by order of the board of trustees on *26/09/2024* and signed on its behalf by



Ms Rachel Adie - Trustee

**Independent Examiner's Report to the Trustees of  
West Mercia Police Welfare Fund**

**Independent examiner's report to the trustees of West Mercia Police Welfare Fund**

I report to the charity trustees on my examination of the accounts of West Mercia Police Welfare Fund (the Trust) for the year ended 31st March 2024

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act')

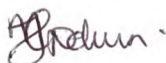
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act

**Independent examiner's statement**

*I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect*

- 1 accounting records were not kept in respect of the Trust as required by Section 130 of the Act, or
- 2 the accounts do not accord with those records, or
- 3 the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached



Melissa Jean Godwin ACA ACCA  
The Association of Chartered Certified Accountants

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

Date 13.11.24

West Mercia Police Welfare Fund

Statement of Financial Activities  
for the Year Ended 31st March 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	4	220,479	-	220,479	175,053
<b>Charitable activities</b>					
Holiday home made available to members		1,640	-	1,640	890
Investment income	5	<u>2,553</u>	<u>-</u>	<u>2,553</u>	<u>8,115</u>
<b>Total</b>		<u>224,672</u>	<u>-</u>	<u>224,672</u>	<u>184,058</u>
<b>EXPENDITURE ON</b>					
<b>Raising funds</b>					
Investment management costs	6	<u>1,275</u>	<u>-</u>	<u>1,275</u>	<u>5,666</u>
		1,275	-	1,275	5,666
<b>Charitable activities</b>					
Relief provided to members	7	191,784	-	191,784	215,735
Holiday home made available to members		14,696	-	14,696	14,172
Grants issued to other charities		<u>1,250</u>	<u>-</u>	<u>1,250</u>	<u>500</u>
<b>Total</b>		<u>209,005</u>	<u>-</u>	<u>209,005</u>	<u>236,073</u>
Net gains/(losses) on investments		<u>46,316</u>	<u>-</u>	<u>46,316</u>	<u>(48,718)</u>
<b>NET INCOME/(EXPENDITURE)</b>		<b>61,983</b>	<b>-</b>	<b>61,983</b>	<b>(100,733)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>657,885</u>	<u>-</u>	<u>657,885</u>	<u>758,618</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>719,868</u></u>	<u><u>-</u></u>	<u><u>719,868</u></u>	<u><u>657,885</u></u>

The notes form part of these financial statements

**West Mercia Police Welfare Fund**

**Balance Sheet  
31st March 2024**

		Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	14	39,943	-	39,943	44,596
Investments	15	<u>523,600</u>	-	<u>523,600</u>	<u>455,074</u>
		563,543	-	563,543	499,670
<b>CURRENT ASSETS</b>					
Debtors amounts falling due within one year	16	53,099	-	53,099	14,454
Debtors amounts falling due after more than one year	16	53,286	-	53,286	24,250
Cash at bank		<u>66,611</u>	-	<u>66,611</u>	<u>152,999</u>
		172,996	-	172,996	191,703
<b>CREDITORS</b>					
Amounts falling due within one year	17	<u>(16,671)</u>	-	<u>(16,671)</u>	<u>(33,488)</u>
<b>NET CURRENT ASSETS</b>		<u>156,325</u>	-	<u>156,325</u>	<u>158,215</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>719,868</u>	-	<u>719,868</u>	<u>657,885</u>
<b>NET ASSETS</b>		<u>719,868</u>	-	<u>719,868</u>	<u>657,885</u>
<b>FUNDS</b>	19				
Unrestricted funds					
General fund				<u>719,868</u>	<u>657,885</u>
<b>TOTAL FUNDS</b>				<u>719,868</u>	<u>657,885</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 26/09/24 and were signed on its behalf by

R. Adie

Ms Rachel Adie - Trustee

## West Mercia Police Welfare Fund

### Notes to the Financial Statements for the Year Ended 31st March 2024

#### 1 STATUTORY INFORMATION

The charity is an unincorporated charity registered with the Charity Commission for England and Wales

The charity's address can be found in the Report of the Trustees

#### 2 ACCOUNTING POLICIES

##### **BASIS OF PREPARING THE FINANCIAL STATEMENTS**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets

##### **INCOME**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably

Donations are accounted for when received

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis

Gift aid claimed on membership subscriptions is recognised in line with the recognition of the relating membership subscriptions. This is a change in accounting estimate from last year (see note 3)

Holiday home let income is recognised in line with the period of the holiday let

Interest income (including interest receivable on fixed interest listed investment bonds) is recognised for all interest-bearing instruments on the effective interest rate basis. Dividends are recognised in the income statement when they are declared

##### **EXPENDITURE**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources

Grants paid to eligible members to alleviate hardship which are not repayable by the members are recognised when paid

Grants to institutions are recognised at the point when the offer made by the charity is conveyed to the recipient, except in cases where the offer is subject to conditions not yet met

##### **ALLOCATION OF SUPPORT COSTS BETWEEN ACTIVITIES**

Support costs are allocated solely to the principal charitable activity of providing relief to members

##### **TANGIBLE FIXED ASSETS**

Tangible fixed assets are initially measured at cost and subsequently depreciated

Depreciation is recognised so as to write off the cost of assets over their useful economic lives on the following basis

- Static caravan - over 12 years on cost (in line with the caravan park licence agreement)

##### **TAXATION**

The charity is exempt from tax on its charitable activities

##### **FUND ACCOUNTING**

Unrestricted funds and donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose are available as general funds

## West Mercia Police Welfare Fund

### Notes to the Financial Statements - continued for the Year Ended 31st March 2024

#### 2. ACCOUNTING POLICIES - continued

##### FUND ACCOUNTING

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria, is charged to the restricted funds.

##### FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### Fixed asset investments

Investments are held at market value with gains and losses on revaluations recognised within the Statement of Financial Activities.

##### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

##### Concessionary loans

Concessionary loans (i.e. free of interest) are granted to eligible members to alleviate hardship. These loans, which are repayable after more than one year, they are initially recognised at the amount paid, with the carrying value adjusted in subsequent years to reflect repayments, adjusted for any impairment if necessary.

##### Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price.

#### 3. CHANGE IN ACCOUNTING ESTIMATION

The charity claims gift aid on its membership subscriptions. In previous years it was considered impractical to reliably estimate future gift aid claims relating to current year membership subscriptions received. However this year a reliable estimate of £42,178 has been made for the year end debtor relating to accrued gift aid income. Gift aid income for the year represents approximately two year's worth of claims as a result.

#### 4. DONATIONS AND LEGACIES

	2024 £	2023 £
Donations	490	675
Gift aid	77,526	34,550
Membership subscriptions	<u>142,463</u>	<u>139,828</u>
	<u>220,479</u>	<u>175,053</u>

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024

<b>5. INVESTMENT INCOME</b>					
			<b>2024</b>		<b>2023</b>
			£		£
Bank interest			356		265
Listed investment income			<u>2,197</u>		<u>7,850</u>
			<u>2,553</u>		<u>8,115</u>
<b>6. INVESTMENT MANAGEMENT COSTS</b>					
			<b>2024</b>		<b>2023</b>
			£		£
Listed investment manager fees			<u>1,275</u>		<u>5,666</u>
<b>7. CHARITABLE ACTIVITIES COSTS</b>					
		Grant			
		funding of			
		activities			
		(see note			
		9)			
			Support		
			costs (see		
			note 10)		
			£		Totals
					£
Relief provided to members	160,639	15,496	15,649		191,784
Holiday home made available to members	14,696	-	-		14,696
Grants issued to other charities	-	1,250	-		1,250
	<u>175,335</u>	<u>16,746</u>	<u>15,649</u>		<u>207,730</u>
<b>8. DIRECT COSTS OF CHARITABLE ACTIVITIES</b>					
			<b>2024</b>		<b>2023</b>
			£		£
Flint House Police Rehabilitation subscriptions paid on behalf of members			150,823		145,640
The Police Children's Trust subscriptions paid on behalf of members			-		15,153
Convalescent home expenses			1,822		3,798
Therapy sessions			7,994		-
Static caravan running costs			10,043		9,519
Depreciation			<u>4,653</u>		<u>4,653</u>
			<u>175,335</u>		<u>178,763</u>
<b>9. GRANTS PAYABLE</b>					
			<b>2024</b>		<b>2023</b>
			£		£
Relief provided to members			15,496		35,220
Grants issued to other charities			<u>1,250</u>		<u>500</u>
			<u>16,746</u>		<u>35,720</u>
The total grants paid to institutions during the year was as follows					
			<b>2024</b>		<b>2023</b>
			£		£
Care Of Police Survivors			500		500
Climbing Out			500		-
Small institutional grants (less than £500 each)			<u>250</u>		<u>-</u>
			<u>1,250</u>		<u>500</u>

Grants issued to other charities are made at the request of members who are participating in fund raising activities in support of those charities

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024**

**9. GRANTS PAYABLE - continued**

The total grants paid to individuals during the year was as follows

	<b>2024</b>	<b>2023</b>
	£	£
Grants to individuals	<u>15,496</u>	<u>35,220</u>

Grants paid to individuals represent amounts paid to or on behalf of members in need

**10 SUPPORT COSTS**

		Governance costs
		£
Relief provided to members		<u>15,649</u>

Support costs, included in the above, are as follows

	<b>2024</b>	<b>2023</b>
	Relief provided to members £	Total activities £
Independent examiner's fees	1,740	2,970
Insurance	510	374
Administration charges	<u>13,399</u>	<u>12,580</u>
	<u>15,649</u>	<u>15,924</u>

**11 TRUSTEES' REMUNERATION AND BENEFITS**

During both the current and previous years no remuneration has been paid to any trustees

**TRUSTEES' EXPENSES**

There were no trustees' expenses paid for the year ended 31st March 2024 nor for the year ended 31st March 2023

**12. STAFF COSTS**

The charity did not directly employ any staff during either the current or the previous years

However the charity is recharged an administration fee by West Mercia Police in regard to the staff costs of a shared administrative employee Total administration fees for the year was £13,399 (2023 - £12,580)

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024

13	COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted funds £	Restricted funds £	Total funds £
	<b>INCOME AND ENDOWMENTS FROM</b>			
	Donations and legacies	175,053	-	175,053
	<b>Charitable activities</b>			
	Holiday home made available to members	890	-	890
	Investment income	<u>8,115</u>	<u>-</u>	<u>8,115</u>
	<b>Total</b>	<u>184,058</u>	<u>-</u>	<u>184,058</u>
	<b>EXPENDITURE ON</b>			
	<b>Raising funds</b>			
	Investment management costs	<u>5,666</u>	<u>-</u>	<u>5,666</u>
		5,666	-	5,666
	<b>Charitable activities</b>			
	Relief provided to members	215,735	-	215,735
	Holiday home made available to members	14,172	-	14,172
	Grants issued to other charities	<u>500</u>	<u>-</u>	<u>500</u>
	<b>Total</b>	<u>236,073</u>	<u>-</u>	<u>236,073</u>
	Net gains/(losses) on investments	<u>(48,718)</u>	<u>-</u>	<u>(48,718)</u>
	<b>NET INCOME/(EXPENDITURE)</b>	(100,733)	-	(100,733)
	<b>RECONCILIATION OF FUNDS</b>			
	Total funds brought forward	<u>758,618</u>	<u>-</u>	<u>758,618</u>
	<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>657,885</u>	<u>-</u>	<u>657,885</u>
14	<b>TANGIBLE FIXED ASSETS</b>			Static caravan £
	<b>COST</b>			
	At 1st April 2023 and 31st March 2024			<u>55,841</u>
	<b>DEPRECIATION</b>			
	At 1st April 2023			11,245
	Charge for year			<u>4,653</u>
	At 31st March 2024			<u>15,898</u>
	<b>NET BOOK VALUE</b>			
	At 31st March 2024			<u>39,943</u>
	At 31st March 2023			<u>44,596</u>

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024

15. FIXED ASSET INVESTMENTS

	Listed investments £
<b>MARKET VALUE</b>	
At 1st April 2023	455,074
Additions	490,392
Disposals	(468,182)
Revaluations	<u>46,316</u>
At 31st March 2024	<u>523,600</u>
<b>NET BOOK VALUE</b>	
At 31st March 2024	<u>523,600</u>
At 31st March 2023	<u>455,074</u>

16 DEBTORS

	2024 £	2023 £
Amounts falling due within one year		
Loans granted to members	5,973	8,668
Accrued income	42,178	767
Prepayments	<u>4,948</u>	<u>5,019</u>
	<u>53,099</u>	<u>14,454</u>
Amounts falling due after more than one year		
Loans granted to members	<u>53,286</u>	<u>24,250</u>
Aggregate amounts	<u>106,385</u>	<u>38,704</u>

**Loans to granted to members**

Loans granted to members are unsecured concessionary loans where no interest is charged and are being settled by way of monthly repayments by the members collected by West Mercia Police on behalf of the charity

Loans granted to members outstanding at the year end were as follows

	2024 £	2023 £
Amounts falling due within one year	5,973	8,668
Amounts falling due after more than one year	<u>53,286</u>	<u>24,250</u>
	<u>59,259</u>	<u>32,918</u>

Loans granted to members movement in the year

	2024 £	2023 £
As at 1 April 2023	32,918	22,635
Member repayments received in the year	(9,809)	(10,517)
New member loans issued in the year	<u>36,150</u>	<u>20,800</u>
<b>As at 31 March 2024</b>	<u>59,259</u>	<u>32,918</u>

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	12,719	24,968
Accrued expenses	3,952	8,520
	<u>16,671</u>	<u>33,488</u>

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows

	2024	2023
	£	£
Within one year	6,939	4,940
Between one and five years	27,758	19,760
In more than five years	25,444	23,053
	<u>60,141</u>	<u>47,753</u>

Operating lease costs for the year were £6,576 (2023 - £5,160)

19. MOVEMENT IN FUNDS

	At 1 4 23	Net movement in funds	At 31 3 24
	£	£	£
<b>Unrestricted funds</b>			
General fund	657,885	61,983	719,868
	<u>657,885</u>	<u>61,983</u>	<u>719,868</u>
<b>TOTAL FUNDS</b>	<u>657,885</u>	<u>61,983</u>	<u>719,868</u>

Net movement in funds, included in the above are as follows

	Incoming resources	Resources expended	Gains and losses	Movement in funds
	£	£	£	£
<b>Unrestricted funds</b>				
General fund	224,672	(209,005)	46,316	61,983
	<u>224,672</u>	<u>(209,005)</u>	<u>46,316</u>	<u>61,983</u>
<b>TOTAL FUNDS</b>	<u>224,672</u>	<u>(209,005)</u>	<u>46,316</u>	<u>61,983</u>

Comparatives for movement in funds

	At 1 4 22	Net movement in funds	At 31 3 23
	£	£	£
<b>Unrestricted funds</b>			
General fund	758,618	(100,733)	657,885
	<u>758,618</u>	<u>(100,733)</u>	<u>657,885</u>
<b>TOTAL FUNDS</b>	<u>758,618</u>	<u>(100,733)</u>	<u>657,885</u>

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2024

19 MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	184,058	(236,073)	(48,718)	(100,733)
	<hr/>	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>184,058</u>	<u>(236,073)</u>	<u>(48,718)</u>	<u>(100,733)</u>

20. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2024

**West Mercia Police Welfare Fund**  
**Detailed Statement of Financial Activities**  
**for the Year Ended 31st March 2024**

	2024 £	2023 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	490	675
Gift aid	77,526	34,550
Membership subscriptions	<u>142,463</u>	<u>139,828</u>
	220,479	175,053
<b>Investment income</b>		
Bank interest	356	265
Listed investment income	<u>2,197</u>	<u>7,850</u>
	2,553	8,115
<b>Charitable activities</b>		
Static caravan lets	<u>1,640</u>	<u>890</u>
<b>Total incoming resources</b>	<b>224,672</b>	<b>184,058</b>
<b>EXPENDITURE</b>		
<b>Investment management costs</b>		
Listed investment manager fees	1,275	5,666
<b>Charitable activities</b>		
Flint House Police Rehabilitation subscriptions paid on behalf of members	150,823	145,640
The Police Children's Trust subscriptions paid on behalf of members	-	15,153
Convalescent home expenses	1,822	3,798
Therapy sessions	7,994	-
Static caravan running costs	10,043	9,519
Static caravan depreciation	4,653	4,653
Grants to institutions	1,250	500
Grants to individuals	<u>15,496</u>	<u>35,220</u>
	192,081	214,483
<b>Support costs</b>		
<b>Governance costs</b>		
Independent examiner's fees	1,740	2,970
Insurance	510	374
Administration charges	<u>13,399</u>	<u>12,580</u>
	15,649	15,924
<b>Total resources expended</b>	<b>209,005</b>	<b>236,073</b>
<b>Net income/(expenditure)</b>	<b><u>15,667</u></b>	<b><u>(52,015)</u></b>

This page does not form part of the statutory financial statements

**WEST MERCIA POLICE WELFARE FUND**

England & Wales - Charity number 1087525

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# Accounts

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**Report of the Trustees and  
Financial Statements for the Year Ended 31st March 2023  
for  
West Mercia Police Welfare Fund**

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

**West Mercia Police Welfare Fund**

**Contents of the Financial Statements  
for the Year Ended 31st March 2023**

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## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2023

The trustees present their report with the financial statements of the charity for the year ended 31st March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

##### **Charity's objects**

The charity's objects are to relieve in cases of need, contributing members, past and present, of the West Mercia Constabulary and their families and dependents who are sick, convalescent, disabled, handicapped or infirm or may be in necessitous or impoverished condition, or who are suffering from temporary financial hardship, by providing, or paying for, items, services or facilities which are calculated to alleviate the suffering or assist the recovery of such persons in such cases, but are not readily available from other sources, or by providing monetary grants or loans. Such grants or loans will be at the discretion of the Executive Committee upon such terms as seem fit.

##### **Ensuring our work delivers our aims**

Each year our aims, objectives and activities are reviewed, based on the outcome of our work in the previous 12 months, to ensure they still reflect and further our aims and legal purposes. In our planning, setting objectives and determining our activities the trustees have paid due regard to the 'General Guidance on Public Benefit' published by the Charity Commission. In so doing, the Trustees consider the activities planned and how they further the aims and objectives they have set. The success of activities is reviewed each year in the context of benefits they bring to those groups of people we are set up to help.

##### **Social benefit**

By carrying out our aims and objectives the trustees have demonstrated their due regard to the guidance published by the Charity Commission on public benefit by promoting the efficiency of the police service together with assisting former members and their dependents who otherwise would be reliant on public funds for any assistance.

##### **Grant and loan making policy**

Emergency grants and loans are made by the Executive Committee following the procedures as set out in the Constitution. Applications are received by the Fund and then given consideration by a minimum of three members of the Executive Committee, one of whom must be an honorary officer.

The grants and loans made by the three members are then reported to the full Executive Committee at the next meeting of the said Committee.

The Executive Committee meets quarterly and receives grant and loan applications and approves Emergency Grants already provided.

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Charitable activities**

The charity receives income, principally from the members as subscriptions.

The subscription received contains an element relating to subscriptions payable to Flint House Police Rehabilitation and until December 2022 The Police Children's Charity. Following Flint House Police Rehabilitation and The Police Children's Charity increasing their prices per member in the year the charity made the decision not to increase their membership subscriptions, resulting in the charity paying out more in subscriptions to Flint House Police Rehabilitation and The Police Children's Charity than the charity was receiving. As a result in this the charity ceased their arrangement with The Police Children's Charity in December 2022.

During the year the charity issued grants to deserving members totalling £35,220 (2022 - £15,565) and had at the year end interest free loans to deserving members in issue of £32,918 (2022 - £22,635).

The charity also owns a static caravan which is rented out as a holiday home to members for no or nominal proceeds.

##### **Fundraising activities**

The members only lottery operated by the charity ceased trading in the previous year.

##### **Investment performance**

The listed investments held for the purposes of generating income are managed by Quilter Cheviot.

The charity, due to its size and nature, has no formal process to enable it to measure the success of its actions excepting that it continues to support the force members.

After the year end the charity changed investment managers to CCLA.

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2023

#### FINANCIAL REVIEW

##### Financial results for the year

During the year the charity had incoming resources of £184,058 (2022 - £184,964) and outgoing resources of £236,073 (2022 - £198,120), with net losses on investments of £48,718 (2022 - net gains of £13,371). The net outgoing resources for the year was £100,733 (2022 - net incoming resources of £215).

The results for the year are as set out in the Statement of Financial Activities on page 6.

##### Investment policy and objectives

There are some restrictions on the charity's power to invest. These restrictions are, however, consistent with a prudent approach to investment strategy. The strategy is such that the funds will be invested in low and medium risk investments with a view to ensuring that capital appreciation is achieved which exceeds inflation. The fund investment strategy is reviewed with independent advisers and a revised strategy adopted based upon their recommendations, such reviews are performed on an annual basis such that a report may be made to the AGM.

##### Reserves policy

It is the policy of the Charity to maintain such liquid reserves (unrestricted) as will enable it to meet all its expenditure requirements for a period of at least six months. The charity has to fund administration expenditure, and reserves are held to cover payments made while pursuing the charity's objectives as well as administration charges levied by West Mercia Police Federation.

At the year end the charity held unrestricted reserves of £657,885 (2022 - £758,618), of which £44,596 (2022 - £49,249) were held as functional assets of the charity and £455,074 (2022 - £507,865) were held as listed investments for the purpose of generating investment income, leaving free reserves of £158,215 (2022 - £201,504), representing approximately 8 months (2022 - 12 months) of annual expenditure.

As the charity currently has reserves in excess of their reserves policy, the Executive Committee made the decision not to increase member fees for both the current and next financial years. This is budgeted to result in a net cash deficit for the next financial year to be funded out of general reserves.

The Executive Committee also plans to increase the amounts held as listed investments for the purpose of generating investment income.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The West Mercia Police Welfare Fund is constituted under a constitution dated 25 April 2001 (as amended on 2 October 2013 and on 21 October 2021) and is an unincorporated charity registered with Charity Commission For England And Wales (charity number 1087525).

##### Recruitment and appointment of new trustees

Following a change to the trust deed in the year, the Executive Committee consists of not less than 7 nor more than 12 nominated members. The members of the Executive Committee are elected annually at the Annual General Meeting as follows:

- the Chief Constables for the force (who shall be the president of the charity);
- one member of the Chief Officer Group for the force;
- one member of the Superintendent's Association for the force;
- four members of the Police Federation Joint Branch Board of the force (at least one of whom shall be female);
- one member of the Force Welfare Department;
- one member from the Force Chaplaincy; and
- two members from the National Association of Retired Police Officers.

In addition one member of the Force Occupational Health Department shall be co-opted members without voting rights.

Other persons may be co-opted onto the Executive Committee without voting rights.

The Chairman, Vice Chairman, Secretary and Treasurer are elected by the members from those elected to the Executive Committee.

##### Organisational structure

The day to day administration of the charity is performed by the Officers, namely, Chairman, Vice Chairman and Secretary/Treasurer.

The Holding Trustees are, in accordance with the trust deed, the Chairman, Secretary and Treasurer. The Holding Trustees act as custodians of all investments held by the Charity.

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2023

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Induction and training of new trustees

New trustees attend a course on trustee responsibilities as soon as is practicable after becoming appointed.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Charity number

1087525

##### Principal address

West Mercia Police Headquarters  
Hindlip Hall  
Hindlip  
Worcestershire  
WR3 8SP

##### Trustees - served in the reporting period

Margaret Case	
Sarah Cooper	(resigned 18 May 2023)
Stephanie Dyer	(resigned 18 May 2023)
Craig Harris	
Richard Johnson	
Morwenna Lansdale	(resigned 18 May 2023)
Phillippa Mills	
Julian Moss	(resigned 24 September 2022)
Alex Murray	(appointed 6 December 2022)
Peter Picken	(resigned 18 May 2023)
Amanda Teague	(resigned 18 May 2023)

##### Trustees – appointed after the year end

Rachel Adie	(appointed 25 May 2023)
Deborah Bentley	(appointed 18 May 2023)
Steven Butler	(appointed 18 May 2023)
Rachel Hartland-Lane	(appointed 18 May 2023)
Kevin Jones	(appointed 18 May 2023)
Peter Rigby	(appointed 18 May 2023)
Carla Thomas	(appointed 18 May 2023)
Timothy Viner	(appointed 18 May 2023)
Edward Williams	(appointed 18 May 2023)

##### Honorary officers - served in the reporting period

President	Pippa Mills	
Chairman	Morwenna Lansdale	(to 18 May 2023)
Vice Chairman	Sarah Cooper	(to 18 May 2023)
Secretary	Julian Moss	(to 1st September 2022)
	Alex Murray	(from 1 September 2022 to 18 May 2022)
Assistant Secretary	Richard Johnson	(to 18 May 2023)
Treasurer	Craig Harris	(to 18 May 2023)
Assistant Treasurer	Peter Picken	(to 18 May 2023)

##### Honorary officers – appointed after the year end

Chairman	Edd Williams	(from 18 May 2023)
Vice Chairman	Carla Thomas	(from 18 May 2023)
Secretary	Kevin Jones	(from 18 May 2023)
Treasurer	Rachel Adie	(from 18 May 2023)

##### Independent Examiner

Melissa Godwin  
The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

West Mercia Police Welfare Fund

Report of the Trustees  
for the Year Ended 31st March 2023

REFERENCE AND ADMINISTRATIVE DETAILS

**Bankers**

HSBC  
16 Sherwood Square  
Telford Shopping Centre  
Telford  
TF3 4AN

**Investment managers**

Quilter Cheviot  
Toronto Square  
Toronto Street  
Leeds  
West Yorkshire  
LS1 2HJ

Approved by order of the board of trustees on

26/01/24

and signed on its behalf by



Ms Rachel Adie - Trustee

**Independent Examiner's Report to the Trustees of  
West Mercia Police Welfare Fund**

**Independent examiner's report to the trustees of West Mercia Police Welfare Fund**

I report to the charity trustees on my examination of the accounts of West Mercia Police Welfare Fund (the Trust) for the year ended 31st March 2023.

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').


I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Melissa Godwin  
The Association of Chartered Certified Accountants

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

Date: ...26/01/24.....

**West Mercia Police Welfare Fund**

**Statement of Financial Activities  
for the Year Ended 31st March 2023**

	Notes	Unrestricted funds £	Restricted funds £	<b>2023 Total funds £</b>	2022 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	4	<b>175,053</b>	-	<b>175,053</b>	173,081
<b>Charitable activities</b>					
Holiday home made available to members		<b>890</b>	-	<b>890</b>	2,420
Other trading activities	5	-	-	-	2,596
Investment income	6	<u>8,115</u>	-	<u>8,115</u>	<u>6,867</u>
<b>Total</b>		<u><b>184,058</b></u>	-	<u><b>184,058</b></u>	<u>184,964</u>
<b>EXPENDITURE ON</b>					
<b>Raising funds</b>					
Other trading activities	7	-	-	-	1,480
Investment management costs	8	<u>5,666</u>	-	<u>5,666</u>	<u>6,566</u>
		<b>5,666</b>	-	<b>5,666</b>	8,046
<b>Charitable activities</b>					
Relief provided to members	9	<b>215,735</b>	-	<b>215,735</b>	175,798
Holiday home made available to members		<b>14,172</b>	-	<b>14,172</b>	11,526
Grants issued to other charities		<u>500</u>	-	<u>500</u>	<u>2,750</u>
<b>Total</b>		<u><b>236,073</b></u>	-	<u><b>236,073</b></u>	<u>198,120</u>
Net gains/(losses) on investments		<u>(48,718)</u>	-	<u>(48,718)</u>	<u>13,371</u>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(100,733)</b>	-	<b>(100,733)</b>	215
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>758,618</u>	-	<u>758,618</u>	758,403
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><b>657,885</b></u>	-	<u><b>657,885</b></u>	<u>758,618</u>

The notes form part of these financial statements

West Mercia Police Welfare Fund

Balance Sheet  
31st March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	16	44,596	-	44,596	49,249
Investments	17	<u>455,074</u>	<u>-</u>	<u>455,074</u>	<u>507,865</u>
		499,670	-	499,670	557,114
<b>CURRENT ASSETS</b>					
Debtors amounts falling due within one year	18	14,454	-	14,454	10,936
Debtors amounts falling due after more than one year	18	24,250	-	24,250	15,535
Cash at bank		<u>152,999</u>	<u>-</u>	<u>152,999</u>	<u>213,984</u>
		191,703	-	191,703	240,455
<b>CREDITORS</b>					
Amounts falling due within one year	19	(33,488)	-	(33,488)	(38,951)
		<u>158,215</u>	<u>-</u>	<u>158,215</u>	<u>201,504</u>
<b>NET CURRENT ASSETS</b>					
		657,885	-	657,885	758,618
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>657,885</u>	<u>-</u>	<u>657,885</u>	<u>758,618</u>
<b>NET ASSETS</b>					
		<u>657,885</u>	<u>-</u>	<u>657,885</u>	<u>758,618</u>
<b>FUNDS</b>					
Unrestricted funds	21				
General fund				<u>657,885</u>	<u>758,618</u>
<b>TOTAL FUNDS</b>					
				<u>657,885</u>	<u>758,618</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 26/01/24 and were signed on its behalf by



Ms Rachel Adie - Trustee

## West Mercia Police Welfare Fund

### Notes to the Financial Statements for the Year Ended 31st March 2023

#### 1. STATUTORY INFORMATION

The charity is an unincorporated charity registered with the Charity Commission for England and Wales.

The charity's address can be found in the Report of the Trustees.

#### 2. ACCOUNTING POLICIES

##### BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

##### INCOME

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Donations are accounted for when received.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Income tax refunds in respect of Gift Aid are accounted for in the period in which the charity receives the refund (see note 3 - critical accounting judgements and key sources of estimation uncertainty).

Lottery income is recognised at the point when draws take place.

Holiday home let income is recognised in line with the period of the holiday let.

Income from listed investments is recognised when the right to receive payment is established.

##### EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants paid to eligible members to alleviate hardship which are not repayable by the members are recognised when paid.

Grants to institutions are recognised at the point when the offer made by the charity is conveyed to the recipient, except in cases where the offer is subject to conditions not yet met.

##### ALLOCATION OF SUPPORT COSTS BETWEEN ACTIVITIES

Support costs are allocated solely to the principal charitable activity of providing relief to members.

##### TANGIBLE FIXED ASSETS

Tangible fixed assets are initially measured at cost and subsequently depreciated.

Depreciation is recognised so as to write off the cost of assets over their useful economic lives on the following basis:

- Static caravan - over 12 years on cost (in line with the caravan park licence agreement)

##### TAXATION

The charity is exempt from tax on its charitable activities.

##### FUND ACCOUNTING

Unrestricted funds and donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose are available as general funds

## West Mercia Police Welfare Fund

### Notes to the Financial Statements - continued for the Year Ended 31st March 2023

#### 2. ACCOUNTING POLICIES - continued

##### FUND ACCOUNTING

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria, is charged to the restricted funds.

##### FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### Fixed asset investments

Investments are held at market value with gains and losses on revaluations recognised within the Statement of Financial Activities.

##### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

##### Concessionary loans

Concessionary loans (i.e. free of interest) are granted to eligible members to alleviate hardship. These loans, which are repayable after more than one year, they are initially recognised at the amount paid, with the carrying value adjusted in subsequent years to reflect repayments, adjusted for any impairment if necessary.

##### Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction.

#### 3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

##### Gift aid claims

The charity makes gift aid claims from HMRC on amounts received from members. These claims are processed by an agent on behalf of the charity. Due to the time scale as to when these claims are made, it is not considered practicable to make a reliable estimate as to the level of gift aid to be claimed after the year end that relates to amounts received from members during the current financial year. As such, gift aid claims are not brought into account and recognised until they are received.

In the current year total gift aid claims received amounted to £34,550 (2022 - £33,444).

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2023**

<b>4. DONATIONS AND LEGACIES</b>		<b>2023</b>	2022
		£	£
Donations		675	80
Gift aid		34,550	33,444
Membership subscriptions		<u>139,828</u>	<u>139,557</u>
		<u><b>175,053</b></u>	<u><b>173,081</b></u>
<b>5. OTHER TRADING ACTIVITIES</b>		<b>2023</b>	2022
		£	£
Lottery income		<u>-</u>	<u>2,596</u>
<b>6. INVESTMENT INCOME</b>		<b>2023</b>	2022
		£	£
Listed investment income		<u>8,115</u>	<u>6,867</u>
<b>7. OTHER TRADING ACTIVITIES</b>		<b>2023</b>	2022
		£	£
Lottery prizes		<u>-</u>	<u>1,480</u>
<b>8. INVESTMENT MANAGEMENT COSTS</b>		<b>2023</b>	2022
		£	£
Listed investment manager fees		<u>5,666</u>	<u>6,566</u>
<b>9. CHARITABLE ACTIVITIES COSTS</b>			
	Direct	Grant	Support
	Costs (see	funding of	costs (see
	note 10)	activities	note 12)
	£	(see note	£
	£	11)	£
Relief provided to members	164,591	35,220	15,924
Holiday home made available to members	14,172	-	-
Grants issued to other charities	<u>-</u>	<u>500</u>	<u>-</u>
	<u><b>178,763</b></u>	<u><b>35,720</b></u>	<u><b>15,924</b></u>
			<u><b>230,407</b></u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2023**

**10. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	<b>2023</b>	2022
	£	£
Flint House Police Rehabilitation subscriptions paid on behalf of members	<b>145,640</b>	118,237
The Police Children's Trust subscriptions paid on behalf of members	<b>15,153</b>	13,957
Convalescent home expenses	<b>3,798</b>	2,417
Static caravan running costs	<b>9,519</b>	6,873
Depreciation	<b>4,653</b>	4,653
	<b><u>178,763</u></b>	<b><u>146,137</u></b>

**11. GRANTS PAYABLE**

	<b>2023</b>	2022
	£	£
Relief provided to members	<b>35,220</b>	15,801
Grants issued to other charities	<b>500</b>	2,750
	<b><u>35,720</u></b>	<b><u>18,551</u></b>

The total grants paid to institutions during the year was as follows:

	<b>2023</b>	2022
	£	£
Care Of Police Survivors	<b>500</b>	1,000
West Mercia Police Civilian Welfare Fund	-	236
Small institutional grants (less than £500 each)	-	1,750
	<b><u>500</u></b>	<b><u>2,986</u></b>

Grants issued to West Mercia Police Civilian Welfare Fund were paid out of income received from lottery fundraising activities.

Grants issued to other charities are made at the request of members who are participating in fund raising activities in support of those charities.

The total grants paid to individuals during the year was as follows:

	<b>2023</b>	2022
	£	£
Grants to individuals	<b><u>35,220</u></b>	<b><u>15,565</u></b>

Grants paid to individuals represent amounts paid to or on behalf of members in need.

**12. SUPPORT COSTS**

		Governance costs
		£
Relief provided to members		<b><u>15,924</u></b>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2023**

**12. SUPPORT COSTS - continued**

Support costs, included in the above, are as follows:

	<b>2023</b>	2022
	Relief provided to members	Total activities
	£	£
Independent examiner's fees	<b>2,970</b>	<b>2,280</b>
Legal fees	-	<b>6,913</b>
Provision for bad debts	-	<b>5,910</b>
Insurance	<b>374</b>	-
Sundries	-	<b>68</b>
Administration charges	<b><u>12,580</u></b>	<b><u>10,215</u></b>
	<b><u>15,924</u></b>	<b><u>25,386</u></b>

**13. TRUSTEES' REMUNERATION AND BENEFITS**

During both the current and previous years no remuneration has been paid to any trustees.

**TRUSTEES' EXPENSES**

During the year no trustee expenses were paid (2022 - 1 trustee was reimbursed travel expenses totalling £52).

**14. STAFF COSTS**

The charity did not directly employ any staff during either the current or the previous years.

However the charity is recharged an administration fee by West Mercia Police (and last year by West Mercia Constabulary Police Federation) in regard to the staff costs of a shared administrative employee. Total administration fees for the year was £12,580 (2022 - £10,215).

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2023**

**15. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	173,081	-	173,081
<b>Charitable activities</b>			
Holiday home made available to members	2,420	-	2,420
Other trading activities	2,596	-	2,596
Investment income	<u>6,867</u>	<u>-</u>	<u>6,867</u>
<b>Total</b>	<u>184,964</u>	<u>-</u>	<u>184,964</u>
<b>EXPENDITURE ON</b>			
<b>Raising funds</b>			
Other trading activities	1,480	-	1,480
Investment management costs	<u>6,566</u>	<u>-</u>	<u>6,566</u>
	8,046	-	8,046
<b>Charitable activities</b>			
Relief provided to members	175,798	-	175,798
Holiday home made available to members	11,526	-	11,526
Grants issued to other charities	<u>2,750</u>	<u>-</u>	<u>2,750</u>
<b>Total</b>	<u>198,120</u>	<u>-</u>	<u>198,120</u>
Net gains on investments	<u>13,371</u>	<u>-</u>	<u>13,371</u>
<b>NET INCOME</b>	215	-	215
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>758,403</u>	<u>-</u>	<u>758,403</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>758,618</u></u>	<u><u>-</u></u>	<u><u>758,618</u></u>

**16. TANGIBLE FIXED ASSETS**

<b>COST</b>	Static caravan £
At 1st April 2022 and 31st March 2023	<u><b>55,841</b></u>
<b>DEPRECIATION</b>	
At 1st April 2022	<b>6,592</b>
Charge for year	<u><b>4,653</b></u>
At 31st March 2023	<u><b>11,245</b></u>
<b>NET BOOK VALUE</b>	
At 31st March 2023	<u><u><b>44,596</b></u></u>
At 31st March 2022	<u><u><b>49,249</b></u></u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2023**

**17. FIXED ASSET INVESTMENTS**

	Listed investments £
<b>MARKET VALUE</b>	
At 1st April 2022	507,865
Additions	111,836
Disposals	(115,909)
Revaluations	<u>(48,718)</u>
At 31st March 2023	<u>455,074</u>
<b>NET BOOK VALUE</b>	
At 31st March 2023	<u>455,074</u>
At 31st March 2022	<u>507,865</u>

The valuation of the investments, at market value, was performed by Quilter Cheviot.

The investments are held to provide an investment return to the charity.

**18. DEBTORS**

	2023 £	2022 £
Amounts falling due within one year:		
Loans granted to members	8,668	7,100
Accrued income	767	616
Prepayments	<u>5,019</u>	<u>3,220</u>
	<u>14,454</u>	<u>10,936</u>
Amounts falling due after more than one year:		
Loans granted to members	<u>24,250</u>	<u>15,535</u>
Aggregate amounts	<u>38,704</u>	<u>26,471</u>

**Loans to granted to members**

Loans granted to members are unsecured concessionary loans where no interest is charged and are being settled by way of monthly repayments by the members collected by West Mercia Police on behalf of the charity.

Loans granted to members outstanding at the year end were as follows:

	2023 £	2022 £
Amounts falling due within one year	8,668	7,100
Amounts falling due after more than one year	<u>24,250</u>	<u>15,535</u>
	<u>32,918</u>	<u>22,635</u>

Loans granted to members movement in the year:

	2023 £	2022 £
As at 1 April 2022	22,635	34,223
Member repayments received in the year	(10,517)	(8,678)
New member loans issued in the year	20,800	3,000
Bad debt provision	-	(5,910)
<b>As at 31 March 2023</b>	<u>32,918</u>	<u>22,635</u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2023**

**19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	<b>24,968</b>	32,597
Accrued expenses	<b>8,520</b>	6,354
	<b><u>33,488</u></b>	<b><u>38,951</u></b>

**20. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Within one year	<b>4,940</b>	4,940
Between one and five years	<b>19,760</b>	19,760
In more than five years	<b>23,053</b>	27,994
	<b><u>47,753</u></b>	<b><u>52,694</u></b>

Operating lease costs for the year were £5,160 (2022 - £4,808).

**21. MOVEMENT IN FUNDS**

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
<b>Unrestricted funds</b>			
General fund	<b>758,618</b>	<b>(100,733)</b>	<b>657,885</b>
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>758,618</u></b>	<b><u>(100,733)</u></b>	<b><u>657,885</u></b>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	<b>184,058</b>	<b>(236,073)</b>	<b>(48,718)</b>	<b>(100,733)</b>
	<hr/>	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>184,058</u></b>	<b><u>(236,073)</u></b>	<b><u>(48,718)</u></b>	<b><u>(100,733)</u></b>

**Comparatives for movement in funds**

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
<b>Unrestricted funds</b>			
General fund	758,403	215	758,618
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<b><u>758,403</u></b>	<b><u>215</u></b>	<b><u>758,618</u></b>

## West Mercia Police Welfare Fund

### Notes to the Financial Statements - continued for the Year Ended 31st March 2023

#### 21. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	184,964	(198,120)	13,371	215
	<hr/>	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>184,964</u>	<u>(198,120)</u>	<u>13,371</u>	<u>215</u>

#### 22. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st March 2023.

#### 23. PRIOR YEAR ADJUSTMENT

The comparatives have been amended to show within unrestricted funds activity amounts which were previously reported as restricted fund activity. These amounts relate to past arrangements to pay an element of membership subscription income to both Flint House Police Rehabilitation and The Police Children's Trust. In addition the relating expenditure has been shown within direct costs rather than as grants payable. Both unrestricted and restricted fund balances as at 31 March 2022 have remained unchanged.

**West Mercia Police Welfare Fund**  
**Detailed Statement of Financial Activities**  
**for the Year Ended 31st March 2023**

	2023 £	2022 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	675	80
Gift aid	34,550	33,444
Membership subscriptions	<u>139,828</u>	<u>139,557</u>
	<b>175,053</b>	173,081
<b>Other trading activities</b>		
Lottery income	-	2,596
<b>Investment income</b>		
Listed investment income	8,115	6,867
<b>Charitable activities</b>		
Static caravan lets (rented to members at no or nominal fee)	<u>890</u>	<u>2,420</u>
<b>Total incoming resources</b>	<b>184,058</b>	184,964
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Lottery prizes	-	1,480
<b>Investment management costs</b>		
Listed investment manager fees	5,666	6,566
<b>Charitable activities</b>		
Flint House Police Rehabilitation subscriptions paid on behalf of members	145,640	118,237
The Police Children's Trust subscriptions paid on behalf of members	15,153	13,957
Convalescent home expenses	3,798	2,417
Static caravan running costs	9,519	6,873
Static caravan depreciation	4,653	4,653
Grants to institutions	500	2,986
Grants to individuals	<u>35,220</u>	<u>15,565</u>
	<b>214,483</b>	164,688
<b>Support costs</b>		
<b>Governance costs</b>		
Independent examiner's fees	2,970	2,280
Legal fees	-	6,913
Provision for bad debts	-	5,910
Insurance	374	-
Sundries	-	68
Administration charges	<u>12,580</u>	<u>10,215</u>
	<b>15,924</b>	25,386
Total resources expended	<u>236,073</u>	<u>198,120</u>
<b>Net expenditure</b>	<u>(52,015)</u>	<u>(13,156)</u>

This page does not form part of the statutory financial statements

**WEST MERCIA POLICE WELFARE FUND**

England & Wales - Charity number 1087525

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# Accounts

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**Report of the Trustees and  
Financial Statements for the Year Ended 31st March 2022  
for  
West Mercia Police Welfare Fund**

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

**West Mercia Police Welfare Fund**

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for the Year Ended 31st March 2022**

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## **West Mercia Police Welfare Fund**

### **Report of the Trustees for the Year Ended 31st March 2022**

The trustees present their report with the financial statements of the charity for the year ended 31st March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

##### **Charity's objects**

The charity's objects are to relieve in cases of need, contributing members, past and present, of the West Mercia Constabulary and their families and dependents who are sick, convalescent, disabled, handicapped or infirm or may be in necessitous or impoverished condition, or who are suffering from temporary financial hardship, by providing, or paying for, items, services or facilities which are calculated to alleviate the suffering or assist the recovery of such persons in such cases, but are not readily available from other sources, or by providing monetary grants or loans. Such grants or loans will be at the discretion of the Executive Committee upon such terms as seem fit.

##### **Ensuring our work delivers our aims**

Each year our aims, objectives and activities are reviewed, based on the outcome of our work in the previous 12 months, to ensure they still reflect and further our aims and legal purposes. In our planning, setting objectives and determining our activities the trustees have paid due regard to the 'General Guidance on Public Benefit' published by the Charity Commission. In so doing, the Trustees consider the activities planned and how they further the aims and objectives they have set. The success of activities is reviewed each year in the context of benefits they bring to those groups of people we are set up to help.

##### **Social benefit**

By carrying out our aims and objectives the trustees have demonstrated their due regard to the guidance published by the Charity Commission on public benefit by promoting the efficiency of the police service together with assisting former members and their dependents who otherwise would be reliant on public funds for any assistance.

##### **Grant and loan making policy**

Emergency grants and loans are made by the Executive Committee following the procedures as set out in the Constitution. Applications are received by the Fund and then given consideration by a minimum of three members of the Executive Committee, one of whom must be an honorary officer.

The grants and loans made by the three members are then reported to the full Executive Committee at the next meeting of the said Committee.

The Executive Committee meets quarterly and receives grant and loan applications and approves Emergency Grants already provided.

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Charitable activities**

The charity receives income, principally from the members as subscriptions. The subscription received contains two elements which constitute restricted funds, namely subscriptions to Flint House Police Rehabilitation (formerly called The Police Rehabilitation Centre) and The Police Children's Charity (formerly called St George's Police Children Trust). The element of the subscription relating to these two items is passed straight on to the relevant bodies.

During the year the charity issued grants to deserving members totalling £15,565 (2021 - £10,848) and had at the year end interest free loans to deserving members in issue of £22,635 (2021 - £34,223).

The charity also owns a static caravan which is rented out as a holiday home to members for no or nominal proceeds. Unfortunately due to Covid-19 restrictions this was unavailable for use for most of the year.

##### **Fundraising activities**

The members only lottery operated by the charity ceased trading in the current year.

##### **Investment performance**

The listed investments held for the purposes of generating income are managed by Quilter Cheviot.

The charity, due to its size and nature, has no formal process to enable it to measure the success of its actions excepting that it continues to support the force members.

##### **Significant events in the year**

During the year the charity amended its governing document in regard to how trustees are appointed from various branches and affiliate organisations of the West Mercia Police. All but one of the trustees stepped down and new trustees were appointed.

The charity also ceased using West Mercia Police Federation to provide administrative services on behalf of the charity.

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2022

#### FINANCIAL REVIEW

##### Financial results for the year

During the year the charity had incoming resources of £184,964 (2021 - £179,489) and outgoing resources of £198,120 (2021 - £175,663), with net gains on investments of £13,371 (2021 - net gains of £92,355). The net incoming resources for the year was £215 (2021 - net incoming resources of £96,181).

The results for the year are as set out in the Statement of Financial Activities on page 6.

##### Investment policy and objectives

There are some restrictions on the charity's power to invest. These restrictions are, however, consistent with a prudent approach to investment strategy. The strategy is such that the funds will be invested in low and medium risk investments with a view to ensuring that capital appreciation is achieved which exceeds inflation. The fund investment strategy is reviewed with independent advisers and a revised strategy adopted based upon their recommendations, such reviews are performed on an annual basis such that a report may be made to the AGM.

##### Reserves policy

It is the policy of the Charity to maintain such liquid reserves (unrestricted) as will enable it to meet all its expenditure requirements for a period of at least six months. The charity has to fund administration expenditure, and reserves are held to cover payments made while pursuing the charity's objectives as well as administration charges levied by West Mercia Police Federation.

At the year end the charity held unrestricted reserves of £758,618 (2021 - £758,403), of which £49,249 (2021 - £53,902) were held as functional assets of the charity and £507,865 (2021 - £496,750) were held as listed investments for the purpose of generating investment income, leaving free reserves of £201,504 (2021 - £207,751), representing approximately 12 months (2021 - 14 months) of annual expenditure.

As the charity currently has reserves in excess of their reserves policy, the Executive Committee has made the decision not to increase member fees for the next financial year. This is budgeted to result in a net cash deficit for the next financial year to be funded out of general reserves.

The Executive Committee also plans to increase the amounts held as listed investments for the purpose of generating investment income.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The West Mercia Police Welfare Fund is constituted under a trust deed dated 25 April 2001 (as amended on 2 October 2013 and on 21 October 2021) and is an unincorporated charity registered with Charity Commission For England And Wales (charity number 1087525).

##### Recruitment and appointment of new trustees

Following a change to the trust deed in the year, the Executive Committee consists of not less than 7 nor more than 12 nominated members. The members of the Executive Committee are elected annually at the Annual General Meeting as follows:

- the Chief Constables for the force (who shall be the president of the charity);
- one member of the Chief Officer Group for the force;
- one member of the Superintendent's Association for the force;
- four members of the Police Federation Joint Branch Board of the force (at least one of whom shall be female);
- one member of the Force Welfare Department;
- one member from the Force Chaplaincy; and
- two members from the National Association of Retired Police Officers.

In addition one member of the Force Occupational Health Department shall be co-opted members without voting rights.

Other persons may be co-opted onto the Executive Committee without voting rights.

The Chairman, Vice Chairman, Secretary and Treasurer are elected by the members from those elected to the Executive Committee.

##### Organisational structure

The day to day administration of the charity is performed by the Officers, namely, Chairman, Vice Chairman and Secretary/Treasurer.

The Holding Trustees are, in accordance with the trust deed, the Chairman, Secretary and Treasurer. The Holding Trustees act as custodians of all investments held by the Charity.

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2022

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Induction and training of new trustees

New trustees attend a course on trustee responsibilities as soon as is practicable after becoming appointed.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Charity number

1087525

##### Principal address

West Mercia Police Headquarters  
Hindlip Hall  
Hindlip  
Worcestershire  
WR3 8SP

##### Trustees

Steven Butler	(resigned 21st October 2021)
Margaret Case	(appointed 21st October 2021)
Sarah Cooper	
Stephanie Dyer	(appointed 21st October 2021)
Craig Harris	(appointed 31st January 2022)
Richard Johnson	(appointed 21st October 2021)
Morwenna Lansdale	(appointed 21st October 2021)
Ann-Marie Laws	(resigned 21st October 2021)
Phillippa Mills	(appointed 21st October 2021)
Julian Moss	(appointed 21st October 2021)
Peter Picken	(appointed 21st October 2021)
Amanda Teague	(appointed 31st January 2022)
Lesley Williams	(resigned 21st October 2021)

##### Honorary officers

Chairman	Sarah Cooper	(to 21st October 2021)
	Morwenna Lansdale	(from 21st October 2021)
Vice Chairman	Lesley Williams	(to 21st October 2021)
	Sarah Cooper	(from 21st October 2021)
Secretary	Steve Butler	(to 21st October 2021)
	Julian Moss	(from 21st October 2021)
Assistant Secretary	Christopher Thomas*	(to 21st October 2021)
	Richard Johnson	(from 21st October 2021)
Treasurer	Lesley Williams	(to 21st October 2021)
	Craig Harris	(from 31st January 2022)
Assistant Treasurer	Peter Nightingale*	(to 21st October 2021)
	Peter Picken	from 21st October 2021)

\* - indicates individuals who are honorary officers but are not also trustees.

##### Independent Examiner

Nicholas Paul Sandy  
FCA  
The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

**West Mercia Police Welfare Fund**

**Report of the Trustees  
for the Year Ended 31st March 2022**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Bankers**

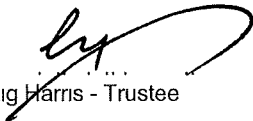
HSBC  
16 Sherwood Square  
Telford Shopping Centre  
Telford  
TF3 4AN

Unity Trust Bank  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

**Investment managers**

Quilter Cheviot  
Toronto Square  
Toronto Street  
Leeds  
West Yorkshire  
LS1 2HJ

Approved by order of the board of trustees on *28 Sept 2022* and signed on its behalf by



Mr Craig Harris - Trustee

**Independent Examiner's Report to the Trustees of  
West Mercia Police Welfare Fund**

**Independent examiner's report to the trustees of West Mercia Police Welfare Fund**

I report to the charity trustees on my examination of the accounts of West Mercia Police Welfare Fund (the Trust) for the year ended 31st March 2022.

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

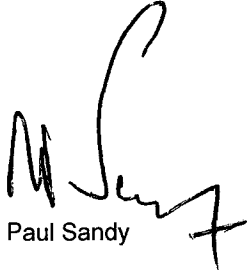
I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Nicholas Paul Sandy  
FCA  
The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

Date: ..... 28/09/2022

West Mercia Police Welfare Fund

Statement of Financial Activities  
for the Year Ended 31st March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds as restated £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	4	40,886	132,194	173,080	166,316
<b>Charitable activities</b>					
Holiday home made available to members		2,420	-	2,420	-
Other trading activities	5	2,596	-	2,596	8,172
Investment income	6	6,868	-	6,868	5,001
<b>Total</b>		<b>52,770</b>	<b>132,194</b>	<b>184,964</b>	<b>179,489</b>
<b>EXPENDITURE ON</b>					
<b>Raising funds</b>					
Other trading activities	7	1,480	-	1,480	7,060
Investment management costs	8	6,566	-	6,566	5,687
		<b>8,046</b>	<b>-</b>	<b>8,046</b>	<b>12,747</b>
<b>Charitable activities</b>					
Relief provided to members	9	43,604	132,194	175,798	159,125
Holiday home made available to members		11,526	-	11,526	3,791
Grants issued to other charities		2,750	-	2,750	-
<b>Total</b>		<b>65,926</b>	<b>132,194</b>	<b>198,120</b>	<b>175,663</b>
Net gains on investments		13,371	-	13,371	92,355
<b>NET INCOME</b>		<b>215</b>	<b>-</b>	<b>215</b>	<b>96,181</b>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>758,403</b>	<b>-</b>	<b>758,403</b>	<b>662,222</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>758,618</b>	<b>-</b>	<b>758,618</b>	<b>758,403</b>

The notes form part of these financial statements

West Mercia Police Welfare Fund

Balance Sheet  
31st March 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds as restated £
<b>FIXED ASSETS</b>					
Tangible assets	17	49,249	-	49,249	53,902
Investments	18	507,865	-	507,865	496,750
		<u>557,114</u>	<u>-</u>	<u>557,114</u>	<u>550,652</u>
<b>CURRENT ASSETS</b>					
Debtors amounts falling due within one year	19	10,936	-	10,936	13,527
Debtors amounts falling due after more than one year	19	15,535	-	15,535	24,132
Cash at bank		181,387	32,598	213,985	188,304
		<u>207,858</u>	<u>32,598</u>	<u>240,456</u>	<u>225,963</u>
<b>CREDITORS</b>					
Amounts falling due within one year	20	(6,354)	(32,598)	(38,952)	(18,212)
<b>NET CURRENT ASSETS</b>					
		<u>201,504</u>	<u>-</u>	<u>201,504</u>	<u>207,751</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>758,618</u>	<u>-</u>	<u>758,618</u>	<u>758,403</u>
<b>NET ASSETS</b>					
		<u>758,618</u>	<u>-</u>	<u>758,618</u>	<u>758,403</u>
<b>FUNDS</b>					
Unrestricted funds	22				
General fund				758,618	758,403
<b>TOTAL FUNDS</b>					
				<u>758,618</u>	<u>758,403</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 28 Sept 2022 and were signed on its behalf by

  
Mr Craig Harris - Trustee

## West Mercia Police Welfare Fund

### Notes to the Financial Statements for the Year Ended 31st March 2022

#### 1. STATUTORY INFORMATION

The charity is an unincorporated charity registered with the Charity Commission for England and Wales.

The charity's address can be found in the Report of the Trustees.

#### 2. ACCOUNTING POLICIES

##### BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

##### INCOME

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Donations are accounted for when received.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Income tax refunds in respect of Gift Aid are accounted for in the period in which the charity receives the refund (see note 3 - critical accounting judgements and key sources of estimation uncertainty).

Lottery income is recognised at the point when draws take place.

Holiday home let income is recognised in line with the period of the holiday let.

Income from listed investments is recognised when the right to receive payment is established.

##### EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants paid to eligible members to alleviate hardship which are not repayable by the members are recognised when paid.

Grants to institutions are recognised at the point when the offer made by the charity is conveyed to the recipient, except in cases where the offer is subject to conditions not yet met.

##### ALLOCATION OF SUPPORT COSTS BETWEEN ACTIVITIES

Support costs are allocated solely to the principal charitable activity of providing relief to members.

##### TANGIBLE FIXED ASSETS

Tangible fixed assets are initially measured at cost and subsequently depreciated.

Depreciation is recognised so as to write off the cost of assets over their useful economic lives on the following basis:

- Static caravan
- over 12 years on cost (in line with the caravan park licence agreement)

##### TAXATION

The charity is exempt from tax on its charitable activities.

##### FUND ACCOUNTING

Unrestricted funds and donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose are available as general funds

## West Mercia Police Welfare Fund

### Notes to the Financial Statements - continued for the Year Ended 31st March 2022

#### 2. ACCOUNTING POLICIES - continued

##### FUND ACCOUNTING

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria, is charged to the restricted funds.

##### FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### Fixed asset investments

Investments are held at market value with gains and losses on revaluations recognised within the Statement of Financial Activities.

##### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

##### Concessionary loans

Concessionary loans (i.e. free of interest) are granted to eligible members to alleviate hardship. These loans, which are repayable after more than one year, they are initially recognised at the amount paid, with the carrying value adjusted in subsequent years to reflect repayments, adjusted for any impairment if necessary.

##### Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction.

#### 3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

##### Gift aid claims

The charity makes gift aid claims from HMRC on amounts received from members. These claims are processed by an agent on behalf of the charity. Due to the time scale as to when these claims are made, it is not considered practicable to make a reliable estimate as to the level of gift aid to be claimed after the year end that relates to amounts received from members during the current financial year. As such, gift aid claims are not brought into account and recognised until they are received.

In the current year total gift aid claims received amounted to £33,444 (2021 - £30,981).

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2022

<b>4. DONATIONS AND LEGACIES</b>			<b>2022</b>	2021 as restated
			£	£
Donations			<b>80</b>	50
Gift aid			<b>33,444</b>	30,981
Membership subscriptions			<b>139,556</b>	135,285
			<u><b>173,080</b></u>	<u>166,316</u>
<b>5. OTHER TRADING ACTIVITIES</b>			<b>2022</b>	2021 as restated
			£	£
Lottery income			<b>2,596</b>	8,172
			<u><b>2,596</b></u>	<u>8,172</u>
<b>6. INVESTMENT INCOME</b>			<b>2022</b>	2021 as restated
			£	£
Listed investment income			<b>6,868</b>	5,001
			<u><b>6,868</b></u>	<u>5,001</u>
<b>7. OTHER TRADING ACTIVITIES</b>			<b>2022</b>	2021 as restated
			£	£
Lottery prizes			<b>1,480</b>	7,060
			<u><b>1,480</b></u>	<u>7,060</u>
<b>8. INVESTMENT MANAGEMENT COSTS</b>			<b>2022</b>	2021 as restated
			£	£
Listed investment manager fees			<b>6,566</b>	5,687
			<u><b>6,566</b></u>	<u>5,687</u>
<b>9. CHARITABLE ACTIVITIES COSTS</b>				
	Direct	Grant	Support	Totals
	Costs (see	funding of	costs (see	
	note 10)	activities	note 12)	
	£	(see note	£	£
		11)		
Relief provided to members	<b>2,417</b>	£	<b>25,386</b>	<b>175,798</b>
Holiday home made available to members	<b>11,526</b>	-	-	<b>11,526</b>
Grants issued to other charities	-	<b>2,750</b>	-	<b>2,750</b>
	<u><b>13,943</b></u>	<u><b>150,745</b></u>	<u><b>25,386</b></u>	<u><b>190,074</b></u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2022**

**10. DIRECT COSTS OF CHARITABLE ACTIVITIES**

	<b>2022</b>	2021 as restated
	£	£
Rental of holiday home for free use by qualifying members	-	1,500
Convalescent home expenses	2,417	251
Cleaning supplies (distributed free to police staff)	-	306
Static caravan running costs	6,873	1,852
Depreciation	4,653	1,939
	<b>13,943</b>	<b>5,848</b>

**11. GRANTS PAYABLE**

	<b>2022</b>	2021 as restated
	£	£
Relief provided to members	147,995	139,200
Grants issued to other charities	2,750	-
	<b>150,745</b>	<b>139,200</b>

The total grants paid to institutions during the year was as follows:

	<b>2022</b>	2021 as restated
	£	£
Flint House Police Rehabilitation	118,237	114,603
The Police Children's Trust	13,957	13,529
West Mercia Police Civilian Welfare Fund	236	220
Care Of Police Survivors	1,000	-
Small institutional grants (less than £500 each)	1,750	-
	<b>135,180</b>	<b>128,352</b>

Grants issued to Flint House Police Rehabilitation and The Police Children's Charity are funded out of fixed elements of membership subscription income received for this purpose.

Grants issued to West Mercia Police Civilian Welfare Fund are partly funded from lottery trading activities.

Grants issued to other charities are made at the request of members who are participating in fund raising activities in support of those charities.

The total grants paid to individuals during the year was as follows:

	<b>2022</b>	2021 as restated
	£	£
Grants to individuals	<b>15,565</b>	<b>10,848</b>

Grants paid to individuals represent amounts paid to or on behalf of members in need.

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2022**

**12. SUPPORT COSTS**

	Governance costs £ <b><u>25,386</u></b>
Relief provided to members	

During the previous year the charity paid a contribution towards the implementation of a new national database of members, which is to be administered centrally by the Police Federation of England and Wales.

Support costs, included in the above, are as follows:

	<b>2022</b>	2021 as restated
	Relief provided to members	Total activities
	£	£
Independent examiner's fees	<b>2,280</b>	<b>2,280</b>
Legal fees	<b>6,913</b>	-
Provision for bad debts	<b>5,910</b>	-
National membership database contribution	-	<b>7,640</b>
Sundries	<b>68</b>	<b>20</b>
Administration charges	<b>10,215</b>	<b>7,928</b>
	<b><u>25,386</u></b>	<b><u>17,868</u></b>

**13. TRUSTEES' REMUNERATION AND BENEFITS**

During both the current and previous years no remuneration has been paid to any trustees.

**TRUSTEES' EXPENSES**

Total travel expenses reimbursed to 1 (2021 - 1) trustee totalled £52 (2021 - £45).

**14. STAFF COSTS**

The charity did not directly employ any staff during either the current or the previous years.

However the charity is recharged an administration fee by West Mercia Police and previously by West Mercia Constabulary Police Federation in regard to the staff costs of a shared administrative employee. Total administration fees for the year was £10,215 (2021 - £7,928).

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2022**

**15. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds	Restricted funds	Total funds as restated £
	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	38,184	128,132	166,316
Other trading activities	8,172	-	8,172
Investment income	5,001	-	5,001
<b>Total</b>	<b>51,357</b>	<b>128,132</b>	<b>179,489</b>
<b>EXPENDITURE ON</b>			
<b>Raising funds</b>			
Other trading activities	7,060	-	7,060
Investment management costs	5,687	-	5,687
	12,747	-	12,747
<b>Charitable activities</b>			
Relief provided to members	30,993	128,132	159,125
Holiday home made available to members	3,791	-	3,791
<b>Total</b>	<b>47,531</b>	<b>128,132</b>	<b>175,663</b>
Net gains on investments	92,355	-	92,355
<b>NET INCOME</b>	<b>96,181</b>	<b>-</b>	<b>96,181</b>
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	<b>662,222</b>	<b>-</b>	<b>662,222</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>758,403</b>	<b>-</b>	<b>758,403</b>

**16. PRIOR YEAR ADJUSTMENT**

The comparatives have been amended to reduce accrued income in regard to listed investment income by £7,489.

**17. TANGIBLE FIXED ASSETS**

	Static caravan £
<b>COST</b>	
At 1st April 2021 and 31st March 2022	<b>55,841</b>
<b>DEPRECIATION</b>	
At 1st April 2021	<b>1,939</b>
Charge for year	<b>4,653</b>
At 31st March 2022	<b>6,592</b>
<b>NET BOOK VALUE</b>	
At 31st March 2022	<b>49,249</b>
At 31st March 2021	<b>53,902</b>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2022**

**18. FIXED ASSET INVESTMENTS**

	Listed investments £
<b>MARKET VALUE</b>	
At 1st April 2021	496,750
Additions	98,086
Disposals	(100,342)
Revaluations	13,371
	507,865
<b>NET BOOK VALUE</b>	
At 31st March 2022	507,865
At 31st March 2021	496,750

The valuation of the investments, at market value, was performed by Quilter Cheviot.

The investments are held to provide an investment return to the charity.

**19. DEBTORS**

	2022 £	2021 as restated £
Amounts falling due within one year:		
Loans granted to members	7,100	10,091
Accrued income	616	143
Prepayments	3,220	3,293
	10,936	13,527
Amounts falling due after more than one year:		
Loans granted to members	15,535	24,132
Aggregate amounts	26,471	37,659

**Loans to granted to members**

Loans granted to members are unsecured concessionary loans where no interest is charged and are being settled by way of monthly repayments by the members collected by West Mercia Police on behalf of the charity.

Loans granted to members outstanding at the year end were as follows:

	2022 £	2021 £
Amounts falling due within one year	9,464	10,091
Amounts falling due after more than one year	19,081	24,132
	28,545	34,223

Loans granted to members movement in the year:

	2022 £	2021 £
As at 1 April 2021	34,223	37,921
Member repayments received in the year	(8,678)	(10,698)
New member loans issued in the year	3,000	7,000
<b>As at 31 March 2022</b>	<b>28,545</b>	<b>34,223</b>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2022**

**20. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2022</b>	2021 as restated
	£	£
Accruals for grants payable	<b>32,598</b>	10,990
Accrued expenses	<b>6,354</b>	7,222
	<u><b>38,952</b></u>	<u>18,212</u>

**21. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	<b>2022</b>	2021 as restated
	£	£
Within one year	<b>4,940</b>	4,940
Between one and five years	<b>19,760</b>	19,760
In more than five years	<b>27,994</b>	32,934
	<u><b>52,694</b></u>	<u>57,634</u>

Operating lease costs for the year were £4,808 (2021 - £1,512).

**22. MOVEMENT IN FUNDS**

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
<b>Unrestricted funds</b>			
General fund	<b>758,403</b>	<b>215</b>	<b>758,618</b>
	<u>758,403</u>	<u>215</u>	<u>758,618</u>
<b>TOTAL FUNDS</b>	<u><b>758,403</b></u>	<u><b>215</b></u>	<u><b>758,618</b></u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	<b>52,770</b>	<b>(65,926)</b>	<b>13,371</b>	<b>215</b>
<b>Restricted funds</b>				
Flint House Police Rehabilitation	<b>118,237</b>	<b>(118,237)</b>	-	-
The Police Children's Charity	<b>13,957</b>	<b>(13,957)</b>	-	-
	<u><b>132,194</b></u>	<u><b>(132,194)</b></u>	-	-
<b>TOTAL FUNDS</b>	<u><b>184,964</b></u>	<u><b>(198,120)</b></u>	<u><b>13,371</b></u>	<u><b>215</b></u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2022**

**22. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
<b>Unrestricted funds</b>			
General fund	662,222	96,181	758,403
<b>TOTAL FUNDS</b>	<u>662,222</u>	<u>96,181</u>	<u>758,403</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	51,357	(47,531)	92,355	96,181
<b>Restricted funds</b>				
Flint House Police Rehabilitation	114,604	(114,604)	-	-
The Police Children's Charity	13,528	(13,528)	-	-
	<u>128,132</u>	<u>(128,132)</u>	<u>-</u>	<u>-</u>
<b>TOTAL FUNDS</b>	<u>179,489</u>	<u>(175,663)</u>	<u>92,355</u>	<u>96,181</u>

**RESTRICTED FUNDS**

**Flint House Police Rehabilitation**

A fixed percentage of subscriptions income received is paid over to Flint House Police Rehabilitation (formerly called The Police Rehabilitation Centre) for the provision of facilities and services for contributing members past and present of the West Mercia Police and their families and dependents to aid sickness recovery and help to alleviate distress from disabilities and handicaps and to provide care for the infirm and for convalescence.

**The Police Children's Charity**

A fixed percentage of subscriptions income received is paid over to The Police Children's Charity (formerly called St George's Police Children Trust) for the care of needy children of deceased police officers.

**23. RELATED PARTY DISCLOSURES**

For part of the year the charity was administered by West Mercia Constabulary Police Federation and 3 of the trustees of the charity (including 2 trustees that resigned during the year) are officers of West Mercia Constabulary Police Federation. During the year administrative fees of £8,172 (2021 - £7,928) and use of holiday home costs of £nil (2021 - £1,500) were payable to West Mercia Constabulary Police Federation. At the year end the charity owed £nil (2021 - £3,462) to West Mercia Constabulary Police Federation.

**West Mercia Police Welfare Fund**  
**Detailed Statement of Financial Activities**  
**for the Year Ended 31st March 2022**

	2022	2021
	£	as restated £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	80	50
Gift aid	33,444	30,981
Membership subscriptions	139,556	135,285
	<u>173,080</u>	<u>166,316</u>
<b>Other trading activities</b>		
Lottery income	2,596	8,172
<b>Investment income</b>		
Listed investment income	6,868	5,001
<b>Charitable activities</b>		
Static caravan lets (rented to members at no or nominal fee)	2,420	-
<b>Total incoming resources</b>	<u>184,964</u>	<u>179,489</u>
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Lottery prizes	1,480	7,060
<b>Investment management costs</b>		
Listed investment manager fees	6,566	5,687
<b>Charitable activities</b>		
Rental of holiday home for free use by qualifying members	-	1,500
Convalescent home expenses	2,417	251
Cleaning supplies (distributed free to police staff)	-	306
Static caravan running costs	6,873	1,852
Static caravan depreciation	4,653	1,939
Grants to institutions	135,180	128,352
Grants to individuals	15,565	10,848
	<u>164,688</u>	<u>145,048</u>
<b>Support costs</b>		
<b>Governance costs</b>		
Independent examiner's fees	2,280	2,280
Legal fees	6,913	-
Provision for bad debts	5,910	-
National membership database contribution	-	7,640
Sundries	68	20
Administration charges	10,215	7,928
	<u>25,386</u>	<u>17,868</u>
Total resources expended	<u>198,120</u>	<u>175,663</u>
<b>Net (expenditure)/income</b>	<u>(13,156)</u>	<u>3,826</u>

This page does not form part of the statutory financial statements

**WEST MERCIA POLICE WELFARE FUND**

England & Wales - Charity number 1087525

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# Accounts

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**Report of the Trustees and  
Financial Statements for the Year Ended 31st March 2021  
for  
West Mercia Police Welfare Fund**

The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

**West Mercia Police Welfare Fund**

**Contents of the Financial Statements  
for the Year Ended 31st March 2021**

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<b>Balance Sheet</b>	7
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## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2021

The trustees present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

The aims of the charity fully reflect the legal objects and purposes that the charity was set up to further.

The principal activities and objectives of the Charity during the year were:

To relieve, in cases of need, contributing members, past and present, of the West Mercia Constabulary and their families and dependents who are sick, convalescent, disabled, handicapped or infirm or may be in necessitous or impoverished condition, or who are suffering from temporary financial hardship, by providing, or paying for, items, services or facilities which are calculated to alleviate the suffering or assist the recovery of such persons in such cases, but are not readily available from other sources, or by providing monetary grants or loans. Such grants or loans will be at the discretion of the executive committee upon such terms as seem fit.

##### **Ensuring our work delivers our aims**

Each year our aims, objectives and activities are reviewed, based on the outcome of our work in the previous 12 months, to ensure they still reflect and further our aims and legal purposes. In our planning, setting objectives and determining our activities the trustees have paid due regard to the 'General Guidance on Public Benefit' published by the Charity Commission. In so doing, the Trustees consider the activities planned and how they further the aims and objectives they have set. The success of activities is reviewed each year in the context of benefits they bring to those groups of people we are set up to help.

##### **Social investments**

By carrying out our aims and objectives the trustees have demonstrated their due regard to the guidance published by the Charity Commission on public benefit by promoting the efficiency of the police service together with assisting former members and their dependents who otherwise would be reliant on public funds for any assistance.

##### **Grant and loan making policy**

Emergency grants and loans are made by the Executive Committee following the procedures as set out in the Constitution. Applications are received by the Fund and then given consideration by a minimum of three members of the Executive Committee, one of whom must be an honorary officer.

The grants and loans made by the three members are then reported to the full Executive Committee at the next meeting of the said Committee.

The Executive Committee meets quarterly and receives grant and loan applications and approves Emergency Grants already provided.

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Charitable activities**

The results for the year are as set out in the Statement of Financial Activities on page 6.

The charity receives income, principally from the members as subscriptions. The subscription received contains two elements which constitute restricted funds, namely subscriptions to The Convalescent Home and the St George's Fund. The element of the subscription relating to these two items is passed straight on to the relevant bodies.

In addition the charity operates a members only lottery and the surpluses from this source are used generally by the charity. Donations are received from a variety of sources, in many instances from members of the public in gratitude for assistance given them by members of the Force.

##### **Investment performance**

The only investments which generate income are the sums of money held in the bank accounts and the investments managed by Morgan Stanley Quilter (see notes 6 and 17 to the financial statements). The bank accounts are interest-bearing accounts operated by The Unity Trust Bank.

The charity, due to its size and nature, has no formalised process to enable it to measure the success of its actions excepting that it continues to support the force members.

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2021

#### FINANCIAL REVIEW

##### Financial position

During the year the charity had incoming resources of £186,978 (2020- £176,859) and outgoing resources of £175,663 (2020 - £169,100), with net gains on investments of £92,355 (2020 - net losses of £32,801). The net incoming resources for the year was £103,670 (2020 - net outgoing resources of £25,042).

##### Investment policy and objectives

There are some restrictions on the charity's power to invest. These restrictions are, however, consistent with a prudent approach to investment strategy. The strategy is such that the funds will be invested in low and medium risk investments with a view to ensuring that capital appreciation is achieved which exceeds inflation. The fund investment strategy is reviewed with independent advisers and a revised strategy adopted based upon their recommendations, such reviews are performed on an annual basis such that a report may be made to the AGM.

##### Reserves policy

It is the policy of the Charity to maintain such liquid reserves (unrestricted) as will enable it to meet all its expenditure requirements for a period of at least six months. The charity has to fund administration expenditure, and reserves are held to cover payments made while pursuing the charity's objectives as well as administration charges levied by West Mercia Police Federation.

At the year end the charity held unrestricted reserves of £765,892 (2020 - £662,222), of which £53,902 (2020 - £nil) were held as functional assets of the charity and £496,750 (2020 - £411,975) were held as listed investments for the purpose of generating investment income, leaving free reserves of £215,240 (2020 - £250,247).

In the light of the substantial reserves currently held in excess of the amount set by the reserves policy, the executive committee is giving consideration as to how the charity can use the surplus funds held provide additional support to its members, including purchasing a van to be used to provide seating, food preparation and toilet facilities to police officers deployed at scenes or other operations/events for long periods of time.

#### FUTURE PLANS

The trustees believe that the charity achieved its objectives in the year under review but recognise that they must make some strategic decisions in the future because of the accumulation of reserves compared to the level of annual expenditure.

The trustees are currently looking into purchasing a van to be used to provide seating, food preparation and toilet facilities to police officers deployed at scenes or other operations/events for long periods of time.

The trustees are in the process of handing over administration of the charity to West Mercia Police and it is expected that there will be a change in trustees in the near future as a result.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The West Mercia Constabulary Welfare Fund is constituted under a trust deed dated 25 April 2001, as amended on 2 October 2013 and is a registered charity no: 1087525.

##### Recruitment and appointment of new trustees

The Executive Committee consists of not less than 7 nor more than 12 nominated members. The members of the Executive Committee are elected annually at the Annual General Meeting as follows:

- One member by the Assistant Chief Constables of the force.
- One member by the Superintendent's Association of the force.
- Ten members by the Police Federation Joint Branch Board of the force, one of whom must be a female.

In addition one member of the Force Welfare Department and one member of NARPO shall be co-opted members with voting rights. Other persons may be co-opted onto the Committee without voting rights.

The Chairman, Vice Chairman, Secretary and Treasurer are elected by the members from those elected to the Executive Committee.

##### Induction and training of new trustees

New trustees attend a course on trustee responsibilities as soon as is practicable after becoming appointed.

## West Mercia Police Welfare Fund

### Report of the Trustees for the Year Ended 31st March 2021

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Related parties

The Charity has no staff or administration centre. All costs of this nature are met by the West Mercia Constabulary Joint Branch Board through the Police Federation office which may recharge some of the administration cost.

Members of the Executive Committee are not remunerated, they do, however, receive reimbursement of expenses when they visit current and former members of the Force who may be ill, incapacitated or in need of Welfare Fund support, such expenditure is itemised in the Notes to the financial statements.

The day to day administration of the charity is performed by the Officers, namely, Chairman, Vice Chairman and Secretary/Treasurer.

The Holding Trustees are, in accordance with the Fund Rule, the Chairman, Secretary and Treasurer. The Holding Trustees act as custodians of all investments held by the Charity.

#### REFERENCE AND ADMINISTRATIVE DETAILS

##### Registered Charity number

1087525

##### Principal address

United House  
De Salis Drive  
Hampton Lovett  
Droitwich  
Worcestershire  
WR9 0QE

##### Trustees

Mr Steven Butler  
Ms Sarah Cooper  
Ms Ann-Marie Laws  
Ms Lesley Williams

##### Independent Examiner

Ally McLaughlin  
FCCA  
The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

##### Executive Committee Members

Sarah Cooper	Chairman
Lesley Williams	Vice Chairman and Treasurer
Steve Butler	Secretary
Christopher Thomas	Assistant Secretary
Peter Nightingale	Assistant Treasurer

##### Committee Members

Anthony Bangham	Chief Constable	
Kevin Purcell	Supt Association	resigned 08/01/2020
Susan Thomas	Supt Association	appointed 01/04/2021
Steve Butler		
Ross Cookson		resigned 07/07/2021
Sarah Cooper		
Stephanie Dyer		
Barry Horton		
Ann-Marie Laws		
Peter Nightingale		
Christopher Thomas		
Lesley Williams		

**West Mercia Police Welfare Fund**

**Report of the Trustees  
for the Year Ended 31st March 2021**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Co-opted Members**

Maggie Case	NARPO	
Allan Hand	Welfare Officer (Shrewsbury)	resigned 31/03/2021
Amber Threapleton	Welfare Officer (HQ)	resigned 31/03/2021

Approved by order of the board of trustees on 20/9/21 and signed on its behalf by:



.....  
Ms Lesley Williams - Trustee

**Independent Examiner's Report to the Trustees of  
West Mercia Police Welfare Fund**

**Independent examiner's report to the trustees of West Mercia Police Welfare Fund**

I report to the charity trustees on my examination of the accounts of West Mercia Police Welfare Fund (the Trust) for the year ended 31st March 2021.

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Ally McLaughlin  
FCCA  
The Richards Sandy Partnership  
Thorneloe House  
25 Barbourne Road  
Worcester  
Worcestershire  
WR1 1RU

Date: 20/9/2021

**West Mercia Police Welfare Fund**

**Statement of Financial Activities  
for the Year Ended 31st March 2021**

	Notes	Unrestricted funds £	Restricted funds £	<b>2021 Total funds £</b>	2020 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	4	38,184	128,132	166,316	159,982
Other trading activities	5	8,172	-	8,172	8,881
Investment income	6	12,490	-	12,490	7,996
<b>Total</b>		<u>58,846</u>	<u>128,132</u>	<u>186,978</u>	<u>176,859</u>
<b>EXPENDITURE ON</b>					
Raising funds	7	12,747	-	12,747	12,842
<b>Charitable activities</b>					
Relief provided to members	8	30,993	128,132	159,125	151,296
Holiday home		3,791	-	3,791	-
Grants issued to other charities		-	-	-	4,962
<b>Total</b>		<u>47,531</u>	<u>128,132</u>	<u>175,663</u>	<u>169,100</u>
Net gains/(losses) on investments		<u>92,355</u>	-	<u>92,355</u>	<u>(32,801)</u>
<b>NET INCOME/(EXPENDITURE)</b>		<u>103,670</u>	-	<u>103,670</u>	<u>(25,042)</u>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		662,222	-	662,222	687,264
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>765,892</u></u>	<u><u>-</u></u>	<u><u>765,892</u></u>	<u><u>662,222</u></u>

The notes form part of these financial statements

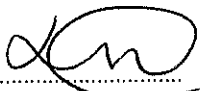
**West Mercia Police Welfare Fund**

**Balance Sheet  
31st March 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	16	53,902	-	53,902	-
Investments	17	496,750	-	496,750	411,975
		<u>550,652</u>	<u>-</u>	<u>550,652</u>	<u>411,975</u>
<b>CURRENT ASSETS</b>					
Debtors: amounts falling due within one year	18	21,016	-	21,016	24,283
Debtors: amounts falling due after more than one year	18	24,132	-	24,132	28,983
Cash at bank		177,534	10,770	188,304	217,085
		<u>222,682</u>	<u>10,770</u>	<u>233,452</u>	<u>270,351</u>
<b>CREDITORS</b>					
Amounts falling due within one year	19	(7,442)	(10,770)	(18,212)	(20,104)
		<u>215,240</u>	<u>-</u>	<u>215,240</u>	<u>250,247</u>
<b>NET CURRENT ASSETS</b>					
		<u>765,892</u>	<u>-</u>	<u>765,892</u>	<u>662,222</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>765,892</u>	<u>-</u>	<u>765,892</u>	<u>662,222</u>
<b>NET ASSETS</b>					
		<u>765,892</u>	<u>-</u>	<u>765,892</u>	<u>662,222</u>
<b>FUNDS</b>					
Unrestricted funds:	21				
General fund				765,892	662,222
<b>TOTAL FUNDS</b>					
				<u>765,892</u>	<u>662,222</u>

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

20/9/21



.....  
Ms Lesley Williams - Trustee

## West Mercia Police Welfare Fund

### Notes to the Financial Statements for the Year Ended 31st March 2021

#### 1. STATUTORY INFORMATION

The charity is an unincorporated charity registered with the Charity Commission for England and Wales.

The charity's address can be found in the Report of the Trustees.

#### 2. ACCOUNTING POLICIES

##### BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

##### INCOME

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Donations are accounted for when received.

Membership subscriptions are considered to be, in substance, donations rather than payment for services. Membership subscriptions are recognised over the subscription period on a straight-line basis.

Income tax refunds in respect of Gift Aid are accounted for in the period in which the charity receives the refund (see note 3 - critical accounting judgements and key sources of estimation uncertainty).

Lottery income is recognised at the point when draws take place.

Income from listed investments is recognised when the right to receive payment is established.

##### EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants paid to eligible members to alleviate hardship which are not repayable by the members are recognised when paid.

Grants to institutions are recognised at the point when the offer made by the charity is conveyed to the recipient, except in cases where the offer is subject to conditions not yet met.

##### TANGIBLE FIXED ASSETS

Tangible fixed assets are initially measured at cost and subsequently depreciated.

Depreciation is recognised so as to write off the cost of assets over their useful economic lives on the following basis:

- Static caravan
- over 12 years on cost (in line with the caravan park licence agreement)

##### TAXATION

The charity is exempt from tax on its charitable activities.

##### FUND ACCOUNTING

Unrestricted funds and donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose are available as general funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria, is charged to the restricted funds.

## West Mercia Police Welfare Fund

### Notes to the Financial Statements - continued for the Year Ended 31st March 2021

#### 2. ACCOUNTING POLICIES - continued

##### FINANCIAL INSTRUMENTS

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised when the charity becomes party to contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts where there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### Fixed asset investments

Investments are held at market value and revalued annually. The changes in market value of investments during the year are recognised as income and comprise all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments and unrealised in market value. Any unrealised gains at the year end are held within the designated revaluation reserve fund.

##### Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

##### Concessionary loans

Concessionary loans (i.e. free of interest) are granted to eligible members to alleviate hardship. These loans, which are repayable after more than one year, they are initially recognised at the amount paid, with the carrying value adjusted in subsequent years to reflect repayments, adjusted for any impairment if necessary.

##### Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future receipts, discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction.

#### 3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

##### Gift aid claims

The Charity makes gift aid claims from HMRC on amounts received from members. These claims are processed by an agent on behalf of the Charity. Due to the time scale as to when these claims are made, it is not considered practicable to make a reliable estimate as to the level of gift aid to be claimed after the year end that relates to amounts received from members during the current financial year. As such, gift aid claims are not brought into account and recognised until they are received.

In the current year total gift aid claims received amounted to £30,981 (2020 - £32,339).

#### 4. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	50	450
Gift aid	30,981	32,339
Membership subscriptions	135,285	127,193
	<u>166,316</u>	<u>159,982</u>

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2021

<b>5. OTHER TRADING ACTIVITIES</b>					
			<b>2021</b>		<b>2020</b>
			£		£
Lottery income			<b>8,172</b>		8,881
			<u>          </u>		<u>          </u>
<b>6. INVESTMENT INCOME</b>			<b>2021</b>		<b>2020</b>
			£		£
Dividends			<b>12,490</b>		7,996
			<u>          </u>		<u>          </u>
<b>7. RAISING FUNDS</b>					
<b>OTHER TRADING ACTIVITIES</b>			<b>2021</b>		<b>2020</b>
			£		£
Lottery prizes			<b>7,060</b>		7,250
			<u>          </u>		<u>          </u>
<b>INVESTMENT MANAGEMENT COSTS</b>			<b>2021</b>		<b>2020</b>
			£		£
Portfolio management			<b>5,687</b>		5,592
			<u>          </u>		<u>          </u>
Aggregate amounts			<b>12,747</b>		12,842
			<u>          </u>		<u>          </u>
<b>8. CHARITABLE ACTIVITIES COSTS</b>					
	Direct	Grant			
	Costs (see	funding of			
	note 9)	activities			
	£	(see note			
		10)			
		£			
Relief provided to members	<b>2,057</b>	<b>139,200</b>	<b>17,868</b>		<b>159,125</b>
Holiday home	<b>3,791</b>	-	-		<b>3,791</b>
	<u>          </u>	<u>          </u>	<u>          </u>		<u>          </u>
	<b>5,848</b>	<b>139,200</b>	<b>17,868</b>		<b>162,916</b>
	<u>          </u>	<u>          </u>	<u>          </u>		<u>          </u>
<b>9. DIRECT COSTS OF CHARITABLE ACTIVITIES</b>			<b>2021</b>		<b>2020</b>
			£		£
Holiday bookings			<b>1,500</b>		3,000
Sick visits			-		90
Convalescent home expenses			<b>251</b>		2,872
Men's health manuals (distributed free to male police staff)			-		3,600
Cleaning supplies (distributed free to police staff)			<b>306</b>		103
Static caravan running costs			<b>1,852</b>		-
Depreciation			<b>1,939</b>		-
			<u>          </u>		<u>          </u>
			<b>5,848</b>		9,665
			<u>          </u>		<u>          </u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2021**

**10. GRANTS PAYABLE**

	<b>2021</b>	2020
	£	£
Relief provided to members	<b>139,200</b>	134,871
Grants issued to other charities	-	1,350
	<b>139,200</b>	136,221
	<b>139,200</b>	136,221

The total grants paid to institutions during the year was as follows:

	<b>2021</b>	2020
	£	£
The Police Rehabilitation Centre	<b>114,603</b>	107,749
St George's Police Children Trust	<b>13,529</b>	12,719
West Mercia Police Civilian Welfare Fund	<b>220</b>	590
Care Of Police Survivors	-	500
PC Nicola Hughes Memorial Fund	-	500
Cancer Research UK	-	250
Children With Cancer UK	-	100
	<b>128,352</b>	122,408
	<b>128,352</b>	122,408

Grants issued to The Police Rehabilitation Centre and St George's Police Children Trust are funded out of fixed elements of membership subscription income received for this purpose.

Grants issued to West Mercia Police Civilian Welfare Fund are partly funded from lottery trading activities.

Grants issued to other charities are made at the request of members who are participating in fund raising activities in support of those charities.

The total grants paid to individuals during the year was as follows:

	<b>2021</b>	2020
	£	£
Grants to individuals	<b>10,848</b>	13,813
	<b>10,848</b>	13,813
	<b>10,848</b>	13,813

**11. SUPPORT COSTS**

		Governance costs
		£
Relief provided to members		<b>17,868</b>
		<b>17,868</b>
		<b>17,868</b>

During the year the charity paid a contribution towards the implementation of a new national database of members, which is to be administered centrally by the Police Federation of England and Wales.

Support costs, included in the above, are as follows:

	<b>2021</b>	2020
	Relief provided to members	Total activities
	£	£
Independent examiner's fees (see note 12)	<b>2,280</b>	<b>2,628</b>
National membership database contribution	<b>7,640</b>	-
Sundries	<b>20</b>	<b>33</b>
Administration charges	<b>7,928</b>	<b>7,711</b>
	<b>17,868</b>	<b>10,372</b>
	<b>17,868</b>	<b>10,372</b>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2021**

**12. INDEPENDENT EXAMINER'S FEES**

	2021	2020
	£	£
Independent examination fee	2,280	2,412
Other non-audit services	-	216
	<b>2,280</b>	<b>2,628</b>
	<b>2,280</b>	<b>2,628</b>

**13. TRUSTEES' REMUNERATION AND BENEFITS**

During both the current and previous years no remuneration has been paid to any trustees.

**TRUSTEES' EXPENSES**

Total expenses of £221 (2020 - £1,137) have been reimbursed to 2 trustees (2020 - 3 trustees).

**EXECUTIVE COMMITTEE**

During both the current and previous years no remuneration has been paid to any member of the Committee.

During the year 3 members (2020 - 2 members) of the Committee (excluding trustees) were reimbursed expenses totalling £345 (2020 - £143).

**14. STAFF COSTS**

The charity had no staff during either the current or the previous years.

**15. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	39,514	120,468	159,982
Other trading activities	8,881	-	8,881
Investment income	7,996	-	7,996
	<b>56,391</b>	<b>120,468</b>	<b>176,859</b>
<b>EXPENDITURE ON</b>			
Raising funds	12,842	-	12,842
<b>Charitable activities</b>			
Relief provided to members	30,828	120,468	151,296
Grants issued to other charities	4,962	-	4,962
	<b>48,632</b>	<b>120,468</b>	<b>169,100</b>
Net gains/(losses) on investments	(32,801)	-	(32,801)
<b>NET INCOME/(EXPENDITURE)</b>	<b>(25,042)</b>	<b>-</b>	<b>(25,042)</b>
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	687,264	-	687,264
	<b>662,222</b>	<b>-</b>	<b>662,222</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>662,222</b>	<b>-</b>	<b>662,222</b>

West Mercia Police Welfare Fund

Notes to the Financial Statements - continued  
for the Year Ended 31st March 2021

16. TANGIBLE FIXED ASSETS

	Static caravan £
<b>COST</b>	
Additions	<u>55,841</u>
<b>DEPRECIATION</b>	
Charge for year	<u>1,939</u>
<b>NET BOOK VALUE</b>	
At 31st March 2021	<u><u>53,902</u></u>
At 31st March 2020	<u><u>-</u></u>

17. FIXED ASSET INVESTMENTS

	Listed investments £
<b>MARKET VALUE</b>	
At 1st April 2020	411,975
Additions	161,127
Disposals	(168,707)
Revaluations	<u>92,355</u>
At 31st March 2021	<u>496,750</u>
<b>NET BOOK VALUE</b>	
At 31st March 2021	<u><u>496,750</u></u>
At 31st March 2020	<u><u>411,975</u></u>

The valuation of the investments, at market value, was performed by Quilter Cheviot.

The investments are held to provide an investment return to the charity.

18. DEBTORS

	2021 £	2020 £
Amounts falling due within one year:		
Other debtors	-	14,867
Loans granted to members	10,091	8,938
Accrued income	7,632	478
Prepayments	<u>3,293</u>	<u>-</u>
	<u><u>21,016</u></u>	<u><u>24,283</u></u>
Amounts falling due after more than one year:		
Loans granted to members	<u>24,132</u>	<u>28,983</u>
Aggregate amounts	<u><u>45,148</u></u>	<u><u>53,266</u></u>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2021**

**18. DEBTORS - continued**

**Loans to granted to members**

Loans granted to members are unsecured concessionary loans where no interest is charged and are being settled by way of monthly repayments by the Members collected by West Mercia Police on behalf of the charity.

Loans granted to members outstanding at the year end were as follows:

	2020 £	2020 £
Amounts falling due within one year	10,091	8,938
Amounts falling due after more than one year	24,132	28,983
	<b>34,223</b>	<b>37,921</b>

**19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2021 £	2020 £
Other creditors	-	2,000
Accruals for grants payable	10,990	12,728
Accrued expenses	7,222	5,376
	<b>18,212</b>	<b>20,104</b>

**20. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021 £	2020 £
Within one year	4,940	-
Between one and five years	19,760	-
In more than five years	32,934	-
	<b>57,634</b>	-

Operating lease costs for the year were £1,512 (2020 - £nil).

**21. MOVEMENT IN FUNDS**

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
<b>Unrestricted funds</b>			
General fund	662,222	103,670	765,892
	<b>662,222</b>	<b>103,670</b>	<b>765,892</b>
<b>TOTAL FUNDS</b>	<b>662,222</b>	<b>103,670</b>	<b>765,892</b>

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2021**

**21. MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	58,846	(47,531)	92,355	103,670
<b>Restricted funds</b>				
Convalescent Home Fund	114,604	(114,604)	-	-
St George's Fund	13,528	(13,528)	-	-
	<u>128,132</u>	<u>(128,132)</u>	<u>-</u>	<u>-</u>
<b>TOTAL FUNDS</b>	<u>186,978</u>	<u>(175,663)</u>	<u>92,355</u>	<u>103,670</u>

**Comparatives for movement in funds**

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
<b>Unrestricted funds</b>			
General fund	687,264	(25,042)	662,222
	<u>687,264</u>	<u>(25,042)</u>	<u>662,222</u>
<b>TOTAL FUNDS</b>	<u>687,264</u>	<u>(25,042)</u>	<u>662,222</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
<b>Unrestricted funds</b>				
General fund	56,391	(48,632)	(32,801)	(25,042)
<b>Restricted funds</b>				
Convalescent Home Fund	107,749	(107,749)	-	-
St George's Fund	12,719	(12,719)	-	-
	<u>120,468</u>	<u>(120,468)</u>	<u>-</u>	<u>-</u>
<b>TOTAL FUNDS</b>	<u>176,859</u>	<u>(169,100)</u>	<u>(32,801)</u>	<u>(25,042)</u>

**RESTRICTED FUNDS**

**Convalescent Home Fund**

The provision of facilities and services for contributing members past and present of the West Mercia Constabulary and their families and dependents to aid sickness recovery and help to alleviate distress from disabilities and handicaps and to provide care for the infirm and for convalescence.

**St George's Fund**

Payments are made by the fund for the care of needy children of deceased police officers.

**West Mercia Police Welfare Fund**

**Notes to the Financial Statements - continued  
for the Year Ended 31st March 2021**

**22. RELATED PARTY DISCLOSURES**

The charity is administered by West Mercia Constabulary Police Federation and 3 of the trustees of the charity are officers of West Mercia Constabulary Police Federation.

During the year administrative fees of £7,928 (2020 - £7,711) and use of holiday home costs of £1,500 (2020 - £3,000) were payable to West Mercia Constabulary Police Federation.

At the year end the charity owed to West Mercia Constabulary Police Federation £3,462 (2020 - £3,728).

**West Mercia Police Welfare Fund**  
**Detailed Statement of Financial Activities**  
**for the Year Ended 31st March 2021**

	2021 £	2020 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	50	450
Gift aid	30,981	32,339
Membership subscriptions	135,285	127,193
	166,316	159,982
<b>Other trading activities</b>		
Lottery income	8,172	8,881
<b>Investment income</b>		
Dividends	12,490	7,996
	186,978	176,859
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Lottery prizes	7,060	7,250
<b>Investment management costs</b>		
Portfolio management	5,687	5,592
<b>Charitable activities</b>		
Holiday bookings	1,500	3,000
Sick visits	-	90
Convalescent home expenses	251	2,872
Men's health manuals (distributed free to male police staff)	-	3,600
Cleaning supplies (distributed free to police staff)	306	103
Static caravan running costs	1,852	-
Static caravan depreciation	1,939	-
Grants to institutions	128,352	122,408
Grants to individuals	10,848	13,813
	145,048	145,886
<b>Support costs</b>		
<b>Governance costs</b>		
Independent examiner's fees (see note 12)	2,280	2,628
National membership database contribution	7,640	-
Sundries	20	33
Administration charges	7,928	7,711
	17,868	10,372
Total resources expended	175,663	169,100
<b>Net income before gains and losses</b>	11,315	7,759
<b>Realised recognised gains and losses</b>		
Gains/(losses) on investments	11,325	(14,349)
<b>Net income/(expenditure)</b>	22,640	(6,590)

This page does not form part of the statutory financial statements