

GRANT AGREEMENT

between

THE SECRETARY OF STATE FOR THE HOME DEPARTMENT

and

POLICE AND CRIME COMMISSIONER FOR ESSEX

POLICE OFFICER MAINTENANCE

FOR THE PERIOD 1 APRIL 2024 TO 31 MARCH 2025

**HOME OFFICE
PUBLIC SAFETY GROUP
POLICE WORKFORCE AND PROFESSIONALISM UNIT
2 Marsham Street
London SW1P 4DF**

Contents

HOME OFFICE GRANT TERMS AND CONDITIONS.....	4
Introduction	4
Definitions and Interpretations	5
Grant Offer	11
Grant Amount	12
Timing of the Grant	12
Managing the Grant.....	13
Records to be kept	15
Limitations of Funding Use	15
Limitations of Funding Use	15
Audit and Inspection	16
Lawful conduct, equal opportunities, use of volunteers and activities funded by the Grant	17
Conflict of interest and fraud, financial or other irregularities	19
Procurement procedures.....	20
Insurance coverage.....	22
Indemnity	22
Intellectual Property Rights and Branding.....	23
Social Value Requirements	24
Breach of Grant Conditions.....	24
Funding Period and Termination including Consequences	27
Amendments to the Grant Agreement.....	28
Confidentiality	29
Data Protection, Data Sharing, Information Acts, Publicity and Transparency.....	30
Notices	31
Contract (Rights of Third Parties) Act 1999	32
Dispute Resolution.....	32
Governing Law	32
ACCEPTANCE OF GRANT	34
SCHEDULE 1 – THE PURPOSE	35
The Scheme	35
Background	35
Key Deliverables.....	36
Key Roles and Responsibilities	36
Indicative Expenditure Breakdown.....	36
SCHEDULE 2 – PAYMENT AND REPORTING SCHEDULE	38
Indicative Payment Schedule for delivering the Purpose	38

SCHEDULE 3 – IN-YEAR MONITORING INFORMATION REQUIREMENTS	39
Key Performance Indicators (KPIs)	39
Reporting	39
Progress Reporting	40
Strategic Reporting	41
Ad Hoc Reporting.....	41
Annual Review.....	41
Risk, Controls and Assurance.....	42
SCHEDULE 4 – PROGRAMME CLOSURE PLANNING	44
SCHEDULE 5 – DATA SHARING AND GDPR.....	45
SCHEDULE 6 – AID DIVERSION	49
ANNEX A.....	50
Grant Claim Form	50
Recipient: The Police and Crime Commissioner for Essex ...	50
ANNEX B.....	52
Outturn Statement (April 2024 to March 2025).....	52
ANNEX C –	54
Authorised Representatives.....	54
ANNEX D.....	55
Delivery Proposal	55
ANNEX E	56
Limitations of Funding Use and Ineligible Expenditure.....	56
ANNEX F	57
Change Control Record	57
Grant Variation Notice (Template)	58
ANNEX G.....	59
Grant Funding Letter.....	59
ANNEX H.....	61
Clarification Question Response Log.....	61
ANNEX I	62
New or Changing Bank Account Details	62

HOME OFFICE GRANT TERMS AND CONDITIONS

This **Grant Agreement** is made on **17 June 2024**

Between:

- (1) The Secretary of State for the Home Department acting on behalf of the Crown through the Home Office's Police Workforce and Professionalism Unit whose principal address is at 2 Marsham Street, London SW1P 4DF (the "**Authority**")

AND

- (1) The Police and Crime Commissioner for Essex whose principal address is at Police and Crime Commissioner for Essex, 3 Hoffmanns Way, Chelmsford, Essex, CM1 1GU (the "**Recipient**").

IN RELATION TO THE PURPOSE:

Scheme Name: Police Officer Maintenance

Scheme Reference: 683

Scheme Description: The Authority is providing the Grant to enable access to funding, to assist in the maintenance of officer numbers at their baseline plus full uplift allocation as fully detailed in Schedule 1 (the "**Purpose**").

Introduction

- 1.1. The Authority is exercising the power conferred to it by Section 169 of the Criminal Justice and Public Order Act 1994 to make awards of grant funding.
- 1.2. This agreement (the "**Grant Agreement**") sets out the legally binding terms and conditions which apply to the Authority providing the Grant and to the Recipient receiving the Grant. It consists of twenty-five (25) Clauses, six (6) Schedules and seven (7) Annexes.
- 1.3. It is supplementary to the Grant Funding Letter (as defined below) and replaces any previously agreed grant terms and conditions between the Authority and the Recipient to deliver maintenance of Police Officer numbers.
- 1.4. The recruitment of officers through the Police Uplift Programme and subsequent maintenance of those officer numbers supports Police and Crime Commissioners in both England and Wales. Resultantly, the Recipient, Delivery Partners and Project Implementation Partners must be cognisant of, and act in accordance with, any devolved policy bulletins, enactments, orders, statutes, regulations or other similar instruments as appropriate. For example, where the Purpose is delivered in Wales, whether wholly or partially, it must be provided in such a way as to not treat the Welsh language less favourably than

English, in accordance with the Welsh Language (Wales) Measure 2011.

Definitions and Interpretations

2.1. In this Grant Agreement:

“**Advance of Need**” means a payment made ahead of the relevant expenditure being identified;

“**Adjusted baseline**” means the adjusted Police Uplift Programme baseline figure used to track the recruitment of an additional 20,000 officers. The adjusted baseline is the original baseline with in-year adjustments then made to account for externally funded posts that have moved since the calculation of the original baseline.

“**Allocation**” means the total number of officers allocated to the force as part of the Police Uplift Programme, excluding those recruited as part of additional recruitment.

“**Annex**” means the annexes attached to this Grant Agreement;

“**Asset**” means any Tangible Asset or Intangible Asset which cost more than Capitalisation Threshold;

“**Authorised Representatives**” means the duly authorised officers, directors, employees etc of either Party as recorded in Annex C;

“**Background IPRs**” means any pre-existing Intellectual Property Rights (IPRs) vested in or licensed to either Party prior to the award of this Grant Agreement and/or created by either Party independently of the Purpose and/or without the Grant;

“**Baseline**” means the starting headcount figure for the Police Uplift Programme, against which adjustments are made (see adjusted baseline). The baseline accounts for people in post at the start of the Police Uplift Programme recruitment drive, and also accounts for any recruitment planned prior to the uplift announcement;

A “**Beneficiary**” means Essex Police;

“**Branding Manual**” means the HM Government of the United Kingdom of Great Britain and Northern Ireland’s Branding Manual ‘Funded by UK Government’¹ first published by the Cabinet Office in November 2022, including any subsequent updates from time-to-time;

“**Bribery Act**” means the Bribery Act 2010 and any subordinate legislation made under that Act from time to time together with any guidance or codes of practice issued by the relevant government department concerning this legislation;

A “**Calendar Day**” means any calendar day, Sunday through Saturday inclusive;

¹ <https://gcs.civilservice.gov.uk/guidance/marketing/branding-guidelines/>

“Capitalisation Threshold” means the minimum value for expenditure inclusive of irrecoverable VAT which meets the criteria of an Asset for expenditure to be capitalised in accordance with the Recipient’s financial policy;

“Change of Control” means the sale of all or substantially all the assets of a Party; any change to a Recipient’s constitution, legal form or membership structure; any merger, consolidation or acquisition of a Party with, by or into another corporation, entity or person, or any change in the ownership of more than fifty percent (50%) of the voting capital stock of a Party in one or more related transaction;

“Civil Society” (as defined in the Civil Society Strategy) means individuals and organisations when they act with the primary purpose of creating social value, independent of state control. By social value we mean enriched lives and a fairer society for all;

“Civil Society Strategy” means the strategy that sets out how government will work with and support civil society in the years to come, so that together we can build a country that works for everyone;

“Clause” means the clauses in these Terms and Conditions which form part of this Grant Agreement;

“Commencement Date” means the date on which the Grant Agreement comes into effect and from which Eligible Expenditure may be claimed, being the 1st April 2024;

“Commercially Sensitive Information” means information of a commercially sensitive nature that may cause the Recipient significant commercial disadvantage or material financial loss relating to the (a) pricing of the Grant Agreement, (b) Recipient’s IPRs, and (c) Recipient’s own business and investment plans;

A **“Critical Incident”** means any incident where the outcome or consequence of that incident is likely to result in serious harm to any individual; or significant community impact; or significant impact on public confidence in the Authority, including the provision of the Purpose;

“Crown Body” (or **“Crown”**) means the governments of the United Kingdom (including the Northern Ireland Assembly and Executive Committee, the Scottish Executive and the National Assembly for Wales), including, but not limited to, ministers and departments and particular bodies, persons, commissions, or agencies from time-to-time carrying out functions on its behalf;

“Data Incident” means any circumstance which results in the loss, theft or inappropriate disclosure of information obtained as a result of pursuing the Purpose to a Third Party whether by accident or intention;

“Data Protection Legislation” means (i) the UK GDPR, (ii) the Data Protection Act 2018 (‘DPA 2018’) to the extent that it relates to the processing of Personal Data and privacy, (iii) all applicable Law about the processing of Personal Data and privacy, and (iv) (to the extent that it applies) the EU GDPR;

“Delivery Partner” means any Third Party, who is not a Beneficiary, whether an organisation or an individual, working with the Recipient, and remunerated by the Recipient from the Grant, to deliver the Purpose;

“Delivery Proposal” means the Recipient’s proposal at Annex D for achieving the Authority’s objectives as described in Schedule 1;

“Disposal” means the disposal, sale, or transfer of an Asset or any interest in any Asset and includes any contract for disposal;

“Domestic Successor” means, as the context requires, either:

- (a) a body that takes over the functions of the European Commission in the United Kingdom following its withdrawal from the European Union; or
- (b) the relevant court in England which takes over the functions of the Court of Justice of the European Union in England following its withdrawal from the European Union;

“Duplicate Funding” means funding received by the Recipient from a Third Party (including a Crown Body) which is intended to be used to deliver the Purpose, and which has not been declared to the Authority. Alternate sources of funding where declared and accepted as Supplementary Funding will not be considered Duplicate Funding but instead Match Funding so long as the Recipient can demonstrate what additionality (sustainability; volumes; scope; geography etc) this enables the Purpose to achieve;

“EU General Data Protection Regulation” (‘EU GDPR’) means Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of Personal Data and on the free movement of such data as it has effect in EU law;

A **“Finance Officer”** means a treasurer, finance officer or other officer of equivalent standing of the Recipient, and a Senior Finance Officer shall hold suitable position and authority;

The **“Funding Period”** means the period for which the Grant is provided from the Commencement Date to 31st March 2025

The **“Grant”** means the grant payable by the Authority to the Recipient under the terms of this Grant Agreement, the amount of which (the **“Grant Amount”**) payable in GBP (£) Sterling shall not be more than Nine Million, Five Hundred and Fifty Three Thousand, One Hundred and Forty Seven Pounds (£9,553,147);

“Grant Claim” means a payment request submitted on the form found at Annex A by the Recipient to the Authority detailing its claim for Eligible Expenditure;

“Grant Fraud” means deliberately obtaining grant funding that a person or organisation, whether the Recipient, its Staff, Delivery Partners or Third Party would not be entitled to by making a false declaration or failing to report material changes;

The “**Grant Funding Letter**” means the letter dated 17 June 2024 from the Authority to the Recipient which sets out supplementary information in relation to the Grant, a copy of which is set out in Annex G;

“**Grant Sponsor**” means the individual who has been nominated by the Authority to be the principal point of contact for the Recipient in relation to the Grant Agreement and whose name is recorded in Annex C;

A “**Grant Variation Notice**” means the official communication notifying the Parties and specifying the changes that have been made to the Grant Agreement and recorded at Annex F;

“**In Writing**” means modes of representing or reproducing words in visible form including but not limited to paper correspondence, email, display on screen and electronic transmission;

“**Ineligible Expenditure**” means expenditure which has not been used for purposes compliant with the terms of the Grant Agreement. Specific exclusions are further detailed in Annex E;

“**Information Acts**” means the Data Protection Legislation, Freedom of Information Act 2000 (‘FOIA’), the Environmental Information Regulations 2004 (‘EIR’) and any subordinate or amended legislation made under these Acts from time to time together with any guidance or codes of practice issued by the relevant government department(s) concerning the legislation;

“**Intangible Asset**” means any asset (either as a single or as a batch) without physical substance but which is identifiable and controlled through custody or legal rights, for example, most commonly (but not limited to) software licences, quotas, patents, copyrights, franchises and trademarks purchased, donated or developed together, which cost more than the Capitalisation Threshold; and has an economic life of twelve (12) Months or more; and is purchased, developed or maintained wholly or partially using the Grant;

“**Intellectual Property Rights**” or “**IPRs**” means copyright, rights related to or affording protection similar to copyright, rights in databases, patents and rights in inventions, semi-conductor topography rights, trade marks, branding, rights in Internet domain names and website addresses and other rights in trade names, designs, know-how, trade secrets, and any modifications, amendments, updates and new releases of the same and all similar or equivalent rights or forms of protection which subsist or will subsist now or in the future in any part of the world and any other rights in Commercially Sensitive Information;

“**Law**” means any applicable law, statute, bye-law, regulation, order, regulatory policy, guidance or industry code, judgment of a relevant court of law, or directives or requirements of any regulatory body, delegated or subordinate legislation;

“**Losses**” means all losses, liabilities, damages, costs, expenses (including legal fees), disbursements, costs of investigation, litigation, settlement, judgment, interest and penalties whether arising in

contract, tort (including negligence), breach of statutory duty, misrepresentation or otherwise and **Loss** will be interpreted accordingly;

“Match Funding” means any contribution whether cash or in kind offered by, or required of, the Recipient and agreed prior to the signature of the Agreement towards the cost of achieving the Purpose;

A **“Mediator”** means any independent person/body appointed by both Parties to mediate upon any dispute;

A **“Month”** means any calendar month;

“Officer Maintenance” means maintenance of officer headcount at the level of Police Uplift Programme baseline plus Police Uplift Programme three-year force allocation and allocation of Batch 1 additional recruitment officers from FY23/24. (Batch 1 additional recruitment allocation - a forces share of 1,400 additional officers which was confirmed on 31 March 2023.)

An **“Outturn Statement”** means the detailed end of year monitoring report template found at Annex B to be submitted by the Recipient to the Authority containing a full breakdown of expenditure and income for the entire Funding Period;

A **“Party”** means a signatory to this Grant Agreement;

“Personal Data” has the meaning given to it in the Data Protection Legislation;

“Remedial Action Plan” means the plan of action submitted by the Recipient to the Authority pursuant to the process set out in Clauses 17.3 to 17.9.

“Schedule” means the Schedules attached to this Grant Agreement;

“Scheme Manager” means the individual who has been nominated by the Recipient to be the principal point of contact for the Authority in relation to the Grant Agreement and whose name is recorded in Annex C;

“Social Value” means the Authority’s commitments to delivering Value for Money, environmental and social benefits, Net Zero by 2050, efficient use of resources, greater social inclusion, support for innovation, better risk management and improved supplier relationships. These principles are underpinned by the obligations laid down in in the [Social Value Act 2012](#), the [Modern Slavery Act 2015](#) and the [Equality Act 2010](#);

“Staff” means any person employed or engaged by the Recipient and acting in connection with the operation of this Grant Agreement including the Recipient’s owners, directors, members, trustees, employees, agents, suppliers, volunteers and Delivery Partners (and their respective employees, agents, suppliers and Delivery Partners)

“State Aid Law” means the law embodied in Articles 107- 109 of the Treaty on European Union and the Treaty for the Functioning of the

European Union and any related legislation adopted by the Council, European Parliament and/or the Commission (including implementing legislation) decisions and communications to the extent it applied or continues to apply at any time in the United Kingdom;

“Supplementary Funding” means any contribution not identified at the point of signature that is subsequently offered by the Recipient, or by a Third Party to the Recipient, towards fulfilment of the Purpose intended to meet the balance of any expenditure not supported by the Grant and notified to the Authority in accordance with Clause 10.10;

“Tangible Asset” means any physical item or group of items, including (but not limited to) land, buildings, plant and equipment, that is purchased, donated or developed together, which cost more than the Capitalisation Threshold; and has an economic life of twelve (12) Months or more; and is purchased, developed or maintained wholly or partially using the Grant;

“Third Party” means any party whether person or organisation other than the Authority or the Recipient;

“UK General Data Protection Regulations” (‘UK GDPR’) means Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (UK GDPR), as it forms part of the law of England and Wales, Scotland and Northern Ireland by virtue of section 3 of the European Union (Withdrawal) Act 2018, together with the Data Protection, Privacy and Electronic Communications (Amendments etc.) (EU Exit) Regulations 2019;

“UK Subsidy Control Regime” means the United Kingdom’s international commitments and obligations in relation to the award of subsidies;

“Unspent Monies” means any of the Grant which remains unspent and uncommitted at the end of a Funding Period or because of termination or breach of these Conditions; for avoidance of doubt Supplementary Funding will neither be considered as Grant or Unspent Monies;

“Value for Money” means securing the optimum combination of cost, quality and effectiveness, including relevant Social Value criteria over the whole period of use; it does not mean minimising upfront prices i.e. the lowest or cheapest option; and

A **“Working Day”** means any day from Monday to Friday (inclusive) which is not specified or proclaimed as a bank holiday in England and Wales pursuant to section 1 of the Banking and Financial Dealings Act 1971 including Christmas Day and Good Friday.

- 2.2. In this Grant Agreement, unless the context otherwise requires:
- a. References to the singular include the plural, and vice versa;
 - b. References to a gender include the other gender and the neuter;

- c. References to a person include an individual, company, body corporate, corporation, unincorporated association, firm partnership or other legal entity or Crown Body;
 - d. References in this Grant Agreement to Clauses, Appendices, Annexes and the Schedule are references to the clauses, sub-clauses, appendices annexes and schedule to this Grant Agreement;
 - e. The headings in this Grant Agreement are for ease of reference only and shall not affect the interpretation or construction of this Grant Agreement;
 - f. References to an Act of Parliament or any Law shall be deemed to include any subordinate legislation of any sort made, or as amended, extended, consolidated or re-enacted from time to time under that Act;
 - g. Any references to policy bulletins, enactments, orders, statutes, regulations or other similar instruments shall be construed as a reference to the policy bulletin, enactment, order, statute, regulation or instrument as amended or replaced by any subsequent policy bulletin, statute, enactment, order, regulation, or instrument;
 - h. the words "including", "other", "in particular", "for example" and similar words will not limit the generality of the preceding words and will be construed as if they were immediately followed by the words "without limitation";
 - i. Nothing in this Grant Agreement shall be deemed to constitute a partnership or agency relationship between the Parties at any time.
- 2.3. Where there is any conflict between the documents that make up this Grant Agreement the conflict shall be resolved in accordance with the following order of precedence:
- 2.3.1. the Terms and Conditions within this Grant Agreement;
 - 2.3.2. the Grant Funding Letter (Annex G);
 - 2.3.3. the Schedules;
 - 2.3.4. the Annexes (excl. Annex G).

Grant Offer

- 3.1. Subject to the Recipient complying with this Grant Agreement, the Authority offers to reimburse the Recipient as a contribution towards its expenditure incurred from the Commencement Date. The Grant must be paid into a bank located in the UK.
- 3.2. The Recipient acknowledges that the Authority agrees to fund it only for the Grant Amount, the Funding Period and for the Purpose specified in this Grant Agreement and the Grant Funding Letter.

Grant Amount

- 4.1. The Authority has agreed funding of up to the Grant Amount; the Grant Amount will not be increased in the event of any overspend by the Recipient in its delivery of the Purpose.
- 4.2. It is the Recipient's responsibility to ensure that its receipt, management and expenditure of the Grant complies with all tax requirements in force at the time and for the duration of the Grant Agreement.
- 4.3. The Recipient acknowledges that the Grant and any Eligible Expenditure claimed are not paid as a consideration for any taxable supply for VAT purposes. The Grant Amount and any Eligible Expenditure claimed are therefore deemed to be inclusive of all VAT chargeable, and the Parties agree that the Authority's obligation does not extend to paying any additional amounts in respect of VAT.
- 4.4. The Recipient acknowledges that unless explicitly agreed by the Authority In Writing and in advance, the Grant will not be used to meet the cost of any import, customs duties or any other taxes or similar charges applied by local governments or by non-UK governments or by any non-UK local public authority.

Timing of the Grant

- 5.1. Grant Claims will be paid in accordance with the payment profile detailed in Schedule 2, within thirty (30) Calendar Days of the receipt and agreement of a correctly submitted Annex A and all supporting monitoring information as set out in Schedule 3,
- 5.2. The Authority shall have no liability to the Recipient for any Losses caused by a delay in the approval of, or amendment to, Eligible Expenditure howsoever arising.
- 5.3. In order for the Grant to be released, the Authority will require the Recipient to:
 - a. have signed and returned a copy of this Grant Agreement to the Authority, and
 - b. have provided the appropriate bank details, and
 - c. be in compliance with the Grant Agreement throughout the period for which Eligible Expenditure is being claimed.
- 5.4. Payment will be made by BACS using account details that the Recipient must supply to the Authority. The Recipient is responsible for ensuring that the Authority has been notified of its correct bank account details and any subsequent changes.
- 5.5. Original notification of, and all subsequent amendments to, the Recipient's bank details must be provided on its own headed notepaper duly signed by a Senior Finance Officer (see Annex I).

- 5.6. The Authority is not permitted to pay the Grant in Advance of Need. If the Authority reasonably believes that payment is being made in Advance of Need, it may change the timing and/or the amount of any outstanding Grant payments.
- 5.7. Nothing in this Grant Agreement shall oblige the Authority to reimburse claims against the Grant beyond the Funding Period.
- 5.8. Any request for payment relating to activities undertaken after the Funding Period shall be subject to the specific written approval of the Authority.

Managing the Grant

- 6.1. Each Party shall record the contact details of their Authorised Representatives at Annex C. At a minimum these must be the Grant Sponsor and Scheme Manager.
- 6.2. The Recipient shall:
 - a. have a sound administration and audit process, including financial safeguards against fraud, theft, money laundering, counter-terrorist financing or any other impropriety or mismanagement in connection with the administration of the Grant,
 - b. ensure that the adequacy of the systems in place are subject to independent audit, the results of which must be shared with the Authority, and
 - c. ensure that appropriate professional arrangements are put in place for the management of the Grant and the reporting of expenditure.
- 6.3. The Recipient should take all necessary steps to ensure that the Grant is accounted for and monitored separately from the Recipient's other funding streams with all payments transacted through a dedicated bank account.
- 6.4. Monies and income derived from Third Parties as Supplementary Funding shall not constitute the Grant and will be accounted for, identified and reported on separately.
- 6.5. The Recipient may not vire (move) funds between this Grant and other grants made to it.
- 6.6. The Recipient shall account for the Grant on an accruals basis. This requires the cost of goods or services to be recognised when the goods or services are received, rather than when they are paid for.
- 6.7. In support of Grant Claims, and in accordance with the monitoring and reporting requirements detailed in Schedule 3, using the template at Annex A the Recipient shall provide the Authority with narrative reports detailing progress against Key Performance Indicators ('KPIs'); these should also include headline financial reconciliations highlighting spend and any significant financial variances, underspend or overspend.

- 6.8. Where an underspend is identified by the Recipient, the Authority may require that (i) a revised budget toolkit is submitted, and (ii) subsequent payment values noted in Schedule 2 are adjusted accordingly.
- 6.9. At the end of the Funding Period, the Recipient shall submit an Outturn Statement to the Authority. This Outturn Statement must:
 - a. be in the format set out in Annex B, and
 - b. be signed by a Senior Finance Officer.
- 6.10. The Authority may ask the Recipient to clarify any information provided to it. If so, the Recipient shall comply with any such request.
- 6.11. The Authority may at its discretion provide the Recipient with feedback on the adequacy of any report or claim and may also require the Recipient to re-submit a report or claim, having taken into account any issues raised in the Authority's feedback.
- 6.12. The Recipient shall promptly notify and repay to the Authority any overpayment or monies incorrectly paid to it. This includes (without limitation) situations where either an incorrect sum of money has been paid or where Grant has been paid in error before the Recipient has complied with all conditions attaching to the Grant. Any sum, which falls due under this clause 6.12, shall fall due immediately. If the Recipient fails to repay the due sum immediately, or within such timeframe as is otherwise agreed to by the Authority, the sum will be recoverable summarily as a civil debt.
- 6.13. At the end of each Funding Period, or upon termination howsoever caused, the Recipient shall ensure that all Unspent Monies are returned to the Authority, unless otherwise agreed In Writing by the Authority and at its sole discretion.
- 6.14. For the purposes of accounting, reconciliation and the repatriation of Unspent Monies at termination or at any other point provided for within this Grant Agreement, the Grant shall consist of:
 - a. all Grant monies paid to the Recipient,
 - b. all interest and returns generated from the investment of the Grant; and
 - c. the proceeds of the sale or Disposal of any Assets.
- 6.15. The Recipient shall have appropriate and proportionate contingency plans in place to ensure continuity of delivery of the Purpose, and the Authority shall have sight of these contingency plans and shall have the right to request assurance from the Recipient as to their implementation, where necessary, to ensure continuity of delivery of the Purpose.
- 6.16. The Recipient must ensure it has in place suitable measures for the orderly management of its business operations following the expiry or termination of this Grant Agreement howsoever caused. It shall prepare (and make available to the Authority) a plan which sets out the

provisions required to achieve a controlled closure of the programme in accordance with Schedule 4.

Records to be kept

- 7.1. The Recipient shall maintain and operate effective monitoring and financial management systems, and keep a record of all:
 - a. Eligible Expenditure and retain all accounting records relating to the Eligible Expenditure for a period of at least seven (7) years after the end of the Funding Period. Accounting records should include: original invoices, receipts, minutes from meetings, accounts, deeds, interest accrued, returns on investments, income generated, Supplementary Funding received and any other relevant documentation, whether In Writing or electronic form, and
 - b. gifts, both given and received, in connection with the Purpose.
- 7.2. Where the Recipient is paying Grant monies to Delivery Partners, and any Delivery Partner(s) wish to retain such original documentation, the Recipient should obtain from the Delivery Partner(s):
 - a. certified copies of the accounting documents justifying income and expenditure incurred by the Delivery Partner(s) in relation to the Purpose,
 - b. an annual, written statement, signed by the Delivery Partner's treasurer or equivalent senior finance officer, of how the money was spent, and
 - c. a signed undertaking that the Delivery Partner will retain such documents for the period prescribed above.
- 7.3. The Grant may not be used to purchase Assets.

Limitations of Funding Use

- 8.1. Funding is released based on headcount (as set out in Schedule 2). Therefore 'eligible expenditure' in this case does not strictly apply.

Limitations of Funding Use

- 8.2. The Recipient shall not use the Grant to engage as a Delivery Partner, or member of Staff nor otherwise engage with Third Parties, known to demonstrate vocal or active opposition to fundamental British values², including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. This includes those who make extremist calls for the death of members of our armed forces, whether in this country or overseas. The Authority shall inform

² An opposition to fundamental British Values is to go against universal human rights, gender equality, equality of opportunity, democracy, the rule of law, respect for the rights of different religions and beliefs, freedom of speech.

the Recipient immediately if it becomes aware of any such activities or statements of any of the Recipient's Delivery Partners contrary to the values mentioned above and the Recipient shall cease its cooperation without delay.

- 8.3. The Grant may not be used to
- a. pay for lobbying (via an external firm or in-house staff) in order to undertake activity that intends or attempts to influence Parliament or Crown Bodies or political parties, for example, attempting to influence legislative or regulatory action; or, the awarding or renewal of contracts and grants; or attempting to influence legislative or regulatory action, or
 - b. enable one part of government to challenge another on topics unrelated to the Purpose, or
 - c. petition the Authority or other Third Parties for additional funding, or
 - d. pay expenses, such as entertaining, specifically aimed at exerting undue influence to change government policy, or
 - e. pay input VAT reclaimable by the Recipient from HMRC, or
 - f. fund activity that may be party-political in intention, use, or presentation, or
 - g. support or promote activities of an exclusively religious nature. This will not include activity designed to improve inter-faith relationships or working.
- 8.4. In accordance with the UK Government's commitments made in The Compact³ the limitations stated in clause 8.4 do not preclude the Recipient, or any Delivery Partner, from utilising any other source(s) of funding (i.e. not this Grant) to undertake these activities.
- 8.5. Annex E describes in more detail further Ineligible Expenditure items.

Audit and Inspection

- 9.1. The Recipient shall comply with the international accounting standards⁴.
- 9.2. The Recipient shall ensure that the Grant falls within the scope of audit as part of the Recipient's annual internal and external audit programme.
- 9.3. The value and purpose of the Grant shall be identified separately in the Recipient's audited accounts (or the notes thereto). Should the Recipient's annual turnover fall below the threshold that is the minimum legal requirement for formal external audit then an

³ The national agreement between the UK Government and Civil Society Organisations which aims to ensure the parties work effectively in partnership to achieve common goals and outcomes for the benefit of communities and citizens (http://www.compactvoice.org.uk/sites/default/files/the_compact.pdf)

⁴ <https://www.gov.uk/government/publications/charities-sorp-2005>

Independent Assurance Statement must be signed off by either an external auditor or an independent qualified accountant.

- 9.4. On request, the Recipient will send the Authority a copy of its, and/or its Delivery Partners, latest audited accounts, or a cashflow statement and forecast. This should be either:
 - a. a hard copy sent by traditional post, or
 - b. an electronic copy sent by email (e.g. a hyperlink to a public facing website, or PDFs of the document(s)).
- 9.5. The Recipient shall, without charge, permit any officer or officers of the Authority, agents, external auditing bodies (e.g. European Court of Auditors or any Domestic Successor, National Audit Office or Public Sector Audit Appointments) or their nominees, access to its Staff, premises, facilities and records and shall, if so required, provide appropriate oral or written explanations from them, for the purpose of examining, discussing, monitoring and evaluating the Recipient's fulfilment of the conditions of this Grant Agreement and the economy, efficiency and effectiveness with which the Grant has been used.
- 9.6. Further to Clause 9.5, any officer or officers of the Authority, external auditing bodies (e.g. European Court of Auditors or any Domestic Successor, National Audit Office or Public Sector Audit Appointments) or their nominees, may also examine and take copies of the Recipient's books of account and such other documents or records as in such officers' view may relate to the use of Grant.
- 9.7. The Authority shall endeavour, but is not obliged, to provide due notice of its intent to undertake the activities described in Clauses 9.5 and 9.6.
- 9.8. The Recipient agrees to make available immediately to the Authority, free of charge, and whenever requested, copies of audit reports obtained by the Recipient in relation to the Purpose or other aspect of the Grant Agreement.
- 9.9. In all cases, the Recipient shall supply the Authority with all such financial information, as is reasonably requested from time-to-time, on an open book basis.

Lawful conduct, equal opportunities, use of volunteers and activities funded by the Grant

- 10.1. The Recipient must notify the Authority in a timely manner of any Change of Control or of any complaint or investigation by any Crown Body, regulatory body or the police into its activities or those of its Staff or Delivery Partners.
- 10.2. The Recipient shall ensure that all reasonable steps have been taken to ensure that it, its Staff and any Delivery Partner acting on its behalf complies with all applicable Laws and shall possess all the necessary qualifications, licences, permits, skills and experience to discharge their responsibilities effectively, safely and in conformance with any

applicable Law for the time being in force (so far as binding on the Recipient and/or the Delivery Partner).

- 10.3. Where the Grant will be disbursed outside the United Kingdom the Recipient shall use its best endeavours to ensure that such funding:
 - a. does not contravene the Laws of any other country; and
 - b. is not used to support activities which could bring the Authority's name into disrepute.
- 10.4. The Recipient shall ensure that it, and any Delivery Partner, has relevant organisational policies in place to deliver the Purpose. These should cover, but not be limited to: whistleblowing; safeguarding; diversity and equality; environmental; data protection; and information security recruitment; staff welfare; staff vetting; and modern slavery, and shall remain current for the duration of the Funding Period and be reviewed regularly by appropriately senior Staff and confirmed by the Police and Crime Commissioner for Essex. All Staff must be aware of these policies and of how to raise any concerns.
- 10.5. On request from the Authority, the Recipient will provide the Authority with all such relevant documents and information relating to the Recipient's organisational policies and procedures as the Authority may reasonably require.
- 10.6. The Recipient shall take all reasonable steps to ensure that it and anyone acting on its behalf do not bring the Authority or the Purpose into disrepute for instance by reason of prejudicing the Purpose and/or being contrary to the interests of the Authority.
- 10.7. In particular, the Authority has a zero-tolerance approach towards sexual exploitation, abuse and all forms of bullying, harassment and discrimination, especially for those who have a protected characteristic under the Equality Act 2010 (sexual orientation, race, religion, age, disability, sex, gender reassignment, marriage/civil partnerships and maternity / pregnancy) as well as gender identity. The Recipient will immediately contact the Grant Sponsor to report any credible suspicions, or actual incidents, of sexual exploitation, abuse, bullying, harassment or discrimination related to this Grant Agreement or which would be of significant impact to the Authority or other Crown Body. For example, any event that affects the governance or culture of the Recipient, such as those related to senior management, must be reported.
- 10.8. Any event notified to the Authority under Clauses 10.1, 10.6 and/or 10.7 may be investigated by the Authority or a duly nominated representative or agent. The Recipient will fully co-operate with any investigation.
- 10.9. The Recipient shall take account of the Code of Conduct for Recipients of Government General Grants (the 'Code of Conduct')⁵ when delivering the Purpose. It will ensure that Staff and, to the extent to

⁵ <https://www.gov.uk/government/publications/supplier-code-of-conduct>

which it is practical, its Delivery Partners are made aware and undertake their duties when delivering the Purpose in a manner consistent with the principles outlined in the Code of Conduct.

- 10.10. Before entering into any agreement with a Third Party offering Supplementary Funding towards delivery of the Purpose, the Recipient must:
- a. ensure that robust due diligence processes (similar to that set out in Clause 12.2), regarding both the prospective donor and the source of the monies, have been undertaken, and
 - b. inform the Authority of these details including, but not necessarily limited to, the source, value, scope, nature and any conditions of the Supplementary Funding.
- 10.11. Following receipt of information in accordance with Clause 10.10, the Authority shall, at its sole discretion, confirm In Writing whether the use of the Supplementary Funding for the Purpose is acceptable to it. In instances where the Authority does not agree that the Supplementary Funding can be used, for example by reason of prejudicing or conflicting with the Purpose and/or being contrary to the interests of the Authority, the Recipient must confirm In Writing (i) what it intends to do with the Supplementary Funding, and (ii) that it will not use the Supplementary Funding to deliver the Purpose.
- 10.12. The Recipient agrees and accepts that it may become ineligible for grant support and be required to repay all or part of the Grant – not limited to any Unspent Monies – if it engages in tax evasion or aggressive tax avoidance in the opinion of HMRC.

Conflict of interest and fraud, financial or other irregularities

- 11.1. The Recipient and its Staff shall take all reasonable steps to avoid any actual or perceived bias or conflicts of interest in respect of the Grant or the Purpose.
- 11.2. Neither the Recipient nor its Delivery Partners shall engage in any personal, business or professional activity which conflicts or could conflict with any obligations in relation to the Grant Agreement.
- 11.3. The Recipient must set up formal procedures to require all Staff to avoid any potential conflict of interest and to declare any personal or financial interest in any matter concerning the Recipient's activities and to be excluded from any discussion or decision-making relating to the matter concerned.
- 11.4. If the Recipient has any grounds for suspecting financial irregularity in the use of any Grant paid under this Grant Agreement, it must notify the Grant Sponsor immediately, explain what steps are being taken to investigate the suspicion, and keep the Grant Sponsor informed about the progress of the investigation.
- 11.5. In the event that a notification is received in accordance with clause 11.4, the Grant Sponsor will ensure that the Authority's Counter-Fraud

Team (<mailto:CounterFraudFinance@homeoffice.gov.uk>) are made aware as soon as practical.

- 11.6. For the purposes of Clause 11.4, “financial irregularity” includes (but is not limited to) potential fraud or other impropriety, mismanagement, offences under the Bribery Act, corruption and the use of the Grant for purposes other than those stipulated by the Authority in this Grant Agreement.
- 11.7. The Recipient must pro-actively identify, itemise and assess how it and the use of the Grant might be vulnerable to fraud⁶. Fraud should always be considered as a risk and reported on as required in Schedule 3 (Risk Management or Ad-hoc reporting).
- 11.8. The Recipient agrees that it will not apply for or obtain, and will assure that any Beneficiary, or Delivery Partner, is not in receipt of or does not apply for or themselves obtain, Duplicate Funding. The Authority may refer the Recipient, Beneficiary or a Delivery Partner to the police should it dishonestly and intentionally obtain Duplicate Funding to deliver the Purpose.
- 11.9. The Recipient shall not offer or give, or agree to give, to the Authority or any other public body or any person employed by or on behalf of the Authority or any other public body any gift or consideration of any kind as an inducement or reward for doing, refraining from doing, or for having done or refrained from doing, any act in relation to the obtaining or execution of the Grant Agreement or any other contract with the Authority or any other public body, or for showing or refraining from showing favour or disfavour to any person in relation to the Grant Agreement or any such contract.

Procurement procedures

- 12.1. In procuring any works, goods or services or otherwise disbursing the Grant, the Recipient shall follow its own procurement guidelines to secure Value for Money and shall apply the principles of non-discrimination and equal treatment, transparency, mutual recognition and proportionality. For example, some degree of advertising appropriate to the scale of the proposed expenditure is likely to be necessary to demonstrate transparency. This is in line with the UK objective of achieving Value for Money for the taxpayer.
- 12.2. Prior to the award of onward funding or a contract or other legal form of agreement to a Delivery Partner, the Recipient shall ensure that it carries out a thorough and proportionate documented due diligence process to understand an organisation’s financial status, viability and capability; technical skills and capacity; operational and commercial processes and procedures; background and history (fraud risk, money laundering, terrorism, modern slavery etc); and ensure the payment does not represent Duplicate Funding or Grant Fraud.

⁶ Support can be found, for example, from <https://www.fraudadvisorypanel.org/>

- 12.3. When procuring or entering into an arrangement with a Delivery Partner, the Recipient shall be mindful of the intent, and apply the spirit, of the:
- a. Government Functional Standard for General Grants (GOVS 015)⁷, and
 - b. Civil Society Strategy⁸ in all its dealings with Civil Society organisations.
- 12.4. Where the Recipient enters into a contract (or any other form of agreement) with a Delivery Partner for the provision of any part of the Purpose, the Recipient shall ensure that such terms are included in the agreement which:
- a. requires the Recipient to pay all sums due within a specified period not exceeding thirty (30) Calendar Days from the date of receipt of a validated invoice or claim request as defined by the terms of the agreement,
 - b. enable the Recipient to recover unspent or misused funds in accordance with this Grant Agreement,
 - c. ensure that all funded activities are fully reported on,
 - d. comply with all the Authority's positions and policies referred to in this Grant Agreement, and
 - e. provide the Authority with an up-to-date, unredacted, signed copy of any agreement, including any amendments, entered into upon request.
- 12.5. Onward payment of the Grant to Beneficiaries and the use of Delivery Partners shall not relieve the Recipient of any of its obligations under this Grant Agreement, including any obligations to repay the Grant.
- 12.6. The Recipient shall remain responsible at all times for paying the Delivery Partner. The Authority shall have no responsibility for paying any Delivery Partner's invoice or claim request.
- 12.7. If the Authority becomes aware that the Recipient has failed to pay a Delivery Partner's undisputed invoice or Beneficiary's claim request within thirty (30) Calendar Days of receipt, the Authority shall be entitled to publish the details of the late or non-payment (including on government websites and in the press).
- 12.8. Prior to Commencement, the Recipient shall provide the Authority with a list of all identified Delivery Partners and must thereafter provide written notification in advance of any planned changes to this list whether additions, removals or replacements of Delivery Partners.
- 12.9. In accordance with Clause 12.1, where the Recipient follows a sole source, single tender or other uncompleted award procedure above its

⁷ <https://www.gov.uk/government/publications/grants-standards>

⁸ The strategy to help government strengthen the organisations, large and small, which hold society together (<https://www.gov.uk/government/publications/civil-society-strategy-building-a-future-that-works-for-everyone>)

own policy threshold it must provide and document a full justification that can be robustly defended and maintain the relevant documentation on file. Such justification may apply in exceptional circumstances for example where:

- a. the requirement can demonstrably be met only by proprietary or specialist equipment,
- b. the requirement can demonstrably be met only by a single available entity with extremely niche skills, or
- c. there are simply no alternative sources of supply.

12.10. The Recipient shall ensure that in delivering the Purpose it does not put the Authority in breach of the United Kingdom's Subsidy Control obligations⁹. The Recipient will maintain appropriate records of its compliance with the subsidy control requirements and will take all reasonable steps to assist the Authority to comply with the same and respond to any proceedings or investigation(s) into the Purpose by any relevant court or tribunal of relevant jurisdiction or regulatory body.

12.11. The Recipient acknowledges and represents that the Grant is being awarded on the basis that the Purpose does not affect trade in goods and wholesale electricity between Northern Ireland and the European Union and shall ensure that the Grant is not used in way that affects any such trade.

Insurance coverage

13.1. The Recipient shall ensure that it, and any Delivery Partner(s), have appropriate and adequate insurance arrangements (including but not limited to public liability insurance or an equivalent policy) in place to deliver the Purpose and shall provide evidence of such insurance to the Authority on request. This includes the Loss or personal injury to persons undertaking activities in furtherance of the Purpose.

Indemnity

14.1. The Authority accepts no liability to the Recipient or to any Third Party for any costs, claims, damage or Losses, howsoever they are incurred, except to the extent that they arise from personal injury or death which is caused by the Authority's negligence.

14.2. The Recipient agrees to indemnify the Authority for any costs, claims, damages or Losses which arise as a result of negligence by the Recipient or out of any breach by the Recipient of any terms of this Grant Agreement.

14.3. Neither Party shall be liable for any delays in performing or failure to perform any of its obligations under this Grant Agreement if such delay

⁹ <https://www.gov.uk/government/publications/complying-with-the-uks-international-obligations-on-subsidy-control-guidance-for-public-authorities>

or failure is caused by a force majeure event, such as acts of God, civil disorder, military action, acts of terrorism, natural disaster and other circumstances which are beyond the reasonable control of either Party, but excluding any industrial dispute. In such event, either Party will give immediate notice In Writing to the other Party of the existence of such cause or event and of the likelihood of delay.

- 14.4. Nothing in this Grant Agreement limits any liability which cannot legally be limited, including (but not limited to) liability for:
- a. death or personal injury caused by negligence; and
 - b. fraud or fraudulent misrepresentation.

Intellectual Property Rights and Branding

- 15.1. The Parties shall retain exclusivity in their own Background IPRs.
- 15.2. Unless otherwise agreed In Writing, the Recipient shall own all IPR created using the Grant. However, the Recipient shall grant to the Authority at no cost a non-exclusive irrevocable, royalty-free perpetual worldwide license to use and to sub-license the use of any material or IPR created by the Recipient whether partially or wholly funded from the Grant for such purposes as the Authority shall deem appropriate.
- 15.3. Ownership of Third Party software or other IPR necessary to deliver the Purpose will remain with the Recipient or the relevant Third Party.
- 15.4. Neither Party shall have the right to use any of the other Party's names, logos, branding or trademarks on any of its products or services without the other Party's prior written consent.
- 15.5. The Recipient shall at all times during and following the end of the Funding Period:
- a. comply with requirements of the Branding Manual in relation to the Purpose; and
 - b. cease use of the *Funded by UK Government* logo on demand if directed to do so by the Authority
- 15.6. The Recipient shall seek approval from the Authority prior to using the Authority's logo when acknowledging the Authority's financial support of its work. Such acknowledgements (where appropriate or as requested by the Authority) shall include the Authority's name and logo (or any future name or logo adopted by the Authority) using the templates provided by the Authority from time to time.
- 15.7. When using the Authority's name and logo, the Recipient will comply with all reasonable branding guidelines as issued by the Authority from time-to-time.
- 15.8. The Authority may freely share any information, branding, know-how, system or process developed using the Grant during the Funding Period and beyond to support similar or subsequent schemes.

Social Value Requirements

- 16.1. The Recipient shall be mindful of and take reasonable measures to ensure that all its activities in delivering the Purpose support the UK Government's commitment to Social Value by:
- a. fighting climate change in compliance with the UK Government's "Greening Government Commitments"¹⁰ including the need to avoid adverse impacts on the environment and contributing to the Net Zero by 2050 ambition
 - conserving energy, water, wood, paper and other resources,
 - reducing waste,
 - reducing fuel emissions wherever possible,
 - phasing out the use of ozone depleting substances and minimise the release of greenhouse gases, volatile organic compounds and other substances damaging to health and the environment, and
 - having due regard to the use of recycled products, so long as they are not detrimental to the provision of the Purpose or the environment, to include the use of all packaging, which should be capable of recovery for re-use or recycling.
 - b. tackling economic inequality through the creation of new businesses, new jobs and new skills, increasing supply chain resilience and capacity, quality apprenticeship schemes, ending the gender pay imbalance, prompt payment throughout its commercial arrangements, and ensuring opportunities for SMEs and Civil Society and those owned or led by protected characteristics, and
 - c. supporting equal opportunity and wellbeing by reducing the disability employment gap, tackling workforce inequality, improving health and wellbeing, and improving community integration, and
 - d. safe and secure supply chains free from modern slavery and human trafficking through inspection and audit, use of the Modern Slavery Assessment Tool, assessing and recording risks, and supply-chain mapping.

Breach of Grant Conditions

- 17.1. If the Recipient fails to comply (or to procure the compliance by any Delivery Partner, Beneficiary or Third Party, as applicable) with any of the conditions set out in this Grant Agreement, or if any of the events mentioned in Clause 17.2 occur, then, subject to the provisions made in Clauses 17.3 to 17.5, the Authority may:

¹⁰ <https://www.gov.uk/government/publications/greening-government-commitments-2021-to-2025/greening-government-commitments-2021-to-2025>

- a. withhold, suspend or terminate the payment of the Grant for such a period as the Authority shall determine, and/or
- b. reduce the Grant Amount in which case the payment of the Grant shall thereafter be made in accordance with the reduction and notified to the Recipient, and/or
- c. require the Recipient to repay all or any part of the Grant previously paid and/or
- d. terminate this Grant Agreement with immediate effect.

The Recipient must repay any amount required under this Clause 17 within thirty (30) Calendar Days of receiving any such demand for repayment. Such sums may be recovered as a civil debt.

17.2. The events referred to in Clause 17.1 are as follows:

- a. the Recipient purports to transfer, novate, assign or otherwise dispose of the whole or any part of its rights, interests or obligations arising under this Grant Agreement without the written agreement in advance of the Authority, or
- b. the Recipient has not submitted reports, information, or other documentation within the required timescales when reasonably requested by the Authority, or
- c. any information provided in the application for the Grant (or in a claim for payment) or in any subsequent supporting correspondence is found to be incorrect or incomplete to an extent which the Authority considers to be material, or
- d. the Recipient takes inadequate measures to investigate and resolve any reported irregularity, Data Incident, or Critical Incident, or
- e. the Recipient ceases to operate and/or changes the nature of its operations to an extent which the Authority considers to be significant or prejudicial, or
- f. the Recipient is subject to
 - a proposal for a voluntary arrangement,
 - has a petition for an administration order, or a winding-up order brought against it,
 - passes a resolution to wind up,
 - makes any composition, arrangement, conveyance or assignment for the benefit of its creditors, or purports to do so,
 - the appointment of a receiver, administrator or liquidator,
 - a relevant judicial institution requiring any Grant paid to be recovered by reason of a breach of the UK's Subsidy Control Regime or State Aid Law through its application under Article 10 of the Northern Ireland Protocol,

or

- g. the Recipient fails to comply with any other the provisions regarding State Aid Law or the UK Subsidy Control Regime, or
 - h. the Authority considers that the Recipient has not made satisfactory progress with its delivery of the Purpose, or
 - i. payment to the Recipient (or a Beneficiary or a Delivery Partner) represents Duplicate Funding and/or Grant Fraud, or
 - j. the Recipient receives Supplementary Funding and fails to comply with its obligations set out Clauses 10.10 and 10.11, or
 - k. the Recipient breaches the Code of Conduct and/or fails to report an actual or suspected breach of the Code of Conduct by the Recipient, its Staff, Delivery Partner(s), Beneficiary or other Third-Party involved in achieving the Purpose.
- 17.3. It is hoped that most difficulties encountered by the Recipient can be overcome with the advice and support of the Authority. Where the Authority reasonably believes that the Recipient may be in breach of this Grant Agreement, the Authority will write to the Recipient giving particulars of its concern or of such breach and details of any action that the Authority intends to take and any timetable for seeking remedy.
- 17.4. The Recipient must act within the timeframe set by the Authority to address the concern or remedy the breach and shall submit a draft Remedial Action Plan to the Authority for approval.
- 17.5. On receipt of the draft Remedial Action Plan and as soon as reasonably practicable, the Authority will submit its comments on the draft Remedial Action Plan to the Recipient.
- 17.6. The Authority shall have the right to accept or reject the draft Remedial Action Plan. If the Authority rejects the draft Remedial Action Plan, the Authority shall confirm, In Writing, the reasons why they have rejected the draft Remedial Action Plan and will confirm whether the Recipient is required to submit an amended Remedial Action Plan to the Authority.
- 17.7. If the Authority directs the Recipient to submit an amended draft Remedial Action Plan, the Parties shall agree a timescale for the Recipient to amend the draft Remedial Action Plan to take into account the Authority's comments.
- 17.8. If the Authority is not satisfied with the steps taken by the Recipient to address its concern or remedy the breach, the Authority may exercise all or any of its rights under this Grant Agreement.
- 17.9. The Authority will act reasonably and proportionately (taking account of all of the circumstances) when exercising its rights under this Grant Agreement.

Funding Period and Termination including Consequences

- 18.1. The Authority does not commit to renew or continue financial support to the Recipient beyond the final Funding Period.
- 18.2. Subject to Clauses 17.3 to 17.9, the Authority may terminate this Grant Agreement forthwith by serving a written notice on the Recipient if the Recipient is in material breach of its obligations arising from the Grant Agreement by:
 - a. using any part of the Grant for a purpose other than the Purpose,
 - b. making any false, incorrect or misleading statement in order to obtain this Grant or has been involved in any illegal activity or improper act in its administration,
 - c. failing to comply with any obligation arising from the Grant Agreement, or
 - d. failing to remedy any breach of this Grant Agreement.
- 18.3. The Recipient may terminate this Grant Agreement forthwith by serving a notice on the Authority In Writing if it has made a written request for payment of a sum properly due (i.e. undisputed and validated) to it under this Grant Agreement and the Authority has failed to make payment of that sum within thirty (30) Calendar Days of receiving the request.
- 18.4. Notwithstanding Clauses 18.2 and 18.3, this Grant Agreement may be terminated by either Party giving the other at least three (3) Months (or other agreed time period) notice In Writing.
- 18.5. With reference to Clause 18.3, and in the event that the Authority exercises its right to give notice of termination under Clause 18.4, and with regard to the Programme Closure Plan (Schedule 4), the Authority shall reimburse the Recipient for any commitments or liabilities which represent an unavoidable direct Loss to the Recipient by reason of the termination of the Grant Agreement, provided that the Recipient takes all reasonable steps to mitigate such Loss.
- 18.6. In such an event, the Recipient shall submit a fully itemised and costed list of unavoidable direct Losses which it would seek to recover from the Authority, with supporting evidence, of such Losses reasonably and actually incurred by the Recipient as a result of a termination by the Authority in accordance with Clause 18.5.
- 18.7. Any payment due under Clauses 18.5 and 18.6 will be made within thirty (30) Calendar Days from receipt of a correctly submitted and validated invoice(s) but in any case upon completion to the Authority's satisfaction, and at the Recipient's sole cost, of any reasonable investigation required by the Authority of the costs detailed within the invoice(s). The Authority agrees that any such investigation shall be carried out as soon as reasonably practicable.
- 18.8. The right to reimbursement shall be excluded if termination of the Grant Agreement is enacted under the provisions set out in Clause

- 18.2 above or where the Recipient has exercised its right to give notice of termination under Clause 18.4.
- 18.9. On termination of this Grant Agreement howsoever caused, the Recipient (as soon as reasonably practicably) shall return to the Authority any property or Unspent Monies (unless the Authority gives its written consent to their retention) then in its possession in connection with this Grant Agreement.
- 18.10. The Authority may at any time serve notice upon the Recipient requiring it to cease using a particular Delivery Partner, the Authority will only do so where it has reasonable grounds to object to the continued use of such a Delivery Partner. Any such notice will be cognisant of the terms of a legally binding agreement and, where appropriate, the need for an alternative to be provided.
- 18.11. Although the Authority does not seek to exercise detailed control of the Recipient's activities, it must ensure that public money is protected and Value for Money achieved. Consequently, the Recipient shall, in accordance with this Grant Agreement, promptly provide such assistance and comply with such timetable as the Authority may reasonably require for the purpose of ensuring a smooth transfer of responsibility upon the expiry or other termination of the Grant Agreement. The Authority will look to the Recipient to provide such assistance as appropriate prior to the expiry or other termination of the Purpose.
- 18.12. Such assistance may include the delivery of documents and data in the possession or control of the Recipient which relate to the activities funded by the Grant.
- 18.13. Three (3) Months prior to expiry of the Grant Agreement or within one (1) Month of serving a notice of termination, the Recipient shall if requested deliver to the Authority a final Programme Closure Plan (Schedule 4) detailing when and how any Grant-funded work in progress will be wound-down, continued or transferred from the Recipient to either the Authority or a successor body. The Authority's agreement to this plan shall not be unreasonably withheld or delayed.
- 18.14. The Recipient undertakes that it shall not knowingly do or omit to do anything which may adversely affect the ability of the Authority to ensure a smooth transfer of responsibility for the grant funded activities
- 18.15. Any termination of this Grant Agreement will be without prejudice to any other rights or remedies of the Parties under this Grant Agreement or at law and will not affect any accrued rights or liabilities of the Parties at the date of termination.

Amendments to the Grant Agreement

- 19.1. The Authority shall have the right to amend Schedule 1 and/or Schedule 3 at any time provided that such amendment as required is related in nature to the Purpose and does not impose an additional cost or other material burden upon the Recipient. The Authority will

endeavour to provide thirty (30) Calendar Days' written notice of any such amendment so required.

- 19.2. The Authority may also on not less than thirty (30) Calendar Days' notice to the Recipient amend this Grant Agreement to ensure that it complies with any guidance issued by the Information Commissioner's Office.
- 19.3. Additionally, either Party may request In Writing changes to the Grant Agreement during the Funding Period.
- 19.4. If the Parties cannot agree on the content of a change initiated under Clause 19.3 then the proposed change(s) will be withdrawn. In all events the Authority shall hold the final right of rejection.
- 19.5. Any amendments to this Grant Agreement and/or the Grant Funding Letter shall:
 - a. only be valid if they are documented using a Grant Variation Notice form duly signed by an Authorised Representative of both Parties, and
 - b. be recorded in Annex F.
- 19.6. The Grant Agreement itself shall be updated and re-issued bearing the next sequential version control reference.

Confidentiality

- 20.1. Nothing in this Clause 20 (Confidentiality) applies to information which is already in the public domain or the possession of the Recipient other than by reason of breach of this Clause 20.
- 20.2. The Recipient undertakes to keep confidential and not to disclose and to procure that its Staff keep confidential and do not disclose any information of a sensitive nature which it has obtained by reason of this Grant Agreement.
- 20.3. The Recipient, its Staff and Delivery Partner(s) shall not use any information which has been obtained as a result of delivering the Purpose (including, without limitation, any information relating to any Beneficiary) in any way which is inaccurate or misleading.
- 20.4. The Recipient shall ensure that when required any information of a sensitive nature, howsoever held, is securely disposed of in accordance with the Authority's directions. If additional budget is required, the Recipient will liaise with the Authority to agree costs In Writing in advance of committing expenditure.
- 20.5. The provisions of this Clause 20 (Confidentiality) shall survive the termination of this Grant Agreement, however that occurs.

Data Protection, Data Sharing, Information Acts, Publicity and Transparency

- 21.1. The Recipient acknowledges that grant agreements issued by Crown Bodies may be published on a public facing website and that the Authority shall disclose payments made against this Grant Agreement in accordance with the UK Government's commitment to efficiency, transparency and accountability¹¹.
- 21.2. Where applicable, the Recipient and the Authority are required to comply at all times with its respective obligations under the Information Acts, any subordinate legislation made and any guidance issued by the Information Commissioner.
- 21.3. Where appropriate, the Recipient shall ensure that it has adequate provisions and effective controls in place to manage:
 - a. data and prevent Data Incidents,
 - b. the processing of data shared between itself and any Delivery Partner and/or Beneficiary (and vice versa), and
 - c. compliance with its obligations arising from the Data Protection Legislation.
- 21.4. The Recipient shall abide by the terms of the Data Sharing provisions set out in Schedule 5.
- 21.5. Nothing in Clause 20 (Confidentiality) shall prevent the Authority from sharing information obtained in relation to the Recipient with any Crown Body or Third Party that has a legitimate interest, provided that in disclosing information the Authority discloses only the information which is necessary for the purpose concerned and requests that the information is treated in confidence and that a confidentiality undertaking is given In Writing where appropriate.
- 21.6. The Recipient hereby acknowledges that a Crown Body receiving such information may further disclose the information to other Crown Bodies on the basis that the information is confidential and is not to be disclosed to a Third Party which is not a Crown Body.
- 21.7. The Authority may also disclose any information obtained from and about the Recipient for the purpose of the examination and certification of the Authority's accounts; or pursuant to section 6(1) of National Audit Act 1983 of the economy, efficiency and effectiveness with which the Authority has used its resources.
- 21.8. The Recipient agrees to assist and cooperate with the Authority to enable the Authority to comply with its obligations under the Information Acts whenever a request is made for information which relates to or arises out of this Grant Agreement.

¹¹ For example, the Government's commitment in the *UK Open Government, National Action Plan*, to publish data on government grants each year, to 360Giving standards.

- 21.9. The Authority will take reasonable steps to notify the Recipient of a request for information to the extent that it is permissible and reasonably practical to do so. The Authority may also, but is not required to, consult with the Recipient regarding any requests for information and take account of any comments made by the Recipient to determine any matters which either Party may consider as Commercially Sensitive Information or be otherwise exempt. This will inform the Authority's decision regarding any redactions or exemptions for which the Authority shall, at its absolute discretion and based on its own legal obligations, retain the final decision.
- 21.10. The Parties agree and acknowledge that, except for any information which is exempt from disclosure in accordance with the provisions of the Information Acts, the content of the Agreement and the Purpose is not confidential.
- 21.11. The Recipient will comply with all reasonable requests from the Authority to facilitate visits, provide reports, statistics, photographs and case studies or any other such material that will assist the Authority in publicising the Purpose.
- 21.12. The Recipient shall:
- a. avoid expressing views which are inconsistent with the Programme Objective when speaking to Third Parties in order to deliver the Scheme;
 - b. make clear that it does not represent or speak for the Authority or the Government of the United Kingdom of Great Britain and Northern Ireland in any situation where it expresses views; and
 - c. seek the consent of the Authority first before making any statements which might be contrary to the requirements of Clauses 21.12 (a) or (b).

Notices

- 22.1. All notices, invoices and other communications relating to this Grant Agreement shall be In Writing and in English and shall be served by a Party on the other Party at its address shown at the head of this Grant Agreement.
- 22.2. Notices delivered hereunder shall be deemed to be delivered if:
- d. delivered by hand, upon receipt,
 - e. sent by pre-paid registered first-class post (providing it is not returned as undelivered to the sender), two (2) Working Days after posting,
 - f. sent by electronic mail, on the date of delivery except when an electronic mail is sent on a day which is not a Working Day or after 3:00pm on a Working Day, the electronic mail shall be deemed to have been received on the next Working Day,

- g. sent by facsimile transmission, on the date of transmission, provided that the transmission does not take place on a day which is not a Working Day or after 3:00pm on a Working Day, in which case, the transmission is deemed to have taken place on the following Working Day, and provided in any event that a confirming copy is sent to the other Party either by hand, or by first class post.

Contract (Rights of Third Parties) Act 1999

- 23.1. No person who is not a Party to this Grant Agreement shall have the right to enforce any its terms.

Dispute Resolution

- 24.1. The Parties shall attempt in good faith to negotiate an amicable settlement to any dispute between them arising out of or in connection with this Grant Agreement and such efforts shall involve the escalation of the dispute from the Grant Sponsor and Scheme Manager to an appropriately senior representative of each Party.
- 24.2. All disputes and complaints (except for those which relate to the Authority's right to withhold funds or terminate this Grant Agreement) shall, in the first instance be referred to the Scheme Manager and the Grant Sponsor.
- 24.3. Should the dispute or complaint remain unresolved within fifteen (15) Working Days of the matter first being referred to the individuals named in Clause 24.2, either Party may refer the matter to the Parties' nominated senior representatives with an instruction to attempt to resolve the matter by agreement within twenty (20) Working Days, or such other period as may be mutually agreed by the Authority and the Recipient.
- 24.4. If the dispute cannot be resolved by the Parties within the period agreed in accordance with Clause 24.3, the dispute may by agreement between the Parties be referred to a neutral adviser or mediator (the "Mediator") chosen by agreement between the Parties. All negotiations connected with the dispute shall be conducted in confidence and without prejudice to the rights of the Parties in any further proceedings.
- 24.5. If the Parties fail to appoint a Mediator within one (1) Month, or fail to enter into a written agreement resolving the dispute within one (1) Month of the Mediator being appointed, then either Party may exercise any remedy it has under applicable Law.

Governing Law

- 25.1. This Grant Agreement shall be subject to and construed in accordance with English Law and subject to the exclusive jurisdiction of the courts of England and Wales. This does not limit the Authority's right to

commence legal proceedings in any other court of competent jurisdiction, including concurrent proceedings.

Home Office

Police Workforce and Professionalism Unit

17 June 2024

ACCEPTANCE OF GRANT

The Police and Crime Commissioner for Essex, the Recipient, accepts the offer of the Grant contained in this Grant Agreement and agrees to comply with the terms and conditions of the Grant on which the offer is made.

On behalf of the Recipient:

Scheme Manager

Signature:	
Name:	Richard Leicester
Date:	
Position:	Director of HR


Senior Finance Officer (if different to above)

Signature:	
Name:	Janet Perry
Date:	
Position:	Strategic Head of Performance and Resource

Bank details for Grant payment

Bank name:	Lloyds Bank PLC
Branch name:	City Office
Sort code:	30-00-02
Account name:	Police & Crime Commissioner for Essex Revenue a/c
Account number:	00508301
Address:	Citty Office, Gillingham, Kent
Post code:	ME8 0LS

Signed on behalf of the Authority:

Signature:	
Name:	Peter Spreadbury
Date:	17 June 2024
Position:	Head of Police Workforce and Professionalism Unit

HOME OFFICE USE:

Payment instructions per Grant Holding Unit:

Metis codes:	Entity Code	Cost centre(s)	Account code(s)	Objective Code	Analysis Code	Project Code
	0001	1205011	541021 (541022 - Wales only)	00002	102055088	00000000

SCHEDULE 1 – THE PURPOSE

The Scheme

- 1.1 This Schedule 1 describes the outcomes and impacts the Authority is seeking to achieve through this Grant funding. The Authority is providing the Grant to support the Recipient to maintain officer headcount at the level of force PUP baseline plus allocation of additional PUP officers and allocation of Batch 1 additional recruitment officers from FY23/24. This supports the Government commitment to ensuring the number of police officers are maintained at the increased level, as set out in the Police Settlement for 24/25.

Background

- 1.2 The first duty of the government is to keep citizens safe and the country secure. The Home Office has been at the front line of this endeavour since 1782. As such, the Home Office plays a fundamental role in the security and economic prosperity of the United Kingdom.
- 1.3 The Home Office is the lead government department for immigration and passports, drugs policy, crime, fire, counter-terrorism and police.
- 1.4 The Authority is responsible for reducing and preventing crime and ensuring people feel safe in their homes and communities, as well as supporting visible, responsible and accountable policing by empowering the public and freeing up the police to fight crime.
- 1.5 The Government met its commitment to recruit an additional 20,000 police officers by March 2023. The majority of funding for these officers is paid to Police and Crime Commissioners without condition, with ringfenced funding of £357.8m held back to ensure forces work to maintain their officer headcount in 2024/25. This Grant Agreement administers all of the ringfenced funding, and will be provided to forces in arrears based on headcount of officer numbers being maintained at 30th September 2024 and 31st March 2025.
- 1.6 This Grant is paid to the Recipient in exercise of the power conferred upon the Secretary of State for the Home Department under Section 169 of the Criminal Justice and Public Order Act 1994 to provide financial support to prevent crime or reduce the fear of crime.

- 1.7 The Purpose provides a broad well defined framework describing the outcomes and impacts that the Funding is intended to achieve whilst allowing the Recipient to exercise independent discretion in delivering the inputs and outputs detailed in its Delivery Proposal (Annex D).

Key Deliverables

- 1.8 The purpose of the Grant is to enable the Grant Recipient to maintain officer numbers at the agreed level to support national maintenance in 2024/25 of the 20,000 additional police officers in England and Wales recruited through the Police Uplift Programme. This will contribute towards crime prevention and public protection. Funding will be paid provided that the Grant Recipient can evidence that funding has been used to maintain officer numbers (at the level referenced in Schedule 2).

Ringfenced grant funding relates to the maintenance of an officer headcount as set out the Police Funding Settlement. The recruitment of officers in excess of the maintenance headcount, as defined in this agreement, will need to be funded through alternative income streams or local budget management.

Ineligible Expenditure is listed in Annex E.

Extenuating circumstances will be taken into consideration on a case by case basis.

Key Roles and Responsibilities

- 1.9 The Authority will nominate a Grant Sponsor who will work with the Scheme Manager to monitor the delivery of the agreed Purpose and act as the principal point of contact. Their name and contact details are recorded in Annex C.
- 1.10 The Recipient will nominate a Scheme Manager who shall have responsibility for ensuring delivery of the Purpose to achieve the outcomes and impacts. They shall act as the Authority's principal point of contact, and their details shall be recorded in Annex C.

Indicative Expenditure Breakdown

- 1.11 The maximum Grant Amount payable by the Authority to the Recipient under the terms of this Grant Agreement shall not be more than Nine Million, Five Hundred and Fifty Three Thousand, One Hundred and Forty Seven Pounds (£9,553,147) in GBP (£) Sterling for the Funding Period.
- 1.12 The Grant will be paid in accordance with the profile described in Schedule 2 and are intended pay for the activities required to achieve the outcomes described in this Schedule 1.
- 1.13 The Recipient has identified the following indicative expenditure:

REF	HEADINGS	EXPENSES (£)
A	Pay-related Costs	
A1.	Pay – Officers	
A2.	Pay – Supervisory	
A3.	Pay – Staff	
B	Non-pay Officer Costs	
C	Non-pay Staff Costs	
D	Additional Expenditure (PUP)	
E	TOTAL ELIGIBLE EXPENDITURE (A1+A2+A3+B+C+D)	

SCHEDULE 2 – PAYMENT AND REPORTING SCHEDULE

Indicative Payment Schedule for delivering the Purpose

Grant Claims must be submitted in accordance with the schedule set out in the table below; payment will be subject to compliance with obligations arising from the Grant Agreement, in particular:

- fulfilment of the conditions set out in Clause 5, and
- receipt of satisfactory financial and monitoring reports.

Financial year	Payment reference	When	Payment Value	Information required
2024/25	1	50% of grant funding released at February 2025 upon supply of information required.	<p>Up to £4,776,573.50 based on progress against maintenance of officer headcount numbers at 3,810 as of 30 September 2024. Noting KPI under Schedule 3 at 3.2.</p> <p>£40,000 will be withheld for each officer below 3,810 up to a maximum of 1.5% of maintenance headcount or 30 officers (headcount), whichever is highest (definition set out at page 9). Beyond this point all grant funding is withheld.</p> <p>Extenuating circumstances will be taken into consideration on a case by case basis.</p>	<p>Completed financial and performance reports as detailed in Schedule 3.</p> <p>A completed claim request form (Annex A)</p> <p>Such payment will not be made unless and until the toolkit has been checked and samples of expenditure verified by the Authority</p>
2024/25	2	50% of grant funding released at August 2025 upon supply of information required.	<p>Up to £4,776,573.50 based on progress against maintenance of officer headcount numbers at 3,810 as of March 2025. Noting KPI under Schedule 3 at 3.2.</p> <p>£40,000 will be withheld for each officer below 3,810 up to a maximum of 1.5% of officer maintenance headcount or 30 officers (headcount), whichever is highest. Beyond this point all grant funding is withheld.</p> <p>Extenuating circumstances will be taken into consideration on a case by case basis.</p>	<p>Completed financial and performance reports as detailed in Schedule 3.</p> <p>A completed claim request form (Annex A)</p> <p>Such payment will not be made unless and until the toolkit has been checked and samples of expenditure verified by the Authority</p>

SCHEDULE 3 – IN-YEAR MONITORING INFORMATION REQUIREMENTS

Key Performance Indicators (KPIs)

- 3.1 The Recipient has submitted a Delivery Proposal (Annex D) which the Authority has agreed to fund. From this proposal the Recipient shall produce a plan setting out how it will achieve the Purpose (the 'Delivery Plan'). At a minimum the Delivery Plan shall give particulars of the:
- a. agreed outcomes and impacts,
 - b. planned activities (inputs and outputs) required to achieve these outcomes,
 - c. measures of success in the form of Key Performance Indicators (KPIs),
 - d. Timescales and/or milestones, and
 - e. evidence to be presented to verify the extent to which the agreed outcomes have been achieved.
- 3.2 The KPIs to be monitored and reported on are:
- **the force officer headcount figure as at 30th September 2024 to the total of 3,810 which is comprised of the force Police Uplift Programme (PUP) baseline, plus PUP allocation of officers plus share of FY23/24 Batch 1 additional recruitment allocation.**
 - **the force officer headcount figure as at 31st March 2025 to the total of 3,810 which is comprised of the force Police Uplift Programme (PUP) baseline, plus PUP allocation of officers plus share of FY23/24 Batch 1 additional recruitment allocation.**

Reporting

- 3.1 The Recipient must manage and administer the quality and level of delivery and its own performance and that of its Delivery Partners relating to the Delivery Plan.
- 3.2 The Recipient shall put in place procedures to monitor and track performance, benefits and progress and provide reports detailing:
- a. spending, including committed spend, against agreed budgets and notify the Authority of any variances, and
 - b. evidenced progress against the KPIs
- 3.3 Any reports should also detail the activities and achievements of Delivery Partners.
- 3.4 The Recipient must provide the Authority with all reasonable assistance and co-operation in relation to any ad-hoc information requests made by the Authority in relation to the Purpose.

- 3.5 The Recipient must provide the Authority with access to all Board and Corporate level meeting minutes related to the Purpose.
- 3.6 The Scheme Manager shall ensure that all reports are compiled and submitted to the Grant Sponsor in a timely manner and attend the monitoring and review meetings.

Progress Reporting

- 3.7 In support of Annex A (Grant Claim) submissions the Recipient shall provide the following progress reports to the Police Workforce and Professionalism Unit (the 'Progress Reports'):
 - a. the Officer Maintenance Tracker and narrative reports, detailing progress against KPIs in achieving the outcomes and targets. This will be shared with the Home Office monthly via the National Police Chiefs Council Workforce Data Group, as per the Memorandum of Understanding on workforce data (Sharing of Workforce information related to the national Uplift Programme between Police forces of England & Wales and the Home Office).
 - b. the police workforce data collections as outlined in the Annual Data Requirement. These include an annual Police Workforce Census, covering the situation as at 31 March, and a biannual update as at 30 September. These data are published on GOV.UK as Official Statistics.
- 3.8 As above, the Recipient must submit progress reports on officer numbers to the NPCC workforce data team by the tenth (10th) working day of the month following the period under review. These data will then be shared with the Home Office. Initially these will be **Monthly** as follows:
 - a. Period 1 (Apr 2024) by 15 May 2024
 - b. Period 2 (May 2024) by 14 Jun 2024
 - c. Period 3 (Jun 2024) by 10 Jul 2024
 - d. Period 4 (July 2024) by 10 Aug 2024
 - e. Period 5 (Aug 2024) by 10 Sept 2024
 - f. Period 6 (Sept 2024) by 10 Oct 2024
 - g. Period 7 (Oct 2024) by 10 Nov 2024
 - h. Period 8 (Nov 2024) by 10 Dec 2024
 - i. Period 9 (Dec 2024) by 10 Jan 2025
 - j. Period 10 (Jan 2025) by 10 Feb 2025
 - k. Period 11 (Feb 2025) by 10 Mar 2025
 - l. Period 12 (Mar 2025) by 10 Apr 2025
- 3.9 The frequency of these Progress Reporting requirements will be reviewed with the Authority during the Funding Period and may be amended as required.

Strategic Reporting

- 3.10 The Authority and the Recipient, will use existing structures and arrangements during the Funding Period to monitor and review performance, discuss future proposals and give feedback. The Authority shall consider how the Recipient has performed and sought to resolve any major issues that impact on its ongoing success.

Ad Hoc Reporting

- 3.11 The Recipient will comply with any requests for reports or other information that the Authority may from time-to-time reasonably request within any timeframe specified.
- 3.12 If requested by the Authority, the Recipient must provide information to demonstrate its approach to modern slavery and human trafficking. This could include completion of the Modern Slavery Assessment Tool (MSAT).
- 3.13 Any Data incident or Critical Incident must be reported to the Authority within one (1) Calendar Day. The Recipient must provide a follow up report within three (3) Calendar Days to the Authority on how the matter has been resolved or whether the Authority will need to intervene.
- 3.14 The Recipient will notify the Authority as soon as reasonably practical of actual or potential variations to the budget proposal, forecast expenditure or any event which materially affects the continued accuracy of such financial information.
- 3.15 Additionally, the Recipient will notify the Authority within one (1) Calendar Day of:
- a. any actual or potential failure to comply with any of its obligations under the Grant Agreement, which includes those caused by any administrative, financial or managerial difficulties; or
 - b. any changes to its constitution, legal form, membership structure (if applicable) or ownership, and of any complaint or investigation by any regulatory body or the police into its activities or those of its Staff or Delivery Partners (Clause 10.1).

Annual Review

- 3.16 In addition to any ongoing reporting, monitoring or evaluation, the Authority will review the Purpose of the Grant annually and will take into account the Recipient's achievements (during the Funding Period) as measured against the KPIs. As part of the annual review the Authority will have regard to the reports produced by the Recipient.

- 3.17 Each annual review will result in the Authority making a recommendation that the:
- a. Purpose and Agreement continue in line with existing plans; and/or
 - b. Eligible Expenditure payable for the subsequent Funding Period should be revised (up or down); and/or
 - c. KPIs should be re-defined and agreed; and/or
 - d. The Recipient shall provide the Authority with a Remedial Action Plan in accordance with Clauses 17.4 to 17.10 setting out the steps the Recipient will take to improve delivery of the Purpose; and/ or
 - e. Authority should recover Unspent Monies; and/ or
 - f. Agreement should be terminated.
- 3.18 The Recipient may make representations to the Authority regarding any recommendations made in accordance with this provision, however, the Authority shall not be obliged to take such representations into account when making its recommendation and any recommendation will be final and at the Authority's absolute discretion.

Risk, Controls and Assurance

- 3.19 The Recipient's due diligence undertakings of Delivery Partners must be an ongoing not a one-off activity. A proportionate approach should be applied to the frequency of subsequent due diligence based on the initial assessment (as required by Clause 12.2). Due diligence, including conflicts of interest and financial health checks, shall be reported on and monitored as part of the risk management approach.
- 3.20 Proportionate and regular checks should be undertaken by the Recipient to assure the Authority that expenditure represents neither Duplicate Funding or Grant Fraud.
- 3.21 Risk must be actively managed across the duration of the Grant Agreement, bearing in mind the principle of proportionality. The Parties shall work together to identify, manage and mitigate risks and issues impacting on achieving the Purpose. These shall be recorded in a joint risk & issue register. Where risks (or issues) are unresolved or unmitigated the Parties must record the possible effect on delivery or completion of the scheme. The Authority will assess the impact on the scheme to determine whether any changes are required, for example as described in paragraph 3.19 to this Schedule 3.
- 3.22 The risk and issue register should be regularly updated by the Recipient and reviewed with the Authority not less 3 times per year.
- 3.23 Outside of this regular review cycle, the relevant Party shall inform the other as soon as they identify an imminent Risk (i.e. proximity < 3-months) or live Issue.

- 3.24 Where the Recipient is in receipt of General Grant funding from Crown Bodies exceeding more than 49.99% of the Recipient's total income, it will notify the Authority within five (5) Working Days providing a full financial report with details of all income derived from public funds and non-public funds. The Authority will review the situation and work with the Recipient to determine what, if any, action is required to diversify income streams and reduce the reliance on public funding.

SCHEDULE 4 – PROGRAMME CLOSURE PLANNING

NOT USED

SCHEDULE 5 – DATA SHARING AND GDPR

- 5.1 The Authority and Recipient acknowledge that for the purposes of the Data Protection Legislation, the Recipient is the Controller and the Supplier is the Processor.
- 5.2 The Recipient shall notify the Authority within a reasonable period if in the Recipient's reasonable opinion, it considers that any of the Authority's instructions infringe the Data Protection Legislation.
- 5.3 The Recipient shall provide all reasonable assistance to the Authority in the preparation of any Data Protection Impact Assessment prior to commencing any processing. Such assistance may, at the discretion of the Authority, include:
- (a) a systematic description of the envisaged processing operations and the purpose of the processing;
 - (b) an assessment of the necessity and proportionality of the processing operations in relation to the Purpose;
 - (c) an assessment of the risks to the rights and freedoms of Data Subjects; and
 - (d) the measures envisaged to address the risks, including safeguards, security measures and mechanisms to ensure the protection of Personal Data.
- 5.4 The Recipient shall, in relation to any Personal Data processed in connection with its obligations under this Grant Agreement:
- (a) process that Personal Data only in accordance with Schedule 5, unless the Recipient is required to do otherwise by Law. If it is so required the Recipient shall promptly notify the Authority before processing the Personal Data unless prohibited by Law;
 - (b) ensure that it has in place Protective Measures, which have been reviewed and approved by the Authority as appropriate to protect against a Data Loss Event having taken account of the:
 - (i) nature of the data to be protected;
 - (ii) harm that might result from a Data Loss Event;
 - (iii) state of technological development; and
 - (iv) cost of implementing any measures;
 - (c) ensure that:
 - (i) the Recipient's staff do not process Personal Data except in accordance with this Grant Agreement (and in particular Schedule 5);
 - (ii) it takes all reasonable steps to ensure the reliability and integrity of any Recipient's staff who have access to the Personal Data and ensure that they:
 - (A) are aware of and comply with the Recipient's duties under this clause;
 - (B) are subject to appropriate confidentiality undertakings with the Recipient or any sub-processor;
 - (C) are informed of the confidential nature of the Personal Data and do not publish, disclose or divulge any of the Personal Data

to any third Party unless directed in writing to do so by the Authority or as otherwise permitted by this Grant Agreement;
and

(D) have undergone adequate training in the use, care, protection and handling of Personal Data; and

- (d) not transfer Personal Data outside of the UK unless the prior written consent of the Authority has been obtained and the following conditions are fulfilled:
 - (i) the Authority or the Recipient has provided appropriate safeguards in relation to the transfer (whether in accordance with GDPR Article 46 or LED Article 37) as determined by the Authority;
 - (ii) the Data Subject has enforceable rights and effective legal remedies;
 - (iii) the Recipient complies with its obligations under the Data Protection Legislation by providing an adequate level of protection to any Personal Data that is transferred (or, if it is not so bound, uses its best endeavours to assist the Authority in meeting its obligations); and
 - (iv) the Recipient complies with any reasonable instructions notified to it in advance by the Authority with respect to the processing of the Personal Data;
- (e) at the written direction of the Authority, delete or return Personal Data (and any copies of it) to the Authority on termination of the Grant Agreement unless the Recipient is required by Law to retain the Personal Data.

5.5 The Recipient shall notify the Authority immediately if it:

- (a) receives a Data Subject Access Request (or purported Data Subject Access Request);
- (b) receives a request to rectify, block or erase any Personal Data;
- (c) receives any other request, complaint or communication relating to either Party's obligations under the Data Protection Legislation;
- (d) receives any communication from the Information Commissioner or any other regulatory authority in connection with Personal Data processed under this Grant Agreement;
- (e) receives a request from any third Party for disclosure of Personal Data where compliance with such request is required or purported to be required by Law; or
- (f) becomes aware of a Data Loss Event.

5.6 The Recipient shall include the provision of further information to the Authority in phases, as details become available.

5.7 Considering the nature of the processing, the Recipient shall provide the Authority with full assistance in relation to either Party's obligations under Data Protection Legislation and any complaint, communication or request (and insofar as possible within the timescales reasonably required by the Authority) including by promptly providing:

- (a) the Authority with full details and copies of the complaint, communication or request;
 - (b) such assistance as is reasonably requested by the Authority to enable the Authority to comply with a Data Subject Access Request within the relevant timescales set out in the Data Protection Legislation;
 - (c) the Authority, at its request, with any Personal Data it holds in relation to a Data Subject;
 - (d) assistance as requested by the Authority following any Data Loss Event;
 - (e) assistance as requested by the Authority with respect to any request from the Information Commissioner's Office, or any consultation by the Authority with the Information Commissioner's Office.
- 5.8 The Recipient shall maintain complete and accurate records and information to demonstrate its compliance with this clause. This requirement does not apply where the Recipient employs fewer than 250 staff, unless:
- (a) the Authority determines that the processing is not occasional;
 - (b) the Authority determines the processing includes special categories of data as referred to in Article 9(1) of the GDPR or Personal Data relating to criminal convictions and offences referred to in Article 10 of the GDPR; and
 - (c) the Authority determines that the processing is likely to result in a risk to the rights and freedoms of Data Subjects.
- 5.9 The Recipient shall allow for reasonable audits of its Data Processing activity by the Authority or the Authority's designated auditor.
- 5.10 The Recipient shall designate a data protection officer if required by the Data Protection Legislation.
- 5.11 Before allowing any sub-processor to process any Personal Data related to this Grant Agreement, the Recipient must:
- (a) notify the Authority in writing of the intended sub-processor and processing;
 - (b) obtain the written consent of the Authority;
 - (c) enter into a written Grant Agreement with the sub-processor which give effect to the terms set out in this clause Schedule 5: GDPR such that they apply to the sub-processor; and
 - (d) provide the Authority with such information regarding the sub-processor as the Authority may reasonably require.
- 5.12 The Recipient shall remain fully liable for all acts or omissions of any sub-processor.
- 5.13 The Authority may, at any time on not less than 30 Working Days' notice, revise this clause by replacing it with any applicable controller to processor standard clauses or similar terms forming part of an

applicable certification scheme (which shall apply when incorporated by attachment to this Grant Agreement).

- 5.14 The Authority and Recipient agree to take account of any guidance issued by the Information Commissioner's Office. The Authority may on not less than 30 Working Days' notice to the Recipient amend this Grant Agreement to ensure that it complies with any guidance issued by the Information Commissioner's Office.

SCHEDULE 6 – AID DIVERSION

NOT USED

ANNEX A

Grant Claim Form

Recipient: The Police and Crime Commissioner for Essex	Grant Stream (incl. AOU no.): Police Officer Maintenance Grant (683)
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Period From: To:	Resource (£)	Capital (£)
(1) Total funding received for this financial year		
(2) Actual expenditure in this period (To be supported by a breakdown of expenditure against the cost breakdown detailed in Schedule 1).		
(3) Funding request for this period		

MONITORING INFORMATION REQUIREMENTS

Where monitoring information, as set out in Schedule 3, is a requirement for the period the payment is requested for, please confirm what has been attached to this payment request form.

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SENIOR FINANCE OFFICER CERTIFICATION

I certify to the best of my knowledge and belief that:

- a) The information provided is correct; it does not represent Grant Fraud, and no Duplicate Funding has been received in respect of this statement of Eligible Expenditure for the Grant Amount being claimed,
- b) The expenditure has been incurred only for the purposes set out in the Grant Agreement for the specified Grant stream.

Signature:			
Name (printed):		Date:	
Position:			

SCHEME MANAGER CONFIRMATION

I certify to the best of my knowledge and belief that:

- a) The information provided is correct, and all activities claimed have been completed as described, and
- b) The Eligible Expenditure has been incurred only for the purposes set out in the Grant Agreement for the specified Grant scheme.

Signature:			
Name (printed):		Date:	
Position:			

Home Office sign off:

Signature:			
Name (printed):		Date:	
Position:			

Note 1: For payments in arrears. If, over the Funding Period, the total Grant claimed exceeds the value of the Grant Amount, in accordance with Clause 4.1 the Authority may not liable for this excess expenditure.

Note 2: For payments in Advance of Expenditure. If, over the Funding Period, the total Grant received is greater than the Recipient's expenditure, in accordance with Clauses 6.13 and 6.14, the Authority will offset the surplus against any future payment(s) due or recover the surplus as part of the Annual Review financial reconciliation process described in Schedule 3.

Note 3: In all instances, any expenditure deemed ineligible will be recoverable by the Authority.

ANNEX B

Outturn Statement (April 2024 to March 2025)

The Outturn Statement should be completed and certified by the Finance Officer and returned to the Authority in accordance with Clause 6.9.

Grant Recipient:

Grant Stream:

Date reported	Number of Police Officers (headcount)
30 September 2024	
31 March 2025	
Reason for variance:	

SENIOR FINANCE OFFICER CERTIFICATION

I certify to the best of my knowledge and belief that:

- a) The information provided is correct; it does not represent Grant Fraud, and no Duplicate Funding has been received in respect of this statement of Eligible Expenditure for the Grant Amount being claimed,
- b) The expenditure has been incurred only for the purposes set out in the Grant Agreement for the above Grant stream.

Signature:			
Name (printed):		Date:	
Position:			

SCHEME MANAGER CONFIRMATION

I certify to the best of my knowledge and belief that:

- a) The information provided is correct, and all activities claimed have been completed as described, and
- b) Expenditure has been incurred only for the purposes set out in the Grant Agreement for the specified Grant scheme.

Signature:	
-------------------	--

Name (printed):		Date:	
Position:			

Home Office sign off:

Signature:			
Name (printed):		Date:	
Position:			

Note 1: If, at the end of the Funding Period, the total Grant claimed exceeds the value of the Grant Amount, in accordance with Clause 4.1 the Authority may not liable for this excess expenditure.

Note 2: If, at the end of the Funding Period, the total Grant claimed is greater than the Recipient's Eligible Expenditure, in accordance with Clauses 6.13 and 6.14, the Authority may offset the surplus against any future payment(s) due or recover the surplus as part of the Annual Review financial reconciliation process described in Schedule 3.

Note 3: In all instances, any expenditure deemed ineligible will be recoverable by the Authority.

ANNEX C –

Authorised Representatives

The following are the current list of the Authority's staff designated as authorised representatives:

For the Authority	Position	Address	Telephone	E-mail
Peter Spreadbury	Grant Sponsor	2 Marsham Street	2 Marsham Street	peter.spreadbury@homeoffice.gov.uk
Kevin Naylor	Contact	2 Marsham Street	2 Marsham Street	Kevin.Naylor1@homeoffice.gov.uk

ANNEX D

Delivery Proposal

The Recipient has demonstrated that it has the organisational capability and capacity to deliver the outcomes and impacts described in Schedule 1 and 3 in accordance with the terms and conditions set out in the Grant Agreement.

ANNEX E

Limitations of Funding Use and Ineligible Expenditure

- 1.1 The Recipient shall not make a profit in its use of the Grant.
- 1.2 Further, the Recipient is not permitted to charge, or require payment for, or apply fees to, any activity provided in connection with this Agreement or otherwise use the Grant to undertake or engage in activities that result in commercial gain or profit.
- 1.3 For the avoidance of doubt, no profit, dividends, bonuses (incl. discretionary performance related bonuses) and/or any similar or equivalent benefit will be paid to Staff.
- 1.4 To comply with the Cabinet Office' spend control¹² requirements, the Recipient:
 - must seek permission from the Authority prior to any proposed expenditure on advertising, communications, consultancy or marketing either in connection with, or using the Grant; and
 - should provide evidence that any marketing, advertising, communications and consultancy expenditure carried out in connection with, or using the Grant will deliver measurable outcomes that meet government objective to secure Value for Money.
- 1.5 Other expenditure, which are prohibited, include the following:
 - discretionary Staff bonuses and rewards i.e. where a value is not contractually guaranteed, for example, it is described as 'the potential to earn up to'
 - contributions in kind;
 - interest payments or service charge payments for finance leases;
 - gifts;
 - statutory fines, criminal fines or penalties civil penalties, damages or any associated legal costs;
 - payments for works or activities which the grant recipient, or any member of their Partnership has a statutory duty to undertake, or that are fully funded by other sources;
 - bad debts to related parties;
 - payments for unfair dismissal or other compensation;
 - depreciation, amortisation or impairment of assets owned by the Recipient;
 - the acquisition or improvement of Assets by the Recipient (unless the Grant is explicitly for capital use – this will be stipulated in the Grant Funding Letter); and
 - liabilities incurred before the Commencement of the Grant Agreement unless agreed In Writing by the Authority.

¹² <https://www.gov.uk/government/collections/cabinet-office-controls>

ANNEX F

Change Control Record

Grant Agreement Version	Variation Reference	Agreed	Dated
v1.0	Not applicable	DD MMM YYYY	DD MMM YYYY

Grant Variation Notice (Template)

Agreement Title	Police Officer Maintenance Grant
Between	The Secretary of State for the Home Department, (hereinafter called "the Authority") & Essex Police ("the Recipient")
Variation Number	683
Variation	Means the amendments to the Grant Agreement contained in this form
Date Effective From	DD MMM YYYY (Insert date change is agreed to be effective from)

In accordance with the provisions of Article 18, the Parties hereby agree that the Grant Agreement be varied as follows:

No.	Heading	Location	Variation
1			
2			
3			

- Words and expressions in this Grant Variation Notice shall have the meanings given to them in the Grant Agreement.
- The Grant Agreement, including any previous Grant Variation Notices, shall remain effective and unaltered except as amended by this Grant Variation Notice.

Signed on behalf of the Authority

Signed on behalf of the Recipient

Signature

Signature

Name

Name

Title

Title

Date

Date

ANNEX G

Grant Funding Letter



Police Workforce
Professionalism Unit
2 Marsham Street
London
SW1P 4DF

and Tel: 020 7035 4848
www.homeoffice.gov.uk

17 June 2024

Dear [Insert PCC Name]

POLICE OFFICER MAINTENANCE GRANT AGREEMENT FOR 2024/25

In my role as sponsor for the Police Officer Maintenance Grant for 2024/25 I am writing to provide you with the grant agreement documentation for your signature.

The enclosed grant agreement is a twelve-month funding arrangement. It provides access to the ringfenced officer maintenance grant, allocated at the Police Funding Settlement for 2024/25, for the maintenance of your officer numbers. Maintenance here is defined as your force's PUP baseline, plus uplift allocation of officers, plus share of the 2023/24 Batch 1 additional recruitment allocation where appropriate.

The maintenance grant will be split evenly over the year and paid according to officer headcount at 30 September 2024, and 31 March 2025. Funding will be released at February and August 2025, following the publication of police workforce data for 30 September and 31 March respectively.

If your force is below its officer maintenance headcount at either point (September or March), then the Home Office will withhold £40,000 per officer below the maintenance level at that point. The figure of £40,000 per officer will be withheld up to a threshold of 30 officers or 1.5% of total officer headcount (PUP baseline plus uplift allocation and share of the 2023/24 batch 1 additional recruitment officers), whichever is greater. Should a force's officer headcount be beyond this threshold then it will not be eligible for any of the grant available at that point.

Funding will not be rolled over from September to March, therefore if maintenance is not achieved in September, your force will not be eligible for the funding withheld at this point at the end of the financial year. The grant agreement does allow for consideration of extenuating circumstances, which will be assessed on a case-by-case basis.

Payment of these monies is subject to your acceptance of this offer and the terms and conditions of the Grant Agreement. To confirm acceptance of this offer of grant funding, please sign one copy of the Grant Agreement, ensuring that you complete the Acceptance of Grant pages and return to policeworkforcestrengthenandstrategy1@homeoffice.gov.uk by **28 June 2024**. Please retain a second copy of the Grant Agreement for your records. Please be aware that no payments will be released until receipt of the signed documentation.

If you have any questions, then please do not hesitate to contact my team at the email address above.

Yours sincerely,

Peter Spreadbury
Deputy Director
Police Workforce and Professionalism

ANNEX H

Clarification Question Response Log

Not used

ANNEX I

New or Changing Bank Account Details

- 1.1 Clauses 5.3 to 5.5 explain that Authority will make Grant payments by BACS transfer.
- 1.2 The responsibility for ensuring the Authority has the correct bank account details lies with the Recipient.
- 1.3 The information which the Recipient must supply to the Authority to allow BACS payments is as follows:

Recipient Details

Registered name of company

Trading name of company

Company registration number

Vat registration number

Recipient Address Details

Registered Address

Credit Control/Finance Address

Contact Details

Email address for purchase orders

Email address for remittance advice

Email address for invoice queries

Telephone Number for Accounts
Receivable/Credit Control

Payment Details

Bank Name

Branch name and address

Company Bank Account Name

Bank Account Number

Bank Account Sort Code