



# **Annual Report & Finance 2021 Conference Agenda 2022**

**Safety, Support & Wellbeing**



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# Presidents Welcome

## Welcome to our 2022 Annual Report.

It is with pleasure that I welcome you to this year's Annual NARPO Conference in Torquay. I trust that you will enjoy an interesting and stimulating days business as well as taking the opportunity to meet with friends, old and new, from around the country.

Conference is the one time each year that we all have the opportunity to get together to exchange views, learn and develop a better understand our various roles.

The theme of this year's Conference is Safety, Support and Wellbeing. This is both an opportunity and an important feature for us to inform and develop initiatives. This is, after all, the main reason for our existence. As our Rules state, "the Association exists to safeguard the rights of members and promote measures for their welfare with particular regard to police pensions".

We fully acknowledge the important responsibility that Branches take for the day to day delivery of welfare support locally and we take seriously our responsibilities to support you, our members, who give so freely of your time to help and assist others. We, therefore hope that you find our presentations and speakers both interesting and informative.

And I also hope that I have the opportunity to meet and chat with as many of you as possible during the two days of the Conference.

**Richard Critchley - President**

# Mission Statement

At NARPO we believe that life doesn't stop after the Police, it flourishes. That's why we seek to represent the UK's more than a quarter of a million former Police Officers, staff, their partners and former partners, and those widowed both in and after service. It's a big responsibility, with our primary concerns to do with pensions, wellbeing and a fulfilled later life.

We're proud of our members, what they've contributed and the incredible potential they have to offer. Every day we strive to improve our services, improve the lives of our members and positively impact society around us.



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# Review of the Year

H.M. The Queen,  
Buckingham Palace,  
London,  
SW1A 1AA

14th June 2022

Your Majesty,

We offer you our sincere congratulations on having reached your Platinum Jubilee and wish you many more happy years.

The President, National Executive Committee and members of the National Association of Retired Police Officers (NARPO) send you their loyal greetings on the occasion of their Annual Conference.

NARPO Conference this year will be held in Torquay on Friday 9th September 2022. The Conference will be attended by around 550 delegates and observers and key amongst the topics for debate will be the future shape of our organisation in a changing society.

NARPO was founded in 1919. Its aims, to safeguard the rights of its members and promote measures for their welfare, with particular regards to pensions. We continue to believe this is an aim which is as relevant today as it ever was in the past.

Our members spent their working lives as 'servants' of the Crown, serving your communities across England and Wales and our greetings are conveyed to you with genuine and continued pride in that fact.

I have the honour to be, Madam, Your Majesty's humble and obedient servant,

Richard Critchley  
President

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[@NARPOHQ](https://twitter.com/NARPOHQ)  
[/NARPOUK](https://www.facebook.com/NARPOUK)

## As my first year in office as CEO at NARPO, I'm pleased to take this opportunity to share all we've been working on behind the scenes over the last 12 months.

Following a series of NEC workshops on Governance and Accountability, we have been developing some long term and short-term strategies, as well as looking at my duties as CEO and the duties and responsibilities of the NEC.

**Our long-term strategies to focus on are: Welfare; Pensions and Membership.**

## Welfare

We hold the welfare of NARPO members and their spouses and partners in extremely high regard, which is why it is one of the main objectives undertaken by branches.

Within NARPO's rules, it states the following: 'The Association exists to safeguard the right of members and to promote measures for their welfare. (Rule 3.1)'

The NEC has adopted this strategy to assist branches in providing the necessary welfare support for NARPO members. This consists of looking at national welfare standards, providing training, allocating funds for welfare support/projects, offering conference time for welfare and seeking support from Commercial Partners/other stakeholders in collaboration with the Marketing Manager.

NEC Member Brian Haley is the Welfare lead and has produced a Good Practice Guide on Welfare for use by Branches.

I'm also happy to update as Trustee that welfare work is continuing with Police Charities and Police Treatment Centres which are both back open following the pandemic. The number of retired officer donors continues to increase and we're working on plans to provide support to retired officers as part of the Psychological Wellbeing Programme.

NARPO's Trustee, NEC Member Allen Orchard is on the Board of the Police Rehabilitation Centre at Flint House. Following some very positive visits by the NEC, Flint House intends to provide retired officers the same opportunity to make monthly donations similar to the process with the Police Treatment Centres. We intend to have this launched in July 2022.

Allen is also on the Board of Trustees for Police Care UK, which continues to work with NARPO in providing support to retired officers and NARPO members.

In even more positive news, our President, Richard Critchley, a Trustee on both the Police Memorial Trust and the UK Police Memorial Trust has confirmed that thanks to NARPO and its Members, we raised over £55,000 towards the building project for the UK Police Memorial in Alrewas, which was officially opened in July 2021.

We held a NARPO event and leaf presentation to the President this past May and fundraising continues for the second phase of the project to create a digital memorial. We will keep you updated with its progress.

## The Police Covenant

We've continued to campaign for a structured, centralised system of mental health and wellbeing support as part of the Government's commitment to the Police Covenant.

Both myself and the President have had meetings with the Home Office, including a virtual meeting with the Policing Minister Kit Malthouse MP in March 2022 to brief him on issues affecting retired officers and our Members. NARPO has been offered membership of a Police Covenant Stakeholder Group. However, we are still lobbying for membership of the Oversight Board and a follow up letter was sent to him by our Parliamentary Advisors, Connect.

## Pensions

With Police pensions a key area of concern amongst NARPO members, the NEC is developing a Police Pension Strategy in response.

NARPO wishes to continue supporting its members, through advice and assistance, as this is one of our main objectives. This support will provide in-house expertise and access to specialist external advice to support members with queries and issues surrounding their pension.

## McCloud/Sargeant

Following the judgement in the McCloud/Sargeant case, I'm glad to update that the Government has finally announced a remedy to address age discrimination contained in the 2015 Public Service Pension Schemes transitional arrangements.

I am on the Home Office Scheme Advisory Board (SAB) for Police Pensions and NARPO submitted its response to the Home Office consultation in January 2022, with discussions having now taken place regarding the remedy, its implementation and the impact on retiring and retired officers.

I am well aware that these issues are also affecting other public sector organisations, and these are now being progressed through the Public Services Pensioners Council (PSPC), of which NARPO is a member.

One continuing area for concern is the State Pension Age (SPA) link under these pension reforms, with those retiring soon, and those already partially retired, being moved to a new pension scheme linked to their SPA.

NARPO also has its own Pensions Board so I can assure you that these issues are being looked at.

## NARPO Widows Pension For Life Campaign

With regards to the NARPO Widows Pension for Life Campaign, we have continued to progress our legal claim throughout the year and on the advice of our Counsel Professor Conor Gearty QC and Peter Edwards and our Instructing Solicitor Mark McGee, we selected five Claimants that best represented our case.

Finally, the Hearing to determine the legality of Regulation C9 of the Police Pensions Regulations 1987, that so badly affects widows and widowers, was upon us.

The Hearing before Mr Justice Fordham took place in Manchester on Tuesday 5th and Wednesday 6th April. The Judge received all of the evidence and listened to all of the parties' oral submissions.

At the end of the Hearing, the Judge confirmed that he would write his Judgement.

On Friday, 27th May, the Judgment was handed down.

Mr Justice Fordham dismissed the claims but granted the claimants permission to appeal on two specified grounds; the application of the right to marry and the judge's decision on justification.

NARPO have expressed their profound disappointment and have chosen to lodge an Appeal which our legal team is progressing. I will provide an ongoing update on this as I get it.

## Membership

We have been working on a number of new initiatives through pre-retirement courses and recruitment letters to help increase NARPO Membership numbers.

I am currently developing a Membership strategy with our Marketing Manager, which includes working with Police Staff Associations to offer more Membership Benefits. NARPO has also been engaged with a number of activities as part of the Platinum Jubilee celebrations, such as the Eden Project Communities, Jubilee Big Lunch, and planting a NARPO tree for the Queens Green Canopy.

### Our short-term strategies are as follows;

## Estate - NARPO HQ

Work never stopped throughout the pandemic as the NARPO HQ team continued to work from home. We wish to thank our staff who all worked tirelessly throughout this very difficult time. The office reopened in January, where we continue to offer flexible working to our staff.

The Conference decided in 2021 that NARPO HQ would remain at its current location in Wakefield. Its future is included in the NEC's short-term strategy on Estate and a sub-group of NEC members is progressing the necessary work on the premises.

We have a few updates regarding change of roles within NARPO.

Our Business Communications and support manager Carly Scott left in July last year and we warmly welcome Sophie Maxwell-Clayton as our new Marketing Manager.

Helen Morgan, our Financial Controller, will be leaving us in August and we wish to thank her for all her hard work and support and wish her all the best for the future.



The Deputy CEO role has been advertised and it is hoped that the vacancy can be soon filled.

The previous CEO, Steve Edwards, left NARPO and we thank him for all his hard work, commitment and support to the NEC, Branches and to Members, both as Deputy CEO and CEO.

I was appointed Acting CEO and became the current CEO as of February 2022.

The NEC has commissioned a review of the HQ staff roles and responsibilities using an external consultant working alongside myself and the report is expected in Summer 2022.

## Information Technology

NARPO has now moved to Microsoft 365 and are undergoing online training with this, along with Microsoft Teams, to help assist the NEC, Branches and HQ to communicate more effectively during the pandemic.

Following Focus Group consultation, we developed a new membership database, Superleuth 2. In addition, SendGrid was chosen as NARPO's bulk email platform.

I wish to give thanks to Angela Calvert for the work she has done in implementing these major IT projects and her support to the NEC, Branches and HQ.

## PSPC

The PSPC continued to campaign on its key issues, which are:

- A return to the triple-lock of prices, earnings, or 2.5% for uprating all elements of the State Pension including S2P/SERPS, following its suspension.
- Ensuring that assumptions on State Pension age are based on adults spending one-third of adult life over state pension age as recommended by the Turner Commission, and not reduce that assumption to justify further increases in the State Pension age.
- To ensure that any future changes in the State Pension age are made with a minimum of 15 years notice. To this end, PSPC submitted a response to the Government's review of state pension age.
- To secure widows/widowers' pensions for life in all legacy public sector schemes.
- An entitlement to state pension increases for all pensioners living outside the UK, irrespective of the country in which they live.
- To Compensate through a transitional payment the women affected by changes in the State Pension Age under the 2011 Pensions Act.
- Improve the value of all universal pensioner benefits, including the winter fuel allowance and Christmas bonus.

In addition, there is still the disparity between the CPI used for uprating public service pensions, and RPI used for increasing regulated prices such as rail fares and energy costs.

# NARPO in Numbers

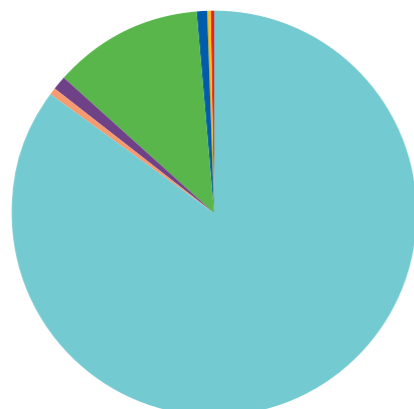
A snapshot of our membership

**93,117**  
Members  
at the end of  
June 2022



## Membership Breakdown

Full	79,460
Life	558
Associate	895
Widow/er	11,001
Honorary	35
Affiliate	688
Direct Affiliates	221
Other	259



**£22.32**  
2022 Annual  
Subscription

# Life Memberships

July 2021 to June 2022

Branch	Name
Altrincham & District	Mr Peter Tom Williamson
Altrincham & District	Mr Jim Forster
Avon & Somerset	Mr Arthur Redshaw
Barnsley	Mr Keith M Hickie
Blackpool	Mrs Christine Anne Pickard
Bolton Branch	Ms Elaine Hodkinson
Dorset	Mr Allen Knott
Dorset	Mr Norman Robertson
Dorset	Mr George Albert Legg
Dorset	Mr David Joseph Seabright
East Kent	Mr David Ashwell
Eastbourne	Mr Robert Diplock
Flint Branch	Mr Paul Glyn Davies
Glamorgam	Mr Graham James Crowley
Gloucestershire	Mr John B Moody
Hampshire (Portsmouth & South East)	Mr Anthony Norman Thompson
Harrogate & Skipton	Mr Ken Burdass
Leeds	Mrs Annunziata (Tina) Britton
Leeds	Mr John Birkenshaw
Merseyside	Mr Frank Richardson
North Devon	Mr Christopher Robert Northrop
Northamptonshire	Mr Brian Oram
Nottinghamshire	Mr Bruce Cameron
Nottinghamshire	Mr David Michael Wheeldon
Nottinghamshire	Mr Brian George
Plymouth	Mr Robert Blair
Rochdale	Mr Michael John Smith
Rochdale	Mr Rodney Taylor
Rochdale	Mr David Rigg
Southport & District	Mr Colin Baldwin
Southport & District	Mr Edward John Myers
Southport & District	Mr Roger Howard Flint
Southport & District	Mr Colin Baldwin
Staffordshire	Mr Michael Kozam
Staffordshire	Mr Derek S Statham
Staffordshire	Mr James Phillips
TVP Berkshire	Mr David J Turner
TVP Berkshire	Mrs Angela H McMahon
TVP Oxfordshire	Mr Jim Wakefield
Worthing	Mr Christopher Robert Snell

# Members of the National Executive Committee and Sub Committee Appointments

2022/2023

## Chairman of the NEC and President of NARPO

Richard Critchley

## Vice Chairman of the NEC and Vice President of NARPO

Kate Rowley

## Chief Executive

Alan Lees (Appointed)

## Deputy Chief Executive

(Vacant)

## Financial Controller

Helen Morgan (Appointed)

## Internal Auditor

Bob Mabbutt

## Training

Brian Haley - Training Officer

Dickie Bird - Deputy Training Officer

## Age UK: Representative

Brian Burdus

## Pensioners Forum Wales

Sandra Evans Bsc (Hons) & Richard Jones

## Rules & Constitution Sub-Committee

Dickie Bird, Mark Judson, Bob Mabbutt, Allen Orchard & Ahmed Ramiz

## Secretariat Sub-Committee

Brian Burdus, Nick Burrows, Robin Michaelides, Ahmed Ramiz & Bob Watson

## Public Service Pensioners Council

(External Appointment)

## Treasurer

Alan Lees

## Council Members

Brian Burdus & Alan Lees

# NEC Members

Post Conference 2021

	Office Expires		Office Expires
<b>No 1 Region - North West</b>		<b>No 5 Region - South East</b>	
Kate Rowley QPM - Cumbria	2022	Ahmed Ramiz - North Sussex	2022
Robin Michaelides - Wigan & Leigh	2023	Dickie Bird - Essex Colchester & NE	2023
<b>No 2 Region - North East</b>		<b>No 6 Region - South West</b>	
Bob Watson - Northumbria	2022	Allen Orchard - Dorset	2022
Richard Critchley - Wakefield	2023	Brian Haley - Wiltshire	2023
<b>No 3 Region - Midlands</b>		<b>No 7 Region - Wales</b>	
David Jeans - Birmingham	2022	Sandra Evans Bsc (Hons) - Gwent	2022
Mark Judson - Staffordshire	2023	Richard Jones - Denbigh	2023
<b>No 4 Region - Eastern</b>		<b>No 8 Region - London</b>	
Brian Burdus - Nottinghamshire	2022	Phil Van Tromp - London	2022
Bob Mabbutt - Northamptonshire	2023	Nick Burrows - London	2023

The Chairman, Chief Executive and Deputy Chief Executive are ex-officio members of all sub-committees and working parties

# Regions



Map is for illustration purposes only



# Annual Conference 2022

9th September 2022

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## Conference Notes

**Delegates will exchange a Regional Identity badge for an electronic palmlet or a regional coloured voting card.**

**The Regional Identity badge should be completed in advance of registration to enable the Stewards to issue the electronic palmlet or a regional coloured voting card.**

**The Regions are identified as: -**

Yellow	North West
Lilac	Midlands
Orange	North East
Red	Eastern
Light Blue	South West
Pink	Wales
Dark Blue	South East
Green	London

Any changes in Delegates or Branch Representatives must be notified to the Chief Executive or Stewards at Conference unless previous notification has been given.

**PLEASE NOTE DELEGATE SEATING IS NOW IN REGIONS.**

### Other Events

#### Thursday 8th September 2022

A pre-conference Dinner for delegates and observers will be held at the Riviera Centre, commencing at 7.30pm. The dinner will be preceded at 6.45pm with a drinks reception.

#### Friday 9th September 2022

The NARPO stall for the sale of NARPO goods will be open outside the Conference Hall during the hours of Conference. Other Membership Services Stalls will also be displaying items of interest. A break for coffee will be provided about 11.00am.

It should be noted that on Friday the 9th September there will be a distribution of previously ordered packed lunches - otherwise members are asked to make their own lunch arrangements.

A post conference supper will be provided and followed by a social evening including entertainment for those with previously purchased tickets. This will be held in the Riviera Centre.

**PLEASE NOTE THERE WILL BE NO SEATING PLAN FOR THIS EVENING.**

Doors open 7pm - supper from 7.30pm.

**Future Conference**  
8th September 2023 -  
Winter Gardens, Blackpool

### Conference Timetable and Agenda

- a) The conference timetable and agenda are combined.
- b) A letter is sent to H.M. The Queen, conveying the Loyal Greetings of the Association in order that a reply could be conveyed to Conference at its opening.

#### Scrutineers/Stewards

We recommend that:

- a) The Scrutineers will be introduced at 9.15am before any matter for decision is taken.
- b) The Chairman will note those elected from each region.
- c) The Scrutineers should appoint a Chief Scrutineer from amongst their number and Mr Nicholas Burrows, is appointed as NEC Liaison Officer.
- d) When a vote is to be taken The Chairman will announce that the doors to Conference will be closed. The Scrutineers will ensure that the Stewards cover the doors.
- e) Mr Ahmed Ramiz is the appointed NEC liaison officer for the Stewards.

Region	Name	Branch
1 NW	Julian Dearden	Merseyside
2 NE	Alan Woodhouse	Cleveland
3 Mids	Roy Marratt	Wolverhampton
4 Eastern	Sean Murphy	Derbyshire
5 SE	Fiona Collier	Hamshire (North)
6 SW	Cavan Moroney	Wiltshire
7 Wales	Peter Davies	Dyfed Powys
8 London	David Pearce	London

# Agenda and Timetable

Friday 9th September 2022

## 9.15 Delegates take their place in the Conference Hall

Opening of Conference, housekeeping by The President of NARPO to note the elected scrutineers, adoption of the NEC report and timetable and housekeeping rules.

## 9.20 Address by the President

## 9.40 Welfare and the wider issues

Mr Patrick Cairns - St Andrews, Harrogate  
Mr John Carter-Lang - Flint House, Goring on Thames  
Mr Eddie McGrath - Merseyside  
Mrs Gill Scott-Moore - Police Care UK  
Mr Adrian Bloor - Police Mutual

## 11.00 Tea / coffee break

## 11.25 Mr Bernard Seymour - Affinity Resolutions

## 11.55 History Society - Mr P Griffiths & Mrs K Halpin

## 12.25 Motion in the name of Dorset - Amendment to Rule 6.2

## 12.45 Lunchtime adjournment

# Agenda and Timetable

Friday 9th September 2022

## 13.45 Politicisation of Policing - AC Martin Hewitt QPM, NPCC Chair

## 14.15 Motion in the name of London Branch - Written Business plan

## 14.35 Cyber Crime

## 15.20 Acceptance of Annual Report and Finance Report - Alan Lees, CEO

## 15.25 National Honours presentation

## 15.35 Report on the current work of our Parliamentary Advisors

## 15.55 Noting the elected Reserves to the NEC as per the Annual Report

## 16.00 Any business the Chairman has agreed to add to the agenda on the grounds of urgency

Closure of Conference

**To note that 2023 Conference will be held at the Winter Gardens Blackpool on the 8th September 2023**



# Conference Motions

## Motion No 1 Dorset Branch

The following motion is submitted by the Dorset Branch for consideration by the NEC for Conference 2022 in Torquay.

**The conference instructs the National Executive Committee to amend Rule 6.2 to read:**

Subject to Rule 6.1. Full Membership of the Association shall be open to former Police officers who have served in a Police Force and who have met the minimum service, age or ill health requirements that would entitle them to a police pension and who have not been dismissed or required to resign from a police force by reason of misconduct or having resigned or retired from the police force, have not been the subject of a misconduct hearing where the decision of the panel would have resulted in the officer being dismissed, had they still been serving.

**Explanatory Note:**

The current rule 6.2, does not cover the change in legislation and the proposed amendment would prevent officers from joining the Association when they were subject of an investigation into serious allegations but who resigned or retired before proceedings could be conducted.

The introduction of the The Police (Conduct, Complaints and Misconduct, and Appeal Tribunal) (Amendment) Regulations 2017 made new provisions that allow former officers to face disciplinary hearings for gross misconduct despite them no longer being a police officer.

If gross misconduct is found proven at a hearing, the panel will decide whether to impose disciplinary action. This is a finding that the former officer would have been dismissed if they had still been serving. If the panel make this finding, the force must refer the former officer to the College of Policing to be included on the police barred list. This prevents the former officer from working in any police role.

## Notes

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## Motion No 2 London Branch

That this Conference instructs the National Executive Committee to develop and maintain a written Business Plan/Action Plan which outlines how the objectives of the Association will be delivered for the benefit of its members, with progress reported each year to the Annual Conference.

**Explanatory Note:**

Most organisations have a business plan/action plan in place which clearly outlines the work to be carried out by the governing body in delivering the objectives of the organisation and how it is to go about achieving its goals. Such a business plan should lay out a written roadmap for the organisation from marketing, financial and operational standpoints.

Initial correspondence with the NARPO Chief Executive Officer has established that such a written document does not exist within NARPO, but discussions have taken place with the NEC along those lines. However, reference to NEC Minutes highlight discussions under Governance and Regulatory matters but there is no mention of a written business plan being under development.

## Notes

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# Introducing our speakers for Conference 2022



**Colonel Patrick Cairns**  
**MBE DL MA BA(Hons)**  
 CEO Police Treatment Centres

Patrick Cairns is currently the Chief Executive Officer (CEO) of the Police Treatment Centres; a police charity that treats ill and injured police officers from across the UK for a variety of physical and psychological illnesses and injuries. He is also CEO of The Police Children's Charity which is a separate charity that supports the children of police officers who have died or been medically incapacitated.

He was a career army officer who was commissioned into the Royal Military Police (RMP) in 1986. Over the next 28 years he served around the world in a variety of roles as a Commander, a Staff Officer, and a leadership trainer/instructor, and he

has served on operations in Northern Ireland (for 4 years), the Former Yugoslavia, Iraq, and Afghanistan. He took early retirement from the Army in the rank of Colonel in 2014 and took up his appointment as CEO at the PTC and TPCC shortly after.

He is a Senior External Assessor for the College of Policing and has been a Deputy Lieutenant in West Yorkshire since 2018.

He was appointed a Member of the Most Excellent Order (MBE) of the British Empire for Services to Police Charities on the New Year's Honours List 2020



**Jon Carter-Lang**  
 Chair of Flint House Charity Trust

Jon is Secretary of the Leicestershire Police Federation and Chair of the Flint House Charity Trust. He is passionate about the work Flint House does and sees his role as extending its work to take full advantage of technical advances in treatments in order to offer the highest quality treatment to help officers back to the best of health in the shortest time.

He is keen on converting all officers to the benefits of Flint House, to give everyone from new recruits to retirees the opportunity to experience the exemplary level of care on offer.

*"I am excited about Flint House's future. It is my greatest desire to see Flint House help every officer who wants help to get back to full duties as quickly as possible, within capacity and reach. It's also important to provide officers with quick access to low level mental health treatment to try and help those who may be suffering in silence."*



**Eddie McGrath**  
 Merseyside Branch Secretary

Eddie McGrath, a former Sergeant in Merseyside Police, became Secretary of NARPO Merseyside Branch in 2018 having served 2 years on the Committee prior to this. Since then, he has been instrumental in modernising and revolutionising the branch, especially regarding welfare. His efforts were recognised by Merseyside Police with the presentation of an award and framed certificate at their Annual Presentation Evening. Merseyside Police were particularly impressed with his leadership and that of the Committee during the worst times of the Covid Pandemic.

During his career he was seconded to the No. 1 Police District Training Centre at Bruce having completed what he terms "the hardest course ever" – the Student Instructors Course at Pannal Ash.

Eddie became a qualified Association Football Referee in January 1989 and after retirement utilised the skills learned

on the S.I. Course to successfully complete 2 F.A. Courses as a result of which he became a Licenced Referee Instructor thus enabling him to instruct and develop new Referees in the Laws of the Game practically as well as theoretically. Subsequently he spent 10 years at Everton F.C. Academy in a voluntary role as Referees Liaison Officer on behalf of Liverpool County F.A.

Whilst serving as Secretary of the local Referees Society, Eddie was elected to the national Board of Management of the Referees Association where he served for five years and had the pleasure of meeting and socialising with former Premier League Referees and Police Officers Howard Webb and Martin Atkinson.

His focus is now entirely devoted to NARPO, and he says, "will continue to be so until I reach 80 years if re-elected!"



**Archie Macleod**  
 Senior Account Manager at Connect

Archie Macleod is a Senior Account Manager at Connect, a leading Westminster-based communications agency specialising in public affairs and political strategy, corporate communications and reputation management.

Archie manages public affairs support for NARPO and organises the campaigning vehicle Later Life Ambitions, of which NARPO is a member. He advises on campaign design, stakeholder engagement and outreach to achieve the goals of NARPO's members.

He previously spent several years advising members of parliament and running parliamentary offices. He has deep knowledge of parliamentary and legislative procedure as

well as a wide network across Westminster and beyond, having worked for members representing constituencies in Herefordshire, Bristol and Yorkshire.

Connect work with some of the UK's most prestigious organisations in the public and private sector, including UNISON, National Citizen Service, Riverside, Prologis, Mexichem and Toyota Motor Manufacturing. Connect achieve outstanding results and we have won many industry awards, receiving recognition by the Chartered Institute for Public Relations, PR Week and the Public Relations & Communications Association.



## Adrian Bloor

Police Mutual

Adrian is both a retired officer and member of Narpo who completed 30 years' service with Staffordshire police.

During this time Adrian gained experience in many aspects of policing at both a county and national level, living and working through the great changes that policing underwent during this time.

For the last almost 7 years Adrian has been working as a strategic relationship manager with Police Mutual with responsibility for the West Midlands and North West taking on

specific responsibility for Narpo in 2017.

Adrian has worked closely with our association and with his wellbeing colleagues at Police Mutual to ensure awareness of wellbeing services and support are shared to NARPO members and their families.

Adrian has the pleasure of presenting at conference as the wellbeing lead, Helen Blackshaw, who Adrian says does all the work really, is not able to attend due to a prior commitment.



## Sam Parsons

Cyber Protect, Prepare and Prevent Officer SWROCU

Sam works for the South West Regional Organised Crime Unit within Cyber. She is part of a national network of protect officers who offer nationally recognised advice and guidance to help protect individuals and organisations from becoming a victim of cyber crime.

Sam has presented to hundreds of organisations across the public and private sector, and advised thousands of individuals across the South West on how to stay safe against the rising

threat from cyber crime. She also supports victim organisations to rebuild and strengthen their cyber resilience after an incident has occurred.

Cyber Crime is a Tier 1 threat to the UK costing individuals and businesses over £12 million in the last 12 months. Using information on recent trends and scams Sam's session offers practical, non-technical tips which can help keep you and your data safe online.



## Bernard Seymour

Affinity Resolutions

Bernard was born and raised in Lancashire and began his career as a police officer for Lancashire, leaving after 5 years to study Law. His career as a lawyer was varied becoming Managing Partner of a large law firm and then Senior Partner.

During his 35 years as a lawyer, Bernard also sat as a Judge for 12 years on the Manchester circuit where he gained a wealth of knowledge on a variety of legal areas. Since 2014, Bernard has worked with large member organisations, charities and within the medical sector.

Bernard is an experienced public speaker and trainer and has given presentations and provided training to many organisations both at head office and branch level.

Bernard undertakes for Affinity Resolutions the external data protection officer role for clients in different sectors. In this capacity he provides straightforward, robust and common sense advice.

In his spare time, Bernard, who is an accomplished woodworker, can often be found in the workshop assisting his wife in her woodwork business.



## Paul Griffiths OBE

Chair of the Police History Society

Chief Superintendent Paul Griffiths is a Gwent police officer and has served in both uniform and detective ranks throughout his career. He has performed operational, investigative and organisational roles for his force. He was a senior investigating officer, strategic firearms commander, authorising officer and a negotiator co-ordinator. He led one of the largest modern slavery investigations in the United Kingdom.

Paul has held various roles in the Police Superintendents' Association since 2010. He has served as a national officer - performing the roles of vice president (2016-2019), president

(2019-2022) and assistant national secretary (2022-present) Paul was recognised for his services to policing with the OBE in the Queen's Birthday Honours list 2021. He was also awarded Commander of the Order of St John in 2022 for his charity work. He holds a BSc (Hons), MSc in criminal justice studies and is a Companion of the Chartered Management Institute and a fellow of the Royal Society of Arts. He is chair of the National Police Memorial Day Charity and chair of the Police History Society. He is married with two adult sons and in his spare time enjoys physical challenges, adventures and charity work.



## Kate Halpin

Vice Chair of the Police History Society

Kate Halpin joined the Metropolitan Police in 1990 following in the footsteps of her grandfather who served from 1947-75. She was initially posted to Carter Street Division, the area more commonly known on the Monopoly Board as The Old Kent Road. She had a varied career serving primarily in investigative roles across South East London and a number of specialist departments including the Child Protection Major Enquiry Team, Professional Standards Department and the MPS' Specialist Rape Command. As a native of South East London she clearly remembers her selection interview when she was advised by her interviewing panel to not expect a local posting and that the Metropolitan Police "could send her anywhere, even to Wembley". Little could she imagine at that time that in 1999 she would become the first female to

be awarded a Fulbright Police Scholarship to examine how the LAPD, LA County Sheriff, partner agencies and academics in Los Angeles policed youth crime and that in 2008 she would be seconded to the Foreign and Commonwealth Office to spend 18 months as the UK Chief Police Advisor in Iraq. In 2015 she was appointed as the Borough Commander for Lewisham. In 2017 she was elected by her colleagues as the Secretary of the MPS' Superintendents' Association. She was part of the team that organised the Met celebrations marking the Centenary the first women joining the Met in 1919. She is the current vice chair of the Police History Society.

She was awarded the QPM for distinguished service in the 2021 New Years Honours and retired in March 2022.



## Martin Hewitt

Chair of the National Police Chiefs' Council

Martin Hewitt is Chair of the National Police Chiefs' Council (NPCC). He was appointed in April 2019.

He began his policing career with Kent Police in 1993 and transferred to the Metropolitan Police Service in 2005.

As an Assistant Commissioner for five years, Martin led frontline and local policing, specialist crime and professional standards. He led the national police response to adult sexual offences and kidnap between 2014 and 2019, and served as a Vice-Chair for the NPCC from 2015 before taking on the chairmanship.

# Standing Orders

## For the Regulation of Business of Annual Conference

### S.O.1 Order of Business

The roll for attendance of delegates at Annual Conference shall be conducted in accordance with the Rules for the Conduct of Annual Conference. The quorum for conducting business at Conference is 200 delegates.

### S.O.2 Business before the Conference

After the adoption of Standing Orders, and subject as may be otherwise agreed to the contrary, the Conference will proceed in accordance with the Agenda.

### S.O.3 Motions, Amendments, etc.

(a) Motions shall be passed, rejected, or remitted to the National Executive Committee for further consideration.

(b) The first proposition on any subject shall be known as the original motion, and all succeeding propositions on that subject shall be called amendments. Each motion and amendment will be proposed and seconded, but no delegate will be allowed to propose or second more than once on the same motion. When the motion and all its amendments have been so presented to Conference, discussion will follow as per the numbering of the amendments on the Conference Agenda and in accordance with S.O.5 (*Speeches*).

The printing of the motion and amendment on the Conference Agenda is formal presentation and does not need to be repeated when proposing or seconding.

(c) Voting shall take place with the highest numbered amendment being taken first, then second highest, and so on. Any amendment which is carried becomes the substantive motion, as do any subsequent amendments that are carried. The final substantive motion shall then be voted upon for acceptance or rejection by Conference. If a remit is requested on a motion that has been proposed and seconded, then a vote on the remit will be taken first. If the remit is lost, then the substantive motion remains open for debate.

After the vote on each succeeding amendment has been taken, the surviving proposition shall be put to the vote as the main question, and if carried shall then become a resolution of the Conference.

(d) Voting shall take place in accordance with Conference Regulations.

### S.O.4 Selection of Speakers

Every delegate shall stand when speaking and shall address the Chairman and give their name and Branch. When more than one delegate rises to speak, the first to rise shall be given precedence, the decision resting with the Chairman, but the delegate who rose immediately after the first one shall have the right to speak at the close of such delegate's address.

### S.O.5 Speeches

(a) No delegate shall be allowed to speak more than once upon any subject before Conference, or on a point of order, except the mover of the original motion. Any delegate may formally second any motion or amendment and reserve his or her speech until a later period in the debate. Except by permission of the Chairman, no delegate shall speak for more than five minutes at one time, other than the mover of the original motion who may speak for ten minutes.

(b) Delegates wishing to raise points of order must first obtain the permission of the Chairman, and must rise immediately the alleged breach occurs.

### S.O.6 Right of Reply

The mover of the original motion shall, if no amendment is moved, have the right to reply at the close of the debate on such motion. The mover of an amendment shall have the right to reply at the close of the debate on that amendment, but shall introduce no new matter. In each case, the question shall then be put to the vote immediately, and under no circumstances shall any further discussions be allowed once the question has been put to the vote.

# Standing Orders

## For the Regulation of Business of Annual Conference

### S.O.7 Acceptance of motions and amendments

No motion or amendment appearing on the Conference agenda, or otherwise, shall be accepted for debate unless it is formally proposed and seconded. No motion or amendment which has been accepted by the Chairman shall be withdrawn unless Conference agrees by a two-thirds majority.

### S.O.8 Closing the debate

Motions for the previous question, next business or the closure, may be moved and seconded only by delegates who have not spoken at any time during the debate. No speeches shall be allowed on such motions. In the event of the closure being carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 6 before the question is put. Should any one of the motions mentioned in this Standing Order be defeated, fifteen minutes shall elapse before it can be accepted again by the Chairman, unless he or she is of the opinion the circumstances have materially altered in the meantime.

### S.O.9 Moving the Adjournment

Any delegate who has not already spoken during the debate may move the adjournment of the question under discussion, or of the Conference, but must confine his or her remarks to that question, and must not discuss any other matter. The mover of the motion on which the adjournment has been moved shall be allowed to reply on the question of the adjournment, but such reply shall not prejudice his or her right of reply on his own motion. In the event of the adjournment motion being lost it shall not be moved again except in accordance with Standing Order No. 8.

### S.O.10 Chairman's Ruling

If the Chairman rises to call a delegate to order, or for any other reason connected with the proceedings, the delegate speaking shall thereupon resume his or her seat, and no other delegate shall rise until the Chair is resumed. The ruling of the Chairman on any question under Standing Orders or on points of order shall be final, unless challenged by not less than four members and not less than two thirds of the delegates vote to the contrary.

### S.O.11 Misconduct

If any delegate interrupts another while addressing the Conference, or uses abusive or profane language, or causes disturbance, and refuses to obey the Chairman when called to order, he or she shall be named by the Chairman, and shall thereupon be expelled from the room and shall not be allowed to enter again until an apology satisfactory to the Conference is given.

### S.O.12 Suspension of Standing Orders

In the event of any matter of urgency the Chairman may accept a motion for the suspension of Standing Orders. The delegate moving such a suspension must clearly state the nature of the urgency of his business, the numbers of Standing Orders affected, and the length of time (not exceeding thirty minutes) he desires the suspension to last. At the option of Conference, a further extension may be allowed, but no suspension shall take place unless sanctioned by votes in favour of not less than two thirds of the delegates present and voting.

# Campaigning

## Summary of Connect activity for NARPO's annual report

In a year that has seen both lockdowns as well as 'normal' life free from restrictions, there could not have been a more diverse period in which to work within politics.

Naturally, attentions over the past 12 months have shifted from COVID, to "living with COVID" to how the economy – and households – would return to life before the pandemic.

Similarly, in Parliament, we saw a return to usual business with legislation and policy priorities of the Government finally being the focus instead of emergency COVID legislation. For NARPO, and Connect, this meant that the work this year has been nothing short of diverse in its nature.

Not only have we continued to try and influence Government policy through our work with NARPO alone, but we have also continued to campaign on behalf of Later Life Ambitions, the pensions campaign organisation that NARPO is a part of.

## Cost of Living

Over the past year, the cost-of-living crisis has become more and more prevalent in our everyday lives, taking up many a news headline and weighing on much of the population's mind. For pensioners, this brings its own unique pressures as many of those who are retired are on a fixed income with no option to increase their earnings or take on additional work.

In September, after months of speculation, the Government confirmed that they would temporarily pause the Triple Lock which is a pension protection measure designed to ensure that pensions don't decrease in value and prevent pensioner poverty. The pause on the triple lock meant that for one year the link between earnings and the value of the State Pension – making the protections more of a 'double lock'. This was done, in part, because following the pandemic, there was an expected rise in wages of 8% which was estimated to cost £4 billion.

Connect, on behalf of NARPO and Later Life Ambitions (the political campaign group that NARPO is a part of) have continued to work tirelessly to highlight the impact such changes will have, and have had, on pensioners. With inflation currently at a 40-year high of 9%, we were glad to hear that the Government is keeping to its commitment to reinstate the triple lock later this year but we will continue to hold them to this and not renege on their promise.

In February, households were dealt another blow to their expenses when it was announced that the energy price cap would rise in April by £693. This saw a rise in the bills many households were paying from £1,277 to £1,971 per year. Combined with record levels of inflation, many people across the whole of the UK have found their incomes are not stretching as far as they have done before and the number of those struggling to afford to pay for basic essentials such as food, energy and their homes has increased. After the announcement we began campaigning for greater Governmental support for households in need, particularly pensioners whose fixed income can only continue to be stretched so far before many are forced into poverty.

We have welcomed various support packages introduced to support households, such as the additional £300 Winter Fuel Payment for all those on state pensions and a one-off payment for £150 for those on means tested disability benefits. However, we know that for some people, this will not be enough. With the Price Cap expected to rise once more in October, we will continue to stress the need for more support for vulnerable households – including pensioners – as well as support for all those households who will inevitably feel the strain on their finances and quality of life.

## Widows Pensions

As with previous years, Connect has continued to support NARPO's work to end the unfair treatment of widows with their widows' pension campaign. We have continued to raise the profile of the problem, through outreach to journalists and newspapers and have supported NARPO through the Court of Appeal case for the issue.

At the end of last year, Later Life Ambitions was called to give evidence on the rights of cohabiting partners before the Women and Equalities Select Committee. This was an excellent opportunity for LLA to raise the profile in the disparity of pension provision for widowed partners and cohabiting partners, especially in front of Members of Parliament. Connect supported during this session, preparing Lisa Ray, Partner of LLA, to give evidence on behalf of the three organisations, and quarter of a million pensioners, it represents: NARPO, the National Federation of Occupational Pensioners and the Civil Service Pensioners' Alliance.



## Mental Health

April 2022 saw the Police, Crime, Sentencing and Courts Bill finally made law after being first introduced into the House of Commons in March 2021. This legislation saw the Police Covenant enshrined into law and was a large focus of our work for the past year.

Our past work, and survey that we completed with De Montfort University, showed us that mental health was a particular concern for NARPO members and retired police officers. Unfortunately, many don't receive the necessary support they need after they've left the force, and resources are often unavailable or particularly limited. The Police Covenant makes it law that services recognise the unique, and often difficult, sacrifice that police officers and their families make as part of their commitment to serving.

We did a significant amount of work alongside Baroness Harris of Richmond, herself a NARPO member and President of the Police Treatment Centres, to try to have NARPO recognised as an organisation that should help to oversee the implementation of the Police Covenant. Unfortunately, this has not been agreed to by the Home Office, but our work continues to have NARPO added onto the Police Covenant Oversight Board. We have met separately with the Home Office on a number of occasions to discuss the need for NARPO to be included as they represent a very important part of every officer's journey through the police force: after they have left.

Similarly, we met with Kit Malthouse MP, the Minister for Crime and Policing, to discuss the Police Covenant and the mental health support that many retired officers require, and we believe should be entitled to. It goes without saying that being a police officer can often be a particularly traumatic and

difficult career and we stressed the importance of this being recognised with adequate resourcing for services that support retired officers.

The Minister is keen to discuss this further, and we are in the process of organising a roundtable discussion with him and his team for NARPO members to get to discuss their own lived experience in the hope that it can lead to further help for other retired officers.

## Local Elections

The year has not been without its political uncertainty, and through all of this, Later Life Ambitions and Connect have continued to work to put pensioners' issues at the forefront of policy making. May 2022 saw the local elections take place and in the lead up to this we developed a 'Local Election Toolkit' for members to send to their local candidates and Councillors. We believe that council services should be accessible for older people to use both online and offline, and that councils should work to ensure that all policies are set up in a way that considers the needs of those later in life.

As the political landscape continues to change and adapt, and the likelihood of a general election increases following the 'Partygate' scandal, the cost of living crisis and the confidence vote on Prime Minister Boris Johnson, Later Life Ambitions is about to embark on a piece of work developing an 'Older Persons' Manifesto'. We know that pensioners should be a consideration in all policy making, but with a potential election campaign on the horizon, there is no better time than now to prepare and advocate for specific policies that support those later in life throughout the UK.



# Financial Statements

For the year ended 31st December 2021

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## Statement of National Executive Committee Responsibilities

We are required under the constitution of the Association to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association and of the excess of income over expenditure for that year. In preparing those financial statements we are required to:

- select suitable accounting policies and then apply them consistently making judgements and estimates that are prudent and reasonable;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue in business.

We are also responsible for:

- keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association;
- safeguarding the Association's assets;
- taking reasonable steps for the prevention and detection of fraud and other irregularities.

By Order of the National Executive Committee

Richard Critchley - President

# Report of the Independent Auditors to the Association's Members

## of The National Association of Retired Police Officers

We have audited the financial statements of the National Association of Retired Police Officers for the year ended 31st December 2021.

This report is made solely to the association's members, as a body, in accordance with rules of the association. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

### Respective responsibilities of National Executive Committee and Auditors

The Association's National Executive Committee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. This includes an assessment of; whether the accounting policies are appropriate to the association's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the National Executive Committee; and the overall presentation of the financial statements.

### Opinion on the financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31st December 2021 and of its excess of income over expenditure.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, adjusted for the association's accounting policies; and
- have been prepared in accordance with the requirements of the rules of the association.

### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the rules of the association requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information explanations we require for our audit.

### Ian Parsons (Senior Statutory Auditor)

For and on behalf of Paylings  
Registered Auditors  
No. 2 Silkwood Office Park  
Fryers Way  
Wakefield  
West Yorkshire  
WF5 9TJ

# Balance Sheet

## As at 31st December 2021

	2021	2020
<b>Fixed Assets</b>		
NARPO House	128,474	128,474
Building Adds B/fwd Additions	215	215
Less: Depreciation	0	0
	-215	-215
Furniture, IT and Equipment B/fwd Additions	22,779	22,779
Less : Depreciation	96,500	0
	-50,276	-20,405
	<b>69,003</b>	<b>2,374</b>
<b>Coat of Arms</b>	<b>7,200</b>	<b>7,200</b>
<b>Ceremonial Chains of Office</b>	<b>5,877</b>	<b>5,877</b>
<b>Investment at Cost</b>		
Hawkridge House (Property)	287,176	287,176
Aviva Investment	31,156	29,963
Brewin Dolphin	279,186	262,834
Tilney Bestinvest	847,856	824,996
	<b>1,445,374</b>	<b>1,404,969</b>
<b>Current Assets</b>		
Stocks for Resale	1,625	15,170
Sundry Debtors and prepayments	80,770	119,918
Current and Deposit Accounts	567,976	658,570
NARPO Paypal	18,326	10,070
Close Bros Fixed Term Investments	1,075,640	1,063,281
Cash in Hand	606	146
	<b>1,744,943</b>	<b>1,867,155</b>
<b>Current Liabilities</b>		
Sundry Creditors and accruals	63,255	49,301
VAT	0	0
Corporation Tax	8,363	6,210
	<b>71,618</b>	<b>55,511</b>
<b>Net Current Assets</b>	<b>1,673,325</b>	<b>1,811,644</b>
	<b>3,329,253</b>	<b>3,360,538</b>
<b>Accumulated Fund</b>		
Balance as at 1 January	3,360,538	3,154,428
Surplus for the year	-31,285	206,110
	<b>3,329,253</b>	<b>3,360,538</b>



# Income and Expenditure

For the year ended 31st December 2021

	2021	2020
<b>Income</b>		
Precept (40%)	661,061	658,802
Affiliates Subscription	8,717	10,266
Hawkridge House Net Rent	13,336	15,045
Sale of Supplies	-24,043	362
Sale of Diaries	13,891	295
Commissions/Royalties	134,174	141,846
Advertising	189,621	184,603
Taxed Dividends (Gross)	25,879	22,107
Aviva Interest	1,193	1,200
Bank & Close Bros Interest	9,838	16,440
THIG Schemes	75,000	75,000
Profit on Sale of Investments	15,396	0
Legacies and Other Income	4,451	800
Branch Income	15,869	16,840
	<b>1,144,383</b>	<b>1,143,606</b>
<b>Expenditure</b>		
NARPO News Printing	393,944	388,354
Advertising and Promotion	26,986	6,652
Printing and Stationery	12,152	10,713
Postage and Telephone	16,065	10,258
Office Expense	16,255	17,427
Training - Officers and Access to Support	27,822	8,910
General & Water Rates	7,083	7,109
Insurance	10,124	10,644
Salary Costs (Gross)	215,256	207,001
N.I. Contributions	18,564	13,052
Pension Contributions	17,913	17,750
Staff Recruit/Consultancy/Train	358	0
Computer Expenses	69,107	67,715
NEC Expenditure/Regional Meetings	58,605	18,502
Conference Expenses (net of expenses)	106,956	3,007
Audit	6,317	6,000
Parliamentary	38,430	36,430
Professional Expenses	94,441	73,478
Corporation Tax	8,363	6,210
Depreciation	29,871	20,620
Loss on Sale of Investments	0	6,613
Bank Fees	1,056	1,051
Bad Debt	0	0
Donation	0	0
	<b>1,175,668</b>	<b>937,496</b>
<b>Excess of income over expenditure</b>	<b>-31,285</b>	<b>206,110</b>

# Notes to the Financial Statements

For the year ended 31st December 2021

## Accounting Policies

### Basis of Accounting

The financial statements have been prepared under the requirements of the Association Rules and Regulations. The Association has not adopted the 'Financial Reporting Standard 102' "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102).

Adoption of FRS102 would require the Association to state all investments at market value and the Executive Committee believe the costs out way the benefits at this stage.

### Accounting Convention

The financial statements have been prepared under historic cost convention.

### Depreciation

Assets costing £500 or more are capitalised as tangible fixed assets, items costing less than £500 are charged against income and expenditure in the year the cost was incurred.

Depreciation of fixed assets is calculated to write off their cost or valuation less any residual value of their estimated useful lives as follows:

Office furniture, IT assets and equipment 33.3% straight line.

Buildings are not depreciated, as in the opinion of the National Executive Committee, the residual value of the property will exceed its cost.

## Investment Income

Dividends and interest on investments are recognised on a receivable basis and are shown gross of any related tax credit. Tax suffered on investment income is shown as part of the corporation tax charge. Rental income is credited net of related expenditure.

## Income

Income represents the amount derived from subscriptions precepted from branches, income from investments and services provided which fall within the Association's ordinary activities, entirely within the United Kingdom. The income and excess of income over expenditure comprise the continuing activities of the Association.

## Taxation

Corporation tax charged on taxable income and capital gains

2021	2020
£8,363	£6,210

## APB Ethical Standards - Provisions Available for Small Entities

In common with many other associations of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

# Budget Variance

For the year ended 31st December 2021

	Actual 2021	Budget 2021	Variance 2021
<b>Income</b>			
4000 Advertising Income	189,621	239,800	-50,179
4002 Commissions	209,174	235,000	-25,826
4003 Precept and Subscriptions	669,778	662,422	7,356
4004 Merchandise Sales Profit	-10,152	1,400	-11,552
4007 Investments and Interest	65,642	32,500	33,142
4001 Other Income	4,451	0	4,451
4010 Branch Charges	15,870	19,100	-3,231
<b>Total Income</b>	<b>1,144,383</b>	<b>1,190,222</b>	<b>-45,839</b>
<b>Expenditures</b>			
7000 Staff Costs	252,091	249,720	-2,371
7100 General Office and Premises	49,527	77,990	28,463
7200 Communications and Advertising	433,082	478,000	44,918
7300 IT and Website Costs	69,107	60,000	-9,107
7400 National Executive Committee Costs	58,606	91,200	32,594
7400 NARPO Training Courses	27,822	45,000	17,178
7402 NARPO Conference	106,956	86,000	-20,956
7500 Legal and Professional fees	139,188	118,300	-20,888
7600 Bank Charges	1,056	2,432	1,376
8000 Depreciation Expense	29,871	64,800	34,929
8001 Corporation Tax	8,363	7,500	-863
<b>Total Expenditures</b>	<b>1,175,668</b>	<b>1,280,942</b>	<b>105,274</b>
<b>Net Surplus/Deficit</b>	<b>-31,285</b>	<b>-90,720</b>	<b>59,435</b>

# Proposed Budgets for 2023

	Actual 2021	Budget 2021	Published Budget 2022	Proposed Budget 2023
<b>Income</b>				
4000 Advertising Income	189,621	239,800	181,200	196,000
4002 Commissions	209,174	235,000	175,000	150,000
4003 Precept and Subscriptions	669,778	662,422	656,600	698,516
4004 Merchandise Sales Profit	-10,152	1,400	1,750	1,750
4007 Investments and Interest	65,642	32,500	32,500	32,500
4001 Other Income	4,451	0	0	0
4010 Branch Charges	15,870	19,100	12,000	12,000
<b>Total Income</b>	<b>1,144,383</b>	<b>1,190,222</b>	<b>1,059,050</b>	<b>1,090,766</b>
<b>Expenditures</b>				
7000 Staff Costs	252,091	249,720	242,720	412,517
7100 General Office and Premises	49,527	77,990	59,190	105,190
7200 Communications and Advertising	433,082	478,000	477,500	555,500
7300 IT and Website Costs	69,107	60,000	75,546	85,000
7400 National Executive Committee Costs	58,606	91,200	95,200	99,400
7400 NARPO Training Courses	27,822	45,000	40,000	55,000
7402 NARPO Conference	106,956	86,000	83,000	125,000
7500 Legal and Professional fees	139,188	118,300	113,300	158,300
7600 Bank Charges	1,056	2,432	3,040	3,040
8000 Depreciation Expense	29,871	64,800	40,000	30,000
8001 Corporation Tax	8,363	7,500	7,500	7,500
<b>Total Expenditure</b>	<b>1,175,668</b>	<b>1,280,942</b>	<b>1,236,996</b>	<b>1,636,447</b>
<b>Net Surplus/Deficit</b>	<b>-31,285</b>	<b>-90,720</b>	<b>-177,946</b>	<b>-545,681</b>



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Tel: 07973 367786.  
Email: david.wilbraham@thamesvalley.pnn.police.uk  
[www.policechaplancy.co.uk](http://www.policechaplancy.co.uk)

West Park House, 23 Cumberland Place,  
Southampton, SO15 2BB  
Email: haps-narpoenquiries@towergate.co.uk  
Phone: 0800 389 7724  
[www.towergatehealthandprotection.co.uk](http://www.towergatehealthandprotection.co.uk)



**Flint House**  
Police Rehabilitation

Phone: 01491 874499  
Email: reception@policerehab.co.uk  
[www.flinthouse.co.uk](http://www.flinthouse.co.uk)



**Blue knight motorcycles**  
[www.blueknightsukic.org](http://www.blueknightsukic.org)



Victoria House, Cygnet Drive  
Tamworth, Staffordshire, B79 7RU  
Email: admin@ukcops.org  
Phone: 01543 410 790  
[www.ukcops.org](http://www.ukcops.org)

**The Police Arboretum  
Memorial Trust**  
(Charity no. 1159831)  
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[www.harveyhowell.co.uk](http://www.harveyhowell.co.uk)



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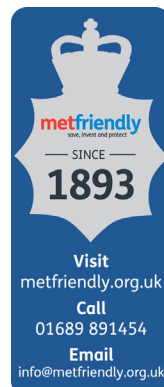


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