



Association of Special Constabulary Officers (ASCO)

Report of the Trustees

For the year ended 31 March 2021

The trustees present their annual report for the year ended 31 March 2021 and financial statements for the year ended 31 March 2021 and confirm they comply with the Charities Act 1983, as amended by the Charities Act 2011 and the Constitution.

1. Reference and Administrative Information

Charity Name: Association of Special Constabulary Officers (ASCO)

Charity Registration Number: 1179953

Principal Office:

The Enterprise Centre
University of East Anglia
Norwich Research Park
Norwich
Norfolk NR4 7TJ

Board of Trustees:

David Pedrick-Friend (Chair)
Marc Kastner-Walmsley (Deputy Chair, and treasurer for part-year)
Christopher Fisher-Wight (Treasurer, for part-year)
Hitesh Mehta (Secretary)
Dr Ashley Frayling, appointed by trustees mid-year

Bankers:

Lloyds Bank plc
Registered office: 25 Gresham Street, London EC2V 7HN

2. Structure, governance and management

ASCO is a Charitable Incorporated Organisation (association model) with voting membership other than the charity trustees. Our Constitution is our incorporating document.

All trustees are directed to read the Charity Commission guidance on the roles and responsibilities of trustees (CC3a), and guidance 'Campaigning and political activities for small charities'.

The charity has a National Representative Committee which includes its trustees, members elected to represent each region and lead on key areas for policy or organisational development (such as communications and diversity). The National Representative Committee appoints additional members and non-members to support key areas of work as required.

The Association works with other national bodies concerned with increasing the efficiency of the police and the advancement of volunteering in the prevention of crime. These include the Home Office, College of Policing, National Police Chiefs Council, The Superintendents' Association, The Association of Police and Crime Commissioners (APCC), and Police Federation of England & Wales. It is represented on a very wide range of national policing policy boards.

3. Objectives and activities

The charitable objectives of the Association of Special Constabulary Officers (ASCO) are:

- i. the promotion of the efficiency of the police by, but not limited to, providing and facilitating the giving of information, advice, and training to Special Constables; and
- ii. the advancement of citizenship and community development through the promotion of volunteering and public participation in the prevention and solution of crime.

Over the course of the last year, we have undertaken a range of activities to further these objectives and to provide public benefit.

These include:

- Contributing nationally to the development of policy and practice in relation to the Special Constabulary, including engagement with government and with a wide range of national leads and stakeholders, and contribution to numerous national strategic groups. This includes representing Special Constables on the national Special Constabulary Working Group, and leading nationally on developing communication, engagement, and reward across the Special Constabulary. This has seen the development of a new action plan, which is now beginning to be implemented. This work has also included representing Special Constables on national boards considering formal honours, memorials, and awards for Special Constables. ASCO

also works very closely with the College of Policing, and represents Special Constables on a number of national committees and boards chaired by the College. ASCO also liaises directly with the Independent Office for Police Complaints.

- Representing individual Special Constables. ASCO has developed over the year a significantly expanded network of support, as well as developing and delivering on a programme of 'Police Friends' training.
- Working with the Home Office, NPCC, Police Federation of England and Wales, and Association of PCCs, to develop the right new model of formal support for Special Constables in England and Wales forces, exploring options for enabling the Police Federation to more consistently deliver to its strengths of out of hours initial support in cases of discipline, injury and complaint, whilst importantly also continuing to develop and to grow the ASCO model to more comprehensively cover the wider representational needs of Special Constables, recognising the strength of ASCO as a body led and delivered by Special Constables for Special Constables.
- Building our membership, seeing a doubling of membership from 441 in March 2020 to a figure just short of 1,000 members. Considerable work has been undertaken to strengthen representation through reform of the membership approach, the continuation of free membership for Special Constables, and strengthening and clarifying the ASCO 'offer'. A network of special interest groups is being established. A pilot project of establishing an ASCO 'branch' in Cheshire Police is ongoing. During the year, ASCO has also established a lead for Police Scotland, and work has begun to further develop ASCO representation of Special Constables in Scotland, a largely new development for ASCO. ASCO achieves a membership that is diverse, with over 17% of ASCO members identifying as BAME, compared to 10% of Special Constables nationally. One in seven members of ASCO identifies as LGBT+. The proportion of female members is lower (at 15%) than the population of Special Constables as a whole; that is likely in part to reflect that longer-serving 'career' Special Constables are more likely to join ASCO, and female Special Constables are significantly under-represented in terms of longer-service.

The trustees have highlighted key strategic opportunities in achieving its charitable objectives including enhancing the role, support, capability, and contribution of Special Constables, developing a stronger strategic vision for the future of the Special Constabulary learning from practice in other sectors and in policing internationally, more effectively bringing together and engaging Special Constables, and supporting greater diversity and inclusion within the Special Constabulary.

The trustees have highlighted key risks to the Association achieving its charitable objects which include the decline in overall numbers and hours served of Special Constables nationally, the need for greater engagement and communication across all Special Constables, gaps in 'voice' and representation at local and national level, limitations in wellbeing support, gaps in support for Special Constables regarding complaints, injury and discipline, and unevenness of practice in respect of initial learning

and competency development, access to training, and development of opportunities to specialise for Special Constables.

4. Achievements and performance

Key areas of delivery during the year have already been set out in the above section outlining the activities of the Association.

ASCO has seen the most rapid increase in its history of membership which has more than doubled over the year. This has been energised by some key strategic change including better engagement across the regional representation network and the advent of free membership. However, it is recognised that much more still needs to be done to further develop from the small Association that ASCO (and its predecessor ASCCO) was, representing relatively few Special Constables, to a larger Association directly representing the bulk of Special Constables as members. Work continues to develop and more effectively market the ASCO 'offer', building on recent success in the strong pattern of membership growth.

ASCO has also delivered:

- Through the ASCO Diversity Lead, plans to develop support networks, and continuing work to support women in the Special Constabulary
- Drafting guidelines for organisational review of Special Constabularies
- Policy on bonus payments for Special Constables
- Data work to identify key issues and trends in national data across the Special Constabulary
- Strengthening of the support model for Special Constables

5. Financial Review

The accounts of the Association have been prepared. As a small charity, the Association does not meet the threshold to require an Independent Examination or full audit of our accounts.

The Association's policy is to balance income and expenditure in any year. Any reserves are carried forward and utilised in the following year.

The principal sources of funds are:

- An annual grant from the Home Office of £12,000
- Membership fees (for non-Special Constabulary members)
- Donations

All expenditure is on meeting the objectives of the Association, and include executive and policy support for trustees, travel expenses to required meetings, legal and audit fees, training and development welfare wellbeing and sundry operating expenses.

6. Future plans

The Association intends to continue to represent all Special Constables across the Special Constabulary, across all areas of interest and concern.

The focus will be in further building the formal representation 'offer' to Special Constables delivered by ASCO, including:

- Formal representation of Special Constables to provide support in respect of concerns regarding access to equipment, training, specialist opportunities, etc. and to address concerns of inequity with Regular officers;
- Formal representation more broadly in respect of investigations and injury, (for example, work to understand and proactively prevent incidents, work to support police forces to adapt their policies and procedures to be more cognisant of the needs of part-time volunteer Police officers, and work to ensure wellbeing and welfare support is accessible);
- Representation to 'give voice' to Special Constables, and to influence the future direction of the Special Constabulary strategically and operationally, locally and nationally;
- Formal representation to address issues of diversity and inclusion across the Special Constabulary;
- Formal representation to help improve volunteering experience, strengthen leadership, reverse reductions in Special Constable numbers, improve retention, receive continuing professional development, and where desired to support opportunities to specialise; and
- Strategic representation to champion the role and contribution of volunteer officers.

The Association plans to continue growing membership to a higher percentage of Special Constables across the country by developing membership benefits and better communicating the work of the Association.

The new and refreshed National Council, consisting of elected officers, elected regional representatives and co-opted specialists, will continue progress to better balance workloads and improve communication with members region by region and nationally.

The Association will make a major contribution to leading future vision and thinking in respect of the Special Constabulary, through delivering its '*Thinking about the Future*' review. The review will develop a longer-term (10-20-year timescale), strategic and evidence-based perspective on the future purpose, role, capability and contribution of the Special Constabulary.

It has the following six objectives:

- 1) To engage strategic perspectives across the police service and beyond on the long-term future vision and development of the Special Constabulary model;
- 2) To consider the wider drivers and patterns of police reform, and the future 'fit' of the Special Constabulary with these wider dimensions of police service organisational development, future changes in policing mission, role and demand, future resourcing challenges, the wider further professionalisation of policing agenda, workforce and leadership reform, community engagement, and inclusion and diversity;
- 3) To explore the prospects, benefits and viability of all options for the longer-term future (to include consideration of 'reservist', 'retained', hybrid and similar models);
- 4) To consider the Special Constabulary context, and 'fit', within the broader field of voluntarism within police organisations and more broadly across policing and public safety;
- 5) To consider the strategic 'value', and the financial benefits case, for the Special Constabulary; and
- 6) To engage with practice and learning beyond the England & Wales policing setting.

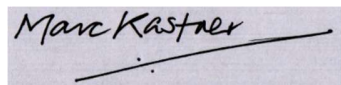
The Association will:

- continue to strengthen the support it provides directly to individual members;
- continue to fund on a part-time basis support to provide basic advice and administrative support to trustees and to enhance the policy work of the charity;
- continue to manage the finances of the Association responsibly and to have the Accounts audited annually and meet the requirements of the Charities Commissioner.

7. Declaration

The trustees declare that they have approved the trustees' report above.
Signed on behalf of the charity trustees

Signature:

A handwritten signature in black ink that reads "Marc Kastner". The signature is written over a light blue rectangular background.

Full name: Marc Kastner
Position: Trustee and Treasurer
Date: 25 June 2021

Association Of Special Constabulary Officers

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 March 2021

Association Of Special Constabulary Officers
Report of the Trustees
For the year ended 31 March 2021

I report to the trustees on my examination of the accounts of the charity for the year ended 31 March 2021.

Responsibilities and basis of report

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

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiners statement

I have completed my examination. I confirm that no 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 Charity as required by section 130 of the 2011 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.



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Triple Bottom Line Accounting Limited
The Enterprise Centre
University of East Anglia
Norwich
Norfolk
NR4 7TJ

05 July 2021

Association Of Special Constabulary Officers
Statement of Financial Activities
For the year ended 31 March 2021

	Notes	Unrestricted funds £	2020 £
Income and endowments from:			
Donations and legacies	2	11,941	1,000
Charitable activities	3		
Membership Activities		12,750	4,949
Total		24,691	5,949
Expenditure on:			
Charitable activities	4/5		
Membership Activities		(11,711)	(5,839)
Total		(11,711)	(5,839)
Net income		12,980	110
Reconciliation of funds			
Total funds brought forward		27,336	27,226
Total funds carried forward		40,316	27,336

Association Of Special Constabulary Officers
Statement of Financial Position
As at 31 March 2021

	Notes	2021 £	2020 £
Current assets			
Cash at bank and in hand		40,316	27,912
		40,316	27,912
Creditors: amounts falling due within one year	9	-	(576)
Net current assets		40,316	27,336
Total assets less current liabilities		40,316	27,336
Net assets		40,316	27,336
The funds of the charity			
Unrestricted income funds	10	40,316	27,336
Total funds		40,316	27,336

The financial statement were approved and authorised for issue by the Board and signed on its behalf by:

David Pedrick-Friend
Trustee

05 July 2021

Association Of Special Constabulary Officers
Notes to the Financial Statements
For the year ended 31 March 2021

1. Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 2015)', Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Charities Act 2011.

Association Of Special Constabulary Officers meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Incoming resources

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Resources expended

Liabilities are recognised as resources expended when there is a legal or constructive obligation committing the Charity to the expenditure:

Irrecoverable VAT

Irrecoverable VAT is included in the Statement of Financial Activities, and is reported as part of the expenditure to which it relates.

2. Income from donations and legacies

	2021	2020
	£	£
Unrestricted funds		
Donations received	500	1,000
Grants received	11,441	-
	11,941	1,000

3. Income from charitable activities

	2021	2020
	£	£
Unrestricted funds		
<i>Membership Activities</i>		
Membership Fees	12,750	4,949

Association Of Special Constabulary Officers
Notes to the Financial Statements Continued
For the year ended 31 March 2021

4. Costs of charitable activities by fund type

	2021	2020
	£	£
Unrestricted funds		
Membership Activities	11,135	5,263
Support costs	576	576
	<u>11,711</u>	<u>5,839</u>

5. Costs of charitable activities by activity type

	2021	2020
	£	£
Activities undertaken directly		
Membership Activities	11,711	5,839

6. Analysis of support costs

	2021	2020
	£	£
Governance costs	576	576

7. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2021	2020
	£	£
Auditor's fees	<u>576</u>	<u>576</u>

8. Comparative for the Statement of Financial Activities

The comparative year values on the Statement of Financial Activities are for unrestricted funds.

Association Of Special Constabulary Officers
Notes to the Financial Statements Continued
For the year ended 31 March 2021

9. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	-	576
	<u>-</u>	<u>576</u>

10. Movement in funds

Unrestricted Funds

	Balance at 01/04/2020	Incoming resources	Outgoing resources	Balance at 31/03/2021
	£	£	£	£
<i>General</i>				
General	27,336	24,691	(11,711)	40,316
	<u>27,336</u>	<u>24,691</u>	<u>(11,711)</u>	<u>40,316</u>

Unrestricted Funds - Previous year

	Balance at 01/04/2019	Incoming resources	Outgoing resources	Balance at 31/03/2020
	£	£	£	£
<i>General</i>				
General	27,226	5,949	(5,839)	27,336
	<u>27,226</u>	<u>5,949</u>	<u>(5,839)</u>	<u>27,336</u>

Purpose of unrestricted Funds

General

Unrestricted funds used for general charitable purposes

11. Analysis of net assets between funds

	Net current assets / (liabilities)	Net Assets
	£	£
Unrestricted funds		
<i>General</i>		
General	40,316	40,316
	<u>40,316</u>	<u>40,316</u>

Association Of Special Constabulary Officers
Notes to the Financial Statements Continued
For the year ended 31 March 2021

Previous year

	Net current assets / (liabilities) £	Net Assets £
Unrestricted funds		
<i>General</i>		
General	27,336	27,336
	27,336	27,336

Association Of Special Constabulary Officers
Detailed Statement of Financial Activities
For the year ended 31 March 2021

	2021 £	2020 £
INCOME AND ENDOWMENT		
Donations and legacies		
Donations	500	1,000
Grants receivable	11,441	-
	11,941	1,000
Charitable activities		
Membership Fees	12,750	4,949
	12,750	4,949
Total incoming resources	24,691	5,949
EXPENDITURE		
Charitable activities		
Hotel, travel and meeting costs	(801)	(3,623)
Consultancy fees	(8,273)	(1,550)
Admin	(240)	(90)
Computer Software	(1,667)	-
Insurance	(154)	-
	(11,135)	(5,263)
SUPPORT COSTS		
Governance costs		
Independent examination fees	(576)	(576)
	(576)	(576)
Total resources expended	(11,711)	(5,839)
Net Income	12,980	110