



Association of Special Constabulary Officers (ASCO)

Report of the Trustees

For the year ended 31 March 2022

The trustees present their annual report for the year ended 31 March 2022 and financial statements for the year ended 31 March 2022 and confirm they comply with the Charities Act 1983, as amended by the Charities Act 2011, and the ASCO 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)
Hitesh Mehta (Secretary)
Dr Ashley Frayling (Treasurer)

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:

- Continuing to be very busy contributing in various ways 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 on recognition and reward across the Special Constabulary. 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.

- The Chair of ASCO has been part of a national working group reviewing guidance in relation to police ethics.
- 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. Work has begun developing 'Special Interest Groups', in the first instance relating to roads policing.
- ASCO has been leading on work to support female Special Constables, including Dr Ashley Frayling (ASCO Trustee) and Dr Iain Britton (ASCO national support) leading on a project to research and develop improved models for attracting and recruiting, engaging, retaining, and improving the experience of female Special Constables. This work has had a strong emphasis on engaging female Special Constables. ASCO has also hosted a Women in Special Constabulary conference online.
- ASCO has continued to play a key part in developing thinking for the future of the Special Constabulary. The charity's review, *Thinking about the Future*, has been active during the year, and aims to ultimately report its initial findings in Spring 2023.
- ASCO has continued to work with partners, to help influence and advise on the development of the right, and most effective and efficient, 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.
- Continuing to maintain a much larger membership for the charity. This has included further building the representation of ASCO in Police Scotland. ASCO achieves a membership that is diverse, with over 15% 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 in particular delivered:

- A continuing much increased representation, in terms of increased membership.
- A notable growth in the number of SCs actively involved across the charity's work, which has served to further energise the development of ASCO and its role.
- A focus on female SCs, and improving the engagement and experience of women in the Special Constabulary.
- Influencing organisational review processes of Special Constabularies.
- Data work to identify key issues and trends in national data across the Special Constabulary.
- Strengthening of the support model for Special Constables, and contributing to wider national work focused on volunteer officer wellbeing.
- Leading on the *Thinking about the Future* national review.

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 includes governance 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*'

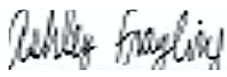
review, The review will develop a longer-term (10-20-year timescale), strategic and evidence-based perspective on the future purpose, role, capability and contribution of the Special Constabulary.

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: 

Full name: Dr Ashley Frayling
Position: Trustee and Treasurer
Date: 10th December 2022

Charity number: 1179953

Association Of Special Constabulary Officers

Report of the Trustees and Unaudited Financial Statements

For the year ended 31 March 2022

Association of Constabulary Officers
Detailed Statement of Financial Activities
For the year ended 31 March 2022

Independent Examiners Report to the Trustees

For the period ended 31st March 2022

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ("the Act"). The charity's trustees consider that an audit is not required for this year under section 144 of the Act and that an independent examination is needed.

It is my responsibility to:

- ☐ examine the accounts under section 145 of the Charities Act,
- ☐ to follow the applicable Directions given by the Charity Commission (under section 145(5)(b) of the Act, and
- ☐ to state whether particular matters have come to my attention

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, with the seeking of explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- ☐ the accounting records were not kept in accordance with section 130 of the Charities Act; or
- ☐ the accounts did not accord with the accounting records; or
- ☐ the accounts did 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.



Peter Ellington FAIA
Triple Bottom Line Accounting Limited
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7 December 2022

Association Of Special Constabulary Officers
Statement of Financial Activities
For the year ended 31 March 2022

	Notes	Unrestricted funds £	2021 £
Income and endowments from:			
Donations and legacies	2	9,539	23,723
Charitable activities			
Membership activities		645	968
Total		10,184	24,691
Expenditure on:			
Charitable activities	4/5		
Membership activities		(15,800)	(11,711)
Total		(15,800)	(11,711)
Net income		(5,616)	12,980
Reconciliation of funds			
Total funds brought forward		40,316	27,336
Total funds carried forward		34,700	40,316

Association Of Special Constabulary Officers
Statement of Financial Position
As at 31 March 2022

	Notes	2022 £	2021 £
Current assets			
Cash at bank and in hand		34,991	40,316
		34,991	40,136
Creditors: amounts falling due within one year	9	-	-
Net current assets		34,991	40,316
Creditors: amounts falling due within one year		289	-
Total assets less current liabilities		34,700	40,316
Net assets			
The funds of the charity			
Unrestricted income funds		34,700	40,316
Total funds	10	34,700	40,316

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

Ashley Frayling
Trustee

8 December 2022

Association Of Special Constabulary Officers
Notes to the Financial Statements
For the year ended 31 March 2022

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

	2022	2021
	£	£
Unrestricted funds		
Donations received	-	1,835
Grants received	9,539	21,888
	<u>9,539</u>	<u>23,723</u>

3. Income from charitable activities

	2022	2021
	£	£
Unrestricted funds		
<i>Membership Activities</i>		
Membership Fees	645	968

Association Of Special Constabulary Officers
Notes to the Financial Statements Continued
For the year ended 31 March 2022

4. Costs of charitable activities by fund type

	2022	2021
	£	£
Unrestricted funds		
Membership Activities	14,815	11,135
Support costs	985	576
	15,800	11,711

5. Costs of charitable activities by activity type

	2022	2021
	£	£
Activities undertaken directly		
Membership Activities	15,800	11,711

6. Analysis of support costs

	2022	2021
	£	£
Governance costs	985	576

7. Net income/(expenditure) for the year

This is stated after charging/(crediting):

	2022	2021
	£	£
Auditor's fees	985	576

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 2022

9. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	289	576
	<u>289</u>	<u>576</u>

10. Movement in funds

Unrestricted Funds

	Balance at 01/04/2021	Incoming resources	Outgoing resources	Balance at 31/03/2022
	£	£	£	£
<i>General</i>				
General	40,316	10,184	(15,800)	34,700
	<u>40,316</u>	<u>10,184</u>	<u>(15,800)</u>	<u>34,700</u>

Unrestricted Funds - Previous year

	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>27,226</u>	<u>24,691</u>	<u>(11,711)</u>	<u>40,316</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>	34,700	40,316
General	<u>34,700</u>	<u>40,316</u>

Association Of Special Constabulary Officers
Notes to the Financial Statements Continued
For the year ended 31 March 2022

	Net Current assets/ (liabilities)	Net Assets
Previous year	£	£
Unrestricted funds		
<i>General</i>	40,316	27,336
General	40,136	27,336

Association of Constabulary Officers
Detailed Statement of Financial Activities
For the year ended 31 March 2022

	2022	2021
	£	£
INCOME AND ENDOWMENT		
Donations and legacies		
Donations	-	1,835
Grants receivable	9,539	<u>21,888</u>
		23,733
Charitable activities		
Membership Fees	645	968
	<u>10,184</u>	<u>24,691</u>
Total incoming resources		
	<u>10,184</u>	<u>24,691</u>
Expenditure		
Charitable activities		
Hotel. Travel and meetings	-	(801)
Consultancy fees	(12,600)	(8,273)
Admin	(616)	(240)
Computer Software	(1,426)	(1,667)
Insurance	(173)	(154)
	<u>(14,815)</u>	<u>(11,135)</u>
Support Costs		
Governance costs		
Independent examination fees	(985)	(576)
	<u>(15,800)</u>	<u>(11,711)</u>
Total resources expended		
	<u>(15,800)</u>	<u>(11,711)</u>
Net Income	<u>(5,611)</u>	<u>12,980</u>