

**MINUTES OF THE ANNUAL GENERAL MEETING
OF THE
THE NORTHERN POLICE CHARITIES**

**HELD AT THE ST ANDREWS, HARROGATE
ON TUESDAY 13 JUNE 2023**

PRESENT

Chairman of the Board of Trustees	Mr Liam Kelly
Treasurer	Mr Peter Henson
Chief Executive	Colonel Patrick Cairns

Members of the Board of Trustees of the two Charities, Delegates, Members of Donating Forces, Welfare Officers and Professional Advisors.

APOLOGIES

Apologies for non-attendance had been received from the following forces:

Cheshire	(PTC & TPCC)
North Wales	(PTC & TPCC)
Staffordshire	(PTC & TPCC)
West Midlands	(PTC only)

Apologies for non-attendance had been received from the following Trustees

Rob Hay	Serena Kennedy	Alan Lees
Kate Meynell	Dan Murphy	

Apologies for non-attendance have also been received from the following:

Baroness Harris of Richmond, DL, President
Paul Fotheringham, Police Superintendents' Association
Matt Hamilton, RPOAS
Derek Cronie, RPOAS
Sophia Majaya, Flint House Police Rehabilitation
Dave Blundell, Police Charities UK

and 27 representatives from constituent forces.

Approved by: _____ Chairman BoT Mr Liam Kelly Date _____

NORTHERN POLICE CHARITIES

JOINT MEETING

Mr Liam Kelly, Chair of the Board of Trustees addressed those present, explaining that he was delighted to be at the AGM and welcomed all attendees to the Annual General Meeting.

1. **ATTENDANCE:** All Forces who contributed to the Charities with the exception of those detailed in the apologies section were present.

2. **APOLOGIES:** These had been received from those people listed in the preface to the Minutes.

3. **THE POLICE TREATMENT CENTRES**

3.1 **MINUTES OF THE ANNUAL GENERAL MEETING HELD ON 14 JUNE 2022**

The minutes had been circulated to all members, displayed on the Charity's website and were taken as read. The minutes were proposed by R Wood, Police Scotland and seconded by D Simpson, Northumbria that they be accepted as a true record. All present agreed.

3.2 **MATTERS ARISING FROM THE MINUTES**

There were no matters arising.

3.3 **OPENING REMARKS**

by Liam Kelly, Chair, Board of Trustees

As the Chair of the Board of Trustees of the Police Treatment Centres, L Kelly welcomed all attendees to the 2023 Annual General Meeting.

3.4 **AUDITORS REPORT**

Presented by Steve Williams, TC Group

S Williams, TC Group reported on income and expenditure which showed that income in 2022 was £6,692,000 and expenditure of (£5,935,000).

S Williams concluded his report by confirming that the accounts showed a true and fair view of the Charity, having used the following tests to come to this conclusion:

- Asset inspections
- Testing of transactions
- Review of control environment

Overall, an unqualified audit opinion.

There were no questions.

3.5 **TREASURER'S REPORT**

Presented by Peter Henson, Treasurer

Peter Henson, Treasurer, prior to delivering his report, asked that any questions be saved until the end of his presentation.

He opened his presentation by reporting that the plans and policies which have been put in place in recent years had produced strong financial results and his presentation would, therefore, focus on outcomes and future plans.

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The auditors had provided a breakdown of the 2022 out turn and he would provide a little more detail. 2022 was a challenging year financially for every organisation in the UK (obviously excluding the oil companies!!). Like everyone else the Charity had to deal with the war in Ukraine and the cost-of-living crisis. Both of these events put additional pressures on the 2022 budget with inflation rising to a 40-year high. This has put extreme pressure on the Charity's utilities, food and employee costs amongst others. It is clear that while inflation is likely to decrease, we are not seeing the cost of goods reduce steeply and I think that is reflected in our everyday bills.

Despite this the Charity has been able to post a surplus of £756,768 in 2022. This performance was possible because of a legacy payment from the Hebdon Trust of £652,000. The Hebdon Trust was a parcel of land left to the Charity which has now been sold as housing development. Once this is removed the Charity's underlying surplus is £89,768.

The Charity, over the last ten years has worked hard, to ensure its financial position is strong and that it can continue to deliver the same level of excellent treatment, and I can confirm that this is the case. However, going forward, like everyone, we have some challenging times ahead and difficult decisions to make.

2022 was a turbulent year with both the war in Europe and the level of inflation. In the year £2 million was transferred into investments from the bank account as this will give a better return on the money, which in turn will be invested back into patient care. If you remove the £2 million you will see that in the year the value of our investments would have dropped marginally which is in line with worldwide markets. We anticipate further volatility in the coming months and possibly longer as the war in Ukraine continues.

Retired Officers - Support from retired officers continued to grow and yet again has contributed to the surplus of the Charity, a breakdown of these donations follows. In 2016, the Trustees agreed to introduce a suggested donation rate of £0.65p per week for retired officers who wanted to remain entitled to treatment. In 2022 the Charity generated just short of £460,000 from retired officers which is an increase on the previous year. The income generated from retired officers continues to offset the current reduction in serving officer numbers. Included in this amount was a generous donation of £50,000 by the RUCGC PSNI Benevolent Fund in support of all its retired officers. To give you an update of this success, we have profiled the donations made by the current 8,573 donating retired officers. This number continues to increase on a daily basis and we are grateful for their support to the Charity (this excludes retired officers from Northern Ireland who benefit from the donation made by the RUCGC PSNI Benevolent Fund). In January 2023 the Charity increased the donation rate for retired officers to £4.50 per month. We are grateful to the retired officers who donate and, even with the increase, 25% still pay more than the requested minimum. It was also heartening to see that when we contacted retired officers about the increase some of those that were already paying more than £4.50 took the opportunity to further increase their donation.

A major part of the Charity's success in generating income has come through its trading activities. 2022 was a positive year despite the financial pressures with the trading arm generating a profit of £133,000 which was £40,000 more than had been budgeted. Income comes from two key areas; firstly, Bed and Breakfast. 2022 was our first full year of operating since COVID and Bed & Breakfast again proved popular with annual targets being surpassed. Please don't forget that B&B is available to all of the police family and you can have a weekend in Harrogate cheaper than at the Harrogate Travelodge! In 2023 we are offering the hire of the cottages at Castlebrae in addition to the Bed and Breakfast offer. Secondly; Facility Hire. We have been able to renegotiate our contracts with local swim schools which have resulted in increased hours together with an increased hire rate

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which generates additional income. All profits generated by the trading arm are gift aided back to the Charity and used for patient care

As a method of financial prudence, the Charity presents to the Trustees a medium-term financial forecast as part of the budget process. There is no hiding from the fact that in the coming years the Charity is going to be significantly hit by the rate of inflation. We have seen items such as fuel, utilities and catering, together with the living wage, having a significant financial impact on the Charity. Hopefully we have seen the peak in terms of inflation but, we don't see the cost of these items dropping back to previous levels.

In 2016 when we increased the donation rate for the first time in five years, we said that this provided us with financial security through to 2020, subject to any unforeseen events affecting the Charity, taking place. As you know, we have retained the rate during 2023 and will again review it as part of the 2024 budget.

As you can see from our medium-term financial strategy, from 2024 we will be operating with a negative budget. The previous financial decisions have allowed us to build up a reserve equal to one year's running costs and we will use some of this over the next year while we look at a range of measures to bridge the gap. While we can't operate with a negative budget for ever, we are mindful of the financial situation our donors find themselves in and the continued support they have provided during what have been very difficult times for them as well.

The Charity has recognised the changing needs of officers. Over the last few years, we have seen an increase in the number of officers that present themselves with psychological wellbeing issues. We are equally aware that there are officers presenting themselves with more complex requirements. During 2022 the Charity hosted, on behalf of Police Care, trials for an intensive trauma course. These trials will continue this year and you will hear more about that later.

During 2020 the Charity invested in an app called Thrive. This is the only app designed for psychological wellbeing support endorsed by the NHS. This has proved invaluable, and we have extended our contract with Thrive and will continue to use it going forward as the benefits are critical to the wellbeing of our officers. During 2022 the Charity put together a wellbeing programme aimed specifically at retired officers which has been implemented in 2023.

Income generation in 2022 picked up significantly after the cancellation of many events in 2021 due to COVID restrictions. However, our flagship event Back on the Beat Cycle Sportive had to be cancelled in 2022 due to low numbers. We have launched the Big Step Challenge for 2023, which will see participants complete their chosen level of steps over a month all whilst raising money for the PTC. The PTC lottery continues to grow. In addition to the 2,297 lottery members in 2022 we had an additional 2,357 raffle players who bought one off tickets to support the PTC. The Centres' Hospitality offer, continues to be popular and is an important income stream for the Centres. We have opened bookings, to include all of the Blue Light Family and we hope this will increase interest further.

As mentioned earlier the Trustees have made a number of decisions to protect the long-term financial stability of the Charity. At the board meeting in October 2022 the Trustees decided to set a deficit budget of £816,930 for 2023. Over the years, the Charity's financial prudence has allowed it to set aside reserves of over one year's running costs. The Trustees agreed that any deficit in 2023 will be met by Charity's reserves.

The majority of expenditure is spent on employee costs. The costs for premises generally relate to the repairs, maintenance, rates and utilities for the two centres, with supplies and services mostly relating to the cost of catering. The uncontrollable expenditure is the

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depreciation. 83% of employee costs relate to the provision of front-line services. Only 17% relate to the management, finance, and charity engagement functions.

The last 12 months have been challenging with the war in Ukraine and soaring inflation, however the decisions taken in previous years have left the Charity in a stronger position to enable it to deal with them, thanks to the hard work of Trustees and staff. In conclusion, this slide demonstrates the initiatives, strategies and policies, which over the last five years, we have developed and incorporated, into our Business Plan, necessary, to ensure the most effective and efficient running of both treatment centres in the financial environment. We have introduced policies to enable the Charity to achieve efficiencies, which have been invested back into front line services, while at the same time maintaining the level of expenditure in the Charity.

The increase in the donation rate in 2016, the first one since 2011, has provided us with a strong financial platform and a Medium-Term Financial Strategy, which has enabled us to invest more in the health and wellbeing of our patients and your members and colleagues, who are at the forefront of this Charity. We have executed our plans to develop our facilities, to best support our patients' treatment. We have an asset management plan for the next ten years, which has been costed; together with a means for financing it. We have an Estates Strategy which includes the depreciation of our buildings to ensure that funds are in place for the future. Income generation is continually being developed, looking at all potential opportunities to support the Charity. This is now supported by the addition of our trading arm which provides greater opportunities to generate additional income which will be invested back into the Charity.

We believe that the hard work over the last five years, by the staff and Trustees, together with the continued support of officers, gives the Charity cautious optimism for the future. While there are a lot of positives, we must remember we are in uncharted waters with the war in Ukraine contributing to the highest levels of inflation in 40 years. There will almost certainly be some long-term impact on our income streams over the next five years. This is, as always, a challenging, but exciting time for the Charity and I hope that today, I as your Treasurer, together with the Trustees and all the staff, have demonstrated our commitment to ensuring its future success.

There were no questions.

3.6 New Courses at the Police Treatment Centres Presented by Sarah Ward, Head of Clinical Services

Sarah Ward, Head of Clinical Services opened her report by introducing herself – my name is Sarah Ward and I have worked for the PTC since 2009 as a Team Physio and then as the Head Physio at Harrogate from 2015. So hopefully I may be familiar to some of you already! Mark Oxley sadly left the Charity in April this year and I have been in post as the new Head of Clinical Services since then. Following this leadership change we have recruited into the Head Physio post at Harrogate – and that position has been filled by two exceptional physios – Clare Gascoyne and Rachel Broadbent who are already doing a fabulous job.

After much reported demand for a Retired Officer Wellbeing Programme this service started in January. It has had variable numbers to date, but numbers are increasing slowly, and we have had positive feedback from the patients who have completed it. We must remember it is still developing and we are responding to feedback by the patients who complete the course and by the delivering clinicians going forwards. One has just completed at Castlebrae and one is due in Harrogate in just over a week's time, we run them at different times at both sites to maximize flexibility for patients trying to access them.

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With increasing research highlighting the need for lifestyle classes to help with behaviour change, you may have heard about GP's for example 'social prescribing' – here at the PTC we have responded to this with increased classes for our patients – including sleep workshops, hydro relaxation classes, creative wellbeing workshops and more. We have also increased our activities outside including gardening and hillwalking – all of which have great benefits to mind and body.

We are pleased to be working with Police Care UK to be hosting the ITS course – the only type of course like this for PTSD in the UK which so far has had really impressive results. We will be running five courses this year, the second one will be starting in a couple of weeks' time and Rachel Rogers, the lead clinician, is in the audience for any questions.

The course is very intensive on patients and on resources and, with permission from PCUK, a slide showing a typical day on the ITS course was shown. As you can see – it is very busy and for good reason. But you can also see that it needs extensive input from both PCUK and PTC team members to deliver such specialist therapeutic intervention.

The provisional outcomes to the courses are very positive and Rachel Rogers can provide more information.

With regard to occupational health engagement – we have very mixed levels of engagement across all our 26 police forces due to their provision, contracts and staffing levels. If anyone is here from Occupational Health – I reach out to you as we would love to have a chat about how to improve seamless access to our programmes and to ensure all our donors can access at a clinically optimal time.

One of the main challenges we face clinically is a reduction in physio patient footfall – so to address this we have increased collaborative working between the clinical teams and the DRCE team to support our online presence, donor sign ups and engagement. Clinicians are attending PR events as frequently as possible to help engagement with potential donors and raise the PTC profile – promoting our clinical USPs.

Clinicians are also collaborating with DRCE to work on our online presence, social media platforms and more to help with interesting and relevant content. In addition we are;

- Reviewing what patients would like to see at the PTC (and if possible what non donors would want).
- Force Occupational Health Engagement
- Flexibility of stay (one, two or split week stay)
- Online Physiotherapy Service (including Fitness)
- F2F Outpatients at Castlebrae

Increasing the promotion of all these three services will hopefully increase the ability of all donors to use our services and second to none police specific expertise.

We are also;

- Reviewing the PTC clinical admission and eligibility policy – and current application form and process. Longer term we will be looking towards an online application form which will be much easier to complete and will be compatible with all devices including mobile phones. This will be in line with our charity wide IT improvement strategy looking towards a PTC app and electronic medical documentation and more.
- Looking towards increased working with Flint House to share knowledge and on occasion possibly approach things to create national coverage – to take advantage of shared expertise and such a unique clinical arena.

Being Online improves the accessibility and equality of the service to all of our donors.

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We are also linking the resources from this service with CopStrong and vice versa. Looking forwards we are hoping to create a 'chapter 9' to their programme about rehabilitation – hopefully uplifting the profile of both organisations.

On the Horizon – Women's Health Service. We are already delivering some of this in house and although women's health, men can suffer with pelvic floor dysfunction too – this is all being addressed and can be life changing for some patients. The lead clinicians on this service are still having further specialist training to develop this service and hence the more formal launch later this year. We also hope to develop a Specialist Cancer Care Pathway (combining the online platform and residential treatment).

In summary, we have challenges ahead but we need to remember that our exceptional clinical teams make a difference to patients every day – and that is what the PTC is about.

3.7 CHIEF EXECUTIVE'S REPORT **Presented by Patrick Cairns, Chief Executive**

Well good morning, everyone. Those of you who have been to previous AGMs know the format which I have typically used in the past is a resume of the last year, a comment on where we are at the moment and then a look to the future and what next. I will do that again this year, albeit with a tightened up and sharper structure.

I am also looking forward to hardly mentioning COVID and its impact during this AGM, but before I start by not mentioning it, or to paraphrase Basil Fawlty from Fawlty Towers "Don't mention Covid. I mentioned it once, but I think that I got away with it" I should say that last year's AGM was notable for all sorts of reasons, not least of which I went down with COVID the day after last year's Meeting, so any other health outcome apart from that, will be a victory and an improvement for me for this AGM.

Anyway, enough of my personal medical issues, let us move on with the more important matter of Patient medical matters and starting with the numbers that we treated at both centres in 2022 which were:

- 2,868 patients
- 391 of these were retired officers
- 184 were treated through Wellbeing events

To give you some sense of perspective in 2019 which was our last full year, we treated:

- 3,777 patients in total:
- which included 359 retirees.
- and that was an increase of over 200 in total from 2018 so you can see one of the conclusions from that statistic is that the overall number of patients treated in 2022 is down, although the proportion of retired officers treated is up, and there is nothing wrong with that, but we are certainly still a long way from full capacity.

I am not going to talk about the 2020 statistics as that really was an outlier of a year in terms of various lockdowns, but at the end of 2021 we had treated 1,863 patients which included 219 retirees, and we also treated 228 patients through wellbeing events so there was a significant rise in that for the 2022 numbers.

So, what conclusions can we draw from this, I think first and foremost none of us should underestimate the impact and difference that we made to those 2,868 patients through the treatment that we provided in 2022. Individuals are keen to tell us whilst they are here how much they appreciate our work, but what is gratifying is that I bump into many individuals in a series of Dinners and Conferences around the UK who have recently attended the

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PTC, they always speak incredibly highly of the PTC and strongly recommend it to their colleagues.

However, to probe those figures a little bit more deeply it is great to see an increase of 1,000 patients treated over the 2021 figure which was a COVID affected year, but it is still more than 900 fewer than the last normal year of 2019 and we are running at under occupancy at both centres.

You will obviously want to know why this is the case and why numbers are still hovering at such a frustratingly low level when we have the capacity for much more. We cannot be certain as to those reasons, but what we do believe is that some of it is the result of:

- Some Forces have a better understanding of the value that a treatment stay at the PTC delivers and are more likely to release officers to attend, where they do not, they are more likely to inhibit or discourage attendance.
- Some police officer work departments are simply not fully staffed to the same level that they might have been five plus years ago, so the release of individuals for treatment at the PTC even though this is considered to be on duty time whilst they are at the PTC is again discouraged, or at best not encouraged very strongly, or individuals themselves do not like to ask as they feel that they are leaving the team shorthanded.
- We do recognise that some individuals are also trying to catch up on leave not taken during COVID, or having unsympathetic Line Managers or a myriad of other reasons.
- We also acknowledge that there are some frictional rigidities in the way that the PTC process applications and stays, such as insisting on a GP or Clinician note for applicants. Referring them to the PTC can be expensive and time consuming for some patients and may put them off from applying. We also recognise that our 2-week treatment blocks for serving officers, might not be the best option in terms of the delivery of the most effective treatment for many of our prospective patients who might have demanding jobs or young families so perhaps we need to be more flexible and pragmatic on that basis as well.

With this reduced attendance and occupancy, one of the issues it has caused is that we do often depend on word of mouth recommendations from patients who have been to the PTC to their colleagues to both sign up and attend, and if less patients are coming through, then there are less likely to be those important word of mouth recommendations. I am almost certain that every patient who attends the PTC will be a lifetime donor, and I mean in service and in retirement, but the challenge is always persuading those who have not attended in year, as to why they should continue to do so to ensure that the PTC is still there when they do need our treatment.

The absolute key to financial success at the PTC is donor numbers, and it does not matter how innovative and class leading we think we are in terms of our treatment programmes, or how we might think we can rise above any discussion points for wider eligibility or inclusivity for the PTC within policing, to do any of the things we do superbly well, we must be able to make the funding lines and income generation work for the Charity and maintain high sign up rates of individual donors which typically provides 90 plus per cent of the PTC income on any year.

At the end of 2022 we had 45,954 donors to the PTC, which was a modest decrease over the previous year. These figures would not appear as strong without the four new Forces who have joined us in recent years, but we are also grateful to Jim Gray the Chair of Northumbria Police Federation and his drive to increase numbers within the Northern Police Health Care Scheme which directly supports the PTC and all our beneficiaries. I have mentioned that all those who attend the PTC for treatment will be lifelong donors, but last year, that was just over 6% of our donor numbers who attended as patients, so the challenge for us is to ensure that the other 94% of our donor numbers now who have not

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attended for treatment in the last 12 months do keep on donating, because one day they might need it, and if they do not, then they have the satisfaction of knowing that their colleagues who do need the centre will benefit from it when they come.

That is proving to be a tough ask at the moment, in 2011 we had 52,244 donors (without the four new forces), and as of today we have 45,275 donors (with the four new forces) that is a further reduction of 679 donors from last year (or a drop of over £64,000 in annual income) and overall a 14% fall in numbers since 2011 which equates to a fall in annual income for the PTC of £720,000, so hold on to that last figure as I will come back to that later.

Some of this sharp decrease was a result of the reduction in police officer numbers in the UK policing pool, but if that were strictly the case, then you would expect that with the much heralded 20,000 uplift (or replacement depending on which word that you want to use) would have led to a commensurate uplift in numbers of a return to the previous donation rate high figures, but it has not, so something else is happening that has led to this gradual slide each year in donor numbers.

I can only speculate on these factors, but I think it not unreasonable to suggest that some of it is due to the relative reduction in pay rates of new PCs who are therefore less likely to then sign up to other things in the way that they did in the past as they have less disposable income, a change in culture in policing, some much needed and overdue, but in some cases that has resulted in new officers treating policing as a job like any other rather than a profession for life where they signed up to support charities like the PTC and their colleagues who were using the PTC even if they themselves were not, and finally despite our best efforts, it has become more difficult for us to be granted access to new student officers and pitch to them why they need to sign up to both our charities. We also know, based on the age profile of our donors, that the longer in service you are the more likely you are to donate to the PTC and other charities, and less likely the more junior you are in service, and there is a growing proportion of more junior in service officers in policing and shift in the age profile who are therefore less likely to be PTC donors.

All of this has translated into smaller percentage sign ups to the PTC from virtually all Forces, and the fewer there are each year, seems to lead to fewer again the following year.

Typically, the sign up rates of most of our constituent Forces ten or more years ago was at least 70%, often 80% and sometimes 90%. We are extremely fortunate to have Police Scotland and PSNI amongst our constituent forces with active well led Federations who have always been big supporters of the PTC both in words and money and of course large Forces. Rather worryingly both of these Forces have had budget and personnel cuts imposed on them in recent years with more to come, and the sign up rate to the PTC for both which was historically in the high 80% and even 90% for Police Scotland, is now showing a sign up rate of 78% for Police Scotland which is our largest Force and current 67% sign up for PSNI which is our fourth largest Force as opposed to the 80 plus % level some years ago. That is still better than most other Forces, but still a significant dip in donor numbers for those two, and broadly reflects the proportionate reduction and fall in donor numbers within other Forces.

Having given you the message about the reduction in donors, it is not an unreasonable question or observation for you to make from the floor, is to say "You are the CEO, so what are you doing about it?"

It is worthwhile pointing out that this is a very similar situation for all the police charities in the UK including our sister charity Flint House, and I am pleased to welcome Jon Carter-Lang to our AGM today who is Chair of Flint House, but it does appear to be typical for all

police charities who are collectively getting less police officers signing up or donating money, there are fewer officers, the age profile is different and that means younger officers or younger in service are less likely to donate to the PTC or indeed any police charity, and as I have already mentioned the culture of supporting job related charities has also changed. This means that the percentage who donate and support is down for all police charities.

Stepping out of our police charity sector it is also the same picture for all military charities who do have a much greater reserve and investments to fall back on and indeed regularly receive substantial government grants and help, but are still having to restructure, and similar to other charities so it really is a case of feeling a little bit like King Canute and trying to hold back the tide of a change in culture and giving amongst charities at the moment and this now seems to be a common picture for many charities, and a new but not very welcome operating environment for charities that has been created by COVID.

Before coming to the solution and what next, there is also some more bad news because as well as our donor income reducing, the cost of everything post the Russian invasion of Ukraine has gone up. This does not just mean our food costs have gone up, and maintenance repairs, but most notably our gas price contract which this year for the PTC has quintupled from £100,000 up to £500,000. That was something that we never could have budgeted for or indeed expected and has truly been horrific in attempting to balance the books. Without this being a maths lesson and I suspect that I might have confused you with too many numbers earlier on, but when thinking about that £500,000 utility bill this year, cast your mind back to that £720,000 that we would have received if our donor numbers had remained the same as they were in 2011, which is why holding up donor numbers, or increasing the donation rate, are the key ways in allowing us to plan our finances and budget at the PTC, and that would have made it considerably easier to face down the £800,000 budget deficit that we have set for ourselves this year.

So, returning then to the question of “what are you going to do about it?” At this point someone will ask if we are engaging with new groups of police officers, police staff and retirees, and yes, we are. Last year the Donor Recruitment Charity Engagement Team carried out 300 visits to a variety of groups, meetings and conferences, albeit some of those were virtual. Some of those meetings do deliver great effect in terms of the sign ups, but others are frustratingly difficult for us to gain access to new student officers. For many of those visits they have evolved into stands where the new student officers wander around a variety of other stands including the PTC, and each stand organiser has the opportunity to make a short and sharp pitch about their activity. It is like a less fun, less well organised version of speed dating, and not delivering the results that we need to really emphasise the benefits of the PTC.

We do recognise that things have often changed for the Federations and they might have less time to brief new officers about their important activity, and we need their support to operate at all at these events, but can I implore those Federation colleagues who are here today, and are the gatekeepers of these events, to give us at the PTC more of a platform to talk about the PTC, it helps us, but more importantly it helps individual officers if they are signed up at their time of need.

In recent years we have also tried to widen eligibility for the PTC, whilst retaining our core treatment base of police officers and retired police officers. That has meant that we have opened up opportunities for Specials, PCSOs, CSIs and DCOs to become donors. Contrary to rumours that we would be inundated with attendees from these groups which would edge out serving officers, to date, only 436 in total from all those groups have signed up to the PTC, and in total only 31 of them in 2022 have attended as patients, and these were treated within capacity and under occupancy. That extra income of £40,000 from these extra 436 donors has of course been very welcome for the PTC and not

impacted on waiting times, and we have also been very grateful for other organisations such as Immigration Enforcement who have also joined the PTC and are represented here today by Maxine Webb and Sian Gardener and we have been delighted to treat their personnel when they have needed our support to thank you Max and Sian and your team for coming on board and working with us in a way that is mutually beneficial for all.

We are not at a crisis moment yet, but over the next three years we are approaching a decision point for us to determine what the PTC looks like in the future, and what we want it to do for policing or more widely law enforcement. Whilst retaining our core eligibility model of treating serving and retired police officers, we do have to be open to other groups from law enforcement and other groups, perhaps all groups of police staff and give them the opportunity to sign up to and come to the PTC. Without being too controversial policing is more of a collective team commitment these days of warranted officers and police staff, and certainly when looking on the websites of many of our Forces you will see the personnel figure that reflects the whole Force not just warranted officers, and I would contend that it is in everyone's interests and supports the collective crime fighting mission to include as many of these groups as possible in the PTC constituency and give them the chance to sign up as donors.

I am convinced that not only will we not be overwhelmed by numbers if we did open up more widely, but it would also be a good thing, and in fact I have yet to talk to a single patient in residence who thinks that it is anything other than a positive to be as inclusive as possible and include other police staff groups in the PTC constituency. We are only bound by whatever historical chains and manacles that we want to fix to our own hands in terms of where we set eligibility, but sometimes we need to step outside the box and consider who else we could incorporate into the PTC eligibility pool and as numbers slide further, and perhaps a more effective way of doing this, would be to consider what the PTC would look like now in terms of eligibility if we were creating it now rather than in the 19th Century.

You do not have to look too far for other positive examples of how others have innovated and dealt with this challenge, and at the Fire Fighters Charity for example, they include all the equivalent staff groups that we do now at the PTC, plus everyone else who contributes to the Fire Fighting effort, and in addition to those groups, they also include the dependants of those groups. Not only are there no issues with those criteria, but I am also informed that their beneficiaries believe it to be a very good thing as it reinforces the family perspective and nature of the Charity. Not only would this be a potential move for the PTC to consider in the future if we need to do so, but it would also help the annual income of the PTC if we did go down that path.

However, in terms of solutions, the biggest single financial lever that we always have the option to pull is an increase in the donation rate. The last increase to the rate was in 2016 and we were determined to hold it at this level for three and preferably five years, even though we were not sure whether that would be possible, but we are now seven years on from this increase, so have to think very carefully about whether we need to pull this lever, if so when to do it, and then finally how hard to pull it, or how much we increase it by. None of these are easy decisions and indeed we did spend some time discussing it at yesterday's Strategic Planning meeting, and we are conscious that there is never a good time to make a decision of this magnitude when costs are rising everywhere, but we do have to look very carefully at our finances, our long-term financial health, and of course our medium-term financial strategy to ensure we do the right thing. We will keep everyone updated as the discussions continue on this.

The aim of that opening preamble was not to depress anyone, but to give you a rather frank and robust assessment of where we are, and to reflect on some of the issues about patient occupancy and donor numbers and offer a couple of think pieces for what we might be able to do or at least should be thinking about including setting the donation rate. It

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might be tempting to think that things are rather pessimistic now but if that is how it came across that was not my aim, in fact there is much to be proud of during the last year as I have gone early with the bad news so things are going to brighten up a bit in my address as we have pushed forward and introduced a number of new initiatives, relationships and programmes and had many successes over the last 12 months.

I want to start with our retired officer colleagues who are playing an increasingly important role in the financial position of the PTC. At the beginning of 2023 we did put the donation rate up for Retired Officers to £4.50 per month, an increase from our previous rate but still excellent value. I am pleased to say we now have 8,700 retired officer donors which brings in substantial income as some do indeed donate more than the minimum each month and now generates more than £500,000 each year.

Very few retirees signed off when the donation rate increased at the beginning of this year, and now those that sign up as they transition from service to retirement it is just the rate that they accept. Gratifyingly last year when our overall patient attendance numbers were down, those of retired officers hit 391 which is the highest level that we have achieved since I have been here, and it gives me an opportunity to reinforce one of my mantras that I do not just want individuals to donate, I want them to come as patients when they need us as well and so I am always pleased to see our retired colleagues in the building, who add greatly to the environment when they come.

I am also pleased to report back about the Retired Officer Wellbeing Programme which you have already heard about and which we had a question about last year from Bob Mabbutt who is representing NARPO and is back with us again today, and thank you for attending again Bob and Mark Oxley as HoCS stated at the last AGM that it was planned for this year and we did indeed follow through with this, and the programme has now started, and after some initial teething problems in a course that sometimes has to accommodate retirees with an age range from early 50s to late 70s with dramatically different needs, it has now proved to be extremely successful and is now part of the course programme at both our centres, but also one that continues to evolve as all the best courses should.

We also trailed at the AGM last year the piloting of the Police Care UK ITS courses which we hosted at PTC Harrogate. These courses are an initiative by Police Care UK designed to treat more high-end mental health issues such as PTSD. The first three pilot courses were successful, and Police Care UK have already run in May the first of the planned six ITS courses that we host here at PTC Harrogate and are already demonstrating that they save both Forces and taxpayers money. I am also very much aware of how great a benefit they have for individual attendees and, when in regular discussion with the attendees here at the centre, they all confirm that the Police Care UK courses have been a lifeline and an absolute godsend for them. I am very pleased to see Rachel Rodgers from Police Care UK at the AGM today who runs that course, so if you do have any technical questions on the course, please approach her.

Continuing the Wellbeing theme, we have taken advantage of lower centre occupancy at Castlebrae to run a series of wellbeing events and weekends for various groups which have been successful, and we hope to build and expand on this where we can, so if you have a group that you think might benefit from this and are prepared to pay (it is not free!), do please send them our way.

The vast majority of our income does come from individual serving and retired officer donations. We pride ourselves on being rigorous with our finances, but also feel that if we are going to run an organisation such as the PTC, we need to do it to a very high standard, indeed our patients deserve nothing less, and of course ensure that we look after our employees which includes paying them correctly. Some applications for grants from

Forces involve longer periods of negotiation than others with bids, applications, the raising of purchase orders, and our hopes were raised earlier on this year when, after six months of negotiation we almost got a whole Force payment over the line, whereby the Force in question would have paid the donation rate for all their officers' donation to the PTC in year. That would have been a game changer although also slightly risky, because what could be seen as a great idea by one Chief Constable and/or PCC, might not have survived contact with a new Chief and PCC and we would have had to start again with encouraging individual donors, but we were saved from having to make this decision as the proposal foundered at the last minute, although we did pull an iron out of the fire by persuading that Force to make their first Force donation to the PTC of a generous level, and to commit to doing so annually.

We genuinely are very grateful for all these grants which do vary in size, and for Federations such as West Yorkshire and North Yorkshire who in the last 12 months have chosen to have Fundraiser Dinners for the PTC, but I should also mark out and thank the SPF who at the end of 2022 made a substantial donation to PTC to help the refurbishment of Castlebrae, and to the RUC - GC – PSNI Benevolent Fund, who make a very generous large payment each year to support the attendance of their retired officers.

These grants and donations form part of a vital income stream for the PTC, particularly this year as we anticipate running a significant budget deficit. There are other sources of income that come in including from the Lottery, B&B, Patient Social Committee and, of course, individual fundraisers but with one notable exception, we do not get any grants or donations from outside the police service or police family.

That notable exception was from the Cheshire Beach Tennis Club, and the only reason we got that was because the President of the tennis club was Derek Barnett, a former PTC Trustee who as they wrapped up their sports club in Cheshire and wondered who to give the money to, after a bit of negotiation, and a visit to our Centre here in Harrogate, he remembered his friends at the PTC and decided to make us a beneficiary of a substantial payment as they wrapped up this fund and made a £25,000 donation to the Charity.

And every now and then, we do of course get individual fundraisers who go the extra mile, literally when Mark Marshallsay, one of our Trustees and a BTP officer, walked 87 KM (or 54 Miles) in 24 hours and raised a marvellous £3,100 for the PTC. He also burned 74,000 calories, which is the equivalent of two nights at the Imperial Restaurant in Harrogate at the Eat as much as you like (or Can) Buffet, and the only benefit as far as I can see for Mark, is that he managed to avoid a Board Meeting on that same day, although he did pay a rather heavy price for it his efforts looking at his blisters, so many thanks to Mark who is in the audience today (he drove here rather than walked) for that tremendous effort, and I hope that there might be someone in the audience who he has been inspired by that and can think of something that they might do next year for the PTC.

Finally we are always looking to negotiate new business as long as it does not impact on our core raison d'être and one of the ways we have done this recently is negotiating a payment by Police Scotland Forensics for a limited number of their team members to come to the PTC on a Pay as You Go basis, and as we speak we are in negotiation with other organisations in law enforcement and policing to do the same, all of which will benefit the PTC and most importantly our patients when they come.

So, I started with a fairly frank assessment of patient occupancy levels and what this might mean, falling donor numbers and the rising costs of everything including overwhelmingly utility prices. Despite that rather pessimistic opening I am confident that we do remain in a strong position on every level at the PTC, and having been invited to the World Police Summit to talk about the PTC and police wellbeing in March of this year in Dubai, I can confirm that there is nothing like the PTC anywhere else in the world, everyone else is

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hugely envious of what we have at the PTC and what we do for our police patients, and we are incredibly lucky to have such an organisation in support of UK policing and we need to treasure it, but also support it, although if I were to be really picky, I do still wish that we had a Police Happiness Council as the Dubai Police do, but when invited to address the Happiness Council, I must confess that right up until the point that I walked into the room and fired up the presentation, that I did wonder whether it was going to be a wind up and a hoax, because the words “Happiness and Policing” are normally not these days two words that you hear in the same sentence, at least not in the UK!

We are nowhere near a defining crisis moment for the PTC, but I would not be doing my job as CEO if I did not tell you that we need to make the most of the next few years to ensure that we correctly reflect the current personnel composition of UK policing of warranted police officers, police staff members, and perhaps in time the dependants of these groups as well, and that we continue to fully support our retired colleagues across, if possible, the full range of PTC treatments. This will be a step by step process of inclusivity and further widening of eligibility for the PTC and of course will decide where we are setting the future donation rate for serving officers.

There is never a good time to raise the donation rate but this must remain under review as it is the main financial lever that we have, but equally we must be aware of a dotted line from increasing the rate which might lead to a reduction in donor numbers and a net loss of income if we get it wrong, it is assessing what the market can bear at a time when police officer and staff salaries are under pressure.

We also need to encourage individual Forces and PCCs in England and Wales to make donations to the PTC to help us treat their officers, and of course look for other sources of income. At the same time that we do this, we must also analyse and review our structure and staffing to ensure that we are able to do our job effectively, and not lose sight of the fact that when individuals come for treatment now, that we deliver the very best treatment for them when they are here with us in the most cost effective manner that maximises our income, rather than issuing a series of promises of what we might be able to do for them some years down the line.

All organisations need to evolve or die. The PTC has been very effective at evolving and improving in recent years, sometimes not always as fast as some would want, but the counterbalance to this is others have felt that it has been too much too soon. It has not always been easy to keep all groups of the boardroom happy, but I am always reassured that we have been able to conduct these discussions in a spirit of wanting to move things forward, and always with the common aim of treating our police patients when they come to the highest possible standard.

The good ideas that we take forward will have to continue to be adapted to changing events in the policing landscape, and indeed there might be contingency plans that we never need, but it remains vital to have plans in place for the future, and to embrace the idea of change, for it is only by doing that, that we will remain modern, relevant and fit for purpose.

So, in conclusion there are some challenges ahead, but I remain 100% confident that we are up to tackling them, and that we remain in a very strong place, we are thinking about the future and about what next, and I am confident that we can and will rise to the challenge whatever that might be.

Following the presentation a number of questions were raised from the floor as follows:

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Ed Russell, Cumbria asked if there would be an amnesty in the near future. P Cairns explained that amnesties need to be used judiciously, however this was discussed at the Trustees Strategic Workshop the previous day and was currently under review.

Darren Adams, CNC explained they had 24 staff members (Firearms Instructors) and asked when the PTC would be able to accept them as donors. P Cairns responded by explaining that new groups who might be accepted as donors had been discussed yesterday and a decision would be made at the Board of Trustees meeting in August. The view of the Trustees was that it was necessary to get more people donating to the Charity.

Carol Black, Police Scotland asked if Team Building weekends could be held at Castlebrae. P Cairns suggested she speak to Andy Malcolm and put forward a proposal to enable a decision to be taken on whether this suggestion could be taken forward.

3.8 ANY OTHER BUSINESS

There being no further issues, the Chair declared this section of the meeting closed.

4. THE POLICE CHILDREN'S CHARITY

4.1 MINUTES OF THE ANNUAL GENERAL MEETING HELD ON 14 JUNE 2022

The minutes had been circulated to all members, displayed on the Charity's website and were taken as read. The minutes were proposed by M Davis, Nottinghamshire and seconded by T Purcell, PSNI that they be accepted as a true record. All present agreed.

4.2 MATTERS ARISING FROM THE MINUTES

There were no matters arising.

4.3 AUDITORS REPORT

Presented by Steve Williams, TC Group

S Williams, TC Group reported on income and expenditure which showed that income in 2022 was £1,242,000 and expenditure of (£870,000) which related to beneficiaries' grants.

The balance sheet of the Charity is £1,524,000 million in total showing the reliance on the investment portfolio.

The audit approach taken is similar to that taken for the PTC and resulted in an overall unqualified audit opinion.

There were no further questions.

4.4 TREASURER'S REPORT

Presented by Peter Henson, Treasurer

P Henson began his report by saying that his presentation would provide details of the financial position of The Police Children's Charity and the work that the Trustees and Staff have undertaken to ensure the long-term future of the Charity.

The out turn for 2022 suggests that the Charity made a surplus of £371,755. While the accounts represent a surplus this is largely down to a couple of items:

The Charity is obliged to make a year end provision to cover all its beneficiaries, contained within its records at the end of the year. The provision is based on providing support throughout full time education for each child up to the age of 25. The current provision is

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approximately £3.5 million. Between years the provision can fluctuate for a number of reasons. For example:

- New beneficiaries being added to the list, this together with their age and the financial circumstances of the family;
- The number of children that leave education in the year;
- Variances and changes in the household income;
- In 2022 with inflation running at a 40 year high it was agreed with the auditors that the current method of discounting the value of money was no longer appropriate. The calculation going forward will be based on the discount rate for UK Government bonds which is appropriate and consistent with other organisations.

In 2022, the provision required decreased by £287,489 generally as a result of the change in the way the provision has been calculated and the age profile of the children together with making a provision for the new beneficiaries, and the payments made to beneficiaries during the year to support them.

This provision will change on an annual basis dependent on the number of beneficiaries claiming, and the age of those beneficiaries. I must stress this is an accounting provision and not cash held or paid out within the Charity. Also, in 2022, the Charity did not need to draw down on its contingency making a saving of £112,890. A contingency is required as the Charity does not know how many new beneficiaries it will take on in the year and the amount it will have to pay out. This means that if you adjusted the accounts for these items the Charity made a deficit of £28,624. This was in line with our predictions and ensures money is being spent supporting our beneficiaries.

2022 was a turbulent year with both the war in Ukraine and the cost of living crisis. While we saw the value of the investments go down during the year, we have seen an increase in 2023. We monitor the investments on a regular basis and the movement through the year is in line with worldwide investments. The level of dividend also increased during 2022 with all the money being invested back to the beneficiaries.

Income - The majority of income received by the Charity is derived from dividends, 58% of the income generated in 2022 was from dividends and 42% from officer donations. In terms of income this means £712,000 comes from dividends and £521,000 from officer donations a difference of £191,000 and this gap is widening year on year. This demonstrates the key reason for maintaining our investments at the current level, as without them we would either have to reduce the amount of support we provide or increase the donation rate, it does highlight the need to encourage more officers to donate.

During 2021 the Trustees reviewed the benefits provided and, where possible, increased them. Perhaps the most significant change is two additional benefits which are available to all donating officers and not solely beneficiaries. In addition to this, was the inclusion of a review and a potential annual increase of the Christmas bonus. While these were added in 2021 it is worth reminding people of the support available and encouraging officers to sign up. The key benefits which were added to the package are:

Providing Child counselling for all children of donating police officers. The Trustees recognise the pressures on serving officers and the strain that it can put on family life therefore, this grant has been introduced to support children of donating officers up to £1,000 per child.

The Trustees have introduced an ex-gratia wellbeing grant which is available to all donating officers. Each application will be reviewed and allocated on its merits by the Trustees.

At the time of setting the budget there is an element of flexibility built in as it is uncertain the number of beneficiaries that will require support during the year. The Trustees agreed a mechanism where in October each year they would look at any potential surpluses and redistribute some of them to the beneficiaries. In 2022 this meant that at Christmas every child received an additional £250. Year on year the amounts will differ and it is possible some years there will be nothing to distribute but it demonstrates the Trustees' desire to best support all of its beneficiaries.

From the feedback we know that the new grants provided have made a big difference and we would ask you to encourage your colleagues to sign up and support the Charity, as sadly you never know what is around the corner.

While the financial results from 2022 are a good news story we continue to remain cautious and realise there is potential for further cuts in public spending which would put additional pressures on the budget of The Police Children's Charity, and the wider police family. We are also aware that it is difficult to persuade new recruits who don't have children to sign up, which adds a further pressure to the Charity.

As a method of financial prudence, the Charity presents the Trustees with a medium-term financial forecast as part of the budget process. Issues which could have a significant impact are if the Government decides to reduce public spending together with the cost of living for beneficiaries.

During 2018 the Trustees increased the donation rate to 35p per week and at the same time extended the benefits to include;

- Supporting children where the partner of a police officer dies;
- Providing driving lessons to the value of £1,000 per child;
- Providing counselling for child beneficiaries to the value of £1,000 per child;
- The Charity decided to increase the new beneficiary grant from £100 per child to £1,000 per child.

Increasing the donation rate in 2018 together with the information we have today gives us some confidence that the Charity will be financially secure until at least 2027. One of the key reasons for the MTFs is to look at how we can increase income or reduce expenditure in order to allocate more funds to our beneficiaries and the increased donation rate gives us time to put plans into operation.

The Donor Recruitment and Charity Engagement Team worked hard during 2022 to promote the newly re-branded Police Children's Charity. They also made sure that more Officers were aware of the Grants for All especially the ones which allow them to access Child Counselling Grants or Ex-Gratia Wellbeing Grants as eligible donors. We rely on contacts with Forces and Federations to make us aware of families we could support together with disseminating information about the Charity to their Officers. Many Officers are unaware of the Grants for All and the support their family could be receiving. We would like to thank you for that support but if there is some way you can provide support the DRCE team are here today.

St Georges House - The Charity acquired this property in Harrogate in 2013, which it uses to support, primarily, the beneficiaries of the Charity, as a holiday let, but where spare capacity allows, other members of the police family.

The projection of the medium-term financial strategy has enabled the Charity to approve a zero-balanced budget for 2023.

So, to conclude, over the last few years the Charity has reacted to changes in society and has adapted the way benefits are allocated to its beneficiaries. The Charity ensures that

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all benefits are discharged with probity. Through this the Charity has been able to target those most in need with additional money, while not losing sight or support for others. The timeliness of grant making has been increased, so that beneficiaries receive a registration grant upon receipt of their application and will then receive a minimum of £10 per week per child together with seasonal gifts. The Trustees approved additional new benefits, which were implemented in 2021 and will support our beneficiaries, making the Charity more modern, providing a better range of benefits, but more importantly it makes the Charity fit for purpose going forward.

I hope that today, I as your Treasurer, together with the Trustees and the administrative staff, have demonstrated to you, how the Charity is supporting the children of deceased or incapacitated officers, to the very best effect.

There were no questions.

L Kelly thanked P Henson for his final AGM Treasurer's report as he would be retiring in December and there followed a standing ovation to P Henson by all attendees.

4.5 CHIEF EXECUTIVE'S REPORT **Presented by P Cairns, Chief Executive**

As ever TPCC report will be significantly shorter than the PTC one. I would normally start with the donor numbers and the beneficiaries but in this case, I will start with some disappointing news which is the withdrawal of West Mercia from the TPCC.

West Mercia are slightly unusual in that they were one of our Forces who were members of TPCC and not PTC. West Mercia like some other Forces collect their officers' donations in their welfare fund which covers their membership of Flint House (not PTC) and TPCC. It became apparent two years ago that they had been underpaying their donation to TPCC which we pointed out to them once we found out. We decided to go forwards rather than backwards and did not suggest that they backdate this payment, but just get it right going forwards.

This unfortunately seems to have stirred up a bit of a discussion with them and triggered quite a long series of correspondence with them by which we were trying to persuade them to stay in TPCC, and they were fixed on saving the 35 pence a week per person that TPCC costs. They decided to withdraw at the end of 2022 although we were not entirely sure that they were formally out as their communication with us was a bit confusing to put it mildly.

With an added piece of bitter irony when they announced the review into this decision, one of their officers who had two young children died on duty that very same week. We do not know if he was a member of the West Mercia Welfare Fund and therefore TPCC, but if he had been, his family would have lost potentially hundreds of thousands of pounds of benefits. We as a charity would rather pay out that money which is what TPCC is designed for, and that interestingly enough if he had been a beneficiary, that would have put them in a situation where West Mercia beneficiaries received about the same if not more of the money in financial grants that we received in at TPCC through donations from the whole of West Mercia Welfare Fund. It truly is a case of knowing the price of everything but the value of nothing.

We have kept the door open for them if they should wish to join without any hard feelings, but I suspect that they are now set on their path and will have to live and deal with that course of action.

Many of you will remember that last year we changed the name of TPCC from SGPCT as we felt that the SG name lacked any name brand recognition. We had hoped that might stem the sliding fall in donors.

As a reminder in 2011 we had almost 44,000 donors, by 2022 that had slipped to almost 28,000. I would have liked to at this point, with a piece of grand theatre, do a big reveal and say that the number has gone back up as a result of the name change, but unfortunately it has not, and as of the last Charity Aid Foundation or CAF analysis of donor numbers, it now sits at 26,299, which also reflects the withdrawal of West Mercia.

Clearly we would like to have delivered some good news, but we always recognised that this was going to be a slow burn if we were to get any movement back up in donor numbers not least of which as the TPCC is free for the first 12 months after you sign up, so any increase in numbers would not yet have been captured in the CAF payments, but we always anticipated that we would not really be able to make a judgement as to whether our plan to increase numbers had really worked until 2025, so we do have a little bit of time yet before making a more accurate assessment.

What has become very clear is that our efforts to sign up new student officers for all the reasons that I mentioned in my PTC address, are the same and amplified for TPCC. Many younger officers without children starting on lower salaries simply do not see the benefit of being in TPCC, and if they were worried about missing out, anticipate that if they did ever have children in the future, that they could sign up then. Needless to say, when that moment comes, many of them have forgotten that TPCC even exists and are not likely to sign up.

We do try and surge into the new groups when we can, always briefing about TPCC when we brief about PTC, and if and when we discover gatherings of slightly older officers for mid-year or midterm career CPD, we try and target those groups as well, and I was also very pleased to have the opportunity to address the PFNI Conference last month about TPCC.

We do and will continue to keep on plugging away. TPCC is too important and delivers too much needed benefit for us to give up, but our engagement in this respect is at least a middle-distance race if not a marathon and is definitely not a sprint to expect early results.

The loss of 17,000 donors since 2011 translates into a loss of over £270,000 per annum, and we are at the stage now for the last few years where the income that we generate from investments for TPCC significantly outweighs the income from donations but on a positive note we are confident that we have enough in reserves to financially support all our current beneficiaries through their educational lifetimes.

Over the last five years we have added a number of new benefits to the Charity including partner cover, and grants that serving officers could access for child counselling and Ex Gratia Wellbeing Grants, although we have been inundated with applications for grants in the last of those categories which have been a catch all for anything that an applicant could not think of where else to apply, so are in the process of tightening up the terms of reference for that benefit in order to be fair to all.

In terms of beneficiary numbers, we currently have 270 current child beneficiaries plus 59 students in receipt of the Higher Education Grant and that is broadly the same as in previous years and it is worthy of note that yesterday Trustees decided to add another benefit of a Birthday award of £150 each year.

So, looking first at weekly allowances in 2022 we paid out £38,000 to 38 new beneficiaries last year, £375,000 in weekly allowances to beneficiaries and £93,000 in Higher Education Grants to 61 HE beneficiaries, large sums of money by any yardstick

We had become aware in recent years that it was going to be a tough sell to ask some young men and women who were joining the police but did not have children or plan to have them, to donate to a charity as worthy as it is, that they might never be able to benefit from unless they died or retired, and for many of them they never expected that to ever happen. To mitigate against this the Trustees agreed that we needed to introduce two new grants that current TPCC donors could benefit from which we felt was the right thing to do bearing in mind the pressures of the job often wash over into family life and affect children, and of course we needed to encourage new donors to the Charity. We are now into the second year of advertising these types of grants but last year it was gratifying to see that we paid out well over £20,000 to 23 serving officers who would not previously have been eligible for these types of grants.

As mentioned earlier, we are in the process of formulating the Terms of Reference for eligibility for these types of grants and the maximum amount, but we do still want them to be used, so we ask you to spread the word about this new grant to your colleagues who are signed up to TPCC and when in doubt put in an application. We have also paid out over £221,000 in Summer and Christmas Grants in 2022, and finally almost £16,000 in driving lessons last year for 33 beneficiaries.

Looking at that range of benefits I defy anyone to tell me that is not a superb all round package, and I should also point out in this group here and not something that we widely talk about, is that on the Board Meetings we do see a growing number of sad cases of officers who have died by suicide, and unlike most life assurance policies we do cover those within TPCC as well.

Running parallel alongside this innovation, has been the roll out of expanding the eligibility of TPCC to a number of new police staff roles which for simplicity, mirrors those eligible groups who can join the PTC, and we are also working very hard to push up these numbers as well but to put it mildly that information is getting out very slowly. Can I implore those of you in positions of influence here today (that is all of you) to communicate to your colleagues what TPCC is, what it does, and what the benefits are to be gained from being a donor to the Charity. Eligibility is not overly complex, but a key requirement, is that the individual is a current donor to the Charity and pays their £1.50 per month, once this basic principle is established, it at least gives the Trustees something to work with as a point of discussion and potentially could lead to benefits accruing to family members of hundreds of thousands of pounds over their educational lifetimes.

Please also get the messaging out about the Charity in the round, donor numbers are down, some of it is natural wastage as the longer in service cohort, who typically signed up for everything, depart and are replaced by a younger group who are less likely to sign up for TPCC and indeed many other things, and I would also ask you all to particularly get our news out of the new eligible groups and the new additional benefits. It really is a case of not whether you can afford to pay in to TPCC, it is a case of can you not afford to so do please help us to reinforce that message.

To summarise, I always feel as if running TPCC is hard work. It is a fantastic charity with a brilliant range of benefits that really do provide tremendous financial support to families who are often at their lowest ebb so it is frustrating to see those donor numbers go down as they have done, although as I mentioned earlier it will not be until 2025 when we will have a clearer picture of the donor numbers as a result of a recent change of name and additional benefits, so I am hopeful, but not certain, that they will make a difference.

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We do work very hard to get the message out about TPCC and will continue to do so, we are also adding benefits all the time such as the birthday gift award which was approved at the Strategic Planning Meeting yesterday, but ultimately individuals have to make their own choices in life, so as long as we are ensuring that the Charity is in strong financial health which it is, and that we are ensuring that the benefits are as strong as they can be and we are communicating about the Charity and its benefits as widely as we can, which we are, although I do feel sad when I see another early death or medical retirement where the family might have benefitted from TPCC, I know that we are doing our bit, and it is then up to individuals to make their own decision as to whether they want to join.

Following the presentation a question was raised from the floor as follows:

David Baines, South Yorkshire asked if there was electronic media available for TPCC which could be sent out to Forces. P Cairns asked him to speak to Zoe Myatt who would be able to provide this.

4.6 ANY OTHER BUSINESS

No items being raised, the Chair declared this section of the meeting closed.

4.7 CLOSE

There being no further business, the Chair closed the meeting by thanking all the staff for their continued hard work, he also thanked the Trustees, old and new, for their support to the Charity. He also congratulated Dan Murphy on his award of a KPM in 2022.

The meeting closed at 12.40 p.m. and the Chair invited those present to attend a buffet lunch and tour of the facilities, at St Andrews.

ENDS