

## Cabinet

**Thursday, 29 June 2023, 10.00 am, County Hall**

### Membership

#### Councillors:

Cllr Simon Geraghty (Chairman), Cllr Marc Bayliss, Cllr Adrian Hardman, Cllr Marcus Hart (Vice Chairman), Cllr Adam Kent, Cllr Karen May, Cllr Richard Morris, Cllr Tracey Onslow, Cllr Andy Roberts and Cllr Mike Rouse

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# Project Screening

## Impact Assessment Id: #434

### 1. Your Details

**Name of person completing screening assessment**

Amanda Dunn

**Job Title**

Programme Portfolio Lead

**Directorate**

Commercial and Change

**Service Area**

Transformation and Commercial

**Email Address**

adunn2@worcestershire.gov.uk

**Connection to project (e.g. project manager)**

Programme Portfolio Lead

### 2. Project Summary

For the purposes of the impact assessment screening, we will refer to the activity or area being assessed as a project.

**Project Name**

Adult Social Care – Charging Review

**Name of Project Sponsor**

Mark Fitton

**Name of Project Manager**

Corrine Paton

**Name of Project Lead**

Corrine Paton

**Project Reference (if known)****Please give a brief description of the project**

Our local charging policy for adults receiving care and support was updated and implement in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users.

### 3. Data Protection

We need to establish if the proposal involves processing personal data. Personal data is information that relates to an identified or identifiable individual.

**Name of Information Asset Owner**

Senior officer responsible for the project's information assets

Kerry McCrossan

Does the project, any project work stream or project outcome involve any personal data? Some examples of personal data are given below. **Yes**

**Appearance:**

photograph, physical description

**Basic Identifiers:**

name, date of birth, age, biometric data, ethnic origin, gender, genetic data, race, sex

**Contact Details:**

address, email address, home phone number, mobile phone number, postcode

**ID Number:**

National Insurance Number, driving licence number, NHS number, online identifier, other general identifier

**Employment:**

work related training/awards

**Financial:**

income/financial/tax situation

**Lifestyle:**

health or social care, living habits, marital status, philosophical beliefs, political opinions, religion, sex life, trade union membership

**Technology:**

login/username, device MAC address (wireless network interface), device IMEI number, IP Address, location data (travel/GDPS/GSM data), website cookies

**Does the project, any project work stream or project outcome involve:**

**Evaluating or scoring individuals (including profiling and predicting)? No**

e.g. building behavioural or marketing profiles of individuals based on their web activity

**Profiling, automated decision-making or special category data to help make decisions on access to a service, opportunity or benefit, or otherwise have a significant effect on an individual? Yes**

e.g. asking an individual to submit personal data that is then analysed by a computer system, with the result that the individual's request to use a service is either accepted or refused.

**Systematic monitoring? No**

e.g. installing a CCTV or ANPR system on council premises, or any covert surveillance including anything under RIPA.

**Processing of 'special category' personal data (or 'sensitive personal data')? Yes**

e.g. processing health or social care data.

**Processing personal data on a large scale? No**

e.g. implementing a new social care record system.

**Datasets that involve combining, comparing, or matching data from multiple sources? Yes**

e.g. matching or merging service users' personal data against or with personal data held by a third party (e.g. the NHS).

**The personal data of vulnerable people? Yes**

e.g. processing children's personal data or social service client's data.

**The use or application of innovative technological or organisational solutions? No**

e.g. using fingerprint recognition technology to control access to a building.

**The transfer of personal data outside of the European Union? No**

e.g. storing personal data in a cloud service hosted in the US or using a third party that uses technology hosted in the US.

**Preventing individuals from exercising a right or using a service or contract? No**

e.g. screening applicants before allowing them to use a web service.

**Processing personal data that could result in a risk of physical harm in the event of a security breach? No**

**The use of third parties? No**

e.g. as a service provider or hosted service

**Processing children's data for profiling, automated decision-making, any marketing purposes, or to offer any online services directly to them? No**

e.g. apps designed for use by children

## 4. Equality

**We need to determine whether the project could affect residents and/or Council staff because they share any of the Protected Characteristics defined in the Equality Act 2010 namely Age, Disability, Gender Reassignment, Marriage/Civil Partnership, Pregnancy, Race, Religion/Belief, Sex and Sexual Orientation.**

**Does the project relate to an area where data/research indicates that inequalities are already known to exist? Unsure**

**Could this project have any effect on, service delivery or usage, other aspects of daily life or community participation levels for people because they belong to any of the groups below?**

**Age No**

e.g. a person belonging to a particular age group (for example 18 – 30-year olds).

**Disability No**

e.g. A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender Re-Assignment No**

e.g. The process of transitioning from one gender to another.

**Marriage/Civil Partnership Status No**

e.g. Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

**Pregnancy/Maternity No**

e.g. Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race No**

e.g. Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion or Belief No**

e.g. Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex No**

**Sexual Orientation No**

e.g. Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Health Inequalities Yes**

e.g. Any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies.

## 5. Public Health

We also want to understand if the project will have any impacts on public health.

The social, economic, cultural and physical environment in which people live their lives has a significant effect on their health and wellbeing. Although genetics and personal behaviour play a strong part in determining an individual's health, good health starts where we live, where we work and learn, and where we play.

Improving public health requires taking a broader view of the conditions that create health and wellbeing, from how we plan and develop our urban spaces and places, to the opportunities for employment, recreation, and social connection available to all who live in them.

Health inequalities are the preventable, unfair and unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental and economic conditions within societies, which determine the risk of people getting ill, their ability to prevent sickness, or opportunities to take action and access treatment when ill health occurs.

### Could the project have an impact on any of the following factors?

#### **Social and Economic Yes**

e.g. culture, social support (neighbourliness, social networks/isolation), spiritual participation, employment opportunities.

#### **Physical Health Yes**

e.g. physical activity is expected to increase, influenza vaccination uptake increase

#### **Mental Health & Wellbeing Yes**

e.g. benefits to children's mental health, benefits to adult carer wellbeing.

#### **Access to Services Yes**

e.g. access to (location/disabled access/costs) and quality of primary/community/secondary health care, child care, social services, housing/leisure/social security services; public transport, policing, other health relevant public services, non-statutory agencies and services.

## 5. Environmental Sustainability

We want to understand if the project activity and project outcomes will have an impact on environmental sustainability. Please be mindful that the Council has committed to reduce its emissions to net-zero by 2050 and most projects are likely to have an impact on this target. This should be a key consideration in your project delivery and should be reviewed when completing these screening documents.

### Could this project have an impact on the categories listed below?

**Greenhouse Gas (GHG) Emissions (including CO2) No**

e.g. increased GHG emissions as a result of project implementation, which may also be linked with efficient use of resources in WCC buildings; transport; emissions from waste; and procurement.

**Efficient Use of Resources No**

e.g. consumption of energy resources, water, electricity, gas and heating fuels.

**Transport No**

e.g. number of people travelling, alternative transport modes.

**Waste No**

e.g. increase in waste generated or an increase in waste recycling.

**Wildlife and Biodiversity No**

e.g. impacts on the natural environment or enhancements to the natural environment.

N.B. This refers to any direct or indirect modifications to landholdings, including but not limited to removal of vegetation, alteration or demolition of buildings or modification of watercourses or lighting (not limited to just green space/trees).

**Pollution to Land or Water No**

e.g. risk of pollution to the local environment.

**Pollution to Air No**

e.g. risk of pollution to air, activity which may adversely affect air quality or increase emissions to air

**Resilience to climate change No**

e.g. risks of extreme weather and climate impacts on the project.

**Historic Environment No**

e.g. impacts on Historic Environment or enhancements of the Historic Environment.

**Procurement No**

e.g. could procurement associated with the project result in an increase of natural resources (such as long-distance shipping of goods); could use be made of local resources or work forces to support delivery of the project.

**As you answered 'No' to all the questions, please explain your reasoning below:**

The purpose of this programme is to oversee a change in Worcestershire County Council's local charging policy for adults receiving care and support was updated and implement in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users. Therefore, subject to agreement by Cabinet on 2 February 2023

the changes are related to the fairer system of assessment of ASC delivery, and operational guidance on the service provision so will not have a positive or negative environmental impact,

## 7. Results of Screening

<b>Data Protection</b>	Will require a full impact assessment
<b>Equality and Public Health</b>	Will require a full impact assessment
<b>Environmental Sustainability</b>	Does not need a full impact assessment

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## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #434

#### 1.0 Screening Information

**Project Name**

Adult Social Care – Charging Review

**Name of Project Sponsor**

Mark Fitton

**Name of Project Manager**

Corrine Paton

**Name of Project Lead**

Corrine Paton

**Please give a brief description of the project**

Our local charging policy for adults receiving care and support was updated and implemented in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users.

**Data Protection screening result**

Will require a full impact assessment

**Equality and Public Health screening result**

Will require a full impact assessment

**Environmental Sustainability screening result**

Does not need a full impact assessment

## 1.1 Background and Purpose

### Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

Background: Our local charging policy for adults receiving care and support was updated and implemented in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users.

The purpose of the project is to:

- Change the assessment for Respite/Replacement care to a non-residential service in order to eliminate potential unfairness and make it clearer for service users
- Charge for both carers, when two carers are required to attend a home care visit (double handed care).
- Carry out a consultation on the proposals outlined in the project outcomes section, and bring back a final recommendation to Cabinet once the Consultation is completed

### Upload Business Case or Support documents

No files uploaded

### Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

If the changes are agreed at cabinet, and implemented, the following activities will be required to deliver the project outcomes:

- Amendments to operational guidance, policies, process and practices to deliver the changes to the assessment approach for Respite/Replacement care to a non-residential service
- Amendments to operational guidance, policies, process and practices to facilitate charging for both carers, when two carers are required to attend a home care visit (double handed care).
- Carry out a consultation on the proposals outlined in the project outcomes section, and bring back an options appraisal and final recommendations to Cabinet once the Consultation is completed.

### Project Outcomes

Briefly summarise what the project will achieve.

If the changes are agreed at cabinet, and implemented, the following benefits will be realised:

- Will be able to use the Online Financial Assessment (OFA) for all assessments
- Reduction in assessments being carried out by the Care Contribution Assessment team
- Fairer system of assessments as Direct Payments and Non-direct payments clients will be assessed the same way – Care Act Compliant
- Clients would have one uplift letter at present receive 2 uplift letters if have non-res and replacement care
- Social workers will not have to request a financial assessment when a client who is already having a non-residential service requires replacement care

### Is the project a new function/service or does it relate to an existing Council function/service?

Existing

### Was consultation carried out on this project?

No

## 1.2 Responsibility

### Directorate/Organisation

People

### Service Area

Adult Social Care

## 1.3 Specifics

### Project Reference (if known)

Not Recorded

### Intended Project Close Date \*

December 2023

## 1.4 Project Part of a Strategic Programme

### Is this project part of a strategic programme?

Yes

### An overarching screening has already been carried out for the following areas:

Data Protection

Equality and Public Health

Environmental Sustainability

### What was the conclusion?

A requirement to complete a Data Protection and Equality and Public Health Impact Assessment

### Upload previous impact assessment documents if available

[Project Screening Adult Social Care – Charging Review completed 29.11.2022.pdf](#)

## 2 Organisations Involved

### Please identify the organisation(s) involved:

Worcestershire County Council

### Details of contributors to this assessment:

<b>Name</b>	Corrine Paton
<b>Job title</b>	Care Contribution Assessment Team Manager • Financial Operational Services
<b>Email address</b>	cpaton@worcestershire.gov.uk

## 3.0 Who will be affected by the development and implementation

### Please identify group(s) involved:

Service User

Carers

Staff

## 3.1 Information and evidence reviewed

### What information and evidence have you reviewed to help inform this assessment? \*

Our local charging policy for adults receiving care and support was updated and implemented in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users. Comparison with other local authorities has been completed to understand their approach to charging policy or adults receiving care and support.

## 3.2 Summary of engagement or consultation undertaken

### Who and how have you engaged, or why do you believe engagement is not required? \*

Consultation will be conducted following agreement at Cabinet, providing the recommendations are approved, after 2 February 2023. Consultation and engagement will be conducted with internal and external key stakeholders including, but not limited to partners such as Worcestershire Association of Carers, residents in Worcestershire in receipt of Adult Social Care provision and recipients of Direct Payments.

## 3.3 Summary of relevant findings

### Please summarise your relevant findings. \*

Not applicable as consultation not conducted yet.

## 4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

### Age

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices are in accordance with the Care Act 2014 to ensure that services are provided equitably, regardless of the identity and protected characteristics of clients.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them.

For Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. The people accessing this service are predominantly those who are disabled, or aged over 65. The changes therefore, will have an increased negative impact financially for those disabled clients, or those who are over 65 and/or have limited mobility that use these service. Whilst we cannot mitigate and stop this impact, we can offer signposting to external organisations who may be able to support or guide individuals through this financial change, and any challenges occurring through financial difficulty; in addition to support from the Direct Payment team and Social Care teams.

### Disability

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices are in accordance with the Care Act 2014 to ensure that services are provided equitably, regardless of the identity and protected characteristics of clients.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct

payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them.

For Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. The people accessing this service are predominantly those who are disabled, or aged over 65. The changes therefore, will have an increased negative impact financially for those disabled clients, or those who are over 65 and/or have limited mobility that use these service. Whilst we cannot mitigate and stop this impact, we can offer signposting to external organisations who may be able to support or guide individuals through this financial change, and any challenges occurring through financial difficulty; in addition to support from the Direct Payment team and Social Care teams.

### Gender reassignment

Potential positive impact selected Potential neutral impact selected Potential negative impact selected

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of gender reassignment, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### Marriage and civil partnerships

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of marriage and civil partnerships, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### Pregnancy and maternity

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of pregnancy and maternity, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### Race including travelling communities

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

**A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.**

**There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of race including traveling communities, and services will be provided equitably, regardless of the identity and protected characteristics of clients.**

### **Religion and belief**

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### **Explanation of your reasoning:**

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of religion and belief, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### **Sex**

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### **Explanation of your reasoning:**

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of sex, and services will be provided equitably, regardless of the identity and protected characteristics of clients.

### **Sexual orientation**

Potential positive impact selected. Potential neutral impact selected. Potential negative impact selected.

#### **Explanation of your reasoning:**

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

A potential positive impact for individuals by enabling easier and fairer access to services, irrespective of whether they are Direct Payment recipients, or not.

There is a neutral impact on individuals that do not access replacement care or have double handed care services. For direct payment clients if they have purchased respite or direct payment respite this will ensure equitable access / pay for all clients, the same if they have a direct payment or have all their serviced purchased for them; consequently, for Direct Payment recipients, there will be a negative impact for a small number of individuals due to being charged for the services they may have historically received for free. This will not impact specifically, based on the protected characteristic of sexual orientation , and services will be provided equitably, regardless of the identity and protected characteristics of clients.

## 5 Characteristics - Public health

### Other vulnerable and disadvantaged groups

Potential positive impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not.

### Health inequalities

Potential positive impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not.

### Social and economic

Potential positive impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not.

### Physical health

Potential neutral impact selected.

#### Explanation of your reasoning:

Adult Social Care services are delivered based on need, in accordance with the Care Act 2014.

### Mental health and wellbeing

Potential neutral impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not. Subject to financial assessment, the proposed change will enable us to pass on the cost of the services to service user and as such increase the council's revenue in relevant cases.

### Access to services

Potential positive impact selected. Potential negative impact selected.

#### Explanation of your reasoning:

We have for a long time, had challenges with how we purchase and assess for replacement care, especially in relation to Direct Payments, as the service user decides on the timing and frequency of the replacement care according to their service plan. The impact on the reforms to processes, policies and implementation of practices in accordance with the Care Act 2014, should result in a potential positive impact and assessed fairly irrespective of whether they are Direct Payment recipients, or not. Subject to financial assessment, the proposed change will enable us to pass on the cost of the services to service user and as such increase the council's revenue in relevant cases.

## 6 Actions to mitigate potential negative impacts

<b>Risk identified</b>	Consultation could result in negative impacts upon reputation and the ability to deliver the change if it is unpopular.
<b>Actions required to reduce/eliminate negative impact</b>	Agreement from Cabinet to proceed with project at a meeting currently scheduled for 2 February 2023.  Financial audit and review of Adult Social Care provision to understand the negative impacts and agree next steps to understand the need of the service user in accordance with the Care Act 2014, phased approach commencing new service users with effect from 1 April 2023, and then reviews of existing service users will occur after that.
<b>Who will lead this action</b>	Corrine Paton
<b>Timeframe</b>	March 2024

### How will you monitor these actions?

Financial audit and review of adult service provision to understand any negative impacts and agree next steps with carers to understand need in accordance with the Care Act 2014

## 7 When will you review this equality and public health estimate(EPHIA)?

Following consultation and depending on the outcome of the consultation it may be necessary to review prior to implementation; in addition to prior to project closure and handover to BAU.

## 8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.



## 8 Application Details

### Last Updated Date Time

22/12/2022 09:17:53

### Screening Submitted Date Time

29/11/2022 11:55:09

### Last Reopened Date Time

22/12/2022 09:14:20

### Full Impact Submitted Date Time

22/12/2022 09:17:53

### Approved/Rejected Date Time

No Date Recorded

### Current User Dashboard Request Status

Submitted

## 9.0 People with access to the original screening

[Amanda Dunn \(adunn2@worcestershire.gov.uk\)](mailto:adunn2@worcestershire.gov.uk)

[Charles Huntington \(CHuntington@worcestershire.gov.uk\)](mailto:CHuntington@worcestershire.gov.uk)

[Corrine Paton \(cpaton@worcestershire.gov.uk\)](mailto:cpaton@worcestershire.gov.uk)

## 9.1 People with access to this equality and public health assessment

[Amanda Dunn \(adunn2@worcestershire.gov.uk\)](mailto:adunn2@worcestershire.gov.uk)

[Charles Huntington \(CHuntington@worcestershire.gov.uk\)](mailto:CHuntington@worcestershire.gov.uk)

[Corrine Paton \(cpaton@worcestershire.gov.uk\)](mailto:cpaton@worcestershire.gov.uk)

## 10 Direct Questions

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**Data Protection Full Assessment**  
**Impact Assessment Id: #434****1.0 Screening Information****Project Name**

Adult Social Care – Charging Review

**Name of Project Sponsor**

Mark Fitton

**Name of Project Manager**

Corrine Paton

**Name of Project Lead**

Corrine Paton

**Please give a brief description of the project**

Our local charging policy for adults receiving care and support was updated and implemented in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users.

**Data Protection screening result**

Will require a full impact assessment

**Equality and Public Health screening result**

Will require a full impact assessment

**Environmental Sustainability screening result**

Does not need a full impact assessment

## 1.1 Background and Purpose

### Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

Background: Our local charging policy for adults receiving care and support was updated and implemented in April 2015 in line with the Care Act 2014. Some aspects of the policy were down to local authority discretion, such areas were mirrored from the pre-Care Act regulations, as to not disadvantage any of our adult service users.

The purpose of the project is to:

- Change the assessment for Respite/Replacement care to a non-residential service in order to eliminate potential unfairness and make it clearer for service users
- Charge for both carers, when two carers are required to attend a home care visit (double handed care).
- Carry out a consultation on the proposals outlined in the project outcomes section, and bring back a final recommendation to Cabinet once the Consultation is completed

### Upload Business Case or Support documents

No files uploaded

### Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

If the changes are agreed at cabinet, and implemented, the following activities will be required to deliver the project outcomes:

- Amendments to operational guidance, policies, process and practices to deliver the changes to the assessment approach for Respite/Replacement care to a non-residential service
- Amendments to operational guidance, policies, process and practices to facilitate charging for both carers, when two carers are required to attend a home care visit (double handed care).
- Carry out a consultation on the proposals outlined in the project outcomes section, and bring back an options appraisal and final recommendations to Cabinet once the Consultation is completed.

### Project Outcomes

Briefly summarise what the project will achieve.

If the changes are agreed at cabinet, and implemented, the following benefits will be realised:

- Will be able to use the Online Financial Assessment (OFA) for all assessments
- Reduction in assessments being carried out by the Care Contribution Assessment team
- Fairer system of assessments as Direct Payments and Non-direct payments clients will be assessed the same way – Care Act Compliant
- Clients would have one uplift letter at present receive 2 uplift letters if have non-res and replacement care
- Social workers will not have to request a financial assessment when a client who is already having a non-residential service requires replacement care

### Is the project a new function/service or does it relate to an existing Council function/service?

Existing

### Was consultation carried out on this project?

No

## 1.2 Responsibility

### Directorate/Organisation

People

### Service Area

Adult Social Care

## 1.4 Specifics

### Project Reference (if known)

Not Recorded

### Intended Project Close Date \*

December 2023

## 1.5 Project Part of a Strategic Programme

### Is this project part of a strategic programme?

Yes

### An overarching screening has already been carried out for the following areas:

Data Protection

Equality and Public Health

Environmental Sustainability

### What was the conclusion?

A requirement to complete a Data Protection and Equality and Public Health Impact Assessment

### Upload previous impact assessment documents if available

[Project Screening Adult Social Care – Charging Review completed 29.11.2022.pdf](#)

## 2.0 Personal Data

### Who are you processing data about?

Customers, clients or service users

Carers or representatives

### What personal data will be collected? \*

The second stage is to list all of the types of personal data that you believe the project/works/additional processing will utilise.

Please select yes for as many examples of types of data that are relevant and include any others in the free text at the bottom of the page.

#### Basic Identifiers:

##### Name

Yes

##### Date of Birth

Yes

##### Age

Yes

##### Gender

Yes

##### Sex

Yes

#### Contact Details:

##### Address

Yes

##### Email Address

Yes

**Home Phone Number**

Yes

**Mobile Phone Number**

Yes

**Postcode**

Yes

**ID Number:**

**National Insurance Number**

Yes

**Driving Licence/Number**

No

**NHS Number**

Yes

**Other General Identifier**

No

**Employment:**

**Work Related Training/Awards**

No

**Financial:**

**Income/Financial/Tax Situation**

Yes

**Appearance:**

**Photograph**

No

**Physical Description**

No

**Lifestyle:**

**Living Habits**

No

**Marital Status**

Yes

**Technology:**

**Login/Username**

No

**Device MAC Address (Wireless Network Interface)**

No

**Device Mobile Phone/Device IMEI No**

No

**Location Data (Travel/GDPS/GSM Data)**

No

**Online Identifier e.g. IP Address**

No

**Website Cookies**

No

**Other Data Types Collected**

Other Data Types Collected

Not Recorded

## 2.1 Legal basis for Personal Data

### What is your lawful basis for processing the personal data? \*

Please choose one of the following

Data Subject's consent for the purpose

Yes

Necessary for a contract with the Data Subject

Yes

Necessary to comply with a legal obligation

No

Necessary to protect the vital interests of an individual(s)

No

Necessary for a task in the public interest or exercise of official authority of Controller

No

Necessary for legitimate interests of Controller unless interests are overridden by the interests or rights of the individual (only available in limited circumstances to public bodies)

No

## 2.2 Special Data

### What special category personal data (if any) will be collected? \*

This section will not apply to all projects and should only be completed if it applies to you.

It is important that you read this section carefully, as these data types require additional care and protection.

If you do pick anything from this list, you will be required to give more details in Section 4 of this form.

You can read more about Special Category Data through this link;

<https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/lawful-basis-for-processing/special-category-data/>

#### Race

No

#### Ethnic origin

No

#### Political opinions

No

#### Religion

No

#### Philosophical beliefs

No

#### Trade union membership

No

#### Genetic Data

No

#### Biometric Data

No

#### Sex life

No

#### Health or social care

Yes

## 2.3 Legal basis for Special Data

### What is the relevant condition for processing the special category personal data? \*

You must qualify under one of the below exemptions as well as having a legal basis from the previous question.

#### Explicit Consent

The data subject has given explicit consent to the processing of those personal data for one or more specified purposes, except where Union or Member State law provide that the prohibition referred to in paragraph 1 may not be lifted by the data subject;

No

#### Employment and Social Security

Processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as it is authorised by Union or Member State law or a collective agreement pursuant to Member State law providing for appropriate safeguards for the fundamental rights and the interests of the data subject;

No

#### Vital Interests

Processing is necessary to protect the vital interests of the data subject or of another natural person where the data subject is physically or legally incapable of giving consent;

No

#### Legitimate Interests of:



**"a foundation, association or any other not-for-profit body with a political, philosophical, religious or trade union aim".**

Processing is carried out in the course of its legitimate activities with appropriate safeguards by a foundation, association or any other not-for-profit body with a political, philosophical, religious or trade union aim and on condition that the processing relates solely to the members or to former members of the body or to persons who have regular contact with it in connection with its purposes and that the personal data are not disclosed outside that body without the consent of the data subjects;

**Note – this is not often applicable to local authorities.**

No

**Publicly Available Data**

Processing relates to personal data which are manifestly made public by the data subject;

No

**Legal or Court Proceedings**

Processing is necessary for the establishment, exercise or defence of legal claims or whenever courts are acting in their judicial capacity;

No

**Public Interest - Statutory Necessity**

Processing is necessary for reasons of substantial public interest, on the basis of Union or Member State law which shall be proportionate to the aim pursued, respect the essence of the right to data protection and provide for suitable and specific measures to safeguard the fundamental rights and the interests of the data subject;

No

**Medical, Health and Social Care Provision**

Processing is necessary for the purposes of preventive or occupational medicine, for the assessment of the working capacity of the employee, medical diagnosis, the provision of health or social care or treatment or the management of health or social care systems and services on the basis of Union or Member State law or pursuant to contract with a health professional and subject to the conditions and safeguards referred to in paragraph 3;

Yes

**Public Health**

Processing is necessary for reasons of public interest in the area of public health, such as protecting against serious cross-border threats to health or ensuring high standards of quality and safety of health care and of medicinal products or medical devices, on the basis of Union or Member State law which provides for suitable and specific measures to safeguard the rights and freedoms of the data subject, in particular professional secrecy;

No

**Archiving or Scientific, Historical or Statistical Research Purposes**

Processing is necessary for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes in accordance with Article 89(1) based on Union or Member State law which shall be proportionate to the aim pursued, respect the essence of the right to data protection and provide for suitable and specific measures to safeguard the fundamental rights and the interests of the data subject.

No

**2.4**

**Information Involved**

Understanding the information flows involved in a project is essential to a proper assessment of privacy risks.

**How will the data be collected? \***

This section should be filled in for every project, not just those collecting Special Category data.  
Through Liquid Logic and Controcc in-house software

**What will the data be used for? \***

This section should be filled in for every project, not just those collecting Special Category data.  
For the purpose of understanding which adult social care service users are impacted by the changes to the WCC charging policy.

**Has data already been collected?**

Yes

**Are the purposes for which you are collecting the data different? \***

If the data you are hoping to use was not collected specifically for this project, please explain in the box below why it was collected. This will include data that you have collected from other teams within WCC.

For the purpose of understand which adult social care service users are impacted by the changes to the WCC charging policy.

### **Explain why existing and/or less intrusive processes or measures would be inadequate \***

In this section, you should explain why your new method/project is absolutely necessary and show that you have thought about all other options.

The data is collected within the existing adult social care systems (Liquid Logic and Controcc) the data will be used to identify which adult social care service users are impacted by the changes to the WCC charging policy and to notify them of the changes to the current service provision financial arrangements.

## **3.0 Other organisations**

### **Are other organisations involved in processing the data?**

No

## **3.1 Storage detail**

### **How will the information be stored? \***

Please include details of whether data will be stored outside of the European Economic Area (EEA).

Please remember that cloud storage and back up servers maybe outside the EEA.

Data will be stored electronically within Council systems as part of the normal assessment process, and financial implications for care act eligibility.

### **For how long will the data be retained? \***

The data will retained by the Council, in accordance with standard data protection policies and compliance of the current data retention regulations

### **What is the deletion process? \***

Data will only be held for the minimum timescales in accordance with the current data retention regulations, supported by WCC deletion timescales, with a deletion certificate if necessary.

## **4 Consultation details**

**Consultation can be used at any stage of the DPIA process and is important to allow people to highlight privacy risks and solutions based on their own area of interest or expertise.**

**For further assistance and information please visit the [consultation toolkit section on Ourspace](#).**

### **Explain what practical steps you are going to take to ensure that you identify and address privacy risks \***

Consultation will be conducted as part of the outputs of the project to understand viable options and produce recommendations for future service delivery. Only the minimum data, in accordance with GDPR regulations, is collected as required and will not be shared with other partners or external organisations.

### **Who should be consulted, internally and externally? Do you need to seek the views of members of the public? \***

Consultation will take place internally and externally with members of the public if the cabinet paper is approved on 2 February 2023.

### **How will you carry out the consultation? \***

(You should link this to the relevant stages of your project management process)

Consultation will take place, subject to approval by Cabinet paper is approved on 2 February 2023. A range of methodologies will be utilised, ranging from face-to-face key stakeholder engagement sessions; combined with on-line and postal consultation for service users.

## **5 Risk register**

**At this stage you should identify the possible privacy risks together with their likelihood, severity and overall level, and for high risks the measures taken to reduce the risk. Add any risk to the relevant sections below.**

## Fair and Lawful Processing

Data must be processed lawfully, fairly and in a transparent manner.

Please also consider

- Have you identified at least one lawful basis for the personal data processed as part of the project?
- Does at least one Controller involved have a lawful power to act?
- Do you need to create or amend a privacy notice?
- How is your processing going to be transparent?

### Risk that processing is not transparent, and individuals are unaware that data is being collected or why it is processed

No Risk

### Risk that information is being processed unlawfully

#### Unmitigated Risk

Likelihood - Unlikely

Severity - Minimal Impact

Score - Low

#### Mitigation/Solution

Adult social care data is collated with the purpose of delivery services; in accordance with the WCC privacy notice displayed on the Worcestershire County Council website.

#### Mitigated Risk

Likelihood - Unlikely

Severity - Minimal Impact

Score - Low

#### Result

Eliminated

## Specific, explicit and legitimate purposes

The purpose for which you process personal data must be specified, explicit and legitimate. Personal data collected must not be processed in a manner that is incompatible with the purpose for which it was originally collected.

Please also consider

- Does your project plan cover all of the purposes for processing personal data? If not your plan needs amending accordingly.
- Are all elements of the processing compatible with the original reason and justification for the processing?
- What are these specific, explicit and legitimate purposes?

### Risk of 'mission creep' and information is used for different, or incompatible purposes to that identified when originally collected

No Risk

## Adequate, relevant and not excessive

Personal data processed must be adequate, relevant and not excessive in relation to the purpose for which it is processed.

Please also consider

- Is the quality of the information adequate for the purposes it is used?
- If not, how is this to be addressed?
- Are measures in place to ensure that data is limited to that which is needed to fulfill the aim of the processing?
- Which personal data elements do not need to be included without compromising the needs of the project?

### Risk of loss of control over the use of personal data

No Risk

### Risk that inadequate data quality means the information is not fit for the identified purpose(s) potentially leading to inaccurate decision making

No Risk

**Risk that any new surveillance methods may be an unjustified intrusion on individuals' privacy**

No Risk

**Accurate and timely**

Personal data processed must be accurate and, where necessary, kept up to date, and every reasonable step must be taken to ensure that personal data that is inaccurate is erased or rectified without delay.

Please also consider

- If you are procuring new software does it allow you to amend data when necessary?
- How are you ensuring that personal data obtained from individuals or other organisations is accurate?
- Do you have processes in place to keep data up to date?
- If any data sets are to be merged, what checks are carried out to ensure that the right data records are matched/merged together?

**Any data matching or linking, including whole data sets may link wrong records together**

No Risk

**Storage limitation**

Personal data must be kept for no longer than is necessary for the purpose for which it is processed. Appropriate time limits must be established for the periodic review of the need for the continued storage of personal data.

Please also consider

- What are the risks associated with how long data is retained and how they might be mitigated?
- Has a review, retention and disposal (RRD) policy been established?
- How does the software enable you to easily act on retention criteria – does it enable bulk review/destruction; set review periods; extract for long-term preservation/retention of the corporate memory?

**Risk information is retained for the wrong length of time (both too long and too short)**

No Risk

**Risk information is not securely destroyed when its retention period has been reached**

No Risk

**Security**

Personal data must be processed in a manner that ensures appropriate security of the personal data, using appropriate technical or organisational measures (and, in this principle, "appropriate security" includes protection against unauthorised or unlawful processing and against accidental loss, destruction or damage).

Please also consider

- What technical and organisational measures are in place to ensure that the data is protected to an adequate level?
- What training on data protection and/or information sharing has been undertaken by relevant staff?
- What access controls are in place to enforce the 'need to know' principle?
- What assurance frameworks are utilised to assess adequacy of security measures in place e.g. NHS DSPT; Cyber Essentials Plus; PSN Certification?

**Risk of loss of confidentiality**

No Risk

**Risk of inadequate security controls in place to protect and secure personal data, including inappropriate access**

No Risk

**Risk that workers processing the data are not aware of their data responsibilities**

No Risk

**Risk that information is distributed using inappropriate methods**

No Risk

**Risk of re-identification of pseudonymized or anonymised data (e.g. collecting matching and linking identifiers and information may result in information that is no longer safely anonymised)**

No Risk

**Risk that information is transferred to a 'third country' without adequate safeguards**

No Risk

## Financial and reputational

**Risk of identity theft or fraud**

No Risk

**Risk of financial loss for individuals or other third parties**

No Risk

**Risk of financial loss for the Council (including ICO fines)**

**Unmitigated Risk**

Likelihood - Unlikely

Severity - Some Impact

Score - Low

**Mitigation/Solution**

Adult social care data is collated with the purpose of delivery services and retained on internal systems; in accordance with the WCC privacy notice displayed on the Worcestershire County Council website.

**Mitigated Risk**

Likelihood - Unlikely

Severity - Some Impact

Score - Low

**Result**

Reduced

**Risk of reputational damage to the Council, partners, and processors**

**Unmitigated Risk**

Likelihood - Unlikely

Severity - Some Impact

Score - Low

**Mitigation/Solution**

Adult social care data is collated with the purpose of delivery services; in accordance with the WCC privacy notice displayed on the Worcestershire County Council website. consultation is proposed as part of the project to develop proposals and recommendations

**Mitigated Risk**

Likelihood - Unlikely

Severity - Some Impact

Score - Low

**Result**

Reduced

## Health, safety and wellbeing

**Risk of physical harm to individuals**

No Risk

**Risk of physical harm to staff and workers**

No Risk

**Risk of discrimination**

No Risk

**Risk of other significant economic or social disadvantage**

**Unmitigated Risk**

Likelihood - Unlikely

Severity - Some Impact

Score - Low

**Mitigation/Solution**

Each service the resident uses will have a financial audit and review of their needs to understand the financial impact on them.

**Mitigated Risk**

No Risk

**Result**

Reduced

## Individuals Rights

Data protection legislation gives data subjects' various rights (listed below). Limiting or restricting any of these rights is likely to be a significant impact so the justification for any restriction, as well as mitigations, must be fully outlined.

**Inability to meet individuals' right to be informed**

No Risk

**Inability to meet individuals' right of access**

No Risk

**Inability to meet individuals' right to rectify inaccurate data**

No Risk

**Inability to meet individuals' right to erase data**

No Risk

**Inability to meet individuals' right to restrict processing**

No Risk

**Inability to meet individuals' right to data portability**

No Risk

**Inability to meet individuals' rights relating to automated decision making and profiling**

No Risk

## Additional project specific risks

No additional risks recorded

## 6 Declaration

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate \*

Selected

I confirm that I will make sure that data protection has been and continues to be considered throughout the project life cycle and should circumstances change in the project to include any processing of personal data a further Data Protection Impact Assessment Screening will be carried out \*

Selected

## 7 Application Details

### Last Updated Date Time

22/12/2022 09:15:59

### Screening Submitted Date Time

29/11/2022 11:55:09

### Last Reopened Date Time

No Date Recorded

### Full Impact Submitted Date Time

22/12/2022 09:15:59

### Approved/Rejected Date Time

No Date Recorded

### Current User Dashboard Request Status

Submitted

## 8.0 People with access to the original screening

[Amanda Dunn \(adunn2@worcestershire.gov.uk\)](mailto:adunn2@worcestershire.gov.uk)

[Charles Huntington \(CHuntington@worcestershire.gov.uk\)](mailto:CHuntington@worcestershire.gov.uk)

[Corrine Paton \(cpaton@worcestershire.gov.uk\)](mailto:cpaton@worcestershire.gov.uk)

## 8.1 People with access to this data protection assessment

[Amanda Dunn \(adunn2@worcestershire.gov.uk\)](mailto:adunn2@worcestershire.gov.uk)

[Charles Huntington \(CHuntington@worcestershire.gov.uk\)](mailto:CHuntington@worcestershire.gov.uk)

[Corrine Paton \(cpaton@worcestershire.gov.uk\)](mailto:cpaton@worcestershire.gov.uk)

## 9 Direct Questions

### Question:

Hi

Under 2.1 you have selected consent as a legal basis but under 2.4 you have indicated the data is already collected so would consent be appropriate. Considering consent can be withdrawn at any time, would a different legal basis be more appropriate?

Asked by Charlotte Shepard (CShepard@worcestershire.gov.uk) at 06/12/2022 13:57:50

Amanda Dunn (adunn2@worcestershire.gov.uk), and Corrine Paton (cpaton@worcestershire.gov.uk) have been asked this question.

### Response:

Hi

I believe that that the 2 legal reasons, would still apply from section 2.1:

Data Subject's consent for the purpose

Yes

Necessary for a contract with the Data Subject

Yes

My belief is that whilst the data subject (resident) continues to receive the services, the legal basis for consent remains.

Amanda Dunn (adunn2@worcestershire.gov.uk) at 07/12/2022 13:09:10

Add Response



# 2022/2023

## Draft Annual Financial Report and Draft Statement of Accounts

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# **Worcestershire County Council Draft Annual Financial Report 2022/23**

## Leader's Introduction

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2022/23 was a challenging year for Local Authorities, as inflationary rises in the wider economy, coupled with the continuing recovery from the pandemic, combined to put our services and budgets under significant pressures. Our financial controls have enabled us to return a £7.316 million net revenue overspend, which is 1.9% of our net budget. Our proactive forecasting and reporting alerted Council to a likely overspend position very early within the year, which has enabled us to identify one-off mitigations for 2022/23 to reduce the overspend position and retain the level of our General Fund balances.

In addition to managing our budgets as effectively as possible, Councillors and Staff have worked hard to deliver improvements against our corporate priorities. Some notable successes included:

- Increasing grant funding to start-up business through the Enterprising Worcestershire programme, to help grow the local economy and increase job opportunities. Our economic development programmes have supported hundreds of Worcestershire businesses in 2022/23.
- A year of huge achievement in terms of our Highways and Infrastructure schemes, with completion of the A4440 Southern Link Road dualling, the A38 roundabout at Upton-on-Severn, the continuation of works on the new Kepax Bridge, and the opening of the new Pershore Northern Link Road being just some of the highlights delivered by the Council this year.
- Keeping Worcestershire moving safely over the winter months with the Council's fleet of gritters spreading more than 5,000 tonnes of salt to cover almost 70,000 miles of roads in total.
- A further £5.6 million spent on street lighting improvements across the County, including our ongoing LED rollout programme

which generates efficiencies in energy usage and reduces our carbon footprint.

- Managing increased demand in Children's Social Care, Home to Schools Transport and Adult Social Care Services, ensuring individuals are safe, protected and have access to the right advice, information and support. We have done this alongside improvements to our services and by identifying new ways of working with partners to grow capacity in the system.
- Investments to support the resilience and capability of our IT and Digital Service, completing the implementation of IT systems aligned with the Council's Collaboration Strategy, including our new website, to enable effective collaboration both inside the Council and with external partners.
- Funding other infrastructure projects around the County, including improvements to Redditch Rail Station and the surrounding area, the route enhancement programme for the Bromsgrove A38, and investments in other Public Rights of Way.
- Continuing our commitment to reducing the County Council's carbon emissions, including this year installing enough solar panels on Council premises to match the carbon reduction impact of more than 2,000 trees.

Looking forward to 2023/24 and beyond, we will continue to face financial pressures and we have set a balanced and realistic budget for the year ahead, helped by the increases in the Local Government Settlement. Nonetheless it is important that we continue to strengthen our financial resilience and controls; as well as keeping focus on our refreshed Corporate Plan for 2022-27, which sets out the vision and priorities for the organisation and wider county over the next five years.

**Simon Geraghty**

**Leader of Worcestershire County Council**

## Chief Executive's Introduction

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In my fifth year as Chief Executive, Councillors and Staff have worked tirelessly to deliver services to support our residents and businesses in tough economic conditions and I wish to begin by thanking all staff who have contributed to our results for 2022/23.

The Leader's Foreword covers many of the Council's outputs for our residents and businesses which have been delivered by teams through smarter ways of working; supported by investment and developments in IT systems and structures to enable effective collaboration through hybrid working models.

I am extremely proud of staff for the continued excellent delivery of services in 2022/23 in a tough economic climate, against a backdrop of continued recovery from the pandemic and the legacy impact on Health and Social Care demand.

I am also delighted that Worcestershire, alongside our District partners, spearheaded the 'One Worcestershire' approach to welcome Ukrainian guests into the County, working hard to find school places and homes, and to provide outreach support.

Our Adult Social Care teams have continued to work collaboratively with colleagues in the NHS and partners to try to achieve the best possible outcomes for the residents of Worcestershire. Through our Section 75 and Better Care Fund budgets, we deliver £137m of integrated and joined-up services, and we are committed to continuing this partnership working as the government implements the new Urgent Care Strategy, aiming to improve response times, hospital admissions and discharge turnarounds in 2023/24.

Having proved popular during COVID, our Holiday Activities and Food Programme (HAF) has continued to deliver activities during school holidays across all six Worcestershire districts, supporting families with children aged 5-16. We have worked with over 200 organisations to deliver this programme, targeting school holidays which can be pressure points for families.

Worcestershire Children's First has continued to sustain improvement of our services to Children Services across the county. This was recognised by the DfE by the lifting of the statutory direction in November 2021 and the early removal of the "Support and Supervision" phase in June 2022. This is a result of significant hard work and improvement since Ofsted's 2016 inspection, evidenced throughout the monitoring and focused visits by Ofsted and our reporting to the DfE. Our SEND Accelerated Action Plan twelve-month review took place in March 2023. Positive feedback was provided including recognition of the amount of work that has taken place, the investment to increase capacity in the workforce, and our engagement with parents, and a clear commitment of stakeholders to co-production in improvements. There is still more to do and there be a further review in September 2023.

We are continuing to invest in our staff through improvements in our Workforce Strategy and investment in the development and well-being of staff. Our Wellbeing Weeks have proved popular with staff, and we have also launched our new 'Recognising You' programme which will allow us to further highlight the fantastic work of our teams.

I'm pleased to say 98% of children received an offer from one of their top three choice schools. Over 93% of pupils will be heading to their first choice of primary or first school to start their important education journey in September.

A recent survey revealed that 75% of respondents wanted Worcestershire services to be designed by Worcestershire Service Users. With this in mind, we have launched our 'Building Together' project, which will enable those with direct experience of our services to become more involved in their design

Going forward, the Council's priorities are to deliver improvements across the four key areas of the Corporate Plan with a balanced budget, supported by a strong financial base.

**Paul Robinson**  
**Chief Executive**

## Chief Financial Officer's Narrative Report

Worcestershire is a County with a proud heritage. Home to nearly 600,000 people with a mix of urban and rural communities and a thriving economy.

In a year of sustained financial challenges including high inflation and increased demand for Social Care services, the Council has played a vital role in supporting the residents and businesses of Worcestershire in their recovery from the social and economic impact of the pandemic, whilst successfully delivering the Council's objectives. The Council has continued to make arrangements to secure economy, efficiency and effectiveness in the use of resources; supporting informed decision making and managing key operational and financial risks to deliver corporate objectives and safeguard public money.

Through robust financial monitoring and prompt management action to allocate resources where pressures were identified, the Council achieved a small overspend of £7.3 million against its net £373.2 million budget (1.9%). The following table shows the final outturn position for each Service area, comparing actual net expenditure with approved budget. This outturn position is reconciled to the figures shown in the Comprehensive Income & Expenditure Statement in Note 2: Expenditure and Funding Analysis and discussed in the following pages.

Service area	Budget £m	Outturn £m	Variance £m
People – Adults	138.909	145.350	6.441
People – Communities	20.601	20.138	(0.463)
People – Public Health	0.124	0.124	0.000
Children's Services/WCF	109.108	115.652	6.544
Economy & Infrastructure	59.225	58.508	(0.717)
Commercial & Change	7.686	7.161	(0.525)
Chief Executive/HR	3.382	2.470	(0.912)
<b>Sub Total: Services</b>	<b>339.035</b>	<b>349.403</b>	<b>10.368</b>
Corporate Savings Target	(0.500)	0.000	0.500
Finance /Corporate Items	34.662	31.110	(3.552)
<b>Total</b>	<b>373.197</b>	<b>380.513</b>	<b>7.316</b>

School balances overall reduced by £0.9 million to a net surplus of £4.4 million. The net position comprises 30 schools in deficit (£10.8 million) and 82 schools in surplus (£15.2 million). Schools' funding remains an area of concern and the Council and Worcestershire Children First are working to support schools in achieving their financial plans as well as lobbying Central Government. The non-schools Dedicated Schools Grant (DSG) will carry forward a deficit of £20.3 million (£11.3 million deficit at 31 March 2022); this increase is largely due to unfunded SEND and High Needs demand arising from statute changes in 2014. This will continue to be carried forward and offset against future DSG income.

## COVID-19 Funding and Expenditure

In 2021/22, £17.9 million of unspent grants were carried forward to support vulnerable individuals as well as households and businesses most in need, as the pandemic recovery continued. These grants were primarily ringfenced for specific purposes, including many relating to Adult Social Care. The majority of this was spent in 2022/23 in line with the plan approved by Cabinet in September 2022 with £1.5 million remaining in the Concessionary Fares reserve for support for transport providers in future years, £3.7 million transferred to the Finance Risk Reserve to cover potential ongoing risks arising in 2023/24 leaving a balance on the Health and Well-being reserve of £2.9 million to fund the Council's ongoing commitments relating to the Integrated Well-being Offer and Here to Help.

## Financial Resilience and Sustainability

The Worcestershire Pension Fund continues to build on the successes of previous years. The most recently completed triennial actuarial valuation confirmed its 101% funding on a solvency basis. An improvement from the previous valuation funding level of 90%. This is a significant achievement considering the macroeconomic and geopolitical pressures that The Fund has faced during that time. In addition to robust financial performance, The Fund has continued to strengthen its stewardship credentials through enhanced commitment to Environment, Social and Governance (ESG) and Responsible Investment (RI) principles, working closely with external experts. As a result, The Fund successfully retained its signatory status to the UK Stewardship Code 2020 and its overall listed portfolio is now considered to be over 30% more carbon efficient than the benchmark. During the year, The Fund deepened its investments in UK Forestry assets to enhance its ESG beliefs to

other areas of its portfolio too. A key area of focus for the future will be to further reduce the carbon footprint of the overall portfolio in conjunction with setting an internal decarbonisation target to 2025.

Looking forward, 2023/24 onwards remains an uncertain period for Local Government funding. In addition to the long-awaited implementation of the fair funding review and a reset of the business rates baseline, the current national financial pressures in respect of pay and price inflation are likely to have a significant impact on the Council's medium-term financial plan.

To support financial resilience, the Council has adopted a prudent approach to the use of reserve balances and has managed to retain earmarked revenue reserves at 91.4% of March 2022 levels. We will once again review our medium-term financial plan during 2023/24, taking account of the need to support the most vulnerable individuals in society, by identifying savings and reductions in spend and increasing income to improve outcomes for the residents and businesses of Worcestershire. To meet the challenges facing the County, it is imperative that we continue to put effective financial governance and competence at the core of decision making to deliver a strong, resilient and sustainable financial position. This strive is reflected in the Annual Governance Statement.

Finance staff continue to work closely with key stakeholders and our external auditors Grant Thornton to ensure an efficient close-down process and produce the statutory accounts within statutory deadlines, and I express my thanks for their continued hard work.

Further in-depth highlights of the 2022/23 Statement of Accounts are contained in the Finance and Performance Review section that follows.

**Stephanie Simcox BA (Hons), CPFA, MInstLM**

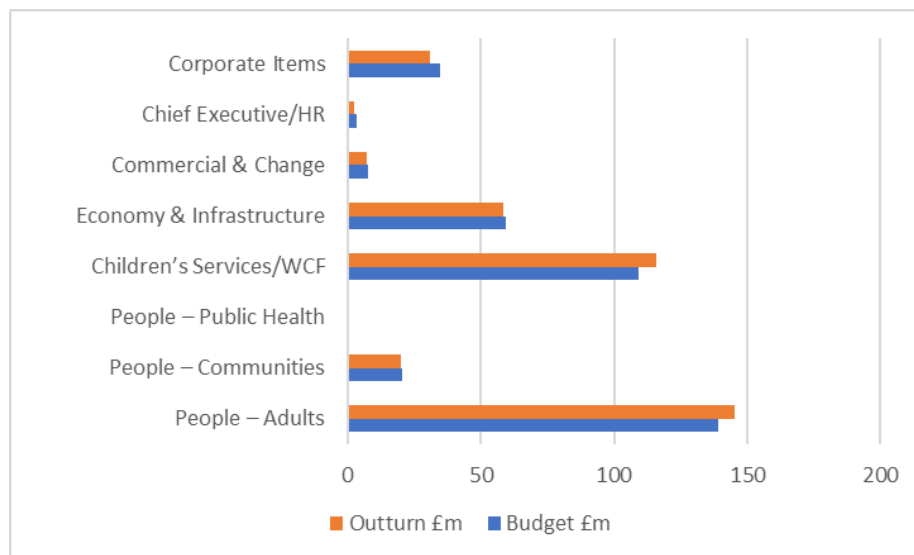
**Interim Chief Financial Officer**

# Finance and Performance Review

## 2022/23 Financial performance

The County Council's net budget for 2022/23 was £373.2 million.

In line with budget monitoring throughout the year, the County Council overspent its £373.2 million budget by £7.3 million (1.9%) in 2022/23, with pressures in Adult and Children's Services, arising mainly due to inflationary pressures in care packages and transport contracts, as well as demand increases above expectations for some key services. The graph below shows the net budget performance for each Council Directorate.



The key financial and performance information for each directorate is detailed in the following paragraphs.

## People Services – Adults

As reported and forecast during 2022/23 the Adult Social Care service out-turned with a net overspend of 4.6% against its £138.9 million net budget. Demand in all services has continued to increase over the year, alongside significant inflationary pressures in the price of care packages. These pressures were partially mitigated in-year by use of carried forward COVID grants, and Continuing Health-Care income from our NHS partners.

## People Services – Communities

The Communities budget returned a £0.5 million underspend as a result of small savings identified across several services, including identifying where grant funding can be effectively used to mitigate against using base budget.

## Children's Services

The Council's Children's Services budget had a net overspend of £6.5m in 2022/23. This budget mainly comprises the contract payment to the Council's wholly owned subsidiary Worcestershire Children First (WCF).

Children's social care placements demand and costs continued to increase in 2022/23, at a rate higher than projected at budget setting, and this resulted in an overspend of £5.0 million attributable to increases in both the number of placements and their costs during the year. In addition, there are national pressures in Home to School Transport relating to both increased demand and due to providers facing rising costs in both fuel and workforce, and this area of the budget overspent by £6.4m in 2022/23.

The continuing increasing cost and demand of high needs provision, alongside changes in the 2014 Children and Families Act, has placed significant pressure on the Dedicated School's Grant



(DSG) funding as well as the Council. The overall DSG deficit at 31 March 2023 is £20.3 million and this will be carried forward against future DSG income. The Council continues to work with schools to optimise pressures within funding, whilst lobbying Central Government for the issue to be addressed nationally.

### **Economy and Infrastructure**

The directorate has delivered a small underspend of £0.7 million on its £59.2 million net budget after one-off adjustments for capitalisation. The outturn position includes overspends within Planning and Regulation due to increases in agency costs, and within Street Lighting contracts where overspends are linked to energy price inflation. This additional expenditure has been offset by additional income generation within the areas of Passenger Transport and Network Management.

Waste services had an underlying pressure of £6.0 million, consisting of contract saving targets, alongside cumulative increases for inflation and housing growth. This was mitigated in-year by an underspend in Waste Management, a reduction in the overall contract price following successful extension of the contract and budgeted use of the waste reserve, bringing the waste service overall to a break-even outturn position. Following the signing of the revised contract in 2023, any residual underlying pressures have been incorporated into the 2023/24 budget setting.

### **Commercial and Change**

The directorate has delivered an underspend of £0.5 million (7% of its net budget) as a result of underspends in Executive Support. There were increased costs in Legal and Democratic Services of around £0.5m, which were mitigated with one-off income and this budget has been increased in 2023/24 to take account of the

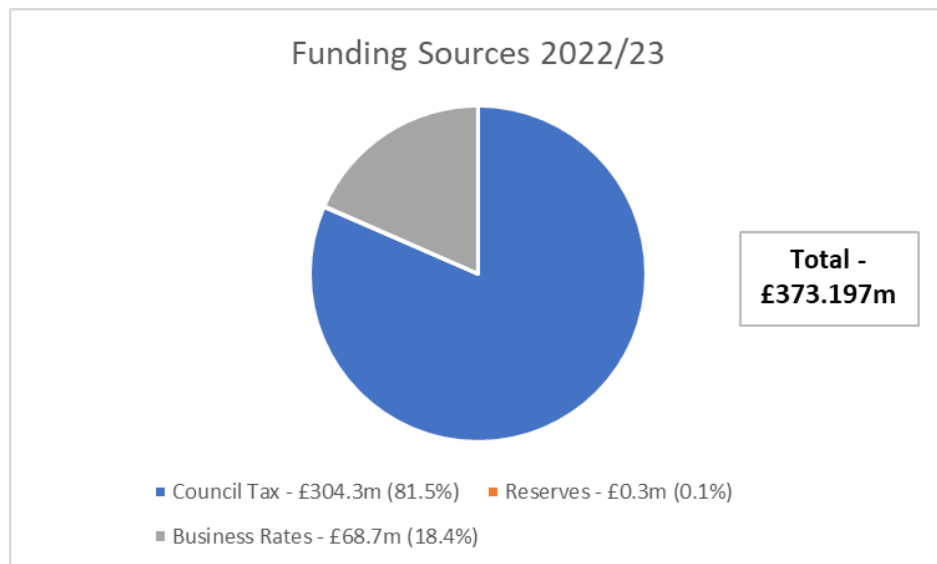
recurring nature of the increased reliance on legal services, in particular those relating to childcare cases.

### **Finance, HR & Chief Executive**

Services within these budget headings underspent by £4.0m. This is largely down to slippage on capital programme resulting in lower than budgeted costs for borrowing and MRP, alongside a decrease to the corporate bad debt provision. These underspends were partially offset by non-achievement of £0.5m Corporate Savings targets.

## Funding sources

The Council's core revenue expenditure was funded by a combination of locally raised funds and resources allocated from central government.



The Council Tax Band D equivalent was set at £1,396.78, which included £169.47 relating to the ring-fenced Adult Social Care precept.

Services also received funding from specific grants, contributions and fees and charges. Key grants continue to be the Improved Better Care Fund, Social Care Grants, Public Health Ring-fenced Grant and Dedicated Schools Grant.

## Impact on the Council's Assets and Liabilities

The value of our property plant and equipment has increased by a net £92.1 million in 2022/23. This is made up of a net £103.4 million expenditure and increase in valuations offset by £11.3 million of

disposals, including four schools which have converted to academy status during 2022/23 (transferred at nil consideration).

We secured £11.2 million of capital receipts which have helped us manage our borrowing requirement and fund transformation. At the same time, we are reporting a further £4.5 million of assets held for sale.

The County Council's Local Government Pension Scheme balance has improved from a deficit of £430m at March 2022 to a £32m surplus in March 2023 as a result of the performance of the fund and an actuarial review of fund assets and liabilities.

We have continued our focus on income management and debt collection processes during 2022/23, working with strategic partners, with support from colleagues in legal services to facilitate the efficient resolution of queries in respect of debts that are over 30 days old. We report collection rates and progress on a quarterly basis to the Audit and Governance Committee. The County Council has reviewed the recoverability of debtor balances at 31 March 2023 and has applied a professional judgement to reflect any additional risk to collection.

Performance in respect of our time to pay creditors continues to be high (99% of all creditors paid within 30 days). The reported decrease of our trade creditors at 31 March 2023 from £71.5m to £54.0m is mainly related to the timing of payments at the year end.

Our earmarked and other usable reserves have decreased marginally over the year by £2.6 million to £235.6 million. This reflects the strong financial controls, corporate savings and the improved performance of business rate income despite the service pressures in 2022/23.

## Financial risks and our reserves

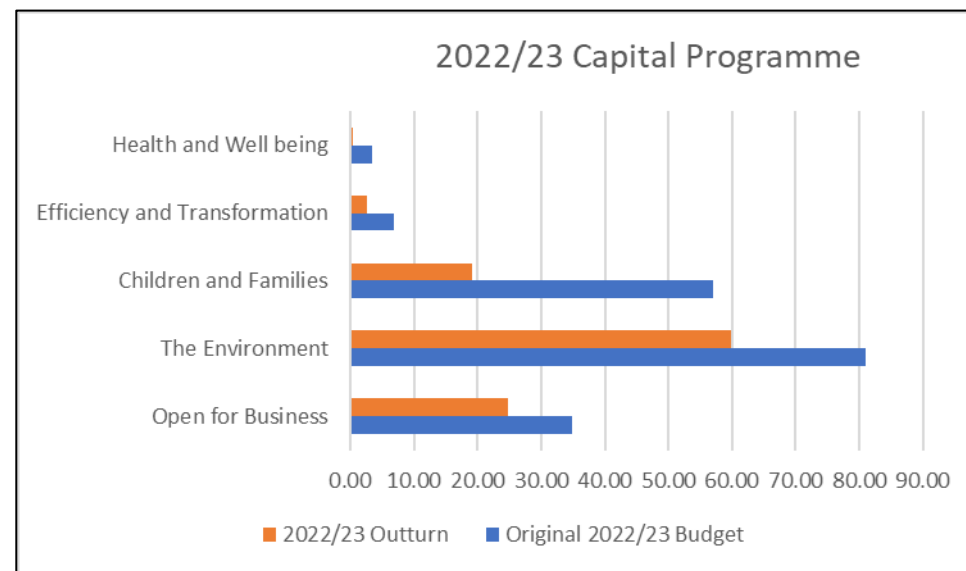
Up until a few years ago the Council faced a risk due to underlying cost pressures, use of specific grants and planned use of reserves reducing our earmarked reserves. Our strong financial management is now starting to see that trend reversing. Whilst overall our earmarked reserves have dropped slightly this year, our General Fund Reserve balance at 31 March 2023 remains unchanged from the previous year (£14.3 million). The decrease in 2022/23 is largely down to the utilisation of ring-fenced grants reserves. Looking forward, the total revenue reserves available are £144.1 million, as noted in the table below.

	Balance at 31 March 2022	Movement in-year	Balance at 31 March 2023
	£m	£m	£m
Corporate Priority Reserves	56.5	0.7	57.2
Grant Reserves	44.4	(10.7)	33.7
Corporate Funding/Insurance	43.5	3.7	47.2
Schools Reserves	5.4	(0.9)	4.5
PFI Reserves	7.8	(6.3)	1.5
<b>Total Earmarked Revenue Reserves</b>	<b>157.7</b>	<b>(13.6)</b>	<b>144.1</b>
General Fund Reserve	14.3	0.0	14.3
Capital Grants Unapplied	2.7	(2.7)	0.0
Capital Receipts Reserve	63.5	13.6	77.1
<b>Total Usable Reserves</b>	<b>238.2</b>	<b>(2.6)</b>	<b>235.6</b>

## Capital Programme

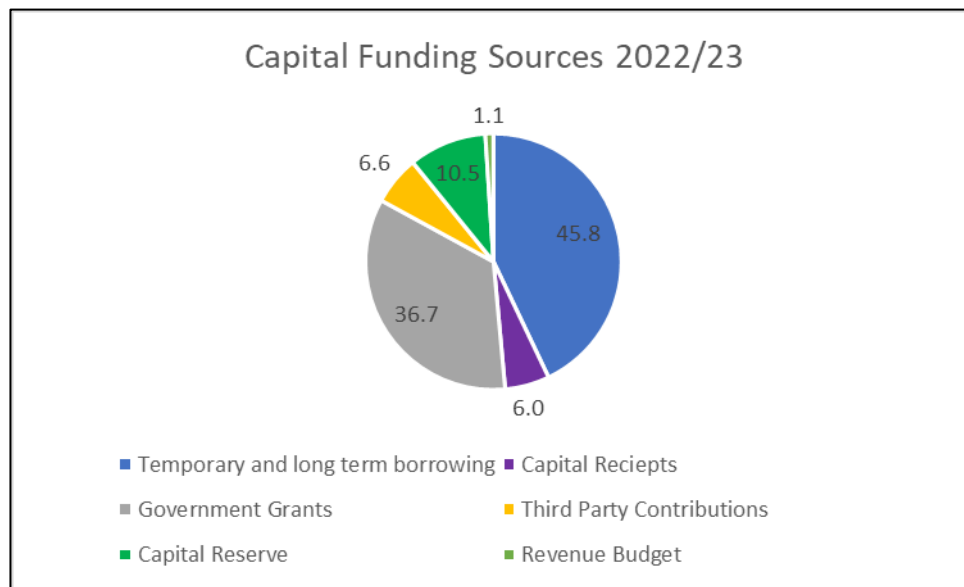
The approved capital programme for 2022/23 and beyond totals £432.7 million, with £183.3 million originally profiled for 2022/23. Total outturn on the programme for 2022/23 was £106.9m. Expenditure is most significant in the Economy & Infrastructure Directorate which includes expenditure relating to infrastructure to

support our Open for Business and Environment Priorities, as well as continued investment into highways, footpaths and street-lighting priorities.



The more significant schemes include congestion cutting as well as highways maintenance and resurfacing works across the whole County area. There were specific improvements around the A38 near Bromsgrove, the new A38 roundabout at Upton-upon-Severn, Pershore northern access roads, and phase 4 of the Worcester Southern Link Road. Other significant schemes included the relocation of Holyoakes First School in Redditch, work to expand Bishop Perowne High School in Worcester, and the continuation of building the new Kepax footbridge.

Funding for capital schemes comes mainly from Government grants, usually for specific developments, and borrowing, as shown in the following pie chart:



### Impact on Treasury Management and cash flow

Our short-term borrowing has increased by £40.9 million whilst our long-term borrowing has increased by £6.5 million. This is in line with our Treasury Management Strategy. All of our Treasury Management activities are reported separately and regularly to Cabinet and Council. All transactions have been completed in accordance with our Treasury Management Strategy for the year.

## Delivering the Corporate Plan

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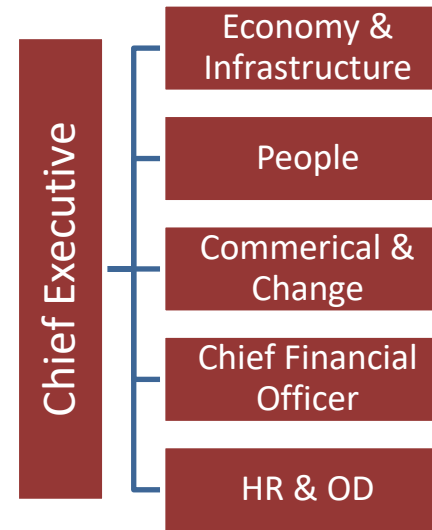
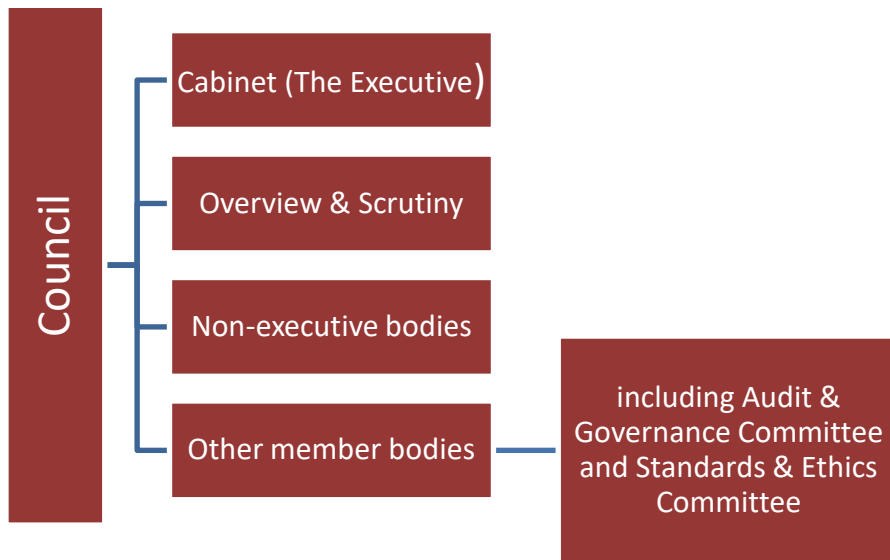
The Council's 2022-27 Corporate Plan – Shaping Worcestershire's Future, continues to build on progress made in recent years and maintains its emphasis on the four key priorities. There is an even stronger focus on partnership working and building local capacity to empower communities to live prosperous, independent lives. The drive towards financial self-sufficiency and maximising limited resources goes on, with the County Council continuing its journey to becoming an enabling authority. Key aspects of this include:

- Expanding the Here2Help scheme, delivering enhanced access for residents and organisations to information, advice, tools and guidance, and to signpost local support options
- Improving operational and environmental sustainability, including adopting flexible and mobile working arrangements, developing local capacity and resilience to ensure the County Council only intervenes when necessary, and disposing of waste sustainably
- Prioritising investment in areas identified as important to communities and businesses such as highways and transport infrastructure, and investing heavily in Adults and Children's Social Care, maximising its impact by working to manage demand for the most costly services
- Improving digital connectivity and infrastructure, including provision of faster broadband, and embracing digital solutions for services which can speed up processes and reduce costs

### Political structure

The County Council is run by 57 elected Councillors who are responsible for making sure that the services we provide meet the needs of residents and those who work in the county. They do this by setting the overall policies and strategies for the County Council and by monitoring the way in which these are implemented.

Full Council meetings are held regularly throughout the year. Council is responsible for agreeing the main policies and priorities for all services, including the County Council's budget. Cabinet is responsible for most day to day Council decisions. The Leader of the Council, Simon Geraghty, appoints councillors to the Cabinet and these Cabinet members have specific areas of responsibility. There are currently nine members of Cabinet. Cabinet makes its decisions in line with overall policies, priorities and budget. All of its decisions are made in accordance with governance arrangements and details of Cabinet meetings are available on the County Council website in the County Democracy and Councillor Information section. The work of Council is supported by a number of other committees:



Further information about the County Council's governance arrangements can be found on the County Council website in the Council, Democracy and Councillor Information section and in the Annual Governance Statement which forms part of this document.

The County Council is operationally managed by the Strategic Leadership Team, comprising the Chief Executive, directors from the three directorates and the Chief Financial Officer.

## Looking ahead

The 2023/24 budget was approved at Council on 16 February 2023 with the detailed proposals presented to Cabinet on 2 February 2023.

This budget and Medium-Term Financial Plan were approved taking account of the inflationary pressures the Council faces. Future funding levels remain uncertain as the Council awaits confirmation from central government of funding for 2024/25 onwards. Further delays to the long-awaited fair funding review and a reset of the business rates baseline as well as the current national financial pressures in respect of inflation and cost of living are likely to have a significant impact on the Council's medium-term financial plan.

The Council refreshed its Corporate Plan in 2022; considering an estimate of national and local economic recovery, alongside confirmation of the extent of any increased cost pressures or reductions in income.

All of this means that maintaining sound and resilient Earmarked Reserves and General Fund Balance is crucial.

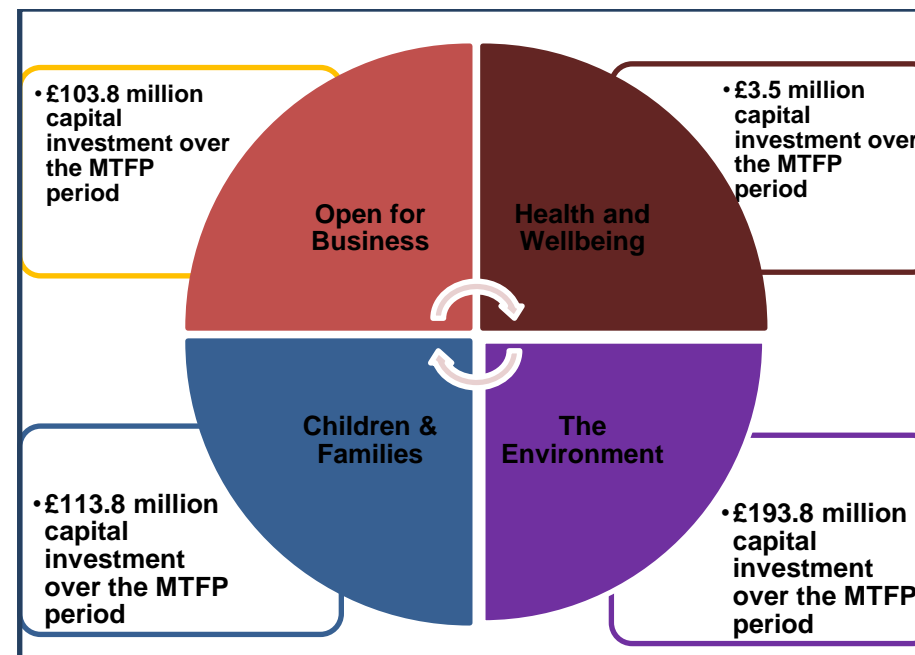
The paragraphs below set out details of the current budget for 2023/24.

## Expenditure

The net revenue budget requirement for 2023/24 is £400.8 million. That is a net £27.6 million more than 2022/23. However, to achieve a balanced budget a programme of efficiency, reform and income proposals totalling £22.4 million were approved by Council in February 2023.

The Medium-Term Financial Plan confirms the commitment to continue to resource the Council's Corporate Plan priorities. It

includes a capital programme of £432.7 million to deliver regeneration, infrastructure and other changes during 2022-24.

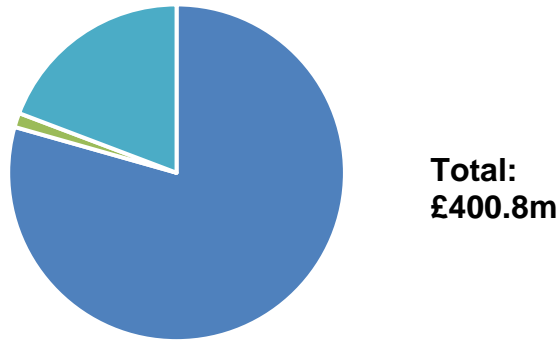


We are supporting this with a commitment to invest £17.8 million to ensure that the County Council is operating efficiently, new ways of work in a post pandemic environment, including more digitally enabled operations and closer working with our key partners.

## Funding

The main sources of the County Council's income are collected locally, with local taxation through Council Tax and the Adult Social Care Precept accounting for close to 80% of core funding income in 2023/24.

## Funding Sources 2023/24



- Council Tax £318.2m (79%)
- Reserves & Grants £5.5m (1%)
- Business Rates £77.1m (20%)

Reserves to cover the overspends discussed earlier in this narrative.

The County Council has accounted for the activity of Worcestershire Children First through group accounts and these can be found at pages 140 to 150 in the 2022/23 Statement of Accounts.

In 2022/23, the County Council and six District Councils plus Hereford and Worcester Fire and Rescue Authority were members of a pool formed under the Business Rates Retention Scheme which resulted in a benefit to Worcestershire residents of around £4.0 million.

### Medium Term Financial Plan 2023/24-2026/27

The Medium-Term Financial Plan takes account of the Corporate Plan commitment, the cost of providing our services and current central government funding announcements. Our current assumptions will need to be updated during 2023/24 in light of likely levels of Central Government funding, local taxation income and inflation.

### Worcestershire Children First

The County Council's wholly owned subsidiary Worcestershire Children First (WCF) which was launched on 1<sup>st</sup> October 2019 has returned a break-even position in their third full year of trading, as per their 2022/23 financial statements. This is after support from Council



## Statement of Responsibilities

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This sets out the respective responsibilities of the County Council and the Chief Financial Officer in respect of preparation of the Statement of Accounts.

### The Council is required to:

- Make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In this County Council, that officer is the Chief Financial Officer;
- Manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
- Approve the Statement of Accounts.

### Responsibilities of the Chief Financial Officer

The Chief Financial Officer is responsible for the preparation of the County Council's Statement of Accounts in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code).

In preparing this Statement of Accounts, the Chief Financial Officer has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent; and
- Complied with the Code of Practice on Local Authority Accounting

The Chief Financial Officer has also:

- Kept proper accounting records which were up to date; and
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

### Approval of Accounts

The date that the Statement of Accounts was approved is xxx. All known material events that have occurred up to and including this date which relate to 2022/23 or before are reflected in the accounts.

In accordance with Regulation 9(1) of the Accounts and Audit Regulations 2015 I certify that the Statement of Accounts 2022/23 provides a true and fair view of the financial position of the County Council at 31 March 2023 and its income and expenditure for the year 2022/23.

**Stephanie Simcox, Interim  
Chief Financial Officer**

In accordance with Regulation 9(2) b of the Accounts and Audit Regulations 2015 I certify that the Audit & Governance Committee approved the Statement of Accounts 2022/23 on xxxx.

**Nathan Desmond, Chairman  
of the Audit & Governance  
Committee**

# **Worcestershire County Council Draft Annual Governance Statement 2022/23**

## Introduction

The Annual Governance Statement is a review of our activities to ensure that the County Council is carrying out its functions effectively. This statement explains how the County Council has discharged its governance responsibilities during 2022/23 and the key governance mechanisms in place.

Our risk management process is a key part of our governance arrangements and provides assurance that:

- our business is conducted in accordance with all relevant laws and regulations;
- public money is safeguarded and properly accounted for; and
- resources are used economically, efficiently and effectively to achieve agreed priorities which benefit local people.

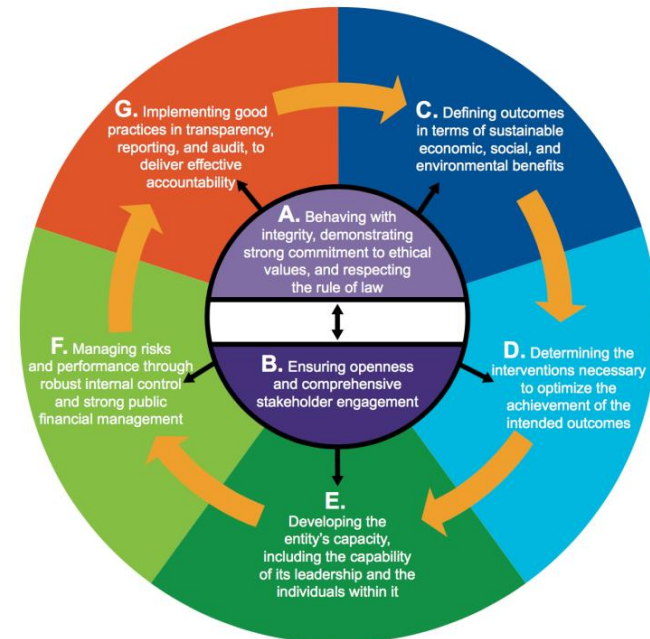
## The purpose of the Governance Framework

The County Council is committed to improving governance through a process of continual evaluation and review, delivered through the seven principles of good governance as identified in the Delivering Good Governance in Local Government Framework 2016 and supported by processes which strengthen corporate governance such as the Corporate Risk Management Group.

Our system of internal control is designed to manage risk to a reasonable level and is based on an ongoing process to identify and manage risks to the achievement of policies, aims and objectives, to evaluate the likelihood of those risks being realised, and to manage

them efficiently, effectively and economically. It cannot eliminate all risk of failure but provides reasonable assurance of effectiveness.

This Annual Governance Statement is published in accordance with the CIPFA/SoLACE Delivering Good Governance in Local Government Framework 2016. The Council aims to achieve good standards of governance by adhering to the seven core principles: shown in the diagram below, which illustrates the various principles of good governance in the public sector and how they relate to each other.



## Overview of Governance Framework

The governance framework outlined above has been in place throughout 2022/23 and maintained to the date of the approval of the Statement of Accounts. Key governance arrangements during 2022/23 comprised the following (full detail is provided in the County Council's Constitution).

The Council has a Leader and Cabinet executive model, with the following key responsibilities:

<b>The Cabinet</b>	The Leader and the Cabinet are responsible for all County Council's functions except those required by law or the Constitution to be those of full Council. Executive functions can be discharged, as delegated by the County Council's Constitution to the relevant committee, individual cabinet member or officer.
<b>Audit &amp; Governance Committee</b>	The Committee oversees the audit and corporate governance arrangements of the County Council including annual audit plans and reports of internal and external auditors, the County Council's system of internal control, risk management and prevention and detection of fraud and corruption.
<b>Overview &amp; Scrutiny Committees</b>	The Board's main responsibilities include commissioning work for scrutiny panels and establishing scrutiny task groups to ensure that significant issues are subject to appropriate review and scrutiny.
<b>Standard &amp; Ethics Committee</b>	The Committee ensures that high standards of conduct are maintained by County Councillors and co-opted members by reference to the Council's Code of Conduct.

Functions, powers and duties are delegated to officers by the Council, Leader and Cabinet, with the following key responsibilities:

<b>Strategic Leadership Team</b>	The County Council's Strategic Leadership Team is collectively responsible for ensuring that effective governance arrangements are in place and are subject to regular review. The Team provide leadership, determine policy and uphold expected standards of behaviour.
<b>Chief Officer Group</b>	The Chief Officer Group has collective responsibility for overseeing the implementation of cross organisational strategy and the development and implementation of operational plans, policies,



	procedures and budgets prior to Senior Leadership Team and Committee approval. The Group promotes robust, fit for purpose governance across the County Council.
<b>Head of Paid Service (the Chief Executive)</b>	The Chief Executive is responsible for overseeing policy development and planning, corporate performance, and community leadership, alongside the effective leadership, management and performance of the Strategic Leadership Team.
<b>Assistant Director for Legal and Governance (the Monitoring Officer)</b>	The Monitoring Officer is responsible for maintaining the Constitution and ensuring that functions act in accordance with the Constitution and relevant legal requirements. These arrangements include overseeing the ethical conduct of the Council and the production of associated codes, conventions and protocols.
<b>Chief Finance Officer</b>	The Chief Financial Officer is responsible for the oversight and delivery of financial management arrangements; achieved through a robust financial control framework, financial regulations, standing orders, a scheme of delegation and an independent and objective Internal Audit function.
<b>Chief Internal Auditor and Head of Risk Management</b>	<p>The Chief Internal Auditor and Head of Risk Management is responsible for ensuring effective management of the Council's risks, including evaluating controls and mitigations as part of a risk-based internal audit approach.</p> <p>The Risk and Assurance Manager, supported by the Corporate Risk Management Group, maintains the Corporate Risk Register, monitoring identified risks, controls and mitigating actions. Directorate Leadership Teams monitor and review directorate risk registers and allocate resources to ensure risks management arrangements are effective.</p>
<b>External Audit</b>	External Audit report on the Statement of Accounts and review the Council's arrangements to secure economy, efficiency and effectiveness in its use of resources.

## Review of Effectiveness

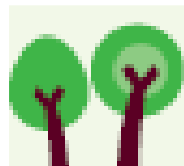
The review of effectiveness is informed by the work of Chief Officers and senior managers with responsibility for the design and maintenance of an effective governance environment. It is also informed by the work of Internal Audit and the annual opinion provided by the Chief Internal Auditor. The results of the annual review of the effectiveness of the Council's governance arrangements during 2022/23 are set out in the table below and demonstrate how the Council has complied with the seven principles of the CIPFA/Solace Framework. Areas for improvement are included as part of the assessment and a detailed action plan will be developed to ensure that work is undertaken to deliver these improvements. Progress against the plan will be reported to the Audit and Governance Committee on a quarterly basis.

Principle	Assessment of the effectiveness of governance arrangements during 2022/23
<p><b>Core Principle A:</b> Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law</p>	<p>Key aspects of the Council's governance arrangements during 2022/23:</p> <p>We have arrangements in place to provide assurance that our values are upheld, and that members and officers demonstrate high standards of conduct and behaviour to comply with laws and regulations.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>• Codes of conduct for officers and members. This is to ensure that Members and Officers behave with integrity and lead a culture where acting in the public interest is visible and consistently demonstrated thereby protecting the reputation of the Council. Both Members and Officers are bound by the seven principles of public life (the Nolan Principles) The Council adopted the LGA code of conduct for members at its meeting on 18 May 2023;</li> <li>• The inclusion of ethical values in policies and procedures for all areas;</li> <li>• A complaints procedure ensuring appropriate investigation and response</li> <li>• A Whistleblowing Policy which enables employees and others who have serious concerns about any aspect of the Council's work to come forward and voice those concerns;</li> <li>• A commitment to equality of opportunity for all citizens, in line with the Public Sector Duty as set out in the Equality Act 2010; and</li> <li>• Our Constitution, which sets out the conditions to ensure that all officers, key post holders and members are able to fulfil their responsibilities in accordance with legislative and regulatory provisions.</li> <li>• Formal recognition of the Trade Unions in our processes and change.</li> </ul>

	<p>Areas where it is recognised that governance arrangements could be further strengthened are set out below. The Council's new Monitoring Officer started on 1 March 2023 and a new S151 Officer starts on 19 June 2023. They will focus on the issues highlighted below and will provide updates on significant issues at subsequent Committee meetings :</p> <ul style="list-style-type: none"> <li>• There is a need to regularly review the Council's Constitution and related policies and procedures to ensure that Officer and Member responsibilities are clearly documented and promote a culture of accountability and strong ethical values. As a result of Covid-19 prioritisation a review is needed, this will include improvements to strengthen the monitoring of compliance with legislative and governance requirements should be included in this review with clearly communicated consequences where behaviours do not demonstrate integrity.</li> <li>• Alongside this a need for training of Officers and Members to increase constitutional awareness and individual responsibility for compliance will ensure that these values become embedded in behaviour.</li> <li>• Processes to support the delivery of the Council's ethical values should be strengthened in areas such as Declarations and Registers of Interest, using a model of training and declaration, to promote consistency and transparency.</li> <li>• A review of Members' roles and delegations on boards and companies.</li> </ul>
<p><b>Core Principle B:</b> Ensuring openness and comprehensive stakeholder engagement</p>	<p>Key aspects of the Council's governance arrangements during 2022/23:</p> <p>The Chief Executive, Chief Officer Group and Strategic Leadership Team value are committed to ensuring every employee is engaged and feedback is sought, listened to and acted upon. There are strong relationships with the Council's recognised Trade Unions and the Council remains committed to building and maintaining strong employee relations. Monthly Staff Briefings are held by the Chief Executive and Senior Leaders.</p> <p>Engagement includes:</p> <ul style="list-style-type: none"> <li>• In response to increased remote working, the Council has strengthened engagement with staff through regular communication from the Chief Executive and at directorate level. The use of Slido enables staff to engage directly with the Chief Executive.</li> <li>• Improvements in technology facilitate hybrid working practices and support the pastoral needs of staff.</li> </ul>

	<ul style="list-style-type: none"> <li>• Annual Staff Survey. Responses have informed the development of the Workforce Strategy 2021-2024. Wellbeing and career development insight and feedback is shared at mid-year and end of year review points.</li> <li>• Feedback from events and surveys help to inform the Council’s four corporate priorities: supporting Children and families, promoting Health and Well Being, protecting the Environment and championing Open for Business.</li> </ul> <p>Areas where it is recognised that governance arrangements could be further strengthened include:</p> <ul style="list-style-type: none"> <li>• Improved co-ordination of the Council’s external inspection and regulatory report framework, to inform assurance and improve information sharing and collaboration across stakeholders.</li> <li>• There is a need for increased clarity, via the review of the Council’s Constitution, of elected Member responsibilities relating to engagement and communication with Officers, residents and businesses.</li> </ul>
<p><b>Core Principle C:</b> Defining outcomes in terms of sustainable economic, social, and environmental benefits</p>	<p>Key aspects of the Council’s governance arrangements during 2022/23 include:</p> <p>Our Corporate Plan: Shaping Worcestershire’s Future 2017-22, identifies four key priorities that help us shape the future vision for Worcestershire and focus the delivery of our services. The refreshed Corporate Plan 2022-27 continues with the Council’s priorities building on the progress made in recent years to drive improvements for the County to 2027.</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 20px;">      </div> <div> <p><b>Open for Business</b> – we have a significant programme of improvements in workforce skills, employment, infrastructure and productivity. We are aiming to become a financially self-sufficient Council and to achieve this aim we are promoting and supporting businesses in the County and those looking to relocate here.</p> <p><b>Children and Families</b> – we have a strong focus on improving outcomes for the children, young people and families of Worcestershire. We support schools with achieving a good or outstanding rating by Ofsted and facilitating young people achieving five or more good GCSEs and support young people moving successfully into employment. These services are delivered in conjunction with our wholly owned company, Worcestershire Children First.</p> </div> </div>





**The Environment** - Worcestershire's environment is one of our key features and contributes to enhancing the quality of life for residents and visitors. We are committed to improving our infrastructure networks, including transport and digital technology to support business and encourage investment. We also have a key focus on minimising waste which goes to landfill.



**Health and Wellbeing** – we are working with local partners to support our residents to be healthier, live longer, have better quality of life and remain independent for as long as possible. Our focus on adult social care aims to keep people with care and support needs as independent as possible by providing choice in how to live their lives.

The Council's Sustainability Policy promotes the principles of sustainable development through: green economy, action to tackle climate change, protecting and enhancing the natural environment and fairness and improving wellbeing. To demonstrate its sustainability policy commitment the Council has committed to:

- Promoting sustainability at a strategic level;
- Lead by example in addressing the Council's operational impacts on the community and environment; and
- Promoting sustainable development throughout the county.

The Council reports on progress through the annual Corporate Environmental Report.

Areas where it is recognised that governance arrangements could be further strengthened include:

- The need for a mechanism to enable transparent and timely performance reporting (to replace the Balanced Scorecard) linked to the priorities and objectives outlined in the Corporate Plan 2022-27.
- A focus on Environmental, Social and Governance arrangements, including specific internal audit assignments and as part of wider deliverables with a focus on measurable outcomes.

<p><b>Core Principle D:</b> Determining the interventions necessary to optimise the achievement of the intended outcomes</p>	<p>Key aspects of the Council's governance arrangements during 2022/23 include:</p> <p>The County Council's planning process works to support and optimise delivery and identify and mitigate any risks.</p> <ul style="list-style-type: none"> <li>• Each key area of focus identifies several aims and targets and responsibility for achieving these lies with individual directorates, and relevant aims and targets are included in individual service delivery plans.</li> <li>• Risks are managed by the Chief Internal Auditor and Head of Risk Management, supported by the Risk and Assurance Manager and Corporate Risk Management Group. The process has been embedded during 2022/23 with a closer link to the audit programme and an increased focus on identifying emerging risks.</li> <li>• The Council has robust processes in place to support financial planning and sustainability. The budget is informed by the Medium-Term Financial Plan with key risks and assumptions clearly identified and reported to members, supported by a strategy and financial planning process. Budget proposals are subject to review and scrutiny by relevant stakeholders, including elected Members as well as through meetings with Trade Union Representatives and the Schools Forum. In 2020/21, the external audit report identified no weaknesses in the Council's arrangements to ensure financial sustainability and no improvement recommendations were made.</li> <li>• Progress against the Corporate Plan is monitored and reported to councillors on a regular basis.</li> </ul> <p>Areas where it is recognised that that governance arrangements could be further strengthened include:</p> <ul style="list-style-type: none"> <li>• Increased strategic engagement with the risk management process, including nominating a strategic lead at SLT level to co-ordinate the identification of risks and mitigating actions, to ensure that strategic decisions are informed by effective consideration of relevant risks.</li> <li>• In addition to improvements in performance monitoring arrangements, there is a need for a robust system of accountability for performance against corporate, financial and management targets.</li> </ul>
<p><b>Core Principle E:</b> Developing the entity's capacity, including the</p>	<p>Key aspects of the Council's governance arrangements during 2022/23 include:</p>

capability of its leadership and the individuals within it

- To deliver our objectives, we rely on our staff to carry on the great work they already do daily which is underpinned by Our People Values:
  - **Customer Focus** - putting the customer at the heart of everything we do
  - **'Can do' Culture** – being proactive to achieve excellence
  - **Freedom within Boundaries** – courage to make constructive change
- Our Workforce Strategy 2021 - 2024 is designed to build a workforce with personal and collective organisational resilience. The strategy is to be used by each Service area to develop their annual workforce plans, supported by their HR Operations Partners
- Mandatory learning is in place for all staff and monitored by directorate leadership teams. The Council has launched a new learning management system for 2022/23, which supports the Workforce Strategy by enhancing the learning experience of staff and enabling greater transparency for employees and managers.
- Our Annual Performance Review Cycle forms a key part of our organisational workforce planning. Employees and line managers meet regularly to plan and monitor progress against personal and organisational objectives and support employee wellbeing. Indicative ratings are recorded at mid-year review point, with formal ratings recorded at end of year performance reviews.
- CIPFA published the Financial Management (FM) Code in October 2019. The Code sets out 17 Financial Management Standards against which local authorities are required to perform a self-assessment. The results of the 2021/22 self-assessment was presented to Audit & Governance Committee in November 2022 and actions to address areas identified for improvement will be implemented during 2023/24.

Areas where it is recognised that that governance arrangements could be further strengthened include:

- The capacity and capability of Members and Officers should be further developed through enhanced arrangements for tailored training relevant to individual roles and responsibilities, with core competencies including finance, HR and decision making at the fore of that.
- There is a need to promote management accountability and communicate consequences for non-compliance in all Council policies.

	<ul style="list-style-type: none"> <li>• The development of audit arrangements to review the effectiveness of the performance cycle and highlight areas for improvement.</li> </ul>
<p><b>Core Principle F:</b> Managing risks and performance through robust internal control and strong public financial management</p>	<p>Key aspects of the Council's governance arrangements during 2022/23 include:</p> <ul style="list-style-type: none"> <li>• Risk management involves the identification, analysis and control of threats or events that adversely affect the achievement of the County Council's strategic and operational objectives. It also enables positive risks to be taken to innovate and improve service provision. The Risk Management Strategy details the methodology for evaluating corporate risk management arrangements and its delivery is supported by the Corporate Risk Management Group.</li> <li>• The County Council's Anti-Fraud and Corruption Strategy embeds effective standards in countering fraud, corruption and theft. The Chief Financial Officer is responsible for ensuring this Strategy is applied and that the CIPFA Code of Practice on Managing the Risk of Fraud and Corruption is followed.</li> <li>• The County Council supports and submits data for the National Fraud Initiative (NFI) and assesses all matches for review and, where appropriate, mitigation.</li> <li>• Financial Regulations form part of the Constitution and set out our financial management framework for ensuring we make the best use of the money we have available to spend. It outlines the financial roles and responsibilities for staff and Members and provides a framework for financial decision-making. Where there are specific statutory powers and duties the Financial Regulations seek to ensure these are duly complied with, as well as reflecting best professional practice and decision-making.</li> </ul> <p>Areas where it is recognised that that governance arrangements could be further strengthened include:</p> <ul style="list-style-type: none"> <li>• A review of the Constitution and enhanced training across Officers and Members to ensure responsibilities are clear as noted above at Core Principal A. This should include the Council's contract procedure rules.</li> <li>• Monitoring arrangements to identify and take action to address issues of non-compliance with corporate procedures.</li> <li>• Clearer links between the governance framework and decision making ability to ensure activity is aligned to policies and procedures and supported by robust internal controls.</li> </ul>

<p><b>Core Principle G:</b> Implementing good practices in transparency, reporting and audit to deliver effective accountability</p>	<p>Key aspects of the Council's governance arrangements during 2022/23 include:</p> <ul style="list-style-type: none"> <li>• A large amount of information is available on the County Council website which gives details of the working of the organisation, what we spend, and how our decisions are made.</li> <li>• The Forward Plan provides information about the matters on which the County Council will make decisions. Formal agenda, reports and minutes for all committee meetings are published on our website which ensures that people know what decisions the County Council is planning to take, and the decisions taken.</li> <li>• Our Monitoring Officer has a specific duty to ensure the County Council, its officers and elected councillors maintain the highest standards in all they do.</li> <li>• Arrangements are in place to ensure that we fully comply with the requirements of the Public Sector Internal Audit Standards (PSIAS) and CIPFA Statement on the Role of the Head of Internal Audit.</li> <li>• We are registered as a Controller under the General Data Protection Regulation (GDPR) which governs how we manage and process the information we collect and retain. We have a nominated Data Protection Officer and procedures in place that explain how we use and share information, as well as arrangements for members of the public to access information. We have also adopted the model publication scheme produced by the Information Commissioner's Office.</li> </ul> <p>Areas where it is recognised that that governance arrangements could be further strengthened include:</p> <ul style="list-style-type: none"> <li>• To ensure that there is an effective and transparent scrutiny process, a strengthening of arrangements for briefing sessions between Members and Officers.</li> <li>• Improved arrangements for cross-party briefings and working groups to ensure Members have sight of key issues to enable informed decision making.</li> <li>• Greater focus on the Council's performance measures and cohesive public reporting through improved performance monitoring and holding to account against corporate targets.</li> </ul>
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## Audit and Audit Assurances

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The Council's Statement of Accounts are audited by Grant Thornton UK LLP. In accordance with statutory requirements, the annual audit includes an examination and certification of the financial statements to confirm they are 'true and fair' and an assessment of the County Council's arrangements to secure economy, efficiency and effectiveness in its use of resources. In 2021/22, Grant Thornton gave an unqualified audit opinion on the financial statements with no significant weaknesses identified in our Value for Money (VFM) arrangements.

Internal audit services are provided by the County Council's in-house team. The team's role is to enhance and protect the County Council's value by providing risk-based and objective assurance, advice and insight. It is responsible for reviewing the adequacy of internal controls across all areas of the County Council and its services are managed and delivered in accordance with the Public Sector Internal Audit Standards (PSIAS).

The work of the Internal Audit team is supported by external providers for specialist reviews such as technical audits of IT systems. Further assurance is provided by reviews undertaken by external agencies including OFSTED, the Care Quality Commission, the Office of the Information Commissioner and other Local Authority Inspectorates.

The Audit & Governance Committee approve the Internal Audit Charter and Audit Plan which outline the role of Internal Audit, its

responsibilities and independence and the planned programme of audit work.

A flexible audit plan has enabled work to be focused on key risks and the Chief Internal Auditor has maintained close links with the leadership of the Council to ensure that adequate assurance and organisational coverage is delivered. Based on the results of assurance and advisory work undertaken during the year, the Chief Internal Auditor's annual opinion is that the control environment provides **moderate assurance** that the significant risks facing the County Council are addressed.

## Significant Governance Considerations

Recurrent Considerations / Brought Forward from 2021/22	Update on Progress/Action taken to address the issue in 2022/23
<p><b>Serious harm or death of a child or young person</b> Safeguarding risk because of serious harm or death of a child or failure to safeguard children. Reputational risk as a result of poor inspection or service breakdown.</p>	<p>Safeguarding issues continue to be monitored and managed through the WCF Governance Structures and partnership working with the Worcestershire Safeguarding Children Partnership (WSCP) and other local strategic partners. Quality Assurance measures are in place throughout the service through audit and service user feedback. Safeguarding and activity has been monitored by the WSCP Safeguarding Practice Review Board and Get Safe Partnership Board. Last year's Annual Governance statement highlighted the sustained improvement in Children's Social Care recognised by the DfE by the early removal of the "Support and Supervision" phase in June 2022. This improvement continues to be validated through the outcomes of external Inspections, adoption and fostering services in 2022-23 which were both rated "good".</p> <p>At the time of finalising the Annual Governance Statement our standard inspection of our Childrens Services is currently taking place by Ofsted (15 -26 May 2023) which we have been expecting and the service is well prepared.</p>
<p><b>Activity exceeds budget allocation</b> Inadequate budgets and / or ineffective financial management will impact on the County Council's ability to effectively provide services and impair our ability to forward plan. The level of earmarked and general reserves could also be impacted by any unplanned draw down.</p>	<p>Regular budget monitoring and forecasting remain a focus of our financial management processes. Management accounts, which report actual income and expenditure against budgeted and forecast performance, have been prepared on a monthly basis and the achievement of savings targets and use of Council reserves has been monitored throughout the year as part of ongoing activity to consider financial sustainability and inform our assessment of going concern.</p>
<p><b>Serious harm or death of an adult with care and support needs</b> A safeguarding risk because of serious harm / death from failure to safeguard an adult with care and support needs, whether the local authority is meeting those needs or not. We also face reputational risk as a result of service breakdown.</p>	<p>A Safeguarding Adult Board is in place with representation from safeguarding partners. A centralised Adult Safeguarding Team located within the Safeguarding Hub ensures competency of staff, information sharing and consistency in decision making. The Adult Safeguarding Team are aligned with the Area Teams and 3 Conversations processes. Staff are assessed against WSAB safeguarding competency framework. As part of the CQC assurance self-assessment (pending CQC inspection of local authority adult social care services as of April 2023) the effectiveness of both the Safeguarding Team and Safeguarding Adults Board will be reviewed, and outcomes of safeguarding process and practice will be assessed against the statutory safeguarding framework and how effectively we have embedded the 'Making Safeguarding Personal' approach</p>

2022/23 New Governance Considerations	Identified Actions
<b>Non-compliance with Corporate Policies and Procedures across all disciplines.</b>	A review of the Council's Constitution and supporting policies and procedures will be performed to ensure that responsibility and accountability is defined and the consequences for non-compliance across Officers and Members are clearly communicated and that action is taken where instances of non-compliance are identified.



## Issues identified for 2023/24

A number of the issues and corresponding action plans noted above will continue to be the key focus for the County Council's leadership in 2023/24:

- Financial Management & Resilience: ensuring that financial monitoring is supported by a robust and realistic budget and effective and timely in-year monitoring of performance against budget and delivery of agreed savings plans.
- An assurance gap analysis of decision making, including boards and roles of directors to help drive a constitutional refresh to support and strengthen effective business decision making. This will include schemes of delegation and contract procedure rules.
- Strengthen the Council's performance framework, including service plans linked to performance and medium-term financial plans.
- Further enhance the working between Officers and Members, including Officer Register of Interests.
- Focus on core competency training and development for all employees, in particular HR, finance, decision making and performance management.

## Certification

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To the best of our knowledge, the governance arrangements, as defined above have been effective. We propose over the coming year to take steps to address the above matters to further enhance our governance arrangements. We are satisfied that these steps will address the need for improvements that were identified in our review of effectiveness and will monitor their implementation and operation during the year and as part of our next annual review and through the County Council's Corporate Risk Management Group, as well as the Audit & Governance Committee.

**Paul Robinson**

**Chief Executive**

**Date:**

**Simon Geraghty**

**Leader of the County Council**

**Date:**

# **Worcestershire County Council Draft Statement of Accounts 2022/23**

## Introduction to the Statutory Accounts

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The Statutory Accounts presents Worcestershire County Council's (the County Council) financial position in line with statutory reporting requirements. The accounts are prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2022/23 (the Code) and the Accounts and Audit Regulations 2015 (as amended). The main objective of the Code is to give a true and fair view of the financial position of the County Council, including information about financial position, performance, the results of stewardship of management and any risks and uncertainties.

### Comprehensive Income and Expenditure Statement

This statement shows the accounting costs in year of providing services by the County Council. This is prepared in accordance with International Financial Reporting Standards (IFRS) rather than the amount to be funded from taxation. The taxation position is shown in the Movement in Reserves Statement. The Expenditure and Funding Analysis note reconciles the position between taxation related expenditure and accounting related transactions. The surplus or deficit on the provision of services shows the true economic cost of providing the County Council's services.

### Movement in Reserves Statement

This shows the movement on the different reserves held, analysed into usable and unusable reserves. The net increase / decrease before transfers to / from earmarked reserves shows the statutory

General Fund balance before any discretionary transfers are undertaken.

### Balance Sheet

This shows the value of the assets and liabilities of the County Council, with the net assets matched by the reserves held. Reserves are categorised as usable, i.e. those the County Council can use to provide services, and unusable, i.e. those which cannot be used to provide services.

### Cash Flow Statement

This shows the change in cash and cash equivalents of the County Council, and classifies the cash as operating, investing and financing activities. The amount of net cash arising from operating activities is a key indicator of the extent to which the operations of the County Council are funded by way of taxation, grant income and fees and charges.

### Notes to the Accounts

These give further detail in support of the information provided in the main accounts. Notes are only provided where the amounts involved are material. Materiality is determined by the nature or magnitude of the disclosure and the potential for the user of the accounts being influenced by any omission. The notes include the relevant accounting policies which explain the basis for the figures included in the accounts and details of relevant estimates and judgements. Any estimations which are likely to lead to a material adjustment next year in the 2022/23 accounts are evaluated and detailed in the notes.

## Group Accounts

Group accounts are presented, in addition to the Council's single entity statements, to provide a full picture of the Council's economic activities and position. The Group Accounts comprise:

- Group Comprehensive Income and Expenditure Statement;
- Group Movement in Reserves Statement;
- Group Balance Sheet;
- Group Cash Flow Statement; and
- Notes to the Group Accounts.

## Comprehensive Income and Expenditure Statement

	2021/22	2021/22	2021/22		2022/23	2022/23	2022/23	
	Expenditure	Income	Net		Expenditure	Income	Net	Note
	£m	£m	£m		£m	£m	£m	
	<b>Service Expenditure Analysis</b>							2,3,4,5,6,1
	345.9	(205.4)	140.5	People	359.3	(213.3)	145.9	7
	383.1	(263.4)	119.7	Children's Services	454.9	(313.6)	141.4	6.3,7
	114.7	(30.3)	84.4	Economy & Infrastructure	126.3	(42.4)	83.9	
	36.3	(8.7)	27.6	Commercial & Change	43.8	(0.5)	43.4	
	36.2	(6.4)	29.8	Finance, HR & Chief Executive	59.0	(36.0)	23.0	
	<b>916.2</b>	<b>(514.2)</b>	<b>402.0</b>	<b>Net Cost of Services</b>	<b>1,043.4</b>	<b>(605.7)</b>	<b>437.6</b>	
	2.0	(0.4)	1.6	Other operating expenditure	5.3	(2.1)	3.2	8
	86.5	(30.2)	56.3	Financing, investment income & expenditure	81.9	(40.5)	41.4	9
	0.3	(431.5)	(431.2)	Taxation & non-specific grant income and expenditure	0.3	(439.3)	(439.0)	6.2,10
	<b>1,005.0</b>	<b>(976.3)</b>	<b>28.7</b>	<b>(Surplus) / deficit on the provision of services</b>	<b>1,130.8</b>	<b>(1,087.7)</b>	<b>43.1</b>	
	<b>Other comprehensive income and expenditure:</b>							
			(47.6)	(Surplus) on revaluation of property, plant & equipment			(93.8)	14.3
			4.9	Downward revaluations on non-current assets charged to Revaluation Reserve			24.2	14.3
			(59.1)	Remeasurement of the net defined benefit liability/(asset)			(521.2)	
			(101.8)	<b>Total other comprehensive income and expenditure</b>			<b>(590.7)</b>	
			(73.1)	<b>Total comprehensive income and expenditure (surplus) / deficit</b>			<b>(547.6)</b>	

## Movement in Reserves Statement 2022/23

	General Fund (Non-Earmarked) Balance	General Fund (Earmarked) Reserves	General Fund Total	Capital Receipts Reserve	Capital Grants Unapplied Account	Total Usable Reserves	Unusable Reserves	Total Reserves
	£m	£m	£m	£m	£m	£m	£m	£m
<b>Balance at 31 March 2022</b>	<b>14.3</b>	<b>157.7</b>	<b>172.0</b>	<b>2.7</b>	<b>63.5</b>	<b>238.3</b>	<b>(37.1)</b>	<b>201.2</b>
Movement in reserves during 2022/23:								
Total Comprehensive Income and Expenditure	(43.1)	0.0	(43.1)	0.0	0.0	(43.1)	590.7	547.6
Adjustments between accounting basis & funding basis under regulations (Note 11)	20.6	9.1	29.7	(2.7)	13.6	40.6	(40.6)	0.0
Transfer to/(from) earmarked reserves	22.5	(22.5)	0.0	0.0	0.0	0.0	0.0	0.0
Increase / (decrease) in 2022/23	0.0	(13.4)	(13.4)	(2.7)	13.6	(2.5)	550.1	547.6
<b>Balance at 31 March 2023 carried forward</b>	<b>14.3</b>	<b>144.2</b>	<b>158.6</b>	<b>0.0</b>	<b>77.1</b>	<b>235.7</b>	<b>513.1</b>	<b>748.8</b>
Note Reference		12.1				12	13	

## Movement in Reserves Statement 2021/22 Comparison

	General Fund (Non-Earmarked) Balance	General Fund (Earmarked) Reserves	General Fund Total	Capital Receipts Reserve	Capital Grants Unapplied Account	Total Usable Reserves	Unusable Reserves	Total Reserves
	£m	£m	£m	£m	£m	£m	£m	£m
<b>Balance at 31 March 2021</b>	<b>13.0</b>	<b>137.9</b>	<b>150.9</b>	<b>2.7</b>	<b>71.3</b>	<b>224.9</b>	<b>(96.8)</b>	<b>128.1</b>
<b>Movement in reserves during 2021/22:</b>								
<b>Total Comprehensive Income and Expenditure</b>	(28.7)	0.0	(28.7)	0.0	0.0	(28.7)	101.8	73.1
<b>Adjustments between accounting basis &amp; funding basis under regulations (Note 11)</b>	44.9	4.9	49.8	0.0	(7.7)	42.1	(42.1)	0.0
<b>Transfer to/(from) earmarked reserves</b>	(14.9)	14.9	0.0	0.0	0.0	0.0	0.0	0.0
<b>Increase / (decrease) in 2021/22</b>	<b>1.3</b>	<b>19.8</b>	<b>21.1</b>	<b>0.0</b>	<b>(7.7)</b>	<b>13.4</b>	<b>59.7</b>	<b>73.1</b>
<b>Balance at 31 March 2022 carried forward</b>	<b>14.3</b>	<b>157.7</b>	<b>172.0</b>	<b>2.7</b>	<b>63.5</b>	<b>238.3</b>	<b>(37.1)</b>	<b>201.2</b>
Note Reference		12.1				12	13	

## Balance Sheet

	31 March 2021	31 March 2022		31 March 2023		31 March 2021	31 March 2022		31 March 2023	
	£m	£m		£m	No te	£m	£m		£m	Note
	1,083.9	1,146.1	Property, plant and equipment	1,238.2	14,15	(2.6)	(1.4)	Long-term provisions	(1.5)	
	1.7	1.7	Heritage assets	1.7		(456.5)	(409.9)	Long-term borrowing	(416.4)	16
	4.0	4.5	Intangible assets	0.0		(609.3)	(586.7)	Other long-term liabilities	(114.7)	21
	3.0	3.0	Long-term investments	1.9	16,17	(24.8)	(26.2)	Grants receipts in advance	(30.4)	22
	108.6	104.2	Long-term debtors	102.4	18	(1,093.2)	(1,024.2)	<b>Long-term liabilities</b>	<b>(563.0)</b>	
	<b>1,201.2</b>	<b>1,259.5</b>	<b>Long term assets</b>	<b>1,344.2</b>		128.1	201.2	<b>Net assets</b>	<b>748.8</b>	
	5.7	5.4	Non-Operational Assets	4.5	14.8			<b>Financed by:</b>		
	35.2	7.9	Short-term investments	0.3	29	224.9	238.3	Usable reserves	235.7	12
	1.4	1.4	Inventories	1.7		(96.8)	(37.1)	Unusable reserves	513.1	13
	79.0	85.9	Short-term debtors	117.4	18	128.1	201.2	<b>Total reserves</b>	<b>748.8</b>	
	67.3	42.8	Cash and cash equivalents	44.2	19					
	<b>188.6</b>	<b>143.4</b>	<b>Current assets</b>	<b>168.0</b>						
	(71.3)	(78.2)	Short-term borrowing	(119.1)						
	(91.1)	(91.1)	Short-term creditors	(81.3)	20					
	(6.1)	(8.2)	Short-term grants receipts in advance	(0.2)	22					
	<b>(168.5)</b>	<b>(177.5)</b>	<b>Current liabilities</b>	<b>(200.5)</b>						



## Cash Flow Statement

2021/22	2022/23	
£m	£m	Note
(28.7) Net surplus/(deficit) on the provision of services	(43.1)	
107.4 Adjust net (surplus)/deficit for non-cash movements	84.6	
(56.4) Adjust for items included in the net (surplus)/deficit on the provision of services that are investing and financing activities	(68.1)	
<b>22.3 Net cash flows from operating activities</b>	<b>(26.7)</b>	23.1
(1.9) Net cash flows from investing activities	(8.5)	23.2
(44.9) Net cash flows from financing activities	36.6	23.3
<b>(24.5) Net increase/(decrease) in cash or cash equivalents</b>	<b>1.4</b>	
<b>Cash and cash equivalents</b>		19
67.3 Balance at 1 April	42.8	
42.8 Balance at 31 March	44.2	
<b>(24.5) Movement in cash and cash equivalents increase / (decrease)</b>	<b>1.4</b>	

## Notes to the Financial Statements

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These comprise further information about material items, a summary of significant accounting policies, detail of entries in the prime Statements and other explanatory information and disclosures.

1 General accounting policies	19 Cash & cash equivalents
2 Expenditure & funding analysis	20 Creditors
3 Note to the expenditure & funding analysis	21 Other long-term liabilities
4 Segmental reporting	22 Grants and contributions receipts in advance
5 Expenditure & income analysed by nature	23 Cash activities
6 Grants & contribution income	24 Officers remuneration
7 Section 75 framework partnership agreements	25 Termination benefits & exit packages
8 Other operating expenditure	26 Related parties
9 Financing & investment income & expenditure	27 Leases
10 Taxation & non-specific grants	28 External audit costs
11 Adjustments between accounting basis & funding basis under regulation	29 Short term investments
12 Usable reserves	30 Events after the reporting period
13 Unusable reserves	31 Accounting Standards issued but not yet adopted
14 Property, plant & equipment	32 Prior period adjustments
15 Private finance initiatives (PFI)	33 Assumptions made about the future and other major sources of estimation uncertainty
16 Financial instruments	34 Pension Schemes
17 Long term investments	
18 Debtors	

## 1. General accounting policies

The Statement of Accounts summarises the County Council's transactions for the 2022/23 financial year and its position at the year-end of 31 March 2023. The County Council is required by the Accounts and Audit Regulations 2015 (as amended) to prepare an annual Statement of Accounts in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2022/23 and International Financial Reporting Standards (IFRS). The Accounts have been prepared on a going concern basis, under the assumption that the Council will continue in existence for the foreseeable future. There is no material uncertainty in respect of this assessment of going concern.

Local authority school assets, liabilities, reserves and cash flows are recognised in the County Council's financial statements. Maintained schools comprise: Community, Voluntary Aided, Voluntary Controlled and Trust schools. Academies and Free schools are not maintained by the County Council and are not included in the consolidation.

The County Council has determined, in accordance with accounting standards and the Code of Practice on group accounts and consolidation, all maintained schools in the Worcestershire area are now considered to be separate entities controlled by the County Council. Rather than produce group accounts the revenue costs and associated balances of all maintained schools, such as accruals, provisions and cash balances, are included in the County Council's financial statements.

Page 73 Consolidation of other accounts held by schools such as school funds and devolved capital accounts were reviewed and judged to be immaterial and are not recognised on the County Council's Balance Sheet. The Statement of Accounts contains estimated figures based on assumptions made by the County Council. Estimates are made considering historical experience, current trends and other relevant factors. Actual results may potentially be different from the assumptions and estimates used by the County Council and relevant notes include an assessment of the potential material impact of any changes in estimates which lead to significant risk of material adjustment in 2022/23.

## 2. Expenditure and funding analysis

The Expenditure and Funding Analysis (EFA) demonstrates how the funding available to the County Council for the year has been applied in providing services in comparison with those resources consumed or earned by the County Council. It also shows how this expenditure is allocated for decision-making purposes between the County Council's services. Income and expenditure are presented more fully in the Comprehensive Income and Expenditure Statement. Service analysis within the accounts is based on the County Council's operational directorates.

	2022/23				
	Net expenditure for internal reporting	Adjustments to arrive at Net Expenditure chargeable to the General Fund Balance	Net Expenditure chargeable to General Fund Balances	Adjustments between the Funding & Accounting Basis	Net Expenditure in the CI&ES
	£m	£m	£m	£m	£m
People	165.6	(27.9)	137.7	8.2	145.9
Children's Services	115.7	(18.1)	97.6	43.8	141.4
Economy & Infrastructure	58.5	(6.5)	52.0	31.9	83.9
Commercial & Change	7.2	22.8	29.9	13.4	43.4
Finance, HR & Chief Executive	33.6	11.4	45.0	(22.0)	23.0
<b>Net Cost of Services</b>	<b>380.5</b>	<b>(18.2)</b>	<b>362.3</b>	<b>75.4</b>	<b>437.6</b>
Other Income and Expenditure	(373.2)	24.4	(348.8)	(45.7)	(394.5)
<b>Net (Surplus)/deficit</b>	<b>7.3</b>	<b>6.1</b>	<b>13.5</b>	<b>29.7</b>	<b>43.1</b>
Opening General Fund Balance			172.0		
Less Deficit on General Fund Balance in Year			(13.5)		
<b>General Fund Balance</b>			<b>158.6</b>		

	2021/22				
	Net expenditure for internal reporting	Adjustments to arrive at Net Expenditure chargeable to the General Fund Balance	Net Expenditure chargeable to General Fund Balances	Adjustments between the Funding & Accounting Basis	Net Expenditure in the CI&ES
	£m	£m	£m	£m	£m
People	150.7	(13.9)	136.8	3.7	140.5
Children's Services	106.8	(5.7)	101.1	18.6	119.7
Economy & Infrastructure	55.0	(9.8)	45.2	39.2	84.4
Commercial & Change	6.7	7.2	13.9	13.7	27.6
Finance, HR & Chief Executive	35.0	(3.0)	32.0	(2.2)	29.8
<b>Net Cost of Services</b>	<b>354.2</b>	<b>(25.2)</b>	<b>329.0</b>	<b>73.0</b>	<b>402.0</b>
Other Income and Expenditure	(355.5)	5.4	(350.1)	(23.2)	(373.3)
<b>Net (surplus)/deficit</b>	<b>(1.3)</b>	<b>(19.8)</b>	<b>(21.1)</b>	<b>49.8</b>	<b>28.7</b>
Opening General Fund Balance	0.0	0.0	150.9	0.0	0.0
Less Deficit on General Fund Balance in Year	0.0	0.0	21.1	0.0	0.0
<b>General Fund Balance</b>			<b>172.0</b>		

In respect of the net revenue outturn, the County Council's 2022/23 General Fund budget and actual spend figures are in the table below:

	<b>Original budget</b>	<b>Actual</b>	<b>Variance</b>
	£m	£m	£m
<b>Total General Fund (a)</b>	<b>373.2</b>	<b>386.7</b>	<b>13.5</b>
<b>Funded by:</b>			
Council tax	(301.3)	(301.3)	0.0
Revenue grants	(2.5)	(2.5)	0.0
Business rates retention scheme	(68.7)	(68.7)	0.0
Collection fund surplus	(2.9)	(2.9)	0.0
Contribution from earmarked reserves	2.2	2.2	0.0
<b>Total funding (b)</b>	<b>(373.2)</b>	<b>(373.2)</b>	<b>0.0</b>
<b>Movement on General Fund (a) + (b)</b>	<b>0.0</b>	<b>13.5</b>	<b>13.5</b>

More details about the County Council's revenue spending on services are given in the Comprehensive Income and Expenditure Statement and subsequent notes.

### 3. Note to the expenditure and funding analysis

This note provides additional analysis of the adjustments between the funding and accounting basis column in note 2 (Expenditure and funding analysis) and details the movement from the General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts.

2022/23	Capital adjustments not included in internal reporting	Pension adjustments not included in internal reporting	Other adjustments not included in internal reporting	Recharges and internal training included in internal reporting, removed for financial statements	Reserve movements included in internal reporting, removed for financial statements	Total adjustments to arrive at net expenditure chargeable to the General Fund Balance	Adjustments for Capital Purposes	Net Change for the Pensions Adjustments	Other Differences	Total Adjustments
Adjustments from management reporting and General Fund to arrive at the Comprehensive Income & Expenditure Statement amounts	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m
People	0.0	1.2	(2.4)	(18.4)	(8.3)	<b>(27.9)</b>	1.1	7.1	0.0	<b>8.2</b>
Children's Services	0.0	1.6	(18.7)	(1.7)	0.7	<b>(18.1)</b>	22.1	12.1	9.6	<b>43.8</b>
Economy & Infrastructure	0.0	0.5	(5.5)	(6.8)	5.4	<b>(6.5)</b>	29.3	2.6	(0.1)	<b>31.9</b>
Commercial & Change	0.0	0.4	(2.9)	22.7	2.6	<b>22.8</b>	10.6	2.4	0.5	<b>13.4</b>
Finance, HR & Chief Executive	10.4	(3.7)	(2.6)	4.3	3.0	<b>11.4</b>	(25.0)	2.1	0.9	<b>(22.0)</b>
<b>Net Cost of Services</b>	<b>10.4</b>	<b>0.0</b>	<b>(32.0)</b>	<b>0.0</b>	<b>3.4</b>	<b>(18.2)</b>	<b>38.1</b>	<b>26.3</b>	<b>10.9</b>	<b>75.4</b>
Other Income and Expenditure from the Expenditure and Funding Analysis	0.0	0.0	32.0	0.0	(7.7)	<b>24.4</b>	(45.7)	0.0	0.0	<b>(45.7)</b>
<b>Difference between General Fund surplus or deficit and CI&amp;ES Surplus or Deficit on the Provision of Services</b>	<b>10.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>(4.2)</b>	<b>6.1</b>	<b>(7.6)</b>	<b>26.3</b>	<b>10.9</b>	<b>29.7</b>

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Adjustments for capital purposes adds in depreciation, impairment and revaluation gains and losses in the service lines. For other income and expenditure includes the statutory charges for capital financing and investment and capital grant adjustments.

Net change for the pensions adjustments represents the removal of the employer pension contributions made by the County Council as allowed by statute and the replacement with current and past service costs.

Other adjustments not included in internal reporting include the financial accounting adjustments for employee leave accrual and PFI adjustments and the reallocation of transactions above and below the net cost of services.

2021/22 Adjustments from management reporting and General Fund to arrive at the Comprehensive Income & Expenditure Statement amounts	Capital adjustments not included in internal reporting	Pension adjustments not included in internal reporting	Other adjustments not included in internal reporting	Recharges and internal training included in internal reporting, removed for financial statements	Reserve movements included in internal reporting, removed for financial statements	Total adjustments to arrive at net expenditure chargeable to the General Fund Balance	Adjustments for Capital Purposes	Net Change for the Pensions Adjustments	Other Differences	Total Adjustments
	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m
People	0.2	1.3	(8.8)	(8.6)	2.0	(13.9)	1.0	2.7	0.0	3.7
Children's Services	1.0	1.7	(6.4)	1.3	(3.3)	(5.7)	10.3	3.5	4.8	18.6
Economy & Infrastructure	0.0	0.5	(12.3)	(3.8)	5.8	(9.8)	38.1	1.1	0.0	39.2
Commercial & Change	(0.7)	0.5	(0.3)	7.3	0.4	7.2	12.7	1.0	0.0	13.7
Finance, HR & Chief Executive	5.9	(13.6)	(13.5)	3.8	14.4	(3.0)	(17.0)	10.3	4.5	(2.2)
<b>Net Cost of Services</b>	<b>6.4</b>	<b>(9.6)</b>	<b>(41.3)</b>	<b>0.0</b>	<b>19.3</b>	<b>(25.2)</b>	<b>45.1</b>	<b>18.6</b>	<b>9.3</b>	<b>73.0</b>
Other Income and Expenditure from the Expenditure and Funding Analysis	0.0	9.6	(4.2)	0.0	0.0	5.4	(23.2)	0.0	0.0	(23.2)
<b>Difference between General Fund surplus or deficit and CI&amp;ES Surplus or Deficit on the Provision of Services</b>	<b>6.4</b>	<b>0.0</b>	<b>(45.5)</b>	<b>0.0</b>	<b>19.3</b>	<b>(19.8)</b>	<b>21.9</b>	<b>18.6</b>	<b>9.3</b>	<b>49.8</b>



#### 4.Segmental reporting

The segments below represent the County Council's directorate structure which is used for internal reporting.

<b>2022/23</b>	<b>People</b>	<b>Children's Services</b>	<b>Economy &amp; Infrastructure</b>	<b>Commercial &amp; Change</b>	<b>Finance, HR &amp; Chief Executive</b>	<b>Total</b>
	£m	£m	£m	£m	£m	£m
Income for Fees and Charges	(52.3)	(14.1)	(28.3)	(33.7)	(19.1)	(147.6)
Depreciation and Impairment	1.5	5.3	36.1	16.1	0.0	59.0
Premises Costs	12.2	14.6	(9.2)	6.1	0.8	24.4
Transport Costs	2.8	0.3	2.9	0.0	2.3	8.4
Third Party Payments	273.0	65.4	65.2	0.0	0.5	404.2

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<b>2021/22</b>	<b>People</b>	<b>Children's Services</b>	<b>Economy &amp; Infrastructure</b>	<b>Commercial &amp; Change</b>	<b>Finance, HR &amp; Chief Executive</b>	<b>Total</b>
	£m	£m	£m	£m	£m	£m
Income for Fees and Charges	(86.8)	(10.9)	(27.2)	(7.3)	(6.0)	(138.2)
Depreciation and Impairment	1.3	3.6	32.7	11.9	0.0	49.5
Premises Costs	12.7	14.1	(10.3)	5.5	1.1	23.1
Transport Costs	4.1	0.7	2.2	0.0	0.1	7.1
Third Party Payments	258.8	55.6	72.6	(0.7)	1.1	387.4

## 5. Expenditure and income analysed by nature

Activity is accounted for in the year that it takes place, not simply when cash payments are made or received. Revenue from the sale of goods is recognised when the Council transfers the significant risks and rewards of ownership to the purchaser and it is probable that economic benefits or service potential associated with the transaction will flow to the authority.

Revenue from contracts with service recipients, whether for services or the provision of goods, is recognised at the point that the service is provided or is charged for. It is not considered that this would be materially different from recognising revenue from contracts with service recipients when, or as, the goods or services are transferred to the service recipient in accordance with the performance obligations in the contract.

Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet, subject to a de minimis of £5,000.

Value Added Tax (VAT) payable is included as an expense only to the extent that it is not recoverable from Her Majesty's Revenue and Customs. VAT receivable is excluded from income.

<b>2021/22 Expenditure and Income analysed by nature</b>	<b>2022/23</b>
£m	£m
237.4 Employee benefits expenses	260.7
630.2 Other service expenses	727.2
49.5 Depreciation amortisation and impairment	59.0
26.8 Loss on disposal of non-current assets	11.3
60.8 Interest payments	72.2
0.3 Precepts and levies	0.3
<b>1,005.0 Total Expenditure</b>	<b>1,130.8</b>
<b>Income</b>	
(138.2) Fees and charges and other service income	(147.6)
(346.9) Income from council tax and business rates	(370.9)
(396.2) Grants and contributions credited to services	(421.5)
(84.6) Grants and contributions credited to taxation and non-specific grant income	(68.4)
(30.2) Interest and Investment Income	(31.4)
19.8 Other	(47.9)
<b>(976.3) Total Income</b>	<b>(1,087.7)</b>
<b>28.7 Net Deficit/(Surplus) on Provision of Services</b>	<b>43.1</b>

\*

## 6. Grant and contribution income

Government grants, third-party contributions, and donations are recognised as due to the County Council when there is reasonable assurance that:

- the County Council is acting as principal (as opposed to agent)
- the County Council will comply with the conditions attached to the payments, and
- the grants or contributions will be received.

Amounts are credited to the Comprehensive Income and Expenditure Statement once the conditions attached to the grant or contribution have been satisfied. Where the conditions have not been satisfied they are carried in the Balance Sheet as creditors or receipts in advance and credited to the relevant service line once the conditions are met.

### 6.1 Comprehensive Income and Expenditure Statement - credited to services

	2021/22	2022/23
	£m	£m
<b>People Services</b>		
18.5	Improved Better Care Fund	19.0
16.2	Better Care Fund (contribution)	15.9
6.2	Disabled Facilities Grant	6.2
2.8	Independent Living Fund	2.8
12.1	Social Care Grant – Adults’ Elements	15.6
0.2	Care Act	0.2
0.0	Adult Social Care Discharge Fund	2.0
0.0	Market Sustainability and Fair Cost of Care	1.6
0.0	Shared Care Record Program Grant	0.6
0.1	Other Adult Services	0.5
30.4	Public Health	31.2
2.0	Other Public Health	2.5

<b>2021/22</b>	<b>2022/23</b>
5.3 Libraries & Community	12.1
4.7 Bromsgrove Schools PFI Grant	4.7
0.0 Homes for Ukraine - Education and Childcare Funding	2.1
3.5 Covid-19 Adult Social Care Infection Control Fund	0.6
6.0 Covid-19 Hospital Discharge (CCG) Contribution	0.0
0.2 Covid-19 Test and Trace Service Support Grant	0.0
15.9 Covid-19 Contain Outbreak Management Fund	0.0
0.7 Covid-19 Testing Grants	0.0
2.4 Covid-19 Winter Grant Scheme	0.0
4.6 Covid-19 Workforce Support Grant	0.0
3.9 Covid-19 Housing Support Grant	7.9
1.5 Covid-19 Holiday Activities & Food Programme	1.7
<b>137.2 Total People Services</b>	<b>127.2</b>
<b>Children's Services</b>	
218.8 Dedicated Schools Grant	234.9
8.0 Pupil Premium	8.6
4.1 Other Education & Skills	3.9
3.4 Universal Free School Meals	3.6
1.4 Post 16 Learning Skills Council	1.9
1.6 Other Children's Social Care	2.3
2.1 Unaccompanied Asylum-Seeking Children	3.8
1.3 Youth Grants	1.6
0.5 Transport	0.6

<b>2021/22</b>	<b>2022/23</b>
0.0 Services Grant – Children’s Element	3.0
3.6 Social Care Grant – Children’s Element	6.2
0.0 Supplementary Schools Grant	3.5
1.7 Covid-19 Grants for Schools	1.8
<b>246.5 Total Children’s Services</b>	<b>275.7</b>
<b>Economy &amp; Infrastructure</b>	
1.8 Waste Disposal PFI Grant	1.8
1.1 Transport	1.6
0.1 Environment / Winter Damage	0.1
2.1 Other	2.4
1.7 Community Renewal Fund	1.0
0.3 Covid-19 Bus Support Services Grant	0.0
<b>7.1 Total Economy &amp; Infrastructure</b>	<b>6.9</b>
<b>Commercial &amp; Change</b>	
0.6 Other	0.1
<b>0.6 Total Commercial &amp; Change</b>	<b>0.1</b>
<b>Finance, HR &amp; Chief Executive</b>	
1.5 New Homes Bonus	1.5
0.0 Homes for Ukraine Grant – Thank you payments & tariff	11.4
0.0 Services Grant – Chief Executive Element	1.4
0.8 Other	0.9
0.5 Covid-19 Clinically Extremely Vulnerable Grant	0.0

<b>2021/22</b>	<b>2022/23</b>
0.4 Covid-19 Home to School Transport Grant	0.0
0.6 Covid-19 Omicron	0.0
1.0 Covid-19 Practical Support for those self-isolating	0.2
<b>4.8 Total Finance, HR &amp; Chief Executive</b>	<b>15.4</b>
<b>396.2 Total Credited to Services</b>	<b>425.3</b>

## 6.2 Comprehensive Income and Expenditure Statement – credited to taxation and non-specific grant income

2021/22	2022/23
£m	£m
<b>Credited to taxation and non-specific grant income:</b>	
8.6 Business Rate Reliefs – S31 Grant	10.4
0.0 Revenue Support Grant	0.0
0.0 Levy Account Surplus Grant	0.5
4.6 Covid-19 Local Council Tax Support Grant	0.0
0.4 Covid-19 75% Local Tax Income Guarantee – Council Tax	0.0
20.8 Covid-19 LA Support Grant	0.0
0.0 Covid-19 Sales, Fees and Charges Support Grant	0.6
<b>34.4 Total non ring-fenced Government grants</b>	<b>11.5</b>

2021/22	2022/23
£m	£m
<b>Capital grants</b>	
18.7 Structural maintenance	22.4
2.4 Transport	2.4
4.9 Basic Needs	8.1
4.7 LA Schools Condition Allocation	6.3
6.0 Worcestershire Local Growth Fund	0.0
1.8 European Regional Development Fund	1.8
0.1 Broadband Project	0.0
4.2 Other Capital Grants	8.6



<b>2021/22</b>	<b>2022/23</b>
<b>42.8 Total Capital Grants</b>	49.6
7.4 Other contributions	7.3
<b>50.2 Total Capital Grants and Contributions</b>	<b>56.9</b>
<b>84.6 Total credited to taxation and non-specific grant income</b>	<b>68.4</b>

### 6.3 Dedicated Schools Grant

The County Council's expenditure on schools is primarily funded by Dedicated Schools Grant (DSG) from the Department for Education (DfE). An element of the DSG is recouped by the DfE to fund academy schools in the county. DSG is ringfenced and can only be applied to meet expenditure properly included in the schools budget, including county-wide education services and Individual Schools Budget.

The overall DSG deficit is £20.3 million and will be carried forward against future DSG income. Within the central expenditure, High Needs expenditure overspent by £11.08 million in 2022/23 (an increase from the £6.3 million High Needs overspend in 2021/22).

	Central Expenditure	Individual Schools Budget	Total
	£m	£m	£m
Final DSG for 2022/23 before academy and high needs recoupment	98.3	402.0	500.3
Academy and high needs recoupment 2022/23	0.0	(265.8)	(265.8)
<b>Total DSG after High Needs and Academy Recoupment 2022/23</b>	<b>98.3</b>	<b>136.2</b>	<b>234.5</b>
Plus: brought-forward from 2021/22	0.0	0.0	0.0
Less: carry-forward to 2023/24 agreed in advance	0.0	0.0	0.0
In-year adjustments	0.4	0.0	0.4
<b>Final budgeted distribution for 2022/23</b>	<b>98.7</b>	<b>136.2</b>	<b>234.9</b>
Actual Central Expenditure	107.7	0.0	107.7
Actual ISB deployed to Schools	0.0	136.2	136.2
<b>In year carry forward to 2023/24</b>	<b>(9.0)</b>	<b>0.0</b>	<b>(9.0)</b>
<b>DSG unusable reserve at the end of 2021/22</b>			<b>(11.3)</b>
Addition to DSG unusable reserve at the end of 2022/23			(9.0)
<b>Total DSG unusable reserve at the end of 2022/23</b>			<b>(20.3)</b>

## 7. Section 75 framework partnership agreements

The County Council has a Section 75 joint agreement relating to the commissioning of health and social care services in Worcestershire, which includes The Better Care Fund, between the County Council and NHS Herefordshire and Worcestershire Clinical Commissioning Group. The agreement is classified as a Joint Operation, as there is joint control, and the activity is primarily to provide services to the parties within their boundaries. Within the Section 75 agreement there are budgets primarily managed by the Clinical Commissioning Group, budgets primarily managed by the County Council, pooled budgets (jointly controlled) and aligned budgets. Where services are primarily managed by the County Council the income and expenditure are reflected within the Net Cost of Services in the Comprehensive Income and Expenditure Statement. This also includes the County Council's proportion of jointly controlled pooled budgets. Where services are hosted by the County Council, but primarily managed by the Clinical Commissioning Group, the income and expenditure are not reflected in the County Council's accounts.

Partnership expenditure (outturn) has been split to show what is primarily managed by the Clinical Commissioning Group and the County Council for 2022/23. Included in the County Council contribution is £28.7 million Better Care Fund.

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	Partnership income	Partnership expenditure	Net partnership expenditure	CCG managed	WCC contribution		Partnership income	Partnership expenditure	Net partnership expenditure	CCG managed	WCC contribution
	£m	£m	£m	£m	£m		£m	£m	£m	£m	£m
	2021/22						2022/23				
	(121.2)	121.2	0.0	56.4	64.8	Consolidated Adult Social Care Services	(121.8)	125.9	4.1	47.7	78.2
	(22.1)	22.1	0.0	10.1	12.0	Consolidated Children's and Education Services	(23.9)	23.9	0.0	10.3	13.6
	<b>(143.3)</b>	<b>143.3</b>	<b>(0.0)</b>	<b>66.5</b>	<b>76.8</b>		<b>(145.7)</b>	<b>149.8</b>	<b>4.1</b>	<b>58.0</b>	<b>91.8</b>

The County Council had outstanding balances with the Clinical Commissioning Group at 31 March 2023 of £2.1 million debtors (2021/22 £1.2 million) and £0.2 million creditors (2021/22 £0.2 million).

## 8. Other operating expenditure

2021/22	2022/23
£m	£m
0.4 Admin Expenses Pension	0.4
1.2 Loss on disposal of non-current assets	2.7
<b>1.6</b>	<b>3.2</b>

The loss on disposal relates to the removal of assets from the Balance Sheet where the County Council does not have control of the use of the asset.

## 9. Financing and investment income and expenditure

Financing and investment income and expenditure includes interest receivable and payable on the County Council's investment portfolio, the interest element of the pension fund liability and losses on the transfer of schools to other bodies at nil consideration.

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2021/22	2022/23
£m	£m
28.7 Interest payable and similar charges	28.6
9.3 Net interest of the net defined pension liability	12.2
25.6 Loss on transfer of schools to other bodies (e.g. academies)	8.6
0.0 (Increase)/Impairment in value of long-term investments	1.1
(7.3) Interest receivable and similar income	(9.1)
<b>56.3</b>	<b>41.4</b>

## 10. Taxation and non-specific grants

The Worcestershire district councils, in their role as billing authorities, act as agents for the County Council, the precepting authority, collecting council tax on our behalf, with transactions and balances allocated between the districts and the County Council. The Comprehensive Income & Expenditure Statement includes the County Council's proportion of the net surplus or deficit and the Balance Sheet includes amounts to reflect the County Council's share of council tax debtors, overpayments and council tax creditors and monies owed or paid in advance in relation to payments from the district councils.

The district councils collect business rate income on behalf of the County Council as well as amounts to be paid over to other precepting bodies and Central Government. The County Council maintains balances for National Non-Domestic Rates (NNDR) arrears, impairment allowances, prepayments and overpayments in its underlying accounting records. NNDR transactions and balances are allocated between the County Council, the District Councils and Central Government.

Government grants and third-party contributions and donations are recognised as due to the County Council when there is reasonable assurance that:

- the County Council will comply with the conditions attached to the payments, and
- the grants or contributions will be received.

Amounts recognised as due are not credited to the Comprehensive Income and Expenditure Statement until conditions attached to the grant or contributions have been satisfied. Grants and contributions for which conditions have not been satisfied are carried in the Balance Sheet as creditors or receipts in advance. When conditions are satisfied, the grant or contribution is credited to the relevant service line or to Taxation and Non-Specific Grant Income (non ring-fenced revenue grants and capital grants) in the Comprehensive Income and Expenditure Statement.

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<b>2021/22 Taxation and non-specific grants</b>	<b>2022/23</b>
£m	£m
(287.2) Council tax income	(302.4)
(59.7) Non-domestic rates	(68.5)
(34.4) Non-ring-fenced government grants	(11.5)
(50.2) Capital grants and contributions	(56.9)
0.3 Environment Agency	0.3
<b>(431.2)</b>	<b>(439.0)</b>

## 11. Adjustments between accounting basis and funding basis under regulation

This note consolidates the adjustments required through the County Council's reserves to convert the surplus or deficit on the CIES to the movement on the General Fund Balance.

2022/23	Usable Reserves				
	General Fund (Non-earmarked balances)	General Fund (Earmarked reserves)	Capital Receipts Reserve	Capital Grants Unapplied	Movement in Unusable Reserves
	£m	£m	£m	£m	£m
Depreciation of non-current assets	53.1	0.0	0.0	0.0	(53.1)
Amortisation of intangible assets	0.0	0.0	0.0	0.0	0.0
Capital grants and contributions applied	(56.9)	0.0	0.0	0.0	56.9
Revenue expenditure funded from capital under statute	15.9	0.0	0.0	0.0	(15.9)
Net loss on disposal of non-current assets	14.6	0.0	0.0	0.0	(14.6)
Statutory provision for the financing of capital investment	(25.0)	0.0	0.0	0.0	25.0
Capital expenditure charged against the General Fund	(11.9)	0.1	0.0	0.0	11.7
Revaluation to Capital Adjustment Account	5.9	0.0	0.0	0.0	(5.9)
Capital Grants and Contributions unapplied credited to the CI&ES	0.0	0.0	0.0	56.9	(56.9)
Application of grants to capital financing transferred to Capital Adjustment Account	0.0	0.0	0.0	(43.3)	43.3
Transfer of cash sale proceeds credited as part of the gain/loss on disposal to the CI&E Statement	(3.4)	0.0	3.4	0.0	0.0
Use of Capital Receipts Reserve to finance new capital expenditure	0.0	0.0	(6.1)	0.0	6.1
Reversal of items relating to retirement benefits debited or credited to the CI&E Statement	55.8	0.0	0.0	0.0	(55.8)

	General Fund (Non-earmarked balances)	General Fund (Earmarked reserves)	Capital Receipts Reserve	Capital Grants Unapplied	Movement in Unusable Reserves
Employer's pension contributions and direct payments to pensioners payable in the year	(29.6)	0.0	0.0	0.0	29.6
Amount by which council tax income credited to the CI&E Statement is different from council tax income calculated for the year in accordance with statutory requirements	1.9	0.0	0.0	0.0	(1.9)
Amount by which National Non-Domestic Rates income credited to the CI&E Statement is different from Non-Domestic Rates income calculated for the year in accordance with statutory requirements	(0.6)	0.0	0.0	0.0	0.6
Amount by which officer remuneration charged to the CI&E Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	0.6	0.0	0.0	0.0	(0.6)
Transfer of in-year Schools balance deficit to Unusable Reserve	0.0	9.0	0.0	0.0	(9.0)
<b>Total Adjustments</b>	<b>20.6</b>	<b>9.1</b>	<b>(2.7)</b>	<b>13.6</b>	<b>(40.6)</b>

**2021/22****Usable Reserves**

	<b>General Fund (Non-earmarked balances)</b>	<b>General Fund (Earmarked reserves)</b>	<b>Capital Receipts Reserve</b>	<b>Capital Grants Unapplied</b>	<b>Movement in Unusable Reserves</b>
	£m	£m	£m	£m	£m
Depreciation of non-current assets	50.2	0.0	0.0	0.0	(50.2)
Amortisation of intangible assets	1.5	0.0	0.0	0.0	(1.5)
Capital grants and contributions applied	(50.2)	0.0	0.0	0.0	50.2
Revenue expenditure funded from capital under statute	13.0	0.0	0.0	0.0	(13.0)
Net loss on disposal of non-current assets	28.4	0.0	0.0	0.0	(28.4)
Statutory provision for the financing of capital investment	(16.9)	0.0	0.0	0.0	16.9
Capital expenditure charged against the General Fund	(0.6)	0.1	0.0	0.0	0.5
Revaluation to Capital Adjustment Account	(2.1)	0.0	0.0	0.0	2.1
Capital Grants and Contributions unapplied to the CI&ES	0.0	0.0	0.0	50.2	(50.2)
Application of grants to capital financing transferred to Capital Adjustment Account	0.0	0.0	0.0	(57.9)	57.9
Transfer of cash sale proceeds credited as part of the gain/loss on disposal to the CI&E Statement	(1.5)	0.0	6.2	0.0	(4.7)
Use of Capital Receipts Reserve to finance new capital expenditure	0.0	0.0	(6.2)	0.0	6.2
Reversal of items relating to retirement benefits debited or credited to the CI&E Statement	46.6	0.0	0.0	0.0	(46.6)
Employer's pension contributions and direct payments to pensioners payable in the year	(28.0)	0.0	0.0	0.0	28.0

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	<b>Usable Reserves</b>				
<b>2021/22</b>					
Amount by which council tax income credited to the CI&E Statement is different from council tax income calculated for the year in accordance with statutory requirements	(3.6)	0.0	0.0	0.0	3.6
Amount by which National Non-Domestic Rates income credited to the CI&E Statement is different from Non-Domestic Rates income calculated for the year in accordance with statutory requirements	11.0	0.0	0.0	0.0	(11.0)
Amount by which officer remuneration charged to the CI&E Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(2.9)	0.0	0.0	0.0	2.9
Transfer to in year Schools balance deficit to unusable reserve	0.0	4.8	0.0	0.0	(4.8)
<b>Total Adjustments</b>	<b>44.9</b>	<b>4.9</b>	<b>0.0</b>	<b>(7.7)</b>	<b>(42.1)</b>

## 12. Usable Reserves

The County Council sets aside specific amounts that can be used to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve may only be used to fund capital expenditure or repay debt). Where expenditure is to be financed from a reserve, the expenditure is charged to the relevant service in the Comprehensive Income and Expenditure Statement and an amount is then transferred from the reserve to the General Fund Balance via an entry in the Movement in Reserves Statement.

	<b>Opening Balance 01/04/22</b>	<b>Contributions To</b>	<b>From</b>	<b>Closing Balance 31/03/23</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
General fund	14.3	0.0	0.0	14.3
Earmarked specific reserves	157.7	(115.6)	102.2	144.3
Capital grants unapplied	63.6	(43.3)	56.9	77.2
Capital receipts reserve	2.7	(7.2)	4.5	0.0
<b>Total Usable Reserves</b>	<b>238.3</b>	<b>(166.1)</b>	<b>163.6</b>	<b>235.7</b>

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### 12.1 Transfers to/from Earmarked Reserves

The County Council sets aside amounts from the General Fund in earmarked reserves to provide financing for future expenditure plans to support specific areas of our corporate plan priorities. These amounts are then drawn down as required. Our earmarked reserves position and plans are reviewed annually and plans for future use are approved by Cabinet and Council as part of the annual budget setting process.

	Balance at 31 March 2022	Transfers out	Transfers in	Balance at 31 March 2023	Purpose of the reserve
	£m	£m	£m	£m	
<b>Open for Business</b>					
Revolving Investment Fund	7.6	(7.8)	0.7	0.5	Investment in the local economy which delivers income to support future investment
Open for Business	5.2	(1.7)	9.3	12.8	Supporting measures to grow our local economy
Local Authority Business Growth Initiative	0.5	(0.1)	0.0	0.4	Residual Local Authority Business Growth Initiative funding
Sub regional mineral plan	0.4	(0.5)	2.2	2.1	Funds held to support the delivery of the sub regional mineral plan
Growing Places reserve	1.9	(0.4)	0.0	1.5	Supporting growth in the local economy
Broadband Programme	3.9	(1.2)	0.7	3.4	Reserves to support digital connectivity
Other	2.5	(1.0)	0.7	2.2	Lower value reserves covering, for example, apprenticeships
<b>Children &amp; Families</b>					
Safeguarding	1.9	(1.9)	2.0	2.0	Risk reserve maintained to support unexpected safeguarding costs that could arise through the contract with Worcestershire Children First.

	<b>Balance at 31 March 2022</b>	<b>Transfers out</b>	<b>Transfers in</b>	<b>Balance at 31 March 2023</b>	<b>Purpose of the reserve</b>
Home to School Transport Risk Reserve	0.4	(0.4)	0.0	0.0	Risk reserve to support SEND student travel provision
Education and High Needs	2.4	0.0	0.0	2.4	Reserve maintained to cover general education and high needs block expenditure
High Needs Transformation Reserve	0.0	(6.0)	11.0	5.0	Reserve set aside for work to tackle pressures in High Needs funding
Children's Revenue Grants	8.5	(4.8)	2.2	5.9	Grants held by the service for draw down as required
<b>The Environment</b>					
Regeneration and Infrastructure	0.5	0.0	0.0	0.5	Supporting measures to grow our local economy
Revenue grants unapplied	1.8	(1.4)	10.4	10.8	Grants held by the service for draw down as required
Waste Transformation Reserve	1.0	(1.0)	0.0	0.0	Reserve set aside to support waste contract and transformation services
Infrastructure Project Support	2.0	(1.0)	0.0	1.0	Supporting new infrastructure projects
Other	0.2	0.0	0.0	0.2	Lower value reserves

	Balance at 31 March 2022	Transfers out	Transfers in	Balance at 31 March 2023	Purpose of the reserve
<b>Health and Wellbeing</b>					
Public Health	9.7	(0.9)	0.57	9.3	Balances from the Ring-fenced Public Health Grant held to support the service against future changes in funding
Revenue grants unapplied	8.3	(9.1)	10.7	9.9	Grants held by the service for draw down as required
Unused grants carried forward	17.6	(15.4)	0.8	3.0	Grants held by the service for draw down as required
<b>Efficient Council</b>					
Transformation / Change Reserve	3.3	(5.7)	4.4	2.0	Financing invest-to-save schemes to change the shape and design of the County Council
Communities Support Reserve	0.0	(0.2)	4.5	4.3	Grants funding the settlement of Afghan, Syrian and Ukraine visitors to Worcestershire
Digital Reserve	3.3	(2.9)	0.0	0.4	Supporting the development of digitally enabled operations as part of the organisational review
Elections	0.1	0.0	0.2	0.3	Annual amounts set aside to provide County Council elections, which happen every 4 years
Property Management	1.0	(0.6)	0.0	0.4	Funding for property-related expenditure
Insurance	9.1	(2.1)	1.4	8.4	Covering claims below the County Council's insurance policy excess

	Balance at 31 March 2022	Transfers Out	Transfers in	Balance at 31 March 2023	Purpose of the reserve
Business Rates Pool	26.2	(19.9)	3.6	9.9	To enable smoothing of the impact of changes to the Business Rates retention across the Pool and changes in national funding levels, including rate appeal losses and any fall in rates collected
Coroners Major Inquests	0.5	(0.1)	0.0	0.4	Amounts set aside to cover significant inquest costs
Councillors Divisional Fund	1.2	(0.5)	0.5	1.2	Funds to support Councillors' local discretionary spend
Fleet Surplus Reserve	0.1	0.0	0.0	0.1	Fleet support
Future Capital Investment	8.0	(9.9)	6.8	4.9	Monies set aside to fund future planned capital expenditure
Financial Services Reserve	1.6	0.0	0.0	1.6	Funding to support the employers' pension contributions
Finance and Whole Council Revenue Grants	0.0	0.0	0.1	0.1	Grants held by the service for draw down as required
Smarter Ways of Working	2.0	0.0	0.0	2.0	Monies set aside to enable new ways of working
Financial Risk Reserve	11.8	(5.4)	23.1	29.5	Amount set aside to support financial risk
<b>Other reserves (not available for core spend)</b>					
Schools balances held under delegation	5.4	(5.4)	4.5	4.5	Balances held for individual maintained schools

	<b>Balance at 31 March 2022</b>	<b>Transfers Out</b>	<b>Transfers in</b>	<b>Balance at 31 March 2023</b>	<b>Purpose of the reserve</b>
Schools ICT PFI Reserve	0.1	(0.1)	0.1	0.0	PFI grant funding supporting the ongoing delivery of the programme
Bromsgrove High School PFI Advance	1.4	(0.1)	0.0	1.4	PFI grant funding supporting the ongoing delivery of the programme
Waste Contract PFI Grant	6.3	(8.1)	1.8	0.0	To fund pressures relating to the increase on household waste disposal costs as the number of households in the County increases
<b>Total</b>	<b>157.7</b>	<b>(115.6)</b>	<b>102.2</b>	<b>144.3</b>	

### 13. Unusable Reserves

These reserves are set aside but cannot be used to provide services, including those that hold unrealised gains and losses (for example the Revaluation Reserve), where amounts would only become available to provide services if the assets were sold; and those that hold timing differences shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'.

	Opening Balance 01/04/22	Contributions		Closing Balance 31/03/23	Purpose of the reserve
		To	From		
	£m	£m	£m	£m	
Pensions reserve	(458.0)	(89.0)	577.1	30.1	Movement in remeasurement of the net defined liability
Accumulated absences adjustment account	(5.7)	(6.3)	5.6	(6.3)	Balances relating to the accumulated holiday due but not taken in year
Financial instruments adjustment account	(1.0)	0.0	0.0	(1.0)	Valuation gains and losses on financial instruments carried at fair value
Capital adjustment account	217.0	(85.2)	88.9	220.7	An accounting mechanism used to reconcile the different rates at which assets are depreciated
Revaluation reserve	228.7	(57.6)	120.0	291.1	Unrealised gains and losses arising from revaluations of long-term assets
Collection fund adjustment accounts	(6.8)	(5.7)	11.2	(1.2)	Surplus or deficit arising from agency arrangements
DSG Adjustment Account	(11.3)	(9.0)	0.0	(20.3)	Accumulated DSG deficit
<b>Total Unusable Reserves</b>	<b>(37.1)</b>	<b>(252.8)</b>	<b>802.8</b>	<b>513.1</b>	



## 14. Property, Plant and Equipment

Physical assets that support the delivery of our services and have a life of more than one financial year, are classified as Property, Plant and Equipment (PPE).

### Recognition

Expenditure on PPE is capitalised on an accrual basis in the accounts, provided that it is probable that the future economic benefits (including service potential) associated with the item will flow to the Authority, that the cost of the item can be measured reliably, and that it exceeds the Authority's de minimis threshold. This may include any costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by the Authority. The Council does not capitalise borrowing costs.

Expenditure which is maintenance only in which case it is charged to the Comprehensive Income and Expenditure Statement when it is incurred. The County Council applies a de minimis level of £5,000 for the capitalisation of expenditure on Property, Plant and Equipment. Items of expenditure below this de minimis level are charged to the relevant service within the Comprehensive Income and Expenditure Statement in the reporting period it is incurred. There is no de minimis level for capitalisation for Schools.

Purchased assets are initially measured at cost. Non-purchased assets (including donated assets) are measured at fair value, or at the carrying amount where there is no commercial substance (e.g. via exchange). The detailed bases for measuring assets are given below:

- Land and buildings – Current value based on existing use for operational assets where there is an active market or depreciated replacement cost for assets of a more specialist nature
- Vehicles, plant and equipment - Current value based on existing use for operational assets where there is an active market or depreciated replacement cost for assets of a more specialist nature
- Infrastructure – Depreciated historical cost
- Community assets – Depreciated historical cost
- Assets under construction – Historical cost

Capital expenditure that does not result in the creation of a long-term asset (Revenue Expenditure Funded from Capital under Statute, known as REFCUS) is charged as expenditure to the relevant service in the Comprehensive Income and Expenditure Statement. Where the cost of this expenditure is met from existing capital resources or by borrowing, a transfer in the Movement in Reserves Statement from the General Fund Balance to the Capital Adjustment Account so that there is no impact on the level of council tax.

Depreciation is provided for on PPE assets over their useful lives, with major components depreciated separately. Assets without a determinable finite useful life (e.g. freehold land and certain Community Assets) or that are not yet available for use (e.g. assets under construction) are not depreciated. The calculation is on a straight-line basis over the remaining useful life of the assets as estimated by the valuer. Newly acquired assets are depreciated from the mid-point of the year. Vehicles are depreciated over the life of the asset. Equipment is generally depreciated over a 5-year life, with IT equipment depreciated over 3 years.

## **Infrastructure Assets**

Accounts are prepared to reflect the December 2022 amendment to Local Authorities (Capital Finance and Accounting) (England) regulations 2003. The gross historical cost and accumulated depreciation for Infrastructure Assets has not been separately reported; instead, the net book value and movement in the year has been disclosed with total Property, Plant & Equipment balances reconciled to the Balance Sheet total. Further explanation of the Council's accounting policy in respect of Highways Network Infrastructure Assets is noted below.

## 14.1 Movements

2022/23

	Land and Buildings	Vehicles, plant, furniture & equipment	Community Assets	Surplus Assets	Assets under Construction	Total Property, Plant & Equipment <sup>^</sup>	PFI Assets included in PPE
	£m	£m	£m	£m	£m	£m	£m
<b>Cost or valuation</b>							
<b>At 1 April 2022</b>	<b>500.8</b>	<b>183.8</b>	<b>0.3</b>	<b>4.0</b>	<b>107.9</b>	<b>796.8</b>	<b>200.2</b>
Additions	3.2	0.1	0.0	0.0	24.6	27.9	0.2
Revaluation increases / (decreases) recognised in Revaluation Reserve	50.5	0.0	4.3	0.0	0.0	54.8	17.4
Revaluation increases / (decreases) recognised in the Surplus on the Provision of Services	(5.9)	0.0	(0.1)	0.1	0.0	(5.9)	0.0
Derecognition - disposals	(9.0)	0.0	0.0	(0.2)	0.0	(9.2)	0.0
Derecognition - other	(14.9)	(63.9)	0.0	0.0	0.0	(78.8)	0.0
Assets reclassified (to)/from Held for Sale	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assets reclassified to other categories	1.0	0.0	0.0	(1.0)	0.0	0.0	0.0
Other movements in cost or valuation	2.0	1.2	0.0	0.0	(82.9)	(79.7)	0.0
<b>At 31 March 2023</b>	<b>527.7</b>	<b>121.2</b>	<b>4.5</b>	<b>2.9</b>	<b>49.6</b>	<b>705.9</b>	<b>217.8</b>

<sup>^</sup>Total Property, Plant & Equipment excluding Infrastructure Assets

2022/23

	Land and Buildings	Vehicles, plant, furniture & equipment	Community Assets	Surplus Assets	Assets under Construction	Total Property, Plant & Equipment <sup>^</sup>	PFI Assets included in PPE
	£m	£m	£m	£m	£m	£m	£m
<b>Accumulated depreciation and impairment</b>							
<b>At 1 April 2022</b>	<b>(28.6)</b>	<b>(76.2)</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>(104.8)</b>	<b>(13.3)</b>
Depreciation written out to the Revaluation Reserve	(4.6)	0.0	0.0	0.0	0.0	(4.6)	0.0
Depreciation charge	(3.7)	(9.2)	0.0	(0.1)	0.0	(13.0)	(6.3)
Derecognition - disposals	0.4	0.0	0.0	0.0	0.0	0.4	0.0
Derecognition - other	15.2	63.8	0.0	0.0	0.0	79.0	0.0
Assets reclassified to other categories	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other movements in depreciation and impairment	15.1	0.0	0.0	0.0	0.0	15.1	1.0
<b>At 31 March 2023</b>	<b>(6.2)</b>	<b>(21.6)</b>	<b>0.0</b>	<b>(0.1)</b>	<b>0.0</b>	<b>(27.9)</b>	<b>(18.6)</b>
<b>Net book value</b>							
<b>At 31 March 2023</b>	<b>521.5</b>	<b>99.6</b>	<b>4.5</b>	<b>2.8</b>	<b>49.6</b>	<b>678.0</b>	<b>199.2</b>
<b>At 31 March 2022</b>	<b>472.2</b>	<b>107.6</b>	<b>0.3</b>	<b>4.0</b>	<b>107.9</b>	<b>692.0</b>	<b>186.9</b>

<sup>^</sup>Total Property, Plant & Equipment excluding Infrastructure Assets

<b>Infrastructure Assets</b>	<b>£m</b>
<b>Opening Net book value at 1 April 2022</b>	<b>454.1</b>
Additions	62.1
Other movements in cost or valuation	79.9
Depreciation charge	(35.9)
<b>Closing Net book value at 31 March 2023</b>	<b>560.2</b>

<b>Reconciliation to Balance Sheet</b>	<b>£m</b>
Net book value of PPE excluding Infrastructure Assets	678.0
Net book value of Infrastructure Asset	560.2
<b>Total Net book value of PPE at 31 March 2023</b>	<b>1,238.2</b>

### Highways Network Infrastructure Assets

Highways network infrastructure assets include carriageways, footways and cycle tracks, structures (e.g. bridges), street lighting, street furniture (e.g. illuminated traffic signals, bollards), traffic management systems and land which together form a single integrated network.

#### Infrastructure Assets - Recognition

Expenditure on the acquisition or replacement of components of the network is capitalised on an accrual basis, provided that it is probable that the future economic benefits associated with the item will flow to the Authority and the cost of the item can be measured reliably.

#### Infrastructure Assets - Measurement

Highways network infrastructure assets are generally measured at depreciated historical cost. However, this is a modified form of historical cost – opening balances for highways infrastructure assets were originally recorded in balance sheets at amounts of capital undischarged for sums borrowed as at 1 April 1994 which was deemed at that time to be historical cost. Where impairment losses are identified, they are accounted for by the carrying amount of the asset being written down to the recoverable amount.

#### Infrastructure Assets - Depreciation

Depreciation is provided for on the parts of the highways network infrastructure assets that are subject to deterioration or depletion and by the systematic allocation of their depreciable amounts over their useful lives. Annual depreciation is the depreciation amount allocated each year. Useful lives of the various parts of the highways network are assessed using industry standards where applicable.

## **Infrastructure Assets - Disposals and derecognition**

When a component of the network is disposed of or decommissioned, the carrying amount of the component in the Balance Sheet is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. Receipts from disposals (if any) are credited to the same line in the Comprehensive Income and Expenditure Statement, also as part of the gain or loss (i.e. netted off against the carrying value of the asset at the time of disposal).

The written-off amounts of disposals are not a charge against council tax, as the cost of non-current assets is fully provided for under separate arrangements for capital financing. Amounts are transferred to the Capital Adjustment Account from the General Fund Balance in the Movement in Reserves Statement.

Where a part of the network is replaced, an adaptation provided in a separate update to the Code assumes that, from the introduction of the IFRS based Code, when parts of an asset are replaced or restored, the carrying amount of the derecognised part will be zero because parts of infrastructure assets are rarely replaced before the part has been fully consumed.

2021/22

	Land and Buildings	Vehicles, plant, furniture & equipment	Community Assets	Surplus Assets	Assets under Construction	Total Property, Plant & Equipment <sup>^</sup>	PFI Assets included in PPE
	£m	£m	£m	£m	£m	£m	£m
<b>Cost or valuation</b>							
<b>At 1 April 2021</b>	<b>496.8</b>	<b>173.8</b>	<b>0.3</b>	<b>3.9</b>	<b>87.8</b>	<b>762.6</b>	<b>193.8</b>
Additions	2.5	1.2	0.0	0.2	42.8	46.7	
Revaluation increases / (decreases) recognised in Revaluation Reserve	27.1	6.0	0.0	(0.7)	0.0	32.4	10.2
Revaluation increases / (decreases) recognised in the Surplus on the Provision of Services	(0.4)	3.1	0.0	0.8	0.0	3.5	3.0
Derecognition - disposals	(26.3)	(0.5)	0.0	(0.2)	0.0	(27.0)	(6.9)
Derecognition - other	(1.2)	0.0	0.0	0.0	0.0	(1.2)	0.0
Assets reclassified (to)/from Held for Sale	0.0	0.0	0.0	(1.3)	0.0	(1.3)	0.0
Assets reclassified to other categories	(1.3)	0.0	0.0	1.3	0.0	0.0	0.0
Other movements in cost or valuation	3.6	0.2	0.0	0.0	(22.7)	(18.9)	0.1
<b>At 31 March 2022</b>	<b>500.8</b>	<b>183.8</b>	<b>0.3</b>	<b>4.0</b>	<b>107.9</b>	<b>796.8</b>	<b>200.2</b>

<sup>^</sup>Total Property, Plant & Equipment excluding Infrastructure Assets

2021/22

	Land and Buildings	Vehicles, plant, furniture & equipment	Community Assets	Surplus Assets	Assets under Construction	Total Property, Plant & Equipment <sup>^</sup>	PFI Assets included in PPE
	£m	£m	£m	£m	£m	£m	£m
<b>Accumulated depreciation and impairment</b>							
<b>At 1 April 2021</b>	<b>(25.9)</b>	<b>(71.2)</b>	<b>0.0</b>	<b>(0.3)</b>	<b>0.0</b>	<b>(97.4)</b>	<b>(12.9)</b>
Depreciation written out to the Revaluation Reserve	(3.4)	0.0	0.0	0.0	0.0	(3.4)	(0.2)
Depreciation charge	(4.3)	(10.1)	0.0	0.0	0.0	(14.4)	(5.4)
Derecognition - disposals	0.6	0.6	0.0	0.3	0.0	1.5	0.1
Derecognition - other	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Assets reclassified to other categories	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other movements in depreciation and impairment	4.4	4.5	0.0	0.0	0.0	8.9	5.2
<b>At 31 March 2022</b>	<b>(28.6)</b>	<b>(76.2)</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>(104.8)</b>	<b>(13.3)</b>
<b>Net book value</b>							
<b>At 31 March 2022</b>	<b>472.2</b>	<b>107.6</b>	<b>0.3</b>	<b>4.0</b>	<b>107.9</b>	<b>692.0</b>	<b>186.9</b>
<b>At 31 March 2021</b>	<b>470.9</b>	<b>102.6</b>	<b>0.3</b>	<b>3.6</b>	<b>87.8</b>	<b>665.2</b>	<b>180.9</b>

<sup>^</sup>Total Property, Plant & Equipment excluding Infrastructure Assets



<b>Infrastructure Assets</b>	<b>£m</b>
<b>Opening Net book value at 1 April 2021</b>	<b>418.7</b>
Additions	48.9
Other movements in cost or valuation	18.9
Depreciation charge	(32.4)
<b>Closing Net book value at 31 March 2022</b>	<b>454.1</b>

<b>Reconciliation to Balance Sheet</b>	<b>£m</b>
Net book value of PPE excluding Infrastructure Assets	692.0
Net book value of Infrastructure Asset	454.1
<b>Total Net book value of PPE at 31 March 2022</b>	<b>1,146.1</b>

## 14.2 Revaluations

Asset categories are revalued at least every five years on a rolling basis in accordance with the Royal Institution of Chartered Surveyors (RICS) Valuation - Global Standards 2021 and UK National Supplement. This also ensures compliance with the CIPFA Local Authority Code of Practice, which states that valuations shall be carried out at intervals of no more than five years. Further revaluations are carried out where there have been material changes. Assets are revalued where completed capital expenditure represents more than 15% of the asset's opening net book value or is greater than £100,000. Non-property assets with short useful lives and/or low values are valued at depreciated historical cost and where there is no market-based evidence of current value because of the specialist nature of the asset, depreciated replacement cost (DRC) is used. The County Council's valuations as at 31 March 2023 have been completed by:

Mark Aldis (Hons) MRICS RICS Registered Valuer IRRV  
Wilks Head & Eve LLP  
3<sup>rd</sup> Floor 55 New Oxford Street  
London  
WC1A 1BS

Where increases in value are identified, the carrying amount of the asset is increased with a corresponding entry for the gain in the Revaluation Reserve.

Where decreases in value are identified, they are accounted for by:

- the carrying amount of the asset writing down the balance of revaluation gains for the asset in the Revaluation Reserve; or
- the carrying amount of the asset is written down against the relevant service line(s) in the Comprehensive Income and Expenditure Statement where there is no, or insufficient, balance in the Revaluation Reserve.

Upon revaluation (upwards or downwards) previously accumulated depreciation is eliminated and the asset shown at the newly revalued figure.

Assets are assessed at each year-end as to whether there is any indication that an asset may be impaired. Where indications exist and any possible differences are estimated to be material, the recoverable amount of the asset is estimated and, where this is less than the carrying amount of the asset, an impairment loss is recognised for the shortfall.

Where impairment losses are identified, they are accounted for by:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains).
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the relevant service line(s) in the Comprehensive Income and Expenditure Statement.

Where an impairment loss is subsequently reversed, the reversal is credited to the relevant service line(s) in the Comprehensive Income and Expenditure Statement, up to the amount of the original loss, adjusted for depreciation that would have been charged if the loss had not been recognised.

## Revaluations

	Land and Buildings	Vehicles, plant, furniture & equipment	Infrastructure assets	Community Assets	Surplus Assets	Assets under Construction	Total Property, Plant & Equipment	PFI Assets included in PPE
	£m	£m	£m	£m	£m	£m	£m	£m
Net book value as at:								
31 March 2023	476.7	0.0	0.0	4.5	0.0	0.0	481.2	99.2
31 March 2022	6.6	94.9	0.0	0.0	0.1	0.0	101.6	97.2
31 March 2021	29.3	0.0	0.0	0.0	0.1	0.0	29.4	0.0
31 March 2020	6.4	0.0	0.0	0.0	0.8	0.0	7.2	2.8
31 March 2019	2.2	0.0	0.0	0.0	1.5	0.0	3.7	0.0
Held at cost	0.3	4.7	560.2	0.0	0.3	49.6	615.1	0.0
<b>Total cost or valuation</b>	<b>521.5</b>	<b>99.6</b>	<b>560.2</b>	<b>4.5</b>	<b>2.8</b>	<b>49.6</b>	<b>1238.2</b>	<b>199.2</b>

### 14.3 Revaluation reserve

The revaluation reserve contains revaluation gains arising from increases in the value of PPE assets. The balance is reduced when assets with accumulated gains are:

- revalued downwards or impaired and the gains are lost
- used in the provision of services and the gains are consumed through depreciation, or
- disposed of and the gains are realised.

<b>2021/22</b>	<b>2022/23</b>
<b>£m</b>	<b>£m</b>
<b>203.4 Opening Balance at 1 April</b>	<b>228.7</b>
47.6 Revaluations upwards during the year	93.8
(3.4) Depreciation of revaluations	(4.6)
(4.9) Revaluations downwards during the year	(24.2)
(14.0) Disposal of revaluations	(2.6)
<b>228.7 Closing Balance at 31 March</b>	<b>291.1</b>

#### 14.4 Downward revaluations and disposal losses

Disposal proceeds are categorised as capital receipts and used for new capital investment or set aside to reduce the County Council's underlying need to borrow (the Capital Financing Requirement). Gains or losses arising from the derecognition of an asset recognises the difference between the disposal proceeds and carrying value of the asset and is included in the Surplus or Deficit on the Provision of Services. There is then a credit to the Capital Receipts Reserve equal to the disposal proceeds and a debit to the Capital Adjustment Account for the carrying amount of the fixed asset disposal.

Schools converting to academy status are transferred for nil consideration.

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<b>2021/22</b>	<b>2022/23</b>
<b>£m</b>	<b>£m</b>
8.2 Downward revaluations - other land and buildings	35.7
0.0 Downward revaluations – vehicles, plant, furniture & equipment	0.0
0.0 Downward revaluations - non-operational	0.0
26.9 Disposal losses – other land & buildings	11.3
<b>35.1</b>	<b>47.0</b>

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## 14.5 Capital Adjustment Account

The Capital Adjustment Account absorbs the timing differences arising from the different arrangements for accounting for the consumption of non-current assets and for financing the acquisition, construction or additions to those assets under statutory provisions.

2021/22	2022/23
£m	£m
<b>213.8 Balance at 1 April</b>	<b>217.0</b>
Capital Financing:	
6.2 Capital receipts	11.2
57.9 Capital grants and contributions	43.3
0.5 Revenue contributions to capital expenditure	11.7
0.0 Capital reserve	0.0
<b>64.6</b>	<b>66.2</b>
2.1 Downward revaluations charged to Comprehensive Income and Expenditure Statement	(5.9)
(48.3) Depreciation charged to Comprehensive Income and Expenditure Statement	(48.5)
12.3 Minimum revenue provision adjustment	14.7
4.6 Minimum revenue provision PFI adjustment	10.3
(13.0) REFCUS adjustment	(15.9)
(14.4) Disposal of non-current assets	(12.1)
(4.7) Other adjustments	(5.1)
<b>217.0 Closing Balance at 31 March</b>	<b>220.7</b>

## 14.6 Contractual commitments for property, plant and equipment

As at 31 March 2023 the County Council has a capital programme comprising capital projects amounting to £249.5 million (2021/22 £146.1 million) for 2023/24 and future years. As at 31 March 2023, the following contracts have been entered into for the construction or enhancement of PPE.

<b>Major schemes where contracts have been let:</b>	<b>£m</b>
Worcestershire A4440 Southern Link Road Dualling	5.0
Column Replacement Programme	4.0
Kepax Bridge	6.3
<b>Sub-total</b>	<b>15.4</b>
Committed schemes less than £2 million	16.3
<b>Major schemes where contracts have been let:</b>	<b>31.7</b>

#### 14.7 School assets

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The land and buildings utilised in the provision of education services across the County are recognised in accordance with the asset recognition tests as they are judged to apply to the different type of arrangements. The accounting treatment of the schools' land and buildings is as follows:

- Community schools – land and buildings are legally held by the County Council and are shown in full on the Balance Sheet. Valuation of these assets is at depreciated replacement cost to reflect the specialist nature of the assets;
- Voluntary Controlled schools and Voluntary Aided schools - land and buildings comprising the main body of the school are legally held by the other entities. In Worcestershire this is either the Church of England or Catholic Diocese who retain the control of the asset. The review determined that, for these assets, legal ownership in conjunction with the substantive rights to the asset and future economic benefits sit with the relevant church body. Accordingly, the County Council has not shown these assets on the Balance Sheet;
- Foundation schools/ Trust schools – land and buildings comprising the body of the school are legally held by other entities. The review determined that, for these assets, legal ownership in conjunction with the substantive rights to the asset and future economic benefits sit with the relevant church body. The County Council has use of the assets but is not able to exert substantive control over them or to receive any future economic benefits. Accordingly, the County Council has not shown these assets on the Balance Sheet;
- Assets provided by the County Council as part of its responsibility for running the schools are shown on the Balance Sheet (for example the funding of mobile classrooms);
- Academy schools (previously community schools) – are not maintained by the County Council. The land and buildings comprising the body of the schools are leased to the academy on a 125-year lease and are therefore not shown on the Balance Sheet. Where the County Council has retained the freehold of the land, the land is held on the County Council balance sheet at a nominal value to reflect its restricted use.

- Local authority schools which are due to convert to academy status post balance sheet date are treated as non-adjusting post balance sheet date events. Where a school transfers after 31 March 2022, details are given in the Events after the Balance Sheet date note at the end of the accounts.

	<b>Number of schools at 31 March 2023</b>	<b>Value held on Balance Sheet at 31 March 2023</b>	<b>Status</b>
		£m	
<b>Community</b>	48	236.3	On Balance Sheet
<b>PFI</b>	7	73.4	On Balance Sheet
<b>Voluntary controlled</b>	37	1.9	Off Balance Sheet
<b>Voluntary aided</b>	22	0.2	Off Balance Sheet
<b>Academy</b>	124	0.0	Off Balance Sheet
<b>Foundation</b>	1	0.0	Off Balance Sheet
<b>Free School</b>	4	0.0	Off Balance Sheet
	<b>243</b>	<b>311.8</b>	

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#### 14.8 Non-operational assets

Assets held for sale are actively marketed and, as such, are not depreciated.

<b>2021/22</b>		<b>2022/23</b>
<b>£m</b>		<b>£m</b>
<b>5.4</b>	Assets Held for Sale	<b>4.5</b>



## 14.9 Capital expenditure and capital financing

2021/22	2022/23
£m	£m
<b>787.0</b>	<b>816.1</b>
<b>Opening capital financing requirement</b>	
<b>Capital investment:</b>	
97.6	91.0
Property, plant and equipment	
13.0	15.9
Revenue expenditure funded from capital under statute	
<b>110.6</b>	<b>106.9</b>
<b>Total Capital Investment</b>	
<b>Sources of finance:</b>	
(6.2)	(11.2)
Capital receipts	
(57.9)	(43.3)
Government grants & other contributions	
Sums set aside from revenue:	
(0.5)	(11.7)
Direct revenue contributions	
(12.3)	(14.7)
MRP/loans fund principal (excluding PFI)	
(4.6)	(5.7)
MRP/loans fund principal (PFI)	
<b>816.1</b>	<b>836.3</b>
<b>Closing Capital Financing Requirement</b>	
(155.0)	(144.8)
Long-term liabilities (PFI liabilities)	
<b>661.1</b>	<b>691.5</b>
<b>Underlying need to borrow</b>	

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**Explanation of movements in year**

29.1 Increase in underlying need to borrow 20.2

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**29.1 Increase / (decrease) in Capital Financing Requirement 20.2**

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Minimum Revenue Provision (MRP) is a charge to the General Fund and is shown in the Financing and Investment Income and Expenditure on the Comprehensive Income and Expenditure Statement, with a matching entry in the Capital Adjustment Account. It represents an annual contribution from revenue towards the provision for the reduction in our overall borrowing requirement. MRP is charged over a period that is broadly commensurate with the period over which the County Council receives benefit from the asset. The charge is calculated using the asset life method on an annuity basis for either:

- The average life of all assets at 31 March 2008 for pre-2008 debts, and
- The average asset class life for post-2008 debts, using schools, highways and other assets as our key categories.
- For PFI assets, the MRP charge is based on the useful economic life relevant to each asset.

The total MRP charge in 2022/23 is £20.4m represented by £14.7m charged in respect of non-PFI assets and £5.7m in respect of PFI assets.

## 15. Private finance initiatives (PFI)

Private Finance Initiative (PFI) contracts are agreements to receive services where the responsibility for making available the property, plant and equipment needed to provide the services passes to the PFI contractor. As the County Council is deemed to control the services that are provided under its PFI schemes and as ownership of the property, plant and equipment will pass to the County Council at the end of the contracts at no additional charge, the County Council carries the property, plant and equipment used under the contracts on its Balance Sheet. The original recognition of these property, plant and equipment at their fair value is balanced by the recognition of a liability for amounts due to the PFI provider. Property, plant and equipment recognised on the Balance Sheet are revalued and depreciated in the same way as property, plant and equipment owned by the County Council.

The amounts payable to the PFI contractors each year are analysed into five elements:

- a) Fair value of the services received during the year – debited to the relevant service in the Comprehensive Income and Expenditure Statement.
- b) Finance cost – a percentage interest charge on the outstanding Balance Sheet liability, debited to interest payable and similar charges in the Comprehensive Income and Expenditure Statement under Financing, investment income & expenditure.
- c) Contingent rent – differences in the amount to be paid for the property arising during the contract, debited or credited to interest payable and similar charges in the Comprehensive Income and Expenditure Statement.
- d) Payment towards liability – applied to write down the Balance Sheet liability, current and long term, towards the PFI operator.
- e) Lifecycle replacement costs – the annual payment implicit in the contract is funded and treated as a prepayment on the Balance Sheet and recognised as property, plant and equipment when the contractor incurs the expenditure.

The County Council has 3 PFI contracts providing waste services (including energy from waste), schools and library services. These contracts have been assessed as meeting the requirements of IFRIC 12 and the non-current assets relating to the service provision have been brought on to the County Council's Balance Sheet with a corresponding finance liability.

The original recognition of these assets at fair value (based on the cost to purchase the property, plant and equipment) is balanced by the recognition of a liability for amounts due to the scheme operator to pay for the capital investment. Non-current assets recognised on the Balance Sheet are revalued and depreciated in the same way as property, plant and equipment owned by the County Council. The significant PFI contracts are as follows:

### 15.1 Waste Disposal PFI

In December 1998 the County Council, in partnership with Herefordshire Council, entered into a 25-year contract with Mercia Waste Management Limited for the provision of an integrated waste management system using the Private Finance Initiative.

Under the contract the Councils are required to ensure that all waste for disposal is delivered to the Contractor who will take responsibility for recycling or recovering energy from the waste stream. In total the estimated cost over the life of the contract is approximately £500 million of which approximately

75% relates to the County Council. The contractor is at risk if waste tonnage fluctuates although the Authorities will be liable for a minimum payment of about £6 million per year in future years.

A variation to the contract was signed in May 2014 to design, build, finance and operate an Energy from Waste Plant. Actual takeover by Mercia Waste Management Limited was achieved in March 2017. Completion of the takeover tests by Mercia Waste Management Limited was achieved as planned in August 2017.

Both Councils will be providing circa 82% of the Project Finance requirement from their own planned borrowing from the Public Works and Loans Board with the remaining 18% being provided by the equity shareholders of Mercia Waste Management Limited. The loan is shown under long term Debtors on the Balance Sheet and the effective interest rate is shown under financial investments on the Comprehensive Income and Expenditure Statement.

### **15.2 Bromsgrove Schools PFI**

In December 2005 the County Council entered into a 30-year contract with Invesis UK Ltd (previously known as BAM PPP UK Limited and prior to that as HBG PFI Projects Ltd) for the replacement of seven schools in the Bromsgrove area. The estimated cost over the life of the contract is approximately £300 million. During 2007/08 the seven new schools were completed and opened to provide educational services for the children of Bromsgrove and the surrounding area. In 2014/15 one school became an Academy. This has no impact to the main PFI contract. The Academy has entered into an agreement with the County Council to continue the obligations of the school in respect of the PFI contract.

### **15.3 Worcester Library and History Centre (The Hive) PFI**

In January 2010 the County Council entered into a PFI contract with Galliford Try Investments Ltd (now DiF Infra 3 UK Limited) for the construction and provision of a new Worcester Library and History Centre (The Hive). The Hive became operational in January 2012 and opened to the public in the summer of 2012. The Hive is a partnership initiative between the County Council and the University of Worcester ('the University') for the provision of a fully integrated public and University library, plus the Worcestershire Record Office, Worcestershire Historic Environment and Archaeology Service and Worcestershire Hub Customer Service Centre.

The service term for the contract is 25 years from the handover of the facility and the annual unitary payment during the life of the contract is £4.6 million, at April 2007 prices. The contract allows for indexation by the retail prices index of the service element of the contract (30% of the unitary payment) annually. At the end of the contract term the assets transfer to the County Council and the University on a 70/30 basis. The contract also allows for an extension to the provision of services by Galliford Try Investments Ltd.

## 15.4 Value of assets and liabilities under PFI contracts

	PPE - land & buildings			Total	PPE -	Total
	Waste disposal	Bromsgrove schools	The Hive		vehicle, plant & equipment	
					Waste disposal	
	£m	£m	£m	£m	£m	£m
<b>Balance at 31 March 2022</b>	<b>5.4</b>	<b>57.0</b>	<b>24.4</b>	<b>86.8</b>	<b>100.1</b>	<b>186.9</b>
Additions	0.0	0.2	0.0	0.2	0.0	0.2
Revaluations	0.0	15.5	2.0	17.5	0.0	17.5
Disposals	0.0	0.0	0.0	0.0	0.0	0.0
Other Movements	0.0	0.0	0.0	0.0	0.0	0.0
Depreciation	(0.2)	0.0	0.0	(0.2)	(5.2)	(5.4)
<b>Balance at 31 March 2023</b>	<b>5.2</b>	<b>72.7</b>	<b>26.4</b>	<b>104.3</b>	<b>94.9</b>	<b>199.2</b>

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### Finance lease liability

	Waste disposal	Bromsgrove schools	The Hive	Total
	£m	£m	£m	£m
<b>Balance at 31 March 2022</b>	<b>(91.3)</b>	<b>(47.4)</b>	<b>(16.4)</b>	<b>(155.1)</b>
Additions	0.0	0.0	0.0	0.0
Payments	8.1	1.5	0.6	10.3
<b>Balance at 31 March 2023</b>	<b>(83.2)</b>	<b>(45.9)</b>	<b>(15.7)</b>	<b>(144.8)</b>

### 15.5 Details of payments due to be made under PFI contracts

	Repayment of liability	Service Charge	Interest	Total
	£m	£m	£m	£m
Payments due within one year	9.8	31.9	10.6	52.2
Payments due within 2 to 5 years	69.1	25.0	20.2	114.3
Payments due within 6 to 10 years	34.5	31.7	18.7	84.8
Payments due within 11 to 15 years	28.4	30.2	7.7	66.2
Payments due within 16 to 20 years	0.0	0.0	0.0	0.0
<b>Total</b>	<b>141.7</b>	<b>118.8</b>	<b>57.1</b>	<b>317.5</b>

Page 124 The payments due are based on prices at the Balance Sheet date.

## 16. Financial instruments

Financial instruments are contracts that give rise to a financial asset for one party and a financial liability to another party. Non-exchange transactions such as those relating to taxes and government grants do not give rise to financial instruments. The term includes financial assets such as bank deposits, investments and loans and accounts receivable and financial liabilities including borrowings and amounts payable. They are recognised on the Balance Sheet when the County Council becomes party to the contractual provisions of the Financial Instrument and are carried in-line with the requirements of IFRS 9.

The fair value calculations have been provided by the County Council's Treasury Management advisors for PWLB loans, LOBO loans, PFI Liabilities and shares in unlisted companies.

Debtors and Creditors are recognised on the Balance Sheet when the County Council becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value and subsequently measured at their amortised cost.

## 16.1 Income, expense, gains and losses on Financial Instruments 2022/23

The gains and losses on financial instruments recognised in the Comprehensive Income and Expenditure Statements are shown in the following table:

Financial Liabilities	Financial Assets		Total		Financial Liabilities	Financial Assets		Total
Amortised Cost	Amortised Cost	Fair value through profit and loss			Amortised Cost	Amortised Cost	Fair value through profit and loss	
£m	£m	£m	£m		£m	£m	£m	£m
(28.7)	0.4	0.0	(28.3)	Interest expense	(28.6)	(0.0)	0.0	(28.7)
0.0	7.4	(0.2)	7.2	Interest income	1.3	9.1	0.9	11.2
0.0	0.0	(0.1)	(0.1)	Increase/(decrease) in fair value	0.0	0.0	(1.1)	(1.1)
0.0	0.0	0.0	0.0	Fee expense	(0.1)	0.0	0.0	(0.1)
<b>(28.7)</b>	<b>7.8</b>	<b>(0.3)</b>	<b>(21.2)</b>	<b>Net gain / (loss) for the year</b>	<b>(27.4)</b>	<b>9.1</b>	<b>(0.2)</b>	<b>(18.6)</b>

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## 16.2 Financial assets

Financial assets are classified as either:

- Amortised Cost – where the County Council holds the asset to collect payments of principal and interest and the cashflows arising not subject to variations in capital value. These are recognised on the Balance Sheet when we become party to the contractual provisions of the instrument and are initially valued at fair value, with subsequent measurement at amortised cost.
- Fair Value through profit and loss – in all other cases. These are recognised on the Balance Sheet when we become party to the contractual provisions of the instrument and are initially valued at fair value, with subsequent measurement at market price for instruments with quoted prices or discounted cash flow for instruments with fixed and determinable payments.



The financial assets disclosed in the balance sheet are analysed across the following categories:

31 March 2022			Category	31 March 2023		
Long-term	Current	Total		Long-term	Current	Total
£m	£m	£m		£m	£m	£m
	8.0	8.0	Amortised cost	0.0	0.0	0.0
3.0	(0.1)	2.9	Financial assets at fair value through profit & loss	1.9	0.3	2.2
<b>3.0</b>	<b>7.9</b>	<b>10.9</b>	<b>Total Investments</b>	<b>1.9</b>	<b>0.3</b>	<b>2.2</b>
0.0	4.3	4.3	Cash	0.0	0.0	0.0
0.0	0.0	0.0	Cash equivalents at amortised cost	0.0	(21.5)	(21.5)
0.0	38.5	38.5	Fair value through profit & loss	0.0	65.8	65.8
<b>0.0</b>	<b>42.8</b>	<b>42.8</b>	<b>Total Cash</b>	<b>0.0</b>	<b>44.2</b>	<b>44.2</b>
<b>104.2</b>	<b>57.4</b>	<b>161.6</b>	Debtors*	<b>102.4</b>	<b>79.4</b>	<b>181.8</b>
<b>107.2</b>	<b>108.1</b>	<b>215.3</b>	<b>Total financial assets</b>	<b>104.4</b>	<b>123.9</b>	<b>228.2</b>
*The debtors figure stated is lower than the debtors shown on the Balance Sheet as it excludes the following amounts which do not meet the definition of a financial asset: payments in advance and non-exchange transactions						
0.0	28.5	28.5	<i>Debtors which do not meet the definition of a financial instrument</i>	0.0	38.0	38.0
104.2	85.9	190.1	Balance Sheet Debtors Total	102.4	117.4	219.8

### 16.3 Financial liabilities

Financial liabilities are recognised on the Balance Sheet once there is a contractual obligation and are initially measured at fair value and carried at amortised cost. Fair value is the amount for which an asset could be exchanged or a liability settled between knowledgeable, willing parties in an arm's length transaction. The fair value of loans has been assessed at current market conditions by calculating the present value of the cash flows that take place over the remaining life of the loans.

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31 March 2022			Category	31 March 2023		
Long-term	Current	Total		Long-term	Current	Total
£m	£m	£m		£m	£m	£m
(409.9)	(78.2)	(488.1)		Financial liabilities at amortised cost	(392.0)	(143.5)
(0.0)	(43.4)	(43.4)	Creditors*	(0.0)	(0.0)	(0.0)
(155.1)	(0.0)	(155.1)	Other financial liabilities (PFI) at amortised cost	(144.8)	(0.0)	(144.8)
<b>(565.0)</b>	<b>(121.6)</b>	<b>(686.6)</b>	<b>Total financial liabilities</b>	<b>(536.8)</b>	<b>(143.5)</b>	<b>(680.3)</b>
*The creditors figure stated is lower than the debtors shown on the Balance Sheet as it excludes the following amounts which do not meet the definition of a financial asset:						
(0.0)	(47.7)	(47.7)	<i>Creditors which do not meet the definition of a financial instrument</i>	0.0	(81.3)	(81.3)
(0.0)	(91.1)	(91.1)	Balance Sheet Creditors Total	0.0	(81.3)	(81.3)

## 16.4 Fair value of financial assets and liabilities

Financial instruments, except those classified at amortised cost, are carried in the Balance Sheet at fair value. Fair value is the price that would be received to sell an asset, or paid to transfer a liability, between market participants in an orderly transaction at the measurement date under current market conditions.

Financial liabilities and financial assets classified as loans and receivables are carried in the Balance Sheet at amortised cost. Their fair values have been estimated by calculating the net present value of remaining cash flows at 31 March 2023 using fair value techniques appropriate to the characteristics of each instrument, using the following methods and assumptions:

- Loans taken out by the Council have been valued by discounting contractual cash flows over the life of the instrument at the appropriate market rate for local authority loans.
- The carrying value of long-term instruments, represented by long-term debtors, is deemed to be a reasonable proxy for fair value as this debtor will be repaid by 31 March 2024 and therefore the discounting of future cashflows over this two year period is not a material difference.
- The fair values of finance lease and PFI scheme liabilities have been calculated by discounting the contractual cashflows (excluding service charge elements) at the appropriate AA-rated corporate bond yield.
- The fair value of short-term instruments, including trade payables and receivables, is deemed to be not materially different to the carrying amount.

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Fair values are shown in the table below, split by their level in the fair value hierarchy.

<b>Level 1</b>	Fair value is derived from quoted prices in active markets for identical assets or liabilities
<b>Level 2</b>	Fair value is calculated from inputs other than quoted prices that are observable for the asset or liability
<b>Level 3</b>	Fair value is determined using unobservable inputs

## Fair value of financial assets

31 March 2022				31 March 2023		
Balance Sheet value	Fair value	Fair value level		Fair value level	Balance Sheet value	Fair value
£m	£m				£m	£m
			<b>Financial asset held at fair value through profit &amp; loss</b>			
(0.1)	(0.1)	1	Short-term investments	1	(0.0)	(0.0)
38.5	38.5	1	Cash and cash equivalents	1	44.2	44.2
3.0	3.0	3	Long-term investments (Malvern Hills Science Park)	3	1.9	1.9
<b>41.4</b>	<b>41.4</b>		<b>Subtotal</b>		<b>46.1</b>	<b>46.1</b>
			<b>Financial asset held at amortised cost</b>			
104.2	104.2	1	Long-term debtors <sup>^</sup>	1	102.4	102.4
8.0	8.0	1	Investments	1	2.2	2.0
<b>112.2</b>	<b>112.2</b>		<b>Sub total</b>		<b>104.6</b>	<b>102.4</b>
<b>153.6</b>	<b>153.6</b>		<b>Total</b>		<b>150.7</b>	<b>150.5</b>
61.7			Assets for which fair value is not disclosed*		77.5	
<b>215.3</b>	<b>153.6</b>		<b>Total Financial Assets 228.2</b>		<b>228.2</b>	<b>150.5</b>
			<b>Recorded on Balance Sheet as:</b>			
104.2			Long term loans and advances		102.4	102.4
3.0			Long term investments		1.9	1.9
7.9			Short-term investments		0.3	0.3
57.4			Short-term Debtors		79.4	79.4

42.8			Cash and cash equivalents		44.2	
<b>215.3</b>			<b>Total Financial Assets</b>		<b>228.2</b>	

^ The carrying value of long-term debtors is deemed to be a reasonable proxy for fair value as this debtor will be repaid by 31 March 2024 and therefore the discounted cashflows over the remaining 2 year period are not materially different.

\*The fair value of short term financial assets including trade receivables is assumed to approximate to the carrying amount.

### Fair value of financial liabilities

31 March 2022				31 March 2023		
Balance Sheet value	Fair value	Fair value level		Fair value level	Balance Sheet value	Fair value
£m	£m				£m	£m
			<b>Financial liabilities held at amortised cost</b>			
406.5	439.9	2	Long term PWLB Loans	2	392.3	327.8
81.6	103.7	2	Other Long Term Loans	2	92.6	91.0
155.1	196.0	1	PFI liabilities	1	144.8	112.5
<b>643.2</b>	<b>739.6</b>		<b>Total financial liabilities held at amortised cost</b>		<b>629.7</b>	<b>531.3</b>
43.4			Liabilities for which fair value is not disclosed*		50.6	
<b>686.6</b>	<b>739.6</b>		<b>Total financial liabilities</b>		<b>680.3</b>	<b>531.3</b>
			<b>Recorded on Balance Sheet as:</b>			
43.4			Short term Creditors		0.0	
78.2			Short term Borrowings		119.1	
409.9			Long term Borrowings		416.4	
155.1			Other long term liabilities		144.8	
<b>686.6</b>			<b>Total Financial Liabilities</b>		<b>680.3</b>	

\*The fair value of short term financial liabilities including trade payables is assumed to approximate to the carrying amount.

The fair value of financial liabilities held at amortised cost is higher than their Balance Sheet carrying amount as these balances comprise a number of loans where the interest rate payable is higher than the current rates available for similar loans at the Balance Sheet date. This shows a notional future loss (based on economic conditions at the end of the financial year) arising from a commitment to pay interest to lenders at above current market rates.

### **16.5 Nature and extent of risks arising from financial instruments**

The County Council's overall risk management procedures focus on the unpredictability of financial markets and seek to minimise potential adverse effects on the resources available to fund services. Risk management is carried out by a central treasury team under policies approved by the County Council in the Treasury Management Strategy.

The Strategy imposes a maximum sum and duration that the County Council can invest in an institution, depending upon the quality of credit rating. The Strategy for 2022/23 was approved by Council on 17 February 2022.

The County Council's activities expose it to a variety of financial risks. The key risks are:

#### **Credit risk**

Credit risk is the possibility that other parties might fail to pay amounts due to the County Council.

#### Credit Risk Management Practices

The Council's credit risk management practices are set out within its Annual Treasury Management Strategy (ATMS). With particular regard to determining whether the credit risk of financial instruments has increased significantly since initial recognition.

The ATMS requires that deposits are not made with financial institutions unless they meet identified minimum credit criteria, in accordance with the Fitch, Moody's and Standard & Poor's Credit Ratings Services. The ATMS also considers maximum amounts and time limits with a financial institution located in each category.

The credit criteria in respect of financial assets held by the Council are detailed below: -

The Council uses the creditworthiness service provided by Link Asset Services. This service uses a sophisticated modelling approach with credit ratings from all three rating agencies - Fitch, Moody's and Standard and Poor's, forming the core element. However, it does not rely solely on the current credit ratings of counterparties but also uses the following as overlays: -

- credit watches and credit outlooks from credit rating agencies
- CDS spreads to give early warning of likely changes in credit ratings
- sovereign ratings to select counterparties from only the most creditworthy countries

All credit ratings are monitored daily and changes to ratings are notified to the Council by Link Asset Treasury Solutions, creditworthiness service. If a downgrade results in the financial institution / investment scheme no longer meeting the Council's minimum criteria, its further use as a new investment will be withdrawn immediately.

The Council's maximum exposure to credit risk in relation to its investments in financial institutions of £25.0m cannot be assessed generally as the risk of any institution failing to make interest payments or repay the principal sum will be specific to each individual institution. Recent experience has shown that it is rare for such entities to be unable to meet their commitments. A risk of recoverability applies to all of the Council's deposits but there was no evidence at the 31st March 2023 that this was likely to crystallise

The credit risk in respect of Trade Debtors is considered at Note 18. For our other Financial Assets Held at Amortised Cost, we have considered the credit risk, including any additional impact arising as a result of the COVID-19 pandemic:

- Cash and Cash Equivalents - No material risk on the basis that these are liquid assets.
- Short-term investments – No material risk. The Short-term investments balance at 31 March 2021 comprises a single deposit at another local authority with a short-term maturity date; the expected credit loss was assessed by our Independent Treasury Advisors as a trivial sum.
- Capital Advances treated as a Loan – No material risk. In respect of the loan arrangement to Mercia Waste, we assess the 12 month potential credit loss; as this has been quantified as not material, we see no reason to revise our assessment in light of the Covid-19 impact given that:
  - The nature of the Counterparty's activity (waste management), which has continued to operate during the pandemic and will continue to operate as the economy reopens; and
  - The nature of the underlying asset (clean power generation), notwithstanding short-term energy price fluctuations, we do not anticipate any risk of obsolescence, loss of amenity or other factors that would suggest an impairment in the value of the asset.

## 17. Long term investments

31 March 2022	31 March 2023
£m	£m
3.0 Malvern Hills Science Park	1.9
<b>3.0 Total</b>	<b>1.9</b>

### 17.1 Malvern Hills Science Park

Malvern Hills Science Park is a limited company established by the County Council with its partners Malvern Hills District Council and the Hereford and Worcester Chamber of Commerce and Enterprise. The County Council holds 9 voting shares out of a total issue of 100; this has been judged not to give the County Council a controlling influence. In addition, the County Council holds Preference shares of 957,103 shares (957,103 in 2021/22) and 6,190 P2 shares (6,190 2021/22). The preference shares carry no voting rights. These are the only Level 3 investments held by the County Council. The County Council's investment, measured at fair value in 2022/23, is £1.9 million (2021/22 £3.0m). This is shown on the Balance Sheet as a Long-Term investment, and the asset is held at Fair Value Through Profit and Loss (included in note 16.2). The value of the shares has been reviewed following publication of the Company's 2021/22 accounts. There is one Cabinet member on the Board.



## 18. Debtors

Debtors are recognised on the Balance Sheet when the County Council becomes party to the contractual provisions of a financial instrument and are initially measured at fair value and subsequently at amortised cost.

31 March 2022	31 March 2023
£m	£m
<b>Long term debtors:</b>	
0.9 Trade receivables	4.2
103.3 Capital loans and advances	98.2
<b>104.2</b>	<b>102.4</b>
<b>Short term debtors:</b>	
50.2 Trade receivables	73.5
8.6 Prepayments	14.2
14.0 VAT	8.4
12.5 Council Tax	18.7
0.5 NNDR	2.7
0.1 Other receivables	0.0
<b>85.9</b>	<b>117.4</b>
<b>190.1 Total debtors</b>	<b>219.8</b>

The County Council does not generally allow credit for trade receivables debtors, however £19.2 million of balances are past due date for payment and can be analysed as follows. The current impairment allowance for trade debtors in the Balance Sheet is £6.2 million (£2.5 million for general Trade Debtors and £3.7 million for Fairer Charging Clients), a decrease of £1.0 million on the March 2022 figure.

	£m
One to three months	4.2
Three to six months	3.3
Six months to one year	3.2
More than one year	8.4
<b>Total</b>	<b>19.2</b>

### 19. Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are investments that mature in three months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

	Opening Balance 01/04/2022	Movement During the Year	Closing Balance 31/03/2023
	£m	£m	£m
Bank current accounts	4.3	(25.9)	(21.6)
Short Term investments held as cash	38.5	27.3	65.8
<b>Total cash and cash equivalents</b>	<b>42.8</b>	<b>1.4</b>	<b>44.2</b>

## 20. Creditors

Creditors are recognised on the Balance Sheet when the County Council becomes party to the contractual provisions of a financial instrument and are initially measured at fair value and subsequently at amortised cost.

<b>31 March</b>	<b>31 March</b>
<b>2022</b>	<b>2023</b>
<b>£m</b>	<b>£m</b>
<b>Short-term creditors</b>	
(49.9) Trade payables	(39.7)
(8.8) Receipts in Advance	(6.8)
(5.6) Employee Leave Accrual	(6.3)
(12.1) Council Tax	(20.1)
(6.7) NNDR	(0.9)
(8.0) Other payables	(7.5)
<b>(91.1) Total creditors</b>	<b>(81.3)</b>

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## 21. Other long-term liabilities

<b>2021/22</b>	<b>2022/23</b>
<b>£m</b>	<b>£m</b>
(155.1) PFI liabilities	(144.8)
(429.4) Re-measurement of the net defined benefit surplus/(deficit)	31.8
(2.2) Teachers' Pension scheme Added year surplus/(deficit)	(1.7)
<b>(586.7) Other Long-term Liabilities</b>	<b>(114.7)</b>

## 22. Grants and contributions receipts in advance

<b>31 March 2022</b>	<b>31 March 2023</b>
24.1 Section 106 Town and Country Planning Act 1990	28.2
2.1 Section 278 Highways Act 1980	2.2
8.2 Short-term Grants Received in Advance	0.2
<b>26.2</b>	<b>30.6</b>

## 23. Cash activities

### 23.1 Operating activities

2021/22	2022/23
<b>£m</b>	<b>£m</b>
0.3 Interest received	0.9
(29.4) Interest paid	(28.6)

2021/22	2022/23
<b>£m</b>	<b>£m</b>
<b>The surplus/deficit on the provision of services has been adjusted for the following non-cash movements</b>	
50.3 Depreciation	53.1
(2.2) Downward revaluations	(5.9)
1.4 Amortisation	0.0
(1.7) (Increase) / decrease in impairment for bad debts	1.0
(1.4) (Decrease) / Increase in creditors	(21.2)
(3.5) (Increase) / decrease in debtors	(31.5)
44.4 Movement in pension liability	53.1
0.0 (Increase)/ decrease in Inventories	0.3
28.5 Carrying amount of non-current assets and non-current assets held for sale, sold or derecognised	11.3
(8.4) Other non –cash items	24.3
<b>107.4</b>	<b>84.5</b>

**The surplus/deficit on the provision of services has been adjusted for the following items that are investing or financing activities**

(6.2) Proceeds from the sale of property plant and equipment, investment property and intangible assets	(11.2)
(50.2) Any other items for which the cash effects investing or financing cash flows	(56.9)
<b>(56.4)</b>	<b>(68.1)</b>

**23.2 Investing activities**

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2021/22	2022/23
£m	£m
(97.5) Purchase of property, plant & equipment and intangible assets	(91.0)
(41.0) Purchase of short-term & long-term investments	(173.9)
6.7 Other payments for investing activities	6.4
6.2 Proceeds from the sale of property, plant & equipment and intangible assets	11.2
68.1 Proceeds from short-term & long-term investments	181.9
55.6 Other receipts from investing activities	56.9
<b>(1.9) Net cash flows from investing activities</b>	<b>(8.5)</b>

Other receipts from investing activities (£56.9 million) are represented by Capital Grants of £56.9 million and other Capital Receipts of £0.0 million.

### 23.3 Financing activities

2021/22	2022/23
£m	£m
0.0 Cash receipts of short-term & long-term borrowing	101.0
2.6 Other receipts from financing activities	0.0
(7.9) Cash payments for the reduction of the outstanding liabilities relating to finance leases & on-Balance Sheet PFI contracts	(10.3)
(39.6) Repayments of short and long-term borrowing	(54.1)
<b>(44.9) Net cash flows from financing activities</b>	<b>36.6</b>

## 24. Officers' remuneration

Short-term employee benefits, including wages and salaries, paid annual and sick leave for current employees, are recognised as an expense in the year in which the service is provided to the County Council.

### 24.1 Remuneration over £50,000 per annum

All amounts paid to or receivable by County Council employees, including salary, expenses allowances and compensation for loss of employment, where this total is more than £50,000 are given in the table below. Senior Officer remuneration are excluded and reported separately.

2021/22		Total Remuneration to Employees			2022/23		
Teachers	Non-Teachers	Total		Teachers	Non-Teachers	Total	
62	37	99	£50,000 to £54,999	68	91	159	
40	24	64	£55,000 to £59,999	51	42	93	
30	22	52	£60,000 to £64,999	36	24	60	
26	5	31	£65,000 to £69,999	18	24	42	
18	3	21	£70,000 to £74,999	23	10	33	
10	4	14	£75,000 to £79,999	13	2	15	
6	0	6	£80,000 to £84,999	8	0	8	
3	4	7	£85,000 to £89,999	8	3	8	
2	3	5	£90,000 to £94,999	9	9	9	
2	1	3	£95,000 to £99,999	11	4	11	
2	2	4	£100,000 to £104,999	1	1	1	
0	2	2	£105,000 to £109,999	0	0	0	
1	1	2	£110,000 to £114,999	0	0	0	
0	0	0	£115,000 to £119,999	0	0	0	
0	0	0	£120,000 to £124,999	0	0	0	
0	1	1	£125,000 to £129,999	0	0	0	



0	1	1	£130,000 to £134,999	0	0	0
0	1	1	£135,000 to £139,999	0	0	0
0	0	0	£140,000 to £144,999	0	0	0
0	0	0	£145,000 to £169,999	0	0	0
0	0	0	£170,000 to £174,999	0	0	0
0	0	0	£175,000 to £179,999	0	0	0
0	0	0	£180,000 to £184,999	0	0	0
0	1	1	£185,000 to £189,999	0	0	0
<b>202</b>	<b>112</b>	<b>314</b>		<b>229</b>	<b>210</b>	<b>439</b>

## 24.2 Senior employees' remuneration

Senior employees are defined as those whose salary is more than £150,000 per annum, and those employed in statutory chief officer posts or who report directly to the Chief Executive.

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Post Title		Salary	National Insurance	Expense allowances	Pension Contributions	Total	Position start date	Position end date
		£	£	£	£	£		
<b>Chief Executive, Paul Robinson</b>	<b>2022/23</b>	<b>188,526</b>	<b>26,057</b>	<b>35</b>	<b>35,337</b>	<b>249,954</b>		
	2021/22	186,719	24,547		34,998	246,264		
<b>Director of Children's Services^</b>	<b>2022/23</b>	<b>140,989</b>	<b>19,236</b>	<b>781</b>	<b>26,450</b>	<b>187,455</b>		
	2021/22	126,557	16,244	834	23,722	167,357		
<b>Director of Economy &amp; Infrastructure</b>	<b>2022/23</b>	<b>138,435</b>	<b>18,750</b>		<b>25,948</b>	<b>183,133</b>		

	2021/22	136,525	17,593		25,590	179,708	
<b>Director of Commercial &amp; Change</b>	<b>2022/23</b>	<b>129,680</b>	<b>16,654</b>	<b>127</b>	<b>23,383</b>	<b>169,843</b>	
	2021/22	128,390	16,497		24,205	169,092	
<b>Director of Public Health</b>	<b>2022/23</b>	<b>10,693</b>	<b>1,469</b>	<b>23</b>	<b>1,347</b>	<b>13,529</b>	30/04/2022
	2021/22	112,492	14,303		16,301	143,096	*
<b>Chief Financial Officer</b>	<b>2022/23</b>	<b>101,499</b>	<b>13,582</b>	<b>258</b>	<b>19,025</b>	<b>134,363</b>	12/03/2023
<b>Interim Chief Financial Officer</b>	<b>2022/23</b>	<b>4,949</b>	<b>615</b>		<b>928</b>	<b>6,492</b>	<b>13/03/2023</b>
	2021/22	105,186	13,773		20,365	139,324	
<b>Assistant Director Legal &amp; Governance</b>	<b>2022/23</b>	<b>107,865</b>	<b>11,035</b>		<b>9,740</b>	<b>128,638</b>	<b>30/09/2022</b>
<b>Assistant Director Legal &amp; Governance</b>	<b>2022/23</b>	<b>9,155</b>	<b>1,070</b>		<b>1,709</b>	<b>11,893</b>	<b>01/03/2023</b>
	2021/22	105,908	13,395	97	19,851	139,251	
<b>Assistant Director for Human Resources &amp; Engagement</b>	<b>2022/23</b>	<b>96,283</b>	<b>12,655</b>		<b>18,048</b>	<b>126,985</b>	
<b>Director of People</b>	<b>2022/23</b>	<b>96,450</b>	<b>12,859</b>		<b>18,079</b>	<b>127,387</b>	<b>01/07/2022</b>
	2021/22	139,844	18,228		25,468	183,540	
<b>Total</b>	<b>2022/23</b>	<b>1,091,555</b>	<b>142,510</b>	<b>1,224</b>	<b>192,561</b>	<b>1427,839</b>	
	<b>2021/22</b>	<b>1,041,621</b>	<b>134,580</b>	<b>931</b>	<b>190,500</b>	<b>1,367,632</b>	

## 25. Termination benefits and exit packages

This discloses both exit packages for employees who have left the County Council in 2022/23 and any provisions for packages which have been agreed where the employee will leave at a future date. The cost includes redundancy costs, costs of pension added years and any other departure costs. Termination Benefits are charged in the year in which they are paid or on an accrual basis if appropriate.

Where enhancement of retirement benefits is made the amount charged is the amount payable by the County Council to the Pension Fund or pensioner in the year.

2021/22			2022/23	
Total number of exit packages	Total cost of exit packages	Exit package cost band (including redundancy, pension strain, and settlement payments)	Total number of exit packages	Total cost of exit packages
	£m			£m
23	0.1	£0 - £20,000	44	0.3
3	0.1	£20,001 - £40,000	8	0.2
1	0.1	£40,001 - £60,000	0	0.0
0	0.0	£60,001 - £80,000	1	0.1
0	0.0	£80,001 - £100,000	0	0.0
0	0.0	£100,001 - £150,000	0	0.0
0	0.0	£150,001 - £200,000	0	0.0
0	0.0	£200,001 - £250,000	0	0.0
0	0.0	£250,001 - £300,000	0	0.0
0	0.0	£300,001 - £350,000	0	0.0
0	0.0	£350,001 - £400,000	0	0.0
<b>27</b>	<b>0.3</b>	<b>Total Termination Packages</b>	<b>53</b>	<b>0.6</b>

## **26. Related parties**

The Council is required to disclose material transactions with bodies or individuals that have the potential to control or influence the Council, or to be controlled or influenced by the Council.

### **26.1 UK Central Government**

The UK Central Government has significant influence over the general operations of the County Council. It is responsible for providing the statutory framework within which the County Council works, provides funding in the form of grants (note 6 refers), and sets the terms of many of the relationships that the County Council has with other organisations.

### **26.2 Elected Members**

Elected members of the County Council have direct control over the County Council's financial and operating policies. A total of £1.0 million allowances and expenses were paid to members in 2022/23 (2021/22 £1.0 million). Elected members of the County Council may be involved with other local organisations that provide services for or receive services from the County Council. Transactions for these organisations have been reviewed and there are no related party disclosures to be made for elected members.

### **26.3 Officers**

Officers of the County Council may be involved with other local organisations that provide services for or receive services from the County Council. Transactions for these organisations have been reviewed and there are no related party disclosures to be made for officers.

### **26.4 Section 75 Framework Partnership Agreements**

The County Council has an integrated commissioning unit with Health through a Section 75 arrangement including the Better Care Fund (details given in note 7). Monitoring is through the Integrated Commissioning Executive Officers Group (ICEOG) and agreed and controlled through the Clinical Commissioning Group Board and the Health and Wellbeing Board.

## **26.5 Worcestershire County Council Pension Fund**

At the year-end the County Council charged the Pension Fund £1.8 million (2021/22 £1.8 million) for expenses incurred in administering the Pension Fund. Further details are given in the Defined Benefit Pension Scheme notes.

## **26.6 West Mercia Energy Joint Committee**

The County Council is represented by its elected members on the West Mercia Energy Joint Committee (WME). WME offers energy procurement and management on behalf of its four owning authorities and a number of outside bodies. WME is constituted as a Joint Committee and the County Council is one of four constituent authorities, alongside Shropshire Council, Herefordshire Council and Telford and Wrekin Council. The parties have rights to the net assets of the arrangement and, as such, this is judged to be a joint venture. This joint venture is not consolidated into the Group Accounts because it is not considered to be material. The County Council spent £3.4 million with WME in 2022/23 (2021/22 £4.1 million) and this is reflected in the Comprehensive Income and Expenditure Statement.

## **26.7 Place Partnership Limited**

Place Partnership Limited was a single asset management company co-owned by the County Council, Hereford & Worcester Fire Authority, Warwickshire Police and West Mercia Police and each party had equal shares and equal voting rights.

Page 147 Place Partnership Limited ceased to trade on 31 March 2021 and services relating to the County Council were transferred in house. A notice of appointment of liquidator was filed with Companies House on 14 April 2022. No further costs are expected to be incurred by the partners.

## **26.8 Severn Arts**

Severn Arts is a Private Company Limited by Guarantee that provides education in music and the Arts within Worcestershire. The County Council appoints one out of the ten trustees. This is a Related Party because the trustee appointed is a key management personnel of the County Council.

The company commenced trading on 1<sup>st</sup> June 2018, after a transfer of service provision and assets from the County Council. As part of the transfer, the County Council loaned Severn Arts £0.4 million, which is to be paid back in monthly instalments over 7 years with 4.78% interest per annum. There is a loan balance of £0.3 million outstanding at 31 March 2023 (2021/22 £0.3 million).

## **26.9 Worcestershire Children First**

Worcestershire Children First is a Private Limited Company by Guarantee without share capital and is 100% owned and controlled by Worcestershire County Council. The company was incorporated on 4<sup>th</sup> July 2018 and commenced trading on 1<sup>st</sup> October 2019. The company is principally engaged in the provision of social care and educational services for children and families across Worcestershire. The company has been identified as a subsidiary as it is 100% owned by the Council, and therefore the Council is deemed to have single control. Group Accounts have been prepared because the subsidiary is assessed to be material.

In 2022/23, the Council spent £148.2 million (2021/22 £128.1 million) on services from the company and received £8.3 million (2021/22 £7.7 million) in income from the provision of support services. This is reflected in the single entity Comprehensive Income and Expenditure Statement. There is a debtor

of £4.1 million (2021/22 £3.9 million) and a creditor of £3.3 million (2021/22 £1.5 million) outstanding at 31 March 2023 and these balances are included in the single entity Balance Sheet.

The company's Board includes 1 Director who is employed by the Council and 2 Elected members of the Council; these individuals did not receive any remuneration from the company during the year.

### **26.10 Tickenhill Trust**

Worcestershire County Council is sole trustee for the Tickenhill Collection, registered charity 527509. This collection of rural life artefacts are managed by the Joint Museums Committee with Worcester City Council. The Trust has no income or expenditure, and therefore is not included in the Council's Comprehensive Income and Expenditure Statement. The assets are included on the Council's balance sheet under Heritage Assets.

## 27 Leases

### 27.1 The County Council as lessee – operating leases

Rentals paid under operating leases are charged to the Comprehensive Income and Expenditure Statement as an expense. Charges are made on a straight-line basis over the life of the lease.

The County Council's outstanding obligations under lease agreements as at 31 March 2023 totalled £14.1 million (31 March 2022 £13.4 million).

	£m
Leases expiring in less than 1 year	1.2
Leases expiring between 1 and 5 years	3.6
Leases expiring in 5 years+	9.3
	<b>14.1</b>

Operating lease payments of £1.2 million were charged to the Comprehensive Income and Expenditure Statement in 2022/23.

	£m
Minimum lease payments	1.2
Contingent rents	0.0
(Sublease payments receivable)	0.0
	<b>1.2</b>

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### 27.2 The County Council as lessor – operating leases

Where an asset is leased by the County Council to a third party as an operating lease the asset is retained in the Balance Sheet. Rental income is credited to the Comprehensive Income and Expenditure Statement on a straight-line basis over the life of the lease.

The County Council's outstanding obligations under lease arrangements as at 31 March 2023 totalled £7.7 million (31 March 2022 £11.2 million).

	£m
Leases expiring in less than 1 year	1.9
Leases expiring between 1 and 5 years	3.7

	<b>£m</b>
Leases expiring in 5 years+	2.1
	<b>7.7</b>

Operating lease receipts of £1.4 million were received in 2022/23 million).

	<b>£m</b>
Contingent rents	1.4
	<b>1.4</b>

## 28 External audit costs

2021/22	2022/23
£m	£m
0.2 Fees payable regarding external audit services	0.1

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A fee of £140k was paid to Grant Thornton in 2022/23. This fee comprises £140k main statutory audit fees. Non audit fees of £7.5k were paid to Grant Thornton in respect of certification of the Teacher's Pension Fund.

## 29 Short term investments

31 March 2022	31 March 2023
£m	£m
7.9 Short term investments	0.3
<b>7.9 Total</b>	<b>0.3</b>



### 30 Events after the reporting period

Events after the reporting period are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is approved. Two types of events can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events
- those that are indicative of conditions that arose after the reporting period - the Statement of Accounts is not adjusted to reflect such events, but, where a category of events would have a material effect, disclosure is made of the nature of the events and their estimated financial effect.

The financial statements have not been adjusted for the following events which took place after 31 March 2023; they provide information relevant to the Council's financial position but do not relate to conditions existing at that date.

#### Non-adjusting events

At the date of publication of the accounts, there are no non-adjusting events to disclose.

#### Academy Conversions

At the date of publication of the accounts, XX schools have converted to academy status since 31 March 2023. Schools which convert after the reporting period are non-adjusting events and are reported below for information.

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Name of School	Date of Conversion	Asset value at 31 March 2023

### 31 Accounting standards issued but not yet adopted

The County Council is required to disclose the impact on an accounting change required by a new accounting standard that has been issued on or before 1 January but not yet adopted by the Code of Practice on Local Authority Accounting in the United Kingdom (the Code). The 2022/23 Code will introduce the following amendments:

#### **IFRS 16: Leases**

IFRS 16 will require local authorities that are lessees to recognise a lease on their balance sheet as a right-of-use asset with a corresponding lease liability (there are exemptions for low-value and short-term leases). CIPFA/LASAAC have deferred implementation of IFRS 16 for local government to 1 April 2024. The County Council will continue to review its lease arrangements to assess the impact of the change.

#### **Annual Improvements to IFRS Standards 2018-2020**

The annual IFRS improvement programme notes 4 changed standards

- IFRS 1 (First-time adoption) – amendment relates to foreign operations of acquired subsidiaries transitioning to IFRS
- IAS 37 (Onerous contracts) – clarifies the intention of the standard
- IFRS 16 (Leases) – amendment removes a misleading example that is not referenced in the Code material
- IAS 41 (Agriculture) – one of a small number of IFRSs that are only expected to apply to local authorities in limited circumstances.

These accounting standards are not expected to have any significant impact for the Council.

## 32 Prior Period Adjustments

Prior period adjustments may arise from a change in accounting policies or to correct a material error. Change in estimates are accounted for prospectively, whereas changes in accounting policies are applied retrospectively. Material errors in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

### a) Adjustments to Group Statements 2021/22

The Group Statements include adjustments throughout for 2021/22, to reflect the value of WCF Net Assets at year-end, which were £1.1m.

### 33 Assumptions made about the future and other major sources of estimation uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions made by the Council about the future or events that are otherwise uncertain. Estimates are made based on historical experience, current trends and other relevant factors. However, as balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

The items in the Balance Sheet at 31 March 2023 for which there is significant risk of material adjustment in the forthcoming financial year are as follows:

Item	Uncertainties	Effect if actual results differ from assumptions
<b>Property plant &amp; equipment valuations</b>	The Council's external valuers provide valuations at 31 March based on a 5-year rolling programme of valuations. The valuations are undertaken by qualified valuers in accordance with the Royal Institute of Chartered Surveyors (RICS) professional standards using recognised measurement techniques.	<p>Valuations are compiled by an expert using recognised measurement techniques and based on professional guidance. The underlying data is considered to be reliable and the scope to use judgement and change assumptions is limited.</p> <p>The balance of assets not revalued in year are reviewed by applying local movement in prices and appropriate cost indices to ensure the value of the Council's assets are not materially misstated.</p> <p>A variation of 5% in the value of the Council's Land &amp; Building assets (Net Book Value at 31 March 2023 of £521.5 million) would be approximately £26.1 million.</p> <p>A reduction in the estimated valuations would result in a reduction to the revaluation reserve and/or a loss charged to the Comprehensive Income and Expenditure Statement.</p> <p>An increase in estimated valuations would result in the reversal of any negative revaluations previously charged to the Comprehensive Income and Expenditure Statement and/or increase to the Revaluation Reserve and/or gains charged to the Comprehensive Income and Expenditure Statement.</p>
<b>Pension Liability</b>	The net liability to pay pensions is calculated every three years with annual updates in the intervening	The effect on the net pension surplus (£30.1 million at 31 March 2023) of changes in individual assumptions can be measured. For instance:

	<p>years. A firm of actuaries (Mercer) is engaged to provide the Council with expert advice about the assumptions to be applied. Changes to these underlying assumptions can result in significant variances in the calculated liability. The assumptions and complex judgements applied include the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets.</p>	<ul style="list-style-type: none"> <li>• An increase of 0.05% in the discount rate assumption would increase the value of the net pension surplus by approximately £79.6 million.</li> <li>• An increase of 0.25% in the inflation assumption would decrease the value of the net pension surplus by approximately £42.9 million.</li> <li>• An increase of 0.25% in the assumed pay assumption would decrease the value of the net pension surplus by approximately £4.1 million.</li> <li>• An increase of one year assumed in life expectancy would decrease the value of the net pension surplus by approximately £21.6 million.</li> </ul> <p>Further information is included in the Defined Benefit Pension Scheme notes.</p>
<p><b>Fair Value Measurement</b></p>	<p>When the fair value of financial instruments cannot be measured based on quoted prices in active markets (i.e. Level 1 inputs) their fair value is measured using the following valuation techniques:</p> <ul style="list-style-type: none"> <li>• For Level 2 inputs, quoted prices for similar assets or liabilities in active markets at the Balance Sheet date;</li> <li>• For Level 3 inputs, valuations based on most recent valuations adjusted using indexation and impairment review as appropriate.</li> </ul>	<p>Where the fair value of financial instruments is measured using Level 2 inputs, namely using quoted prices for similar assets or liabilities in active markets at the Balance Sheet date. All valuations are undertaken by expert valuers in accordance with methodologies and bases for estimation set out in the professional standards.</p> <p>As most estimates are based on current market information, material changes to the carrying values are not expected.</p> <p>Significant changes in any of the unobservable inputs could result in a significantly lower or higher fair value measurement for these assets.</p>

## 34 Pension Schemes

Post-employment benefits include pensions and retirement lump sums. Employees of the County Council may be members of:

- The Local Government Pensions Scheme (a defined benefit scheme), administered by the County Council under national regulations;
- The Teachers' Pension Scheme (a defined benefit scheme), administered by the Teachers' Pensions Agency on behalf of the Department for Education; or
- The NHS Pension Scheme (a defined benefit scheme), administered by the Department of Health.

### 34.1 Defined benefit pension schemes

#### Teachers' Pension Scheme

The Teachers' Pension Scheme is a defined benefit scheme administered by the Teachers' Pensions Agency. Although the scheme is unfunded, a notional fund is used as a basis for calculating the employers' contribution rate.

In 2022/23 the County Council paid £14.7 million (2021/22 £15.3m) to the Department for Education and Skills in respect of teachers' pension costs, which represents 23.7% (2021/22 23.7%) of teachers' pensionable pay. In addition, the County Council is responsible for all pension payments relating to teachers' added years it has awarded, together with the related increases. In 2022/23 these amounted to £0.2 million (2021/22 £0.3m), representing 0.4% (2021/22 0.4%) of pensionable pay. The County Council's Actuary has calculated a long-term liability of £1.7 million in respect of these payments that will decline over time and this is included in the balance sheet under other long-term liabilities.

#### NHS Pension Scheme

The NHS pension scheme is a defined benefit scheme administered by the NHS Superannuation Scheme.

In 2022/23 the County Council paid £0.1 million (2021/22 £0.1m) to the NHS Superannuation Scheme, which represents 14.4% (2021/22 14.4%) of NHS pensionable pay.

### Defined benefit pension schemes

The Local Government Pension Scheme is accounted for as a defined benefits scheme:

- The liabilities of the Pension Fund attributable to the Council are included in the Balance Sheet on an actuarial basis.
- The assets of the Pension Fund attributable to the County Council are included in the Balance Sheet at their fair value.

In relation to retirement benefits the General Fund is charged with the amount payable by the County Council to the Pension Fund or directly to pensioners in the year, not the amount calculated by the relevant accounting standards. In the Movement in Reserves Statement there are appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with

debits for the cash paid to the Pension Fund and pensioners and any amounts payable to the fund but unpaid at the year-end. The negative balance on the Pensions Reserve measures the beneficial impact to the General Fund of being required to account for retirement benefits based on cash flows and not as benefits are earned by employees.

The County Council administers and participates in the Worcestershire County Council Pension Fund. Retirement benefits are determined independently of the investments of the Pension Fund, and the County Council has an obligation to make contributions where assets are insufficient to meet employee benefits. The County Council and participating employees pay contributions into the fund which are calculated at a level intended to balance pension's liabilities with investment assets.

The pension scheme is operated under the regulatory framework for the Local Government Pension Scheme and the governance of the scheme. As the statutory Administering Authority and Scheme Manager for the Fund, the County Council is responsible for ensuring effective stewardship of the Pension Fund's affairs. The County Council has established a Pension Committee to discharge its responsibility for the management of the administration of the Pension Fund. Policy is determined in accordance with the Pensions Fund Regulations. The management of the Pension Fund's assets is operated through thirteen specialist external managers.

The three principal risks to the scheme are:

- Market risk (volatility in stock prices, increase in interest rates and fluctuations in currency exchange rates);
- Credit risk where a borrower does not make payments as promised; and
- Liquidity risk, in that a given security or asset cannot be traded quickly enough in the market.

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Discretionary post-retirement benefits on early retirement are an unfunded defined benefit arrangement, under which liabilities are recognised when awards are made. There are no plan assets built up to meet these pension liabilities.

The Court of Appeal decision on the 28 June 2019 in the Sargeant/McCloud cases (generally referred to for the LGPS as "McCloud") ruled that the transitional protection afforded to older members when the Public Service Pension Schemes were amended constituted unlawful age discrimination. The County Council's actuary has included a calculation for the anticipated impact of the judgement on the pensions' liability. The additional costs are sensitive to the assumptions made. Relevant entries are included below as McCloud judgement liability.

## 34.2 Transactions relating to post-employment benefits

The County Council recognises the cost of retirement benefits in the reported cost of services when they are earned by employees, rather than when the benefits are eventually paid as pensions. The charge against the council tax is based on the cash payable in the year, so the real cost of post-employment / retirement benefits is reversed out of the General Fund via the Movement in Reserves Statement. The following transactions have been made in the Comprehensive Income and Expenditure Statement and the General Fund Balance via the Movement in Reserves Statement during the year:

	2021/22		2022/23
	£m		£m
		<b>Comprehensive Income &amp; Expenditure Statement</b>	
		<b>Cost of services:</b>	
	36.9	Current service cost	43.1
	0.0	Current service cost – McCloud judgement	0.0
	0.0	Past service cost	0.1
	0.0	Settlements and curtailments	0.1
		<b>Other Operating Expenses</b>	
	0.4	Administration expenses	0.4
		<b>Financing &amp; investment income &amp; expenditure</b>	
	32.1	Interest on Pensions Liabilities	43.6
	(22.8)	Interest on Pensions Assets	(31.4)
	46.6	<b>Total post-employment benefit charged to the surplus or deficit on the Provision of Services</b>	55.9
	2021/22		2022/23
	£m		£m



	<b>Re-measurement of the net defined liability charged to the Comprehensive Income &amp; Expenditure Statement</b>	
<b>(44.2)</b>	Return on Plan assets (excluding the amount included in net interest expense)	62.2
<b>4.2</b>	Actuarial (gain) / loss arising on changes in experience	75.6
<b>(7.0)</b>	Actuarial (gain) / loss arising on changes in financial assumptions	(632.9)
<b>(11.9)</b>	Actuarial (gain) / loss arising on changes in demographic assumptions	(25.6)
<b>0.0</b>	Increase/(Decrease) in Teacher's Pension Liability	(0.5)
<b>(12.3)</b>	<b>Total post-employment benefit charged to the Comprehensive Income &amp; Expenditure Statement</b>	<b>465.3</b>
	<b>Movement in Reserves Statement</b>	
<b>(46.6)</b>	Reversal of net charges made to the surplus or deficit for the Provision of Services for post-employment benefits in accordance with the Code of Practice	<b>(55.8)</b>
	<b>Actual amount charged against the General Fund Balance for pensions in the year:</b>	
<b>28.0</b>	Employer's contributions payable to the scheme	<b>29.1</b>

### 34.3 Pension gains and losses charged to the Comprehensive Income and Expenditure Statement

<b>2021/22</b>	<b>2022/23</b>
£m	£m
44.2 Return on Plan Assets (excluding the amount included in net interest expense)	(62.2)
(4.2) Actuarial gain / (loss) arising on changes in experience	(75.6)
7.0 Actuarial gain / (loss) arising from changes in financial assumptions	632.9
11.9 Actuarial gain / (loss) arising on changes in demographic assumptions	25.6
0.2 (Increase)/decrease in Teachers Pension Liability	0.5
<b>59.1 Total gain / (loss)</b>	<b>521.2</b>

Page 160 **34.4 Pension assets and liabilities recognised in the Balance Sheet**

<b>2021/22</b>	<b>2022/23</b>
£m	£m
(1,566.6) Present value of liabilities	(1,045.6)
1,137.2 Fair value of assets	1,077.4
<b>(429.4) (Deficit) / Surplus in the scheme</b>	<b>31.8</b>

Statutory arrangements for funding pension fund deficits mean that the financial position of the County Council is consistent with previous financial years. Any deficit on the local government pension scheme will be made good by increased contributions over the remaining working life of the employees (i.e. before payments fall due), as assessed by the scheme actuary. Finance is only required to be raised to cover discretionary benefits when the pensions are paid.

**34.5 Liabilities and assets in relation to post-employment benefits (Local Government Pension Scheme)**

This table gives detail of the assets and liabilities as calculated by the County Council's actuary. The financial assumptions included are based on yield assumptions on corporate bonds and are impacted by the duration of our employee liabilities. Increases in benefits and pensions included in these assumptions are based on CPI. Salary growth assumptions are based on long-term "real" salary inflation assumptions. Further information is given in note 34.7 which breaks down the fund investment assets, note 34.8 which provides the underlying assumptions for calculations included and note 34.10 which estimates the impact of any sensitivities in these assumptions.

Reconciliation of present value of the scheme liabilities:

<b>2021/22</b>	<b>2022/23</b>
£m	£m
<b>(1,541.6) Opening balance at 1 April</b>	<b>(1,566.6)</b>
(36.9) Current service cost	(43.1)
(32.1) Interest cost	(43.6)
(5.7) Contributions by scheme participants	(6.4)
<b>Remeasurement (gains) and losses:</b>	
(4.2) Actuarial gain / (loss) arising on changes in experience	(75.6)
7.0 Actuarial gain / (loss) arising on changes in financial assumptions	626.6
11.9 Actuarial gain / (loss) arising on changes in demographic assumptions	25.6
35.1 Benefits paid	37.7
0.0 Business combinations	0.0
0.0 Past service cost – McCloud Judgement	(0.1)
0.0 Curtailments	(0.1)
<b>(1,566.6) Closing balance at 31 March</b>	<b>(1,045.6)</b>

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Reconciliation of fair value of the scheme assets:

2021/22	2022/23
£m	£m
<b>1,097.7 Opening balance at 1 April</b>	<b>1137.2</b>
22.8 Interest Income	31.4
44.2 Return on plan assets, excluding the amount included in the net interest expense	(62.2)
(0.4) Administration expenses	(0.4)
2.3 Employer contributions	2.7
0.0 Business combinations	0.0
5.7 Contributions by scheme participants	6.4
(35.1) Benefits paid	(37.7)
<b>1,137.2 Closing balance 31 March</b>	<b>1,077.4</b>

### 34.6 Pensions Reserve

2021/22	2022/23
£m	£m
<b>(498.4) Balance at 1 April</b>	<b>(458.0)</b>
44.2 Return on Plan assets (excluding the amount included in net interest expense)	(62.2)
(4.2) Actuarial gain / (loss) arising on changes in experience	(75.6)
7.0 Actuarial gain / (loss) arising on changes in financial assumptions	626.6
11.9 Actuarial gain / (loss) arising on changes in demographic assumptions	25.6
0.0 Business combinations	0.0
(46.6) Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income & Expenditure Statement	(55.8)
2.3 Employer's pensions contributions & direct payments to pensioners payable in the year	2.7

25.6 Employer's pension contributions – prepayment adjustment	26.3
0.2 Decrease in Teachers Pension Liability	0.5
<b>(458.0) Balance at 31 March</b>	<b>30.1</b>

### 34.7 Local Government Pension Scheme assets

2021/22	Quoted	2022/23
£m	(Y/N)	£m
<b>Equities:</b>		
1.3 UK Quoted	Y	1.1
278.4 Overseas quoted	Y	240.7
156.7 Pooled Investment Vehicle – UK Managed Funds	N	135.5
454.6 Pooled Investment Vehicle – UK Managed Funds – (overseas equities)	N	393.0
9.1 Pooled Investment Vehicle – Overseas Managed Funds	N	7.8
<b>Bonds:</b>		
0.0 UK Corporate	-	0.0
0.0 Overseas Corporate	-	0.0
0.0 Other Bonds	Y	0.0
18.4 UK Government Fixed	Y	14.9
16.0 LGPS Central Global Pooled Funds	Y/N	12.9
0.0 Overseas Government	-	0.0
<b>Property:</b>		
0.0 European Property Fund	N	0.0
7.9 UK Property Debt	N	11.6
5.3 Overseas Property Debt	N	7.7
50.1 UK Property Fund	N	73.3
0.0 Overseas REITS	N	0.0
<b>Alternatives:</b>		
53.6 UK Infrastructure	N	62.6

35.7 European Infrastructure	N	41.8
29.8 US Infrastructure	N	34.8
4.8 US Stock Options	N	5.6
(2.4) Overseas Stock Options	N	(2.8)
17.9 Corporate Private Debt	N	20.9
<b>Cash:</b>		
0.0 Cash Instruments	N	0.8
0.0 Cash Accounts	N	7.3
0.0 Net Current Assets	N	7.7
<b>1,137.2 Total</b>		<b>1077.4</b>

### 34.8 Basis for estimating assets and liabilities

Liabilities have been assessed on an actuarial basis using the projected unit credit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels, etc. The Local Government Pension Scheme has been assessed by Mercer Ltd, an independent firm of actuaries, and estimates for the County Council fund are based on the latest full valuation of the scheme as at 31 March 2022, with an effective date of 1 April 2023. The principal assumptions used by the actuary are:

<b>2021/22</b>	<b>2022/23</b>
<b>Mortality assumptions</b>	
<b>Longevity at 65 for current pensioners (years):</b>	
22.6 Men	22.0
25.0 Women	24.2
<b>Longevity at 65 for future pensioners (years):</b>	
24.1 Men	23.3
27.0 Women	26.1
<b>Financial assumptions</b>	
3.4% Rate of CPI inflation	2.7%
4.9% Rate of increase in salaries	4.2%
3.5% Rate of increase in pensions	2.8%
2.8% Rate for discounting scheme liabilities	4.8%

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The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analyses below have been determined based on reasonably possible changes of the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all the other assumptions remain constant. The assumptions in longevity, for example, assume that life expectancy increases or decreases for men and women. In practice, this is unlikely to occur, and changes in some of the assumptions may be interrelated. The estimations in the sensitivity analysis have followed the accounting policies for the scheme, i.e. on an actuarial basis using the projected unit credit method. The methods and types of assumptions used in preparing the sensitivity analysis below did not change from those used in the previous period.

### **34.9 Assumptions made about the future and estimate uncertainties**



Item	Uncertainties	Effect if actual results differ from assumptions
<b>Property and infrastructure valuations (Level 3 investments)</b>	<p>The Fund's directly held investment properties are valued at fair value by independent valuers in accordance with RICS valuation professional standards, whilst infrastructure investments are valued at fair value by independent experts. There is continuing uncertainty regarding the property and infrastructure valuations due to the time that it will take to fully realise the impact of COVID-19 upon these illiquid assets as well as the growing concerns as to inflation rises. The valuations have been updated based on the information available as at 31 March 2022 and may be subject to variations as further market information becomes available. Investments are valued each month as per the latest quarterly statements available to our custodian, which are usually received between 45 and 60 days after quarter end, +/- any activity post statement date.</p>	<p>The total value of indirect property investments in the financial statements is £221.9m (£221.9m in 2021/22). There is a risk that this investment may be under or overstated in the accounts.</p> <p>The total value of direct infrastructure investments in the financial statements is £426.7m (£426.7m in 2021/22). There is a risk that this investment may be under or overstated in the accounts.</p>

### 34.10 Impact on the Defined Benefit Obligation in the Scheme (Liabilities)

	Increase in rate of	Increase/(decrease) in Assumption
		£m
Discount Rate	0.5%	(79.6)
Inflation	0.3%	42.9
Pay	0.3%	4.1
Life Expectancy	1 year	21.6

### 34.11 Impact on the County Council's cash flows

The weighted average duration of the defined benefit obligation for scheme members is 17 years (2021/22 17 years). The County Council anticipates payments of £2.4 million expected contributions to the scheme in 2023/24.

# Independent Auditor's Report to the Members of Worcestershire County Council

To follow after Audit

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# **Worcestershire County Council Draft Group Accounts 2022/23**

# Group Accounts and Supporting Notes

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## Group Accounts

### Introduction

In order to provide a fuller picture of the Council's economic activities and financial position, the accounting statements of the Council and Worcestershire Children First have been consolidated.

The Group Accounts are presented in addition to the Council's 'single entity' financial statements and comprise:

- Group Comprehensive Income and Expenditure Statement;
- Group Movement in Reserves Statement;
- Group Balance Sheet; and
- Group Cash Flow Statement.

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These statements are set out on the following pages, together with accompanying disclosure notes. Disclosure notes have only been included in the group accounts where they are materially different from those of the Council's single entity accounts.

### Results of Subsidiary

#### Worcestershire Children First

The County Council's wholly owned subsidiary Worcestershire Children First (WCF) was successfully launched on 1<sup>st</sup> October 2019 and operational responsibility for the delivery of all of Children's services on behalf of Worcestershire County Council was transferred on that date.

For 2022/23, the company's (unaudited) results showed a profit for the year of £1 (one pound) and net assets of £1.1 million.

A full copy of the company's accounts can be obtained from the Directors, Worcestershire Children First, County Hall, Spetchley Road, Worcester WR5 2NP. The accounts are audited by Grant Thornton (UK) LLP.

## Group Comprehensive Income and Expenditure Statement

	Restated 2021/22	2021/22	2021/22		2022/23	2022/23	2022/23
Expenditure	Income	Net			Expenditure	Income	Net
£m	£m	£m			£m	£m	£m
0.0	(1.2)	(1.2)	Turnover		0.0	(1.8)	(1.8)
<b>Service Expenditure Analysis</b>							
345.9	(197.7)	148.2	People		359.3	(213.3)	145.9
376.6	(263.4)	113.2	Children's Services		457.1	(313.6)	143.6
114.7	(30.3)	84.4	Economy & Infrastructure		126.3	(42.4)	83.9
36.3	(8.7)	27.6	Commercial & Change		43.8	(0.5)	43.4
36.2	(6.4)	29.8	Finance, HR & Chief Executive		59.0	(36.0)	23.0
909.7	(507.7)	402.0	<b>Net Cost of Services</b>		<b>1,045.6</b>	<b>(607.6)</b>	<b>438.0</b>
1.9	(0.4)	1.5	Other operating expenditure		5.3	(2.1)	3.2
86.5	(30.2)	56.3	Financing, investment income & expenditure		81.9	(40.9)	41.0
0.3	(431.5)	(431.2)	Taxation & non-specific grant income and expenditure		0.3	(439.3)	(439.0)
998.4	(969.8)	28.6	<b>(Surplus) / deficit on the provision of services</b>		<b>1,133.0</b>	<b>(1,089.9)</b>	<b>43.1</b>
		0.0	Tax expenses of subsidiary		0.0	0.0	0.0
		<b>28.6</b>	<b>Group (surplus)/deficit</b>				<b>43.1</b>
<b>Other comprehensive income and expenditure</b>							
		(47.6)	(Surplus) on revaluation of property, plant & equipment				<b>(93.8)</b>
		4.9	Downward revaluations on non-current assets charged to Revaluation Reserve				24.2
		(59.1)	Remeasurement of the net defined benefit liability/(asset)				(521.2)
		<b>(101.8)</b>	<b>Total other comprehensive income and expenditure</b>				<b>(590.7)</b>

<b>Restated 2021/22</b>	<b>2021/22</b>	<b>2021/22</b>		<b>2022/23</b>	<b>2022/23</b>	<b>2022/23</b>
	<b>(73.2)</b>	<b>Total comprehensive income and expenditure (surplus) / deficit</b>				<b>(547.6)</b>

## Group Movement in Reserves Statement 2022/23

	General Fund (Non- Earmarked) Balance	General Fund (Earmarked) Reserves	General Fund Total	Capital Receipts Reserve	Capital Grants Unapplied Account	Total Usable Reserves	Unusable Reserves	Total Council Reserves	Council's Share of Reserves of subsidiary	Total Reserves attributable to Council
	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m
<b>Balance at 31 March 2022</b>	<b>14.3</b>	<b>157.7</b>	<b>172.0</b>	<b>2.7</b>	<b>63.6</b>	<b>238.3</b>	<b>(37.1)</b>	<b>201.2</b>	<b>1.1</b>	<b>202.3</b>
<b>Movement in reserves during 2022/23:</b>										
Profit Total Comprehensive Income and Expenditure	96.8	0.0	96.8	0.0	0.0	96.8	590.7	687.5	(139.9)	547.6
Adjustments between Group accounts and authority accounts	(139.9)	0.0	(139.9)	0.0	0.0	(139.9)	0.0	(139.90)	139.9	0.0
<b>Net increase/ (decrease) before transfers</b>	<b>(43.1)</b>	<b>0.0</b>	<b>(43.1)</b>	<b>0.0</b>	<b>0.0</b>	<b>(43.1)</b>	<b>590.7</b>	<b>547.6</b>	<b>0.0</b>	<b>547.6</b>
Adjustments between accounting basis and funding basis under regulations	20.6	9.1	29.7	(2.7)	13.6	40.6	(40.6)	0.0	0.0	0.0
Transfer to/(from) earmarked reserves	22.5	(22.5)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Increase / (decrease) in 2022/23</b>	<b>0.0</b>	<b>(13.4)</b>	<b>(13.4)</b>	<b>(2.7)</b>	<b>13.6</b>	<b>(2.5)</b>	<b>550.1</b>	<b>547.6</b>	<b>0.0</b>	<b>547.6</b>
<b>Balance at 31 March 2023 carried forward</b>	<b>14.3</b>	<b>144.2</b>	<b>158.6</b>	<b>0.0</b>	<b>77.1</b>	<b>235.7</b>	<b>513.1</b>	<b>748.8</b>	<b>1.1</b>	<b>749.9</b>

\*See Note 32 for Prior Period Adjustment

### Adjustments between Group Accounts and Authority Accounts in the Group Movement in Reserves Statement

2021/22		2022/23
£m		£m
(120.4)	Elimination of intra-group transactions	(139.9)
(120.4)	<b>Total adjustments between Group Accounts and Authority Accounts</b>	<b>(139.9)</b>

### Reconciliation between Retained Earnings in Worcestershire Children First's Statements and Closing Balance on Council's share of Reserves of subsidiary

2021/22 Restated		2022/23
£m		£m
1.1	Retained Earnings at 31 March	1.1
0.0	Accumulated consolidation adjustments at the start of the year	0.0
0.0	Consolidation adjustments during the year	0.0
1.1	<b>Council's share of reserves of subsidiary</b>	<b>1.1</b>



## Group Movement in Reserves Statement 2021/22

	General Fund (Non- Earmarked) Balance	General Fund (Earmarked) Reserves	General Fund Total	Capital Receipts Reserve	Capital Grants Unapplied Account	Total Usable Reserves	Unusable Reserves	Total Council Reserves	Council's Share of Reserves of subsidiary	Total Reserves attributable to Council
	£m	£m	£m	£m	£m	£m	£m	£m	£m	£m
<b>Balance at 31 March 2021 Restated*</b>	<b>13.0</b>	<b>137.9</b>	<b>150.9</b>	<b>2.7</b>	<b>71.3</b>	<b>224.9</b>	<b>(96.8)</b>	<b>128.1</b>	<b>1.1</b>	<b>134.2</b>
<b>Movement in reserves during 2021/22:</b>										
Total Comprehensive Income and Expenditure	91.7	0.0	91.7	0.0	0.0	91.7	101.8	193.5	(120.3)	73.2
Adjustments between group accounts and authority accounts	(120.4)	0.0	(120.4)	0.0	0.0	(120.4)	0.0	(120.4)	120.4	0.0
<b>Net increase/ (decrease) before transfers</b>	<b>(28.7)</b>	<b>0.0</b>	<b>(28.7)</b>	<b>0.0</b>	<b>0.0</b>	<b>(28.7)</b>	<b>101.8</b>	<b>73.1</b>	<b>0.1</b>	<b>73.2</b>
Adjustments between accounting basis and funding basis under regulations	44.9	4.9	49.8	0.0	(7.7)	42.1	(42.1)	0.0	0.0	0.0
Transfer to/(from) earmarked reserves	(14.9)	14.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Increase / (decrease) in 2021/22</b>	<b>1.3</b>	<b>19.8</b>	<b>21.1</b>	<b>0.0</b>	<b>(7.7)</b>	<b>13.4</b>	<b>59.7</b>	<b>73.1</b>	<b>0.1</b>	<b>78.3</b>
<b>Balance at 31 March 2022 carried forward</b>	<b>14.3</b>	<b>157.7</b>	<b>172.0</b>	<b>2.7</b>	<b>63.6</b>	<b>238.3</b>	<b>(37.1)</b>	<b>201.2</b>	<b>1.1</b>	<b>202.3</b>

\*See Note 32 for Prior Period Adjustment

## Group Balance Sheet

Restated * 31 March 2021 £m	Restated * 31 March 2022 £m		31 March 2023 £m	Not e
1,083.9	1,146.1	Property, plant and equipment	1,238.2	
1.7	1.7	Heritage assets	1.7	
4.0	4.5	Intangible assets	0.0	
3.0	3.0	Long-term investments	1.9	
108.6	104.2	Long-term debtors	102.4	
<b>1,201.2</b>	<b>1,259.5</b>	<b>Long term assets</b>	<b>1,344.4</b>	
5.7	5.4	Non-Operational Assets	4.5	
35.2	7.9	Short-term investments	0.3	
1.4	1.4	Inventories	1.7	
78.1	73.8	Short-term debtors	122.0	3
81.2	56.5	Cash and cash equivalents	55.5	4
<b>201.6</b>	<b>145.0</b>	<b>Current assets</b>	<b>183.9</b>	
(71.3)	(78.2)	Short-term borrowing	(119.1)	
(103.0)	(101.8)	Short-term creditors	(96.0)	
(6.1)	(8.2)	Short-term grants receipts in advance	(0.2)	
<b>(180.4)</b>	<b>(188.2)</b>	<b>Current liabilities</b>	<b>(215.3)</b>	

Restated * 31 March 2021 £m	Restated * 31 March 2022 £m		31 March 2023 £m
(2.6)	(1.4)	Long-term provisions	(1.5)
(456.5)	(409.9)	Long-term borrowing	(416.4)
(604.3)	(576.5)	Other long-term liabilities	(114.7)
(24.8)	(26.2)	Grants receipts in advance	(30.4)
<b>(1,088.2)</b>	<b>(1,014.0)</b>	<b>Long-term liabilities</b>	<b>(563.0)</b>
<b>134.2</b>	<b>202.3</b>	<b>Net assets</b>	<b>749.9</b>
<b>Financed by:</b>			
231.0	239.4	Usable reserves	(236.8)
(96.8)	(37.1)	Unusable reserves	(513.1)
<b>134.2</b>	<b>202.3</b>	<b>Total reserves</b>	<b>(749.9)</b>

\*See Note 32 for Prior Period Adjustment

## Group Cash Flow Statement

2021/22		2022/23
Restated*		
£m		£m
(28.6)	Net surplus/(deficit) on the provision of services	(43.1)
107.1	Adjust net (surplus)/deficit for non-cash movements	82.2
(56.4)	Adjust for items included in the net (surplus)/deficit on the provision of services that are investing and financing activities	(68.5)
<b>22.1</b>	<b>Net cash flows from operating activities</b>	<b>(29.5)</b>
(1.9)	Net cash flows from investing activities	(8.1)
(44.9)	Net cash flows from financing activities	36.6
<b>(24.7)</b>	<b>Net increase/(decrease) in cash or cash equivalents</b>	<b>(1.0)</b>
	<b>Cash and cash equivalents</b>	
81.2	Balance at 1 April	56.5
56.5	Balance at 31 March	55.5
<b>(24.7)</b>	<b>Movement in cash and cash equivalents increase / (decrease)</b>	<b>(1.0)</b>

## Notes to the Group Accounts

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### 1. Group boundary

Worcestershire Children First (WCF) is private limited company by guarantee and a 100% wholly owned subsidiary of Worcestershire County Council.

The company is a subsidiary of the Council for accounting purposes and its results have been consolidated into the Group Accounts on a line by line basis using the acquisition basis of consolidation.

### 2. Accounting policies

The financial statements of WCF have been prepared in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Differences between these standards and the Code would have no material impact on the Group Statements.

The Group Accounts have been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2020/21 issued by the Chartered Institute of Public Finance (CIPFA). In preparing the Group Accounts, the Council has:

- Aligned the accounting policies of the company with those of the Council and made consolidation adjustments as necessary;
- Consolidated the financial statements of the company with those of the Council on a line by line basis; and
- Eliminated in full: balances, transactions, income and expenditure between the Council and its subsidiary.

The group accounting policies are not significantly different from those used to prepare the Council's single entity statements with the exception of the policy noted below:

- Pensions – the Group Accounts have been prepared incorporating the requirements of IAS19: Retirement Benefits for the treatment of pension costs. IAS19 requires that pension costs are recorded in the year in which the benefit entitlements are earned by the employee rather than the year in which the pension and employer's contributions are actually paid. The Pension Reserve represents the net liability for future pension costs. The financial statements of WCF have been prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. The financial position under FRS102 is not significantly different under IAS19.

- Debtors in the single entity financial statements are initially measured at fair value and then measured at amortised cost. Debtors in the financial statements of the subsidiary are initially measured at transaction price less attributable transaction costs and then subsequently at amortised cost.

### 3. Group short term debtors

31 March 2022	31 March 2023
Restated	
£m	£m
<b>Short term debtors:</b>	
38.1 Trade receivables	77.7
8.0 Prepayments	14.2
14.6 VAT	8.7
12.5 Council Tax	18.7
0.5 NNDR	2.7
0.1 Other receivables	0.0
<b>73.8 Total short term debtors</b>	<b>122.0</b>

#### 4. Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are investments that mature in three months or less from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

	Opening Balance 01/04/2022	Movement During the Year	Closing Balance 31/03/2023
	£m	£m	£m
Bank current accounts	18.0	(28.3)	(10.3)
Short Term investments held as cash	38.5	27.3	65.8
<b>Total cash and cash equivalents</b>	<b>56.5</b>	<b>(1.0)</b>	<b>55.5</b>

## Glossary of Terms

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Accounting policies	The principles, rules and procedures used in the preparation of the accounts
Accruals	The recognition of income and expenditure as goods and services are provided, not when cash is received or paid
Actuary	An independent company which advises on the assets and liabilities of the pension fund with the aim of ensuring that the payment of pensions and future benefits are met.
Admitted bodies	Voluntary and charitable bodies whose staff can become members of the Local Government Pension Scheme, subject to certain terms and conditions, and other organisations to which Local Government employees have been transferred under the outsourcing of local government services
Agent	The County Council or other authority acting as an intermediary
Amortisation	The drop-in value of intangible assets as they become out of date
Asset	<p>A resource controlled by the County Council because of past events and from which economic benefits or service potential is expected. Assets can be:</p> <ul style="list-style-type: none"><li>• Intangible – assets of non-physical form, e.g. patents, goodwill, trademarks and copyrights</li><li>• Property, plant and equipment – assets which give the Council benefits for more than one year</li><li>• Community – assets held in perpetuity which may have restrictions on their disposal</li><li>• Infrastructure – assets such as highways and footways</li><li>• Non-operational – assets not directly used for service provision</li><li>• Heritage – assets held solely for historical, artistic, or environmental qualities</li></ul>
Assets under construction	Capital expenditure on assets where the work is incomplete
Augmentation	Additional employer contributions relating to the cost of employees who are allowed to retire before their normal retirement age

Billing authority	The local authority which collects Council Tax. In Worcestershire this is the district or borough council
Capital charge	A charge to services to reflect the cost of Property, Plant and Equipment used in the provision of services
Capital expenditure	Expenditure on acquisition or construction of assets which have a value to the authority for more than one year e.g. land and buildings
Capital financing costs	The costs of financing assets, being the interest costs of external loans and monies used to repay debt
Capital receipts	Income from the sale of capital assets
Commutation / commuting	Where a member of the pension scheme gives up part or all of their pension in return for an immediate lump sum. It is also called a cash option
Council tax precept	A property based tax which is set by the County Council and administered by district and borough councils
Creditors	Amounts owed by the County Council for work done, goods received or services provided but for which payment has not been made by the end of the accounting period
Current service cost	Officers employed during the year will have earned one or more years of pensionable service. The current service cost is the increase in the value of the pension scheme's liabilities arising from the employee service during the period
Custodian	The organisation that holds and safeguards the Pension Fund assets
Debtors	Amounts due to the County Council for work done, goods received or services provided but which remain unpaid by the end of the accounting period
Dedicated Schools Grant (DSG)	A central government grant paid to the County Council for use for expenditure on schools.
Deferred pension benefit	A pension benefit which a member of the fund has accrued but is not yet entitled to receive payment
Depreciation	The fall in value of an asset, as recorded in the financial records, due to wear and tear, age or obsolescence



Derivative	A financial instrument whose characteristics and value depend upon the characteristics and value of an underlier, typically a commodity bond, equity or currency. Examples of derivatives include futures and options
Effective Interest rate (EIR)	The rate that exactly discounts estimated future cash payments or receipts through the expected life of a financial instrument. When calculating the EIR, the County Council shall estimate cash flows considering all contractual terms of the financial instrument
Equities	Shares representing the capital of a company issued to shareholders, usually with voting rights on the way the company runs the business
Fair value	The amount for which an asset could be exchanged or a liability settled
Financial instruments	Any contract giving rise to a financial asset or liability. For the County Council this is likely to be a loan or investment
Fixed interest	A corporate bond in the form of a certificate of debt issues by a company or institution in return for a fixed rate of interest with a promise of redemption to repay the original sum
Gilt	Similar to corporate bonds by way of interest and redemption, but these are issued by Government and are a loan to the Government
Forward foreign exchange	An agreement to purchase or sell an amount of foreign currency at a future date and predetermined price
Imprest accounts	Petty cash accounts used for small items of expenditure
Index linked	Stock whose value is related directly to an index, usually the Retail Price Index and therefore provides a hedge against inflation
Joint Venture	A joint arrangement whereby the parties that have joint control of the arrangement have rights to the net assets of the arrangement
Joint Operation	A joint arrangement whereby the parties that have joint control of the arrangement have rights to the assets, and obligation for the liabilities, relating to the arrangement

Liability	A present obligation of the County Council arising from past events, the settlement of which is expected to result in an outflow of resources
Minimum revenue provision (MRP)	The statutory amount set aside from the revenue budget which can be used to repay external loans
National Non-Domestic Rates (NNDR)	A tax collected locally by borough and district councils and paid to Central Government. It is then redistributed to county, unitary, borough and district councils on the basis of the resident population
Operating leases	A method of obtaining the use of an asset where the rewards and risks of ownership of the asset remain with the leasing company and the annual rental is charged directly to the revenue account
Pooled investment vehicles	A fund in which multiple investors contribute assets and hold them as a group, for example a unit trust
PPE (Property, Plant & Equipment)	For the purposes of the Statement of Accounts, the Council's property, plant & equipment is abbreviated to PPE.
Precept	The amount the County Council (the precepting authority) ask district and borough councils to collect as council tax.
Private Finance Initiative (PFI)	A long-term contractual public private partnership under which the private sector takes on the risks associated with the delivery of public services in exchange for payments tied to standards of performance
Provisions	Monies set aside to meet any liabilities or losses which are likely or will be incurred, but the amounts or the dates on which they will arise are uncertain e.g. provision for bad debts
Public Works Loan Board (PWLB)	A government agency which provides long-term loans to local authorities at favourable interest rates
Reserves	Money set aside to meet the cost of specific future expenditure. These can be either: <ul style="list-style-type: none"> <li>• Usable – those which can be used to provide services</li> <li>• Unusable – those which cannot be used to provide services</li> </ul>

Revenue contributions to capital expenditure	The amount of capital expenditure to be financed directly from the annual revenue budget
Revenue Support Grant (RSG)	A general central government grant paid to the County Council in support of annual revenue expenditure
Scheduled bodies	Local authorities and similar bodies whose staff are entitled automatically to become members of the Local Authority Pension Fund
Settlement costs	Settlement costs arise when a lump-sum payment is made to a scheme member in exchange for their rights to receive certain pension benefits
Stock lending	The temporary transfer of stock (shares / securities) to a third party for a fixed or open period of time. In return the owner of the stock receives an agreed consideration secured by collateral of equal or greater value than the loaned securities
Transfer values	Sums which are either paid to or received from other pension schemes and relate to new and former members' periods of pensionable employment with employers participating in the scheme



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# **DRAFT**

# **Statement of**

# **Accounts 2022/23**

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- 2. Fund Account.**
- 3. Net Assets Statement for the Year Ended 31<sup>st</sup> March 2023.**
- 4. Notes to the Accounts.**

**Independent Auditors Report to the Members of Worcestershire County Council on the Pension Fund (the Fund).**

## About the Accounts

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### **BASIS OF PREPARATION**

The Statement of Accounts summarises the Fund's transactions for the 2022/2023 financial year and its position at year-end as at 31 March 2023. The accounts have been prepared in accordance with the Code of Practice on Local Accounting in the United Kingdom 2021/22 which is based upon International Financial Reporting Standards (IFRS), as amended for the UK public sector.

The accounts summarise the transactions of the Fund and report on the net assets available to pay pension benefits. The accounts do not take account of obligations to pay pensions and benefits which fall due after the end of the financial year.

### **Explanatory Foreword and a Review of the Year 2022/23**

Contains a review of the year and other general information about the accounts.

### **The Fund Account**

Details the money received and spent within the Pension Fund during 2022/23.

### **Net Assets Statement**

Statement showing the Fund's financial position at 31 March 2023.

### **Notes to the Fund Accounts**

Notes providing additional information for the Fund Account and Net Assets Statement.

### **Statement of Accounting Policies**

These are shown against the relevant note.

The accounts have been prepared on a going concern basis.

# 1. Explanatory Foreword and a Review of the Year 2022/23

## Foreword by the Chief Financial Officer

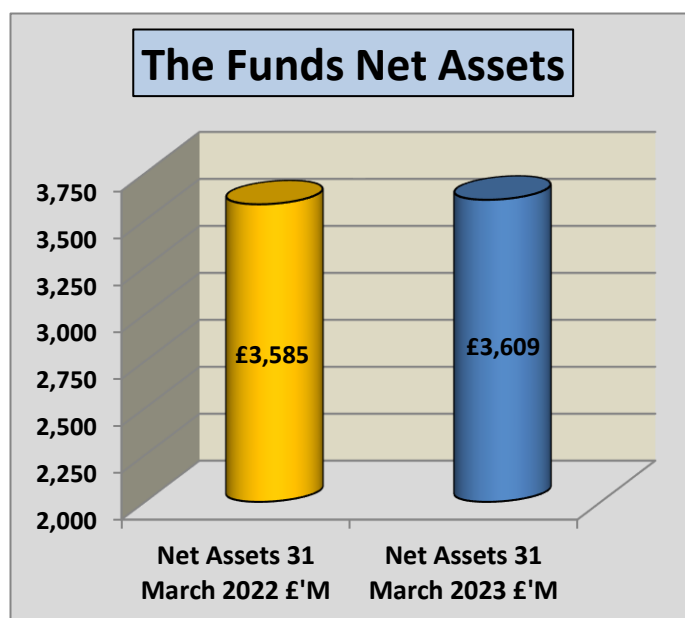
Welcome to the Fund's 2022/23 Statement of Accounts. Worcestershire County Council administers the Local Government Pension Scheme (LGPS), which provides for the occupational pensions of employees, other than teachers, police officers, and fire fighters of the local authorities within the Herefordshire and Worcestershire area. Worcestershire County Council also administer the LGPS for members of other organisations which have made admission agreements with the Fund and designated bodies who have passed resolutions with Worcestershire County Council.

## Table 1 Aim and Purpose of the Fund

The aims of the Fund are to:	
•	Enable employer contribution rates to be kept as nearly constant as possible and at reasonable cost.
•	Manage employers' liabilities effectively.
•	Ensure that sufficient resources are available to meet all liabilities as they fall due.
•	Maximise the returns from investments within reasonable risk parameters.
The purpose of the Fund is to:	
•	Receive monies in respect of contributions, transfer values and investment income.
•	Pay out monies in respect of scheme benefits, transfer values, costs, charges, and expenses.

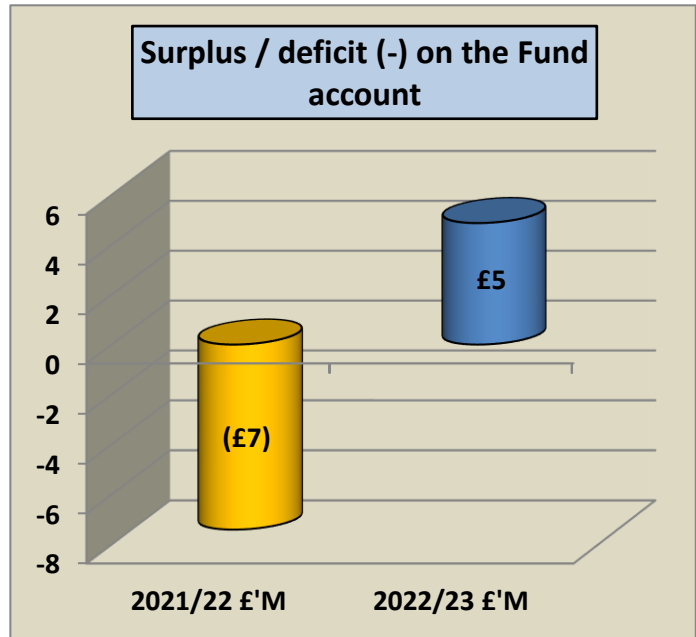
### Key headlines

- Chart 1 shows that the value of the Fund's net assets increased by £24.0 million from £3,584.6 million at 31 March 2022 to £3,608.6 million at 31 March 2023:
- Income from contributions increased to £97.9 million, from £90.7 million, due largely to increased number of members and the final year of main employer 3-year contribution prepayments in 2021/22).
- Net investment returns decreased by £207.2 million compared to 2021/22 which was mainly due to volatility in financial markets during 2022 and geopolitical factors.



Contributions from staff and employers were less than the benefits paid as well as administration and management expenses in 2022/23 by £33.1 million. This was expected due to an increase in members and the unwinding of employers 3-year pension contributions prepayments.

- Chart 2 shows that during the year a surplus resulted on the Fund Account (aside from the net investments returns) totalling £4.9 million, an increase of £12.3 million from the 2021/22 deficit of £7.4 million.



**Table 2 analysis of changes within the Fund's membership profile**

	31 March 2022	31 March 2023	Change	Change %
Contributors to the Fund	23,078	22,822	-256	-1.1
Pensions paid	20,273	21,062	789	3.9
Deferred members	23,248	23,855	607	2.6
	<b>66,599</b>	<b>67,739</b>	<b>1,140</b>	<b>1.7</b>

Table 2 above shows that the scheme membership has continued to grow. Active employer numbers have increased from 66,599 to 67,739 during 2022/23, due mainly to auto enrolment initiatives and an increase in the number of designated employers. Given the administrative challenges presented by this continued growth, the Fund regularly review its systems and processes and importantly, the way it engages with, and receives data from scheme employers.

### Pensions Administration

Throughout 2022/23 the Administration Team continued to work flexibly but maintained excellent performance monitoring achieving its average turnaround targets for all the twelve key performance indicators it measures. This is also set in a context whereby in 2022/23 the team processed its highest volumes.



Activity / Process	Target turnaround (Working days)	2021/22 average turnaround (Working days)	2022/2023 average turnaround (Working days)
Joiners' notification of date of joining	40	19	12
Calculate and notify deferred benefits	30	8	6
Letter notifying actual retirement benefits	15	2	2
Letter notifying estimate of retirement benefits	15	3	2
Process and pay lump sum retirement grant	23	10	12

	2021/22	2022/23
Total Number of staff FTE	<b>22.3</b>	<b>39.6</b>
Admin Cost per member*	<b>£25.38</b>	<b>£23.09</b>

\* the lower administration costs per member in 2022/23 was mainly due to the timing of recruitment to the pensions administration team which occurred towards the end of the financial year. The increase in FTE in 2022/23 was due to an approved restructure of the Pensions Admin Team.

## Governance

The Council has established a Pensions Committee to exercise the Administering Authority's responsibility for the management of the Fund. The Pensions Committee has overall responsibility for the management of the administration of the Fund and for the strategic management of the Fund's assets. In order to discharge its responsibility effectively the Pensions Committee is supported by the Pension Administration Advisory Forum and the Pension Investment Sub Committee. Note, it is the Audit and Governance Committee that is charged with governance for the purpose of the accounts.

The Council established a Pension Board in July 2015. The purpose of the Board is to assist the Administering Authority in its role as a scheme manager. Such assistance is to: (a) secure compliance with the Regulations, any other legislation relating to the governance and administration of the Scheme, and requirements imposed by the Pensions Regulator in relation to the Scheme and (b) to ensure the effective and efficient governance and administration of the Scheme.

The Fund's Governance Policy Statement is published on the Council's website. It complies with LGPS Regulations and is aligned to prescribe best practice guidance.

The Fund also reports quarterly to the Pensions Committee on the Fund's progress towards delivering the recommendations arising from the Scheme Advisory Board's (SAB) 'Good Governance project.

## Management of the Fund's assets

The management of the Fund's assets is operated through fourteen specialist external managers with nineteen mandates in total. The Pensions Committee is advised in relation to asset allocation decisions and the monitoring of external managers' performance by the Pension Investment Sub Committee, which includes an independent investment adviser.

The Fund's asset allocation is kept under regular review and the current long-term investment allocation includes investments in a wide variety of UK and overseas companies, corporate bonds, corporate private debt, property, and infrastructure. A strategic asset allocation review took place in December 2019 and was endorsed by the Pensions Committee in March 2020 and the following recommendations arising from the review continued to be progressed during 2022/23, and will continue over the medium term:

- a) Increase in the allocation to infrastructure or a mix of infrastructure and real estate by 5% from the current strategic allocation of 15% of the Fund to up to 20%.
- b) Maintain the Fund's allocation to fixed income at 10%.
- c) Decrease in the Fund's strategic asset allocation to passive equities by 5% from 55% to 50%. The active equities allocation of 20% remained the same.

The 2019 strategic asset allocation review's recommendation of a 20% commitment to 'alternatives including property' continued to be implemented during the 2022/23 financial year following investments into: -

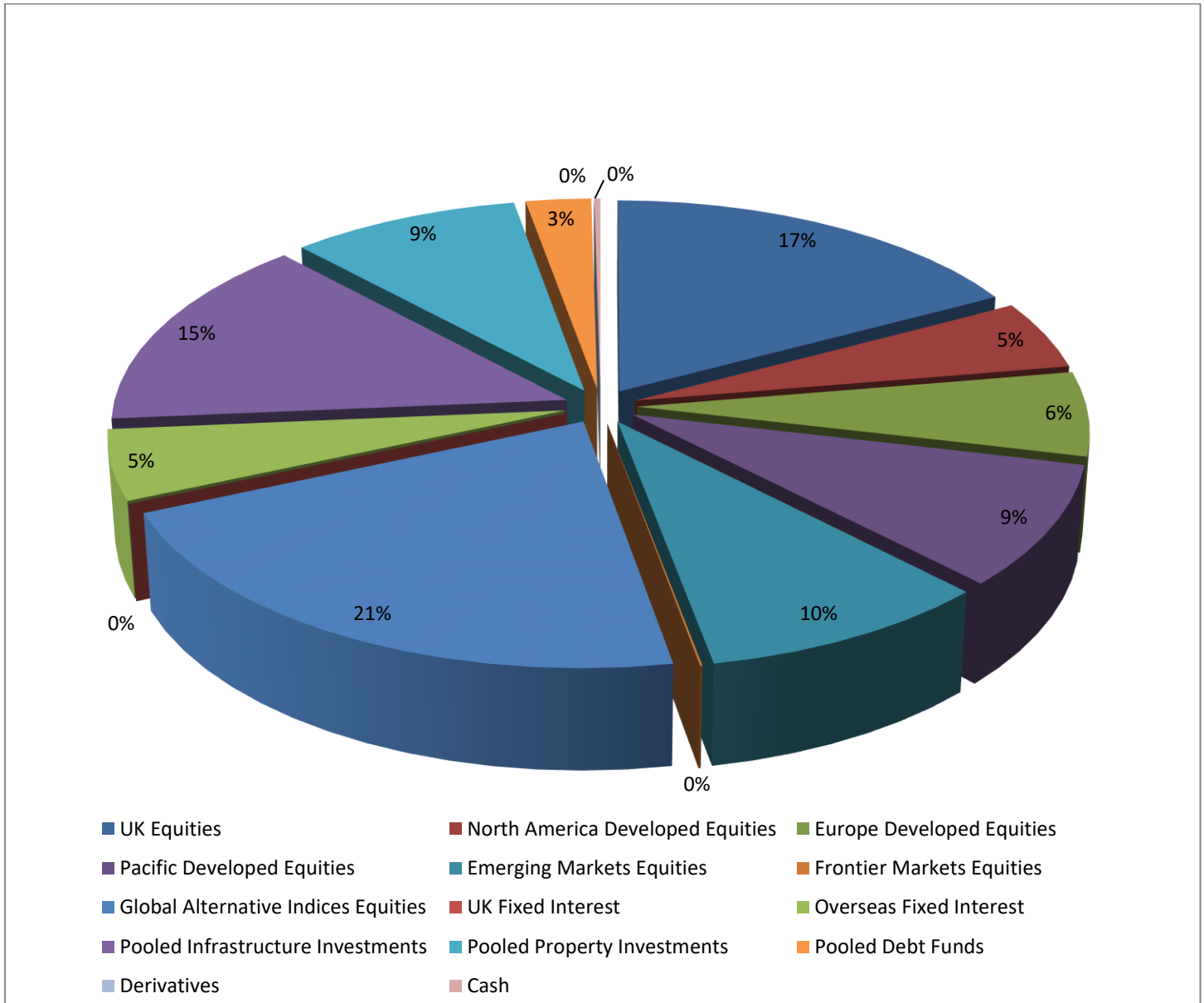
- Gresham House British Strategic Infrastructure Fund II: £38m.
- Gresham House Forestry Growth & Sustainability Fund: £22m.
- Gresham House Forestry Fund VI: £85m.
- First Sentier (Now Igneo) European Diversified Infrastructure Fund III: £8m.
- Stonepeak Infrastructure Fund III: £17m.
- Stonepeak Infrastructure Fund IV: £21m.

To enhance the Fund's investment returns whilst reducing its carbon footprint, the Fund also disinvested from passive equity LGIM 'low Volatility' factor funds and invested £200m in LGPS Central Limited's (LGPSC) All World Equity Climate Multi Factor Fund.

Given conditions in equity markets at the time, the Fund took the opportunity to exit the protection given by its equity protection vehicle managed by Schroders (formerly River & Mercantile). This was fully exited early November and the resultant £231m was reinvested back into the passive equity market cap funds on the 10 November 2022.

The following chart details the distribution of the Fund's assets as at 31 March 2023:

**Chart 3 Distribution of the Fund's Assets**



**Environmental, Social & Governance (ESG) & Responsible Investment (RI)**

The Fund has continually looked to develop and improve its approach to RI and conducted an ESG audit last year which included mapping the Fund's entire portfolio to the United Nations' sustainable development goals (SDGs). The Fund conducted its second annual ESG workshop for its Pensions Committee on the 8 February 2023 to review progress against the identified actions and was found to have made significant headway.

In January 2023 the Fund's latest annual [Climate Risk Report](#) delivered a view of the climate risk of the Fund's entire equity asset portfolio, accompanied by proposed actions the Fund could take to manage and reduce that risk. The results were used in the Fund's public-facing [Climate related Financial Disclosures](#) for the third year.

The Fund was particularly pleased to see that our initial focus on transitioning out of our passive mandates with the greatest carbon footprint has resulted in the Fund's overall listed market portfolio now being 30.1% (28% in 2022) more carbon efficient than the benchmark. The Fund transitioned a further £200m (6% of its portfolio) from its passive mandates into active sustainable equity funds by May 2022.

The Fund recognises that its investments in private markets also have a significant role to play in addressing climate related issues. Building on existing assets in this space, the Fund maintained its commitment of £175m towards a forest and sustainability fund and £200m to a number of sustainable infrastructure and housing investments, evidenced by the investments illustrated above, which will have a long term environmental and social impact.

### **Impact of Global Financial Market Volatility and Geopolitical Landscape**

Ongoing discussions throughout the year have taken place with existing fund managers and our actuary to continue to consider and understand the implications of inflationary pressures and geopolitical instability on financial markets and the wider investment landscape. As detailed above the Fund had already taken steps to diversify some of its asset allocations from equities into property and infrastructure as well as implementing an equity protection strategy to guard against major market fluctuations. This helped cushion somewhat the initial impact on the Fund's market valuations, which then recovered, resulting in the decision to exit that strategy in November 2022. Excessive volatility in market risk is also managed through the diversification of the portfolio in terms of geographical and industry sectors and also individual securities. The Fund recognises that equity protection can play a key role in managing risk and is keeping it under constant review.

### **LGPS Central Limited (LGPSC)**

The Fund's 2017/18 accounts highlighted the government's requirements and reasoning (opportunities for collaboration, cost savings and efficiencies) for asset pooling NB responsibility for asset allocation stays with the Fund. The Fund is a partner fund along with Cheshire, Leicestershire, Shropshire, Staffordshire, West Midlands, Derbyshire and Nottinghamshire in a collective investment vehicle called LGPSC. The company is authorised to operate as an alternative investment fund manager (AIFM) and became formally operational from the 1 April 2018.

Each partner fund approved the regulatory capital requirements for LGPSC and its introduction on the 31 January 2018. As all FCA regulated entities are required to hold regulatory capital designed to protect the solvency of the entity, £16m of capital was introduced ("Capital Introduced") by the eight shareholders to cover the capital requirement, a prudent buffer, set-up costs and operational liquidity. Each partner fund provided £2million of capital on 31st January 2018, with the Fund's share consisting of £1.3million of equity and £0.7million of debt.

LGPSC has been in operation just over 5 years and the Fund has, by market value at 31 March 2023, 20% of its assets in LGPSC's Emerging Markets Equity Active Multi Manager Fund / Global Corporate Bonds Fund / Global All World Equity Climate Multi Factor Fund and Global Sustainable active equities. This increases to 59% when including the Pooling undertaken by the 'Shire' Pension Funds for passive equities just before LGPSC was formed which is included in the DLUHC pooling return.

### **Management of the Fund's liabilities**

The Funds' funding strategy is kept under regular review by the Pensions Committee and the Fund's actuary assesses at three yearly intervals the Fund's assets and its liabilities. An actuarial valuation of the Worcestershire Pension Fund was carried out as at 31 March 2022 to determine the contribution rates with effect from 1 April 2023 to 31 March 2026. Key outcomes of the valuation at that point in time are detailed below:

- The Fund's assets of £3,585 million represented 101% of the Fund's past service liabilities of £3,562 million (the "Funding Target") at the 31 March 2022 valuation date. This compares to the 90% funded position at the previous valuation at 2019.
- A common rate of contribution of 18.8% (2019: 17.5%) of pensionable pay per annum will be required from employers covering 2023-26. The common rate is calculated as being sufficient, together with contributions paid by members, to meet all liabilities arising in respect of service after the valuation date. Different rates apply across fund employers based on specific factors.

To meet the requirements of the Regulations, the Fund has set a clear long-term funding objective; to achieve and then maintain assets equal to 100% of projected accrued liabilities, assessed on an ongoing basis.

**Stephanie Simcox**

**Interim Chief Financial Officer**

## 2. Fund Account (money received and spent during 2022/23)

For the year ended 31 March 2023

2021/22		2022/23
£m	Notes	£m
<b>Dealings with members, employers and others directly involved with the Fund</b>		
90.7	Contributions 4	97.9
13.7	Transfers in from other pension funds 5	22.0
<b>104.4</b>		<b>119.9</b>
(115.6)	Benefits 6	(122.6)
(10.0)	Payments to and on account of leavers 7	(12.7)
<b>(125.6)</b>		<b>(135.3)</b>
<b>(21.2)</b>	<b>Net additions / (withdrawals) from dealings with members</b>	<b>(15.4)</b>
(1.7)	Administrative expenses 8	(1.5)
(21.5)	Management expenses 9	(16.1)
<b>(44.4)</b>	<b>Net additions / (withdrawals) including fund management and administrative expenses</b>	<b>(33.0)</b>
<b>Returns on investments</b>		
37.2	Investment income 10	37.9
(0.2)	Taxes on income 11	0.1
227.2	Profit and (losses) on disposal of investments and Changes in the market value of investments 12a & 15b	19.1
<b>264.2</b>	<b>Net return / (loss) on investments</b>	<b>57.0</b>
<b>219.8</b>	<b>Net increase in the net assets available for benefits during the year</b>	<b>24.0</b>
<b>3,364.8</b>	<b>Opening net assets</b>	<b>3,584.6</b>
<b>3,584.6</b>	<b>Closing net assets</b>	<b>3,608.6</b>

Management expenses have decreased mainly due to redirecting some actively-managed investments to existing passive equity funds which by their nature have smaller management fees. In addition, due to the volatility in global equity markets during 2022, actively managed equity mandates where an element of management fees are based on investment performance, have attracted reduced fees.

### 3. Net Assets Statement for the year ended 31 March 2023 (showing the financial position at 31 March 2022 and 2023)

2021/22		Notes	2022/23
£m			£m
1.4	Long term Investment Assets	12	1.4
2,960.1	Investment Assets -Internally Managed	12 &15	2,654.0
736.0	Investment Assets -LGPSC Managed	12 &15	893.6
13.0	Cash Deposits	12	8.7
<b>3,710.5</b>			<b>3,557.7</b>
(167.1)	Investment Liabilities	12	(0.3)
46.2	Current Assets	17	55.5
1.5	Non-Current Assets	18	1.7
(6.5)	Current Liabilities	19	(6.1)
<b>3,584.6</b>	<b>Net assets of the Fund available to fund benefits at the period end</b>		<b>3,608.6</b>

These financial statements do not take into account liabilities to pay pensions and other benefits after the period end. The actuarial present value of promised retirement benefits (determined in accordance with IAS 19) is disclosed in the Actuarial Statement (Note 2 to the Accounts). Note 14 to the Accounts provide details on the fair value of assets.

**Financial assets** are included in the Net Assets Statement above on a fair value basis as at the reporting date apart from those financial instruments that are held solely for the payments of principal and interest (SPPI) such as cash and debtors which are measured at amortised cost. A financial asset is recognised in the Net Assets Statement on the date the Fund becomes party to the contractual acquisition of the asset. From this date any gains or losses arising from changes in the fair value of asset are recognised in the Fund Account. The values of investments as shown in the Net Assets Statement have been determined as follows:

- i) **Market-quoted investments** the value of an investment for which there is a readily available market price is determined by the bid market price ruling on the final day of the accounting period.
- ii) **Fixed interest securities** fixed interest securities are recorded at net market value based on their current yields.
- iii) **Unquoted investments** the fair value of investments for which market quotations are not readily available is determined as follows:

- a. **Valuations of delisted securities** are based on the last sale price prior to delisting, or were subject to liquidation, the amount the Fund expects to receive on wind-up, less estimated realisation costs.
  - b. **Securities subject to takeover offer** – the value of the consideration offered under the offer, less estimated realisation costs.
  - c. **Directly held investments** include investments in limited partnerships, shares in unlisted companies, trusts and bonds. Other unquoted securities typically include pooled investments in property, infrastructure, debt securities and private equity. The valuation of these pools or directly held securities is undertaken by the investment manager or responsible entity and advised as a unit or security price. The valuation standards followed in these valuations adhere to industry guidelines or to standards set by the constituent documents of the pool or the management agreement.
  - d. **Investments in unquoted property and infrastructure pooled funds** are valued at the net asset value or a single price advised by the fund manager.
  - e. **Investments in unquoted listed partnerships** are valued based on the Fund's share of the net assets in the limited partnership using the latest financial statements published by the respective fund managers in accordance with the *International Private Equity and Venture Capital Valuation Guidelines, updated at December 2022*.
- iv) **Limited partnerships** fair value is based on the net asset value ascertained from periodic valuations provided by those controlling the partnership.
- v) **Pooled investment vehicles** are valued at closing bid price if both bid and offer prices are published; or if single priced, at the closing single price. In the case of pooled investment vehicles that are accumulation funds, change in market value also includes income which is reinvested in the fund, net of applicable withholding tax.

### **Financial Liabilities**

The Fund recognises financial liabilities at fair value as at the reporting date apart from those financial instruments that are held solely for the payments of principal and interest (SPPI) such as cash and debtors which are measured at amortised cost. A financial liability is recognised in the Net Assets Statement on the date the Fund becomes party to the liability. From this date any gains or losses arising from changes in the fair value or amortised cost of the liability are recognised by the Fund.



## 4. Notes to the Accounts (providing additional information for the Fund Account and Net Assets Statement)

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These comprise of a summary of significant accounting policies against the relevant note as opposed to a prescribed list of accounting policies. Further information and detail of entries in the prime statements and other explanatory information and disclosures are as follows: -

### NOTE 1: DESCRIPTION OF FUND

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#### a) General

The Fund is administered by Worcestershire County Council on behalf of their own employees, those of the Herefordshire Council, the District Councils, private sector admitted bodies with staff transferred under TUPE from the administering authority and other bodies in the county of Worcestershire and Herefordshire, other than teachers, police officers, and fire fighters.

In matters relating to the management of the Fund's assets the Pensions Committee is advised in relation to asset allocation decisions and the monitoring of external managers' performance by the Pension Investment Sub Committee, which includes an independent investment adviser.

The Pensions Committee consists of County Councillors and an Employer and Employee Representative. Formal monitoring takes place on a quarterly basis through meetings with investment managers to discuss their performance. Asset allocation is reviewed at least annually, and pension administration issues are discussed at the Pension Administration Advisory Forum with any resulting recommendations considered by the Pensions Committee.

The day-to-day management of the Fund's investments is divided between external investment managers who operate in accordance with mandates set out in the Fund's Investment Strategy Statement.

#### b) Membership

Organisations participating in the Fund include the following:

- Scheduled bodies which are automatically entitled to be members of the Fund. These include county councils, district councils, foundation schools / colleges and academies.
- Admitted bodies, which participate in the Fund under the terms of an admission agreement between the Fund and the employer. Admitted bodies include voluntary, charitable and similar not for profit organisations, or private contractors undertaking a local authority function following outsourcing to the private sector.

- Designated bodies which are organisations that have passed resolutions with town or parish councils.

Membership details are set out below:

	31 March 2022	31 March 2023	Diff
Number of employers	208	198	(10)
<b>Employee Members of the Fund</b>			
County Council	7,467	7,433	(34)
Other Employers	15,611	15,389	(222)
<b>Total</b>	<b>23,078</b>	<b>22,822</b>	<b>(256)</b>
<b>Pensioner Members of the Fund</b>			
County Council	6,143	9,190	3,047
Other Employers	14,130	11,872	(2,258)
<b>Total</b>	<b>20,273</b>	<b>21,062</b>	<b>789</b>
<b>Deferred Members of the Fund</b>			
County Council	9,034	6,476	(2,558)
Other Employers	14,214	17,379	3,165
<b>Total</b>	<b>23,248</b>	<b>23,855</b>	<b>607</b>
<b>Total Number of Members in the Fund</b>	<b>66,599</b>	<b>67,739</b>	<b>1,140</b>

The member numbers have increased mainly due to an increase in pensioners and deferred members.

#### c) Funding

Benefits are funded by contributions and investment earnings. Contributions are made by employee members of the Fund in accordance with the LGPS Regulations 2013 and range from 5.5% to 12.5% of pensionable pay for the financial year ending March 2023. Employee contributions are in addition to employer contributions which are set based on actuarial valuations. The last valuation conducted was at 31 March 2022. The common employer contribution rate for the Fund will be 18.8%.

#### d) Pension Benefits

Prior to 1 April 2014 pension benefits under the LGPS were based on final pensionable pay and length of pensionable service. From 1 April 2014, the scheme became a career average scheme, whereby members accrue benefits based on their pensionable pay in that year at an accrual rate of 1/49<sup>th</sup>. Accrued pension is updated annually in line with the Consumer Prices Index.

A range of other benefits are also provided including early retirement, disability pensions and death benefits, as explained on [the LGPS website](#).

#### Actuarial present value of promised retirement benefits

The actuarial present value of promised retirement benefits is assessed on a triennial basis by the scheme actuary in accordance with the requirements of International Accounting Standard (IAS) 19 and relevant actuarial standards. As permitted under the Code, the Fund has opted to

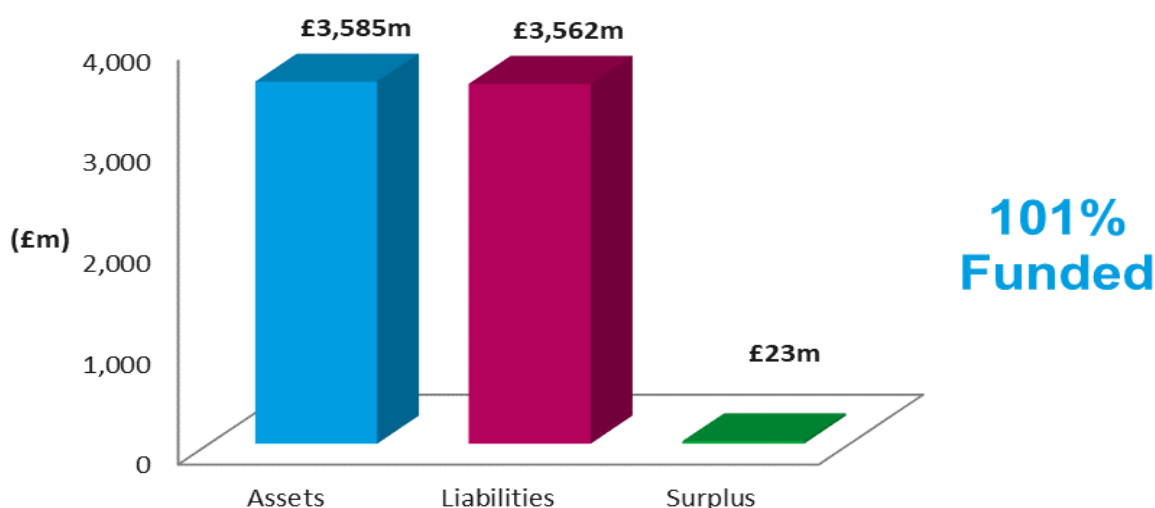
disclose the actuarial present value of promised retirement benefits by way of a note to the Net Assets Statement (Note 2 below).

## NOTE 2: FUNDING ARRANGEMENTS AND ACTUARIAL PRESENT VALUE OF PROMISED RETIREMENT BENEFITS

### Funding Arrangements

This statement has been provided to meet the requirements under Regulation 57(1)(d) of The Local Government Pension Scheme Regulations 2013. An actuarial valuation of the Worcestershire Pension Fund was carried out as at 31 March 2022 to determine the contribution rates with effect from 1 April 2023 to 31 March 2026.

On the basis of the assumptions adopted, the Fund's assets of £3,585 million represented 101% of the Fund's past service liabilities of £3,562 million (the "Solvency Funding Target") at the valuation date. The surplus at the valuation was therefore £23 million.



The valuation also showed that a Primary contribution rate of 18.8% of pensionable pay per annum was required from employers. The Primary rate is calculated as being sufficient, together with contributions paid by members, to meet all liabilities arising in respect of service after the valuation date.

The funding objective as set out in the FSS is to achieve and maintain a solvency funding level of 100% of liabilities (the solvency funding target). In line with the FSS, where a shortfall exists at the effective date of the valuation a deficit recovery plan will be put in place which requires additional contributions to correct the shortfall. Equally, where there is a surplus it is may be appropriate to offset this against contributions for future service, in which case contribution reductions will be put in place to allow for this.

The FSS sets out the process for determining the recovery plan in respect of each employer. At this actuarial valuation the average recovery period adopted was 12 years for employers in deficit and 14 years for employers in surplus, and the total initial recovery payment (the “Secondary rate” for 2023/26) was an addition of approximately £2.7m per annum in £ terms (which allows for the contribution plans which have been set for individual employers under the provisions of the FSS), although this varies year on year. Further details regarding the results of the valuation are contained in the formal report on the actuarial valuation dated March 2023.

In practice, each individual employer’s position is assessed separately and the contributions required are set out in the report. In addition to the certified contribution rates, payments to cover additional liabilities arising from early retirements (other than ill-health retirements) will be made to the Fund by the employers.

The funding plan adopted in assessing the contributions for each individual employer is in accordance with the Funding Strategy Statement (FSS). Any different approaches adopted, e.g. with regard to the implementation of contribution increases and deficit recovery periods, are as determined through the FSS consultation process.

The valuation was carried out using the projected unit actuarial method and the main actuarial assumptions used for assessing the Solvency Funding Target and the Primary rate of contribution were as follows:

	For past service liabilities (Solvency Funding Target)	For future service liabilities (Primary rate of contribution)
Rate of return on investments (discount rate) *	4.60% per annum	5.10% per annum
Rate of pay increases (long term) **	4.60% per annum	4.60% per annum
Rate of increases in pensions in payment (in excess of GMP)	3.10% per annum	3.10% per annum

\* This is the discount rate for the “growth pot” and applies to the majority of employers. Certain employers have a more cautious investment strategy, and so a lower discount rate.

\*\* A minimum of 4% p.a. over the 3 years to 31 March 2026 and then reverting to the long term rate.

The next triennial actuarial valuation of the Fund is due as at 31 March 2025. Based on the results of this valuation, the contribution rates payable by the individual employers will be revised with effect from 1 April 2026.

## The McCloud Judgment

The “McCloud judgment” refers to a legal challenge in relation to historic benefit changes for all public sector schemes being age discriminatory. The Government has accepted that remedies are required for all public sector pension schemes and a consultation was issued in July 2020 including a proposed remedy for the LGPS. The key feature of the proposed remedy was to extend the final salary underpin to a wider group of members for service up to 31 March 2022.

This applies to all members who were active on or before 31 March 2012 and who either remain active or left service after 1 April 2014. The figures above allow for the impact of the judgment based on the proposed remedy.

## Impact of Covid 19 / Ukraine inflation

The financial assumptions allow for these factors to the degree that they are reflected in the market values on which the assumptions are based. The impact of COVID deaths over the period 2019/22 will be included in the actuarial gains / losses item above. The mortality assumption includes no specific adjustment for COVID as our view is that it is not possible at this point to draw any meaningful conclusions on the long-term impact.

The period-end above figures allow for the impact of actual known CPI at the accounting date as noted above. The period-end assumptions then allow for expected (market implied) CPI from that point.

## Actuarial Present Value of Promised Retirement Benefits for the Purposes of IAS 26

IAS 26 requires the present value of the Fund's promised retirement benefits to be disclosed, and for this purpose the actuarial assumptions and methodology used should be based on IAS 19 rather than the assumptions and methodology used for funding purposes.

To assess the value of the benefits on this basis, we have used the following financial assumptions as at 31 March 2023 (the 31 March 2022 assumptions are included for comparison):

	31 March 2022	31 March 2023
Rate of return on investments (discount rate)	2.8% per annum	4.8% per annum
Rate of CPI Inflation / CARE benefit revaluation	3.4% per annum	2.7% per annum
Rate of pay increases*	4.9% per annum*	4.2% per annum**
Rate of increases in pensions in payment (in excess of GMP) / Deferred revaluation	3.5% per annum	2.8% per annum

\* This is the long term assumption. An adjustment has been made for the short term salary growth assumption in line with the 2019 actuarial valuation.

\*\* This is the long term assumption. An adjustment has been made for the short term salary growth assumption in line with the 2022 actuarial valuation.

The demographic assumptions are the same as those used for funding purposes:

- the start of period assumptions are based on the 2019 actuarial valuation assumptions (but updated to the 2021 CMI future improvement tables)
- the end of period assumptions are based on the updated assumption adopted for the 2022 actuarial valuation, with a long-term rate of life expectancy improvement of 1.5% pa.

Full details of the demographic assumptions are set out in the formal reports to the respective valuations.

The movement in the value of the Fund's promised retirement benefits for IAS 26 is as follows:

<b>Start of period liabilities</b>	<b>£5,148m</b>
<b>Interest on liabilities</b>	£143m
<b>Net benefits accrued/paid over the period*</b>	£93m
<b>Actuarial gains (see below)</b>	-£1,726m
<b>End of period liabilities</b>	<b>£3,658m</b>

*\*this includes any increase in liabilities arising as a result of early retirements.*

Key factors leading to actuarial gains above year are:

- **Change in financial assumptions:** Corporate bond yields increased significantly over the year, with a corresponding increase in discount rate to 4.8% p.a. from 2.8% p.a. In addition, there has been a reduction in long-term assumed CPI to 2.7% p.a. from 3.4%. In combination, these factors lead to a significant reduction in liabilities
- **Change in demographic assumptions:** As noted above, the assumptions have been updated to reflect the 2022 actuarial valuation assumptions. This acts to reduce the liabilities
- **Pension increases / high short-term inflation:** The figures allow for the impact of the April 2023 pension increase of 10.1%, along with the high levels of CPI since September 2023 (which will feed into the 2024 pension increase). As current inflation is higher than the long term assumption, this increases the liabilities
- **2022 actuarial valuation:** The year-end liabilities allow for the final 2022 valuation results, and so will allow for the difference between the assumptions and actual member experience over 2019/22. This will include factors such as the impact of actual pay increases awarded, actual rates of ill-health retirement, etc.

## GMP Indexation

The above figures allow for the provision of full CPI pension increases on GMP benefits for members who reach State Pension Age after 6 April 2016.

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**Mercer Limited**  
**May 2023**

### NOTE 3: EVENTS AFTER THE REPORTING DATE

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These are events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the financial statements are authorised for issue. Events taking place after this date are not reflected in the financial statements or notes. Management have reviewed and can confirm that there are no significant events after the reporting period.

It is anticipated that the future value of investments may continue to be exposed to increased market volatility as a result of COVID-19 and more recently the effects of the Russia / Ukraine conflict as well as inflation rises which may impact on the value of the Fund in the short to medium term; however, it is not possible to reliably estimate the financial impact of this on the position and performance of the Fund in future periods.

The impact of inflation and consequent price rises on fuel and the cost of living is likely to impact on increasing budgetary pressures and it is unlikely that the level of funding that local government bodies receive in future years will keep pace with pressures being faced. This will need to be taken into account for employer's contributions to the Fund

The Fund Accounts include more detail regarding the impact of COVID-19, the Russia / Ukraine conflict and inflation in the accompanying disclosure notes concerning Funding Arrangements and Accounting Assumptions and the Chief Financial Officer's foreword.

### NOTE 4: CONTRIBUTIONS RECEIVABLE

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Normal contributions, both from the members and from employers, are accounted for on an accruals basis at the percentage rate recommended by the Fund's actuary in the payroll period to which they relate.

Employer deficit funding contributions are accounted for on the due dates on which they are payable under the schedule of contributions set by the actuary or on receipt if earlier than the due date.

Employers' augmentation contributions and pension strain contributions are accounted for in the period in which the liability arises. Any amount due in year but unpaid will be classed as a current financial asset. Amounts not due until future years are classed as long-term financial assets. The contributions received are detailed below: -

	2021/22	2022/23
By Category	£m	£m
Employers		
Normal contributions	47.6	54.2
Deficit recovery contributions	14.6	14.9
Augmentation contributions	2.6	0.7
Additional contributions	0.0	0.0
Employees		
Normal contributions	25.6	27.8
Additional contributions	0.3	0.3

	2021/22	2022/23
	£m	£m
	90.7	97.9
<b>By authority:</b>		
Worcestershire County Council	11.2	13.8
Scheduled bodies	68.3	72.2
Community admission bodies	3.8	3.8
Transferee admission bodies	6.4	7.1
Designated bodies	1.0	1.0
	90.7	97.9

The increase in contributions in 2022/23 was due an increase in the number of members and the unwinding of a number of major employers previously paying three years of contributions upfront.

## NOTE 5: TRANSFERS IN AND FROM OTHER PENSION FUNDS

Transfer values represent the amounts received and paid during the year for members who have either joined or left the Fund during the financial year and are calculated in accordance with LGPS regulations. Individual transfers in/out are accounted for when received/paid, which is normally when the member liability is accepted or discharged. Bulk (group) transfers are accounted for on an accruals basis in accordance with the terms of the transfer agreement. Individual transfers in and from other pension funds are as follows: -

	2021/22	2022/23
	£m	£m
Individual transfers	13.7	18.1
Bulk transfers	0.0	3.9
	13.7	22.0

## NOTE 6: BENEFITS PAYABLE

Pensions and lump-sum benefits payable include all amounts known to be due as at the end of the financial year. Any amounts due but unpaid are disclosed in the Net Assets Statement as current liabilities. The benefits paid are as follows: -

By category:	2021/22	2022/23
	£m	£m
Pensions	95.5	100.3
Commutations and lump sum retirement benefits	17.4	19.7
Lump sum death benefits	2.7	2.6
	115.6	122.6

By authority:	2021/22	2022/23
	£m	£m
Worcestershire County Council	40.9	43.5



Scheduled bodies	61.2	65.4
Admitted bodies	1.7	1.7
Community admission bodies	7.1	7.7
Transferee admission bodies	4.1	3.7
Designated bodies	0.6	0.6
	<b>115.6</b>	<b>122.6</b>

## NOTE 7: PAYMENTS TO AND ON ACCOUNT OF LEAVERS

	2021/22	2022/23
	£m	£m
Individual transfers	10.0	12.7
Group transfers	0.0	0.0
	<b>10.0</b>	<b>12.7</b>

At year-end there were no potential liabilities in respect of individuals transferring out of the Fund upon whom the Fund is awaiting final decisions.

## NOTE 8: ADMINISTRATIVE EXPENSES

All administrative expenses are accounted for on an accruals basis. All staff costs of the Fund's administration team are charged direct to the Fund. Associated management, accommodation and other overheads are apportioned to this activity and charged as expenses to the Fund.

	2021/22	2022/23
	£m	£m
Employee expenses	0.6	1.0
Support services	0.5	0.8
Actuarial services	0.4	0.6
Other expenses	0.2	(0.9)
	<b>1.7</b>	<b>1.5</b>

The audit fee (included in support services above) for work completed by the Fund's external auditors for the year ended 31 March 2023 was £36,073 (31 March 2022: £32,473), 2.1% (31 March 2022: 1.8%) of total admin costs. A non-audit service fee of £17,000 (31 March 2022: £8,500) included in support services above was incurred relating to IAS19 requirements. An additional non audit service fee of £6,500 (31 March 2022: £nil) relating to requirements associated with the latest triennial valuation is included within support services above.

## NOTE 9: MANAGEMENT EXPENSES

The Local Government Pension Scheme (Management and Investment of Funds) Regulations 1998 permit costs incurred in connection with the investment and administration of the Fund to be charged against the Fund.

The Code of Practice does not require any breakdown of the Fund's administrative expenses. However, in the interests of greater transparency, the Fund discloses its management expenses in accordance with CIPFA guidance *Accounting for Local Government Pension Scheme Management Costs*.

All oversight and governance expenses are accounted for on an accruals basis. All staff costs associated with governance and oversight are charged direct to the Fund. Associated management, accommodation and other overheads are apportioned to this activity and charged as expenses to the Fund.

	2021/22	2022/23
	£m	£m
<b>Oversight and Governance</b>	0.4	0.5
LGPSC*	0.7	0.6
<b>Investment Management Expenses</b>		
Administration, management and custody fees	20.4	15.0
Other expenses	0.0	0.0
	<b>21.5</b>	<b>16.1</b>

\*LGPSC is the governance and management costs the Fund contributes towards the Pooling company

## NOTE 9A: INVESTMENT MANAGEMENT EXPENSES

Fixed income and equity investment managers' expenses are charged on a percentage basis of the market value of assets under management and therefore increase or reduce as the value of these investments change. Global custodian fees are agreed in the respective mandate governing their appointment.

The cost of obtaining investment advice from the Fund's independent investment adviser is included in oversight and governance. All investment management expenses are accounted for on an accruals basis. The management costs are as follows: -

2022/23	Management Fees	Transaction Costs	Performance Related Fees	Total
			£m	£m
LGPS Central (Bonds)	0.2	0.6	0.0	<b>0.8</b>
LGPS Central (Emerging Markets)	1.1	0.6	0.0	<b>1.7</b>
LGPS Central (Global Climate Fund)	0.1	0.4	0.0	<b>0.5</b>
LGPS Central (Global Targeted Fund)	0.2	0.1	0.0	<b>0.3</b>
LGPS Central (Global Thematic Fund)	0.3	0.0	0.0	<b>0.3</b>
Nomura Asset Management UK Ltd	0.4	0.3	0.0	<b>0.7</b>
Legal & General Asset Management	0.3	0.0	0.0	<b>0.3</b>
Green Investment Bank	0.6	0.0	0.0	<b>0.6</b>
Hermes	0.6	0.0	0.0	<b>0.6</b>
Invesco	0.9	0.0	0.0	<b>0.9</b>

2022/23	Management Fees	Transaction Costs	Performance Related Fees	Total
			£m	£m
VENN	0.7	0.0	0.0	0.7
Walton Street	0.2	0.0	0.0	0.2
AEW	0.1	0.0	0.0	0.1
Stonepeak	0.8	0.0	0.0	0.8
Igneo (was First Sentier)	0.9	0.0	0.0	0.9
First Sentier EDIF III	0.0	0.0	0.0	0.0
Bridgepoint (was EQT)	0.8	0.0	0.0	0.8
Bridgepoint Fund III (was EQT)	0.7	0.0	0.0	0.7
River and Mercantile	0.2	1.5	0.0	1.7
Gresham Forestry	0.6	0.0	0.0	0.6
Gresham Forest Fund VI	0.3	0.0	0.0	0.3
Gresham (BSIF)	0.0	0.0	0.0	0.0
Gresham (BSIF II)	1.5	0.0	0.0	1.5
Closed Mandates & one off advisory fees	0.0	0.0	0.0	0.0
<b>Subtotal</b>	<b>11.5</b>	<b>3.5</b>	<b>0.0</b>	<b>14.9</b>
Custody Fees				0.1
<b>Total Fees</b>				<b>15.0</b>

2021/22	Management Fees	Transaction Costs	Performance Related Fees	Total
			£m	£m
LGPS Central (Bonds)	0.2	1.0	0.0	1.2
LGPS Central (Equity Climate Fund)	0.1	0.0	0.0	0.1
LGPS Central (Emerging Markets)	1.5	1.6	0.0	3.1
Nomura Asset Management UK Ltd	0.7	0.4	0.0	1.1
Legal & General Asset Management	0.5	0.0	0.0	0.5
Green Investment Bank	0.6	0.0	0.0	0.6
Hermes	0.7	0.0	0.0	0.7
Invesco	0.8	0.0	0.0	0.8
VENN	0.3	0.0	0.0	0.3
Walton Street	0.1	0.0	0.0	0.1
AEW	0.1	0.0	0.0	0.1
Stonepeak	8.0	0.0	0.0	8.0
First State	0.9	0.0	0.0	0.9
Bridgepoint (was EQT)	1.0	0.0	0.0	1.0
River and Mercantile	0.5	0.1	0.0	0.6
Gresham Forestry	0.3	0.0	0.0	0.3
BSIF	0.5	0.0	0.0	0.5
Closed Mandates & one off advisory fees	0.4	0.0	0.0	0.4
<b>Subtotal</b>	<b>17.2</b>	<b>3.1</b>	<b>0.0</b>	<b>20.3</b>
Custody Fees				0.1
<b>Total Fees</b>				<b>20.4</b>

The £14.9m investment management expenses incurred in 2022/23 represent 0.41% or 41 basis points (bps) of the market value of the Fund's assets as at 31<sup>st</sup> March 2023 (0.57% or 57bps as 31 March 2022). The cash for pooled property investments, pooled infrastructure investment and equity protection strategy drawdowns was transitioned from the overweight position held in UK passive equities, which have a very low management fee in comparison.

The reason for the investment in pooled property investments and pooled infrastructure investments was to further diversify the Fund's assets whilst maintaining long term target investment returns. These investments have a J-Curve return profile, so are expected to provide increased returns as the pooled funds mature.

\* The Fund has applied CIPFA's guidance 'Accounting for Local Government Pension Scheme Management Costs', which requires external investment management fees and transaction costs to be deducted from asset values (rather than invoiced and paid directly). These are shown gross: the application of the guidance increases management expenses from £6.6 million to £14.9 million for 2022/23 (£13.0 million to £20.2 million for 2021/22). It is important to note that the application of the guidance does not represent an actual increase in costs, or a decrease in the Fund's resources to pay pension benefits.

## NOTE 10: INVESTMENT INCOME

Income from equities (dividend income) is accounted for on the date stocks are quoted ex-dividend. Any amount not received by the end of the reporting period is disclosed in the net assets statement as a current financial asset.

Income from fixed interest, cash and short-term deposits is accounted for on an accruals basis, using the effective interest rate of the financial institution as at the date of acquisition or origination. Income includes the amortisation of any discount or premium, transaction costs (where material) or other differences between the initial carrying amount of the instrument and its amount at maturity calculated on an effective interest rate basis. Income from other investments is accounted for on an accruals basis.

The changes in market value of investments during the year are recognised as income and comprise all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments and unrealised changes in market value.

	2021/22	2022/23
	£m	£m
Fixed interest securities	(0.3)	(0.2)
Equity dividends	11.5	10.3
Pooled property & infrastructure investments	26.1	26.5
Interest on cash deposits	(0.1)	1.3
Securities lending	0.0	0.0
	<b>37.2</b>	<b>37.9</b>

## NOTE 11: TAXES ON INCOME

The Fund is a registered public service scheme under section (1) of schedule 36 of the Finance Act 2004 and as such is exempt from UK income tax on interest received and from capital gains tax on the proceeds of investments sold. Income from overseas investments suffers withholding tax in the country of origin unless exemption is permitted. Irrecoverable tax is accounted for as a fund expense as it arises.

	2021/22	2022/23
	£m	£m
Withholding tax – equities	(0.2)	0.1
	<b>(0.2)</b>	<b>0.1</b>

## NOTE 12: INVESTMENTS

	Market value 31 March 2022	Market Value 31 March 2023
	£m	£m
<b>Long term Investment Assets</b>		
LGPS Central shares	1.4	1.4
<b>Investment Assets -LGPS Central Managed</b>		
Equities	322.5	306.9
Pooled investment vehicles	207.1	402.7
Fixed Interest Securities	206.4	184.0
<b>Investment assets -WPF Managed</b>		
Fixed interest securities	190.4	0.0
Equities	332.9	328.5
Pooled investment vehicles	1,508.8	1,393.8
Pooled property investments	221.9	323.6
Pooled infrastructure investments	426.7	511.8
Pooled debt Assets	76.3	92.3
Derivatives - futures	198.7	0.0
Derivatives - forward FX	0.0	0.0
Cash deposits	13.0	8.7
Investment income due	4.4	3.7
Amounts receivable for sales	0.0	0.3
<b>Total investment assets</b>	<b>3,710.5</b>	<b>3,557.7</b>
<b>Investment liabilities</b>		
Derivatives - futures	(167.1)	(0.0)
Derivatives - forward FX	(0.0)	(0.0)
Amounts payable for purchases	(0.0)	(0.3)
<b>Total investment liabilities</b>	<b>(167.1)</b>	<b>(0.3)</b>
<b>Net investment assets</b>	<b>3,543.4</b>	<b>3,557.4</b>

## NOTE 12A: RECONCILIATION OF MOVEMENTS IN INVESTMENTS AND DERIVATIVES

	Market value 31 March 2022	Purchases during the year and derivative payments	Sales during the year and derivative receipts	Change in market value during the year	Market value 31 March 2023
	£m	£m	£m	£m	£m
-					
<b>Long-term Investment Assets</b>					
LGPS Central – Shares	1.4	0.0	0.0	0.0	1.4
	<b>1.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.4</b>
<b>Investment Assets -LGPS Central Managed</b>					
Fixed Interest Securities	206.4	0.0	(0.8)	(21.6)	184.0
Pooled investment vehicles	207.1	201.3	(1.1)	(4.6)	402.7
Equities	322.5	0.0	(1.7)	(13.9)	306.9
	<b>737.4</b>	<b>201.3</b>	<b>(3.6)</b>	<b>(40.1)</b>	<b>895.0</b>
<b>Investment Assets -WPF Managed</b>					
Fixed interest securities	<b>190.4</b>	191.4	(382.5)	0.7	<b>0.0</b>
Equities	<b>332.9</b>	162.7	(147.5)	(19.6)	<b>328.5</b>
Pooled investment vehicles	<b>1,508.8</b>	231.7	(375.5)	28.8	<b>1,393.8</b>
Pooled property investments	<b>221.9</b>	127.1	(30.4)	5.0	<b>323.6</b>
Pooled infrastructure investments	<b>426.7</b>	106.0	(49.8)	28.9	<b>511.8</b>
Pooled debt investments	<b>76.3</b>	27.0	(16.1)	5.1	<b>92.3</b>
	<b>3,494.4</b>	<b>1,047.2</b>	<b>(1,005.4)</b>	<b>8.8</b>	<b>3,545.0</b>
<b>Derivative contracts:</b>					
Futures	<b>31.6</b>	343.4	(381.2)	6.2	<b>(0.0)</b>
Forward currency contracts	<b>0.0</b>	0.0	0.0	0.0	<b>0.0</b>
	<b>3,526.0</b>	<b>1,390.6</b>	<b>(1,386.6)</b>	<b>15.0</b>	<b>3,545.0</b>
<b>Other investment balances:</b>					
Cash deposits	13.0			4.1	8.7
Investment income due	4.4				3.7
Amount receivable for sales of investments	0.0				0.3
Amounts payable for purchases of investments	0.0				(0.3)
<b>Net investment assets</b>	<b>3,543.4</b>			<b>19.1</b>	<b>3,557.4</b>

**Prior year comparators:**

	Market value 31 March 2021	Purchases during the year and derivative payments	Sales during the year and derivative receipts	Change in market value during the year	Market value 31 March 2022
	£m	£m	£m	£m	£m
-					
<b>Long-term Investment Assets</b>					
LGPS Central – Shares	1.4	0.0	0.0	0.0	1.4
	<b>1.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.4</b>
<b>Investment Assets -LGPS Central Managed</b>					
Fixed Interest Securities	159.7	60.0	(1.1)	(12.2)	206.4
Pooled investment vehicles	0.0	212.8	(0.1)	(5.6)	207.1
Equities	402.4	0.0	(43.1)	(36.8)	322.5
	<b>563.5</b>	<b>272.8</b>	<b>(44.3)</b>	<b>(54.6)</b>	<b>737.4</b>
<b>Investment Assets -WPF Managed</b>					
Fixed interest securities	192.7	196.7	(198.6)	(0.4)	190.4
Equities	448.8	207.2	(296.9)	(26.2)	332.9
Pooled investment vehicles	1,518.7	263.4	(489.2)	215.9	1,508.8
Pooled property investments	160.7	75.6	(18.2)	3.8	221.9
Pooled infrastructure investments	332.6	63.4	(33.9)	64.6	426.7
Pooled debt investments	42.2	36.9	(4.5)	1.7	76.3
	<b>3,259.2</b>	<b>1,116.0</b>	<b>(1,085.6)</b>	<b>204.8</b>	<b>3,494.4</b>
<b>Derivative contracts:</b>					
Futures	4.2	47.4	(42.8)	22.8	31.6
Forward currency contracts	0.0	0.0	0.0	0.0	0.0
	<b>3,263.4</b>	<b>1,163.4</b>	<b>(1,128.4)</b>	<b>227.6</b>	<b>3,526.0</b>
<b>Other investment balances:</b>					
Cash deposits	13.6			(0.4)	13.0
Investment income due	5.3				4.4
Amount receivable for sales of investments	0.0				0.0
Amounts payable for purchases of investments	0.0				0.0
<b>Net investment assets</b>	<b>3,282.3</b>			<b>227.2</b>	<b>3,543.4</b>

The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year. The changes in purchases and sales in derivatives relate to transactions made within the equity protection strategy maintained by River and Mercantile.

Transaction costs are not included in the cost of purchases and sale proceeds, as they have been included in investment management expenses as per CIPFA guidance. Transaction costs include costs charged directly to the Fund such as fees, commissions, and other fees.



Transaction costs incurred during the 2022/23 year amounted to £3.7 million, (2021/22: £3.0 million). These transaction costs represent 0.09% or 9bps of the market value of the Fund's assets as at 31 March 2023 (0.8bps at 31 March 2022).

Indirect costs are incurred through the bid-offer spread on investments within pooled investments vehicles. The amount of indirect costs is not provided separately to the Fund.

## NOTE 12B: INVESTMENTS ANALYSED BY FUND MANAGER

The proportion of the market value of investment assets held by external fund managers at the year-end was:

External Fund Manager	2021/22		2022/23	
	£m	%	£m	%
LGPSC (Bonds)	206.4	6	184.0	5
LGPSC (Emerging Markets)	322.5	9	306.9	9
LGPSC (Global All World Climate Factor Fund)	207.1	6	208.2	6
LGPSC (Global Sustainable Active Equities)	0.0	0	194.5	5
JP Morgan Asset Management (Bonds)	0.2	0	0.2	0
JP Morgan Asset Management (Emerging Markets)	1.5	0	1.6	0
Nomura Asset Management UK Ltd	365.8	10	355.5	10
Schroder Investment Management	1.4	0	1.5	0
Legal & General Asset Management	1,480.1	43	1366.8	38
Green Investment Bank	44.7	1	46.7	1
Hermes (Fund I and II)	103.6	3	91.0	3
Invesco (Euro and a UK Property Fund)	107.6	3	116.9	3
VENN (Fund I & II)	25.2	1	18.2	0
Walton Street (Fund I & II)	10.2	0	10.6	0
AEW	19.9	1	18.6	1
Stonepeak (III & IV)	134.9	4	174.2	5
Igneo (II & III, was First Sentier)	114.7	3	133.4	4
Bridgepoint Fund II & III (was EQT)	76.3	2	92.2	3
River and Mercantile	223.4	6	0.0	0
WCC Managed Account	5.4	0	5.4	0
Gresham House (BSIF I & II)	44.2	1	86.6	3
Gresham House Forestry Growth & Sustainability	42.5	1	54.6	2
Gresham House Forest Fund IV	0.0	0	84.7	2
	<b>3,537.6</b>	<b>100</b>	<b>3,552.3</b>	<b>100</b>

The above excludes £1.4m (2021/22: £1.4m) Invested in LGPSC and £3.7m (2021/22: £4.4m) of investment income due. The following investments represent more than 5% of the net assets of the Fund:

	Market value 31 March 2022	% of total Fund	Market value 31 March 2023	% of total Fund
Security	£m		£m	
LGIM – UK Equity Index Pooled Fund	556.1	15.7	608.0	17.1
LGIM - Client Specific unitised Fund -STAJ	352.6	10.0	354.2	10.0
LGPS Central Emerging Market Equity Pool	322.6	9.1	306.9	8.7
LGIM – Europe (ex-UK) Index Pooled Fund	216.1	6.1	221.8	6.3
LGPS Central All World Equity Climate Factor Fund	207.1	5.9	208.2	5.9
LGPS Central Global Active Investment Grade Corporate Bond Fund	206.3	5.8	184.0	5.2
LGIM – North America Index Pooled Fund	355.2	10.1	182.8	5.2
River and Mercantile UK Gilts	190.3	5.4	0.0	0.0

## NOTE 12 C STOCK LENDING

The Fund operates the practice of lending stock to a third party for a financial consideration. Securities released to a third party under the stock lending agreement with the Fund's custodian, BNY Mellon, are included in the Net Assets Statement to reflect the Fund's continuing economic interest of a proprietorial nature in those securities.

The total amount of stock lent at the year-end was £3.6 million (2021/22: £0.8 million). Counterparty risk is managed through holding collateral at the Fund's custodian bank. The total collateral, which consisted of acceptable corporate and sovereign debt as well as equities was £3.7 million (2021/22: £0.8 million) representing 105.0% of stock lent.

Income received from stock lending activities was £0.0 million for the year ending 31 March 2023 (2021/22: £0.0 million). This is included within the 'Investment Income' figure detailed on the Fund Account.

Stock lending commissions are remitted to the Fund via the custodian. During the period the stock is on loan, the voting rights of the loaned stocks are passed to the borrower. There are no liabilities associated with the loaned assets.

## NOTE 13A: ANALYSIS OF DERIVATIVES

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During the year ending 31 March 2023, The Fund used derivative financial instruments to manage its exposure to specific risks arising from its investment activities. The Fund did not hold derivatives for speculative purposes.

The value of a futures contract is determined using exchange prices at the reporting date. Amounts due from or owed to the broker are the amounts outstanding in respect of the initial margin and variation margin. The future value of forward currency contracts is based on market forward exchange rates at the year-end date and determined as the gain or loss that would arise if the outstanding contract were matched at the year-end with an equal and opposite contract.

### Objectives and Policies for Holding Derivatives

The holding in derivatives was designed to hedge exposures to reduce risk in the Fund. Derivatives were used to gain exposure to an asset more efficiently than holding the underlying asset. The use of derivatives was managed in line with the investment management agreement between the Fund and its investment managers.

Due to the downward trends in equity market valuations at the time, the Fund took the opportunity to exit the protection of the hedge entered into during 2019/20. This was fully exited in early November and the funds were then reinvested back into the passive equity market cap funds on 10 November 2022.

#### a) Futures

The Fund's investment managers hold cash balances to ensure efficient and timely trading when opportunities arise. The Fund's management did not want this cash to be 'out of the market' and so enabled several investment managers to buy and sell futures contracts which had an underlying economic value broadly equivalent to the cash held. The economic exposure represents the notional value of the stock purchased under futures contracts and is therefore subject to market movements. The portfolio cannot be geared to and must have the liquidity needed to cover open positions. Derivative receipts and payments represent the realised gains and losses on futures contracts.

#### b) Forward Foreign Currency

To maintain appropriate diversification and to take advantage of overseas investment returns, the Fund's bond mandate targets outperformance against a global benchmark index. To reduce volatility associated with the fluctuating currency rates, the Fund has enabled the bond mandate investment manager to purchase and sell forward foreign currencies as a hedge.

Dividends, interest and purchases and sales of investments in foreign currencies have been accounted for at the spot market rates at the date of transaction. End-of-year spot market exchange rates are used to value cash balances held in foreign currency bank accounts, market

values of overseas investments and purchases and sales outstanding at the end of the reporting period.

## Futures

Outstanding exchange traded futures contracts are as follows:

<b>ASSETS</b>		<b>Economic Exposure</b>	<b>Market Value 31 March 2022</b>	<b>Economic Exposure</b>	<b>Market Value 31 March 2023</b>
<b>Type of future</b>	<b>Expiration</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
UK Gilt exchange traded	Under one year	0.0	0.0	0.0	0.0
UK FTSE exchange traded option	Under one year	0.0	138.4	0.0	0.0
EUROSTOXX exchange traded option	Under one year	0.0	21.4	0.0	0.0
US S+P exchange traded option	Under one year	0.0	38.9	0.0	0.0
Overseas exchanged traded	under one year	0.0	0.0	0.0	0.0
<b>Total assets</b>			<b>198.7</b>		<b>0.0</b>

<b>LIABILITIES</b>		<b>Economic Exposure Value</b>	<b>Market Value 31 March 2022</b>	<b>Economic Exposure Value</b>	<b>Market Value 31 March 2023</b>
<b>Type of future</b>	<b>Expiration</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
UK Gilt exchange traded	Under one year	0.0	0.0	0.0	0.0
UK FTSE exchange traded option	Under one year	0.0	(98.7)	0.0	(0.3)
EUROSTOXX exchange traded option	Under one year	0.0	(29.0)	0.0	0.0
US S+P 500 exchange traded option	Under one year	0.0	(39.4)	0.0	0.0
Overseas exchanged traded	Under one year	0.0	0.0	0.0	0.0
<b>Total liabilities</b>			<b>(167.1)</b>		<b>(0.3)</b>
<b>Net futures</b>			<b>31.6</b>		<b>(0.3)</b>

## OPEN FORWARD CURRENCY CONTRACTS AS AT 31 MARCH 2023

<b>Settlement</b>	<b>Currency Bought</b>	<b>Local Currency Value</b>	<b>Currency Sold</b>	<b>Local Currency Value</b>	<b>Asset Value</b>	<b>Liability Value</b>
		<b>£m</b>		<b>£m</b>	<b>£m</b>	<b>£m</b>
One to Six Months	JPY	(0.3)	USD	0.3	0.0	
One to Six Months	USD	(0.3)	JPY	0.3		0.0
					<b>0.0</b>	<b>(0.0)</b>
<b>Net forward currency contracts at 31 March 2023</b>						<b>0.0</b>
<b><u>Prior year comparative:</u></b>						
<b>Open forward currency contracts at 31 March 2022</b>						<b>0.0</b>
<b>Net forward currency contracts at 31 March 2022</b>						<b>0.0</b>

## ANALYSIS OF CASH

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Cash comprises demand deposits and cash equivalents; these include amounts held by the Fund's external managers. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and that are subject to minimal risk of changes in value. Please see Note 16 for further analysis of Cash Instruments.

	2021/22	2022/23
<b>Cash</b>	<b>£m</b>	<b>£m</b>
Cash deposits	5.3	4.7
Cash instruments	7.7	4.0
	<b>13.0</b>	<b>8.7</b>

## NOTE 14: FAIR VALUE

### NOTE 14 A: BASIS OF VALUATION

The basis of the valuation of each class of investment asset is set out below. There has been no change in the valuation techniques used during the year. All assets have been valued using fair value techniques which represent the highest and best price available at the reporting date.

Description of asset	Valuation hierarchy	Basis of valuation	Observable and unobservable inputs	Key sensitivities affecting the valuations provided
Market-Quoted Investments	Level 1	Published bid market price ruling on the final day of the accounting period	Not required	Not required
Fixed Interest Securities	Level 1	Fixed interest securities are valued at net market value based on current yields	Not required	Not required
Pooled Equity Funds	Level 2	Closing bid price where bid and offer prices are published; or the single price, as applicable	Net Asset Value (NAV)-based pricing set on a forward pricing basis and in the case of accumulation funds, reinvested income net of applicable withholding tax	Not required
Forward Foreign Exchange Derivatives	Level 2	Market forward exchange rates at the year-end	Exchange rate risk	Not required
Derivatives - Futures	Level 2	Option pricing model	Annualised volatility of counterparty credit risk	Not required
Property, Infrastructure and Debt Funds	Level 3	Unit or security price as advised by Investment Manager or responsible entity	Funds share of net assets in limited partnership, using Financial Statements published by the manager as at the final day of the accounting period	Valuations could be affected by material events occurring between the date of the financial statements provided and the fund's own reporting date, by changes to expected

Description of asset	Valuation hierarchy	Basis of valuation	Observable and unobservable inputs	Key sensitivities affecting the valuations provided
				cashflows, and by any differences between audited and unaudited accounts

*Please see paragraphs under the Net Assets Statement for more detail of our basis for measurement for the above Financial Instruments.*

## NOTE 14 B: FAIR VALUE HIERARCHY

### Level 1

Financial instruments at Level 1 are those where the fair values are derived from unadjusted quoted prices in active markets for identical assets or liabilities. Products classified as level 1 comprise quoted equities, quoted fixed interest securities and quoted index linked securities.

Listed investments are shown at bid prices. The bid value of the investment is based on the bid market quotation of the relevant stock exchange.

### Level 2

Financial instruments at Level 2 are those where quoted market prices are not available; for example, where an instrument is traded in a market that is not considered to be active, or where valuation techniques are used to determine fair value and where these techniques use inputs that are based significantly on observable market data.

### Level 3

Financial instruments at Level 3 are those where at least one input could have a significant effect on the instrument's valuation is not based on observable market data.

Such instruments would include unquoted equity investments, pooled property investments and pooled infrastructure investments which are valued using various valuation techniques that require significant judgement in determining appropriate assumptions.

The following table provides an analysis of the financial assets and liabilities of the Fund into levels 1 to 3, based on the level at which the fair value is observable:

	Quoted market price Level 1	Using observable inputs Level 2	With significant unobservable inputs Level 3	Total
Values at 31 March 2023	£m	£m	£m	£m
<b>Fair Value Financial assets</b>				
Financial assets at fair value through profit and loss	823.4	1,796.5	927.7	3,547.6
<b>Total fair value financial assets</b>	<b>823.4</b>	<b>1,796.5</b>	<b>927.7</b>	<b>3,547.6</b>
<b>Fair Value Financial Liabilities</b>				
Financial liabilities at fair value through profit and loss	0.0	(0.3)	0.0	(0.3)
<b>Total fair value financial liabilities</b>	<b>0.0</b>	<b>(0.3)</b>	<b>0.0</b>	<b>(0.3)</b>
<b>Net fair value financial assets</b>	<b>823.4</b>	<b>1,796.2</b>	<b>927.7</b>	<b>3,547.3</b>

	Quoted market price Level 1	Using observable inputs Level 2	With significant unobservable inputs Level 3	Total
Values at 31 March 2022	£m	£m	£m	£m
<b>Fair Value Financial assets</b>				
Financial assets at fair value through profit and loss	1,056.6	1,914.6	724.9	3,696.1
<b>Total fair value financial assets</b>	<b>1,056.6</b>	<b>1,914.6</b>	<b>724.9</b>	<b>3,696.1</b>
<b>Fair Value Financial Liabilities</b>				
Financial liabilities at fair value through profit and loss	0	(167.1)	0.0	(167.1)
<b>Total fair value financial liabilities</b>	<b>0</b>	<b>(167.1)</b>	<b>0.0</b>	<b>(167.1)</b>
<b>Net fair value financial assets</b>	<b>1,056.6</b>	<b>1,747.5</b>	<b>724.9</b>	<b>3,529.0</b>

### NOTE 14 C: SENSITIVITY OF ASSETS VALUED AT LEVEL 3

Having analysed historical data and current market trends, and consulted with independent investment advisors, the Fund has determined that the valuation methods described in Note 14a are likely to be accurate to within the following ranges. This sets out below the consequent potential impact on the closing value of investments held at 31 March 2023.



<b>Sensitivity Analysis</b>	<b>Valuation range</b>	<b>Value as at 31<sup>st</sup> March 2023</b>	<b>Valuation Increase</b>	<b>Valuation Decrease</b>
	<b>+/- %</b>	<b>£m</b>	<b>£m</b>	<b>£m</b>
Pooled Investments - Property Funds	5.6%	323.6	341.6	305.6
Pooled Investments - Infrastructure Funds	6.6%	511.8	545.5	478.1
Pooled Investments - Debt Funds	5.6%	92.3	97.4	87.2
<b>Total</b>		<b>927.7</b>	<b>984.6</b>	<b>870.8</b>

The valuation for these asset classes are based on the volatility over three years of monthly investment returns. The return is based upon the market value and income and trades supplied by our underlying managers and grouped accordingly

### Reconciliation of Fair Value Measurements within Level 3

<b>Investment Movement</b>	<b>Pooled Investments – Property Funds</b>	<b>Pooled Investments – Infrastructure Funds</b>	<b>Pooled Investments – Debt Funds</b>	<b>Total</b>
	<b>£m</b>	<b>£m</b>		<b>£m</b>
Market Value 1 <sup>st</sup> April 2022	<b>221.9</b>	<b>426.7</b>	<b>76.3</b>	<b>724.9</b>
Transfers into Level 3	0.0	0.0	0.0	<b>0.0</b>
Transfers out of Level 3	0.0	0.0	0.0	<b>0.0</b>
Purchases and derivative Pymts	127.1	106.0	27.0	<b>260.1</b>
Sales and derivative receipts	(30.4)	(49.8)	(16.1)	<b>(96.3)</b>
Unrealised gains/(losses)	5.3	21.8	4.8	<b>31.9</b>
Realised gains/(losses)	(0.3)	7.1	0.3	<b>7.1</b>
<b>Market value 31<sup>st</sup> March 2023</b>	<b>323.6</b>	<b>511.8</b>	<b>92.3</b>	<b>927.7</b>

## NOTE 15: FINANCIAL INSTRUMENTS

### NOTE 15 A: CLASSIFICATION OF FINANCIAL INSTRUMENTS

Accounting policies describe how different asset classes of financial instruments are measured, and how income and expenses, including fair value gains and losses, are recognised. The following table analyses the carrying amounts of financial assets and liabilities by category and Net Assets Statement heading.

Fair value through profit and loss 2021/22	Financial Instruments at Amortised Cost 2021/22		Fair value through profit and loss 2022/23	Financial Instruments at Amortised Cost 2022/23
£m	£m		£m	£m
<b>Financial assets</b>				
	1.4	Other share capital		1.4
736.0		LGPS Central Managed	893.6	
190.4		Fixed interest securities	0.0	
332.9		Equities	328.5	
1,508.8		Pooled investment vehicles	1,393.8	
221.9		Pooled property investments	323.6	
426.7		Pooled Infrastructure investments	511.8	
76.3		Pooled Debt investments	92.3	
198.7		Derivatives - Futures	0.0	
0.0		Derivatives - Forward FX	0.0	
	49.4	Cash		41.2
4.4		Other investment Balances	4.0	
	9.8	Current assets		23.0
	1.5	Non-current assets		1.7
<b>3,696.1</b>	<b>62.1</b>		<b>3,547.6</b>	<b>67.3</b>
<b>Financial liabilities</b>				
(167.1)		Derivatives - Futures	0.0	
0.0		Derivatives - Forward FX	0.0	
0.0		Other investment balances	(0.3)	
	(6.5)	Current liabilities		(6.3)
<b>(167.1)</b>	<b>(6.5)</b>		<b>(0.3)</b>	<b>(6.3)</b>
<b>3,529.0</b>	<b>55.6</b>		<b>3,547.3</b>	<b>61.0</b>

## NOTE 15 B: NET GAINS AND LOSSES ON FINANCIAL INSTRUMENTS

31 March 2022		31 March 2023
£m		£m
	<b>Financial assets</b>	
204.8	Fair value through profit and loss	8.8
(0.4)	Financial Assets at Amortised Cost	4.1
	<b>Financial liabilities</b>	
22.8	Fair value through profit and loss	6.2
<b>227.2</b>	<b>Total</b>	<b>19.1</b>

Fair value through profit and loss is the combination of realised and unrealised profit and loss. The Fund has not entered into any financial guarantees that are required to be accounted for as financial instruments.

## NOTE 16: NATURE AND EXTENT OF RISKS ARISING FROM FINANCIAL INSTRUMENTS

In the course of every day operating, the Fund is subject to a number of risk factors arising from the holding of financial instruments. The main risks arising from the holding of the Fund's financial instruments are market risk, credit risk and liquidity risk.

As detailed in the Investment Strategy Statement, the Fund holds equity and bond instruments in order to meet its investment objectives. The Fund's investment objectives and risk management policies are as follows.

- 1) The investment objective for the Fund is to:
  - a. ensure that sufficient assets are available to meet liabilities as they fall due.
  - b. Maximise the return at an acceptable level of risk.
- 2) Risk management is mostly concerned with:
  - a. avoiding the possibility of loss, or
  - b. limiting a deficiency in the underlying Fund, or
  - c. avoiding a contribution rate increase in the future.

### Market Risk

Market risk is the risk of loss from fluctuations in equity and commodity prices, interest and foreign exchange rates and credit spreads. The Fund is exposed to market risk from its investment activities, particularly through its equity holdings. The level of risk exposure depends on market conditions, expectations of future price and yield movements and the asset mix.

The objective of the Fund's risk management strategy is to identify, manage and control market risk exposure within acceptable parameters, whilst optimising the return on risk. There are three main types of market risk that the Fund is exposed to as at 31 March 2023:

- Equity Risk
- Interest Rate Risk
- Foreign Exchange Risk

Equity risk refers to the risk arising from the volatility in stock prices; this can be systematic risk, the risk due to general market factors and affects the entire industry, or unsystematic risk, which refers to the risk specific to a company that arises due to the company specific characteristics. Interest rate risk is the risk that the value of a security will fall as a result of increase in interest rates. Foreign exchange risk arises because of fluctuations in the currency exchange rates.

The Fund reduces its unsystematic equity risk by diversifying investments across global markets, investing in over 1,000 companies worldwide through active segregated mandates and passive pooled funds. Investment restrictions are built into contracts held with each investment manager to ensure risk concentration is minimal and gearing of the Fund's equity and fixed income assets cannot take place. An equity protection strategy has also been implemented to protect against significant market falls in its passive equity portfolio.

Interest rate risk has been reduced through the holding of fewer bonds as a percentage of the Fund's total assets.

Foreign Exchange risk exists in relation to the Fund's overseas equity investments. The Fund runs un-hedged equity portfolios and therefore is subject to currency fluctuations. It is the Fund's view that in the long-run currency volatility trends to an average of nil against Sterling and therefore any hedging of currency would just be an additional cost to the Fund.

The Fund contracts Portfolio Evaluation Ltd to measure the Fund's investment returns and the absolute and relative risk for each portfolio independently. The Fund receives quarterly reports from Portfolio Evaluation Ltd listing returns and risk. The Fund's independent investment adviser also provides a yearly report to the Pension Investment Sub Committee, providing details of the Fund's risk and comparisons to other LGPS funds.

### Equity Risk Analysis

Following analysis of historical data and expected investment return movement during the financial year, in consultation with the Fund's independent investment adviser and Portfolio Evaluation Ltd, the Fund has determined that the following movements in market price risk are reasonably possible for the 2022/23 reporting period:

Asset Type	Potential Market Movements (+/-)
Fixed interest securities	7.0%
Global bonds	7.0%

UK equities	12.5%
Overseas equities	12.6%
UK pooled investment vehicles	12.5%
Overseas pooled investment vehicles	10.7%
Global pooled investment vehicles	10.7%
Emerging markets pooled equities	10.7%
Pooled property investments	5.6%
Pooled infrastructure investments	6.6%
Pooled debt investments	5.6%

The potential price changes disclosed above are broadly consistent with a one standard deviation movement in the value of the assets. The analysis assumes that all other variables, in particular foreign exchange rates and interest rates, remain the same.

If the market price of the Fund's investments increases/decreases in line with the potential market movements above, the change in the net assets available to pay benefits will be as follows (the actual prior year movement in all asset classes is shown in Note 12):

Asset Type	Value as at	Percentage change	Value on increase	Value on decrease
	31 March 2023			
	£m	%	£m	£m
Cash and cash equivalents	8.7	0.0	8.7	8.7
<b>Investment portfolio assets:</b>				
UK fixed interest securities	0.0	7.0	0.0	0.0
Overseas fixed interest securities	0.0	7.0	0.0	0.0
Global bonds	184.0	7.0	196.9	171.1
UK equities	4.2	12.5	4.7	3.7
Overseas equities	322.8	12.6	363.5	282.1
UK pooled investment vehicles	608.0	12.5	684.0	532.0
Overseas pooled investment vehicles	407.1	10.7	450.7	636.5
Global pooled investment vehicles	756.9	10.7	837.9	675.9
Emerging market pooled equities	332.9	10.7	368.5	297.3
Pooled property investments	323.6	5.6	341.6	305.6
Pooled infrastructure investments	511.8	6.6	545.5	478.1
Pooled debt investments	92.3	5.6	97.4	87.2
Net derivative assets	0.0	0.0	0.0	0.0
Investment income due	3.7	0.0	3.7	3.7

Asset Type	Value as at	Percentage change	Value on increase	Value on decrease
	31 March 2023			
	£m	%	£m	£m
Amounts receivable for sales	0.3	0.0	0.3	0.3
Amount payable for purchases	(0.3)	0.0	(0.3)	(0.3)
<b>Total</b>	<b>3,556.0</b>		<b>3,903.1</b>	<b>3,208.9</b>

### Prior-year comparators

Asset Type	Value as at	Percentage change	Value on increase	Value on decrease
	31 March 2022			
	£m	%	£m	£m
Cash and cash equivalents	13.0	0	13.0	13.0
<b>Investment portfolio assets:</b>				
UK fixed interest securities	190.4	6.9	203.5	177.3
Overseas fixed interest securities	0.0	6.9	0.0	0.0
Global bonds	206.3	6.9	220.5	192.1
UK equities	4.5	15.4	5.2	3.8
Overseas equities	323.5	12.4	363.6	283.4
UK pooled investment vehicles	556.1	15.4	641.7	470.5
Overseas pooled investment vehicles	576.4	11.5	642.7	510.1
Global pooled investment vehicles	559.7	11.5	624.1	495.3
Emerging market pooled equities	351.2	11.5	391.6	310.8
Pooled property investments	221.9	2.7	227.9	215.9
Pooled infrastructure investments	426.7	5.2	449.1	404.3
Pooled debt Investments	76.3	2.7	78.4	74.2
Net derivative assets	31.6	0.0	31.6	31.6
Investment income due	4.4	0.0	4.4	4.4
Amounts receivable for sales	0.0	0.0	0.0	0.0
Amount payable for purchases	0.0	0.0	0.0	0.0
<b>Total</b>	<b>3,542.0</b>		<b>3,897.3</b>	<b>3,186.7</b>

## Interest Rate Risk Analysis

The Fund's direct exposure to interest rate movements is set out below. These disclosures present interest rate risk based on the underlying financial assets at fair value:

Asset Type	Value as at 31 March 2022	Value as at 31 March 2023
	£m	£m
Cash and cash equivalents	13.0	8.7
Cash balances	36.4	42.5
Fixed interest securities	190.4	0.0
<b>Total</b>	<b>239.8</b>	<b>51.2</b>

## Interest Rate Risk Sensitivity Analysis

The Fund recognises that interest rates can vary and can affect both income to the Fund and the value of the net assets available to pay benefits. The Fund's performance reporting advisor, Portfolio Evaluation Limited, has advised that medium to long-term average rates are expected to move less than 100 basis points from one year to the next and experience suggests that such movements are likely to happen.

The analysis that follows assumes that all other variables, in particular exchange rates, remain constant, and shows the effect in the year on the net assets available to pay benefits as at 31 March 2023 of a +/- 100 basis points (BPS) change in interest rates:

Asset Type	Carrying amount as at 31 March 2023	Change in year in the net assets available to pay benefits	
		+100 BPS	-100 BPS
	£m	£m	£m
Cash and cash equivalents	8.7	8.8	8.6
Cash balances	42.5	42.9	42.1
Fixed interest securities	0.0	0.0	0.0
<b>Total change in assets available</b>	<b>51.2</b>	<b>51.7</b>	<b>50.7</b>

Asset Type	Carrying amount as at 31 March 2022	Change in year in the net assets available to pay benefits	
		+100 BPS	-100 BPS
	£m	£m	£m
Cash and cash equivalents	13.0	13.1	12.9
Cash balances	36.4	36.8	36.0
Fixed interest securities	190.4	192.3	188.5
<b>Total change in assets available</b>	<b>239.8</b>	<b>242.2</b>	<b>237.4</b>

A 1% increase in interest rates will not affect the interest received on fixed income but will reduce their fair value and vice versa. Changes in interest rates do not impact the value of cash deposits

/ cash and cash equivalent balances but they will have a small effect on the interest income received on those balances. Changes to both the fair value of assets and the income received from investments impact on the net assets available to pay benefits.

## Currency Risk

The following table summarises the Fund's currency exposure:

Currency exposure - asset type	Asset value as at	Asset value as at
	31 March 2022	31 March 2023
	£m	£m
Overseas quoted securities	323.5	322.8
Overseas pooled investment vehicles	576.4	407.1
Global pooled investment vehicles	559.7	756.9
Global bonds and pooled EM equities	557.5	516.9
Overseas pooled property investments	104.5	90.8
<b>Total overseas assets</b>	<b>2,121.6</b>	<b>2,094.5</b>

Overseas bonds are 100% hedged to GBP as at 31 March 2023.

## Currency Risk – Sensitivity Analysis

Following analysis of historical data in consultation with the Fund's performance measurement provider, the Fund considers the likely volatility associated with foreign exchange rate movements to be 5.9% (as measured by one standard deviation).

This analysis assumes that all other variables, in particular interest rates, remain constant.

An 6.5% strengthening/weakening of the pound against various currencies in which the Fund holds investments would increase/decrease the net assets available to pay benefits as follows:

Currency exposure - asset type	Asset value as at 31 March 2023	Change to net assets available to pay benefits	
		+5.9%	-5.9%
	£m	£m	£m
Overseas quoted securities	322.8	341.8	308.8
Overseas pooled investment vehicles	407.1	431.1	383.1
Global pooled investment vehicles	756.9	801.6	712.2
Global bonds and pooled EM equities	516.9	547.4	486.4
Overseas pooled property investments	90.8	96.2	85.4
<b>Total change in assets available</b>	<b>2,094.5</b>	<b>2,218.1</b>	<b>1,970.9</b>

Currency exposure - asset type	Asset value as at 31	Change to net assets available to
	March 2022	pay benefits



		+6.5%	-6.5%
	£m	£m	£m
Overseas quoted securities	323.5	344.5	302.5
Overseas pooled investment vehicles	576.4	613.9	538.9
Global pooled investment vehicles	559.7	596.1	523.3
Global bonds and pooled EM equities	557.7	594.0	521.4
Overseas pooled property investments	104.5	111.3	97.7
<b>Total change in assets available</b>	<b>2,121.8</b>	<b>2,259.8</b>	<b>1,938.8</b>

## Credit Risk

Credit risk is an investor's risk of loss arising from a borrower who does not make payments as promised. In essence the Fund's entire investment portfolio is exposed to some form of credit risk, except for the derivatives position, where the risk equates to the net market value of a positive derivative position. However, the selection of high-quality counterparties, brokers and financial institutions minimises credit risk that may occur through the failure to settle a transaction in a timely manner. Investment restrictions are listed in the contract held with the manager, which limit the amount of credit risk the manager is allowed to take and states an average credit rating with regards to bonds held that should be maintained.

The bond manager provides a quarterly investment report to the Fund, which details the credit risk held in the portfolio. The Fund's independent investment adviser also provides a yearly report to the Pension Investment Sub Committee, providing details of the Fund's bond portfolio absolute and relative risk.

Deposits are not made with banks and financial institutions unless they are rated independently and have a strong credit rating. In addition, the Fund invests in Cash Instruments, which facilitate management of assets under custody, all liquidity funds chosen have an 'AAA' rating from a leading rating agency. Swap collateral is held to support our equity protection hedge.

The Fund's cash holding at 31 March 2023 was £51.2 million (31 March 2022: £49.4 million). This was held with the following institutions:

Summary	Rating	Balances as at 31	Balances as at 31
		March 2022	March 2023
		£m	£m
<b>Cash Instruments</b>			
BNY Mellon US Dollar Liquidity Fund	AAA	7.7	4.1
<b>Bank deposit accounts</b>			
The Bank of New York Mellon	A-1+	5.3	4.6
Barclays Bank PLC – Notice Account	A-1	0.0	10.0
<b>Bank current accounts</b>			

Summary	Rating	Balances as at 31	Balances as at 31
		March 2022	March 2023
		£m	£m
Barclays Bank PLC	A-1	36.4	32.5
<b>Total</b>		<b>49.4</b>	<b>51.2</b>

The above assets are held at amortised cost and are either liquid or very short dated securities in high-quality counterparties. Therefore, the expected loss is assessed as a trivial sum and no allowance has been set aside for this.

### Liquidity Risk

Market liquidity risk is the risk that a given security or asset cannot be traded quickly enough in the market to prevent a loss (or make the required profit) or to meet the financial obligations of the Fund as they fall due. The Fund's investment managers purchase quoted and tradable securities. Equities held are listed on major world stock markets and managers employed are highly experienced in equity trading. The liquidity risk relating to the bond holdings is monitored and managed by the bond manager on an on-going basis. The Council also takes steps to ensure that the Fund has adequate cash resources to meet commitments.

### NOTE 17: CURRENT ASSETS

	2021/22	2022/23
	£m	£m
Contributions due from employer in respect of:		
Employer	6.4	7.3
Members	2.0	2.0
Cash balances	36.4	42.5
Other Debtors	1.4	3.7
	<b>46.2</b>	<b>55.5</b>

The above assets are carried at amortised cost, other than cash balances and other debtors (see below), as the funds are due from Government institutions and therefore no allowance for expected losses has been set aside.

## NOTE 18: NON-CURRENT ASSETS

	2021/22	2022/23
	£m	£m
*LGPSC capital advance treated as loan	0.7	0.7
**Reimbursement of lifetime tax allowances	0.5	0.7
Contributions from employers	0.1	0.2
Augmentation	0.2	0.1
	<b>1.5</b>	<b>1.7</b>

\*This was part of the regulatory capital required to set up the company LGPS Central Limited.

\*\*This includes debtor in relation to the lifetime tax allowance limit, as the Fund pays all the tax upfront on behalf of the pensioner and is reimbursed from additional pension deductions over time.

## NOTE 19: CURRENT LIABILITIES

	2021/22	2022/23
	£m	£m
Investment management expenses	(0.9)	(0.7)
Payroll and external vendors	(0.6)	(0.6)
Other expenses	(5.0)	(4.8)
	<b>(6.5)</b>	<b>(6.1)</b>

## NOTE 20: RELATED PARTY TRANSACTIONS

### Worcestershire County Council

The Fund is administered by Worcestershire County Council. Consequently, there is a strong relationship between the Council and the Fund.

The Council incurred costs of £1.8 million in 2022/2023 (2021/2022: £1.4 million) in relation to the administration of the Fund and was subsequently reimbursed by the Fund for these expenses. The Council is also the single largest employer of members of the Fund and contributed £11.5 million to the Fund in 2022/2023 (2021/2022: £11.2 million).

LGPSC has been established to manage investment assets on behalf of eight LGPS funds across the Midlands. It is jointly owned in equal shares by the eight Funds participating.

The Fund's share of LGPSC annual running costs of £0.7 million was charged to the Fund in 2022/2023 by LGPSC (£0.7 million in 2021/2022).

Worcestershire County Council, as the Administering Authority of the Worcestershire Pension Fund has guaranteed a share of the pension liability relating to employees of LGPS Central Limited that transferred into the company on creation. If this guarantee is called, this will be funded by the Fund.

### Key Management Personnel

The posts of Chief Financial Officer, Senior Finance Manager and Head of Pensions Administration are deemed to be key management personnel. The financial value of their relationship with the Fund (in accordance with IAS24) is set out below:

	2021/22	2022/23
	£000	£000
Short term benefits*	81	106
Long term/ post-retirement benefits**	213	132
	<b>294</b>	<b>239</b>

\*This is annual salary, benefits in kind and employer contributions.

\*\*This is the accrued pension benefits, expressed as cash equivalent transfer value.

### Governance

The Pensions Committee Employer Representative, Employee Representative and Chief Financial Officer are active members of the Fund.

## NOTE 21: CONTINGENT LIABILITIES

A contingent liability arises where an event has taken place prior to the year-end giving rise to a possible financial obligation whose existence will only be confirmed or otherwise by the occurrence of future events.

Outstanding capital commitments (investments) at 31 March 2023 totalled £332.9 million (31 March 2022: £488.4 million). Outstanding capital commitments are reduced due to the further drawdowns made during 2022, resulting in some investments becoming fully committed.

These commitments relate to outstanding call payments due on unquoted limited partnership funds held in pooled property investments, pooled infrastructure investments and pooled debt investments. The amounts 'called' by these funds are irregular in both size and timing over a period of between one and three years from the date of the original commitment.

## NOTE 22: CONTINGENT ASSETS

A contingent asset arises where an event has taken place that gives the Fund a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Fund.

Contingent assets are not recognised in the financial statements but are disclosed as a note to the accounts.

The Councils below have provided guarantees to a number of organisations that have been admitted to the Fund to fund any potential pension liability. The organisations with a pension liability more than £195,000 (which the Fund considers to be material for these purposes) are: -

- HALO Leisure (£1.273million), **Herefordshire Council**.
- Wychavon Leisure Community Association (£0.509million), **Wychavon District Council**.
- Bromsgrove District Housing Trust (£0.679 million), **Bromsgrove District Council**.
- Community Housing Group (£5.835 million), **Wyre Forest District Council**.
- FCC Environmental (£1.468 million), **Worcestershire County Council**.
- Freedom Leisure (£0.210 million), **Worcester City Council**.

There are a further 13 organisations with a pension liability less than £195,000. The Fund has considered various factors in determining the potential risk of having to fund any future liability, including risk of failure of the business and membership profile, and is satisfied that they do not represent a significant potential liability. There are also 17 organisations with a guarantee via pass through arrangements. As new contractors, these employers will all commence fully funded with no initial funding deficit. In line with the 'Initial pension guarantee' employers above, we are assuming that the active members would remain active on termination of the contract and be transferred back to the relevant school/academy or to the new service provider. On this basis, the amount for all these employers is reflected as nil for this year's accounts.

Three admitted body employers in the Fund hold insurance bonds to guard against the possibility of being unable to meet their pension obligations. These bonds are drawn in favour of the Fund and payment will only be triggered in the event of employer default. No bonds were called upon in this financial year.

Note that the existing bonds and guarantees from the previous financial year have all been discussed with the actuary and updated where necessary.

## **NOTE 23: ADDITIONAL VOLUNTARY CONTRIBUTIONS (AVCS)**

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The Fund provides an in-house AVC scheme for its members. In 2022/2023 some members of the Fund paid voluntary contributions and transfers to Scottish Widows and Utmost Life to buy extra pension benefits when they retire. Retirement benefits were also purchased during the year. The contributions are paid directly from scheme employers to the AVC provider. Each AVC contributor receives an annual statement showing the amount held in their account and the movements in the year.

AVCs are not included in the Fund Account in accordance with Regulation 4(1) (b) of the Local Government Pension Scheme (Management and Investment of funds) Regulations 2016 but are disclosed as a note only.

The amounts administered under AVC arrangements are as follows:

	2021/22	2022/23
	£m	£m
Contributions received	0.2	0.2
Investments purchased	0.2	0.2
Change in market value	0.1	0.2
Retirement benefits paid or transferred	(0.6)	(0.3)

The combined value of the AVC funds as at 31 March 2023 was £3.0 million (31 March 2022: £2.9 million).

## NOTE 24: AGENCY SERVICES

The Fund pays discretionary awards to the former employees of Herefordshire County Council. The amounts paid are not included within the Fund Account but are provided as a service and fully reclaimed from the employer. The sums are disclosed below.

	2021/22	2022/23
	£m	£m
Payments on behalf of Herefordshire County Council	0.1	0.1
	<b>0.1</b>	<b>0.1</b>

## NOTE 25: CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

The Fund's liabilities are calculated every three years by the actuary. The methodology used is in line with accepted guidelines and in accordance with IAS 19. Assumptions underpinning the valuations are agreed with the actuary and are summarised in Note 2. This estimate is subject to significant variances based on changes to the underlying assumptions.

There were no significant changes to the CIPFA code of practice on local authority accounting (the code).

## NOTE 26: ASSUMPTIONS MADE ABOUT THE FUTURE AND ANY OTHER MAJOR SOURCES OF ESTIMATION UNCERTAINTY

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities at the year-end date and the amounts reported for the revenues and expenses during the year. Estimates and assumptions are made considering historical experience, current trends and other relevant

factors. However, the nature of estimation means that the actual outcomes could differ from the assumptions and estimates.

The item in the notes to the accounts as at 31 March 2023 for which there is a significant risk of material adjustment in the forthcoming financial year is as follows:

Item	Uncertainties	Effect if actual results differ from assumptions
<b>Actuarial present value of promised retirement benefits (Note 2)</b>	Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, inflation, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on assets. A firm of consulting actuaries is engaged to provide the Fund with expert advice about the assumptions to be applied.	The effects on the net pension liability of changes in individual assumptions can be measured. For instance: <ul style="list-style-type: none"> <li>● a 0.25% real investment return lower than assumed would result in an 4.4% increase in the pension liability, which is equivalent to £157m.</li> <li>● a 0.25% increase in assumed earnings inflation would result in a 0.5% increase in the value of liabilities, which is equivalent to £19m.</li> <li>● a 0.25% increase in assumed life expectancy would result in a 0.7% increase in the value of liabilities, which is equivalent to £26m.</li> </ul>

Item	Uncertainties	Effect if actual results differ from assumptions
<b>Property and infrastructure valuations. (Level 3 investments)</b>	<p>The Fund's directly held investment properties are valued at fair value by independent valuers in accordance with RICS valuation professional standards, whilst infrastructure investments are valued at fair value by independent experts. There is continuing uncertainty regarding the property and infrastructure valuations due to the time that it will take to fully realise the impact of geopolitical issues upon these illiquid assets as well as the concerns as to the current inflationary environment. The valuations have been updated based on the information available as at 31 March 2023 and may be subject to variations as further market information becomes available. Investments are valued each month as per the latest quarterly statements available to our custodian, which are usually received between 45 and 60 days after quarter end, +/- any activity post statement date.</p>	<p>The total value of indirect property investments in the financial statements is £323.6m (£221.9m in 2021/22). There is a risk that this investment may be under or overstated in the accounts.</p> <p>The total value of direct infrastructure investments in the financial statements is £511.8m (£426.7m in 2021/22). There is a risk that this investment may be under or overstated in the accounts.</p>

### VALUATION OF INVESTMENTS LEVEL 3

Financial instruments at level 3 are those where at least one input could have a significant effect on the instrument's valuation is not based on observable market data. Such instruments would include unquoted equity investments, pooled property investments and pooled infrastructure investments which are valued using various valuation techniques that require significant judgement in determining appropriate assumptions. As well as the details in the table above, further detail is provided in Notes 14a to c above.



# **Independent auditor's report to the members of Worcestershire County Council on the pension fund financial statements of Worcestershire Pension Fund**

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To follow after Audit

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P13 Outturn Forecast - 2022/23 Revenue Budget Monitoring Forecast by Service					One Off / Adjustments			
Service	2022/23 Gross Budget	2022/23 Net Budget	2022/23 Outturn	2022/23 Variance before Adj's	Funded from Capital	Transfer to Reserves	Funding from Reserves	Variance After Adj's
	£000	£000	£000	£000	£000	£000	£000	£000
DSG - School Formula Budgets	383,357	127,359	126,324	(1,035)	0	0	0	(1,035)
DSG - High Needs Pupils	78,187	68,405	79,480	11,075	0	0	0	11,075
DSG - Early Years	35,418	35,418	34,929	(489)	0	0	0	(489)
DSG - Statutory Duties / Historic Commitments	3,324	3,325	3,019	(306)	0	0	0	(306)
DSG - Other School Grants	0	0	185	185	0	0	0	185
DSG - Dedicated Schools Grant	0	(234,507)	(234,941)	(434)	0	0	(8,996)	(9,430)
<b>Total Dedicated Schools Grant (DSG)</b>	<b>500,286</b>	<b>0</b>	<b>8,996</b>	<b>8,996</b>	<b>0</b>	<b>0</b>	<b>(8,996)</b>	<b>0</b>
WCF Contract	137,098	109,108	116,307	7,199	0	2,232	(2,887)	6,544
<b>Total WCF (Excl DSG)</b>	<b>137,098</b>	<b>109,108</b>	<b>116,307</b>	<b>7,199</b>	<b>0</b>	<b>2,232</b>	<b>(2,887)</b>	<b>6,544</b>
Economy & Sustainability	5,688	1,425	3,930	2,505	0	1,275	(3,936)	(156)
Planning and Regulation	1,482	724	2,422	1,698	(119)	184	(1,227)	536
Major Projects	3,814	1,238	2,455	1,217	(1,116)	35	(186)	(50)
Passenger Transport Operations	16,860	10,354	9,555	(799)	0	336	(28)	(491)
Business Management	827	(30)	(132)	(102)	0	8	(9)	(103)
Infrastructure & Contracts	1,509	1,509	1,627	118	(9)	0	(5)	104
Waste Management	51,044	29,805	30,622	817	0	822	(1,721)	(82)
Network Management	3,767	452	(281)	(733)	(120)	505	(529)	(877)
Development Management	1,113	166	579	413	0	0	0	413
Highways Operations & PROW	8,754	8,733	11,195	2,462	(2,279)	0	(224)	(41)
Road Lighting	4,913	4,849	5,568	719	(161)	0	(528)	30
<b>Total Economy &amp; Infrastructure</b>	<b>99,771</b>	<b>59,225</b>	<b>67,540</b>	<b>8,315</b>	<b>(3,804)</b>	<b>3,165</b>	<b>(8,393)</b>	<b>(717)</b>
COACH - Management	577	220	211	(9)	0	0	0	(9)
Property Services	9,189	429	1,964	1,535	(234)	40	(1,232)	109
Commercial Team	2,320	147	320	173	0	0	(260)	(87)
Legal and Democratic Services	8,267	5,250	5,644	394	(15)	177	(672)	(116)
Technology	9,838	952	867	(85)	0	0	(194)	(279)
Transformation & Change	2,570	688	1,352	664	0	0	(807)	(143)
<b>Total Commercial and Change</b>	<b>32,761</b>	<b>7,686</b>	<b>10,358</b>	<b>2,672</b>	<b>(249)</b>	<b>217</b>	<b>(3,165)</b>	<b>(525)</b>
Health & Safety	366	24	35	11	0	0	(11)	0
HR Core Structure	4,952	658	775	117	0	74	(267)	(76)
Content & Communications	1,199	365	387	22	0	0	(75)	(53)
Financial Services	5,575	1,948	1,481	(467)	0	507	(821)	(781)
Chief Executive	387	387	385	(2)	0	0	0	(2)
<b>Total Chief Executive</b>	<b>12,479</b>	<b>3,382</b>	<b>3,063</b>	<b>(319)</b>	<b>0</b>	<b>581</b>	<b>(1,174)</b>	<b>(912)</b>
Adults Commissioning Unit	19,774	340	(5,835)	(6,175)	0	8,000	(90)	1,735
Learning Disabilities	77,071	65,626	70,928	5,302	0	0	(721)	4,581
Mental Health	27,771	18,927	21,223	2,296	0	0	(165)	2,131
Older People	106,517	72,733	73,003	270	(458)	0	(386)	(574)
Physical Disabilities	20,864	16,408	18,331	1,923	0	0	0	1,923
Support Services	55	(19,388)	(19,807)	(419)	0	0	(235)	(654)
Grants and Other Income	1,433	(15,737)	(18,438)	(2,701)	0	0	0	(2,701)
<b>Total People - Adult Services</b>	<b>253,485</b>	<b>138,909</b>	<b>139,405</b>	<b>496</b>	<b>(458)</b>	<b>8,000</b>	<b>(1,597)</b>	<b>6,441</b>
Registration & Coroner	2,260	710	(3,202)	(3,912)	0	3,864	(168)	(216)
Strategic Libraries & Learning	11,425	4,057	4,174	117	0	118	(225)	10
Museums Service	776	658	657	(1)	0	0	0	(1)
Severn Arts Music	0	0	0	0	0	0	0	0
Countryside Greenspace	2,159	196	262	66	0	0	(50)	16
Community Leadership	351	326	(11)	(337)	0	0	0	(337)
Skills & Inv incAdult learning	7,172	430	(4,030)	(4,460)	0	4,333	(4)	(131)
SENDIASS	265	57	116	59	0	0	(4)	55
Chs Comm & Ptnership	365	365	292	(73)	0	0	0	(73)
Education Statutory	43	0	(24)	(24)	0	0	0	(24)
Historic Chs	11,046	120	177	57	0	0	(65)	(8)
Archives & Archaeology	3,659	1,573	1,628	55	0	32	(40)	47
Provider services	10,720	9,694	10,465	771	0	0	(727)	44
Winter Pressures Grant	0	0	183	183	0	0	0	183
Adult Front Door	631	319	320	1	0	0	0	1
Here 2 Help	0	0	0	0	0	0	0	0
Children's S75	2,297	2,096	2,067	(29)	0	0	0	(29)
<b>Total People - Communities</b>	<b>53,169</b>	<b>20,601</b>	<b>13,074</b>	<b>(7,527)</b>	<b>0</b>	<b>8,347</b>	<b>(1,283)</b>	<b>(463)</b>

P13 Outturn Forecast - 2022/23 Revenue Budget Monitoring Forecast by Service					One Off / Adjustments			
Service	2022/23 Gross Budget	2022/23 Net Budget	2022/23 Outturn	2022/23 Variance before Adj's	Funded from Capital	Transfer to Reserves	Funding from Reserves	Variance After Adj's
	£000	£000	£000	£000	£000	£000	£000	£000
Public Health Grants and Other Income	36,493	0	736	736	0	0	(736)	0
Trading Standards	879	122	122	0	0	0	0	0
Public Analyst	69	2	2	0	0	0	0	0
Non PHRFG activities	1,476	0	3,289	3,289	0	403	(3,692)	0
			0					
<b>Total Public Health</b>	<b>38,917</b>	<b>124</b>	<b>4,149</b>	<b>4,025</b>	<b>0</b>	<b>403</b>	<b>(4,428)</b>	<b>0</b>
<b>Total : Services (Excl DSG)</b>	<b>627,680</b>	<b>339,035</b>	<b>353,896</b>	<b>14,861</b>	<b>(4,511)</b>	<b>22,945</b>	<b>(22,927)</b>	<b>10,368</b>
Financing Transactions (Borrowing and Investments)	18,075	19,678	13,490	(6,188)	0	0	0	(6,188)
MRP	11,098	11,098	14,728	3,630	0	0	0	3,630
Contributions and Precepts	267	267	262	(5)	0	5	0	0
Pension Fund Backfunding Liabilities	4,464	4,464	4,009	(455)	0	455	0	0
Miscellaneous Whole Organisation Services	924	668	(4,304)	(4,972)	0	5,934	(1,963)	(1,001)
New Homes Bonus Grant Income	0	(1,513)	(4,311)	(2,798)	0	4,055	(1,250)	7
COVID-19	0	0	1,608	1,608	0	715	(2,323)	0
Whole Organisation - Contingency	444	0	418	418	0	249	(667)	0
<b>Total Corporate Items</b>	<b>35,272</b>	<b>34,662</b>	<b>25,900</b>	<b>(8,762)</b>	<b>0</b>	<b>11,413</b>	<b>(6,203)</b>	<b>(3,552)</b>
Organisation Review	0	(500)	0	500	0	0	0	500
Other General Covid-19 Pressures	0	0	0	0	0	0	0	0
Commercial Savings	0	0	0	0	0	0	0	0
Financial Risk Reserve	0	0	0	0	0	0	0	0
<b>Total Non-Assigned Items</b>	<b>0</b>	<b>(500)</b>	<b>0</b>	<b>500</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>500</b>
<b>Total Expenditure (Excl DSG)</b>	<b>662,952</b>	<b>373,197</b>	<b>379,796</b>	<b>6,599</b>	<b>(4,511)</b>	<b>34,358</b>	<b>(29,130)</b>	<b>7,316</b>
<b>FUNDING</b>								
Council Tax		(301,346)	(301,346)	0	0			0
Collection Fund (Surplus) / Deficit		(2,904)	(2,904)	0	0			0
Net Use of Reserves		(261)	(261)	0	0		(7,316)	(7,316)
Business Rates Retention Scheme		(68,686)	(68,686)	0	0			0
<b>Total - Funding</b>		<b>(373,197)</b>	<b>(373,197)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(7,316)</b>	<b>(7,316)</b>
<b>Net Position</b>		<b>0</b>	<b>6,599</b>	<b>6,599</b>	<b>(4,511)</b>	<b>34,358</b>	<b>(36,446)</b>	<b>0</b>

## Directorate Variances Over £250,000

Directorate	Service	Net Budget £000	Outturn £000	Variance £000	Comment
WCF	WCF Contract	109,108	115,652	6,544	Overspend on Looked after Children and Home to School Transport
E&I	Planning and Regulation	724	1,260	536	Agency and consultancy spend on transport planning
E&I	Passenger Transport Operations	10,354	9,863	-491	Additional income generation resulting from driver training and concessionary
E&I	Network Management	452	-425	-877	Additional income generation relating to streetworks
E&I	Development Management	166	579	413	Additional spend on s278 activity
COACH	Technology	952	673	-279	Underspend on software contracts and vacancy management
People	Adults Commissioning Unit	340	2,075	1,735	Additional Spend relating to Pathway 1 (home care)
People	Learning Disabilities	65,626	70,207	4,581	Additional demand and unit costs for clients with Learning Disability
People	Mental Health	18,927	21,058	2,131	Additional demand and unit costs for clients with Mental Health Needs
People	Older People	72,733	72,159	-574	Additional income generation offsetting costs on Older People Services and savings on vacancy management
People	Physical Disabilities	16,408	18,331	1,923	Additional demand and unit costs for clients with Physical Disabilities
People	Support Services	-19,388	-20,042	-654	Additional income relating to Direct Payments (one off)
People	Future Fit	-15,737	-18,438	-2,701	Additional income related to Hospital Discharge Funding (offsetting overspends in client groups above)
People	Community Leadership	326	-11	-337	Additional grant income offsetting staffing costs
Finance	Finance	1,948	1,167	-781	Underspend on staffing budgets and unspent contingency funding
Corporate Items	Financing Transactions (Borrowing and Investments)	19,678	13,490	-6,188	Slippage on Capital Scheme in 2021/22 and 2022/23 has delayed borrowing costs into future years, with an overall £2.6m benefit across MRP and Borrowing
Corporate Items	MRP	11,098	14,728	3,630	Slippage on Capital Scheme in 2021/22 and 2022/23 has delayed borrowing costs into future years, with an overall £2.6m benefit across MRP and Borrowing
Corporate Items	Miscellaneous Whole Organisation Services	668	-333	-1,001	Reduction in Bad Debt Provision released £1m benefit into revenue account
Corporate Items	Organisational Review	-500	0	500	Unallocated 2022/23 savings not achieved.

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**Transfers to Capital**

<b>Directorate</b>	<b>Service</b>	<b>Capitalisation Detail</b>	<b>£000</b>
E&I	E&I	Capitalisation of staff, professional services and agency staff costs	3,804
People	Adults - OP	Capitalisation of Worcestershire Community Equipment Store	458
COACH	Property Services	Capitalisation of staff, professional services and agency staff costs	234
COACH	Legal Services	Capitalisation of staff, professional services and agency staff costs	15
<b>TOTAL</b>			<b>4,511</b>

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## Additional Use of Reserves

Directorate	Service	Use of Reserves Detail	£000
WCF	DSG	Overspend carry forward on DSG - added to unusable reserve	-8,996
WCF	WCF	Use of Business Rates Reserve to fund pay award in 2022/23	-271
WCF	WCF	Use of specific children's grant reserves in year to fund expenditure	-788
WCF	WCF	ICT PFI Funding Spend in year	-90
WCF	WCF	Funding Home to School Transport from SEND Transport earmarked reserve	-445
WCF	WCF	Funding Home to School Transport from Covid Grant reserve	-600
WCF	WCF	Funding transformation / programme team from Finance Risk Reserve	-608
WCF	WCF	Use of Transformation Fund to cover Education Strategy	-22
WCF	WCF	Use of safeguarding reserves in year to fund expenditure	-63
Adults	Learning Disabilities	Funding for Safeguarding Reviews & Learning Disability Reviews from Covid Grant reserve	-179
Adults	Adults	Funding change management activities from Transformation Fund	-505
Adults	Older People	Use of Better Care Fund reserve to fund activities within the agreed plan	-573
Adults	Adults	Use of Business Rates Reserve to fund pay award in 2022/23	-340
COACH	Property	Funding the costs of smallholdings and dilapidations from the Capital Investment Reserve	-340
COACH	Democratic Services	Councillors Divisional Fund usage	-511
COACH	Transformation	Funding the corporate transformation team from the Finance Risk Reserve	-771
COACH	Complaints	Funding the additional costs of the corporate complaints team from the Finance Risk Reserve	-47
COACH	Property	Use of the One Public Estate Specific reserve	-563
COACH	MIAR	Use of Transformation Fund for Research & Intelligence activities	-211
COACH	COACH	Use of Business Rates Reserve to fund pay award in 2022/23	-360
COACH	ICT	Funding the development of the ICT Capital programme from the Finance Risk Reserve	-130
COACH	ICT	Funding ICT support from the digital reserve	-16
COACH	Property	Funding additional energy costs within Property Services from the Finance Risk Reserve	-164
COACH	Legal	Funding additional legal services from the Finance Risk Reserve	-52
CEX	Communications	Use of reserves to fund Queen's Jubilee celebrations	-49
CEX	CEX & HR	Use of Business Rates Reserve to fund pay award in 2022/23	-112
CEX	HR	Use of Transformation Fund to support HR Remodelling	-113
CEX	HR	Use of Finance Risk Reserve to support contract income pressures	-79
CEX	Finance	Use of Business Rates Reserve to fund pay award in 2022/23	-175
People Services	Adults	Use of Business Rates Retention Funding to support adults and public health projects	-646
E&I	E&I	Use of Business Rates Reserve to fund pay award in 2022/23	-431
E&I	Flood Recovery	Use of Finance Risk reserve to fund flood recovery	-55
E&I	Economy	Open for business schemes funded from Open For Business Reserve	-532
E&I	Economy	ERDF Match Funding from the specific grant reserve	-560
E&I	Mineral Strategy	Funding the development of the mineral plan and specific legal case	-303
E&I	Waste	Funding the overspend on Waste from the Waste Earmarked Reserve	-1,704
E&I	Broadband	Funding transferred to DCMS relating to Broadband contract from earmarked reserve	-1,192
E&I	Broadband	Funding salary costs of broadband staff from Digital Reserve	-147
E&I	Bus Lane	Funding the costs of Bus Lane Enforcement from the Ringfenced Grant	-142
E&I	Permit Scheme	Funding the costs of the Traffic Management Act (TMA) Permit scheme from the ringfenced grant	-318
E&I	Transport Planning	Funding the costs of professional services within the Transport Planning team from the Strategic Infrastructure Fund	-963
E&I	Economy	Allocations to projects relating to the Community Fund Renewal grant	-1,390
E&I	Economy	Funding loss of trading income	-65
E&I	Street Lighting	Funding the additional energy costs relating to street lighting from the Finance Risk Reserve	-524
E&I	Economy	To fund the Local Authority Business Growth Incentive Scheme	-67
Communities	Schools PFI	Use of Funding to support Bromsgrove Schools from the earmarked PFI Reserve	-65
Communities	Coroners Service	To fund additional activities within the Coroners Service from the specific earmarked reserve	-168
Communities	Communities	Use of covid grant reserve to fund additional costs relating to libraries, Howbury and greenspaces	-380
Communities	Communities	Use of Business Rates Reserve to fund pay award in 2022/23	-670
Public Health	Public Health	Use of Public Health Ring-Fenced Grant reserve to fund spend in year	-626
Public Health	Public Health	Use of Containment Outbreak Management Fund income	-3,691
Public Health	Public Health	Use of covid grant reserves to fund expenditure on the Integrated Well-being Offer	-111
Corporate Items	Whole Council	Use of Reserves to mitigate one-off Corporate costs including pay award	-3,880
Corporate Items	Whole Council	Use of Covid grant reserves to fund revenue expenditure including home to school transport, legal services, Here to Help, Health & Safety and support to businesses	-2,323
People Services	Adults	Use of Adults Grants Reserve to fund overspend	-3,416
WCF	WCF	Use of Children's Revenue Grants to fund overspend	-2,000
WCF	WCF	Use of Safeguarding Reserve to fund overspend	-1,900
<b>TOTAL - Excluding DSG</b>			<b>-36,446</b>

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## Transfers to Reserves

Directorate	Service	Transfer to reserves detail	£000
WCF	WCF	Specific virtual school grant carried forward for use in 2023/24	238
WCF	WCF	Afghan resettlement grant for education carried forward for use in 2023/24	171
WCF	WCF	DFE experts & mentors grant carried forward for use in 2023/24	12
WCF	WCF	DFE rough sleeping strategy grant carried forward for use in 2023/24	19
WCF	WCF	Stronger families grant carried forward for use in 2023/24	1,058
WCF	WCF	UASC grant carried forward for use in 2023/24	692
WCF	WCF	VS recovery premium grant carried forward for use in 2023/24	42
People	Adults	Income received in advance relevant to BCF and Discharge Funding - shared with ICB for use in 2023/24	8,000
COACH	Legal	Transfer budget from revenue account relating to council elections	177
COACH	Property	Transfer budget from revenue account relating to Wildwood Sinking Fund	40
CEX	HR	Transfer of income relating to Apprentices to specific reserve for use in 2023/24	74
CEX	Finance	Transfer of income relating to Homes For Ukraine to specific reserve for use in 2023/24	425
CEX	Finance	Transfer of remaining Care Cap Reform Grant to Reserves for use in 2023/24	82
E&I	E&I	Transfer of grants received carried forward for use in 2023/24 from government departments	799
E&I	Economy	Transfer of income from rents to future capital investment reserve	67
E&I	Economy	Transfer of income from rents to Open for Business Reserve	28
E&I	Rail	Transfer of surplus income to specific reserve relating to Worcester Parkway	35
E&I	Broadband	Transfer of income from BT into specific Broadband reserve	678
E&I	Bus Lane	Transfer of income from Bus Lane Enforcement into specific Ringfenced reserve	203
E&I	Permit Scheme	Transfer of income relating to TMA Permit Scheme into specific Ringfenced reserve	302
E&I	Economy	Land receipt relevant to W6 transferred to earmarked reserve	231
E&I	Waste	Trade Waste Surplus transferred to waste reserve	822
Communities	Resettlement	Resettlement grants for Ukraine, Afghan and Syrian Refugees carried forward for use in 2023/24	3,863
Communities	Skills	Adult learning grants carried forward for use in 2023/24	4,484
Public Health	Public Health	Suicide Prevention grant carried forward for use in 2023/24	175
Public Health	Public Health	Domestic Abuse grant carried forward for use in 2023/24	228
Corporate Items	Whole	Transfer of surplus grant received in year relating to covid grants	715
Corporate Items	Whole	Transfer into reserves of underspends on Corporate items such as Pension Backfunding and Energy	10,698
	Council	From Waste (EfW) Financing Costs, as well as Business Rates income above what was budgeted.	
<b>TOTAL</b>			<b>34,358</b>

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## Earmarked Reserves

Directorate	Detail	Balance as at 31/03/2022 £m	Actual Transfers Out £m	Actual Transfers In £m	Balance as at 31/03/2023 £m
	<b>Open For Business</b>				
Finance	Revolving Investment Fund	7.573	-7.804	0.736	0.505
E&I	Open for Business	5.236	-1.740	9.335	12.831
E&I	Economic Development Strategic Projects	0.997	-0.560	0.689	1.126
E&I	Network Management	0.189	0.000	0.000	0.189
E&I	LABGI	0.497	-0.067	0.000	0.430
E&I	Mineral/Waste local plan	0.401	-2.703	4.400	2.098
WLEP	LEP Reserve	0.909	-0.195	0.000	0.714
WLEP	Growing Places	1.837	-0.448	0.014	1.403
WLEP	Apprenticeship	0.076	-0.086	0.043	0.033
E&I	Loans Fund Legacy	0.431	0.000	0.000	0.431
E&I	Shrub Hill	0.099	-0.065	0.000	0.034
E&I	Worcester Parkway Reserve	0.000	0.000	0.035	0.035
		<b>18.245</b>	<b>-13.668</b>	<b>15.252</b>	<b>19.829</b>
	<b>Children &amp; Families</b>				
WCF	Safeguarding	1.900	-5.800	5.900	2.000
WCF	Children's Revenue Grants	8.449	-8.779	6.232	5.902
WCF	SEND Transport Risk Reserve	0.445	-0.445	0.000	0.000
WCF	Education and High Needs	2.400	0.000	0.000	2.400
		<b>13.194</b>	<b>-15.024</b>	<b>12.132</b>	<b>10.302</b>
	<b>The Environment</b>				
E&I	Whittington Footbridge Reserve	0.500	0.000	0.000	0.500
E&I	Wildmr Landfill Deposit	0.035	0.000	0.000	0.035
E&I	Waste Transformation Reserve	0.979	-0.979	0.000	0.000
E&I	Infrastructure Project Support	2.000	-0.963	0.000	1.037
E&I	E&I Revenue Grants	0.380	-0.529	1.111	0.962
E&I	Concessionary Fares	0.061	0.000	5.000	5.061
E&I	E&I General	1.382	-1.390	0.008	0.000
		<b>5.337</b>	<b>-3.861</b>	<b>6.119</b>	<b>7.595</b>
	<b>Health and Wellbeing</b>				
Public Health	Public Health Grant	9.739	-0.944	0.545	9.340
People	Other Revenue Grants Unapplied	0.034	-0.005	4.659	4.688
Adults	Adult Social Care Revenue Grants	8.231	-14.838	16.510	9.903
Communities	The Hive	0.033	0.000	0.000	0.033
Communities	Communities support reserve	0.000	-0.181	4.470	4.289
Finance	Health and Wellbeing Reserve	17.558	-18.253	3.568	2.873
		<b>35.595</b>	<b>-34.221</b>	<b>29.752</b>	<b>31.126</b>

Directorate	Detail	Balance as at 31/03/2022 £m	Actual Transfers Out £m	Actual Transfers In £m	Balance as at 31/03/2023 £m
	<b>Efficient Council</b>				
COaCH	Corporate Services Earmarked	0.263	-0.263	0.000	0.000
COaCH	LAA General	0.164	-0.164	0.000	0.000
COaCH	Transformation Reserve	2.012	-1.144	0.293	1.161
HR	HR Restructuring Specific Reserve	0.066	-4.000	4.074	0.140
COaCH	Digital Council	0.000	0.000	0.000	0.000
Communities	Schools Library Services	0.003	0.000	0.000	0.003
WCF	Children's Other Reserves	0.008	-0.008	0.000	0.000
COaCH	Digital Reserve	3.282	-2.924	0.000	0.358
E&I	Broadband Programme	3.925	-3.692	3.177	3.410
COaCH	Councillors Divisional Fund	1.222	-0.511	0.488	1.199
E&I	Fleet Surplus	0.083	0.000	0.000	0.083
Finance	Smarter Ways of Working	2.000	0.000	0.000	2.000
Finance	Fin & Whole Council Rev Grants	0.000	0.000	0.082	0.082
		<b>13.028</b>	<b>-12.706</b>	<b>8.114</b>	<b>8.436</b>
	<b>Reserves Maintained for Risk</b>				
COaCH	Council Elections	0.176	0.000	0.177	0.353
Communities	Coroners Major Inquests	0.528	-0.168	0.000	0.360
Finance	Financial Services	1.551	0.000	0.000	1.551
COaCH	WCC Sinking Funds and OPE	1.049	-0.563	0.040	0.526
Finance	Business Rates Pool Risk Reserve	26.295	-19.936	3.605	9.964
WCF	High Needs Transformation	0.000	-6.000	11.000	5.000
WCF	Children's Placements	0.614	-0.063	0.000	0.551
Finance	Financial Risk Reserve	11.766	-8.140	25.833	29.459
		<b>41.979</b>	<b>-34.870</b>	<b>40.655</b>	<b>47.764</b>
Finance	<b>Reserves Maintained for Insurance</b>	<b>9.108</b>	<b>-2.157</b>	<b>1.441</b>	<b>8.392</b>
Finance	<b>Reserve Committed for Capital</b>	<b>8.026</b>	<b>-15.390</b>	<b>12.171</b>	<b>4.807</b>
	<b>Other - Unusable</b>				
WCF	Schools Balances	5.409	-5.409	4.495	4.495
WCF	Schools ICT-PFI Reserve	0.090	-0.090	0.000	0.000
WCF	Bromsgrove High School PFI Adv	1.425	-0.195	0.130	1.360
WCF	Dedicated Schools Grant	0.000	0.000	0.000	0.000
E&I	Waste Contract PFI Grant	6.244	-8.065	1.821	0.000
		<b>13.168</b>	<b>-13.759</b>	<b>6.446</b>	<b>5.855</b>
	<b>Total</b>	<b>157.680</b>	<b>-145.656</b>	<b>132.082</b>	<b>144.106</b>

Updated Capital Programme - 2022/23 onwards.

Corporate Priority	2022/23 Revised Budget	Final Outturn 2022/23	2022/23 Variance Outturn to Revised Budget	2023/24 Budget before slippage	2024/25 + Budget before slippage
	£000	£000	£000	£000	£000
Open For Business	34,905	24,823	-10,082	30,296	38,633
The Environment	81,836	59,858	-21,978	61,099	51,686
Children and Families	56,998	19,105	-37,892	23,550	33,303
Efficiency and Transformation	6,897	2,680	-4,217	4,751	5,803
Health and Well-Being	3,536	406	-3,130	0	0
<b>TOTAL</b>	<b>184,171</b>	<b>106,873</b>	<b>-77,299</b>	<b>119,696</b>	<b>129,425</b>

APPENDIX 8

Open For Business	2022/23 Revised Budget	Final Outturn 2022/23	2022/23 Variance Outturn to Revised Budget	2023/24 Budget before slippage	2024/25 + Budget before slippage
	£000	£000	£000	£000	£000
Open for Business	1,067	0	-1,067	2,500	0
Here2Help Business	600	338	-262		
Worcester Six	50	6	-44		
Business Worcestershire	727	0	-727		
Railway Station Upgrades	601	200	-401	2,364	200
Worcs Parkway-Car park improve	200	128	-72		
Blakedown Station - car park i	470	66	-404		
North Cotswold Line Development	205	142	-63		
Worcester to Malvern Active Travel Corridor (ATC)	18	22	4	100	0
Infrastructure Improvements	400	81	-319	600	500
A44 Crown East Roundabout	64	15	-49	0	0
Southern Link Dualling Phase 3 a,b & c	1,373	94	-1,279	0	0
Broomhall Way Footbridge	105	99	-6	100	0
Worcester Southern Link Road dualling Phase 4	14,163	12,540	-1,623	0	0
Kidderminster Rail Station Enhancement	129	16	-113	0	0
Pershore Infrastructure Improvements	4,018	3,460	-558	0	0
Rantan Roundabout Study	50	0	-50	50	97
Evesham Transport Strategy	2	2	0	0	0
Churchfields Kidderminster	7	11	4	0	0
Public Realm - Worcester Future High Street Fund	1,683	1,318	-365	0	0
Public Realm - Malvern Town Centre	0	0	0	0	0
Public Realm - Redditch Phase 3	339	134	-205	0	0
Public Realm Redditch Phase 2	0	-14	-14		
Public Realm Pump Street Wor	0	1	1		
Public Realm Port Street Eve	3	-27	-30		
Worcester City Vehicles	0	7	7	0	0
Local Broadband Plan Phase 1	809	137	-672	2,500	0
Local Broadband Plan Phase 3	961	1	-960	0	0
Malvern Technology Park	1,525	1,080	-445	0	1,104
Construction & Automotive Skills Centre	423	423	0	0	0
Redditch Rail Quarter	531	454	-77	2,870	11,637
Worcester Parkway Regional Interchange	813	587	-226	0	0
Worcestershire Parkway (WLEP match funding walk/cycle route)	60	9	-51	0	0
Rail Investment Strategy	75	76	1	200	228
Worcester Shrub Hill Industrial estate	165	146	-19	0	0
Shrub Hill Quarter Brownfield Land Fund - Shrub Hill	255	133	-122	709	0
Shrub Hill Quarter Worcester City Towns Fund	119	37	-82	0	0
Shrub Hill Quarter - Station Frontage	570	234	-336	0	565
SHQW Getting Building Fund - S	0	49	49		
SHQW - Engine Works	0	27	27		
SHQW Public Realm - Towns Fund	30	34	4		
A38 Bromsgrove Phase 1	127	2	-125	0	0
A38 Bromsgrove Phases 2 to 6	1,573	2,208	635	17,863	24,303
Start Up & High Growth Start Up	50	0	-50	67	0
SME Growth Programme	190	190	0	373	0
Enterprising Worcs SME Growth	127	127	0		
Proof of Concept - 3	228	228	0		
Vale Business Park Expansion	0	2	2		
<b>TOTAL</b>	<b>34,905</b>	<b>24,823</b>	<b>-10,082</b>	<b>30,296</b>	<b>38,633</b>



The Environment	2022/23 Revised Budget	Final Outturn 2022/23	2022/23 Variance Outturn to Revised Budget	2023/24 Budget before slippage	2024/25 + Budget before slippage
	£000	£000	£000	£000	£000
Structural Carriageway / Bridgeworks Programme	40,459	35,769	-4,690	38,331	28,695
Pavement Improvement Programme	5,233	4,765	-468	5,472	5,968
Integrated Transport Block	5,387	0	-5,387	2,073	2,073
Highway Flood Mitigation Measures	691	168	-523	1,000	1,000
Toronto Close EA Flood Alleviation scheme	1,058	65	-993	0	0
Natural Networks (Love Your River)	219	219	0	0	0
Street Column Replacement Programme	1,800	1,156	-644	864	0
Street Lighting LED conversions	4,801	4,490	-311	1,200	0
Public Rights of Way	52	246	194	0	0
Public Rights of Way - Project Funding	564	196	-368	0	0
Local Members Highways Fund	1,073	428	-645	1,261	2,500
Traffic Signals Maintenance Specific Grant	493	456	-37	0	0
Infrastructure and Highways Spend - Capitalised Revenue	1,429	0	-1,429	2,000	500
Small Works Package	159	258	99	150	150
South Littleton to Blackminster Cycleway / pedestrian scheme.	189	129	-60	0	0
Walking and Cycling - Kepax Bridge	7,016	2,231	-4,785	6,508	0
Walking and Cycling - Sabrina Bridge	56	3	-53	0	0
Hampton Bridge, Evesham	1,000	489	-511	500	10,400
Hoobrook Link Road - Pinch Points	3	3	0	0	0
Cutting Congestion Programme	75	58	-17	0	0
Cutting Congestion Worcester NPIF	15	-17	-32	0	0
Cutting Congestion Bromsgrove NPIF	40	34	-6	0	0
Cutting Congestion - A456 Stourport Road Junction	22	14	-8	0	0
Cutting Congestion - A38 Upton crossroads Proposed	4,250	4,414	164	0	0
Cutting Congestion - Bromsgrove Town Junction eff	240	211	-29	0	0
Cutting Congestion - Evesham Town Junction effici	0	-6	-6		
Cutting Congestion - Kidderminster Town Junction	0	4	4		
Cutting Congestion Battens Drive Redditch	1	1	0		
Cutting Congestion-Blackbridge	13	13	0		
Road Safety Improvements	583	428	-155	400	400
Traffic Management Capital - formerly revenue funded.	21	0	-21	0	0
Covid19 Emergency Active Travel Fund	79	185	106	0	0
Highways Strategic Investment Fund	245	359	114	0	0
Worcester Transport Strategy	279	28	-251	0	0
Green Deal Communities	3	0	-3	0	0
Investment Initiatives to Support Business and /or Green Technology	223	2	-221	100	0
Energy Efficiency Spend to Save	231	2	-229	231	0
Business Energy Efficiency Programme - 2	819	819	0	0	0
Warm Homes Fund	56	44	-12	0	0
Low Carbon Business Programme	220	220	0		
Elevate Technology	18	18	0		
Public Sector Energy Efficiency Programme	13	13	0		
Severn Stoke EA Flood Alleviation scheme	0	-9	-9		
National Flood Forum Projects	73	60	-13		
Worcestershire Working With Water - NFM project	111	81	-30		
Blackpole Corridor	0	8	8		
Worcester Town Investment-PROW	400	377	-23		
WFDC LUF - Kidderminster	212	212	0		
Worcester to Kempsey ATC	28	21	-7		
Bromsgrove Rd, Redditch, Traffic Calming Scheme	72	1	-71		
Bretforton Footpath Widening	0	2	2		
Ryall Pedestrian Improvements	75	68	-7		
Worcs Strategic Transport Model	1,153	614	-539		
E&I older projects incurring residual costs	-2	34	36		
Public Sector Decarbonisation	486	464	-22	0	0
Vehicle Replacement Programme	100	10	-90	1,009	0
<b>TOTAL</b>	<b>81,836</b>	<b>59,858</b>	<b>-21,978</b>	<b>61,099</b>	<b>51,686</b>

Children and Families	2022/23 Revised Budget	Final Outturn 2022/23	2022/23 Variance Outturn to Revised Budget	2023/24 Budget before slippage	2024/25 + Budget before slippage
	£000	£000	£000	£000	£000
- Nunnery Wood High School Expansion	1,374	0	-1,374		
- Rushwick Primary School Expansion	68	0	-68		
- Bengeworth 1st	111	0	-111		
- Social Care Projects	37	0	-37		
- Social Care Projects 17/18	3,323	34	-3,289		
- Evesham St Andrews	122	0	-122		
- Leigh and Bransford	165	0	-165		
- Holyoaks Field 1st School	3,560	3,477	-83		
- Specific School Expansion Activity	3,000	0	-3,000		
- Other School Expansion Activity	1,000	0	-1,000		
- New Worcester Secondary School	11,000	763	-10,237	11,000	28,000
- Capitalised Revnue funded from capital receipts	0	0	0		
- Flexible use of Capital Receipts	133	0	-133		
- Major Schemes - Residual	54	0	-54		
- Capital Maintenance	8,597	7,301	-1,296		
- Basic Need	10,664	3,819	-6,845	7,128	5,303
- Schools Condition Allocation	4,081	0	-4,081		
- Devolved Formula Capital	703	2,459	1,756		
- EFA Extension of Provision (Early Years)	259	0	-259		
- Schools Nurseries capital (SNCF)	201	716	515		
- DfE One Bedroom Res Childrens Home Project	193	40	-153		
- Higher Level Need Grant	6,823	9	-6,814	5,422	
- Special Provision	1,387	487	-900		
- Composite Sums - Residual	142	0	-142		
	<b>56,998</b>	<b>19,105</b>	<b>-37,892</b>	<b>23,550</b>	<b>33,303</b>

Efficiency and Transformation	2022/23 Revised Budget	Final Outturn 2022/23	2022/23 Variance Outturn to Revised Budget	2023/24 Budget before slippage	2024/25 + Budget before slippage
	£000	£000	£000	£000	£000
Repair and Maintenance - Property Costs	2,215	867	-1,348	2,101	1,500
Emergency Contingency Element	100	0	-100	-110	133
Brownfield Land Release Grant - Kidderminster	400	0	-400	0	0
Future Technology Transformation Programme	2,401	882	-1,519	1,832	2,628
Digital Transformation	578	69	-509	518	745
Non Programme IT capital purchases	250	682	432	250	500
Councillor ICT Hardware	10	0	-10	10	67
Corporate Information Governance Paper Audit	205	0	-205	0	0
WCF Tech Roadmap	175	109	-66	150	230
Social Care Performance IT Enhancement	563	71	-492	0	0
	<b>6,897</b>	<b>2,680</b>	<b>-4,217</b>	<b>4,751</b>	<b>5,803</b>

Health and Well-Being	2022/23 Revised Budget	Final Outturn 2022/23	2022/23 Variance Outturn to Revised Budget	2023/24 Budget before slippage	2024/25 + Budget before slippage
	£000	£000	£000	£000	£000
- Capital Investment in Community Capacity/ Specialised Housing	2,503	210	-2,293		
- Worcester Library and History Centre (Non - PFI capital costs)	122	6	-116		
- Redditch Library	0	0	0		
- Kidderminster Library	0	0	0		
<b>Composite Sums:</b>			0		
- Libraries Minor Works	575	136	-439		
- Adult Services Minor Works	336	54	-282		
	<b>3,536</b>	<b>406</b>	<b>-3,130</b>	<b>0</b>	<b>0</b>

# Project Screening

## Impact Assessment Id: #500

### 1. Your Details

**Name of person completing screening assessment**

Amanda Dunn

**Job Title**

Programme Portfolio Lead

**Directorate**

Commercial and Change

**Service Area**

Transformation and Commercial

**Email Address**

adunn2@worcestershire.gov.uk

**Connection to project (e.g. project manager)**

Programme Portfolio Lead

### 2. Project Summary

For the purposes of the impact assessment screening, we will refer to the activity or area being assessed as a project.

**Project Name**

TUPE of Coroners Officers to Worcestershire County Council

**Name of Project Sponsor**

Mark Fitton

**Name of Project Manager**

Amanda Dunn

**Name of Project Lead**

Amanda Dunn

**Project Reference (if known)****Please give a brief description of the project**

Coroners are independent judicial officers who are appointed and funded by local authorities. They inquire into deaths reported to them which appear to be violent, unnatural or of sudden and unknown causes. Coroners are judicially independent and as such determine how they discharge their functions within the statutory framework.

The proposed amendments to the Coronial service are to transfer the management and future funding of Coroners Officers from West Mercia Police (WMP) to Worcestershire County Council (WCC), subject to Cabinet approval, and in accordance with TUPE Regulations, once the consultation is completed.

### 3. Data Protection

**We need to establish if the proposal involves processing personal data. Personal data is information that relates to an identified or identifiable individual.**

**Name of Information Asset Owner**

Senior officer responsible for the project's information assets

**Hannah Perrott**

**Does the project, any project work stream or project outcome involve any personal data? Some examples of personal data are given below.**

Yes

**Appearance:**

photograph, physical description

**Basic Identifiers:**

name, date of birth, age, biometric data, ethnic origin, gender, genetic data, race, sex

**Contact Details:**

address, email address, home phone number, mobile phone number, postcode

**ID Number:**

National Insurance Number, driving licence number, NHS number, online identifier, other general identifier

**Employment:**

work related training/awards

**Financial:**

income/financial/tax situation

**Lifestyle:**

health or social care, living habits, marital status, philosophical beliefs, political opinions, religion, sex life, trade union membership

**Technology:**

login/username, device MAC address (wireless network interface), device IMEI number, IP Address, location data (travel/GDPS/GSM data), website cookies

**Does the project, any project work stream or project outcome involve:**

**Evaluating or scoring individuals (including profiling and predicting)? No**

e.g. building behavioural or marketing profiles of individuals based on their web activity

**Profiling, automated decision-making or special category data to help make decisions on access to a service, opportunity or benefit, or otherwise have a significant effect on an individual? No**

e.g. asking an individual to submit personal data that is then analysed by a computer system, with the result that the individual's request to use a service is either accepted or refused.

**Systematic monitoring? No**

e.g. installing a CCTV or ANPR system on council premises, or any covert surveillance including anything under RIPA.

**Processing of 'special category' personal data (or 'sensitive personal data')? No**

e.g. processing health or social care data.

**Processing personal data on a large scale? No**

e.g. implementing a new social care record system.

**Datasets that involve combining, comparing, or matching data from multiple sources? No**

e.g. matching or merging service users' personal data against or with personal data held by a third party (e.g. the NHS).

**The personal data of vulnerable people? No**

e.g. processing children's personal data or social service client's data.

**The use or application of innovative technological or organisational solutions? No**

e.g. using fingerprint recognition technology to control access to a building.

**The transfer of personal data outside of the European Union? No**

e.g. storing personal data in a cloud service hosted in the US or using a third party that uses technology hosted in the US.

**Preventing individuals from exercising a right or using a service or contract? No**

e.g. screening applicants before allowing them to use a web service.

**Processing personal data that could result in a risk of physical harm in the event of a security breach? No**

**The use of third parties? No**

e.g. as a service provider or hosted service

**Processing children's data for profiling, automated decision-making, any marketing purposes, or to offer any online services directly to them? No**

e.g. apps designed for use by children

## 4. Equality

**We need to determine whether the project could affect residents and/or Council staff because they share any of the Protected Characteristics defined in the Equality Act 2010 namely Age, Disability, Gender Reassignment, Marriage/Civil Partnership, Pregnancy, Race, Religion/Belief, Sex and Sexual Orientation.**

**Does the project relate to an area where data/research indicates that inequalities are already known to exist? No**

**Could this project have any effect on, service delivery or usage, other aspects of daily life or community participation levels for people because they belong to any of the groups below?**

**Age No**

e.g. a person belonging to a particular age group (for example 18 – 30-year olds).

**Disability No**

e.g. A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender Re-Assignment No**

e.g. The process of transitioning from one gender to another.

**Marriage/Civil Partnership Status No**

e.g. Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

**Pregnancy/Maternity No**

e.g. Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race No**

e.g. Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion or Belief No**

e.g. Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex No**

**Sexual Orientation No**

e.g. Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Health Inequalities No**

e.g. Any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies.

**As you answered 'No' to all the questions, please explain your reasoning below:**

The project purpose is to transfer staff from West Mercia Police to Worcestershire County Council. They are the data controller. The transfer is subject to TUPE regulations and consultation, the staff will continue to do the same work, at the same work base.

## 5. Public Health

We also want to understand if the project will have any impacts on public health.

The social, economic, cultural and physical environment in which people live their lives has a significant effect on their health and wellbeing. Although genetics and personal behaviour play a strong part in determining an individual's health, good health starts where we live, where we work and learn, and where we play.

Improving public health requires taking a broader view of the conditions that create health and wellbeing, from how we plan and develop our urban spaces and places, to the opportunities for employment, recreation, and social connection available to all who live in them.

Health inequalities are the preventable, unfair and unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental and economic conditions within societies, which determine the risk of people getting ill, their ability to prevent sickness, or opportunities to take action and access treatment when ill health occurs.

### Could the project have an impact on any of the following factors?

#### **Social and Economic No**

e.g. culture, social support (neighbourliness, social networks/isolation), spiritual participation, employment opportunities.

#### **Physical Health No**

e.g. physical activity is expected to increase, influenza vaccination uptake increase

#### **Mental Health & Wellbeing No**

e.g. benefits to children's mental health, benefits to adult carer wellbeing.

#### **Access to Services No**

e.g. access to (location/disabled access/costs) and quality of primary/community/secondary health care, child care, social services, housing/leisure/social security services; public transport, policing, other health relevant public services, non-statutory agencies and services.

#### **As you answered 'No' to all the questions, please explain your reasoning below:**

The project purpose is to transfer staff from West Mercia Police to Worcestershire County Council. West Mercia are the data controller. The transfer is subject to TUPE regulations and consultation, the staff will continue to do the same work, at the same work base and therefore provide the same access to services.

## 5. Environmental Sustainability

We want to understand if the project activity and project outcomes will have an impact on environmental sustainability. Please be mindful that the Council has committed to reduce its emissions to net-zero by 2050 and most projects are likely to have an impact on this target. This should be a key consideration in your project delivery and should be reviewed when completing these screening documents.

### Could this project have an impact on the categories listed below?

**Greenhouse Gas (GHG) Emissions (including CO2) No**

e.g. increased GHG emissions as a result of project implementation, which may also be linked with efficient use of resources in WCC buildings; transport; emissions from waste; and procurement.

**Efficient Use of Resources No**

e.g. consumption of energy resources, water, electricity, gas and heating fuels.

**Transport No**

e.g. number of people travelling, alternative transport modes.

**Waste No**

e.g. increase in waste generated or an increase in waste recycling.

**Wildlife and Biodiversity No**

e.g. impacts on the natural environment or enhancements to the natural environment.

N.B. This refers to any direct or indirect modifications to landholdings, including but not limited to removal of vegetation, alteration or demolition of buildings or modification of watercourses or lighting (not limited to just green space/trees).

**Pollution to Land or Water No**

e.g. risk of pollution to the local environment.

**Pollution to Air No**

e.g. risk of pollution to air, activity which may adversely affect air quality or increase emissions to air

**Resilience to climate change No**

e.g. risks of extreme weather and climate impacts on the project.

**Historic Environment No**

e.g. impacts on Historic Environment or enhancements of the Historic Environment.

**Procurement No**

e.g. could procurement associated with the project result in an increase of natural resources (such as long-distance shipping of goods); could use be made of local resources or work forces to support delivery of the project.

**As you answered 'No' to all the questions, please explain your reasoning below:**

The project purpose is to transfer staff from West Mercia Police to Worcestershire County Council. The transfer is subject to TUPE regulations and consultation, the staff will continue to do the same work, at the same work base. Therefore, there are no changes to the existing services or changes in environmental impact.

## 7. Results of Screening

<b>Data Protection</b>	Does not need a full impact assessment
<b>Equality and Public Health</b>	Does not need a full impact assessment
<b>Environmental Sustainability</b>	Does not need a full impact assessment

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