

THE POLICE FOUNDATION

England & Wales · Charity number 278257

Details

Status Registered

Legal form Trust

Registered 1979-08-15

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

Contact

Address The Police Foundation
124 City Road
London
EC1V 2NX

Phone 02031953837

Email sarah.hardy@police-foundation.org.uk

Website www.police-foundation.org.uk

Activities

Objects: THE ADVANCEMENT AND PROMOTION OF EFFICIENT AND EFFECTIVE POLICING TO UNDERTAKE AND PROMOTE STUDY AND RESEARCH INTO THE METHODS ORGANISATION AND EFFECTIVENESS OF THE POLICE AND THE TRAINING OF POLICE OFFICERS AND TO PUBLISH THE USEFUL RESULTS OF SUCH STUDY AND RESEARCH

Activities: Improving policing for the benefit of the public by: Undertaking credible quality applied research of direct relevance to policy and practice; Hosting events and independent enquiries into specific policing issues; Offering training and consultancy to help the police and others transfer evidence and knowledge into policy and practice; and Disseminating key issues through publications etc.

Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£658,672	£771,935	£375,962	9
2024-06-30	£615,982	£627,353	£472,012	8
2023-06-30	£538,199	£530,742	£483,383	7
2022-06-30	£440,562	£494,895	-	-
2021-06-30	£490,166	£412,843	-	-
2020-06-30	£450,701	£499,056	-	-

Trustees

Name	Role	Appointed
Andrew Tivey		2022-11-14
Dame SARA THORNTON DBE QPM		2016-02-04
HUGH SHERRIFFE		2023-03-02
LORD DHOLAKIA OF WALTHAM BROOKS PC OBE DL		2001-11-26
Martin Innes		2020-03-17
Mary-Jane Calam		2020-03-01
Michael Cunningham CBE QPM		2021-03-03
PROFESSOR NICHOLAS FYFE		2012-03-13
SIR DAVID GARRARD		2000-07-04
Stephen Rimmer		2020-10-27

THE POLICE FOUNDATION

England & Wales - Charity number 278257

Accounts

Charity Number 278257

THE
POLICE
FOUNDATION

The UK's policing think tank

Annual Report and Accounts

Year ended 30 June 2025

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The Police Foundation

Annual Report of the Trustees

Year ended 30 June 2025

Reference and administrative information

Contact details

Address 124 City Road
London
EC1V 2NX

Web Site www.police-foundation.org.uk

Trustees and Officers

Trustees Dame Sara Thornton DBE QPM (Chair – from 11 July 2024)
Sir William Jeffrey KCB (Chair – resigned 11 July 2024)
The Rt. Hon. Sir John Wheeler JP DL (resigned 11 July 24)
Ms Mary Calam
Lord Dholakia of Waltham Brooks PC OBE DL
Professor Nicholas Fyfe
Sir David Garrard (died 21 June 2025)
Professor Martin Innes
Mr Stephen Rimmer CB
Mr Michael Cunningham CBE QPM
Mr Andrew Tivey
Mr Hugh Sherriffe

Director Mr Blair Gibbs - appointed 3rd September 2025
(Dr Richard G Muir until 30th April 2025)

Professional Advisers

Independent Examiners Nyman Libson Paul LLP
124 Finchley Road
London NW3 5JS

Solicitors Bates Wells Braithwaite
10 Queen Street Place
London EC4R 1BE

Bankers HSBC UK Bank Plc
79 Piccadilly
London W1J 8EU

Investment Advisers Rathbones Investment Management
30 Gresham Street
London EC2V 7QN

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Trustees' Report

The Trustees of the Police Foundation present their Annual Report for the year ended 30 June 2025 and the financial statements for that year, prepared in accordance with the Charities Act 2011 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP) (FRS102).

The Police Foundation is a registered charity (number 278257). Its address is shown on page 2.

Trustees

The names of the Trustees who served during the year ended 30 June 2025 are listed on page 2.

Structure, governance and management

Governing document

The Police Foundation is a Charitable Trust governed by its Trust Deed dated 9 July 1979. Following discussion with the Charity Commission, the Trust Deed was most recently updated on 11 July 2007.

Governance and management

The Board of Trustees is responsible for the overall governance of the Foundation. The Board meets formally at least twice a year. There were three meetings during the year ended 30 June 2025.

The existing Trustees have the power to appoint new Trustees, and the total number shall not be more than eighteen or less than eight. Each Trustee may serve up to two consecutive four-year terms of office and thereafter may be reappointed by formal Board resolution for such period as the meeting may resolve.

Any business requiring the involvement of Trustees between Board meetings is conducted through appropriate sub-committees of Trustees, with any decisions required being formally ratified via postal or other means of communication. The routine management of the Foundation is the responsibility of the Director, who reports directly to the Chairman of the Board of Trustees. The Trustees employ a small central staff.

Recruitment, induction and training of Trustees

The Foundation's Trustees are appointed by resolution of the Board following due consideration of nominations received, based on relevant attributes including specialist skills and experience. In addition to meeting key members of the Foundation's staff, new Trustees are provided with an induction pack comprising information on Trustees' responsibilities, a copy of the Trust Deed, the latest Annual Report and Accounts, minutes of Trustees' meetings, and relevant information on the Foundation's current work programme. All Trustees are encouraged to attend relevant seminars and Trustee training courses.

Policy for the remuneration of key management personnel

The Foundation's remuneration policy for all staff is decided by the Trustees. Remuneration is based on the market value for each role. Salary reviews are held on an annual basis. The charity is accredited with the Living Wage Foundation.

Public benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under The Charities Act 2011. The charity is a Public Benefit Entity. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Objects, aims and principal activities

Who we are

The Police Foundation is the UK's policing think tank. We are the only independent think tank in the UK focused exclusively on improving policing. Our mission is to generate evidence and develop ideas which deliver better policing and a safer society. We do this by producing trusted, impartial research, by facilitating informed public debate about policing and by working with the police and their partners to create change.

Objects

The objects of the Police Foundation, as set out in the Trust Deed are:

- the advancement and promotion of efficient and effective policing; and
- to undertake and promote study and research into the methods, organisation and effectiveness of the police and the training of police officers, and to publish the useful results of such study and research.

Our mission

The Police Foundation has three main aims:

- to understand how policing can become more effective, efficient and legitimate;
- to generate new ideas for how the police can keep citizens safe in a rapidly changing world;
- to facilitate informed public debate about policing.

Our mission is realised by:

- undertaking credible, high-quality applied research of direct relevance to policy and practice.
- hosting events into specific policing and crime reduction issues.
- offering training and consultancy to help the police and others transfer evidence and knowledge into policy and practice.
- communicating our ideas to a wider audience through our networks in policing and beyond and through our use of print, broadcast and digital media.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Review of the year ended 30 June 2025

Police Reform activity

With a Home Office white paper in preparation and a significant police reform programme expected to follow, the Foundation's activities focused on influencing this evolving policy agenda.

In November 2024, *Fit for the future: the case for a reformed national policing landscape*, published by the Police Foundation and Leapwise Advisory, called for a single national police agency to support better frontline policing for local communities across England and Wales, along with wider structural changes to the national policing functions.

In May 2025, the Foundation convened a seminar at Oxford entitled: 'Police reform: lessons from the past and prospects for the future' (see below).

Health impact of fraud

In 2024 the [National Institute for Health and Care Research](#) funded this project to help develop research evidence on the health impact of fraud on victims. The research was carried out by the Police Foundation in partnership with the [University of Portsmouth](#).

Fraud is growing rapidly and is now the most common crime type in England and Wales. And research evidence shows that it can have a considerable impact on victims' physical and mental health which can damage their quality of life and in some cases leave them vulnerable to repeat victimisation. However, there are large gaps in our understanding of the impact that fraud has on individuals, their support needs and how these can be identified and addressed by the police and wider public services.

This project was an important early step in demonstrating the health impact of fraud and victims' needs. This included understanding how many victims experience a health impact, how these experiences differ between victims, their lived experiences, the associated risks and support needs of victims and strategies for assessing and meeting these needs through the police and public services. The research ran until Q4 2025.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Review of the year ended 30 June 2025 continued

Fraud Policing

In 2024 4.1 million people were victims of fraud which alone made up 43 per cent of all crime affecting those aged over 16 in England and Wales, and the government's National Fraud Strategy estimates that fraud costs UK society £6.8 billion a year. But our policing institutions have not caught up with the scale of that change. We have a 1960s local policing structure trying to fight a 21st century cyber-enabled cross border crime. As a result, the police are achieving limited success and victims are receiving too little by way of service. Yet fraud is not a 'victimless crime'. Recent Police Foundation research has shown that fraud can have a significant psychological as well as financial impact on those who experience it.

In May 2025 this project delivered an initial report with eight key recommendations for change. These include a focus on crime prevention, organisational reform including the creation of a single national body to lead and coordinate the response to fraud, collaboration with the private sector, a national economic crime workforce and ring-fenced funds ensure tackling fraud is sufficiently resourced. The final output of this project followed in Q1 2026.

Public-private partnerships

In 2025, the Art Loss Register supported a new project exploring the nature and impact of existing private sector partnerships that support policing. With a focus on *tackling theft and fraud*, this research examined how to encourage partnerships between the police and the public sector and drew together key examples of public-private partnerships ranging from commercially operated property registers to industry funded police units and data sharing partnerships. The final report was released in Q4 2025.

SALVUS

The Horizon programme of the European Union has funded the SALVUS project, which aims to engage with and understand the current practices and needs of law enforcement agencies, forensic institutes, policymakers, and legal systems in online investigations of online child sexual abuse (CSA). This two-year project, which began in the second half of 2025, aims to provide evidence-based knowledge and understanding of CSA online and undercover investigations and their relationship to obligations to ensure the legality of evidence collection. The Police Foundation was selected to work in collaboration with a consortium of organisations from across multiple European countries to deliver SALVUS.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Review of the year ended 30 June 2025 continued

Anti-social behaviour toolkit

It is nationally recognised that Anti-Social Behaviour (ASB) can detrimentally impact individuals, break down communities and reduce the feeling of safety for those living within them. In 2024, in conjunction with Humberside Police, the Office of the Police and Crime Commissioner funded The Police Foundation to create an ASB Toolkit for use by Police and other partner agencies. The toolkit was intended to allow sharing of information and understanding terminology, as well as creating interventions that better utilise the skills and expertise across different sectors.

Four workshops were held across the Humber region, providing training to a number of organisations who specialise in tackling ASB, around how they could put the new toolkit into practice. The events brought members from local authorities, housing providers and Humberside Police to create a multi-agency network to combat tackling and preventing anti-social behaviour within our local communities. The Police Foundation provided clear and practical training, supported by extensive academic knowledge, raising new ways of viewing ASB to help understand the demand and how to tackle the causes. The final toolkit released in 2025 provided practitioners with up-to-date research, current problem-solving approaches, evidence-based case work and practical examples allowing a collaborative approach to deal with root causes of ASB in the region.

Unlocking the potential of data, digital and technology in policing

The Foundation undertook a project supported by Virgin Media O2 Business to look at how to unlock the potential of data, digital and technology in policing. The research team conducted a literature review and led interviews with stakeholders from across policing, government and industry to explore the barriers to progress. The final report was published and made a series of recommendations for government and the police service.

AI and policing

The Foundation undertook a project supported by Forensic Analytics looking at how artificial intelligence (AI) is currently being deployed by the police and how it could be deployed in the future. The final report was published and set out how the police can use AI, ethically, to help improve public safety.

Roadcraft

The Roadcraft series of publications, which is published by The Stationery Office (TSO) and comprises four books (*'Roadcraft: The Police Driver's Handbook'*, *'Motorcycle Roadcraft: The Police Rider's Handbook'*, *'Fleetcraft: The Essential Occupational Driver's Handbook'* and *'Towing Roadcraft: The Essential Towing Handbook'*) and a DVD (*'Roadcraft: The Police Driver's Course on Advanced Driving'*), makes a significant contribution to road safety by improving the driving of both the police, other emergency service drivers and members of the public.

Throughout 2023/24 the Foundation continued to publicise the 2020 editions of *'Roadcraft: The Police Driver's Handbook'* and *'Motorcycle Roadcraft: The Police Rider's Handbook'* and in 2024-25 made progress on the new edition, which was released in late 2025.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Review of the year ended 30 June 2025 continued

Oxford Policing Policy Forum

After a break of seven years, the 20th Oxford Policing Policy Forum (OPPF) was convened at All Souls College, Oxford on 12th May 2025 on the topic of police reform. With pressing concerns about finances, police performance and public confidence, participants agreed that while police reform is difficult to design and deliver, it is urgently needed. The Forum reflected on previous attempts at structural reform and lessons learned, including the 2005-06 police force mergers programme and the creation of Police Scotland. A published summary report provided a thematic commentary of the short framing presentations provided and the conversations that arose.

The 2025 Cumberland Lodge Police Conference

The Cumberland Lodge Police Conference is one of the Foundation's flagship events undertaken annually. In June 2025 the Police Foundation had the privilege of bringing together senior police officers, practitioners, academics, technologists and representatives from non-profit and private sector organisations, to discuss and consider the current demands on the police and ask what the future challenge of tackling gender-based violence will look like.

Over three days, delegates examined the current policing response to VAWG and the direction it should take, how global and online threats are evolving, what must be done to address sexism and misogyny within policing, and how to counter the rising tide of misogynistic attacks targeting women in public life. A report from the conference was published in the autumn of 2025 to bring the discussions, alongside the pre-event briefing paper, to a wider audience.

Objectives for the year ended 30 June 2026

The end of April 2025 saw a significant change for the Foundation, with the departure of our long standing director, Rick Muir, to a new role as policy advisor to the Home Secretary. This important appointment is testimony to the contribution that Rick and the Foundation have made to shaping thinking about policing in this country.

In the year 2025/26, the Foundation will continue to implement the strategy that Rick had developed strategy, which aims to ensure it remains the UK's leading policing think tank, while diversifying our income streams and expanding our global reach. While the Foundation's research work continued across the summer, the arrival of our new Director, Blair Gibbs, in September 2025, provided fresh impetus and an opportunity to explore new opportunities and relationships.

In the coming months and years, we will be pursuing a revised research programme, to make sure we are tackling the most important issues in policing and the issues that impact safety and public confidence. In particular we have plans for major new projects on police reform, technology, leadership, prevention and the role of the private sector in tackling crime.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Review of the year ended 30 June 2025 continued

We will also refresh and expand our events programme, undertaking a wider variety of public and invite-only events, whilst continuing with our regular roundtables on topical policing issues. We will be organising the OPPF once more in the spring, and the 2026 Cumberland Lodge Police Conference in June 2026, along with hosting our annual lecture.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Review of the year ended 30 June 2025 continued

Trustees' responsibilities for the accounts

Charity law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the Charity's financial activities during the year and of its financial position at the end of the year.

In preparing the accounts the Trustees should:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- follow the recommendations of the Charity Commission and of the accounting profession with regard to form and content of the accounts, or disclose and explain any departures therefrom
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will be able to continue to meet its objectives

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the charity's assets, and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

Risk management

The Trustees are ultimately responsible for the management of the risks faced by the Foundation. Together with the Director they identify and assess these risks on a regular basis and consider the systems and controls which have been established to mitigate them. During the year the Trustees spent time at their Board meetings reviewing the most significant risks facing the charity, including the risk of being unable to secure future grant funding, consultancy projects and other income, the risk of being unable to retain or recruit key staff members and the risk of damage to the charity's reputation. The Trustees and the Director have taken steps to mitigate these risks – these include sourcing new funders, launching a new strategic partner programme, expanding the charity's profile both nationally and internationally, whilst always safeguarding its reputation and maintaining its independence, and reviewing staff pay levels and titles to ensure that they reflect the skill and experience of the staff.

Going concern basis for preparation of the financial statements

The Trustees consider the Police Foundation's plans and strategies at each Board meeting. As part of this process, the Finance Subcommittee of the Trustees has reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2027, and the assumptions contained therein.

In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Review of the year ended 30 June 2025 continued

Trustees' responsibilities for the accounts continued

Financial results

The financial results for the year ended 30 June 2025 are set out in the Statement of Financial Activities on page 14, the Balance Sheet on page 15 and the Cash Flow Statement on page 16, together with the accounting policies and notes to the accounts on pages 17 to 31.

Restricted Funds

Details of Restricted Funds are set out in note 14 to the accounts on pages 26 and 27.

Unrestricted Funds

The total unrestricted income for the year ended 30 June 2025 was £307,000 compared with £293,000 in the previous year.

Unrestricted expenditure for the financial year was £421,000, so unrestricted expenditure exceeded unrestricted income by £114,000. There were realised investment gains of £nil and an increase in the value of the investment portfolio of £17,000, representing unrealised gains at the balance sheet date, so unrestricted funds decreased by a net total of £96,000 to £376,000. This compares with a decrease of £11,000 in the year ended 30 June 2024. The loss in year is explained by the reduction in fundraising activity between the departure of the last Director and the recruitment of the new Director in September, which resulted in a temporary drop in income after March 2025.

The Foundation's unrestricted funds are held in a managed investment portfolio and as cash on deposit. The charity has a written investment policy, with long term growth and low to medium risk as the main criteria.

Further details of Unrestricted Funds are set out in note 15 to the accounts on page 28.

Fundraising Expenditure

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Reserves

The Trustees review the finances of the charity on a regular basis, both in the Finance Sub-committee and at main Trustees' meetings. They consider that reserves of at least six to twelve months' worth of general expenditure are desirable. At 30 June 2025, Restricted funds were £nil. Unrestricted funds at the year-end were £376,000 of which free reserves totalled £371,000. Free reserves represent nearly a year's worth of central staffing and other overhead costs as budgeted for the year ended 30 June 2026, which is in line with the Charity's reserves policy.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2025

Review of the year ended 30 June 2025 continued

Trustees' responsibilities for the accounts continued

Financial results continued

Investment powers, policy and performance

The Trustees' investment powers are governed by the Trust Deed, which permits the Foundation's funds to be invested in any stocks, shares, funds, securities, land or other investments or property.

The Board's policy is to invest surplus unrestricted funds for a total return by adopting a medium risk investment strategy, while ensuring that sufficient liquid funds are available to meet projected commitments.

Restricted funds are held in cash on deposit because of the need to meet known project expenditure commitments within a relatively short time frame.

The Foundation's investments have continued to be managed in accordance with our policy and the Trust Deed. The investment advisers provide quarterly reports to the Finance Subcommittee of the Trustees, and a summary is provided to all Trustees prior to each Trustees meeting. Significant movements in the value of the portfolio are discussed by the Finance Subcommittee, and, where necessary, with the other Trustees and with the investment advisers.

There were net realised gains on the sale of investments of £nil in the year and net unrealised gains of £17,000 were recorded on revaluation of investments at the end of the financial year. Investment income of £11,000 was received and reinvested during the year. The performance was in line with expectations given the impact of world events during the financial year affecting investments globally.

Independent Examiner

Nyman Libson Paul LLP have expressed their willingness to continue in office as independent examiner and a resolution proposing their reappointment will be submitted to the forthcoming Trustees' meeting.

Approved by the Board of Trustees on

30 April 2026

and signed on its behalf by:



Mr Andrew Tivey
Trustee

The Police Foundation

Report of the Independent Examiners
Year ended 30 June 2025

Independent examiner's report to the Trustees of The Police Foundation

I report to the Trustees on my examination of the accounts of the Police Foundation for the year ended 30 June 2025 which are set out on pages 14 to 31.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

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 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 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.



Andrew Thomas ACA
Nyman Libson Paul LLP
124 Finchley Road
London
NW3 5JS
1 May 2026

The Police Foundation

Statement of Financial Activities

Year ended 30 June 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
INCOME AND ENDOWMENTS FROM					
Donations, grants and legacies	2	25,871	351,368	377,239	313,422
Investment income	3	11,794	-	11,794	10,223
Income from charitable activities:					
Fees for consultancy, training & events	4	230,428	-	230,428	211,900
Sale of publications		39,211	-	39,211	44,771
Total		307,304	351,368	658,672	580,316
EXPENDITURE ON					
Charitable activities:					
Undertaking research and influencing policy		191,688	351,368	543,056	422,098
Consultancy, training & events		213,143	-	213,143	200,046
Publications		15,736	-	15,736	4,911
Total	8	420,567	351,368	771,935	627,055
Net gains/(losses) on investments	11	17,285	-	17,285	35,666
Net income / (expenditure)		(95,978)	-	(95,978)	(11,073)
Other gains and losses					
Actuarial gains/(losses) on defined Benefit pension scheme	17	(72)	-	(72)	(298)
Net movement in funds		(96,050)	-	(96,050)	(11,371)
Total funds brought forward		472,012	-	472,012	483,383
Total funds carried forward	14&15	375,962	-	375,962	472,012

All the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The notes on pages 16 to 30 form part of these accounts.

A full analysis of individual restricted funds is given in note 14 on pages 25 and 26.

The Police Foundation

Balance Sheet

30 June 2025

	Notes	2025		2024
		£	£	£
FIXED ASSETS				
Tangible assets	10	4,523		5,400
Investments	11	<u>395,876</u>		<u>361,440</u>
			400,399	<u>366,840</u>
CURRENT ASSETS				
Debtors	12	167,080		163,473
Cash at bank and in hand		<u>20,591</u>		<u>29,623</u>
		<u>187,671</u>		<u>193,096</u>
CREDITORS				
Amounts falling due within one year	13	<u>(199,925)</u>		<u>(69,629)</u>
NET CURRENT ASSETS				
			<u>(12,254)</u>	<u>123,467</u>
Provision for liabilities	17	<u>(12,183)</u>		<u>(18,295)</u>
NET ASSETS				
	16		<u>375,962</u>	<u>472,012</u>
REPRESENTED BY:				
Accumulated funds:				
Unrestricted funds	15		375,962	472,012
Restricted funds	14		<u>-</u>	<u>-</u>
			<u>375,962</u>	<u>472,012</u>

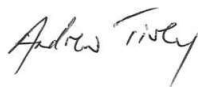
Approved by the Board of Trustees on 30 April 2026

and signed on its behalf by:

Dame Sara Thornton

} 
 } Trustees
 }

Mr Andrew Tivey



Charity Number 278257

The notes on pages 16 to 30 form part of these accounts.
 A full analysis of individual restricted funds is given in note 14 on pages 25 and 26.

The Police Foundation
Cash Flow Statement
Year ended 30 June 2025

	2025 £	2024 £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	950	(132,101)
Cash flows from investing activities:		
Dividends, interest and rents from investments	648	747
Sale/(purchase) of property, plant and equipment	(630)	(5,400)
Sale/(purchase) of investments	<u>10,000</u>	<u>70,000</u>
Net cash provided by (used in) investing activities	(9,982)	65,347
Change in cash and cash equivalents in the reporting period	(9,032)	(66,754)
Cash and cash equivalents at the beginning of the reporting period	29,623	96,377
Cash and cash equivalents at the end of the reporting period	<u>20,591</u>	<u>29,623</u>
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(96,050)	(11,371)
Adjustments for:		
Depreciation charges	1,507	-
(Gains)/losses on investments	(17,285)	(35,666)
Dividends, interest and rents from investments	(11,794)	(10,223)
Investment management fees	3,995	4,613
(Increase)/decrease in debtors	(3,607)	(63,977)
Increase/(decrease) in creditors	124,184	(15,477)
Net cash provided by (used in) operating activities	<u>950</u>	<u>(132,101)</u>
Cash in hand	20,591	29,623
Notice deposits	<u>-</u>	<u>-</u>
Total cash and cash equivalents	<u>20,591</u>	<u>29,623</u>

1. ACCOUNTING POLICIES

a) Basis of preparation of the accounts

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities Act 2011 and UK Generally Accepted Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. The Foundation constitutes a public benefit entity as defined by FRS 102.

As detailed in the Trustees Report, the trustees have reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2027, and the assumptions contained therein. In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

b) 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.

c) 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 costs 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.

d) Tangible fixed assets

Tangible fixed assets are capitalised where the item costs in excess of £500. Depreciation is provided on all tangible fixed assets in use at rates calculated to write off the cost on a straight-line basis over their expected useful economic lives as follows:

Computer equipment - over 4 years

e) Investments

Investments are stated in the balance sheet at market value. Gains or losses arising on revaluation at each financial year end, and on sales of investments, are credited or charged in the SOFA.

f) Restricted funds

Restricted funds are established where monies are received for specific purposes, such as particular research projects. A separate fund is established for each individual project, and relevant expenditure is charged thereto.

The Police Foundation

Notes to the Accounts (continued)
Year ended 30 June 2025

1. ACCOUNTING POLICIES (continued)

g) Unrestricted funds

Unrestricted funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

h) Operating leases

The rentals payable under operating leases are charged in the SOFA on a straight-line basis over the lease term.

i) Financial instruments

The Police Foundation has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with accrued interest and other debtors. Financial liabilities held at amortised cost comprise trade creditors and accruals.

Investments, including bonds held as part of an investment portfolio are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure.

j) Pension costs

The Foundation makes contributions to a defined contribution pension scheme in accordance with the requirements of Auto Enrolment. The contributions are accounted for as they become payable. The Foundation previously participated in a multi-employer defined benefit scheme. Deficit recovery payments are accounted for as they become payable, and accounting adjustments are in accordance with FRS102 and as described in full in Note 16.

k) Taxation

No provision is made for corporation tax, as the Foundation is able to claim full statutory exemption subject to the proper application of all its charitable resources.

l) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

m) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

n) Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand, cash held for reinvestment and short-term deposits.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

1. ACCOUNTING POLICIES (continued)

o) Critical accounting judgements and key sources of estimation uncertainty

In the application of the Foundation's accounting policies, which are described in note 1, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

2. DONATIONS AND GRANTS

	2025 £	2024 £
Unrestricted Funds		
During the year, unrestricted donations and grants of £5,000 or more were received from the following:		
The Tompkins Foundation	25,000	25,000
Other smaller grants and donations	870	1,370
	<u>25,870</u>	<u>26,370</u>

	2025 £	2024 £
Restricted Funds		
During the year, grants to fund specific projects were received from the following:		
The Dawes Trust	142,540	125,183
Barrow Cadbury	8,800	33,550
The Youth Endowment Fund	84,000	10,000
Virgin Media 02 Business	25,000	22,765
PFCC for Essex	13,950	-
International Art and Antique Loss Register Limited	38,530	-
Durham University	12,720	-
Marinus Analytics	22,500	-
Forensic Analytics	-	23,600
NIHR	-	65,354
Other	3,328	6,600
	<u>351,368</u>	<u>287,052</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

3. INVESTMENT INCOME	2025	2024
	£	£
Investment income was derived from the following:		
Listed investments	11,147	9,476
Cash held on deposit	648	747
	<u>11,794</u>	<u>10,223</u>

4. INCOME FROM CHARITABLE ACTIVITIES

During the year, consultancy fees to fund specific projects were received from the following:

	2025	2024
	£	£
OPPF – sponsored by British Telecom	10,000	-
Consultancy work for the College of Policing	24,075	-
Consultancy work for PWC	41,022	-
The use of stop and search in relation to violence prevention	-	19,875
Crime and harm prevention in Wales	-	28,550
Anti-Social behaviour problem solving toolkit	-	25,250
Consultancy work for Bedfordshire OPCC	-	22,610
	<u>75,097</u>	<u>96,285</u>
Cumberland Lodge annual conference	56,490	43,480
Police force course fees	84,966	48,268
Other consultancy income	13,875	23,867
	<u>230,428</u>	<u>211,900</u>

5. RESOURCES EXPENDED	2025	2024
	£	£
The expenditure for the year includes:		
Staff costs (note 6)	514,524	464,618
Independent examination fees	2,775	2,675
Depreciation	1,507	-
	<u>518,806</u>	<u>467,293</u>

No remuneration was paid to any of the Trustees. Expenses for reimbursed travel expenses relating to attendance at Trustees' meetings were £509 (2024 – £nil).

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

6. OTHER COSTS	2025	2024
	£	£
Governance costs comprise:		
Independent examination fees	2,775	2,675
Trustees' travel expenses	509	-
	<hr/>	<hr/>
7. EMPLOYEES	2025	2024
	£	£
Staff costs comprise:		
Wages and salaries	453,099	406,960
Employers' National Insurance costs	39,168	37,842
Pension costs	22,257	19,815
	<hr/>	<hr/>
	514,524	464,618
	No.	No.
The average number of employees during the year was:		
Full time	9	8
The number of higher paid employees was:		
£100,000 - £110,000	1	1
£70,000 - £80,000	1	1
£60,000 - £70,000	1	1

Total pension contributions for the above staff members were £4,649 (2024: £5,336), £3,059 (2024: £2,969) and £2,869 (2024: £2,762) respectively.

Key management personnel constitute the charity director. Total remuneration for the key management personnel was £108,921 (£125,493 – year ended 30 June 2024).

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

8. TOTAL RESOURCES EXPENDED

	Staff costs	Direct costs	Support Costs	2025 Total	2024 Total
	£	£	£	£	£
<i>Unrestricted funds</i>					
Charitable activities:					
Undertaking research and influencing policy	97,485	-	94,203	191,688	135,046
Consultancy, training, and events	92,422	120,721	-	213,143	200,046
Publications	15,260	476	-	15,736	4,911
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total: Unrestricted funds	205,167	121,197	94,203	420,567	340,003
<i>Restricted funds</i>					
Undertaking research and influencing policy	309,357	-	-	309,357	271,778
Consultancy, training, and events	-	42,011	-	42,011	15,274
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total: Restricted funds	309,357	42,011	-	351,368	287,052
Total resources expended	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	514,524	163,208	94,203	771,935	627,055

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

**9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES –
year ended 30 June 2024**

	Unrestricted Funds £	Restricted Funds £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Donations, grants and legacies	26,370	287,052	313,422
Investment income	10,223	-	10,223
Income from charitable activities:			
Fees for consultancy, training and events	211,900	-	211,900
Sale of publications	44,771	-	44,771
Total	293,264	287,052	580,316
EXPENDITURE ON			
Charitable activities:			
Undertaking research and influencing policy	135,046	287,052	422,098
Consultancy, training and events	200,046	-	200,046
Publications	4,911	-	4,911
Total	340,003	287,052	627,055
Net gains / (losses) on investments	35,666	-	35,666
Net income / (expenditure)	(11,073)	-	(11,073)
Other Gains and losses			
Actuarial gains/(losses) on defined benefit pension scheme	(298)	-	(298)
Net movement in funds	(11,371)	-	(11,371)
Total funds brought forward	483,383	-	483,383
Total funds carried forward	472,012	-	472,012

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

10. TANGIBLE FIXED ASSETS

	Office Furniture and Equipment £	Total £
Cost		
1 July 2024	7,681	7,681
Additions	630	630
Disposals	-	-
At 30 June 2025	<u>8,311</u>	<u>8,311</u>
Depreciation		
1 July 2024	2,281	2,281
Charge for the year	1,507	1,507
On disposals	-	-
At 30 June 2025	<u>3,788</u>	<u>3,788</u>
Net Book Value At 30 June 2025	<u>4,523</u>	<u>4,523</u>
<i>Net Book Value At 30 June 2024</i>	<u>5,400</u>	<u>5,400</u>

11. INVESTMENTS

	2025 £	2024 £
Market value at beginning of financial year	361,440	390,911
Net investments/(withdrawals) in the year	10,000	(70,000)
Income reinvested	11,147	9,476
Fund management fees (including recoverable VAT)	(3,996)	(4,613)
Net gains/(losses) on disposals in the year	(370)	5,521
Net gains/(losses) on revaluation at financial year end	17,655	30,145
Market value at end of financial year	<u>395,876</u>	<u>361,440</u>

	2025		2024	
	Cost £	Market Value £	Cost £	Market Value £
UK Fixed Interest	30,885	30,483	41,422	39,389
Overseas Fixed Interest	31,675	29,718	26,636	24,644
UK Equities	49,729	56,703	39,832	43,001
European Equities	8,674	18,468	8,674	17,746
North American Equities	27,135	29,894	27,007	29,147
International Property	7,440	7,538	7,440	6,947
Far East & Australasian Equities	7,982	11,160	7,982	10,710
International Equities	68,676	96,708	50,887	74,652
Emergency Economies	11,873	13,491	11,873	12,489
UK Property	-	-	7,774	5,079
Alternative Assets	37,567	33,912	45,579	42,641
Cash	66,875	67,801	54,969	54,955
	<u>348,511</u>	<u>395,876</u>	<u>330,075</u>	<u>361,440</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

12. DEBTORS	2025	2024
	£	£
Accrued income and prepayments	163,782	<i>163,473</i>
Social security and other taxes	3,298	-
Other debtors	-	-
	<u>167,080</u>	<u>163,473</u>

Accrued income and prepayments include accrued income of £149,190 at 30 June 2025. Accrued income at 30 June 2024 was £161,592. Accrued income represents the value of work completed for which payment had not been received by 30 June 2025 in respect of research projects, publishing income, consultancy fees and events.

13. CREDITORS: Amounts falling due within one year	2025	2024
	£	£
Social security and other taxes	9,159	<i>15,880</i>
Other creditors	257	<i>1,046</i>
Accruals and deferred income	190,509	<i>52,703</i>
	<u>199,925</u>	<u>69,629</u>

Deferred income at 30 June 2025 was £93,480, representing income received in advance for three projects, which will be recognised in the SOFA for the year ended 30 June 2026. Deferred income at 30 June 2024 was £26,600, which was recognised in the SOFA for the year ended 30 June 2025. Income is received in advance of each stage of a project commencing but is only recognised in the SOFA on the completion of the specified work for that stage of the project.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

14. RESTRICTED FUNDS

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. Below is analysis of movements on individual funds during the year ended 30 June 2025:

Law Enforcement Responses to Organised Fraud – funded by the Dawes Trust¹

Joint Online Fraud project – funded by the Dawes Trust

Designing a new crime and harm prevention system for England & Wales – funded by the Dawes Trust

The Role of the Private Sector in Tackling Acquisitive Crime – funded by International Art & Antique Loss Register Ltd

Autumn 2024 Party Conferences – funded by Barrow Cadbury

Evaluation of STAR Fund Pathfinder report – funded by PFCC for Essex

Evaluation report for the Brazil Rota Project – funded by Marinus Analytics

Transforming the Police Response to Fraud – funded by Virgin Media 02 Business

Project Bright Light – funded by Durham University

YEF funding for SEBP COO

Name of project fund	Funds held 30 June 2024 £	Incoming resources £	Grant Paid £	Resources Expended £	Funds held 30 June 2025 £
Law enforcement responses to organised fraud	-	50,000	-	(50,000)	-
Joint Online Fraud project	-	9,020	-	(9,020)	-
Designing a new crime and harm prevention system for England and Wales	-	83,520	-	(83,520)	-
The role of the private sector in tackling acquisitive crime	-	38,530	-	(38,530)	-
Autumn 2024 Party Conferences	-	8,800	-	(8,800)	-
Evaluation of STAR Fund Pathfinder report	-	13,950	-	(13,950)	-
Evaluation report for the Brazil Rota project	-	22,500	-	(22,500)	-
Transforming the Police response to fraud	-	25,000	-	(25,000)	-
Project Bright Light	-	12,720	-	(12,720)	-
YEF funding for SEBP COO	-	84,000	-	(84,000)	-
Other smaller projects	-	3,328	-	(3,328)	-
	<u>-</u>	<u>351,368</u>	<u>-</u>	<u>(351,368)</u>	<u>-</u>

¹ £60,000 of the Dawes Trust funding was unrestricted in August 2025

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

14. RESTRICTED FUNDS

Restricted funds are established where monies have been received for specific purposes or projects. A separate fund is established for each individual project, and relevant expenditure is charged thereto. Analysis of movements on individual restricted funds during the year ended 30 June 2024 is given below:

A new operating model for policing in the 21st Century – funded by the Dawes Trust

Joint Online Fraud project – funded by the Dawes Trust

Designing a new crime and harm prevention system for England & Wales – funded by the Dawes Trust

Policing and Young Adults – funded by Barrow Cadbury

Autumn 2024 Party Conferences – funded by Barrow Cadbury

Developing a comprehensive approach to crime prevention in Cleveland – funded by Cleveland Police

AI and Policing project – funded by Forensic Analytics

Unlocking digital transformation in policing – funded by Virgin Media 02 Business

NIHR project funding – funded by NIHR

YEF funding for SEBP COO

Name of project fund	Funds held 30 June 2023 £	Incoming resources £	Grant Paid £	Resources Expended £	Funds held 30 June 2024 £
A new operating model for policing in the 21st Century	-	50,000	-	(50,000)	-
Joint Online Fraud Project	-	62,183	-	(62,183)	-
Designing a new crime and harm prevention system for England & Wales	-	13,000	-	(13,000)	-
Policing and Young Adults	-	28,150	-	(28,150)	-
Autumn 2024 Party Conference	-	5,400	-	(5,400)	-
Developing a comprehensive approach to crime prevention in Cleveland	-	4,900	-	(4,900)	-
AI and Policing project	-	23,600	-	(23,600)	-
Unlocking digital transformation in policing	-	22,765	-	(22,765)	-
NIHR project funding	-	65,354	-	(65,354)	-
YEF funding for SEBP COO	-	10,000	-	(10,000)	-
Other smaller projects	-	1,700	-	(1,700)	-
	-	287,052	-	(287,052)	-

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

15. UNRESTRICTED FUNDS

Analysis during year ended 30 June 2025	Funds held 30 June 2024	Incoming resources	Resources expended	Net gains / (losses) on investment	Actuarial gains / (losses) on DB pension scheme	Funds Held 30 June 2025
	£	£	£	£	£	£
Unrestricted funds	<u>472,012</u>	<u>307,304</u>	<u>(420,567)</u>	<u>17,285</u>	<u>(72)</u>	<u>375,962</u>
Analysis during year ended 30 June 2024	Funds Held 30 June 2023	Incoming resources	Resources Expended	Net gains on investment	Actuarial gains / (losses) on DB pension scheme	Funds held 30 June 2024
	£	£	£	£	£	£
Unrestricted funds	<u>483,383</u>	<u>293,264</u>	<u>(340,003)</u>	<u>35,666</u>	<u>(298)</u>	<u>472,012</u>

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

As at 30 June 2025:	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets	4,523	-	4,523
Investments	395,876	-	395,876
Debtors	121,077	46,003	167,080
Cash at bank and in hand	(71,040)	91,631	20,591
Creditors	(62,291)	(137,634)	(199,925)
Provision for liabilities	(12,183)	-	(12,183)
	<u>375,962</u>	<u>-</u>	<u>375,962</u>

At 30 June 2025 there were accumulated net unrealised gains on investments of £17,655 (2024 gains - £30,145) which form part of the total accumulated unrestricted funds.

As at 30 June 2024:	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets	5,400	-	5,400
Investments	361,440	-	361,440
Debtors	79,843	83,630	163,473
Cash at bank and in hand	71,379	(41,756)	29,623
Creditors	(27,755)	(41,874)	(69,629)
Provision for liabilities	(18,295)	-	(18,295)
	<u>472,012</u>	<u>-</u>	<u>472,012</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

17. PENSION COSTS

The Pensions Trust CARE Scheme

From 1 August 2005 the Foundation participated in a multi-employer average salary defined benefits pension scheme, the Pensions Trust CARE Scheme. It is not possible or appropriate to identify the assets and liabilities of the Scheme which are attributable to the Foundation. The CARE Scheme has various different sections, and the section to which Police Foundation employees belonged was the one-eightieth average salary defined benefits section of the CARE Scheme. The main benefits provided by this particular section of the Scheme were a pension of one-eightieth of a member's career average revalued earnings for each year (and months proportionately) of pensionable service if contracted-out of the State scheme. Employers paid contributions at the rate of 10.0% of earnings up to 1 April 2012, and 10.6% thereafter. Members paid contributions based on an age-related scale.

From 1 October 2014, those employees who were members of the CARE Scheme were transferred from the one-eightieth defined benefit section of the CARE Scheme to the defined contribution section. From that date the employer's contributions were 10% and the members contributed 7%.

No employer's contribution was made by the Foundation to the CARE Scheme in the year ended 30 June 2025. The Foundation made deficit recovery payments of £7,744 (2024 - £7,194) – see details in the next paragraphs.

A full actuarial valuation of the Scheme is commissioned every 3 years, with annual funding statements provided by the scheme's actuary. At 30 September 2022, the actuary's funding statement shows a deficit of assets compared to liabilities of £7.5 million - a substantial decrease over the reported deficit at 30 September 2019 of £14.9 million and the deficit at 30 September 2016 of £24.9 million (the deficit at 30 September 2013 was £16.4 million). Employers are being asked to make deficit recovery payments. The Foundation's share of these additional payments was assessed initially at £1,100 per annum from 1 April 2012, increasing by 3% at each subsequent 1 April for a period of 10 years.

The formal valuation of the Scheme at 30 September 2013 was completed in the spring of 2015 with the Foundation's share of deficit recovery payments being increased to £7,591 per annum from 1 July 2015 and thereafter increasing by 3% at each subsequent 1 July until 30 April 2027. This meant that the Foundation would be required to contribute total deficit recovery payments, and charges, of £104,000 between 1 July 2015 and 30 April 2027. Following the completion of the 30 September 2016 valuation, the schedule of monthly deficit recovery payments and charges was extended to include the period from 1 May 2027 to 30 November 2028, with an annual increase of 3% on 1 April 2028 – the total payable in this period was expected to be £17,000. Following the completion of the 30 September 2019 valuation, the schedule of monthly deficit recovery payments was shortened to end on 30 September 2027, with the Foundation's share of the deficit recovery payments being reduced to £6,314 per annum from 1 July 2021 and thereafter increasing by 3% at each subsequent 1 July until 30 September 2027. Following the completion of the 30 September 2022 valuation, the schedule of monthly deficit payments has been shortened by six months, to end on 31 March 2027. The total expected to be payable between 1 July 2025 and 31 March 2027 is £12,632.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

17. PENSION COSTS continued

Following consultations with the participating employers in May 2015, the Trustee of the Scheme, at a meeting held on 7 July 2015, finalised the decision to close the Scheme to the further accrual of benefits with effect from 31 March 2016. From 1 July 2015, there was only one member of the Scheme employed by the Police Foundation, and, by 1 April 2016, alternative pension arrangements were in place for this employee, who has since retired. The scheduled deficit recovery payments will continue as outlined above, and the next formal valuation of the Scheme was at 30 September 2025, with the outcome known in 2026.

PRESENT VALUES OF PROVISION

	30 June 2025 (£s)	30 June 2024 (£s)	30 June 2023 (£s)
Present Value of provision	<u>12,183</u>	<u>18,295</u>	<u>26,216</u>

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Year Ending 30 June 2025 (£s)	Year Ending 30 June 2024 (£s)
Provision at start of period	18,295	26,216
Unwinding of the discount factor (interest expense)	758	1,492
Deficit contribution paid	(6,942)	(6,709)
Re-measurements – impact of any change in assumptions	72	298
Re-measurements – amendments to the contributions schedule	-	(3,002)
Provision at end of period	<u>12,183</u>	<u>18,295</u>

INCOME AND EXPENDITURE IMPACT

	Year Ending 30 June 2025 (£s)	Year Ending 30 June 2024 (£s)
Interest expense	758	1,492
Re-measurements – impact of any change in assumptions	72	298
Re-measurements – amendments to the contributions schedule	-	(3,002)
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-

Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2025

17. PENSION COSTS continued

ASSUMPTIONS

	30 June 2025 % per annum	30 June 2024 % per annum	30 June 2023 % per annum
Rate of discount	4.44	5.19	6.51

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Up until 1 June 2016, all new employees of The Foundation were offered a contribution to a personal pension scheme of their choice (see *Other pension costs* below).

Other pension costs

Until 31 May 2016, on completion of any probationary period, employees who were not eligible to join the Pensions Trust CARE Scheme were offered an employer contribution of 5% of salary to a personal pension scheme of their choice.

On 1 June 2016, the charity auto enrolled its employees into a Defined Contribution Pension Scheme, postponing the scheme until 1 September 2016. In July 2016 some employees opted into the scheme, and the appropriate contributions were paid from that date. Contributions paid into individual staff personal pension schemes have ceased from the earlier of the date on which each employee chose to opt into the Auto Enrolment pension scheme at 1 September 2016.

Total employer's contributions made by the Foundation to individual staff personal pension schemes in the year ended 30 June 2025 were £22,257 (2024 – £19,815).

18. RELATED PARTY TRANSACTIONS

There were no related party transactions in the current and prior year.

THE POLICE FOUNDATION

England & Wales - Charity number 278257

Accounts

Charity Number 278257

THE
POLICE
FOUNDATION

The UK's policing think tank

Annual Report and Accounts

Year ended 30 June 2024

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Reference and administrative information

Contact details

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Web Site www.police-foundation.org.uk

Trustees and Officers

Trustees Dame Sara Thornton DBE QPM (Chair – from 11 July 2024)
Sir William Jeffrey KCB (Chair – resigned 11 July 2024)
The Rt. Hon. Sir John Wheeler JP DL (resigned 11 July 24)
Mrs Mary Calam
Lord Dholakia of Waltham Brooks PC OBE DL
Professor Nicholas Fyfe
Sir David Garrard
Professor Martin Innes
Mr Stephen Rimmer CB
Mr Michael Cunningham CBE QPM
Mr Andrew Tivey
Mr Hugh Sherriffe

Director Dr Richard G Muir

Professional Advisers

Independent Examiners Nyman Libson Paul LLP
124 Finchley Road
London NW3 5JS

Solicitors Bates Wells Braithwaite
10 Queen Street Place
London EC4R 1BE

Bankers HSBC UK Bank Plc
79 Piccadilly
London W1J 8EU

Investment Advisers Investec Wealth & Investment Limited
30 Gresham Street
London EC2V 7QN

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2024

Trustees' Report

The Trustees of the Police Foundation present their Annual Report for the year ended 30 June 2024 and the financial statements for that year, prepared in accordance with the Charities Act 2011 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP) (FRS102).

The Police Foundation is a registered charity (number 278257). Its address is shown on page 2.

Trustees

The names of the Trustees who served during the year ended 30 June 2024 are listed on page 2.

Structure, governance and management

Governing document

The Police Foundation is a Charitable Trust governed by its Trust Deed dated 9 July 1979. Following discussion with the Charity Commission, the Trust Deed was most recently updated on 11 July 2007.

Governance and management

The Board of Trustees is responsible for the overall governance of the Foundation. The Board meets formally at least twice a year. There were two meetings during the year ended 30 June 2024.

The existing Trustees have the power to appoint new Trustees, and the total number shall not be more than eighteen or less than eight. Each Trustee may serve up to two consecutive four-year terms of office, and thereafter may be reappointed by formal Board resolution for such period as the meeting may resolve.

Any business requiring the involvement of Trustees between Board meetings is conducted through appropriate sub-committees of Trustees, with any decisions required being formally ratified via postal or other means of communication. The routine management of the Foundation is the responsibility of the Director, who reports directly to the Chairman of the Board of Trustees. The Trustees employ a small central staff.

Recruitment, induction and training of Trustees

The Foundation's Trustees are appointed by resolution of the Board following due consideration of nominations received, based on relevant attributes including specialist skills and experience. In addition to meeting key members of the Foundation's staff, new Trustees are provided with an induction pack comprising information on Trustees' responsibilities, a copy of the Trust Deed, the latest Annual Report and Accounts, minutes of Trustees' meetings, and relevant information on the Foundation's current work programme. All Trustees are encouraged to attend relevant seminars and Trustee training courses.

Policy for the remuneration of key management personnel

The Foundation's remuneration policy for all staff is decided by the Trustees. Remuneration is based on the market value for each role. Salary reviews are held on an annual basis. The charity is accredited with the Living Wage Foundation.

Public benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under The Charities Act 2011. The charity is a Public Benefit Entity. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2024

Objects, aims and principal activities

Who we are

The Police Foundation is the UK's policing think tank. We are the only independent think tank in the UK focused exclusively on improving policing. Our mission is to generate evidence and develop ideas which deliver better policing and a safer society. We do this by producing trusted, impartial research, by facilitating informed public debate about policing and by working with the police and their partners to create change.

Objects

The objects of the Police Foundation, as set out in the Trust Deed are:

- the advancement and promotion of efficient and effective policing; and
- to undertake and promote study and research into the methods, organisation and effectiveness of the police and the training of police officers, and to publish the useful results of such study and research.

Our mission

The Police Foundation has three main aims:

- to understand how policing can become more effective, efficient and legitimate;
- to generate new ideas for how the police can keep citizens safe in a rapidly changing world;
- to facilitate informed public debate about policing.

Our mission is realised by:

- undertaking credible, high-quality applied research of direct relevance to policy and practice.
- hosting events into specific policing and crime reduction issues.
- offering training and consultancy to help the police and others transfer evidence and knowledge into policy and practice.
- communicating our ideas to a wider audience through our networks in policing and beyond and through our use of print, broadcast and digital media.

Review of the year ended 30 June 2024

Tackling online fraud

In 2023 the Police Foundation, in partnership with Crest Advisory and Birkbeck University, launched an ambitious programme of research aimed at:

- Furthering our understanding of the online fraud problem, specifically the nature of the demand on all areas of public service, including law enforcement, victim care and public protection.
- Exploring the challenges and opportunities for developing crime controls and effective victim services across policing and the wider public, private and third sectors.

This research programme will develop new ways of organising data and knowledge about online fraud, assess the impact of online fraud on victims, understand more about online fraud offenders, explore the importance of online anonymity in committing fraud and develop a new policy and practice agenda.

Policing and young adults

Since November 2020 the Police Foundation has been working on a project, funded by the Barrow Cadbury Trust, to work in collaboration with police practitioners to change the way in which young adults are policed. The project is informed by a growing evidence base that the policing of 18–25-year-olds needs a distinct approach. Young adults constitute less than 10 per cent of the UK population but make up to 30-40 per cent of all police cases. Evidence clearly shows that young adults do not reach full developmental maturity until age 25, and this lack of maturity can lead to unnecessary risk taking and impulsive behaviour.

Together with Revolving Doors Agency, the Police Foundation has launched a Knowledge Exchange Network that brings together police Inspectors and Chief Inspectors from across England and Wales to co-create new and better ways of policing young adults aged 18-25. This Network provides police with peer-to-peer learning and support, recognising the wealth of knowledge and expertise among police officers. Inspectors and Chief Inspectors across police services across England and Wales are able to share evidence and tackle difficult issues. The focus is on upscaling innovation and practices that are evidence-based and that can become mainstream.

The project also involves the Police Foundation working alongside police force areas to trial new approaches in practice. In 2023/24 we have been working with West Yorkshire Police and the Staffordshire Violence Reduction Alliance.

The disruption of serious and organised crime

We have been undertaking a research project to understand the use of disruption as a policing tactic to tackle organised crime. This involves understanding the range and nature of disruption strategies and tactics being used by UK policing, how success is measured and how the police work with others to achieve effective disruption. The final report will be published by the end of 2024 and will set out how disruption should be deployed in the future as part of a broader strategy to tackle organised crime.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2024

Review of the year ended 30 June 2024 continued

Contact and confidence

This project investigated the contribution that technology can make to improving public trust and confidence in the police. More specifically it aimed to:

- Distil the lessons about police contact and public confidence, from research conducted in a more 'analogue' age, that should be taken forward into a digital one.
- Investigate how the profile of police/public contact is changing and the potential implications of this for public confidence.
- Understand more about the way police forces are responding to the challenge of improving trust and confidence and the strategies, approaches, and tools they are employing.
- Identify examples of how technology is helping to transform public contact in UK policing, as well as overseas and in other relevant sectors.
- Think ahead about the potential opportunities, challenges, and limitations of technology to improve public contact and the police/public relationship over years and decades to come.

The final report was published in September 2023.

Unlocking the potential of data, digital and technology in policing

We undertook a project supported by Virgin Media O2 Business to look at how to unlock the potential of data, digital and technology in policing. We completed a literature review and interviews with stakeholders from across policing, government and industry to explore the barriers to progress. The final report will be published in October 2024 and will make a series of recommendations for government and the police service.

AI and policing

We undertook a project supported by Forensic Analytics looking at how AI is currently being deployed by the police and how it could be deployed in the future. The final report will be published in November 2024 and will set out how the police can use AI, ethically, to help improve public safety.

Roadcraft

The Roadcraft series of publications, which is published by The Stationery Office (TSO) and comprises four books (*'Roadcraft: The Police Driver's Handbook'*, *'Motorcycle Roadcraft: The Police Rider's Handbook'*, *'Fleetcraft: The Essential Occupational Driver's Handbook'* and *'Towing Roadcraft: The Essential Towing Handbook'*) and a DVD (*'Roadcraft: The Police Driver's Course on Advanced Driving'*), makes a significant contribution to road safety by improving the driving of both the police, other emergency service drivers and members of the public. Throughout 2023/24 we continued to publicise the 2020 editions of *'Roadcraft: The Police Driver's Handbook'* and *'Motorcycle Roadcraft: The Police Rider's Handbook'*.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2024

Review of the year ended 30 June 2024 continued

The 2024 Cumberland Lodge Police Conference

The Cumberland Lodge Police Conference is one of our flagship events undertaken annually. In June 2024 the conference brought together senior police leaders, academics, private sector representatives and government officials to discuss Policing and the Fourth Industrial Revolution. A report from the conference will be published in the autumn of 2024.

Objectives for the year ended 30 June 2025

In the year 2024/25 the Foundation will continue to implement its new seven-year strategy, which aims to ensure we remain the UK's leading policing think tank, while diversifying our income streams and expanding our global reach. As part of this we will be pursuing a revised research programme, to make sure we are tackling the most important issues in policing. In particular we have plans for major new projects on prevention, culture change and the role of the private sector in tackling crime.

We will also refresh and expand our events programme, continuing with our regular online Friday Exchanges on topical policing issues. We will be organising the 2025 Cumberland Lodge Police Conference and hosting our annual lecture.

Trustees' responsibilities for the accounts

Charity law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the Charity's financial activities during the year and of its financial position at the end of the year.

In preparing the accounts the Trustees should:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- follow the recommendations of the Charity Commission and of the accounting profession with regard to form and content of the accounts, or disclose and explain any departures therefrom
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will be able to continue to meet its objectives

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the charity's assets, and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2024

Review of the year ended 30 June 2024 continued

Trustees' responsibilities for the accounts continued

Risk management

The Trustees are ultimately responsible for the management of the risks faced by the Foundation. Together with the Director they identify and assess these risks on a regular basis and consider the systems and controls which have been established to mitigate them. During the year the Trustees spent time at their Board meetings reviewing the most significant risks facing the charity, which would include the risk of being unable to secure future grant funding, consultancy projects and other income, the risk of being unable to retain or recruit key staff members and the risk of damage to the charity's credibility. The Trustees have taken steps to mitigate these risks – these include sourcing new funders, expanding the charity's profile both nationally and internationally, increasing the charity's profile whilst always safeguarding its reputation as the UK's policing think tank and maintaining its independence, and reviewing staff pay levels to ensure that they reflect the skill and experience of the staff.

Going concern basis for preparation of the financial statements

The Trustees consider the Police Foundation's plans and strategies at each Board meeting. As part of this process, the Finance Subcommittee of the Trustees has reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2026, and the assumptions contained therein.

In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

Financial results

The financial results for the year ended 30 June 2024 are set out in the Statement of Financial Activities on page 12, the Balance Sheet on page 13 and the Cash Flow Statement on page 14, together with the accounting policies and notes to the accounts on pages 15 to 29.

Restricted Funds

Details of Restricted Funds are set out in note 13 to the accounts on pages 24 and 25.

Unrestricted Funds

The total unrestricted income for the year ended 30 June 2024 was £293,000 compared with £151,000 in the previous year.

Unrestricted expenditure for the financial year was £340,000, so unrestricted expenditure exceeded unrestricted income by £47,000. There were realised investment gains of £6,000, an increase in the value of the investment portfolio of £30,000, representing unrealised gains at the balance sheet date, so unrestricted funds decreased by a net total of £11,000 to £472,000. This compares with an increase of £7,000 in the year ended 30 June 2023.

The Foundation's unrestricted funds are held in a managed investment portfolio and as cash on deposit. The charity has a written investment policy, with long term growth and low to medium risk as the main criteria.

Further details of Unrestricted Funds are set out in note 15 to the accounts on page 26.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2024

Review of the year ended 30 June 2024 continued

Trustees' responsibilities for the accounts continued

Financial results

Fundraising Expenditure

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Reserves

The Trustees review the finances of the charity on a regular basis, both in the Finance Sub-committee and at main Trustees' meetings. They consider that reserves of at least six to twelve months' worth of general expenditure are desirable. At 30 June 2024, Restricted funds were £nil. Unrestricted funds at the year-end were £472,000 of which free reserves totalled £466,612. Free reserves represent nearly a year's worth of central staffing and other overhead costs as budgeted for the year ended 30 June 2025, which is in line with the Charity's reserves policy.

Investment powers, policy and performance

The Trustees' investment powers are governed by the Trust Deed, which permits the Foundation's funds to be invested in any stocks, shares, funds, securities, land or other investments or property.

The Board's policy is to invest surplus unrestricted funds for a total return by adopting a medium risk investment strategy, while ensuring that sufficient liquid funds are available to meet projected commitments.

Restricted funds are held in cash on deposit because of the need to meet known project expenditure commitments within a relatively short time frame.

The Foundation's investments have continued to be managed in accordance with our policy and the Trust Deed. The investment advisers provide quarterly reports to the Finance Subcommittee of the Trustees, and a summary is provided to all Trustees prior to each Trustees meeting. Significant movements in the value of the portfolio are discussed by the Finance Subcommittee, and, where necessary, with the other Trustees and with the investment advisers.

There were net realised gains on the sale of investments of £6,000 in the year and net unrealised gains of £30,000 were recorded on revaluation of investments at the end of the financial year. Investment income of £10,000 was received and reinvested during the year. The performance was in line with expectations given the impact of world events during the financial year affecting investments globally.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2024

Review of the year ended 30 June 2024 continued

Independent Examiner

Nyman Libson Paul LLP have expressed their willingness to continue in office as independent examiner and a resolution proposing their reappointment will be submitted to the forthcoming Trustees' meeting.

Approved by the Board of Trustees on **11/04/2025** and signed on its behalf by:

Andrew Tivey

Mr Andrew Tivey
Trustee

Independent examiner's report to the Trustees of The Police Foundation

I report to the Trustees on my examination of the accounts of the Police Foundation for the year ended 30 June 2024 which are set out on pages 12 to 29.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

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 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 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.



Andrew Thomas ACA
Nyman Libson Paul LLP
124 Finchley Road
London
NW3 5JS

Date: 11 April 2025

The Police Foundation
Statement of Financial Activities
Year ended 30 June 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME AND ENDOWMENTS FROM					
Income from generated funds:					
<i>Voluntary income</i>					
Donations, grants and legacies	2	26,370	287,052	313,422	392,584
Investment income	3	10,223	-	10,223	7,367
Income from charitable activities:					
Fees for consultancy, training & events	4	211,900	-	211,900	94,199
Sale of publications		44,771	-	44,771	40,159
Total		293,264	287,052	580,316	534,309
EXPENDITURE ON					
Charitable activities:					
Undertaking research and influencing policy		135,046	287,052	422,098	435,151
Grant to project partner		-	-	-	-
Consultancy, training & events		200,046	-	200,046	87,738
Publications		4,911	-	4,911	7,853
Total	8	340,003	287,052	627,055	530,742
Net gains/(losses) on investments	11	35,666	-	35,666	2,371
Net income / (expenditure)		(11,073)	-	(11,073)	5,938
Other gains and losses					
Actuarial gains/(losses) on defined Benefit pension scheme	17	(298)	-	(298)	1,519
Net movement in funds		(11,371)	-	(11,371)	7,457
Total funds brought forward		483,383	-	483,383	475,926
Total funds carried forward	14&15	472,012	-	472,012	483,383

All the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The notes on pages 15 to 29 form part of these accounts.

A full analysis of individual restricted funds is given in note 14 on pages 24 and 25.

The Police Foundation

Balance Sheet

30 June 2024

	Notes	2024		2023
		£	£	£
FIXED ASSETS				
Tangible assets	10	5,400		-
Investments	11	<u>361,440</u>		<u>390,911</u>
			366,840	390,911
CURRENT ASSETS				
Debtors	12	163,473		99,496
Cash at bank and in hand		<u>29,623</u>		<u>96,377</u>
		193,096		195,873
CREDITORS				
Amounts falling due within one year	13	<u>(69,629)</u>		<u>(77,185)</u>
NET CURRENT ASSETS			123,467	118,688
Provision for liabilities	17	<u>(18,295)</u>		<u>(26,216)</u>
NET ASSETS	16		472,012	483,383
REPRESENTED BY:				
Accumulated funds:				
Unrestricted funds	15		472,012	483,383
Restricted funds	14		<u>-</u>	<u>-</u>
			472,012	483,383

Approved by the Board of Trustees on **11/04/2025** and signed on its behalf by:

Dame Sara Thornton)
) Sara Thornton
) Trustees
)
 Mr Andrew Tivey)
) Andrew Tivey
)

The notes on pages 15 to 30 form part of these accounts.
 A full analysis of individual restricted funds is given in note 14 on pages 24 and 25.

Charity Number 278257

The Police Foundation
Cash Flow Statement
Year ended 30 June 2024

	2024 £	2023 £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	(132,101)	(25,395)
Cash flows from investing activities:		
Dividends, interest and rents from investments	747	1,084
Sale/(purchase) of property, plant and equipment	(5,400)	-
Sale/(purchase) of investments	<u>70,000</u>	<u>-</u>
Net cash provided by (used in) investing activities	65,347	1,084
Change in cash and cash equivalents in the reporting period	(66,754)	(24,311)
Cash and cash equivalents at the beginning of the reporting period	96,377	120,688
Cash and cash equivalents at the end of the reporting period	<u>29,623</u>	<u>96,377</u>
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(11,371)	7,457
Adjustments for:		
Depreciation charges	-	1,141
(Gains)/losses on investments	(35,666)	(2,371)
Dividends, interest and rents from investments	(10,223)	(7,367)
Investment management fees	4,613	2,889
(Increase)/decrease in debtors	(63,977)	(27,813)
Increase/(decrease) in creditors	(15,477)	669
Net cash provided by (used in) operating activities	<u>(132,101)</u>	<u>(25,395)</u>
Cash in hand	29,623	96,377
Notice deposits	<u>-</u>	<u>-</u>
Total cash and cash equivalents	<u>29,623</u>	<u>96,377</u>

The Police Foundation

Notes to the Accounts

Year ended 30 June 2024

1. ACCOUNTING POLICIES

a) Basis of preparation of the accounts

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities Act 2011 and UK Generally Accepted Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. The Foundation constitutes a public benefit entity as defined by FRS 102.

As detailed in the Trustees Report, the trustees have reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2026, and the assumptions contained therein. In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

b) 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.

c) 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 costs 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.

d) Tangible fixed assets

Tangible fixed assets are capitalised where the item costs in excess of £500. Depreciation is provided on all tangible fixed assets in use at rates calculated to write off the cost on a straight-line basis over their expected useful economic lives as follows:

Computer equipment	-	over 2 years
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e) Investments

Investments are stated in the balance sheet at market value. Gains or losses arising on revaluation at each financial year end, and on sales of investments, are credited or charged in the SOFA.

f) Restricted funds

Restricted funds are established where monies are received for specific purposes, such as particular research projects. A separate fund is established for each individual project, and relevant expenditure is charged thereto.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

1. ACCOUNTING POLICIES (continued)

g) Unrestricted funds

Unrestricted funds are funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

h) Operating leases

The rentals payable under operating leases are charged in the SOFA on a straight-line basis over the lease term.

i) Financial instruments

The Police Foundation has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with accrued interest and other debtors. Financial liabilities held at amortised cost comprise trade creditors and accruals.

Investments, including bonds held as part of an investment portfolio are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure.

j) Pension costs

The Foundation makes contributions to a defined contribution pension scheme in accordance with the requirements of Auto Enrolment. The contributions are accounted for as they become payable. The Foundation previously participated in a multi-employer defined benefit scheme. Deficit recovery payments are accounted for as they become payable, and accounting adjustments are in accordance with FRS102 and as described in full in Note 16.

k) Taxation

No provision is made for corporation tax, as the Foundation is able to claim full statutory exemption subject to the proper application of all its charitable resources.

l) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

m) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

n) Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand, cash held for reinvestment and short-term deposits.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

1. ACCOUNTING POLICIES (continued)

o) Critical accounting judgements and key sources of estimation uncertainty

In the application of the Foundation's accounting policies, which are described in note 1, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

2. DONATIONS AND GRANTS

	2024	2023
	£	£
Unrestricted Funds		
During the year, unrestricted donations and grants of £5,000 or more were received from the following:		
The Tompkins Foundation	25,000	25,000
Other smaller grants and donations	1,370	1,370
	<u>26,370</u>	<u>26,370</u>
	2024	2023
	£	£
Restricted Funds		
During the year, grants to fund specific projects were received from the following:		
The Dawes Trust	125,183	269,964
Barrow Cadbury	33,550	57,150
The Youth Endowment Fund	10,000	-
Forensic Analytics	23,600	-
Virgin Media 02 Business	22,765	-
Zen City	-	15,000
Futr	-	7,500
Cleveland Police	4,900	8,000
IPPR	-	5,000
University of York	-	3,600
Global Alliance of Societies for Evidence Based Policing	150	-
Essex Police	1,550	-
NIHR	65,354	-
	<u>287,052</u>	<u>366,214</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

3. INVESTMENT INCOME

	2024 £	2023 £
Investment income was derived from the following:		
Listed investments	9,476	6,283
Cash held on deposit	747	1,084
	<u>10,223</u>	<u>7,367</u>

4. INCOME FROM CHARITABLE ACTIVITIES

During the year, consultancy fees to fund specific projects were received from the following:

The use of stop and search in relation to violence prevention – funded by the Youth Endowment Trust
Crime and Harm Prevention in Wales – funded by the Police and Crime Commissioner for South Wales
Anti-Social Behaviour Problem Solving Toolkit – funded by Humberside Police and PCC
Consultancy work for Bedfordshire OPCC

	2024 £	2023 £
The use of stop and search in relation to violence prevention	19,875	-
Crime and harm prevention in Wales	28,550	-
Anti-Social behaviour problem solving toolkit	25,250	-
Consultancy work for Bedfordshire OPCC	22,610	-
	<u>96,285</u>	<u>-</u>
Cumberland Lodge annual conference	43,480	13,000
Police force course fees	48,268	76,988
Other consultancy income	23,867	-
	<u>211,900</u>	<u>76,988</u>

5. RESOURCES EXPENDED

	2024 £	2023 £
The expenditure for the year includes:		
Staff costs (note 6)	464,618	385,896
Independent examination fees	2,675	2,600
Depreciation	--	1,141
	<u>467,293</u>	<u>389,637</u>

No remuneration was paid to any of the Trustees. Expenses for reimbursed travel expenses relating to attendance at Trustees' meetings were £nil (2023 – £nil).

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

6. OTHER COSTS	2024	2023
	£	£
Governance costs comprise:		
Independent examination fees	2,675	2,600
Trustees' travel expenses	-	-
Investment management charges	4,081	2,889
	<hr/>	<hr/>

7. EMPLOYEES	2024	2023
	£	£
Staff costs comprise:		
Wages and salaries	406,960	337,011
Employers' National Insurance costs	37,842	32,034
Pension costs	19,815	16,851
	<hr/>	<hr/>
	464,618	385,896

	No.	No.
The average number of employees during the year was:		
Full time	8	7
Part time	0	0
	<hr/>	<hr/>
	8	7
The number of higher paid employees was:		
£100,000 - £110,000	1	1

Total pension contributions for the above staff member were £5,366 (2023: £5,091).

Key management personnel constitute the charity director. Total remuneration for the key management personnel was £125,493 (£119,362 – year ended 30 June 2023).

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

8. TOTAL RESOURCES EXPENDED

	Staff costs £	Direct costs £	Support Costs £	2024 Total £	2023 Total £
<i>Unrestricted funds</i>					
Charitable activities:					
Undertaking research and influencing policy	72,232	-	62,814	135,046	68,937
Consultancy, training, and events	115,697	84,349	-	200,046	70,527
Publications	4,911	-	-	4,911	7,853
Total: Unrestricted funds	192,840	84,349	62,814	340,003	147,317
<i>Restricted funds</i>					
Undertaking research and influencing policy	271,778	-	-	271,778	366,214
Consultancy, training, and events	-	15,274	-	15,274	17,211
Total: Restricted funds	271,778	15,274	-	287,052	383,425
Total resources expended	464,618	99,623	62,814	627,055	530,742

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES – year ended 30 June 2023

	Unrestricted Funds £	Restricted Funds £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Income from generated funds:			
<i>Voluntary income</i>			
Donations, grants and legacies	26,370	366,214	392,584
<i>Investment income</i>	7,367	-	7,367
Income from charitable activities:			
Fees for consultancy, training and events	76,988	17,211	94,199
Sale of publications	40,159	-	40,159
Total	150,884	383,425	534,309
EXPENDITURE ON			
Charitable activities:			
Undertaking research and influencing policy	68,937	366,214	435,151
Grant to project partner	-	-	-
Consultancy, training and events	70,527	17,211	87,738
Publications	7,853	-	7,853
Total	147,317	383,425	530,742
Net gains / (losses) on investments	2,371	-	2,371
Net income / (expenditure)	5,938	-	5,938
Other Gains and losses			
Actuarial gains/(losses) on defined benefit pension scheme	1,519	-	1,519
Net movement in funds	7,457	-	7,457
Total funds brought forward	475,926	-	475,926
Total funds carried forward	483,383	-	483,383

The Police Foundation
Notes to the Accounts (continued)
Year ended 30 June 2024

10. TANGIBLE FIXED ASSETS	Office Furniture and Equipment £	Total £
Cost		
1 July 2023	2,281	2,281
Additions	5,400	5,400
Disposals	-	-
At 30 June 2024	7,681	7,681
Depreciation		
1 July 2023	2,281	2,281
Charge for the year	-	-
On disposals	-	-
At 30 June 2024	2,281	2,281
Net Book Value At 30 June 2024	5,400	5,400
<i>Net Book Value At 30 June 2023</i>	-	-

11. INVESTMENTS	2024 £	2023 £
Market value at beginning of financial year	390,911	385,146
Net withdrawals in the year	(70,000)	-
Income reinvested	9,476	6,283
Fund management fees (including recoverable VAT)	(4,613)	(2,889)
Net gains/(losses) on disposals in the year	5,521	(998)
Net gains/(losses) on revaluation at financial year end	30,145	3,369
Market value at end of financial year	361,440	390,911

	2024		2023	
	Cost £	Market Value £	Cost £	Market Value £
UK Fixed Interest	41,422	39,389	33,817	30,363
Overseas Fixed Interest	26,636	24,644	21,002	19,315
UK Equities	39,832	43,001	52,830	52,339
European Equities	8,674	17,746	11,314	20,238
North American Equities	27,007	29,147	20,130	17,736
International Property	7,440	6,947	-	-
Far East & Australasian Equities	7,982	10,710	7,982	9,850
International Equities	50,887	74,652	45,015	55,077
Emergency Economies	11,873	12,489	11,873	12,151
UK Property	7,774	5,079	20,284	15,238
Alternative Assets	45,579	42,641	43,760	39,371
Cash	54,969	54,955	119,268	119,233
	330,075	361,440	387,275	390,911

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

12. DEBTORS

	2024 £	2023 £
Accrued income and prepayments	163,473	99,496
Social security and other taxes	-	-
Other debtors	-	-
	<u>163,473</u>	<u>99,496</u>

Accrued income and prepayments include accrued income of £161,592 at 30 June 2024. Accrued income at 30 June 2023 was £98,460. Accrued income represents the value of work completed but not yet invoiced in respect of research projects, publishing income, consultancy fees and events.

13. CREDITORS: Amounts falling due within one year

	2024 £	2023 £
Social security and other taxes	15,880	12,098
Other creditors	1,046	563
Accruals and deferred income	52,703	64,524
	<u>69,629</u>	<u>77,185</u>

Deferred income at 30 June 2024 was £26,600, representing income received in advance for two projects, which will be recognised in the SOFA for the year ended 30 June 2025. Deferred income at 30 June 2023 was £50,000, which was recognised in the SOFA for the year ended 30 June 2024. Income is received in advance of each stage of a project commencing but is only recognised in the SOFA on the completion of the specified work for that stage of the project.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

14. RESTRICTED FUNDS

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. An analysis of movements on individual restricted funds during the year ended 30 June 2024 is given below.

A new operating model for policing in the 21st Century – funded by the Dawes Trust

Joint Online Fraud project – funded by the Dawes Trust

Designing a new crime and harm prevention system for England & Wales – funded by the Dawes Trust

Policing and Young Adults – funded by Barrow Cadbury

Autumn 2024 Party Conferences – funded by Barrow Cadbury

Developing a comprehensive approach to crime prevention in Cleveland – funded by Cleveland Police

AI and Policing project – funded by Forensic Analytics

Unlocking digital transformation in policing – funded by Virgin Media O2 Business

NIHR project funding – funded by NIHR

YEF funding for SEBP COO

Name of project fund	Funds held 30 June 2023 £	Incoming resources £	Grant Paid £	Resources Expended £	Funds held 30 June 2024 £
A new operating model for policing in the 21st Century	-	50,000	-	(50,000)	-
Joint Online Fraud Project	-	62,183	-	(62,183)	-
Designing a new crime and harm prevention system for England & Wales	-	13,000	-	(13,000)	-
Policing and Young Adults	-	28,150	-	(28,150)	-
Autumn 2024 Party Conference	-	5,400	-	(5,400)	-
Developing a comprehensive approach to crime prevention in Cleveland	-	4,900	-	(4,900)	-
AI and Policing project	-	23,600	-	(23,600)	-
Unlocking digital transformation in policing	-	22,765	-	(22,765)	-
NIHR project funding	-	65,354	-	(65,354)	-
YEF funding for SEBP COO	-	10,000	-	(10,000)	-
Other smaller projects	-	1,700	-	(1,700)	-
	<u>-</u>	<u>287,052</u>	<u>-</u>	<u>(287,052)</u>	<u>-</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

14. RESTRICTED FUNDS

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. An analysis of movements on individual restricted funds during the year ended 30 June 2023 is given below.

The Disruption Project funded by the Dawes Trust

Impact Review of the Strategic Review funded by the Dawes Trust

A new operating model for policing in the 21st Century funded by the Dawes Trust

Joint Online Fraud project funded by the Dawes Trust

Policing and Young Adults funded by Barrow Cadbury

Contact and Confidence: improving police - public interactions with technology – funded by Zen City and Futr

Developing a comprehensive approach to crime prevention in Cleveland – funded by Cleveland Police

The Cumberland Lodge Conference (held June 2023) – funded by Salesforce

Name of project fund	Funds held 30 June 2022 £	Incoming resources £	Grant Paid £	Resources Expended £	Funds held 30 June 2023 £
The Disruption Project	-	57,780	-	(57,780)	-
Impact Review of the Strategic Review	-	50,000	-	(50,000)	-
A New Operating Model	-	50,000	-	(50,000)	-
Joint Online Fraud Project	-	112,184	-	(112,184)	-
Policing Young Adults	-	57,150	-	(57,150)	-
Contact and Confidence	-	22,500	-	(22,500)	-
Crime Prevention in Cleveland	-	8,000	-	(8,000)	-
Cumberland Lodge Conference	-	13,000	-	(13,000)	-
Other smaller projects	-	12,811	-	(12,811)	-
	-	383,425	-	(383,425)	-

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2024

15. UNRESTRICTED FUNDS

Analysis during year ended 30 June 2024	Funds held 30 June 2023	Incoming resources	Resources expended	Net gains / (losses) on investment	Actuarial gains / (losses) on DB pension scheme	Funds Held 30 June 2024
	£	£	£	£	£	£
Unrestricted funds	<u>483,383</u>	<u>293,264</u>	<u>(340,003)</u>	<u>35,666</u>	<u>(298)</u>	<u>472,012</u>

Analysis during year ended 30 June 2023	Funds Held 30 June 2022	Incoming resources	Resources Expended	Net gains on investment	Actuarial gains / (losses) on DB pension scheme	Funds held 30 June 2023
	£	£	£	£	£	£
Unrestricted funds	<u>475,926</u>	<u>150,884</u>	<u>(147,317)</u>	<u>2,371</u>	<u>1,519</u>	<u>483,383</u>

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

As at 30 June 2024:	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets	5,400	-	5,400
Investments	361,440	-	361,440
Debtors	79,843	83,630	163,473
Cash at bank and in hand	71,379	(41,756)	29,623
Creditors	(27,755)	(41,874)	(69,629)
Provision for liabilities	(18,295)	-	(18,295)
	<u>472,012</u>	<u>-</u>	<u>472,012</u>

At 30 June 2024 there were accumulated net unrealised gains on investments of £30,145 (2023 gains - £3,369) which form part of the total accumulated unrestricted funds.

As at 30 June 2023:	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets	-	-	-
Investments	390,911	-	390,911
Debtors	22,996	76,500	99,496
Cash at bank and in hand	122,877	(26,500)	96,377
Creditors	(27,185)	(50,000)	(77,185)
Provision for liabilities	(26,216)	-	(26,216)
	<u>483,383</u>	<u>-</u>	<u>483,383</u>

17. PENSION COSTS

The Pensions Trust CARE Scheme

From 1 August 2005 the Foundation participated in a multi-employer average salary defined benefits pension scheme, the Pensions Trust CARE Scheme. It is not possible or appropriate to identify the assets and liabilities of the Scheme which are attributable to the Foundation. The CARE Scheme has various different sections, and the section to which Police Foundation employees belonged was the one-eightieth average salary defined benefits section of the CARE Scheme. The main benefits provided by this particular section of the Scheme were a pension of one-eightieth of a member's career average revalued earnings for each year (and months proportionately) of pensionable service if contracted-out of the State scheme. Employers paid contributions at the rate of 10.0% of earnings up to 1 April 2012, and 10.6% thereafter. Members paid contributions based on an age-related scale.

From 1 October 2014, those employees who were members of the CARE Scheme were transferred from the one-eightieth defined benefit section of the CARE Scheme to the defined contribution section. From that date the employer's contributions were 10% and the members contributed 7%.

No employer's contribution was made by the Foundation to the CARE Scheme in the year ended 30 June 2023. The Foundation made deficit recovery payments of £7,194 (2022 - £6,989) – see details in the next paragraph.

A full actuarial valuation of the Scheme is commissioned every 3 years, with annual funding statements provided by the scheme's actuary. At 30 September 2022, the actuary's funding statement shows a deficit of assets compared to liabilities of £7.5 million - a substantial decrease over the reported deficit at 30 September 2019 of £14.9 million and the deficit at 30 September 2016 of £24.9 million (the deficit at 30 September 2013 was £16.4 million). Employers are being asked to make deficit recovery payments. The Foundation's share of these additional payments was assessed initially at £1,100 per annum from 1 April 2012, increasing by 3% at each subsequent 1 April for a period of 10 years.

The formal valuation of the Scheme at 30 September 2013 was completed in the spring of 2015 with the Foundation's share of deficit recovery payments being increased to £7,591 per annum from 1 July 2015 and thereafter increasing by 3% at each subsequent 1 July until 30 April 2027. This meant that the Foundation would be required to contribute total deficit recovery payments, and charges, of £104,000 between 1 July 2015 and 30 April 2027. Following the completion of the 30 September 2016 valuation, the schedule of monthly deficit recovery payments and charges was extended to include the period from 1 May 2027 to 30 November 2028, with an annual increase of 3% on 1 April 2028 – the total payable in this period was expected to be £17,000. Following the completion of the 30 September 2019 valuation, the schedule of monthly deficit recovery payments was shortened to end on 30 September 2027, with the Foundation's share of the deficit recovery payments being reduced to £6,314 per annum from 1 July 2021 and thereafter increasing by 3% at each subsequent 1 July until 30 September 2027. Following the completion of the 30 September 2022 valuation, the schedule of monthly deficit payments has been shortened by six months, to end on 31 March 2027. The total expected to be payable between 1 July 2024 and 31 March 2027 is £19,574.

17. PENSION COSTS continued

Following consultations with the participating employers in May 2015, the Trustee of the Scheme, at a meeting held on 7 July 2015, finalised the decision to close the Scheme to the further accrual of benefits with effect from 31 March 2016. From 1 July 2015, there was only one member of the Scheme employed by the Police Foundation, and, by 1 April 2016, alternative pension arrangements were in place for this employee, who has since retired. The scheduled deficit recovery payments will continue as outlined above, and the next formal valuation of the Scheme will be at 30 September 2025, with the outcome known in 2026.

PRESENT VALUES OF PROVISION

	30 June 2024 (£s)	30 June 2023 (£s)	30 June 2022 (£s)
Present Value of provision	<u>18,295</u>	<u>26,216</u>	<u>33,161</u>

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Year Ending 30 June 2024 (£s)	Year Ending 30 June 2023 (£s)
Provision at start of period	26,216	33,161
Unwinding of the discount factor (interest expense)	1,492	1,077
Deficit contribution paid	(6,709)	(6,503)
Re-measurements – impact of any change in assumptions	298	(1,519)
Re-measurements – amendments to the contributions schedule	(3,002)	-
Provision at end of period	<u>18,295</u>	<u>26,216</u>

INCOME AND EXPENDITURE IMPACT

	Year Ending 30 June 2024 (£s)	Year Ending 30 June 2023 (£s)
Interest expense	1,492	1,077
Re-measurements – impact of any change in assumptions	298	(1,519)
Re-measurements – amendments to the contributions schedule	(3,002)	-
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-

Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

17. PENSION COSTS continued

ASSUMPTIONS

	30 June 2024 % per annum	30 June 2023 % per annum	30 June 2022 % per annum
Rate of discount	5.19	6.51	3.63

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Up until 1 June 2016, all new employees of The Foundation were offered a contribution to a personal pension scheme of their choice (see *Other pension costs* below).

Other pension costs

Until 31 May 2016, on completion of any probationary period, employees who were not eligible to join the Pensions Trust CARE Scheme were offered an employer contribution of 5% of salary to a personal pension scheme of their choice.

On 1 June 2016, the charity auto enrolled its employees into a Defined Contribution Pension Scheme, postponing the scheme until 1 September 2016. In July 2016 some employees opted into the scheme, and the appropriate contributions were paid from that date. Contributions paid into individual staff personal pension schemes have ceased from the earlier of the date on which each employee chose to opt into the Auto Enrolment pension scheme at 1 September 2016.

Total employer's contributions made by the Foundation to individual staff personal pension schemes in the year ended 30 June 2024 were £19,815 (2023 – £16,851).

18. RELATED PARTY TRANSACTIONS

There were no related party transactions in the current and prior year.

Document Activity Report

Document Sent Fri, 11 Apr 2025 11:37:19 GMT

Document E-Sign Status E-Signed

E-Sign Activity Summary

Andrew Tivey E-Signed

Sara Thornton E-Signed

Document Activity History

Document history shows most recent activity first

Date	Activity
Fri, 11 Apr 2025 12:17:03 GMT	Andrew Tivey Approved the document
Fri, 11 Apr 2025 12:16:33 GMT	Andrew Tivey viewed the document
Fri, 11 Apr 2025 12:13:40 GMT	Andrew Tivey viewed the document
Fri, 11 Apr 2025 12:06:39 GMT	Sara Thornton Approved the document
Fri, 11 Apr 2025 12:02:32 GMT	Sara Thornton viewed the document

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THE POLICE FOUNDATION

England & Wales - Charity number 278257

Accounts

Charity Number 278257

THE
POLICE
FOUNDATION

The UK's policing think tank

Annual Report and Accounts

Year ended 30 June 2023

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The Police Foundation

Annual Report of the Trustees

Year ended 30 June 2023

Reference and administrative information

Contact details

Address 124 City Road
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EC1V 2NX

Web Site www.police-foundation.org.uk

Trustees and Officers

Trustees Sir William Jeffrey KCB (Chairman)
The Rt. Hon. Sir John Wheeler JP DL (Vice Chairman)
Mrs Mary Calam
Lord Dholakia of Waltham Brooks PC OBE DL
Professor Nicholas Fyfe
Sir David Garrard
Professor Martin Innes
Dame Sara Thornton CBE QPM
Mr Stephen Rimmer CB
Mr Michael Cunningham CBE QPM
Mr Andrew Tivey (appointed 14 November 2022)
Mr Hugh Sherriffe (appointed 2 March 2023)

Director Dr Richard G Muir

Professional Advisers

Independent Examiners Nyman Lisbon Paul LLP
124 Finchley Road
London NW3 5JS

Solicitors Bates Wells Braithwaite
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Bankers HSBC UK Bank Plc
129 New Bond Street
London W1S 1EA

Investment Advisers Investec Wealth & Investment Limited
30 Gresham Street
London EC2V 7QN

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2023

Trustees' Report

The Trustees of the Police Foundation present their Annual Report for the year ended 30 June 2023 and the financial statements for that year, prepared in accordance with the Charities Act 2011 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP) (FRS102).

The Police Foundation is a registered charity (number 278257). Its address is shown on page 2.

Trustees

The names of the Trustees who served during the year ended 30 June 2023 are listed on page 2.

Structure, governance and management

Governing document

The Police Foundation is a Charitable Trust governed by its Trust Deed dated 9 July 1979. Following discussion with the Charity Commission, the Trust Deed was most recently updated on 11 July 2007.

Governance and management

The Board of Trustees is responsible for the overall governance of the Foundation. The Board meets formally at least twice a year. There were four meetings during the year ended 30 June 2023.

The existing Trustees have the power to appoint new Trustees, and the total number shall not be more than eighteen or less than eight. Each Trustee may serve up to two consecutive four-year terms of office, and thereafter may be reappointed by formal Board resolution for such period as the meeting may resolve.

Any business requiring the involvement of Trustees between Board meetings is conducted through appropriate sub-committees of Trustees, with any decisions required being formally ratified via postal or other means of communication. The routine management of the Foundation is the responsibility of the Director, who reports directly to the Chairman of the Board of Trustees. The Trustees employ a small central staff.

Recruitment, induction and training of Trustees

The Foundation's Trustees are appointed by resolution of the Board following due consideration of nominations received, based on relevant attributes including specialist skills and experience. In addition to meeting key members of the Foundation's staff, new Trustees are provided with an induction pack comprising information on Trustees' responsibilities, a copy of the Trust Deed, the latest Annual Report and Accounts, minutes of Trustees' meetings, and relevant information on the Foundation's current work programme. All Trustees are encouraged to attend relevant seminars and Trustee training courses.

Policy for the remuneration of key management personnel

The Foundation's remuneration policy for all staff is decided by the Trustees. Remuneration is based on the market value for each role. Salary reviews are held on an annual basis. The charity is accredited with the Living Wage Foundation.

Public benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under The Charities Act 2011. The charity is a Public Benefit Entity. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2023

Objects, aims and principal activities

Who we are

The Police Foundation is the UK's policing think tank. We are the only independent think tank in the UK focused exclusively on improving policing. Our mission is to generate evidence and develop ideas which deliver better policing and a safer society. We do this by producing trusted, impartial research, by facilitating informed public debate about policing and by working with the police and their partners to create change.

Objects

The objects of the Police Foundation, as set out in the Trust Deed are:

- the advancement and promotion of efficient and effective policing; and
- to undertake and promote study and research into the methods, organisation and effectiveness of the police and the training of police officers, and to publish the useful results of such study and research.

Our mission

The Police Foundation has three main aims:

- to understand how policing can become more effective, efficient and legitimate;
- to generate new ideas for how the police can keep citizens safe in a rapidly changing world;
- to facilitate informed public debate about policing.

Our mission is realised by:

- undertaking credible, high-quality applied research of direct relevance to policy and practice.
- hosting events into specific policing and crime reduction issues.
- offering training and consultancy to help the police and others transfer evidence and knowledge into policy and practice.
- communicating our ideas to a wider audience through our networks in policing and beyond and through our use of print, broadcast and digital media.

Review of the year ended 30 June 2023

Tackling online fraud

In 2023 the Police Foundation, in partnership with Crest Advisory and Birkbeck University, launched an ambitious programme of research aimed at:

- Furthering our understanding of the online fraud problem, specifically the nature of the demand on all areas of public service, including law enforcement, victim care and public protection.
- Exploring the challenges and opportunities for developing crime controls and effective victim services across policing and the wider public, private and third sectors.

This research programme will develop new ways of organising data and knowledge about online fraud, assess the impact of online fraud on victims, understand more about online fraud offenders, explore the importance of online anonymity in committing fraud and develop a new policy and practice agenda.

Policing and young adults

Since November 2020 the Police Foundation has been working on a project, funded by the Barrow Cadbury Trust, to work in collaboration with police practitioners to change the way in which young adults are policed. The project is informed by a growing evidence base that the policing of 18–25-year-olds needs a distinct approach. Young adults constitute less than 10 per cent of the UK population but make up to 30-40 per cent of all police cases. Evidence clearly shows that young adults do not reach full developmental maturity until age 25, and this lack of maturity can lead to unnecessary risk taking and impulsive behaviour.

Together with Revolving Doors Agency, the Police Foundation has launched a Knowledge Exchange Network that brings together police Inspectors and Chief Inspectors from across England and Wales to co-create new and better ways of policing young adults aged 18-25. This Network provides police with peer-to-peer learning and support, recognising the wealth of knowledge and expertise among police officers. Inspectors and Chief Inspectors across police services across England and Wales are able to share evidence and tackle difficult issues. The focus is on upscaling innovation and practices that are evidence-based and that can become mainstream.

The project also involves the Police Foundation working alongside police force areas to trial new approaches in practice. In 2022/23 we have been working with Staffordshire Violence Reduction Alliance to assess the potential of navigator services for young adults as a way of preventing violent crime. We also received a large number of applications for two further Practice Development Areas to work with during 2023 and 2024.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2023

Review of the year ended 30 June 2023 continued

The disruption of serious and organised crime

We have been undertaking a research project to understand the use of disruption as a policing tactic to tackle organised crime. This involves understanding the range and nature of disruption strategies and tactics being used by UK policing, how success is measured and how the police work with others to achieve effective disruption. The final report will be published by the end of 2023 and will set out how disruption should be deployed in the future as part of a broader strategy to tackle organised crime.

Contact and confidence

This project is investigating the contribution that technology can make to improving public trust and confidence in the police. More specifically it aims to:

- Distil the lessons about police contact and public confidence, from research conducted in a more 'analogue' age, that should be taken forward into a digital one.
- Investigate how the profile of police/public contact is changing and the potential implications of this for public confidence.
- Understand more about the way police forces are responding to the challenge of improving trust and confidence and the strategies, approaches, and tools they are employing.
- Identify examples of how technology is helping to transform public contact in UK policing, as well as overseas and in other relevant sectors.
- Think ahead about the potential opportunities, challenges, and limitations of technology to improve public contact and the police/public relationship over years and decades to come.

Roadcraft

The Roadcraft series of publications, which is published by The Stationery Office (TSO) and comprises four books (*'Roadcraft: The Police Driver's Handbook'*, *'Motorcycle Roadcraft: The Police Rider's Handbook'*, *'Fleetcraft: The Essential Occupational Driver's Handbook'* and *'Towing Roadcraft: The Essential Towing Handbook'*) and a DVD (*'Roadcraft: The Police Driver's Course on Advanced Driving'*), makes a significant contribution to road safety by improving the driving of both the police, other emergency service drivers and members of the public. Throughout 2022/23 we continued to publicise the 2020 editions of *'Roadcraft: The Police Driver's Handbook'* and *'Motorcycle Roadcraft: The Police Rider's Handbook'*.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2023

Review of the year ended 30 June 2023 continued

Objectives for the year ended 30 June 2024

In the year 2023/24 the Foundation will continue to implement its new seven year strategy, which aims to ensure we remain the UK's leading policing think tank, while diversifying our income streams and expanding our global reach. As part of this we will be pursuing a revised research programme, to make sure we are tackling the most important issues in policing. In particular we have plans for major new projects on police conduct and culture and on preventative policing.

We will also refresh and expand our events programme, with a new series of Police Policy Forums, a regular online Friday Exchange on topical policing issues and more global events organised in partnership with the Society for Evidence Based Policing. We will be organising the 2024 Cumberland Lodge Police Conference on the topic of Policing and the Fourth Industrial Revolution.

We will be recruiting a number of Senior Research Fellows so that we can draw on the talents of leading police leaders and thinkers, and we will be bringing together a new network of Police Foundation Fellows, police practitioners who are undertaking innovative work on the frontline which we can learn from.

The Foundation will expanding its consultancy and training offer to police forces and undertaking more international work, specifically through new partnerships in Australia and New Zealand.

Trustees' responsibilities for the accounts

Charity law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the Charity's financial activities during the year and of its financial position at the end of the year.

In preparing the accounts the Trustees should:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- follow the recommendations of the Charity Commission and of the accounting profession with regard to form and content of the accounts, or disclose and explain any departures therefrom
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will be able to continue to meet its objectives

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the charity's assets, and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2023

Review of the year ended 30 June 2023 continued

Trustees' responsibilities for the accounts continued

Risk management

The Trustees are ultimately responsible for the management of the risks faced by the Foundation. Together with the Director they identify and assess these risks on a regular basis and consider the systems and controls which have been established to mitigate them. During the year the Trustees spent time at their Board meetings reviewing the most significant risks facing the charity, which would include the risk of being unable to secure future grant funding, consultancy projects and other income, the risk of being unable to retain or recruit key staff members and the risk of damage to the charity's credibility. The Trustees have taken steps to mitigate these risks – these include sourcing new funders, expanding the charity's profile both nationally and internationally, increasing the charity's profile whilst always safeguarding its reputation as the UK's policing think tank and maintaining its independence, and reviewing staff pay levels to ensure that they reflect the skill and experience of the staff.

Going concern basis for preparation of the financial statements

The Trustees consider the Police Foundation's plans and strategies at each Board meeting. As part of this process, the Finance Subcommittee of the Trustees has reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2025, and the assumptions contained therein.

In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

Financial results

The financial results for the year ended 30 June 2023 are set out in the Statement of Financial Activities on page 12, the Balance Sheet on page 13 and the Cash Flow Statement on page 14, together with the accounting policies and notes to the accounts on pages 15 to 28.

Restricted Funds

Details of Restricted Funds are set out in note 13 to the accounts on pages 23 and 24.

Unrestricted Funds

The total unrestricted income for the year ended 30 June 2023 was £151,000 compared with £115,000 in the previous year.

Unrestricted expenditure for the financial year was £147,000, so unrestricted income exceeded unrestricted expenditure by £4,000. There were realised investment losses of £1,000, but an increase in the value of the investment portfolio of £3,000, representing unrealised gains at the balance sheet date, and an actuarial gain on the defined benefit pension scheme of £1,000, so unrestricted funds increased by a total of £7,000 to £483,000. This compares with a decrease of £54,000 in the year ended 30 June 2022.

The Foundation's unrestricted funds are held in a managed investment portfolio and as cash on deposit. The charity has a written investment policy, with long term growth and low to medium risk as the main criteria.

Further details of Unrestricted Funds are set out in note 14 to the accounts on page 25.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2023

Review of the year ended 30 June 2023 continued

Trustees' responsibilities for the accounts continued

Financial results

Fundraising Expenditure

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Reserves

The Trustees review the finances of the charity on a regular basis, both in the Finance Sub-committee and at main Trustees' meetings. They consider that reserves of at least six to twelve months' worth of general expenditure are desirable. At 30 June 2023, Restricted funds were £nil. Unrestricted funds at the year-end were £483,000 which represents more than a year's worth of central staffing and other overhead costs as budgeted for the year ended 30 June 2024.

Investment powers, policy and performance

The Trustees' investment powers are governed by the Trust Deed, which permits the Foundation's funds to be invested in any stocks, shares, funds, securities, land or other investments or property.

The Board's policy is to invest surplus unrestricted funds for a total return by adopting a medium risk investment strategy, while ensuring that sufficient liquid funds are available to meet projected commitments.

Restricted funds are held in cash on deposit because of the need to meet known project expenditure commitments within a relatively short time frame.

The Foundation's investments have continued to be managed in accordance with our policy and the Trust Deed. The investment advisers provide quarterly reports to the Finance Subcommittee of the Trustees, and a summary is provided to all Trustees prior to each Trustees meeting. Significant movements in the value of the portfolio are discussed by the Finance Subcommittee, and, where necessary, with the other Trustees and with the investment advisers.

There were net realised losses on the sale of investments of £1,000 in the year, however net unrealised gains of £3,000 were recorded on revaluation of investments at the end of the financial year. Investment income of £6,000 was received and reinvested during the year. The performance was in line with expectations given the impact of world events during the financial year affecting investments globally.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2023

Review of the year ended 30 June 2023 continued

Independent Examiner

Nyman Lisbon Paul LLP have expressed their willingness to continue in office as independent examiner and a resolution proposing their reappointment will be submitted to the forthcoming Trustees' meeting.

Approved by the Board of Trustees on

and signed on its behalf by:

Sir William Jeffrey
Chairman of Trustees

The Police Foundation

Report of the Independent Examiners

Year ended 30 June 2023

Independent examiner's report to the Trustees of The Police Foundation

I report to the Trustees on my examination of the accounts of the Police Foundation for the year ended 30 June 2023 which are set out on pages 12 to 28.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

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 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 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.



Andrew Thomas ACA
Nyman Lisbon Paul LLP
124 Finchley Road
London
NW3 5JS

21 March 2024

The Police Foundation

Statement of Financial Activities

Year ended 30 June 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
INCOME AND ENDOWMENTS FROM					
Income from generated funds:					
<i>Voluntary income</i>					
Donations, grants and legacies	2	26,370	366,214	392,584	351,692
Investment income	3	7,367	-	7,367	5,695
Income from charitable activities:					
Fees for consultancy, training & events		76,988	17,211	94,199	41,475
Sale of publications		40,159	-	40,159	41,700
Total		150,884	383,425	534,309	440,562
EXPENDITURE ON					
Charitable activities:					
Undertaking research and influencing policy		68,937	366,214	435,151	405,128
Grant to project partner		-	-	-	-
Consultancy, training & events		70,527	17,211	87,738	39,278
Publications		7,853	-	7,853	9,395
Total	7	147,317	383,425	530,742	453,801
Net gains/(losses) on investments	10	2,371	-	2,371	(43,478)
Net income / (expenditure)		5,938	-	5,938	(56,717)
Other gains and losses					
Actuarial gains/(losses) on defined Benefit pension scheme	18	1,519	-	1,519	2,384
Net income/(expenditure)		7,457	-	7,457	(54,333)
Net movement in funds		7,457	-	7,457	(54,333)
Total funds brought forward		475,926	-	475,926	530,259
Total funds carried forward	13&14	483,383	-	483,383	475,926

All the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The notes on pages 15 to 28 form part of these accounts.

A full analysis of individual restricted funds is given in note 13 on pages 23 and 24.

The Police Foundation

Balance Sheet

30 June 2023

	Notes	2023		2022
		£	£	£
FIXED ASSETS				
Tangible assets	9	-		1,141
Investments	10	<u>390,911</u>		<u>385,146</u>
			390,911	386,287
CURRENT ASSETS				
Debtors	11	<u>99,496</u>		<u>71,683</u>
Cash at bank and in hand		<u>96,377</u>		<u>120,688</u>
		195,873		192,371
CREDITORS				
Amounts falling due within one year	12	<u>(77,185)</u>		<u>(69,571)</u>
NET CURRENT ASSETS			118,688	122,800
Provision for liabilities	18	<u>(26,216)</u>		<u>(33,161)</u>
NET ASSETS	15		483,383	475,926
REPRESENTED BY:				
Accumulated funds:				
Unrestricted funds	14		483,383	475,926
Restricted funds	13		<u>-</u>	<u>-</u>
			483,383	475,926

Approved by the Board of Trustees on

and signed on its behalf by:

Sir William Jeffrey)
)
 }
) Trustees
Mr Andrew Tivey)
)

The notes on pages 15 to 28 form part of these accounts.
A full analysis of individual restricted funds is given in note 13 on pages 23 and 24.

Charity Number 278257

The Police Foundation

Cash Flow Statement

Year ended 30 June 2023

	2023 £	2022 £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	(25,395)	(54,085)
Cash flows from investing activities:		
Dividends, interest and rents from investments	1,084	19
Sale/(purchase) of property, plant and equipment	-	-
Sale/(purchase) of investments	-	-
Net cash provided by (used in) investing activities	1,084	19
Change in cash and cash equivalents in the reporting period	(24,311)	(54,066)
Cash and cash equivalents at the beginning of the reporting period	120,688	174,754
Cash and cash equivalents at the end of the reporting period	<u>96,377</u>	<u>120,688</u>
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	7,457	(54,333)
Adjustments for:		
Depreciation charges	1,141	1,140
(Gains)/losses on investments	(2,371)	43,478
Dividends, interest and rents from investments	(7,367)	(5,695)
Investment management fees	2,889	3,547
(Increase)/decrease in debtors	(27,813)	(18,067)
Increase/(decrease) in creditors	669	(24,155)
Net cash provided by (used in) operating activities	<u>(25,395)</u>	<u>(54,085)</u>
Cash in hand	96,377	120,688
Notice deposits	-	-
Total cash and cash equivalents	<u>96,377</u>	<u>120,688</u>

The Police Foundation

Notes to the Accounts

Year ended 30 June 2023

1. ACCOUNTING POLICIES

a) Basis of preparation of the accounts

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. The Foundation constitutes a public benefit entity as defined by FRS 102.

As detailed in the Trustees Report, the trustees have reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2025, and the assumptions contained therein. In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

b) 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.

c) 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 costs 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.

d) Tangible fixed assets

Tangible fixed assets are capitalised where the item costs in excess of £500. Depreciation is provided on all tangible fixed assets in use at rates calculated to write off the cost on a straight-line basis over their expected useful economic lives as follows:

Computer equipment	-	over 2 years
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e) Investments

Investments are stated in the balance sheet at market value. Gains or losses arising on revaluation at each financial year end, and on sales of investments, are credited or charged in the SOFA.

f) Restricted funds

Restricted funds are established where monies are received for specific purposes, such as particular research projects. A separate fund is established for each individual project, and relevant expenditure is charged thereto.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

1. ACCOUNTING POLICIES (continued)

g) Operating leases

The rentals payable under operating leases are charged in the SOFA on a straight-line basis over the lease term.

h) Financial instruments

The Police Foundation has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with accrued interest and other debtors. Financial liabilities held at amortised cost comprise trade creditors and accruals.

Investments, including bonds held as part of an investment portfolio are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure.

i) Pension costs

The Foundation makes contributions to a defined contribution pension scheme in accordance with the requirements of Auto Enrolment., The contributions are accounted for as they become payable. The Foundation previously participated in a multi-employer defined benefit scheme. Deficit recovery payments are accounted for as they become payable, and accounting adjustments are in accordance with FRS102 and as described in full in Note 18.

j) Taxation

No provision is made for corporation tax, as the Foundation is able to claim full statutory exemption subject to the proper application of all its charitable resources.

k) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

m) Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand, cash held for reinvestment and short-term deposits.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

1. ACCOUNTING POLICIES (continued)

n) Critical accounting judgements and key sources of estimation uncertainty

In the application of the Foundation's accounting policies, which are described in note 1, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

2. DONATIONS AND GRANTS

	2023 £	2022 £
Unrestricted Funds		
During the year, unrestricted donations and grants of £5,000 or more were received from the following:		
The Tompkins Foundation	25,000	25,000
Other smaller grants and donations	1,370	895
	<u>26,370</u>	<u>25,895</u>
Restricted Funds		
During the year, grants to fund specific projects were received from the following:		
The Dawes Trust	269,964	219,947
Barrow Cadbury	57,150	45,850
Zen City	15,000	-
Futr	7,500	-
Cleveland Police	8,000	-
IPPR	5,000	-
University of York	3,600	-
Global Alliance of Societies for Evidence Based Policing	-	20,000
CGI	-	40,000
	<u>366,214</u>	<u>325,797</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

3. INVESTMENT INCOME	2023	2022
	£	£

Investment income was derived from the following:

Listed investments	6,283	5,676
Cash held on deposit	1,084	19
	<u>7,367</u>	<u>5,695</u>

4. RESOURCES EXPENDED	2023	2022
	£	£

The expenditure for the year includes:

Staff costs (note 6)	385,896	347,143
Independent examination fees	2,600	4,300
Depreciation	1,141	1,140
	<u> </u>	<u> </u>

No remuneration was paid to any of the Trustees. Expenses for reimbursed travel expenses relating to attendance at Trustees' meetings were £nil (2022 – £nil).

5. OTHER COSTS	2023	2022
	£	£

Governance costs comprise:

Independent examination fees	2,600	4,300
Trustees' travel expenses	-	-
Investment management charges	2,889	3,547
	<u> </u>	<u> </u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

6. EMPLOYEES

	2023 £	2022 £
Staff costs comprise:		
Wages and salaries	337,011	302,718
Employers' National Insurance costs	32,034	28,634
Pension costs	16,851	15,791
	385,896	347,143

	No.	No.
The average number of employees during the year was:		
Full time	7	7
Part time (full-time equivalent)	<u>0</u>	<u>0</u>
	7	7
The number of higher paid employees was:		
£ 90,000 - £100,000	0	1
£100,000 - £110,000	1	0

Total pension contributions for the above staff member were £5,091 (2022: £4,915)

Key management personnel constitute the charity director. Total remuneration for the key management personnel was £119,362 (£115,708 – year ended 30 June 2022).

7. TOTAL RESOURCES EXPENDED

	Staff costs £	Direct costs £	Support Costs £	2023 Total £	2022 Total £
<i>Unrestricted funds</i>					
Charitable activities:					
Undertaking research and influencing policy	8,565	-	60,372	68,937	79,331
Consultancy, training, and events	4,684	65,843	-	70,527	39,278
Publications	4,684	3,169	-	7,853	9,395
	17,933	69,012	60,372	147,317	128,004
<i>Restricted funds</i>					
Undertaking research and influencing policy	365,854	360	-	366,214	325,797
Consultancy, training, and events	2,109	15,102	-	17,211	-
	367,963	15,462	-	383,425	325,797
Total resources expended	385,896	84,474	60,372	530,742	453,801

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES – year ended 30 June 2022

	Unrestricted Funds £	Restricted Funds £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Income from generated funds:			
<i>Voluntary income</i>			
Donations, grants and legacies	25,895	325,797	351,692
<i>Investment income</i>	5,695	-	5,695
Income from charitable activities:			
Fees for consultancy, training and events	41,475	-	41,475
Sale of publications	41,700	-	41,700
Total	114,765	325,797	440,562
EXPENDITURE ON			
Charitable activities:			
Undertaking research and influencing policy	79,331	325,797	405,128
Grant to project partner	-	-	-
Consultancy, training and events	39,278	-	39,278
Publications	9,395	-	9,395
Total	128,004	325,797	453,801
Net gains / (losses) on investments	(43,478)	-	(43,478)
Net income / (expenditure)	(56,717)	-	(56,717)
Other Gains and losses			
Actuarial gains/(losses) on defined benefit pension scheme	2,384	-	2,384
Net movement in funds	(54,333)	-	(54,333)
Total funds brought forward	530,259	-	530,259
Total funds carried forward	475,926	-	475,926

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

9. TANGIBLE FIXED ASSETS

	Office Furniture and Equipment £	Total £
Cost		
1 July 2022	2,281	2,281
Additions	-	-
Disposals	-	-
At 30 June 2023	<u>2,281</u>	<u>2,281</u>
Depreciation		
1 July 2022	1,140	1,140
Charge for the year	1,141	1,141
On disposals	-	-
At 30 June 2023	<u>2,281</u>	<u>2,281</u>
Net Book Value At 30 June 2023	<u>-</u>	<u>-</u>
<i>Net Book Value At 30 June 2022</i>	<u>1,141</u>	<u>1,141</u>

10. INVESTMENTS

	2023 £	2022 £
Market value at beginning of financial year	385,146	426,495
Net withdrawals in the year	-	-
Income reinvested	6,283	5,676
Fund management fees	(2,889)	(3,547)
Net gains/(losses) on disposals in the year	(998)	13,489
Net gains/(losses) on revaluation at financial year end	3,369	(56,967)
Market value at end of financial year	<u>390,911</u>	<u>385,146</u>

	2023		2022	
	Cost £	Market Value £	Cost £	Market Value £
UK Fixed Interest	33,817	30,363	19,708	17,441
Overseas Fixed Interest	21,002	19,315	30,766	27,438
UK Equities	52,830	52,339	115,726	117,296
European Equities	11,314	20,238	19,720	23,476
North American Equities	20,130	17,736	29,888	25,440
Japanese Equities	-	-	-	-
Far East & Australasian Equities	7,982	9,850	15,964	20,460
International Equities	45,015	55,077	49,180	50,477
Emergency Economies	11,873	12,151	11,873	12,186
UK Property	20,284	15,238	20,284	17,979
Alternative Assets	43,760	39,371	58,915	61,212
Cash	119,268	119,233	11,741	11,741
	<u>387,275</u>	<u>390,911</u>	<u>383,765</u>	<u>385,146</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

11. DEBTORS	2023	2022
	£	£
Accrued income and prepayments	99,496	71,683
Social security and other taxes	-	-
Other debtors	-	-
	<u>99,496</u>	<u>71,683</u>

Accrued income and prepayments include accrued income of £98,460 at 30 June 2023. Accrued income at 30 June 2022 was £70,320. Accrued income represents the value of work completed but not yet invoiced in respect of research projects and publishing income.

12. CREDITORS: Amounts falling due within one year	2023	2022
	£	£
Social security and other taxes	12,098	13,671
Other creditors	563	138
Accruals and deferred income	64,524	55,762
	<u>77,185</u>	<u>69,571</u>

Deferred income at 30 June 2023 was £50,000, representing income received in advance for one project, which will be recognised in the SOFA for the year ended 30 June 2024. Deferred income at 30 June 2022 was £50,000, which was recognised in the SOFA for the year ended 30 June 2023. Grant income is received in advance of each stage of a project commencing but is only recognised in the SOFA on the completion of the specified work for that stage of the project.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

13. RESTRICTED FUNDS

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. An analysis of movements on individual restricted funds during the year ended 30 June 2023 is given below.

The Disruption Project funded by the Dawes Trust

Impact Review of the Strategic Review funded by the Dawes Trust

A new operating model for policing in the 21st Century funded by the Dawes Trust

Joint Online Fraud project funded by the Dawes Trust

Policing and Young Adults funded by Barrow Cadbury

Contact and Confidence: improving police - public interactions with technology – funded by Zen City and Futr

Developing a comprehensive approach to crime prevention in Cleveland – funded by Cleveland Police

The Cumberland Lodge Conference (held June 2023) – funded by Salesforce

Name of project fund	Funds held 30 June 2022 £	Incoming resources £	Grant Paid £	Resources Expended £	Funds held 30 June 2023 £
The Disruption Project	-	57,780	-	(57,780)	-
Impact Review of the Strategic Review	-	50,000	-	(50,000)	-
A New Operating Model	-	50,000	-	(50,000)	-
Joint Online Fraud Project	-	112,184	-	(112,184)	-
Policing Young Adults	-	57,150	-	(57,150)	-
Contact and Confidence	-	22,500	-	(22,500)	-
Crime Prevention in Cleveland	-	8,000	-	(8,000)	-
Cumberland Lodge Conference	-	13,000	-	(13,000)	-
Other smaller projects	-	12,811	-	(12,811)	-
	<u>-</u>	<u>383,425</u>	<u>-</u>	<u>(383,425)</u>	<u>-</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

13. RESTRICTED FUNDS continued

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. An analysis of movements on individual restricted funds during the year ended 30 June 2022 is given below.

The Strategic Review of Policing in England and Wales funded by the Dawes Trust, Mark 43, CGI, Deloitte and City of London Corporation

Policing and Young Adults funded by Barrow Cadbury

Policing in the Pandemic funded by the Dawes Trust

Policing in the 21st Century seminar series funded by CGI

Global Alliance of Societies for Evidence Based Policing funded by the Global Alliance

The Disruption Project funded by the Dawes Trust.

Name of project fund	Funds held 30 June 2021 £	Incoming Resources £	Grant Paid £	Resources Expended £	Funds held 30 June 2022 £
The Strategic Review of Policing	-	125,000	-	(125,000)	-
Policing and Young Adults	-	45,850	-	(45,850)	-
Policing in the Pandemic	-	22,727	-	(22,727)	-
Policing in the 21 st Century seminar Series	-	40,000	-	(40,000)	-
Global Alliance of Societies for Evidence Based Policing	-	20,000	-	(20,000)	-
The Disruption Project	-	72,220	-	(72,220)	-
	<u>-</u>	<u>325,797</u>	<u>-</u>	<u>(325,797)</u>	<u>-</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

14. UNRESTRICTED FUNDS

Analysis during year ended 30 June 2023	Funds held 30 June 2022	Incoming resources	Resources expended	Net gains / (losses) on investment	Actuarial gains / (losses) on DB pension scheme	Funds Held 30 June 2023
	£	£	£	£	£	£
Unrestricted funds	<u>475,926</u>	<u>150,884</u>	<u>(147,317)</u>	<u>2,371</u>	<u>1,519</u>	<u>483,383</u>
Analysis during year ended 30 June 2022	Funds Held 30 June 2021	Incoming resources	Resources Expended	Net gains on investment	Actuarial gains / (losses) on DB pension scheme	Funds held 30 June 2022
	£	£	£	£	£	£
Unrestricted funds	<u>530,259</u>	<u>114,765</u>	<u>(128,004)</u>	<u>(43,478)</u>	<u>2,384</u>	<u>475,926</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

As at 30 June 2023:

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets	-	-	-
Investments	390,911	-	390,911
Debtors	22,996	76,500	99,496
Cash at bank and in hand	122,877	(26,500)	96,377
Creditors	(27,185)	(50,000)	(77,185)
Provision for liabilities	(26,216)	-	(26,216)
	<u>483,383</u>	<u>-</u>	<u>483,383</u>

At 30 June 2023 there were accumulated net unrealised gains on investments of £3,369 (2022 losses - £56,967) which form part of the total accumulated unrestricted funds.

As at 30 June 2022:

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed Assets	1,141	-	1,141
Investments	385,146	-	385,146
Debtors	21,613	50,070	71,683
Cash at bank and in hand	120,758	(70)	120,688
Creditors	(19,571)	(50,000)	(69,571)
Provision for liabilities	(33,161)	-	(33,161)
	<u>475,926</u>	<u>-</u>	<u>475,926</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

16. PENSION COSTS

The Pensions Trust CARE Scheme

From 1 August 2005 the Foundation participated in a multi-employer average salary defined benefits pension scheme, the Pensions Trust CARE Scheme. It is not possible or appropriate to identify the assets and liabilities of the Scheme which are attributable to the Foundation. The CARE Scheme has various different sections, and the section to which Police Foundation employees belonged was the one-eightieth average salary defined benefits section of the CARE Scheme. The main benefits provided by this particular section of the Scheme were a pension of one-eightieth of a member's career average revalued earnings for each year (and months proportionately) of pensionable service if contracted-out of the State scheme. Employers paid contributions at the rate of 10.0% of earnings up to 1 April 2012, and 10.6% thereafter. Members paid contributions based on an age-related scale.

From 1 October 2014, those employees who were members of the CARE Scheme were transferred from the one-eightieth defined benefit section of the CARE Scheme to the defined contribution section. From that date the employer's contributions were 10% and the members contributed 7%.

No employer's contribution was made by the Foundation to the CARE Scheme in the year ended 30 June 2023. The Foundation made deficit recovery payments of £7,194 (2022 - £6,989) – see details in the next paragraph.

A full actuarial valuation of the Scheme is commissioned every 3 years, with annual funding statements provided by the scheme's actuary. At 30 September 2022, the actuary's funding statement shows a deficit of assets compared to liabilities of £7.5 million - a substantial decrease over the reported deficit at 30 September 2019 of £14.9 million and the deficit at 30 September 2016 of £24.9 million (the deficit at 30 September 2013 was £16.4 million). Employers are being asked to make deficit recovery payments. The Foundation's share of these additional payments was assessed initially at £1,100 per annum from 1 April 2012, increasing by 3% at each subsequent 1 April for a period of 10 years.

The formal valuation of the Scheme at 30 September 2013 was completed in the spring of 2015 with the Foundation's share of deficit recovery payments being increased to £7,591 per annum from 1 July 2015 and thereafter increasing by 3% at each subsequent 1 July until 30 April 2027. This meant that the Foundation would be required to contribute total deficit recovery payments, and charges, of £104,000 between 1 July 2015 and 30 April 2027. Following the completion of the 30 September 2016 valuation, the schedule of monthly deficit recovery payments and charges was extended to include the period from 1 May 2027 to 30 November 2028, with an annual increase of 3% on 1 April 2028 – the total payable in this period was expected to be £17,000. Following the completion of the 30 September 2019 valuation, the schedule of monthly deficit recovery payments was shortened to end on 30 September 2027, with the Foundation's share of the deficit recovery payments being reduced to £6,314 per annum from 1 July 2021 and thereafter increasing by 3% at each subsequent 1 July until 30 September 2027. Following the completion of the 30 September 2022 valuation, the schedule of monthly deficit payments has been shortened by six months, to end on 31 March 2027. The total expected to be payable between 1 July 2023 and 31 March 2027 is £26,216.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

16. PENSION COSTS continued

Following consultations with the participating employers in May 2015, the Trustee of the Scheme, at a meeting held on 7 July 2015, finalised the decision to close the Scheme to the further accrual of benefits with effect from 31 March 2016. From 1 July 2015, there was only one member of the Scheme employed by the Police Foundation, and, by 1 April 2016, alternative pension arrangements were in place for this employee, who has since retired. The scheduled deficit recovery payments will continue as outlined above, and the next formal valuation of the Scheme will be at 30 September 2025, with the outcome known in 2026.

PRESENT VALUES OF PROVISION

	30 June 2023 (£s)	30 June 2022 (£s)	30 June 2021 (£s)
Present Value of provision	<u>26,216</u>	<u>33,161</u>	<u>41,515</u>

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Year Ending 30 June 2023 (£s)	Year Ending 30 June 2022 (£s)
Provision at start of period	33,161	41,515
Unwinding of the discount factor (interest expense)	1,077	344
Deficit contribution paid	(6,503)	(6,314)
Re-measurements – impact of any change in assumptions	(1,519)	(2,384)
Re-measurements – amendments to the contributions schedule	-	-
Provision at end of period	<u>26,216</u>	<u>33,161</u>

INCOME AND EXPENDITURE IMPACT

	Year Ending 30 June 2023 (£s)	Year Ending 30 June 2022 (£s)
Interest expense	1,077	344
Re-measurements – impact of any change in assumptions	(1,519)	(2,384)
Re-measurements – amendments to the contributions schedule	-	-
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-

Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2023

16. PENSION COSTS continued

ASSUMPTIONS

	30 June 2023 % per annum	30 June 2022 % per annum	30 June 2021 % per annum
Rate of discount	6.51	3.63	0.90

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Up until 1 June 2016, all new employees of The Foundation were offered a contribution to a personal pension scheme of their choice (see *Other pension costs* below).

Other pension costs

Until 31 May 2016, on completion of any probationary period, employees who were not eligible to join the Pensions Trust CARE Scheme were offered an employer contribution of 5% of salary to a personal pension scheme of their choice.

On 1 June 2016, the charity auto enrolled its employees into a Defined Contribution Pension Scheme, postponing the scheme until 1 September 2016. In July 2016 some employees opted into the scheme, and the appropriate contributions were paid from that date. Contributions paid into individual staff personal pension schemes have ceased from the earlier of the date on which each employee chose to opt into the Auto Enrolment pension scheme at 1 September 2016.

Total employer's contributions made by the Foundation to individual staff personal pension schemes in the year ended 30 June 2023 were £16,851 (2022 – £15,791).

Document Activity Report

Document Sent Mon, 18 Mar 2024 11:51:12 GMT

Document Approval Status Pending

Approval Activity Summary

Bill Jeffrey E-Signed

Andrew Tivey E-Signed

Document Activity History

Document history shows most recent activity first

Date	Activity
Tue, 19 Mar 2024 16:37:45 GMT	Andrew Tivey Approved the document
Mon, 18 Mar 2024 12:17:33 GMT	Bill Jeffrey Approved the document

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THE POLICE FOUNDATION

England & Wales - Charity number 278257

Accounts

Charity Number 278257

THE
POLICE
FOUNDATION

The UK's policing think tank

Annual Report and Accounts

Year ended 30 June 2022

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The Police Foundation

Annual Report of the Trustees

Year ended 30 June 2022

Reference and administrative information

Contact details

Address 124 City Road
London
EC1V 2NX

Web Site www.police-foundation.org.uk

Trustees and Officers

Trustees Sir William Jeffrey KCB (Chairman)
The Rt. Hon. Sir John Wheeler JP DL (Vice Chairman)
Mrs Mary Calam
Lord Dholakia of Waltham Brooks PC OBE DL
Professor Nicholas Fyfe
Sir David Garrard
Professor Martin Innes
Mr Adrian Leppard CBE QPM MBA BA (Hons) (resigned 11 July 2022)
Dame Sara Thornton DBE QPM
Mr Stephen Rimmer CB
Mr Michael Cunningham CBE QPM
Mr Andrew Tivey (appointed 14 November 2022)

Director Dr Richard G Muir

Professional Advisers

Independent Examiners Crowe U.K. LLP
55 Ludgate Hill
London EC4M 7JW

Solicitors Bates Wells Braithwaite
10 Queen Street Place
London EC4R 1BE

Bankers HSBC UK Bank Plc
129 New Bond Street
London W1S 1EA

Investment Advisers Investec Wealth & Investment Limited
30 Gresham Street
London EC2V 7QN

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2022

Trustees' Report

The Trustees of the Police Foundation present their Annual Report for the year ended 30 June 2022 and the financial statements for that year, prepared in accordance with the Charities Act 2011 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP) (FRS102).

The Police Foundation is a registered charity (number 278257). Its address is shown on page 2.

Trustees

The names of the Trustees who served during the year ended 30 June 2021 are listed on page 2.

Structure, governance and management

Governing document

The Police Foundation is a Charitable Trust governed by its Trust Deed dated 9 July 1979. Following discussion with the Charity Commission, the Trust Deed was most recently updated on 11 July 2007.

Governance and management

The Board of Trustees is responsible for the overall governance of the Foundation. The Board meets formally at least twice a year. There were two meetings during the year ended 30 June 2022.

The existing Trustees have the power to appoint new Trustees, and the total number shall not be more than eighteen or less than eight. Each Trustee may serve up to two consecutive four-year terms of office, and thereafter may be reappointed by formal Board resolution for such period as the meeting may resolve.

Any business requiring the involvement of Trustees between Board meetings is conducted through appropriate sub-committees of Trustees, with any decisions required being formally ratified via postal or other means of communication. The routine management of the Foundation is the responsibility of the Director, who reports directly to the Chairman of the Board of Trustees. The Trustees employ a small central staff.

Recruitment, induction and training of Trustees

The Foundation's Trustees are appointed by resolution of the Board following due consideration of nominations received, based on relevant attributes including specialist skills and experience. In addition to meeting key members of the Foundation's staff, new Trustees are provided with an induction pack comprising information on Trustees' responsibilities, a copy of the Trust Deed, the latest Annual Report and Accounts, minutes of Trustees' meetings, and relevant information on the Foundation's current work programme. All Trustees are encouraged to attend relevant seminars and Trustee training courses.

Policy for the remuneration of key management personnel

The Foundation's remuneration policy for all staff is decided by the Trustees. Remuneration is based on the market value for each role. Salary reviews are held on an annual basis. The charity is accredited with the Living Wage Foundation.

Public benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under The Charities Act 2011. The charity is a Public Benefit Entity. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2022

Objects, aims and principal activities

Who we are

The Police Foundation is the UK's policing think tank. We are the only independent think tank in the UK focused exclusively on improving policing. Our mission is to generate evidence and develop ideas which deliver better policing and a safer society. We do this by producing trusted, impartial research, by facilitating informed public debate about policing and by working with the police and their partners to create change.

Objects

The objects of the Police Foundation, as set out in the Trust Deed are:

- the advancement and promotion of efficient and effective policing; and
- to undertake and promote study and research into the methods, organisation and effectiveness of the police and the training of police officers, and to publish the useful results of such study and research.

Our mission

The Police Foundation has three main aims:

- to understand how policing can become more effective, efficient and legitimate;
- to generate new ideas for how the police can keep citizens safe in a rapidly changing world;
- to facilitate informed public debate about policing.

Our mission is realised by:

- undertaking credible, high-quality applied research of direct relevance to policy and practice.
- hosting events into specific policing and crime reduction issues.
- offering training and consultancy to help the police and others transfer evidence and knowledge into policy and practice.
- communicating our ideas to a wider audience through our networks in policing and beyond and through our use of print, broadcast and digital media.

Review of the year ended 30 June 2022

The Strategic Review of Policing in England and Wales

In March 2022 we launched the final report of the Strategic Review of Policing in England and Wales. The report was the first independent report into the future of policing for many years. It set out how the public safety challenge facing the country will evolve over the next twenty years, arguing that this will be shaped by the technological revolution, environmental turbulence, and social change. It then set out how the country ought to respond to that challenge and in particular what kind of police service will be required. It called for a much more systemic focus on preventing crime, a ten-year plan to improve public trust and confidence in the police, major reforms to police training and education and the regionalisation of key specialist capabilities to tackle cross border crime more effectively. The report was launched at an event in central London and its publication received widespread media coverage. Since publication the Foundation has been undertaking a roadshow talking to senior leadership teams in police forces throughout the country and has been engaging with policymakers to secure support for its recommendations.

Improving the police response to online child sexual exploitation and abuse

The Foundation completed a major report into how the police respond to online child sexual abuse, which was published in July 2022. The report described how the scale of this abuse threatens to overwhelm policing agencies. It recommends much greater investment in the skills and technology required to investigate these offences, a more systemic approach to preventing them online and a greater focus on the proactive pursuit of the most serious offenders.

Policing and young adults

Since November 2020 the Police Foundation has been working on a project, funded by the Barrow Cadbury Trust, to work in collaboration with police practitioners to change the way in which young adults are policed. The project is informed by a growing evidence base that the policing of 18–25-year-olds needs a distinct approach. Young adults constitute less than 10 per cent of the UK population but make up to 30–40 per cent of all police cases. Evidence clearly shows that young adults do not reach full developmental maturity until age 25, and this lack of maturity can lead to unnecessary risk taking and impulsive behaviour.

Together with Revolving Doors Agency, the Police Foundation has launched a Knowledge Exchange Network that brings together police Inspectors and Chief Inspectors from across England and Wales to co-create new and better ways of policing young adults aged 18–25. This Network provides police with peer-to-peer learning and support, recognising the wealth of knowledge and expertise among police officers. Inspectors and Chief Inspectors across police services across England and Wales are able to share evidence and tackle difficult issues. The focus is on upscaling innovation and practices that are evidence-based and that can become mainstream.

The project also involves the Police Foundation working alongside two police force areas to trial new approaches in practice. We have been working with Thames Valley Violence Reduction Unit on how to take a trauma informed approach to working with young violent offenders and with Sussex Police on how they could extend their approach to the under 18 group to the 18–25-year-old group. We are now looking to expand this work by working with further police force areas to develop innovative and evidence-based practice.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2022

Review of the year ended 30 June 2022 continued

The disruption of serious and organised crime

We have started work on a new project to understand the use of disruption as a policing tactic to tackle organised crime. This will involve understanding the range and nature of disruption strategies and tactics being used by UK policing, how success is measured and how the police work with others to achieve effective disruption. The final report will set out how disruption should be deployed in the future as part of a broader strategy to tackle organised crime.

The future of policing in Scotland

Alongside our work on the Strategic Review of Policing in England and Wales from autumn 2021 to spring 2022 we undertook a series of seminars on the future of policing in Scotland. These were undertaken in partnership with CGI and the Scottish Institute for Policing Research. The seminars covered themes such as workforce reform and prevention and were attended by stakeholders including Police Scotland, the Scottish Police Authority, the Scottish Police Federation, academics and third sector organisations.

Roadcraft

The Roadcraft series of publications, which is published by The Stationery Office (TSO) and comprises four books (*'Roadcraft: The Police Driver's Handbook'*, *'Motorcycle Roadcraft: The Police Rider's Handbook'*, *'Fleetcraft: The Essential Occupational Driver's Handbook'* and *'Towing Roadcraft: The Essential Towing Handbook'*) and a DVD (*'Roadcraft: The Police Driver's Course on Advanced Driving'*), makes a significant contribution to road safety by improving the driving of both the police, other emergency service drivers and members of the public. Throughout 2021/22 we continued to publicise our new 2020 editions of *'Roadcraft: The Police Driver's Handbook'* and *'Motorcycle Roadcraft: The Police Rider's Handbook'*.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2022

Review of the year ended 30 June 2022 continued

Objectives for the year ended 30 June 2023

In the year 2022/23 the Foundation will continue to undertake activities to ensure impact from the Strategic Review of Policing in England and Wales. This will include visits to police forces and speaking at a range of prominent events and conferences. It will also involve publishing a series of short papers to further develop some of our key recommendations and engaging with politicians from across the political parties as they develop their manifestoes for the next general election. There will also be opportunities to speak to international audiences about the Review's findings.

We will publish a report into the use of disruption to tackle serious and organised crime and we will continue our work with police forces to develop alternative person-centred approaches to working with young adults. We further intend to start work on what future local police operating models should look like and to undertake a major new programme of work on tackling online fraud. We intend to further develop the concept of Person-Centred Policing and to explore how this can be better embedded into police policy and practice. We also hope to continue to strengthen our partnerships in Scotland and to carry out further events and projects in partnership with Police Scotland and the Scottish Police Authority.

We will be refreshing our events programme, including relaunching our Annual Conference, holding the John Harris Memorial Lecture and for the first time taking over the organisation of the annual Cumberland Lodge Police Conference. Alongside this we will be supporting the Society of Evidence Based Policing with its communications and conferences and undertaking more online events.

Trustees' responsibilities for the accounts

Charity law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the Charity's financial activities during the year and of its financial position at the end of the year.

In preparing the accounts the Trustees should:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- follow the recommendations of the Charity Commission and of the accounting profession with regard to form and content of the accounts, or disclose and explain any departures therefrom
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will be able to continue to meet its objectives

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the charity's assets, and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2022

Review of the year ended 30 June 2022 continued

Trustees' responsibilities for the accounts continued

Risk management

The Trustees are ultimately responsible for the management of the risks faced by the Foundation. Together with the Director they identify and assess these risks on a regular basis and consider the systems and controls which have been established to mitigate them. During the year the Trustees spent time at their Board meetings reviewing the most significant risks facing the charity, which would include the risk of being unable to secure future grant funding, consultancy projects and other income, the risk of being unable to retain or recruit key staff members and the risk of damage to the charity's credibility. The Trustees have taken steps to mitigate these risks – these include sourcing new funders, expanding the charity's profile both nationally and internationally, increasing the charity's profile whilst always safeguarding its reputation as the UK's policing think tank and maintaining its independence, and reviewing staff pay levels to ensure that they reflect the skill and experience of the staff.

Going concern basis for preparation of the financial statements

The Trustees consider the Police Foundation's plans and strategies at each Board meeting. As part of this process, the Finance Subcommittee of the Trustees has reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2024, and the assumptions contained therein.

In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

Financial results

The financial results for the year ended 30 June 2022 are set out in the Statement of Financial Activities on page 12, the Balance Sheet on page 13 and the Cash Flow Statement on page 14, together with the accounting policies and notes to the accounts on pages 15 to 28.

Restricted Funds

Details of Restricted Funds are set out in note 13 to the accounts on pages 23 and 24.

Unrestricted Funds

The total unrestricted income for the year ended 30 June 2022 was £115,000 compared with £119,000 in the previous year.

Unrestricted expenditure for the financial year was £128,000, so unrestricted expenditure exceeded unrestricted income by £13,000. There were realised investment gains of £13,000, but a decrease in the value of the investment portfolio of £56,000, representing unrealised losses at the balance sheet date, and an actuarial gain on the defined benefit pension scheme of £2,000, so unrestricted funds decreased by a total of £54,000 to £476,000. This compares with an increase of £147,000 in the year ended 30 June 2021.

The Foundation's unrestricted funds are held in a managed investment portfolio and as cash on deposit. The charity has a written investment policy, with long term growth and low to medium risk as the main criteria.

Further details of Unrestricted Funds are set out in note 14 to the accounts on page 25.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2022

Review of the year ended 30 June 2022 continued

Trustees' responsibilities for the accounts continued

Financial results

Fundraising Expenditure

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Reserves

The Trustees review the finances of the charity on a regular basis, both in the Finance Sub-committee and at main Trustees' meetings. They consider that reserves of at least six to twelve months' worth of general expenditure are desirable. At 30 June 2022, Restricted funds were £nil. Unrestricted funds at the year-end were £476,000 which represents more than a year's worth of central staffing and other overhead costs as budgeted for the year ended 30 June 2023.

Investment powers, policy and performance

The Trustees' investment powers are governed by the Trust Deed, which permits the Foundation's funds to be invested in any stocks, shares, funds, securities, land or other investments or property.

The Board's policy is to invest surplus unrestricted funds for a total return by adopting a medium risk investment strategy, while ensuring that sufficient liquid funds are available to meet projected commitments.

Restricted funds are held in cash on deposit because of the need to meet known project expenditure commitments within a relatively short time frame.

The Foundation's investments have continued to be managed in accordance with our policy and the Trust Deed. The investment advisers provide quarterly reports to the Finance Subcommittee of the Trustees, and a summary is provided to all Trustees prior to each Trustees meeting. Significant movements in the value of the portfolio are discussed by the Finance Subcommittee, and, where necessary, with the other Trustees and with the investment advisers.

There were net realised gains on the sale of investments of £13,000 in the year, however net unrealised losses of £56,000 were recorded on revaluation of investments at the end of the financial year. Investment income of £6,000 was received and reinvested during the year. The performance was in line with expectations given the impact of world events during the financial year affecting investments globally.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2022

Review of the year ended 30 June 2022 continued

Independent Examiner

Crowe U.K. LLP have expressed their willingness to continue in office as independent examiner and a resolution proposing their reappointment will be submitted to the forthcoming Trustees' meeting.

Approved by the Board of Trustees on 2 March 2023

and signed on its behalf by:



Sir William Jeffrey
Chairman of Trustees

The Police Foundation

Report of the Independent Examiners

Year ended 30 June 2022

Independent examiner's report to the Trustees of The Police Foundation

I report to the Trustees on my examination of the accounts of the Police Foundation for the year ended 30 June 2022 which are set out on pages 12 to 28.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

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 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 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.



Andrew Thomas ACA
Crowe U.K. LLP
55 Ludgate Hill
London
EC4M 7JW
8 March 2023

The Police Foundation

Statement of Financial Activities

Year ended 30 June 2022

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Income from generated funds:					
<i>Voluntary income</i>					
Donations, grants and legacies	2	25,895	325,797	351,692	407,357
Investment income	3	5,695	-	5,695	4,622
Income from charitable activities:					
Fees for consultancy, training & events		41,475	-	41,475	12,314
Sale of publications		41,700	-	41,700	65,873
Total		114,765	325,797	440,562	490,166
EXPENDITURE ON					
Charitable activities:					
Undertaking research and influencing policy		79,331	325,797	405,128	385,411
Grant to project partner		-	-	-	16,400
Consultancy, training & events		39,278	-	39,278	6,510
Publications		9,395	-	9,395	4,522
Total	7	128,004	325,797	453,801	412,843
Net gains/(losses) on investments	10	(43,478)	-	(43,478)	69,610
Net income / (expenditure)		(56,717)	-	(56,717)	146,933
Other gains and losses					
Actuarial gains/(losses) on defined benefit pension scheme	18	2,384	-	2,384	(142)
Net (expenditure)/income		(54,333)	-	(54,333)	146,791
Net movement in funds		(54,333)	-	(54,333)	146,791
Total funds brought forward		530,259	-	530,259	383,468
Total funds carried forward	13&14	475,926	-	475,926	530,259

All the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The notes on pages 15 to 28 form part of these accounts.

A full analysis of individual restricted funds is given in note 13 on pages 23 and 24.

The Police Foundation


Balance Sheet

30 June 2022

	Notes	2022		2021
		£	£	£
FIXED ASSETS				
Tangible assets	9	1,141		2,281
Investments	10	<u>385,146</u>		<u>426,495</u>
			386,287	428,776
CURRENT ASSETS				
Debtors	11	71,683		53,616
Cash at bank and in hand		<u>120,688</u>		<u>174,754</u>
		<u>192,371</u>		<u>228,370</u>
CREDITORS				
Amounts falling due within one year	12	<u>(69,571)</u>		<u>(85,372)</u>
NET CURRENT ASSETS				
			122,800	142,998
Provision for liabilities	18	<u>33,161</u>		<u>41,515</u>
NET ASSETS				
	15		475,926	530,259
REPRESENTED BY:				
Accumulated funds:				
Unrestricted funds	14		475,926	530,259
Restricted funds	13		<u>-</u>	<u>-</u>
			475,926	530,259

Approved by the Board of Trustees on 2 March 2023 and signed on its behalf by:

Sir William Jeffrey)
)
) Trustees)
)
 Sir John Wheeler)
)
)



The notes on pages 15 to 28 form part of these accounts.
 A full analysis of individual restricted funds is given in note 13 on pages 23 and 24.

Charity Number 278257

The Police Foundation
Cash Flow Statement
Year ended 30 June 2022

	2022 £	2021 £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	(54,085)	64,477
Cash flows from investing activities:		
Dividends, interest and rents from investments	19	11
Sale/(purchase) of property, plant and equipment	-	(2,281)
Sale/(purchase) of investments	-	50,000
Net cash provided by (used in) investing activities	19	47,730
Change in cash and cash equivalents in the reporting period	(54,066)	112,207
Cash and cash equivalents at the beginning of the reporting period	174,754	62,547
Cash and cash equivalents at the end of the reporting period	<u>120,688</u>	<u>174,754</u>
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(54,333)	146,791
Adjustments for:		
Depreciation charges	1,140	2,635
(Gains)/losses on investments	43,478	(69,610)
Dividends, interest and rents from investments	(5,695)	(4,622)
Investment management fees	3,547	3,456
(Increase)/decrease in debtors	(18,067)	20,882
Increase/(decrease) in creditors	(24,155)	(35,055)
Net cash provided by (used in) operating activities	<u>(54,085)</u>	<u>64,477</u>
Cash in hand	120,688	174,754
Notice deposits	-	-
Total cash and cash equivalents	<u>120,688</u>	<u>174,754</u>

The Police Foundation

Notes to the Accounts

Year ended 30 June 2022

1. ACCOUNTING POLICIES

a) Basis of preparation of the accounts

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. The Foundation constitutes a public benefit entity as defined by FRS 102.

As detailed in the Trustees Report, the trustees have reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2024, and the assumptions contained therein. In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

b) 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.

c) 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 costs 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.

d) Tangible fixed assets

Tangible fixed assets are capitalised where the item costs in excess of £500. Depreciation is provided on all tangible fixed assets in use at rates calculated to write off the cost on a straight-line basis over their expected useful economic lives as follows:

Computer equipment	-	over 2 years
--------------------	---	--------------

e) Investments

Investments are stated in the balance sheet at market value. Gains or losses arising on revaluation at each financial year end, and on sales of investments, are credited or charged in the SOFA.

f) Restricted funds

Restricted funds are established where monies are received for specific purposes, such as particular research projects. A separate fund is established for each individual project, and relevant expenditure is charged thereto

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

1. ACCOUNTING POLICIES (continued)

g) Operating leases

The rentals payable under operating leases are charged in the SOFA on a straight-line basis over the lease term.

h) Financial instruments

The Police Foundation has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with accrued interest and other debtors. Financial liabilities held at amortised cost comprise trade creditors and accruals.

Investments, including bonds held as part of an investment portfolio are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure.

i) Pension costs

The Foundation makes contributions to a defined contribution pension scheme in accordance with the requirements of Auto Enrolment., The contributions are accounted for as they become payable. The Foundation previously participated in a multi-employer defined benefit scheme. Deficit recovery payments are accounted for as they become payable, and accounting adjustments are in accordance with FRS102 and as described in full in Note 18.

j) Taxation

No provision is made for corporation tax, as the Foundation is able to claim full statutory exemption subject to the proper application of all its charitable resources.

k) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

m) Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand, cash held for reinvestment and short-term deposits.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

1. ACCOUNTING POLICIES (continued)

n) Critical accounting judgements and key sources of estimation uncertainty

In the application of the Foundation's accounting policies, which are described in note 1, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

2. DONATIONS AND GRANTS

	2022	2021
	£	£
Unrestricted Funds		
During the year, unrestricted donations and grants of £5,000 or more were received from the following:		
The Tompkins Foundation	25,000	25,000
HMRC – CJRS grant for furloughed staff	-	9,099
Other smaller grants and donations	895	1,626
	<u>25,895</u>	<u>35,725</u>

Restricted Funds

During the year, grants to fund specific projects were received from the following:

The Dawes Trust	219,947	213,382
CGI	40,000	40,000
Mark 43	-	40,000
City of London Corporation	-	20,000
Global Alliance of Societies for Evidence Based Policing	20,000	-
The Home Office	-	10,200
Trust for London	-	3,200
Drivetech	-	18,850
Barrow Cadbury	45,850	26,000
	<u>325,797</u>	<u>371,632</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

3. INVESTMENT INCOME	2022	2021
	£	
Investment income was derived from the following:		
Listed investments	5,676	4,611
Cash held on deposit	19	11
	<u>5,695</u>	<u>4,622</u>

4. RESOURCES EXPENDED	2022	2021
	£	£
The expenditure for the year includes:		
Staff costs (note 6)	347,143	335,026
Independent examination fees	4,300	4,000
Depreciation	1,140	2,635
	<u> </u>	<u> </u>

No remuneration was paid to any of the Trustees. Expenses for reimbursed travel expenses relating to attendance at Trustees' meetings were £nil (2021 – £nil).

5. OTHER COSTS	2022	2021
	£	£
Governance costs comprise:		
Independent examination fees	4,300	4,000
Trustees' travel expenses	-	-
Investment management charges	3,547	3,456
	<u> </u>	<u> </u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

6. EMPLOYEES	2022	2021
	£	£
Staff costs comprise:		
Wages and salaries	302,718	291,867
Employers' National Insurance costs	28,634	28,141
Pension costs	15,791	15,019
	<u>347,143</u>	<u>335,027</u>

	No.	No.
The average number of employees during the year was:		
Full time	7	7
Part time (full-time equivalent)	<u>0</u>	<u>0</u>
	<u>7</u>	<u>7</u>
The number of higher paid employees was:		
£90,000 - £100,000	1	1

Total pension contributions for the above staff member were £4,915 (2021: £4,628)

Key management personnel constitute the charity director. Total remuneration for the key management personnel was £115,708 (£108,745 – year ended 30 June 2021).

7. TOTAL RESOURCES EXPENDED

	Staff costs	Direct costs	Support Costs	2022 Total	2021 Total
	£	£	£	£	£
<i>Unrestricted funds</i>					
Charitable activities:					
Undertaking research and influencing policy	41,820	-	37,511	79,331	30,179
Consultancy, training and events	4,306	34,972	-	39,278	6,510
Publications	4,305	5,090	-	9,395	4,522
	<u>50,431</u>	<u>40,062</u>	<u>37,511</u>	<u>128,004</u>	<u>41,211</u>
Total: Unrestricted funds					
<i>Restricted funds</i>					
Undertaking research and influencing policy	296,712	29,085	-	325,797	355,232
Transfer of grant to project partner	-	-	-	-	16,400
	<u>296,712</u>	<u>29,085</u>	<u>-</u>	<u>325,797</u>	<u>371,632</u>
Total: Restricted funds					
Total resources expended	<u>347,143</u>	<u>69,147</u>	<u>37,511</u>	<u>453,801</u>	<u>412,843</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES – year ended 30 June 2021

	Unrestricted Funds £	Restricted Funds £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Income from generated funds:			
<i>Voluntary income</i>			
Donations, grants and legacies	35,725	371,632	407,357
<i>Investment income</i>	4,622	-	4,622
Income from charitable activities:			
Fees for consultancy, training and events	12,314	-	12,314
Sale of publications	65,873	-	65,873
Total	118,534	371,632	490,166
EXPENDITURE ON			
Charitable activities:			
Undertaking research and influencing policy	30,179	355,232	385,411
Grant to project partner	-	16,400	16,400
Consultancy, training and events	6,510	-	6,510
Publications	4,522	-	4,522
Total	41,211	371,632	412,843
Net gains / (losses) on investments	69,610	-	69,610
Net income / (expenditure)	146,933	-	146,933
Other Gains and losses			
Actuarial gains/(losses) on defined benefit pension scheme	(142)	-	(142)
Net movement in funds	146,791	-	146,791
Total funds brought forward	383,468	-	383,468
Total funds carried forward	530,259	-	530,259

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

9. TANGIBLE FIXED ASSETS

	Short Leasehold Property Improvements £	Office Furniture and Equipment £	Total £
Cost			
1 July 2021	-	2,281	2,281
Additions	-	-	-
Disposals	-	-	-
At 30 June 2022	-	2,281	2,281
Depreciation			
1 July 2021	-	-	-
Charge for the year	-	1,140	1,140
On disposals	-	-	-
At 30 June 2022	-	1,140	1,140
Net Book Value			
At 30 June 2022	-	1,141	1,141
<i>Net Book Value</i>			
<i>At 30 June 2021</i>	<i>-</i>	<i>2,281</i>	<i>2,281</i>

10. INVESTMENTS

	2022 £	2021 £
Market value at beginning of financial year	426,495	405,730
Withdrawals in the year	-	(50,000)
Income reinvested	5,676	4,611
Fund management fees	(3,547)	(3,456)
Net gains/(losses) on disposals in the year	13,489	12,176
Net gains/(losses) on revaluation at financial year end	(56,967)	57,434
Market value at end of financial year	385,146	426,495

	2022		2021	
	Cost £	Market Value £	Cost £	Market value £
UK Fixed Interest	19,708	17,441	19,708	20,679
Overseas Fixed Interest	30,766	27,438	47,232	47,556
UK Equities	115,726	117,296	115,421	130,698
European Equities	19,720	23,476	19,498	30,683
North American Equities	29,888	25,440	20,670	26,315
Japanese Equities	-	-	-	-
Far East & Australasian Equities	15,964	20,460	15,964	24,620
International Equities	49,180	50,477	34,555	44,947
Emergency Economies	11,873	12,186	11,873	15,658
UK Property	20,284	17,979	20,284	19,095
Alternative Assets	58,915	61,212	49,041	52,684
Cash	11,741	11,741	13,560	13,560
	383,765	385,146	367,806	426,495

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

11. DEBTORS

	2022	2021
	£	£
Accrued income and prepayments	71,683	52,751
Social security and other taxes	-	865
Other debtors	-	-
	<u>71,683</u>	<u>53,616</u>

Accrued income and prepayments include accrued income of £70,320 at 30 June 2022. Accrued income at 30 June 2021 was £49,041. Accrued income represents the value of work completed but not yet invoiced in respect of research projects and publishing income.

12. CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Social security and other taxes	13,671	9,095
Other creditors	138	222
Accruals and deferred income	55,762	76,055
	<u>69,571</u>	<u>85,372</u>

Deferred income at 30 June 2022 was £50,000, representing income received in advance for one project, which will be recognised in the SOFA for the year ended 30 June 2023. Deferred income at 30 June 2021 was £62,727, which was recognised in the SOFA for the year ended 30 June 2022. Grant income is received in advance of each stage of a project commencing but is only recognised in the SOFA on the completion of the specified work for that stage of the project.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

13. RESTRICTED FUNDS

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. An analysis of movements on individual restricted funds during the year ended 30 June 2022 is given below.

The Strategic Review of Policing in England and Wales funded by the Dawes Trust, Mark 43, CGI, Deloitte, and City of London Corporation

Policing and Young Adults funded by Barrow Cadbury

Policing in the Pandemic funded by the Dawes Trust

Policing in the 21st Century seminar series funded by CGI

Funded by Global Alliance

The Disruption Project funded by the Dawes Trust

Name of project fund	Funds held 30 June 2021 £	Incoming resources £	Grant paid £	Resources expended £	Funds held 30 June 2022 £
The Strategic Review of Policing	-	125,000	-	(125,000)	-
Policing and Young Adults	-	45,850	-	(45,850)	-
Policing in the Pandemic	-	22,727	-	(22,727)	-
Policing in the 21 st Century seminar series	-	40,000	-	(40,000)	-
Global Alliance of Societies for Evidence Based Policing	-	20,000	-	(20,000)	-
Disruption Project	-	72,220	-	(72,220)	-
				-	
	-	325,797	-	(325,797)	-

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

13. RESTRICTED FUNDS continued

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. An analysis of movements on individual restricted funds during the year ended 30 June 2021 is given below.

The Strategic Review of Policing in England and Wales funded by the Dawes Trust, Mark 43, CGI, Deloitte and City of London Corporation

Pathways into Fraud funded by the Home Office

Crime in the gig economy funded by Trust for London

Policing and Young Adults funded by Barrow Cadbury

Policing in the Pandemic funded by the Dawes Trust

The Future of Roads Policing funded by Drivetechn

PhD funding funded by the Dawes Trust.

Name of project fund	Funds held 30 June 2020 £	Incoming resources £	Grant paid £	Resources expended £	Funds held 30 June 2021 £
The Strategic Review of Policing	-	160,000	-	(160,000)	-
Online Child Sexual Exploitation and Abuse	-	-	-	-	-
Pathways into Fraud	-	10,200	-	(10,200)	-
Crime in the gig economy	-	3,200	-	(3,200)	-
Policing and Young Adults	-	26,000	-	(26,000)	-
Policing in the Pandemic	-	136,982	-	(136,982)	-
The Future of Roads Policing	-	18,850	-	(18,850)	-
PhD Funding	-	16,400	(16,400)	-	-
	<u>-</u>	<u>371,632</u>	<u>(16,400)</u>	<u>(355,232)</u>	<u>-</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

14. UNRESTRICTED FUNDS

Analysis during year ended 30 June 2022	Funds held 30 June 2021	Incoming resources	Resources expended	Net gains / (losses) on investment	Actuarial gains / (losses) on DB pension scheme	Funds Held 30 June 2022
	£	£	£	£	£	£
Unrestricted funds	<u>530,259</u>	<u>114,765</u>	<u>(128,004)</u>	<u>(43,478)</u>	<u>2,384</u>	<u>475,926</u>

Analysis during year ended 30 June 2021	Funds Held 30 June 2020	Incoming resources	Resources expended	Net gains on investment	Actuarial gains / (losses) on DB pension scheme	Funds held 30 June 2021
	£	£	£	£	£	£
Unrestricted funds	<u>383,468</u>	<u>118,534</u>	<u>(41,211)</u>	<u>69,610</u>	<u>(142)</u>	<u>530,259</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

As at 30 June 2022:	Unrestricted funds £	Restricted funds £	Total Funds £
Fixed Assets	1,141	-	1,141
Investments	385,146	-	385,146
Debtors	21,613	50,070	71,683
Cash at bank and in hand	120,758	(70)	120,688
Creditors	(19,571)	(50,000)	(69,571)
Provision for liabilities	(33,161)	-	(33,161)
	<u>475,926</u>	<u>-</u>	<u>475,926</u>

At 30 June 2022 there were accumulated net unrealised losses on investments of £56,967 (2021 gains - £57,434) which form part of the total accumulated unrestricted funds.

As at 30 June 2021:	Unrestricted funds £	Restricted funds £	Total Funds £
Fixed Assets	2,281	-	2,281
Investments	426,495	-	426,495
Debtors	41,109	12,507	53,616
Cash at bank and in hand	124,534	50,220	174,754
Creditors	(22,645)	(62,727)	(85,372)
Provision for liabilities	(41,515)	-	(41,515)
	<u>530,259</u>	<u>-</u>	<u>530,259</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

16. PENSION COSTS

The Pensions Trust CARE Scheme

From 1 August 2005 the Foundation participated in a multi-employer average salary defined benefits pension scheme, the Pensions Trust CARE Scheme. It is not possible or appropriate to identify the assets and liabilities of the Scheme which are attributable to the Foundation. The CARE Scheme has various different sections, and the section to which Police Foundation employees belonged was the one-eightieth average salary defined benefits section of the CARE Scheme. The main benefits provided by this particular section of the Scheme were a pension of one-eightieth of a member's career average revalued earnings for each year (and months proportionately) of pensionable service if contracted-out of the State scheme. Employers paid contributions at the rate of 10.0% of earnings up to 1 April 2012, and 10.6% thereafter. Members paid contributions based on an age-related scale.

From 1 October 2014, those employees who were members of the CARE Scheme were transferred from the one-eightieth defined benefit section of the CARE Scheme to the defined contribution section. From that date the employer's contributions were 10% and the members contributed 7%.

No employer's contribution was made by the Foundation to the CARE Scheme in the year ended 30 June 2022. The Foundation made deficit recovery payments of £6,989 (2021 - £7,971) – see details in the next paragraph.

A full actuarial valuation of the Scheme is commissioned every 3 years, with annual funding statements provided by the scheme's actuary. At 30 September 2019, the actuary's funding statement shows a deficit of assets compared to liabilities of £14.9 million – a substantial decrease over the reported deficit at 30 September 2016 of £24.9 million and also less than the reported deficit at 30 September 2013 of £16.4 million. Employers are being asked to make deficit recovery payments. The Foundation's share of these additional payments was assessed initially at £1,100 per annum from 1 April 2012, increasing by 3% at each subsequent 1 April for a period of 10 years.

The formal valuation of the Scheme at 30 September 2013 was completed in the spring of 2015 with the Foundation's share of deficit recovery payments being increased to £7,591 per annum from 1 July 2015 and thereafter increasing by 3% at each subsequent 1 July until 30 April 2027. This meant that the Foundation would be required to contribute total deficit recovery payments, and charges, of £104,000 between 1 July 2015 and 30 April 2027. Following the completion of the 30 September 2016 valuation, the schedule of monthly deficit recovery payments and charges was extended to include the period from 1 May 2027 to 30 November 2028, with an annual increase of 3% on 1 April 2028 – the total payable in this period was expected to be £17,000. Following the completion of the 30 September 2019 valuation, the schedule of monthly deficit recovery payments was shortened to end on 30 September 2027, with the Foundation's share of the deficit recovery payments being reduced to £6,314 per annum from 1 July 2021 and thereafter increasing by 3% at each subsequent 1 July until 30 September 2027. The total expected to be payable between 1 July 2021 and 30 September 2027 is £36,396.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

16. PENSION COSTS continued

Following consultations with the participating employers in May 2015, the Trustee of the Scheme, at a meeting held on 7 July 2015, finalised the decision to close the Scheme to the further accrual of benefits with effect from 31 March 2016. From 1 July 2015, there was only one member of the Scheme employed by the Police Foundation, and, by 1 April 2016, alternative pension arrangements were in place for this employee, who has since retired. The scheduled deficit recovery payments will continue as outlined above, and the next formal valuation of the Scheme will be at 30 September 2022, with the outcome known in 2023.

PRESENT VALUES OF PROVISION

	30 June 2022 (£s)	30 June 2021 (£s)	30 June 2020 (£s)
Present Value of provision	33,161	41,515	66,870

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Year Ending 30 June 2022 (£s)	Year Ending 30 June 2021 (£s)
Provision at start of period	41,515	66,870
Unwinding of the discount factor (interest expense)	344	640
Deficit contribution paid	(6,314)	(7,087)
Re-measurements – impact of any change in assumptions	(2,384)	142
Re-measurements – amendments to the contributions schedule	-	(19,050)
Provision at end of period	<u>33,161</u>	<u>41,515</u>

INCOME AND EXPENDITURE IMPACT

	Year Ending 30 June 2022 (£s)	Year Ending 30 June 2021 (£s)
Interest expense	344	640
Re-measurements – impact of any change in assumptions	(2,384)	142
Re-measurements – amendments to the contributions schedule	-	(19,050)
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-

Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2022

16. PENSION COSTS continued

ASSUMPTIONS

	30 June 2022 % per annum	30 June 2021 % per annum	30 June 2020 % per annum
Rate of discount	3.63	0.9	1.01

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Up until 1 June 2016, all new employees of The Foundation were offered a contribution to a personal pension scheme of their choice (see *Other pension costs* below).

Other pension costs

Until 31 May 2016, on completion of any probationary period, employees who were not eligible to join the Pensions Trust CARE Scheme were offered an employer contribution of 5% of salary to a personal pension scheme of their choice.

On 1 June 2016, the charity auto enrolled its employees into a Defined Contribution Pension Scheme, postponing the scheme until 1 September 2016. In July 2016 some employees opted into the scheme, and the appropriate contributions were paid from that date. Contributions paid into individual staff personal pension schemes have ceased from the earlier of the date on which each employee chose to opt into the Auto Enrolment pension scheme at 1 September 2016.

Total employer's contributions made by the Foundation to individual staff personal pension schemes in the year ended 30 June 2022 were £15,791 (2021 – £15,019).

THE POLICE FOUNDATION

England & Wales - Charity number 278257

Accounts

Charity Number 278257

THE
POLICE
FOUNDATION

The UK's policing think tank

Annual Report and Accounts

Year ended 30 June 2021

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The Police Foundation

Annual Report of the Trustees

Year ended 30 June 2021

Reference and administrative information

Contact details

Address Kemp House
52-160 City Road
London
EC1V 2NX

Web Site www.police-foundation.org.uk

Trustees and Officers

Royal Patron HRH The Prince of Wales

Trustees Sir William Jeffrey KCB (Chairman)
The Rt. Hon. Sir John Wheeler JP DL (Vice Chairman)
Mrs Mary Calam
Lord Dholakia of Waltham Brooks PC OBE DL
Professor Nicholas Fyfe
Sir David Garrard
Professor Martin Innes
Mr Adrian Leppard CBE QPM MBA BA (Hons)
Dame Sara Thornton DBE QPM
Mr Stephen Rimmer CB
Mr Michael Cunningham CBE QPM (appointed 3rd March 2021)
Sir Chris Fox QPM (resigned 3rd March 2021)

Director Dr Richard G Muir

Professional Advisers

Independent Examiners Crowe U.K. LLP
55 Ludgate Hill
London EC4M 7JW

Solicitors Bates Wells Braithwaite
10 Queen Street Place
London EC4R 1BE

Bankers HSBC UK Bank Plc
129 New Bond Street
London W1S 1EA

Investment Advisers Investec Wealth & Investment Limited
30 Gresham Street
London EC2V 7QN

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2021

Trustees' Report

The Trustees of the Police Foundation present their Annual Report for the year ended 30 June 2021 and the financial statements for that year, prepared in accordance with the Charities Act 2011 and the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP) (FRS102).

The Police Foundation is a registered charity (number 278257). Its address is shown on page 2.

Trustees

The names of the Trustees who served during the year ended 30 June 2021 are listed on page 2.

Structure, governance and management

Governing document

The Police Foundation is a Charitable Trust governed by its Trust Deed dated 9 July 1979. Following discussion with the Charity Commission, the Trust Deed was most recently updated on 11 July 2007.

Governance and management

The Board of Trustees is responsible for the overall governance of the Foundation. The Board meets formally at least twice a year. There were two meetings during the year ended 30 June 2021.

The existing Trustees have the power to appoint new Trustees, and the total number shall not be more than eighteen or less than eight. Each Trustee may serve up to two consecutive four-year terms of office, and thereafter may be reappointed by formal Board resolution for such period as the meeting may resolve.

Any business requiring the involvement of Trustees between Board meetings is conducted through appropriate sub-committees of Trustees, with any decisions required being formally ratified via postal or other means of communication. The routine management of the Foundation is the responsibility of the Director, who reports directly to the Chairman of the Board of Trustees. The Trustees employ a small central staff.

Recruitment, induction and training of Trustees

The Foundation's Trustees are appointed by resolution of the Board following due consideration of nominations received, based on relevant attributes including specialist skills and experience. In addition to meeting key members of the Foundation's staff, new Trustees are provided with an induction pack comprising information on Trustees' responsibilities, a copy of the Trust Deed, the latest Annual Report and Accounts, minutes of Trustees' meetings, and relevant information on the Foundation's current work programme. All Trustees are encouraged to attend relevant seminars and Trustee training courses.

Policy for the remuneration of key management personnel

The Foundation's remuneration policy for all staff is decided by the Trustees. Remuneration is based on the market value for each role. Salary reviews are held on an annual basis. The charity is accredited with the Living Wage Foundation.

Public benefit

The Trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under The Charities Act 2011. The charity is a Public Benefit Entity. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Foundation's aims and objectives and in planning future activities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2021

Objects, aims and principal activities

Who we are

The Police Foundation is the UK's policing think tank. We are the only independent think tank in the UK focused exclusively on improving policing. Our mission is to generate evidence and develop ideas which deliver better policing and a safer society. We do this by producing trusted, impartial research, by facilitating informed public debate about policing and by working with the police and their partners to create change.

Objects

The objects of the Police Foundation, as set out in the Trust Deed are:

- the advancement and promotion of efficient and effective policing; and
- to undertake and promote study and research into the methods, organisation and effectiveness of the police and the training of police officers, and to publish the useful results of such study and research.

Our mission

The Police Foundation has three main aims:

- To understand how policing can become more effective, efficient and legitimate;
- To generate new ideas for how the police can keep citizens safe in a rapidly changing world;
- To facilitate informed public debate about policing.

Our mission is realised by:

- Undertaking credible, high-quality applied research of direct relevance to policy and practice.
- Hosting events into specific policing and crime reduction issues.
- Offering training and consultancy to help the police and others transfer evidence and knowledge into policy and practice.
- Communicating our ideas to a wider audience through our networks in policing and beyond and through our use of print, broadcast and digital media.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2021

Review of the year ended 30 June 2021

The Strategic Review of Policing in England and Wales

In September 2019 the Police Foundation launched the Strategic Review of Policing in England and Wales. The Review set out to examine how crime, fear of crime and other threats to public safety are changing and assess the ability of the police to meet these challenges, as part of a wider strategic response. This far-reaching independent review, the first of its kind in many years, was chaired by Sir Michael Barber and guided by an Advisory Board including former senior police officers, politicians and leading academics. The overall aim of the Review was to set the long-term strategic vision for English and Welsh policing. The Review concluded in March 2022 with a final report presenting substantial recommendations for a modern service capable of meeting the challenges of the 21st century. The Strategic Review of Policing in England and Wales was funded by the Dawes Trust, Deloitte, CGI, Mark 43 and the City of London Corporation.

Policing the pandemic

Since June 2020 the Police Foundation and [Crest](#) Advisory conducted research into UK policing and the Covid-19 pandemic. The project, funded by the Dawes Trust, sought to identify how policing has coped with the Covid-19 pandemic by examining the strengths and weaknesses of the current policing model in England and Wales, with a particular focus on: structures; use of technology; strategic planning; and public consent.

The research was conducted in four phases, using a variety of quantitative and qualitative methodologies: analysis of crime and incident data, including; demand forecasting; structured interviews; focus groups; and polls.

Throughout the project, the teams worked closely with an appointed expert advisory group, which included Martin Hewitt; Sue Mountstevens; Olivia Pinkney; Mike Cunningham; Owen Weatherill; Rt Hon Charles Clarke and Professor Ben Bradford. A final report was published in January 2022.

Improving the police response to online child sexual exploitation and abuse

Throughout 2020/21 the Police Foundation has been completing a major programme of research on tackling online child sexual exploitation and abuse, funded by the Dawes Trust. We are working with the police, academia, technology companies and charities to find out how we can improve the response to CSEA. We aim to understand what is effective and how law enforcers can better prevent harm, support victims and pursue offenders. A final report from the project will be published in the Spring of 2022.

Understanding pension scams and the effectiveness of the public policy response

In September 2020 the Police Foundation published a report on how to better understand the problem of pension scams. The report looked at the current response to pension scams, including how public policy, regulations and law enforcement are applied. It considered how enforcement action can be used to tackle pension scammers more effectively and provide a better service to victims. Some of the recommendations from the report, including giving pension companies greater ability to pause a request for a transfer where they suspect a scam is taking place, were later supported by the parliamentary Work and Pensions Committee to whom our Director gave evidence.

Review of the year ended 30 June 2021 continued

Digital forensics: the next steps

This Police Foundation report, commissioned by the Transforming Forensics Programme, was published in January 2021 and was intended to help inform the development of a new national Digital Forensics Strategy for the police service. It had two aims: first to present evidence of the potential value that could be added to the work of policing and the wider criminal justice system from investment in digital forensics capability and, second, to set out five main challenges that need to be overcome if we are to make the most of these opportunities and ensure that crimes are investigated to the standards society expects.

Victimisation and fear of crime in the gig economy

Technology has facilitated the growth of the food delivery gig economy in London. However, in parallel, there has been a growth in moped theft and moped enabled crime in recent years, with food delivery couriers becoming a particular target. Not only can a stolen moped have a devastating impact on a courier's livelihood, the moped is then used to commit other offences, such as drive-by possession snatches, fuelling a wider criminal network.

This report, published in November 2020, makes 24 recommendations to protect couriers and prevent crime. These include:

- Creating an independent organisation to collate self-reported courier experiences of crime.
- Making sure food delivery companies provide better workplace protection and financial security, both to prevent crime and to encourage couriers to report it if they become a victim.
- Ensuring the police take reports of courier crime more seriously by acting upon intelligence and providing a greater police presence in crime hotspot areas.

Policing and young adults

Since November 2020 the Police Foundation has been working on a project, funded by the Barrow Cadbury Trust, to work in collaboration with police practitioners to change the way in which young adults are policed. The project is informed by a growing evidence base that the policing of 18-25 year olds needs a distinct approach. Young adults constitute less than 10 per cent of the UK population but make up to 30-40 per cent of all police cases. Evidence clearly shows that young adults do not reach full developmental maturity until age 25, and this lack of maturity can lead to unnecessary risk taking and impulsive behaviour.

Together with Revolving Doors Agency, the Police Foundation has launched a Knowledge Exchange Network that brings together police Inspectors and Chief Inspectors from across England and Wales to co-create new and better ways of policing young adults aged 18-25. This Network provides police with peer-to-peer learning and support, recognising the wealth of knowledge and expertise among police officers. Inspectors and Chief Inspectors across police services across England Wales will be able to share evidence and tackle difficult issues. The focus will be on upscaling innovation and practices that are evidence-based, that can become mainstream.

The project also involves the Police Foundation working alongside two police force areas to trial new approaches in practice. Work in these areas began in the summer of 2021.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2021

Review of the year ended 30 June 2021 continued

Roadcraft

The Roadcraft series of publications, which is published by The Stationery Office (TSO) and comprises four books (*'Roadcraft: The Police Driver's Handbook'*, *'Motorcycle Roadcraft: The Police Rider's Handbook'*, *'Fleetcraft: The Essential Occupational Driver's Handbook'* and *'Towing Roadcraft: The Essential Towing Handbook'*) and a DVD (*'Roadcraft: The Police Driver's Course on Advanced Driving'*), makes a significant contribution to road safety by improving the driving of both the police, other emergency service drivers and members of the public.

In October 2020 we published new editions of *'Roadcraft: The Police Driver's Handbook'* and *'Motorcycle Roadcraft: The Police Rider's Handbook'*. This work was supported by our Standing Advisory Board of senior stakeholders and our Reflective Practitioners Group (RPG). Several meetings of the RPG were held throughout the year to agree the updated texts and graphics for both books.

Annual Conference

The Police Foundation's annual conference was held online in February 2021 on the topic of the Future Police Workforce. Speakers included Martin Hewitt, Chair of the National Police Chiefs Council, Professor Cary Cooper, former Superintendent Leroy Logan, Deputy Mayor Sophie Linden, former Chief Constable Andy Rhodes, Professor Larry Sherman, Professor Gloria Laycock and Chief Superintendent Paul Griffiths.

John Harris Memorial Lecture

This year our annual John Harris Memorial Lecture was postponed because of the coronavirus pandemic. The next annual lecture will be held in 2022.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2021

Review of the year ended 30 June 2021 continued

Objectives for the year ended 30 June 2022

The Police Foundation completed its work on the Strategic Review of Policing in England and Wales in March 2022. The Review published a final report which addressed the role of the police in the 21st Century, how the police should work with others to prevent crime and harm, how the police can strengthen their legitimacy with communities, what the future police workforce should look like, how the police service should be funded, how policing should be organised and how policing should be governed and held to account. Our aim was to set out a plan for providing the country with a police service that can help to ensure public safety and security in the conditions of the 21st Century. Following the publication of the report we will now launch a dissemination programme of events, presentations and articles to ensure the work from the Review has maximum impact. We will be holding a seminar series with Scottish policing stakeholders to discuss the findings and their implications for policing in Scotland.

In 2022 the Foundation will also publish a major report on how the policing of online child sexual abuse can be improved. We will launch a major new project on the role that disruption plays in the prevention of serious and organised crime. We will continue our work on policing and young adults, through the continuation of the Knowledge Exchange Network and the recruitment of new police force areas to trial evidence-based approaches. The Foundation will continue with its events programme, holding the John Harris Memorial Lecture in the summer of 2022 and holding a number of online events. The Foundation aims to increase its international profile through a new collaboration with a global alliance of the Societies for Evidence Based Policing.

Trustees' responsibilities for the accounts

Charity law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the Charity's financial activities during the year and of its financial position at the end of the year.

In preparing the accounts the Trustees should:

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- follow the recommendations of the Charity Commission and of the accounting profession with regard to form and content of the accounts, or disclose and explain any departures therefrom
- prepare the accounts on the going concern basis unless it is inappropriate to assume that the charity will be able to continue to meet its objectives

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the charity's assets, and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2021

Review of the year ended 30 June 2021 continued

Trustees' responsibilities for the accounts continued

Risk management

The Trustees are ultimately responsible for the management of the risks faced by the Foundation. Together with the Director they identify and assess these risks on a regular basis and consider the systems and controls which have been established to mitigate them. During the year the Trustees spent time at their Board meetings reviewing the most significant risks facing the charity, which would include the risk of being unable to secure future grant funding, consultancy projects and other income, the risk of being unable to retain or recruit key staff members and the risk of damage to the charity's credibility. The Trustees have taken steps to mitigate these risks – these include sourcing new funders, expanding the charity's profile both nationally and internationally, increasing the charity's profile whilst always safeguarding its reputation as the UK's policing think tank and maintaining its independence, and reviewing staff pay levels to ensure that they reflect the skill and experience of the staff.

Our response to the coronavirus pandemic

In the second half of the 2019/20 financial year the Foundation, like all other organisations worldwide, was affected by the coronavirus pandemic. The Foundation vacated its London office and switched to home working in March 2020. Incomes were hit in particular because of our inability to hold our regular events and conferences, including our flagship John Harris Memorial Lecture. One research project was also delayed because of our inability to access police headquarters to examine files, pushing income expected in the 2019/20 financial year into 20/21. The losses on the financial markets also affected the Foundation's investments.

The Trustees continued to monitor the impact of the Covid 19 pandemic on the Foundation. As these accounts show, our strategy to cut costs (including moving to home working as the default position, closing our London office) and to raise additional revenues, proved very successful. Our aim was to generate a surplus of £25,000, which we more than surpassed. With the improvements in our investment portfolio, these actions have ensured that the Foundation's financial reserves have now been restored to pre pandemic levels.

Going concern basis for preparation of the financial statements

The Trustees consider the Police Foundation's plans and strategies at each Board meeting. As part of this process, the Finance Subcommittee of the Trustees has reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2023, and the assumptions contained therein.

In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2021

Review of the year ended 30 June 2021 continued

Trustees' responsibilities for the accounts continued

Financial results

The financial results for the year ended 30 June 2021 are set out in the Statement of Financial Activities on page 13, the Balance Sheet on page 14 and the Cash Flow Statement on page 15, together with the accounting policies and notes to the accounts on pages 16 to 29.

Restricted Funds

Details of Restricted Funds are set out in note 13 to the accounts on pages 24 and 25.

Unrestricted Funds

The total unrestricted income for the year ended 30 June 2021 was £119,000, compared with £155,000 in the previous year.

Unrestricted expenditure for the financial year was £41,000, so unrestricted income exceeded unrestricted expenditure by £78,000. There were realised investment gains of £12,000, an increase in the value of the investment portfolio of £57,000, representing unrealised gains at the balance sheet date, and an actuarial loss on the defined benefit pension scheme of £nil, so unrestricted funds increased by a total of £147,000 to £530,000. This compares with a decrease of £57,000 in the year ended 30 June 2020.

The Foundation's unrestricted funds are held in a managed investment portfolio and as cash on deposit. The charity has a written investment policy, with long term growth and medium risk as the main objectives.

Further details of Unrestricted Funds are set out in note 14 to the accounts on page 26.

Fundraising Expenditure

The charity had no fundraising activities requiring disclosure under S162A of the Charities Act 2011.

Reserves

The Trustees review the finances of the charity on a regular basis, both in the Finance Sub-committee and at main Trustees' meetings. They consider that reserves of at least six to twelve months' worth of general expenditure are desirable. At 30 June 2021, Restricted funds were £nil. Unrestricted funds at the year-end were £530,000 which represents more than a year's worth of central staffing and other overhead costs as budgeted for the year ended 30 June 2022. Prior to the coronavirus pandemic, the Police Foundation was on course to generate a small surplus for the year ended 30 June 2020, but the lock-down following the pandemic led to the cancellation or postponement of a number of projects and events, with an inevitable adverse impact on income. The Trustees and the Director took steps to ensure that, where possible, these projects and events took place in 2020/21, in some cases online, to further reduce running costs, including vacating the office by the end of 2020 and moving to remote working, and to identify other sources of income. These actions have been successful with reserves increasing to £530,000 at 30 June 2021. The value of the investment portfolio has also recovered from the position at the end of 2019/20.

The Police Foundation

Annual Report of the Trustees (continued)

Year ended 30 June 2021

Review of the year ended 30 June 2021 continued

Trustees' responsibilities for the accounts continued

Investment powers, policy and performance

The Trustees' investment powers are governed by the Trust Deed, which permits the Foundation's funds to be invested in any stocks, shares, funds, securities, land or other investments or property.

The Board's policy is to invest surplus unrestricted funds for a total return by adopting a medium risk investment strategy, while ensuring that sufficient liquid funds are available to meet projected commitments.

Restricted funds are held in cash on deposit because of the need to meet known project expenditure commitments within a relatively short time frame.

The Foundation's investments have continued to be managed in accordance with our policy and the Trust Deed. The investment advisers provide quarterly reports to the Finance Subcommittee of the Trustees, and a summary is provided to all Trustees prior to each Trustees meeting. Significant movements in the value of the portfolio are discussed by the Finance Subcommittee, and, where necessary, with the other Trustees and with the investment advisers.

There were net realised gains on the sale of investments of £12,000 in the year, and net unrealised gains of £57,000 were recorded on revaluation of investments at the end of the financial year. Investment income of £5,000 was received and reinvested during the year. The performance was in line with expectations given the impact of the coronavirus pandemic on investments globally.

Independent Examiner

Crowe U.K. LLP have expressed their willingness to continue in office as independent examiner and a resolution proposing their reappointment will be submitted to the forthcoming Trustees' meeting.

Approved by the Board of Trustees on 26th April 2022 and signed on its behalf by:



Chairman of Trustees

The Police Foundation

Report of the Independent Examiners

Year ended 30 June 2021

Independent examiner's report to the Trustees of The Police Foundation

I report to the Trustees on my examination of the accounts of the Police Foundation for the year ended 30 June 2021 which are set out on pages 13 to 15.

This report is made solely to the charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity, the charity's members as a body and the charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

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 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 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.



Andrew Thomas ACA
Crowe U.K. LLP
55 Ludgate Hill
London
EC4M 7JW
26 April 2022

The Police Foundation
Statement of Financial Activities
Year ended 30 June 2021

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Income from generated funds:					
<i>Voluntary income</i>					
Donations, grants and legacies	2	35,725	371,632	407,357	348,521
Investment income	3	4,622	-	4,622	9,203
Income from charitable activities:					
Fees for consultancy, training & events		12,314	-	12,314	47,199
Sale of publications		65,873	-	65,873	45,778
Total		118,534	371,632	490,166	450,701
EXPENDITURE ON					
Charitable activities:					
Undertaking research and influencing policy		30,179	355,232	385,411	448,715
Grant to project partner		-	16,400	16,400	-
Consultancy, training & events		6,510	-	6,510	37,913
Publications		4,522	-	4,522	12,428
Total	7	41,211	371,632	412,843	499,056
Net gains/(losses) on investments	10	69,610	-	69,610	(7,100)
Net income / (expenditure)		146,933	-	146,933	(55,455)
Other gains and losses					
Actuarial gains/(losses) on defined benefit pension scheme	18	(142)	-	(142)	(1,174)
(Net expenditure)		146,791	-	146,791	(56,629)
Net movement in funds		146,791	-	146,791	(56,629)
Total funds brought forward		383,468	-	383,468	440,097
Total funds carried forward	13&14	530,259	-	530,259	383,468

All the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The notes on pages 16 to 29 form part of these accounts.

A full analysis of individual restricted funds is given in note 13 on pages 24 and 25.

The Police Foundation

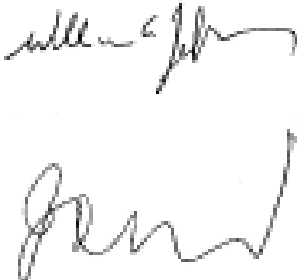
Balance Sheet

30 June 2021

	Notes	2021		2020
		£	£	£
FIXED ASSETS				
Tangible assets	9	2,281		2,635
Investments	10	<u>426,495</u>		<u>405,730</u>
			428,776	408,365
CURRENT ASSETS				
Debtors	11	53,616		74,498
Cash at bank and in hand		<u>174,754</u>		<u>62,547</u>
		<u>228,370</u>		<u>137,045</u>
CREDITORS				
Amounts falling due within one year	12	<u>(85,372)</u>		<u>95,072</u>
NET CURRENT ASSETS			<u>142,998</u>	<u>41,973</u>
Provision for liabilities	18	<u>41,515</u>		<u>66,870</u>
NET ASSETS	15		<u>530,259</u>	<u>383,468</u>
REPRESENTED BY:				
Accumulated funds:				
Unrestricted funds	14		530,259	383,468
Restricted funds	13		-	-
			<u>530,259</u>	<u>383,468</u>

Approved by the Board of Trustees on 26th April 2022 and signed on its behalf by:

Sir William Jeffrey)
)
) Trustees }
 Sir John Wheeler)
)
)



The notes on pages 16 to 29 form part of these accounts.

A full analysis of individual restricted funds is given in note 13 on pages 24 and 25.

Charity Number 278257

The Police Foundation

Cash Flow Statement

Year ended 30 June 2021

	2021 £	2020 £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	64,477	(57,355)
Cash flows from investing activities:		
Dividends, interest and rents from investments	11	92
Sale/(purchase) of property, plant and equipment	(2,281)	(3,789)
Sale/(purchase) of investments	<u>50,000</u>	<u>50,000</u>
Net cash provided by (used in) investing activities	47,730	46,303
Change in cash and cash equivalents in the reporting period	112,207	(11,052)
Cash and cash equivalents at the beginning of the reporting period	62,547	73,599
Cash and cash equivalents at the end of the reporting period	<u>174,754</u>	<u>62,547</u>
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	146,791	(56,629)
Adjustments for:		
Depreciation charges	2,635	3,503
(Gains)/losses on investments	(69,610)	7,100
Dividends, interest and rents from investments	(4,622)	(9,203)
Investment management fees	3,456	3,659
(Increase)/decrease in debtors	20,882	46,763
Increase/(decrease) in creditors	(35,055)	(52,548)
Net cash provided by (used in) operating activities	<u>64,477</u>	<u>(57,355)</u>
Cash in hand	174,754	62,547
Notice deposits	<u>-</u>	<u>-</u>
Total cash and cash equivalents	<u>174,754</u>	<u>62,547</u>

The Police Foundation

Notes to the Accounts

Year ended 30 June 2021

1. ACCOUNTING POLICIES

a) Basis of preparation of the accounts

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. The Foundation constitutes a public benefit entity as defined by FRS 102.

As detailed in the Trustees Report, the trustees have reviewed the latest income projections, budgets and cash flow forecasts for the period to 30 June 2023, and the assumptions contained therein. In light of these projections, the Trustees are confident that the Foundation has adequate resources to continue in operational existence for the foreseeable future and that there are not material uncertainties that call into doubt the Foundation's ability to continue. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities.

b) 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.

c) 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 costs 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.

d) Tangible fixed assets

Tangible fixed assets are capitalised where the item costs in excess of £500. Depreciation is provided on all tangible fixed assets in use at rates calculated to write off the cost on a straight-line basis over their expected useful economic lives as follows:

Leasehold property improvements	-	over the term of the lease of 5 years
Office furniture and equipment	-	over the term of the office lease of 5 years
Computer equipment	-	over 2 years

e) Investments

Investments are stated in the balance sheet at market value. Gains or losses arising on revaluation at each financial year end, and on sales of investments, are credited or charged in the SOFA.

f) Restricted funds

Restricted funds are established where monies are received for specific purposes, such as particular research projects. A separate fund is established for each individual project, and relevant expenditure is charged thereto

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

1. ACCOUNTING POLICIES (continued)

g) Operating leases

The rentals payable under operating leases are charged in the SOFA on a straight-line basis over the lease term.

h) Financial instruments

The Police Foundation has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with accrued interest and other debtors. Financial liabilities held at amortised cost comprise trade creditors and accruals.

Investments, including bonds held as part of an investment portfolio are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure.

i) Pension costs

The Foundation makes contributions to a defined contribution pension scheme in accordance with the requirements of Auto Enrolment., The contributions are accounted for as they become payable. The Foundation previously participated in a multi-employer defined benefit scheme. Deficit recovery payments are accounted for as they become payable, and accounting adjustments are in accordance with FRS102 and as described in full in Note 18.

j) Taxation

No provision is made for corporation tax, as the Foundation is able to claim full statutory exemption subject to the proper application of all its charitable resources.

k) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

m) Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand, cash held for reinvestment and short-term deposits.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

1. ACCOUNTING POLICIES (continued)

n) Critical accounting judgements and key sources of estimation uncertainty

In the application of the Foundation's accounting policies, which are described in note 1, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

2. DONATIONS AND GRANTS

	2021	2020
	£	£
Unrestricted Funds		
During the year, unrestricted donations and grants of £5,000 or more were received from the following:		
The Tompkins Foundation	25,000	25,000
The Basil Samuel Charitable Trust	-	5,000
Sir William Jeffrey	-	5,000
HMRC – CJRS grant for furloughed staff	9,099	10,587
Other smaller grants and donations	1,626	7,395
	<u>35,725</u>	<u>52,982</u>

Restricted Funds

During the year, grants to fund specific projects were received from the following:

The Dawes Trust	213,382	148,889
CGI	40,000	-
Mark 43	40,000	-
City of London Corporation	20,000	-
Deloitte	-	40,000
The Home Office	10,200	30,000
Trust for London	3,200	28,800
Drivetech	18,850	-
Barrow Cadbury	26,000	-
NPCC commission/Dorset Police	-	29,400
Other – each less than £10,000:		
University of Leeds	}	-
B&CE	}	18,450
KPMG	}	-
	<u>371,632</u>	<u>295,539</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

3. INVESTMENT INCOME	2021	2020
	£	
Investment income was derived from the following:		
Listed investments	4,611	9,111
Cash held on deposit	11	92
	<u>4,622</u>	<u>9,203</u>

4. RESOURCES EXPENDED	2021	2020
	£	£
The expenditure for the year includes:		
Staff costs (note 6)	335,026	368,472
Independent examination fees	4,000	4,000
Depreciation	2,635	3,503
	<u>341,661</u>	<u>375,975</u>

No remuneration was paid to any of the Trustees. Expenses for reimbursed travel expenses relating to attendance at Trustees' meetings were £nil (2020 – £267).

5. OTHER COSTS	2021	2020
	£	£
Governance costs comprise:		
Independent examination fees	4,000	4,000
Trustees' travel expenses	-	267
Investment management charges	3,456	3,659
	<u>7,456</u>	<u>7,926</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

6. EMPLOYEES	2021	2020
	£	£
Staff costs comprise:		
Wages and salaries	291,867	319,397
Employers' National Insurance costs	28,141	31,494
Pension costs	15,019	17,581
	<u>335,026</u>	<u>368,472</u>

	No.	No.
The average number of employees during the year was:		
Full time	7	7
Part time (full-time equivalent)	<u>0</u>	<u>1</u>
	<u>7</u>	<u>8</u>
The number of higher paid employees was:		
£90,000 - £100,000	1	1

Total pension contributions for the above staff member were £4,628 (2020: £4,537)

Key management personnel constitute the charity director. Total remuneration for the key management personnel was £108,745 (£106,608 – year ended 30 June 2020).

7. TOTAL RESOURCES EXPENDED

	Staff costs	Direct costs	Support Costs	2021 Total	2020 Total
	£	£	£	£	£
<i>Unrestricted funds</i>					
Charitable activities:					
Undertaking research and influencing policy	-	-	30,179	30,179	153,176
Consultancy, training and events	-	6,510	-	6,510	37,913
Publications	3,842	680	-	4,522	12,428
	<u>3,842</u>	<u>7,190</u>	<u>30,179</u>	<u>41,211</u>	<u>203,517</u>
Total: Unrestricted funds	3,842	7,190	30,179	41,211	203,517
<i>Restricted funds</i>					
Undertaking research and influencing policy	331,184	11,115	12,933	355,232	295,539
Transfer of grant to project partner	-	16,400	-	16,400	-
	<u>331,184</u>	<u>27,515</u>	<u>12,933</u>	<u>371,632</u>	<u>295,539</u>
Total: Restricted funds	331,184	27,515	12,933	371,632	295,539
Total resources expended	335,026	34,705	43,112	412,843	499,056

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES – year ended 30 June 2020

	Unrestricted Funds £	Restricted Funds £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Income from generated funds:			
<i>Voluntary income</i>			
Donations, grants and legacies	52,982	295,539	348,521
<i>Investment income</i>	9,203	-	9,203
Income from charitable activities:			
Fees for consultancy, training and events	47,199	-	47,199
Sale of publications	45,778	-	45,778
Total	155,162	295,539	450,701
EXPENDITURE ON			
Charitable activities:			
Undertaking research and influencing policy	153,176	295,539	448,715
Grant to project partner	-	-	-
Consultancy, training and events	37,913	-	37,913
Publications	12,428	-	12,428
Total	203,517	295,539	499,056
Net gains / (losses) on investments	(7,100)	-	(7,100)
Net income / (expenditure)	(55,455)	-	(55,455)
Other Gains and losses			
Actuarial gains/(losses) on defined benefit pension scheme	(1,174)	-	(1,174)
Net movement in funds	(56,629)	-	(56,629)
Total funds brought forward	440,097	-	440,097
Total funds carried forward	383,468	-	383,468

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2020

9. TANGIBLE FIXED ASSETS

	Short Leasehold Property Improvements £	Office Furniture and Equipment £	Total £
Cost			
1 July 2020	-	19,513	19,513
Additions	-	2,281	2,281
Disposals	-	(19,513)	(19,513)
At 30 June 2021	-	2,281	2,281
Depreciation			
1 July 2020	-	16,878	16,878
Charge for the year	-	2,635	2,635
On disposals	-	(19,513)	(19,513)
At 30 June 2021	-	-	-
Net Book Value			
At 30 June 2021	-	2,281	2,281
<i>Net Book Value</i>			
<i>At 30 June 2020</i>	<i>-</i>	<i>2,635</i>	<i>2,635</i>

10. INVESTMENTS

	2021 £	2020 £
Market value at beginning of financial year	405,730	457,378
Withdrawals in the year	(50,000)	(50,000)
Income reinvested	4,611	9,111
Fund management fees	(3,456)	(3,659)
Net gains/(losses) on disposals in the year	12,176	6,082
Net gains/(losses) on revaluation at financial year end	57,434	(13,182)
Market value at end of financial year	426,495	405,730

	2021		2020	
	Cost £	Market Value £	Cost £	Market value £
UK Fixed Interest	19,708	20,679	27,923	29,577
Overseas Fixed Interest	47,232	47,556	38,208	40,545
UK Equities	115,421	130,698	126,377	107,693
European Equities	19,498	30,683	19,498	23,263
North American Equities	20,670	26,315	20,670	21,008
Japanese Equities	-	-	-	-
Far East & Australasian Equities	15,964	24,620	15,964	18,770
International Equities	34,555	44,947	46,266	56,757
Emergency Economies	11,873	15,658	11,873	16,445
UK Property	20,284	19,095	20,284	11,592
Alternative Assets	49,041	52,684	44,177	46,922
Cash	13,560	13,560	33,158	33,158
	367,806	426,495	404,398	405,730

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

11. DEBTORS	2021	2020
	£	£
Accrued income and prepayments	52,751	67,507
Social security and other taxes	865	564
Other debtors	-	6,427
	<u>53,616</u>	<u>74,498</u>

Accrued income and prepayments include accrued income of £49,041 at 30 June 2021. Accrued income at 30 June 2020 was £61,300. Accrued income represents the value of work completed but not yet invoiced in respect of research projects and publishing income.

12. CREDITORS: Amounts falling due within one year	2021	2020
	£	£
Social security and other taxes	9,095	8,277
Other creditors	222	118
Accruals and deferred income	76,055	86,677
	<u>85,372</u>	<u>95,072</u>

Deferred income at 30 June 2021 was £62,727, representing income received in advance for two projects, which will be recognised in the SOFA for the year ended 30 June 2022. Deferred income at 30 June 2020 was £73,000, which was recognised in the SOFA for the year ended 30 June 2021. Grant income is received in advance of each stage of a project commencing but is only recognised in the SOFA on the completion of the specified work for that stage of the project.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

13. RESTRICTED FUNDS

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. An analysis of movements on individual restricted funds during the year ended 30 June 2021 is given below.

The Strategic Review of Policing in England and Wales funded by the Dawes Trust, Mark 43, CGI, Deloitte, and City of London Corporation

Pathways into Fraud funded by the Home Office

Crime in the gig economy funded by Trust for London

Policing and Young Adults funded by Barrow Cadbury

Policing in the Pandemic funded by the Dawes Trust

The Future of Roads Policing funded by Drivetech

PhD funding funded by the Dawes Trust

Name of project fund	Funds held 30 June 2020 £	Incoming resources £	Grant paid £	Resources expended £	Funds held 30 June 2021 £
The Strategic Review of Policing	-	160,000	-	(160,000)	-
Pathways into Fraud	-	10,200	-	(10,200)	-
Crime in the gig economy	-	3,200	-	(3,200)	-
Policing and Young Adults	-	26,000	-	(26,000)	-
Policing in the Pandemic	-	136,982	-	(136,982)	-
The Future of Roads Policing	-	18,850	-	(18,850)	-
PhD Funding	-	16,400	(16,400)	-	-
	<u>-</u>	<u>371,632</u>	<u>(16,400)</u>	<u>(355,232)</u>	<u>-</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

13. RESTRICTED FUNDS continued

Restricted funds are established where monies have been received for specific purposes or projects as itemised below. A separate fund is established for each individual project, and relevant expenditure is charged thereto. An analysis of movements on individual restricted funds during the year ended 30 June 2020 is given below.

The Strategic Review of Policing in England and Wales funded by the Dawes Trust, Deloitte and CGI

Online Child Sexual Exploitation and Abuse funded by The Dawes Trust

Pathways into Fraud funded by the Home Office

Crime in the gig economy funded by Trust for London

Digital Forensics

Police Leadership Symposium

Police Policy Dinners funded by KPMG.

Understanding Pension Fraud funded by B&CE.

Name of project fund	Funds held 30 June 2019 £	Incoming resources £	Grant paid £	Resources expended £	Funds held 30 June 2020 £
The Strategic Review of Policing	-	100,000	-	(100,000)	-
Online Child Sexual Exploitation and Abuse	-	88,889	-	(88,889)	-
Pathways into Fraud	-	30,000	-	(30,000)	-
Crime in the gig economy	-	28,800	-	(28,800)	-
Digital Forensics	-	29,400	-	(29,400)	-
Police Leadership Symposium	-	4,000	-	(4,000)	-
Police Policy Dinners	-	4,850	-	(4,850)	-
Understanding Pension Fraud	-	9,600	-	(9,600)	-
	<u>-</u>	<u>295,539</u>	<u>-</u>	<u>(295,539)</u>	<u>-</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

14. UNRESTRICTED FUNDS

Analysis during year ended 30 June 2021	Funds held 30 June 2020	Incoming resources	Resources expended	Net gains / (losses) on investment	Actuarial gains / (losses) on DB pension scheme	Funds Held 30 June 2021
	£	£	£	£	£	£
Unrestricted funds	<u>383,468</u>	<u>118,534</u>	<u>(41,211)</u>	<u>69,610</u>	<u>(142)</u>	<u>530,259</u>
Analysis during year ended 30 June 2020	Funds Held 30 June 2019	Incoming resources	Resources expended	Net gains on investment	Actuarial gains / (losses) on DB pension scheme	Funds held 30 June 2020
	£	£	£	£	£	£
Unrestricted funds	<u>440,097</u>	<u>155,162</u>	<u>(203,517)</u>	<u>(7,100)</u>	<u>(1,174)</u>	<u>383,468</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

As at 30 June 2021:	Unrestricted funds £	Restricted funds £	Total Funds £
Fixed Assets	2,281	-	2,281
Investments	426,495	-	426,495
Debtors	41,109	12,507	53,616
Cash at bank and in hand	124,534	50,220	174,754
Creditors	(22,645)	(62,727)	(85,372)
Provision for liabilities	(41,515)	-	(41,515)
	<u>530,259</u>	<u>-</u>	<u>530,259</u>

At 30 June 2021 there were accumulated net unrealised gains on investments of £57,434 (2020 losses - £13,182) which form part of the total accumulated unrestricted funds.

As at 30 June 2020:	Unrestricted funds £	Restricted funds £	Total Funds £
Fixed Assets	2,635	-	2,635
Investments	405,730	-	405,730
Debtors	31,198	43,300	74,498
Cash at bank and in hand	32,847	29,700	62,547
Creditors	(22,072)	(73,000)	(95,072)
Provision for liabilities	(66,870)	-	(66,870)
	<u>383,468</u>	<u>-</u>	<u>383,468</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

16. OPERATING LEASES

At 30 June 21 the Foundation had commitments under operating leases as detailed below:

	Property £	Office equipment £	Total 2021 £	Total 2020 £
Within one year	-	-	-	11,358
2 to 5 years	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>11,358</u>

Following the beginning of the coronavirus pandemic, it was decided that the Police Foundation would vacate the charity's office at Edinburgh House by 31 December 2020 and that the charity's staff would work remotely.

17. RELATED PARTY TRANSACTIONS

There are no further disclosures required in respect of Related Party Transactions. (2020: Nil)

18. PENSION COSTS

The Pensions Trust CARE Scheme

From 1 August 2005 the Foundation participated in a multi-employer average salary defined benefits pension scheme, the Pensions Trust CARE Scheme. It is not possible or appropriate to identify the assets and liabilities of the Scheme which are attributable to the Foundation. The CARE Scheme has various different sections, and the section to which Police Foundation employees belonged was the one-eightieth average salary defined benefits section of the CARE Scheme. The main benefits provided by this particular section of the Scheme were a pension of one-eightieth of a member's career average revalued earnings for each year (and months proportionately) of pensionable service if contracted-out of the State scheme. Employers paid contributions at the rate of 10.0% of earnings up to 1 April 2012, and 10.6% thereafter. Members paid contributions based on an age-related scale.

From 1 October 2014, those employees who were members of the CARE Scheme were transferred from the one-eightieth defined benefit section of the CARE Scheme to the defined contribution section. From that date the employer's contributions were 10% and the members contributed 7%.

No employer's contribution was made by the Foundation to the CARE Scheme in the year ended 30 June 2021. The Foundation made deficit recovery payments of £7,971 (2020 - £8,013) – see details in the next paragraph.

A full actuarial valuation of the Scheme is commissioned every 3 years, with annual funding statements provided by the scheme's actuary. At 30 September 2019, the actuary's funding statement shows a deficit of assets compared to liabilities of £14.9 million – a substantial decrease over the reported deficit at 30 September 2016 of £24.9 million and also less than the reported deficit at 30 September 2013 of £16.4 million. Employers are being asked to make deficit recovery payments. The Foundation's share of these additional payments was assessed initially at £1,100 per annum from 1 April 2012, increasing by 3% at each subsequent 1 April for a period of 10 years.

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

18. PENSION COSTS continued

The formal valuation of the Scheme at 30 September 2013 was completed in the spring of 2015 with the Foundation's share of deficit recovery payments being increased to £7,591 per annum from 1 July 2015 and thereafter increasing by 3% at each subsequent 1 July until 30 April 2027. This meant that the Foundation would be required to contribute total deficit recovery payments, and charges, of £104,000 between 1 July 2015 and 30 April 2027. Following the completion of the 30 September 2016 valuation, the schedule of monthly deficit recovery payments and charges was extended to include the period from 1 May 2027 to 30 November 2028, with an annual increase of 3% on 1 April 2028 – the total payable in this period was expected to be £17,000. Following the completion of the 30 September 2019 valuation, the schedule of monthly deficit recovery payments was shortened to end on 30 September 2027, with the Foundation's share of the deficit recovery payments being reduced to £6,314 per annum from 1 July 2021 and thereafter increasing by 3% at each subsequent 1 July until 30 September 2027. The total expected to be payable between 1 July 2021 and 30 September 2027 is £41,515.

Following consultations with the participating employers in May 2015, the Trustee of the Scheme, at a meeting held on 7 July 2015, finalised the decision to close the Scheme to the further accrual of benefits with effect from 31 March 2016. From 1 July 2015, there was only one member of the Scheme employed by the Police Foundation, and, by 1 April 2016, alternative pension arrangements were in place for this employee, who has since retired. The scheduled deficit recovery payments will continue as outlined above, and the next formal valuation of the Scheme will be at 30 September 2022, with the outcome known in 2023.

PRESENT VALUES OF PROVISION

	30 June 2021 (£s)	30 June 2020 (£s)	30 June 2019 (£s)
Present Value of provision	41,515	66,870	71,922

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Year Ending 30 June 2021 (£s)	Year Ending 30 June 2020 (£s)
Provision at start of period	66,870	71,922
Unwinding of the discount factor (interest expense)	640	974
Deficit contribution paid	(7,087)	(7,200)
Re-measurements – impact of any change in assumptions	142	1,174
Re-measurements – amendments to the contributions schedule	(19,050)	-
Provision at end of period	<u>41,515</u>	<u>66,870</u>

The Police Foundation

Notes to the Accounts (continued)

Year ended 30 June 2021

18. PENSION COSTS continued

INCOME AND EXPENDITURE IMPACT

	Year Ending 30 June 2021 (£s)	Year Ending 30 June 2020 (£s)
Interest expense	640	974
Re-measurements – impact of any change in assumptions	142	1,174
Re-measurements – amendments to the contributions schedule	(19,050)	-
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-

Includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes.

ASSUMPTIONS

	30 June 2021 % per annum	30 June 2020 % per annum	30 June 2019 % per annum
Rate of discount	0.9	1.01	1.43

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Up until 1 June 2016, all new employees of The Foundation were offered a contribution to a personal pension scheme of their choice (see *Other pension costs* below).

Other pension costs

Until 31 May 2016, on completion of any probationary period, employees who were not eligible to join the Pensions Trust CARE Scheme were offered an employer contribution of 5% of salary to a personal pension scheme of their choice.

On 1 June 2016, the charity auto enrolled its employees into a Defined Contribution Pension Scheme, postponing the scheme until 1 September 2016. In July 2016 some employees opted into the scheme, and the appropriate contributions were paid from that date. Contributions paid into individual staff personal pension schemes have ceased from the earlier of the date on which each employee chose to opt into the Auto Enrolment pension scheme at 1 September 2016.

Total employer's contributions made by the Foundation to individual staff personal pension schemes in the year ended 30 June 2021 were £15,019 (2020 – £17,581).